



MEDIUM-TERM EXPENDITURE FRAMEWORK (MTEF) FOR 2026-2029

PROGRAMME BASED
BUDGET ESTIMATES FOR 2026

NATIONAL LABOUR COMMISSION



NATIONAL LABOUR COMMISSION



The NLC MTEF PBB for 2026 is also available on the internet at: www.mofep.gov.gh

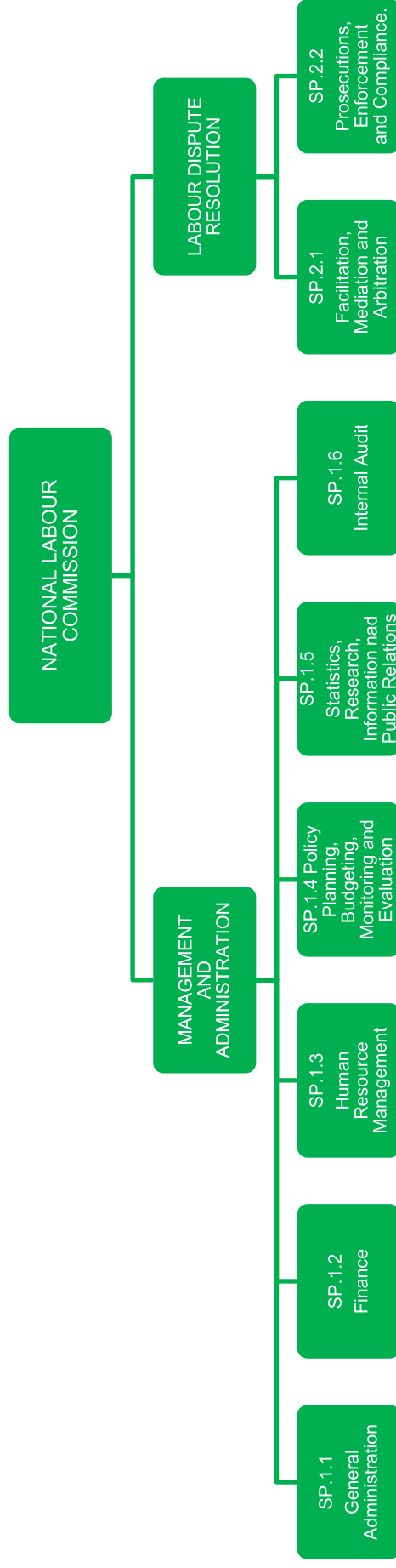


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PROGRAMME STRUCTURE – NATIONAL LABOUR COMMISSION





1.5. Appropriation Bill

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

Entity: 041 - National Labour Commission
Year: FY26 | Currency: Ghana Cedi (GHS)
Version 1

	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	
04101 - Management and Administration	3,058,573	7,059,675	2,627,000	12,745,248										12,745,248
04101001 - General Administration	1,687,999	5,074,000	2,627,000	9,388,999										9,388,999
04101002 - Finance	329,277	456,775		786,052										786,052
04101003 - Human Resource Management	766,299	790,000		1,556,299										1,556,299
04101004 - Policy Planning, Budgeting, Monitoring And Evaluation	87,236	310,000		397,236										397,236
04101005 - Statistics, Research, Information and Public Relations	187,762	100,000		287,762										287,762
04101006 - Internal Audit		328,900		328,900										328,900
04102 - Labour Dispute Resolution	8,213,369	5,690,053		13,903,422										13,903,422
04102001 - Facilitation, Mediation And Arbitration	1,195,759	265,000		1,460,759										1,460,759
04102002 - Prosecutions, Enforcement and Compliance	7,017,610	5,425,053		12,442,663										12,442,663
Grand Total	11,271,942	12,749,728	2,627,000	26,648,670										26,648,670

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:

- To 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 ambience 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 (%)	2024	68%	2025	71%	2026	75%
Minimization of industrial agitations	Number of workers strikes, and employer lockouts resolved/total no. received		26/26		18/18		15/15

6. PERFORMANCE REVIEW

In pursuance of its mandate, the Commission handled a total of 515 complaints filed by individual workers, workers' groups, workers' associations, trade unions and employers from both the private and public sectors of Ghana. Cumulatively, 780,000 complainants were involved.

