



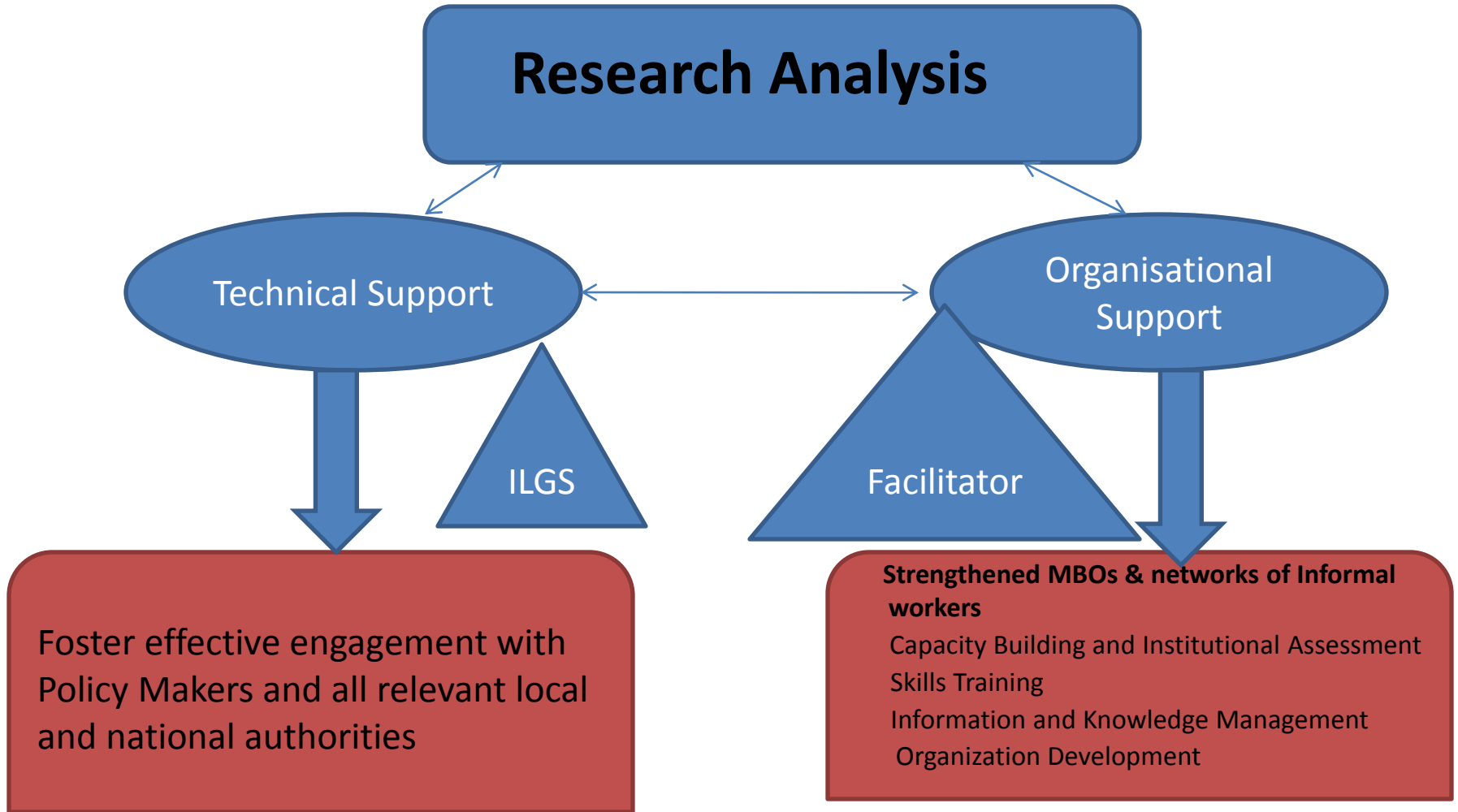
# Ghana Country Presentation

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WIEGO OHS Programme  
Learning Meeting  
Durban, 4-6<sup>th</sup> May

# SECTORS

- Market traders and street vendors
- *Chop Bar* owners
- *Kayayei* (head load porters)

# Strategic Programme Intervention



# MAIN EVENTS

2009: Participatory  
Research, Formation of  
Reference Group

2011: Continuation of  
dialogue process with  
ILGS.

2010: Research  
completed.

Strategic Processes with  
MBOs - Partnership  
with the ILGS. Two  
workshops held.



