

MEDIUM-TERM EXPENDITURE FRAMEWORK (MTEF) FOR 2025-2028



**NATIONAL
LABOUR
COMMISSION**



**PROGRAMME BASED
BUDGET ESTIMATES
FOR 2025**

THEME: Resetting The Economy For The Ghana We Want

NATIONAL LABOUR COMMISSION



The NLC MTEF PBB for 2025 is also available on the internet at: www.mofep.gov.gh

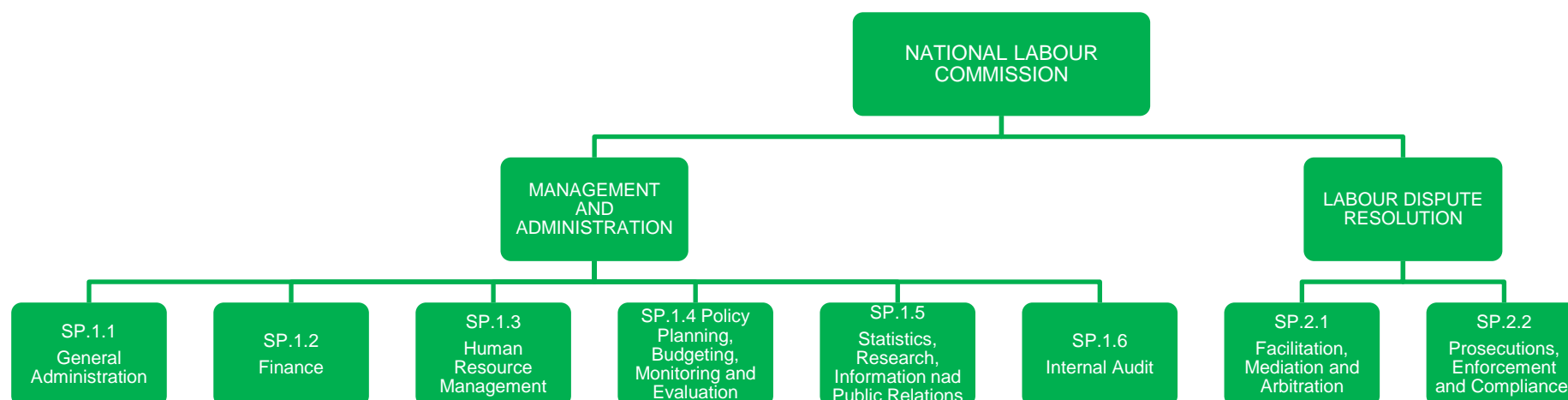


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PROGRAMME STRUCTURE – NATIONAL LABOUR COMMISSION





1.5. Appropriation Bill

Summary of Expenditure by Sub-Programme, Economic Item and Funding

Entity: 041 - National Labour Commission
Year: 2025 | Currency: Ghana Cedi (GHS)
Full Year Budget

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	31 - Non financial assets	Total	Compensation of employees	Goods and Services	31 - Non financial assets	Total	Statutory	ABFA	Others	Goods and Services	31 - Non financial assets	Total	
04101 - Management and Administration	2,822,358	2,749,728	2,627,000	8,199,086											8,199,086
04101001 - General Administration	1,800,656	2,749,728	2,627,000	7,177,384											7,177,384
04101002 - Finance	168,415			168,415											168,415
04101003 - Human Resource Management	150,093			150,093											150,093
04101004 - Policy Planning; Budgeting; Monitoring And Evaluation	61,047			61,047											61,047
04101005 - Statistics; Research; Information And Public Relations	642,147			642,147											642,147
04102 - Labour Dispute Resolution	8,449,374			8,449,374											8,449,374
04102001 - Facilitation; Mediation And Arbitration	1,200,619			1,200,619											1,200,619
04102002 - Prosecutions; Enforcement and Compliance.	7,248,755			7,248,755											7,248,755
Grand Total	11,271,733	2,749,728	2,627,000	16,648,460											16,648,460

PART A: STRATEGIC OVERVIEW OF THE NATIONAL LABOUR COMMISSION

1. POLICY OBJECTIVE

The NLC one Policy Objective developed in line with its mandate and its focus during the medium-term is:

Develop effective mechanisms for managing and handling workplace differences for timely resolution of labour disputes.