This number is made up 338 cases for the current year and 177 rolled over from previous years. A total of 319 cases were resolved by the end of October 2025 representing 71% settlement.

During the reporting period, majority of the industrial disputes, notices of strikes, strikes and work stoppages were recorded from the tertiary education sector – both teaching and non-teaching (administrative) personnel.

The frequency of such actions needs to be managed. The issues bordered mainly on terms and conditions of employment. The Commission rendered 57 decisions, directives, orders and rulings for compliance and/or to rectify anomalies by defaulting parties.

There were 288 facilitation sessions to facilitate the settlement of industrial disputes. The Commission held 74 hearing sessions to adjudicate labour and industrial disputes. In the year 2025, majority of the industrial disputes, notices of strikes, strikes and work stoppages were recorded from the tertiary education sector, both teaching and non-teaching (administrative) personnel. The issues bordered mainly on terms and conditions of employment.



7. EXPENDITURE TRENDS

CLASSIFICATION	2025 APPROVED BUDGET (A)	2025 REVISED BUDGET(B)	RELEASES © (JAN. TO DEC. 2025	ACTUAL EXPENDITURE D	VARIANCE B- C
Compensation of Employees	11,271,733.00	11,271,733.00	4,853,467.49	4,853,467.49	6,418,265.51
Goods and Services	2,749,728.00	2,749,728.00	1,624,863.75	1,624,863.75	1,124,864.25
CAPEX	2,627,000.00	2,627,000.00	-	-	2,627,000.00
TOTAL	16,648,460.00	16,648,460.00	6,478,331.24	6,478,331.24	10,170,126.76

The National Labour Commission was allocated a budget of GH¢ 16,648,460.00 for the 2025 financial year. A total amount of GH¢ 6,478,331.24 were released and expended leaving a variance in budget of GH¢ 10,170,126.76.

The total expenditure for Compensation of Employees for the period under reporting stood at GH¢ 4,853,467.49 out of the GH¢ 11,271,733.00 approved. The variance of GH¢ 6,418,265.51 is for third and fourth quarter non-salary allowances, salaries, funds covering late swearing in of members of the Commission, recruitments, replacement, promotions, call in allowance and funeral grant

Goods and Services expenditure for the period stood at GH¢ 1,624,863.75. The variance of GH¢ 1,124,864.25 is for the internal management of the organisation (electricity, running cost of official vehicles, rent for regional office, insurance premium, servicing of meeting, court expenses etc). In addition to this, there is an outstanding obligation of GH¢ 1,944,000.00 for facility management fee to be paid to the developer managing Olympic Committee building in which the head office of the Commission is situated.

A total of GH¢ 2,627,000.00 was approved for CAPEX for the period under review. The Commission have obtained the expenditure authorization for the purchase of motor vehicles and bikes and is undergoing the procurement process towards the acquisition of these items

For 2026 to 2029, the medium-term expenditure per budget ceiling is projected to increase from GH¢ 16,648,460.00 to GH¢ 23,220,111.00 at an annual growth rate of 6% in 2027, 14% in 2028 and 11% in 2029.



However, the proposed expenditure projection for 2026 financial year is GH¢ 26,105,966.64, resulting in a variance of GHC 9,457,506.64.

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.

The allocated budget ceiling can only meet the Internal Management of the Organization and Procurement of office supplies and consumables. The Commission will not be able to honor its obligation towards the payment of office facility management fee amongst others.



PERFORMANCE OF THE NATIONAL LABOUR COMMISSION IN PICTURES



Training on the Labour Laws for selected Media Personnel on the Labour Laws





Swearing-in of the Ashanti Regional Committee of the Commission by the Chairman of the Commission





Swearing-in of three Regional Committees of the Commission – Greater Accra, Ashanti and Western Regions





The Members of the Commission



Ag. Executive Secretary and her team pay courtesy call on the Managing Director of Japan Motors to explore collaborative partnership in labour dispute resolution.





