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People Work? -- Main Messages -- What Is a Good Job? -- The 2012 Snapshot of Jobs -- Who Are the Jobless? -- Who Lacks Access to Better Jobs? The Challenges of Creating More Inclusive Jobs -- The Transformation of the Landscape of Jobs in Ghana -- Notes -- References -- Chapter 3 Transitions into Work and the Role of Skills -- Main Messages -- Education, Skills, and Jobs -- Transitions into Work -- Skills Development for Labor Markets -- Note -- References -- Chapter 4 Where Are Jobs Created? -- Main Messages -- Jobs and the Private Sector -- Mapping Jobs to Formal Nonagricultural Firms -- The Profile of Informal Off-Farm Household Enterprises and Jobs -- What Prevents Microenterprises from Transforming to Job-Creating Firms? -- Notes -- References -- Chapter 5 Jobs for Development in Ghana: What Can Policy Do? -- How Many Jobs and What Kind of Jobs? -- Policy Options to Foster More Productive Jobs -- Notes -- References -- Boxes -- Box 1.1 Opportunities and Challenges of Urbanization -- Box 1.2 The Role of Agriculture in Structural Change and Poverty Reduction in Africa -- Box 1.3 Separating Out the Drivers of Growth -- Box 2.1 Sources of Data for the Profile of Labor Status.

Box 2.2 Definitions of Labor Market Indicators -- Box 2.3 Estimating Informality in Ghana's Labor Markets -- Box 2.4 International Migration from Ghana -- Box 3.1 Child Labor in Ghana -- Box 3.2 Results from the STEP Household Survey on Education, Skills, Employment, and Productivity -- Box 4.1 Firm-Level Data Used -- Box 4.2 What Is an Off-Farm Household Enterprise? -- Box 4.3 The Challenges of Street Vending in Ghana -- Box 5.1 Jobs for Development: Some Messages from the World Development Report on Jobs -- Box 5.2 Harnessing Digital Technologies to Address Information Asymmetries -- Box 5.3 Labor Market Regulations and Institutions -- Box 5.4 Improving Existing Skill Development and Active Labor Market Programs to Facilitate the Transition of Youth to Productive Jobs in Ghana -- Figures -- Figure 1.1 Economic Growth in Ghana as Compared with Its African Peers -- Figure 1.2 Natural Resources as Drivers of Growth -- Figure 1.3 Economic Structure and Contribution to Growth, by Sector -- Figure 1.4 Decline in Poverty Rates in Ghana -- Figure 1.5 Ghana's Population, by Age and Gender -- Figure 1.6 Growth of Urban and Rural Populations -- Figure 1.7 Urban and Rural Population, by Age and Gender, 2010 -- Figure 1.8 Ghana's Employment-Growth Elasticity Compared with Other Lower-Middle-Income Countries -- Figure 1.9 Total Employment Creation, by Economic Sector, 2005-12 -- Figure 1.10 Value Added per Worker, by Economic Sector and Year -- Figure 2.1 Labor Status of the Population in Ghana, 2012 -- Figure 2.2 Employment-to-Population Ratios, by Age Group, Gender, and Region -- Figure 2.3 Employment -- Figure 2.4 Jobs Skills and Educational Attainment -- Figure 2.5 Median Monthly Earnings, by Sector of Work -- Figure 2.6 Job Security and Benefits, by Sector of Work -- Figure 2.7 Hours Worked per Week in Primary Activity, by Sector of Work. Figure 2.8 Household Diversification across Farm and Off-Farm Sectors -- Figure 2.9 Composition of the Jobless Population -- Figure 2.10 Inactivity Types and Levels of Economic Activity, by Gender -- Figure 2.11 Sector of Employment, by Age Group and Gender -- Figure 2.12 Regional and Educational Disparities in Sectors of Work -- Figure 2.13 Wage Distribution by Worker and Job Characteristics -- Figure 2.14 Earnings in Relation to Years of Schooling -- Figure 2.15 Relationship of Poverty to Sector of Work -- Figure 2.16 Participation of Working-Age Population in the Labor Force -- Figure 2.17 Transformation of the Labor Market over Time, by Sector of Work -- Figure 2.18 Increase in Aggregate Income over Time, by Sector of Work -- Figure 2.19 Level of Education, by Sector of Work -- Figure 2.20 Beneficiaries of Job

Creation, by Sector of Work -- Figure 2.21Job Opportunities, by Region -- Figure 2.22Internal Migration, by Region and Motive -- Figure B2.4.1International Migration from Ghana to OECD -- Figure 3.1School-to-Work Transition, by Age Group and Gender -- Figure 3.2School-to-Work Transition, Urban Boys and Rural Girls, by Age Group -- Figure 3.3Sector of Work, by Age Group and Gender -- Figure 3.4Marriage and Family Formation in Ghana -- Figure B3.1.1 Incidence of Child Labor in Ghana Compared with Other Countries and Regions -- Figure 3.5Highest Level of Education Completed, by Age Group and Gender -- Figure 3.6Access to Education and Dropout Rate, by Poverty and Socioeconomic Status -- Figure 3.7Literacy and Numeracy Rates in Youths and Adults -- Figure 3.8Education Levels by Sector of Work -- Figure 3.9Vocational Training and Traditional Apprenticeships in Urban and Rural Areas, by Age Group, Gender, and Sector of Work -- Figure 3.10Participation in Apprenticeship in Relation to Education Levels.