2. GOAL

“Promote the establishment of judicious enterprise-based dispute settlement mechanisms that effectively addresses internal grievances and facilitates external dispute resolution to bring timely closure to industrial disputes in order to create and maintain a peaceful industrial relations ambiance for enhanced productivity, job creation and economic growth.”

3. CORE FUNCTIONS

The core functions of the National Labour Commission are:

- To facilitate the settlement of industrial disputes
- To settle industrial disputes
- To investigate labour related complaints, in particular unfair labour practices and take such steps as it considers necessary to prevent labour disputes
- To maintain a database of qualified persons to serve as mediators and arbitrators
- To promote effective labour co-operation between labour and management

4. CORE VALUES

The core values of the Commission are:

- Commitment: Committed to duty
- Respect: We respect the individual and collective rights of all
- Integrity: We not only do what is right, but also do the right thing
- Trust: We ensure credibility
- Effective Communication: We encourage the exchange of ideas and encourage dialogue instead of adversity.



5. POLICY OUTCOME INDICATORS AND TARGETS

Outcome Indicator Description	Unit of Measurement	Baseline		Latest Status		Target	
		Year	Value	Year	Value	Year	Value
Proactive treatment and resolution of labour disputes	Ratio of industrial disputes settled/ total no. of reported cases (%)	2023	57.4%	2024	68%	2025	75%
Minimization of industrial agitations	Number of workers strikes and employer lockouts resolved/total no. received		26/26		26/26		15/15

6. PERFORMANCE REVIEW

The goal of the National Labour Commission is to promote the establishment of judicious enterprise-based dispute settlement mechanisms that effectively addresses internal grievances and facilitates external dispute resolution to bring timely closure to labour and industrial disputes in order to create and maintain a peaceful industrial relations ambience for enhanced productivity, job creation and economic growth.

From January 1 – December 31, 2024 a total of four hundred (400) complaints were filed by individual workers, group of workers, trade unions, workers' associations and employers. However, on the whole the Commission handled a total of 677 complaints, the figure includes 277 cases rolled over from the previous year.

Over 1.9 million complainants were cumulatively involved. This was due to the high collective disputes recorded by workers' associations and unions in the public sector.

The Commission resolved 458 complaints out of the total of 677 labour disputes recorded. The figure represents 68% resolution of the total number of complaints handled during the period. The remaining 219, representing 32% were rolled to year 2025 as most of them were at various stages of resolution.

In 2024, a lot of the industrial actions were recorded from the public sector, specifically, the education tertiary sector; and it is important to note that this has been the trend for the past three years. The main reason why most of these disputes kept recurring was due to the nature of the disputes, which basically had to do with benefits and allowances under terms and conditions of service. Twenty-six (26) industrial disputes were recorded. These were made of partial and total withdrawal of services by workers. The industrial actions were mainly recorded from the education sector, which recorded 17 out of the total number representing 65%. The rest, 35% were from the health, public service, local and civil service workers. The Commission intervened in all of these disputes.

Due to the protracted nature of these disputes, most of the industrial actions were declared without due process, a situation which posed a lot of challenges to the employer as well as the clients of the striking workers institutions. The other issue had



to do with compliance with some agreements, which in many instances the employer or management of these institutions cited ability to pay due to financial challenges. There were also issues of workers seeking new benefits during the course of the year, though unbudgeted for, therefore the negotiation cycle for public sector workers needs to be clearly defined and adhered to.

The Commission rendered fifty-seven (57) decisions, orders, rulings and directives during the period.

