

JobAgri Ghana



JobAgri is a collaboration between the African Union, the ILO, Food and Agricultural Organisation of the United Nations (FAO), and Agricultural Research Centre for International Development (CIRAD). The project is supported by Germany's Federal Ministry for Economic Cooperation and Development (BMZ).

Through generating better evidence and policy dialogue, JobAgri aims to strengthen the ability of agrifood value chains to create decent employment, improve agriculture productivity and contribute to food security.

JobAgri Ghana is a pilot project. For the focus of the project, maize has been identified as value chain recognizing its significance for food security, livelihoods, and economic development.



Better evidence

JobAgri addresses the data gap on labour and employment in agri-food systems. It strengthens national research and statistical capacities and supports institutions in developing indicators and data to assess labour content across farming systems.



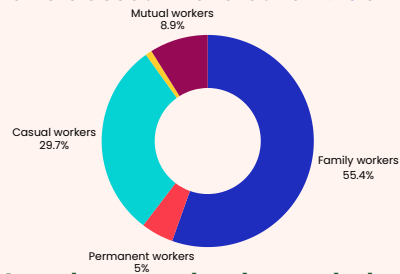
Better policies

JobAgri promotes integrated policy analyses to help stakeholders identify effective entry points and priorities. It fosters multi-stakeholder dialogues to ensure coordinated, inclusive, and impactful agri-food employment strategies.

01 Type of contract

On average, across farming households permanent workers make up around **5%** of the total working hours across all land sizes. ✖

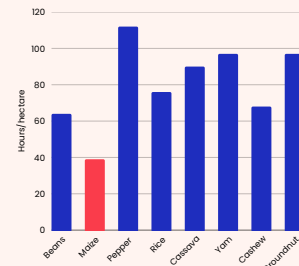
Casual workers account for around **29%** of work hours.



How do we make the work decent?

02 Labour intensity

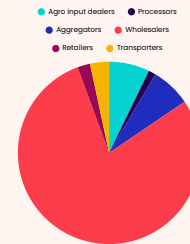
Among the crops studied, maize is the least demanding in terms of work hours, also the most mechanized. ✖



What can we learn from the efficiency and mechanization of the maize crop?

03 Job quantity

Large-scale value chain businesses including wholesalers, agro-input dealers, aggregators generate more workdays. ✖



How can we create more and better jobs across the value chain?

04 Youth

Family farms provide more jobs in the region. Among the work done by family workers, young people (<25) do **41%** of the work. ✖

In the off-farm segments of the value chain, for every young woman (between 15-35 years), there are 22 young men working. Young women are concentrated among retailers. ✖

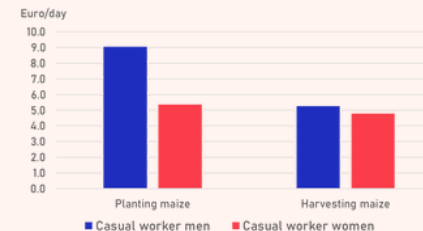


How do we make the sector appealing to young women and men?

05 Gender

Women are involved in particular tasks that are usually more labour intensive. ✖ ✖

On average, casual women workers earn **42%** less than casual men.



How can we narrow the gender wage gap in agriculture?

Policy insights

- Inclusive structural transformation should not rely solely on large-scale actors; scale-sensitive interventions to support small and medium farms are necessary.
- Decent work deficits persist in agri-food value chains, requiring a stronger push towards better working conditions and formalization.
- To make the agriculture sector more appealing to young women and men, it is important to promote gender-responsive and youth-sensitive agrifood policies.
- Combine value chain analysis, production models, and farm structures to better identify policy levers, as these differ by segment and actor scale.
- Income diversification within family farms is essential for creating agricultural employment and promoting formality in the sector.

Insights from the following JobAgri surveys in Bono East Region, Ghana

✖ Households survey

✖ Value chain survey

We have an opportunity to drive the agriculture sector forward so that it supports the economic development agenda of our country.

-James Ayittey, Director SRID Ministry of Food and Agriculture, Ghana