# REFERENCE GROUP

- Government
- Trade Unions
- MBO's
- Employer's Association

# RESEARCH

## *Aims*

- To understand better the institutional context of OHS in Ghana.
- To understand more about the health and safety risks faced by three sectors of informal workers in their places of work.
- To consider the costs to informal businesses of maintaining a safe and healthy work environment in Accra.

# *Methods*

- Institutional mapping
- Focus Groups
- Health Checklists
- Hazard Cards
- Mobility mapping and narratives
- Individual interviews

## *Research Difficulties*

- Research fatigue amongst informal workers.
- Organisational dynamics.
- Fear (kayayei).



## ***Findings: Health & Safety***

- Fire
- Sanitation
- Insecurity of people and goods
- Harassment

## ***Findings: Institutional Analysis***

Local government holds one of the keys to extending OHS to informal workers who work in public spaces in urban areas.

# ***Institutional Problems: Local Government in Accra***

1. Lack of horizontal coordination.
2. Problems with vertical coordination.
3. Too little public information.
4. Lack of institutionalised platforms for communication between informal workers and local government.
5. Poor regulation of privatised services

# Role of the facilitator

- Work with ILGS to establish communication platforms with LG.
- Capacity Building and Organisational strengthening of MBOs.
- Support advocacy drive with MBOs.

# MBO's: Organisational Obstacles

- Weak organisational capacity.
- No laid out systems and structures.
- Low level of information and knowledge around policies and regulations.
- Unclear description of responsibility of local and national executives.
- Commitment of members.
- Expectations of members.

**Methodology and Approach**

Coaching, Mentoring

and

Accompaniment

# Intervention Areas So Far...

## Information Sharing

- Series of educational workshops with StreetNet Ghana Alliance (SGA), and the Indigenous Caterer's Association of Ghana (ICAG), run in conjunction with the ILGS in Accra.
- Education about local government in relation to OHS.
- Education about which departments are responsible for what and who can be approached to deal with which problems.
- Education about laws and policies and rights relating to OHS and environmental health.

# ...continued

## **Training**

- Negotiating skills
- Advocacy skills

## **Organisation Development Processes**

- Strengthening internal governance systems and structures
- Capturing opportunities to raise the group awareness to learn from.
- Monitoring their growth and feedback.



# Achievements

- Increasing recognition of informal groups in Ghana:
  - Realising Rights Workshop
  - The Urban Platform
  - Consultations on Decentralisation Reform
- Increased participation and enthusiasm amongst MBO's.
- Feelings of empowerment amongst workers.

# What next?

- Further workshop with MBO's to assist in developing a coherent set of demands around OHS.
- Multi-Stakeholder Workshop.
- Evaluation of capacity building process.

***Findings: costs borne by informal  
workers***

**Informal workers DO pay  
tax!**

**Table 1: Annual regulatory costs for which chop bar owners in Accra are liable, averaged across the study group.**

| <b>Tax/License</b>                  | <b>Average annual tax and license fees: GH¢</b> | <b>Average annual tax and license fees: \$</b> |
|-------------------------------------|---|--|
| Quarterly Revenue Tax               | 90.78   | 64.85  |
| AMA Business License                | 31.50   | 22.50  |
| Employee Health Certificates        | 120   | 85.71  |
| <b>Total</b>                        | <b>242.28</b>                                   | <b>173.06</b>                                  |
| Daily 'Ticket' Tax                  | 28.80   | 20.50  |
| Total, including Daily 'Ticket' Tax | <b>271</b>                                      | <b>193.56</b>                                  |

***Costs borne continued...***

.....and they bear **high annual costs** to maintain a safe and healthy work environment.

**Table 5: Annual costs to chop bar owners of maintaining a safe and health work environment, averaged across the study group**

| <b>Services/equipment</b>                                       | <b>Annual cost to business owners, averaged across study group: GH¢</b> | <b>Annual cost to business owners, averaged across study group: \$</b> |
|---|---|--|
| Water   | 400   | 286  |
| Refuse removal  | 277   | 198  |
| Toilet  | 198   | 141  |
| Cleaning equipment  | 388   | 277  |
| Employee health licenses  | 150   | 107  |
| <b>Total</b>  | <b>1413</b>   | <b>1009</b>  |
| Fire fighting training and/or equipment                         | 187   | 134  |
| <b>Total, including fire fighting training and/or equipment</b> | <b>1600</b>   | <b>1143</b>  |