7. EXPENDITURE TRENDS

CLASSIFICATION	2024 APPROVED BUDGET (A)	2024 REVISED BUDGET(B)	RELEASES © (JAN. TO DEC. 2024	ACTUAL EXPENDITURE D	VARIANCE B-C
Compensation of Employees	9,100,960.00	9,100,960.00	7,381,027.53	7,381,027.53	1,719,932.47
Goods and Services	8,987,819.00	8,987,819.00	7,638,522.10	7,638,522.10	1,349,296.90
CAPEX	2,932,889.00	2,932,889.00	2,274,206.64	2,274,206.64	649,626.86
TOTAL	21,021,668.00	21,021,668.00	17,293,756.27	17,293,756.27	3,727,911.73

The National Labour Commission was allocated a budget of GH¢ **21,021,668.00** for the 2024 financial year. A total of amount of GH¢ **17,293,756.27** were released and expended leaving a variance in budget of GH¢ **3,727,911.73**.

The total expenditure for Compensation of Employees for the period under reporting stood at GH¢ 7,381,027.53 out of the GH¢ 9,100,960.00 approved. The variance of GH¢ 1,719,932.47 is because of a halt in the regional committees' sittings, late recruitment and non-utilization of funeral grant.

About Goods and Services, the expenditure at year ending stood at GH¢7,638,522.10. The balance remaining was intended for training and sensitization programmes. However, the programmes were not carried out due to non-release of fourth quarter funds.

A total of GH¢ 2,274,206.64 was expended on CAPEX for the period under review whilst the variance of GH¢ 649,626.86 was not released for the purchase of computer software, office equipment and motor bike



For 2025 to 2028, the medium-term expenditure per budget ceiling is projected to increase from GH¢ 16,648,460.00 to GH¢32,230,128.00 at an annual growth rate of 26% in 2026, 18% in 2027 and 15% in 2028.

However, the proposed expenditure projection for 2025 financial year is GH¢ 34,149,198.00 making the budget ceiling of GH¢ 16,648,560.00 woefully inadequate.

The spending focus over the medium-term will be for the Internal Management of the Organization, Media Relation, Information, Education and Communication, Procurement of Office Supplies and Consumables, Personnel and Staff Management, Manpower Skills Development, Budget Preparation, Tendering Activities, Internal Audit Operations, External Audit Operations, Maintenance Rehabilitation, Refurbishment and Upgrade of Existing Assets, Acquisition of Immovable and Movable Assets, Software Acquisition and Development, Industrial Dispute Resolution, and Education, Prosecution, Enforcement and Compliance of Labour Laws



PERFORMANCE OF THE NATIONAL LABOUR COMMISSION IN PICTURES

NLC ENGAGES THE TEACHER UNIONS



HEARING OF STRIKE DISPUTES BY MEMBERS OF COMMISSION



NLC Engages the Media on Media Reporting On Labour Issues









2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
Programmes - National Labour Commission	16,648,460	19,409,290	19,409,290	19,409,290
04101 - Management and Administration	8,199,086	4,744,303	4,744,303	4,744,303
04101001 - General Administration	7,177,384	4,208,901	4,208,901	4,208,901
21 - Compensation of Employees [GFS]	1,800,656	2,208,901	2,208,901	2,208,901
22 - Use of Goods and Services	2,749,728	1,000,000	1,000,000	1,000,000
31 - Non financial assets	2,627,000	1,000,000	1,000,000	1,000,000
04101002 - Finance	168,415	194,275	194,275	194,275
21 - Compensation of Employees [GFS]	168,415	194,275	194,275	194,275
04101003 - Human Resource Management	150,093	174,065	174,065	174,065
21 - Compensation of Employees [GFS]	150,093	174,065	174,065	174,065
04101004 - Policy Planning; Budgeting; Monitoring And Evalua	61,047	71,328	71,328	71,328
21 - Compensation of Employees [GFS]	61,047	71,328	71,328	71,328
04101005 - Statistics; Research; Information And Public Relati	642,147	95,735	95,735	95,735
21 - Compensation of Employees [GFS]	642,147	95,735	95,735	95,735
04102 - Labour Dispute Resolution	8,449,374	14,664,987	14,664,987	14,664,987
04102001 - Facilitation; Mediation And Arbitration	1,200,619	1,443,712	1,443,712	1,443,712
21 - Compensation of Employees [GFS]	1,200,619	1,443,712	1,443,712	1,443,712
04102002 - Prosecutions; Enforcement and Compliance.	7,248,755	13,221,274	13,221,274	13,221,274
21 - Compensation of Employees [GFS]	7,248,755	13,221,274	13,221,274	13,221,274