Figure 3.11Firms Providing Training to Staff, by Size and Sector -- Figure 4.1The Formal Private Sector, by Size of Firm -- Figure 4.2The Formal Private Sector, by Age of Firm -- Figure 4.3Formal Employment, by Contract Type and Firm Size -- Figure 4.4Aggregate Formal Employment Creation and Contraction between 2010 and 2012 -- Figure 4.5Employment and Labor Productivity Growth, by Firm Size and Sector, 2010-2012 -- Figure 4.6Exporting Status and Foreign Ownership, by Firm Size -- Figure B4.2.1Household Enterprises Play a Greater Role in Absorbing Off-Farm Employment in Africa than in Asia and Latin America -- Figure 4.7Household Enterprises Distribution, by Number of Workers -- Figure 4.8Owners of Household Enterprises, by Age and Gender -- Figure 4.9Household Enterprises Distribution, by Years of Operation -- Figure 4.10Household Enterprises, by Sector and Location -- Figure 4.11Household Enterprises, by Size, Sector, and Education of the Owner -- Figure 4.12Household Enterprises Workforce Composition, by Type of Worker and Firm Size -- Figure 4.13Median Monthly Salaries, by Education of Owner -- Figure 4.14 Internet Use among Microenterprises and SMEs -- Figure 4.15 Obstacles to Investment and Business in Ghana -- Figure 4.16Ghana's Distance to Doing Business Frontier -- Figure 4.17Formal Firms Offering Training to Workers, by Size and Economic Sector -- Figure 4.18Major Obstacles to Doing Business, by Firm Size -- Figure 5.1 Fertility Rates and Life Expectancy -- Figure 5.2Projected Annual Growth Rates in Population in Ghana, by Age Group and Geographical Area, 2015-40 -- Figure B5.1.1How Jobs Drive Development -- Map -- Map 2.1Public and Private Wage Workers, Share of Total Employment, by District -- Tables -- Table 1.1Social Indicators in Ghana as Compared with Middle-Income Countries and Sub-Saharan Africa.

Table 1.2Value Added and Employment, by Economic Sector -- Table 1.3Growth Decomposition in Ghana, by Sector -- Table 2.1Activity and Employment Rates, by Age Group -- Table 2.2Percent of the Employed Holding a Second Job, by Sector of Work -- Table 2.3 Employment Mobility through Migration -- Table 2.4Labor Force Participation through Migration -- Table 4.1The Formal Private Sector, by Economic Sector -- Table 4.2Firm Dynamics during Their Life Cycle -- Table 4.3Job Creation and Contraction Rates, by Firm Size and Age, 2010-12 -- Table 4.4Median Monthly Salaries Paid by Household Enterprises -- Table 4.5The Majority of Firms Operate without Access to External Finance -- Table 5.1Sector Policies and Cross-Cutting Policies.

and sustained growth and impressive poverty reduction. However, Ghana is now facing major challenges in diversifying its economy, sustaining growth, and making it more inclusive. Most of the new jobs that have been created in the past decade have been in low-earning, low-productivity trade services. Macroeconomic instability, limited diversification and growing inequities in Ghana's labor markets make it harder for the economy to create more jobs, and particularly, better jobs. Employment needs to expand in both urban areas, which will continue to grow rapidly, and rural areas, where poverty is still concentrated. The current fiscal and economic crisis is heightening the need for urgent reforms but limiting the room for maneuver and increasing pressure for a careful prioritization of policy actions. Going forward, Ghana will need to consider an integrated jobs strategy that addresses barriers to the business climate, deficiencies in skills, lack of competitiveness of job-creating sectors, problems with labor mobility, and the need for comprehensive labor market regulation. Ghana needs to diversify its economy through gains in productivity in sectors like agribusiness, transport, construction, energy, and information and communications technology (ICT) services. Productivity needs to be increased also in agriculture, in order to increase the earnings potential for the many poor who still work there. In particular, Ghana's youth and women need help in connecting to these jobs, through relevant skills development and services that target gaps in information about job opportunities. Even with significant effort, most of Ghana's population will continue to work in jobs characterized by low and fluctuating earnings for the foreseeable future, however, and they will need social safety nets that help them manage vulnerability to income shortfalls. More productive and inclusive jobs will help Ghana move to a second phase of structural transformation and develop into a modern middle-income economy.

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