Ag. Executive Secretary and her team pay working visit on the leadership of TUC to engage on effective dispute resolution





Ag. Executive Secretary and her team pay working visit on the Management of Fan Milk Ghana to explore ways of collaboration on effective labour-management cooperation





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 041 - National Labour Commission

Funding: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
Programmes - National Labour Commission	26,648,670	26,648,670	26,648,670	26,648,670
04101 - Management and Administration	12,745,248	12,745,248	12,745,248	12,745,248
04101001 - General Administration	9,388,999	9,388,999	9,388,999	9,388,999
21 - Compensation of Employees [GFS]	1,687,999	1,687,999	1,687,999	1,687,999
22 - Use of Goods and Services	4,924,000	4,924,000	4,924,000	4,924,000
28 - Other Expense	150,000	150,000	150,000	150,000
31 - Non financial assets	2,627,000	2,627,000	2,627,000	2,627,000
04101002 - Finance	786,052	786,052	786,052	786,052
21 - Compensation of Employees [GFS]	329,277	329,277	329,277	329,277
22 - Use of Goods and Services	456,775	456,775	456,775	456,775
04101003 - Human Resource Management	1,556,299	1,556,299	1,556,299	1,556,299
21 - Compensation of Employees [GFS]	766,299	766,299	766,299	766,299
22 - Use of Goods and Services	790,000	790,000	790,000	790,000
04101004 - Policy Planning, Budgeting, Monitoring And Evalua	397,236	397,236	397,236	397,236
21 - Compensation of Employees [GFS]	87,236	87,236	87,236	87,236
22 - Use of Goods and Services	310,000	310,000	310,000	310,000
04101005 - Statistics, Research, Information and Public Relati	287,762	287,762	287,762	287,762
21 - Compensation of Employees [GFS]	187,762	187,762	187,762	187,762
22 - Use of Goods and Services	100,000	100,000	100,000	100,000
04101006 - Internal Audit	328,900	328,900	328,900	328,900
22 - Use of Goods and Services	328,900	328,900	328,900	328,900
04102 - Labour Dispute Resolution	13,903,422	13,903,422	13,903,422	13,903,422
04102001 - Facilitation, Mediation And Arbitration	1,460,759	1,460,759	1,460,759	1,460,759



2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 041 - National Labour Commission

Funding: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
21 - Compensation of Employees [GFS]	1,195,759	1,195,759	1,195,759	1,195,759
22 - Use of Goods and Services	265,000	265,000	265,000	265,000
04102002 - Prosecutions, Enforcement and Compliance	12,442,663	12,442,663	12,442,663	12,442,663
21 - Compensation of Employees [GFS]	7,017,610	7,017,610	7,017,610	7,017,610
22 - Use of Goods and Services	5,425,053	5,425,053	5,425,053	5,425,053

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: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04101 - Management and Administration	12,745,248	12,745,248	12,745,248	12,745,248
04101001 - General Administration	9,388,999	9,388,999	9,388,999	9,388,999
21 - Compensation of Employees [GFS]	1,687,999	1,687,999	1,687,999	1,687,999
22 - Use of Goods and Services	4,924,000	4,924,000	4,924,000	4,924,000
28 - Other Expense	150,000	150,000	150,000	150,000
31 - Non financial assets	2,627,000	2,627,000	2,627,000	2,627,000
04101002 - Finance	786,052	786,052	786,052	786,052
21 - Compensation of Employees [GFS]	329,277	329,277	329,277	329,277
22 - Use of Goods and Services	456,775	456,775	456,775	456,775
04101003 - Human Resource Management	1,556,299	1,556,299	1,556,299	1,556,299
21 - Compensation of Employees [GFS]	766,299	766,299	766,299	766,299
22 - Use of Goods and Services	790,000	790,000	790,000	790,000
04101004 - Policy Planning, Budgeting, Monitoring And Evalua	397,236	397,236	397,236	397,236
21 - Compensation of Employees [GFS]	87,236	87,236	87,236	87,236
22 - Use of Goods and Services	310,000	310,000	310,000	310,000
04101005 - Statistics, Research, Information and Public Relati	287,762	287,762	287,762	287,762
21 - Compensation of Employees [GFS]	187,762	187,762	187,762	187,762
22 - Use of Goods and Services	100,000	100,000	100,000	100,000
04101006 - Internal Audit	328,900	328,900	328,900	328,900
22 - Use of Goods and Services	328,900	328,900	328,900	328,900