PART B: BUDGET PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

1. Budget Programme Objectives

- Develop efficient processes and procedures to facilitate the settlement of industrial disputes
- Develop administrative systems and procedures for efficient industrial relations management

2. Budget Programme Description

The National Labour Commission is established under Section 135 of the Labour Act 2003, (Act 651) to facilitate and settle industrial disputes. The Commission is an independent body that adjudicates labour disputes and promotes conducive industrial environment for employment sustainability and growth.

The Management and Administration programme seeks to provide direction in terms of policies and capacity building in labour administration.

This programme develops efficient systems and procedures, provision of logistics for the performance of the Commission's duties by the Chief Executive and five Administration and Human Resource and two Finance personnel.





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04101 - Management and Administration	8,199,086	4,744,303	4,744,303	4,744,303
04101001 - General Administration	7,177,384	4,208,901	4,208,901	4,208,901
21 - Compensation of Employees [GFS]	1,800,656	2,208,901	2,208,901	2,208,901
22 - Use of Goods and Services	2,749,728	1,000,000	1,000,000	1,000,000
31 - Non financial assets	2,627,000	1,000,000	1,000,000	1,000,000
04101002 - Finance	168,415	194,275	194,275	194,275
21 - Compensation of Employees [GFS]	168,415	194,275	194,275	194,275
04101003 - Human Resource Management	150,093	174,065	174,065	174,065
21 - Compensation of Employees [GFS]	150,093	174,065	174,065	174,065
04101004 - Policy Planning; Budgeting; Monitoring And Evalua	61,047	71,328	71,328	71,328
21 - Compensation of Employees [GFS]	61,047	71,328	71,328	71,328
04101005 - Statistics; Research; Information And Public Relati	642,147	95,735	95,735	95,735
21 - Compensation of Employees [GFS]	642,147	95,735	95,735	95,735

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.1: General Administration

1. Budget Sub-Programme Objective

To provide effective administrative systems and structures to support the Commission's functions.

2. Budget Sub-Programme Description

The sub-programme sets up the policies and standards through which the functions of the Commission can be effectively implemented. It coordinates all the relevant systems, plans and procedures to achieve the Commission's objectives. It also organizes procurement meetings, prepares regulations, operational manuals and conditions of service to carry out its mandate.

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Outputs	Output Indicator	Past Years		Projections			
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
Timely response to complaints under L.I 1822	Number of working days	3	3	3	3	3	3
Timely referral of cases to facilitation	Number of weekly facilitation meetings	60	65	70	75	80	85
Application of ADR Process - mediation and arbitration under L.I1822	Number of working days	21 working days	21 working days	21 working days	21 working days	21 working days	21 working days
Hearings of the Commission	Number of Cases heard monthly	Between 48-75	Between 80-100	Between 100-135	Between 140-150	Between 140-150	Between 140-150



Main Outputs	Output Indicator	Past Years		Projections			
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
Committees of the Commission established	Number of Committees	2	1	1	2	2	2
Asset Register updated	Number of updates in a year	4	4	4	4	4	4

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the sub-programme:

Operations	Projects
Internal management of the organization <ul style="list-style-type: none"> Organise hearings of Members of the Commission Organise 2 management meetings for 5 management staff Organise quarterly staff meetings for 60 personnel Organise quarterly administrative meetings for 7 Commissioners and 4 HODs and 2 HOU Organise staff retreat for 69 staff members Training and development of staff to meet the demands and challenges of the job A comprehensive training for selected public sector institutions. Embark on an education/sensitization drive on the Labour Law by targeting specific sectors/industries. Engage key stakeholders/social partners on the labour laws Identify new and potential employers and employees and educate them on the labour laws. 	Acquisition of movable and immovable Assets <ul style="list-style-type: none"> Purchase office equipment Purchase official vehicles Procure software and hardware for computerized database
Procurement Plan Preparation	Maintenance, Rehabilitation, Refurbishment and upgrading of existing Assets
Procurement Committee Meeting	<ul style="list-style-type: none"> Purchase of office equipment Purchase of vehicles and motorbikes



Operations	Projects
Internal management of the organization	Acquisition of movable and immovable Assets
<ul style="list-style-type: none"> • Organise hearings of Members of the Commission • Organise 2 management meetings for 5 management staff • Organise quarterly staff meetings for 60 personnel • Organise quarterly administrative meetings for 7 Commissioners and 4 HODs and 2 HOU • Organise staff retreat for 69 staff members • Training and development of staff to meet the demands and challenges of the job • A comprehensive training for selected public sector institutions. • Embark on an education/sensitization drive on the Labour Law by targeting specific sectors/industries. • Engage key stakeholders/social partners on the labour laws • Identify new and potential employers and employees and educate them on the labour laws. 	Purchase office equipment Purchase official vehicles Procure software and hardware for computerized database
	Engage Consultant for development of database
Tendering Activities	
Entity Tender Committee Meeting	
Evaluation Committee Meeting	
Procurement of office supplies and consumables	
Purchase stationery, printing materials and office supplies	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04101001 - General Administration	7,177,384	4,208,901	4,208,901	4,208,901
21 - Compensation of Employees [GFS]	1,800,656	2,208,901	2,208,901	2,208,901
22 - Use of Goods and Services	2,749,728	1,000,000	1,000,000	1,000,000
31 - Non financial assets	2,627,000	1,000,000	1,000,000	1,000,000

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.2: Finance

1. Budget Sub-Programme Objective

To ensure efficient financial administration of the Commission in line with the Budget Guidelines and the Financial Administration Act (Act 654) and Financial Administration Regulation (L.I. 1802).

2. Budget Sub-Programme Description

The following operations are performed under this sub-program to ensure compliance with established procedures in the financial management and administration of the Commission's approved budget estimates:

- Management of public funds and the maintenance of proper books of accounts
- Preparation of the annual estimates
- Management of awards and compensation in trust for beneficiaries

The sub-programme also deals with Budget Committee Meetings and preparation of Financial Reports by the two Finance personnel and Budget Committee Members.

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this sub-program. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance

Main Outputs	Output Indicator	Past Years		Projections			
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
Annual Budget estimates prepared	Budget estimates submitted	31st October	31st October	31st October	31st October	31st October	31st October
Financial report prepared	Financial report submitted	Last Wednesday of every Quarter	Last Wednesday of every Quarter	Last Wednesday of every Quarter	Last Wednesday of every Quarter	Last Wednesday of every Quarter	Last Wednesday of every Quarter
Payment of Service providers	Payment within	30 days upon receipt	30 days upon Receipt	30 days upon receipt	30 days upon receipt	30 days upon Receipt	30 days upon receipt



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the Sub-program

Operations	Projects
Budget Preparation	
Organize Budget Committee Meetings to prepare the Budget Estimate	
Budget Performance Report	
Organize Budget Committee Meeting to prepare quarterly reports	
Preparation of Financial Reports	
Organize meeting to prepare quarterly reports	
Treasury and Accounting Activities	
Prepare monthly summary statement on the day to day transactions of the Commission	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04101002 - Finance	168,415	194,275	194,275	194,275
21 - Compensation of Employees [GFS]	168,415	194,275	194,275	194,275

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.3: Human Resource Management

1. Budget Sub-Programme Objective

To provide human and material resources to support the Commission's functions.