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			
		2024 Actual	2025 Actual	Budget Year 2026	Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
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	48	52	60	65	70	80
Application of ADR Process - mediation and arbitration under L.I1822	Number of working days	21 working days	21 working days	21working days	21working days	21working days	21working days
Hearings of the Commission	Number of Cases heard monthly	Between 48-75	Between 80-100	Between 100-125	Between 100-125	Between 125-130	Between 125-130
Committees of the Commission established	Number of Committees	2	3	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	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 	Purchase office equipment Procure software and hardware for computerized database Purchase computers and accessories
Procurement Plan Preparation	Maintenance, Rehabilitation, Refurbishment and upgrading of existing Assets
Procurement Committee Meeting	Meet facility management obligations
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: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04101001 - General Administration	9,388,999	9,388,999	9,388,999	9,388,999
21 - Compensation of Employees [GFS]	1,687,999	1,687,999	1,687,999	1,687,999
22 - Use of Goods and Services	4,924,000	4,924,000	4,924,000	4,924,000
28 - Other Expense	150,000	150,000	150,000	150,000
31 - Non financial assets	2,627,000	2,627,000	2,627,000	2,627,000

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			
		2024 Actual	2025 Actual	Budget Year 2026	Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
Annual Budget estimates prepared	Budget estimates submitted	31 st October	31 st October	31 st October	31 st October	31 st October	31 st 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	
Organise 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: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04101002 - Finance	786,052	786,052	786,052	786,052
21 - Compensation of Employees [GFS]	329,277	329,277	329,277	329,277
22 - Use of Goods and Services	456,775	456,775	456,775	456,775

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			
		2024 Actual	2025 Actual	Budget Year 2026	Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
Staff recruited	Number of Staff recruited	4	Nil	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: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04101003 - Human Resource Management	1,556,299	1,556,299	1,556,299	1,556,299
21 - Compensation of Employees [GFS]	766,299	766,299	766,299	766,299
22 - Use of Goods and Services	790,000	790,000	790,000	790,000

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			
		2024 Actual	2025 Actual	Budget Year 2026	Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
Policies developed	Number of policies	1	1	2	2	2	2
Timely review of sector plan	Review completed by	30 th September	31 st July	31 st July	31 st July	31 st July	31 st July
M & E Plan developed	M&E plan submitted	31 st 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		
Finalise the Draft Commission Administrative Manual for implementation		
Review and streamline workflow system for case management		
Organise M&E Review meetings		
Draft Report		





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04101004 - Policy Planning, Budgeting, Monitoring And	397,236	397,236	397,236	397,236
21 - Compensation of Employees [GFS]	87,236	87,236	87,236	87,236
22 - Use of Goods and Services	310,000	310,000	310,000	310,000

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			
		2024 Actual	2025 Actual	Budget Year 2026	Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
Update of Database	Completed by	31 st October	31 st October	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 docudrama
Engage the media for sensitization on the operations of the Commission	Engage publisher for development of fliers
Information, Education and Communication	
Participate in TV and Radio Talk Shows on public awareness creation and sensitization on the operations of the Commission	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04101005 - Statistics, Research, Information and Public	287,762	287,762	287,762	287,762
21 - Compensation of Employees [GFS]	187,762	187,762	187,762	187,762
22 - Use of Goods and Services	100,000	100,000	100,000	100,000

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		Budget Year 2026	Projections		
		2024 Actual	2025 Actual		Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
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	First Wednesday every end of quarter
Quarterly Audit Committee meetings held	Audit Committee meetings held on	Last Friday every end of quarter	Last Friday every end of quarter	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		