2. Budget Sub-Programme Description

This sub-programme provides logistical support and the requisite human resources needed to carry out the Commission's functions. These activities include recruitment, selection, staff development, and training on the provisions of Act 651 for tripartite partners and stakeholders to enable proper industrial relations management in the country.

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this sub-program. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Outputs	Output Indicator	Past Years		Projections			
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
Staff recruited	Number of Staff recruited	4	8	10	10	10	12
Capacity of staff built	Number of staff trained	4	4	10	10	10	12



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the sub-program

Operations	Projects
Manpower Skills Development	
Staff training/capacity building	
Staff development	
International training for management and staff	
Participation in ILO Conference	
Recruitment, Placement and Promotions	
Undertake recruitment, replace staff and promote duly qualified staff	
Scheme of Service	
Review scheme of service and redesign/review jobs/roles for proper placement and staff progression	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04101003 - Human Resource Management	150,093	174,065	174,065	174,065
21 - Compensation of Employees [GFS]	150,093	174,065	174,065	174,065

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.4: Policy Planning, Budgeting, Monitoring and Evaluation

1. Budget Sub-Programme Objective

To formulate the necessary policies and regulations in line with the Labour Act 2003, (Act 651) and Labour Regulations, L.I. 1822 & 1833.

2. Budget Sub-Programme Description

This sub-programme aims to strengthen the capacity of PPME Unit to support the implementation of the Commission's programs.

This is achieved through:

- Preparation of the Medium-Term Plan and the M&E Plan.
- Collection, collation and compilation of all relevant data in relation to the Commission's functions through effective monitoring and evaluation



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this sub-program. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Outputs	Output Indicator	Past Years		Projections			
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
Policies developed	Number of policies	1	2	2	2	2	2
Timely review of sector plan	Review completed by	30 th September	31 st July	31st July	31st July	31st July	31st July
M & E Plan developed	M&E plan submitted	31st December	-	-	-	-	-

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the sub programme

Operations	Projects
Policy and Programme Review Activities Formulation	
Organize Review meetings	
Draft Report	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04101004 - Policy Planning; Budgeting; Monitoring And	61,047	71,328	71,328	71,328
21 - Compensation of Employees [GFS]	61,047	71,328	71,328	71,328

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.5: Statistics, Research, Information and Public Relations

1. Budget Sub-Programme Objective

To improve upon the information systems of the Commission to enhance decision-making.

2. Budget Sub-Programme Description

The sub-programme provides statistical information on industrial disputes to support evidence-based decision-making.

The Commission carries out research, design database (Case Management System, Web Portal) and disseminate information to the Tripartite Partners and other stakeholders. It is also responsible for developing Communication Strategy for the Commission.

This sub-programme also deals with the publicity campaign, complaints database management by one Public Affairs Officer, two M&E personnel, 2 IT/Data entry management personnel and 4 Administrative personnel.



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this sub-program. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Outputs	Output Indicator	Past Years		Projections			
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
Update of Database	Completed by	-	-	31 st October	31 st October	31 st October	31 st October
Annual reports prepared	Annual report submitted by	August 31 st	August 31 st	August 31 st	August 31 st	August 31 st	August 31 st
Publication of Organizational Reports	Published by	30 th September	30 th September	30 th September	30 th September	30 th September	30 th September
Preparation of dept. reports	Number prepared	4	4	4	4	4	30 th September

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the sub-programme

Operations	Projects
Statistics; Research; Information and Public Relations	
Media Relations	Engage producers for development of docu-drama
Organize monthly media discussions	Engage publisher for development of fliers
Information, Education and Communication	
Organize two meet-the-press meetings Produce jingles, design of soft fliers on selected provisions of labour law Product docu-drama on labour law Organize educational workshop for selected media houses	
Compile bi-yearly statistical reports on complaints filed	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04101005 - Statistics; Research; Information And Public	642,147	95,735	95,735	95,735
21 - Compensation of Employees [GFS]	642,147	95,735	95,735	95,735

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.6: Internal Audit

1. Budget Sub-Programme Objective

To ensure independent, objective assurance and consulting activity to add value and improve the Commission's operations.

2. Budget Sub-Programme Description

The Internal Audit Unit seeks to assist the Commission to accomplish its objectives by bringing a systematic disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. It also examines and evaluates the Commission's financial and operational activities.

This sub-programme deals with the internal audit procedures and implementation of audit findings by the Internal Audit Unit and the Audit Report Implementation Committee (ARIC).

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Outputs	Output Indicator	Past Years		Projections			Indicative Year 2028
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	
Quarterly Audit report prepared	Internal Audit report submitted by	-	First Wednesday every end of quarter	First Wednesday every end of quarter	First Wednesday every end of quarter	First Wednesday every end of quarter	First Wednesday every end of quarter
Quarterly Audit Committee meetings held	Audit Committee meetings held on	-	ARIC Committee constituted	Last Friday every end of quarter	Last Friday every end of quarter	Last Friday every end of quarter	Last Friday every end of quarter



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the sub-programme

Operations	Projects
Internal Audit Operations	
Organize quarterly audit committee meetings	
Organize one audit committee meeting to review audit recommendations	
External Audit Operations	
Organise four conferences on layout and audit findings/recommendations	



BUDGET PROGRAMME SUMMARY

PROGRAMME 2: LABOUR DISPUTE RESOLUTION

1. Budget Programme Objectives

- To promote and protect the rights and responsibilities of employers and employees
- To strengthen the capacity of the National Labour Commission to ensure speedy resolution of disputes
- To ensure adherence to the dispute settlement procedures

2. Budget Programme Description

The National Labour Commission in accordance with Act 651 and its established Regulations receives complaints on industrial disagreements and settles industrial disputes through:

- Receiving labour complaints from Workers and Workers' Organizations, Employers and Employers' Organizations;
- Issuing directives and orders to Workers and Workers' Organizations, Employers and Employers' Organization to remedy any infringement on the Labour Act 2003, (Act 651);
- Establishing committees of the Commission to facilitate the settlement of industrial disputes;
- Empowering the Industrial Relations Department to facilitate the settlement of industrial disputes;
- Conducting formal hearings to adjudicate labour disputes;
- Establishing and maintaining a database of Mediators and Arbitrators to settle industrial disputes through Mediation and Arbitration;
- Settling industrial disputes through Compulsory Arbitration.

The Budget programme enforce its directives, decisions, and orders not complied with and also prosecute appeals against its decisions, orders and directives in the Law Courts as provided under the Law.





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04102 - Labour Dispute Resolution	8,449,374	14,664,987	14,664,987	14,664,987
04102001 - Facilitation; Mediation And Arbitration	1,200,619	1,443,712	1,443,712	1,443,712
21 - Compensation of Employees [GFS]	1,200,619	1,443,712	1,443,712	1,443,712
04102002 - Prosecutions; Enforcement and Compliance.	7,248,755	13,221,274	13,221,274	13,221,274
21 - Compensation of Employees [GFS]	7,248,755	13,221,274	13,221,274	13,221,274

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 2: LABOUR DISPUTE RESOLUTION

SUB-PROGRAMMES 2.1 Facilitation, Mediation and Arbitration

1. Budget Sub-Programme Objectives:

- To provide speedy resolution of industrial disputes through Alternative Dispute Resolution (ADR)
- To provide a peaceful industrial relations environment
- To expeditiously settle industrial disputes through the use of industrial relations skills
- To facilitate amicable settlement of industrial disputes without recourse to mediation or arbitration