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04101006 - Internal Audit	328,900	328,900	328,900	328,900
22 - Use of Goods and Services	328,900	328,900	328,900	328,900

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' Organisations;
- 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 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: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04102 - Labour Dispute Resolution	13,903,422	13,903,422	13,903,422	13,903,422
04102001 - Facilitation, Mediation And Arbitration	1,460,759	1,460,759	1,460,759	1,460,759
21 - Compensation of Employees [GFS]	1,195,759	1,195,759	1,195,759	1,195,759
22 - Use of Goods and Services	265,000	265,000	265,000	265,000
04102002 - Prosecutions, Enforcement and Compliance	12,442,663	12,442,663	12,442,663	12,442,663
21 - Compensation of Employees [GFS]	7,017,610	7,017,610	7,017,610	7,017,610
22 - Use of Goods and Services	5,425,053	5,425,053	5,425,053	5,425,053

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 using 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			
		2024 Actual	2025 Actual	Budget Year 2026	Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
Resolution of industrial disputes through facilitation by the Commission	Number of cases resolved/cases handled	458/677	245/445	600/650	650/750	600/700	650/800
Successful resolution of industrial disputes	Number of cases resolved/total	15/20	No referral	11/15	15/20	25/40	40/50



Main Outputs	Output Indicator	Past Years		Projections			
		2024 Actual	2025 Actual	Budget Year 2026	Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
through mediation	number of cases handled						
Successful resolution of industrial disputes through arbitration	Number of cases resolved/total number of cases handled	10/12	100% (4/4)	18/25	20/20	30/30	30/30
Adjudication of Strikes and Lockouts disputes	Percentage Reduction in Industrial strikes and lockouts	93%	92% (12/13)	85%	90%	90%	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	
Organise 2 day sensitization programme for 30 selected restaurants and Hotel operators on the provisions of the Labour Law	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04102001 - Facilitation, Mediation And Arbitration	1,460,759	1,460,759	1,460,759	1,460,759
21 - Compensation of Employees [GFS]	1,195,759	1,195,759	1,195,759	1,195,759
22 - Use of Goods and Services	265,000	265,000	265,000	265,000

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			
		2024 Actual	2025 Actual	Budget Year 2026	Indicative Year 2027	Indicative Year 2028	Indicative Year 2029
Speedy enforcement of decisions, directives and orders	8 months	Between 5-6 months	Between 5-6 months	Between 5-6 months	Between 5-6 months	Between 5-6 months	8 months
Speedy prosecution of appeals for compliance	20/32	13/30	15/30	25/35	20/30	20/30	20/32



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	
Nationwide tripartite stakeholder engagement to address outstanding labour issues	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 041 - National Labour Commission

Funding: Total Source of Funding

Year: 2026 | **Currency:** Ghana Cedi (GHS)

Version 1

	2026	2027	2028	2029
04102002 - Prosecutions, Enforcement and Compliance	12,442,663	12,442,663	12,442,663	12,442,663
21 - Compensation of Employees [GFS]	7,017,610	7,017,610	7,017,610	7,017,610
22 - Use of Goods and Services	5,425,053	5,425,053	5,425,053	5,425,053



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 041 - National Labour Commission
Year: FY26 | Currency: Ghana Cedi (GHS)
Version 1

	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	11,271,942	12,749,728	2,627,000	26,648,670											26,648,670
04101 - Headquarters	11,271,942	12,749,728	2,627,000	26,648,670											26,648,670
0410101 - Policy Planning, Budgeting, Monitoring & Evaluation	3,058,573	7,055,675	2,627,000	12,745,248											12,745,248
0410101001 - PPMEOffice	3,058,573	7,059,675	2,627,000	12,745,248											12,745,248
0410102 - Human Resource Development	8,213,369	5,690,053		13,903,422											13,903,422
0410102001 - Human Resource Development Office	8,213,369	5,690,053		13,903,422											13,903,422



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