2. Budget Sub-Programme Description

This sub-programme is undertaken by the Members of the Commission, Appointed Mediators and Arbitrators and the Industrial Relations Department. The main operations carried out under this sub-program include:

- Receive complaints from workers, workers' organizations/associations, trade unions, employers and employers' organizations
- Hear complaints on industrial disagreements
- Conduct compulsory arbitration hearings
- Educate and sensitize the social partners and stakeholders on the Labour Laws
- Facilitate industrial disputes
- Settle industrial disputes through mediation and arbitration



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Outputs	Output Indicator	Past Years		Projections			
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
Resolution of industrial disputes through facilitation by the Commission	Number of cases resolved/cases handled	181/315	458/677	600/650	650/750	600/700	650/800
Successful resolution of industrial disputes through mediation	Number of cases resolved/total number of cases handled	11/15	15/20	11/15	15/20	25/40	40/50
Successful resolution of industrial disputes through arbitration	Number of cases resolved/total number of cases handled	20/20	10/12	18/25	20/20	30/30	30/30
Adjudication of Strikes and Lockouts disputes	Percentage Reduction in Industrial strikes and lockouts	90%	93%	95%	95%	95%	90%

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the Sub-Programme

Operations	Projects
Industrial Disputes Resolution	
Sensitize social partners on key issues that result in labour disputes	
Settle workmen's compensation	
Continuous training on key aspects of the Labour Law	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04102001 - Facilitation; Mediation And Arbitration	1,200,619	1,443,712	1,443,712	1,443,712
21 - Compensation of Employees [GFS]	1,200,619	1,443,712	1,443,712	1,443,712

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 2: LABOUR DISPUTE RESOLUTION

SUB-PROGRAMME 2.2 Prosecutions, Enforcement and Compliance

1. Budget Sub-Programme Objective

To compel person(s) or authority/authorities, through the Court to comply with the Commission's directions, decisions and orders.

2. Budget Sub-Programme Description

In accordance with Section 172 of Act 651, the Legal Department shall enforce for compliance directions, decisions and orders in the Courts. It shall also prosecute appeals in the Court of Appeal.

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Outputs	Output Indicator	Past Years		Projections			
		2023	2024	Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
Speedy enforcement of decisions, directives and orders	Time taken	8 months	8 months	4 months	3 months	3 months	3 months
Speedy prosecution of appeals for compliance	Number of cases prosecuted	38/42	20/32	30/45	35/40	40/45	40/45



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the Sub-Programme

Operations	Projects
Education, Prosecution, Enforcement and Compliance of Labour Laws	
Prosecution and Enforcement	
Apply to the courts for the enforcement of the Commission's decisions to ensure compliance as well as manage litigations	
Gazette arbitration awards to give them legal effect	
Education	
Organize sensitization programmes in collaboration with the Judiciary	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
04102002 - Prosecutions; Enforcement and Compliance	7,248,755	13,221,274	13,221,274	13,221,274
21 - Compensation of Employees [GFS]	7,248,755	13,221,274	13,221,274	13,221,274



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 041 - National Labour Commission
Year: 2025 | Currency: Ghana Cedi (GHS)
Full Year Budget

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
041 - National Labour Commission	11,271,733	2,749,728	2,627,000	16,648,460											16,648,460
04101 - Headquarters	11,271,733	2,749,728	2,627,000	16,648,460											16,648,460
0410101 - Policy Planning, Budgeting, Monitoring & Evaluation	2,822,358	2,749,728	2,627,000	8,199,086											8,199,086
0410101001 - PPMEOffice	2,822,358	2,749,728	2,627,000	8,199,086											8,199,086
0410102 - Human Resource Development	8,449,374			8,449,374											8,449,374
0410102001 - Human Resource Development Office	8,449,374			8,449,374											8,449,374