



REPUBLIC OF GHANA

MINISTRY OF YOUTH AND SPORTS

2020 ANNUAL PERFORMANCE REPORT

DECEMBER, 2020

Table of Contents

ABBREVIATION	4
CHAPTER ONE	6
1.0 INTRODUCTION	6
1.1 VISION	6
1.2 MISSION	6
1.3 FUNCTIONS OF THE YOUTH AND SPORTS SECTOR.....	6
1.4 ORGANIZATIONAL STRUCTURE OF THE MINISTRY OF YOUTH AND SPORTS	6
1.5 LIST OF DEPARTMENTS AND AGENCIES UNDER THE MINISTRY:	7
1.6 THE NATIONAL YOUTH AUTHORITY (NYA).....	7
1.7 THE NATIONAL SPORTS AUTHORITY (NSA)	7
1.8 THE NATIONAL SPORTS COLLEGE, WINNEBA (NSC).....	7
1.9 POLITICAL & BUREAUCRATIC HEADS OF THE MINISTRY	8
1.10 HEADS OF DEPARTMENTS AT NATIONAL LEVEL.....	8
CHAPTER TWO	9
2.0 HUMAN RESOURCE DATA AND ANALYSIS	9
2.1 Staff Distribution (Sector).....	9
2.2 Staff Categorization.....	9
2.3 Sex Distribution	9
2.4 Age Distribution.....	9
2.5 Grade Level	9
2.6 Recruitments Undertaken.....	9
2.7 Promotion Undertaken.....	10
2.8 Posting Undertaken	10
2.9 Staff Upgraded	10
2.10 Staff Converted	10
2.11 Secondment	10
2.12 Staff on Contract.....	10
2.13 Leaves.....	10
2.14 Staff Who Exited the Service	10
2.15 TRAINING & DEVELOPMENT	10
2.16 SCHEME OF SERVICE & COMPETENCY BASED TRAINING.....	10
2.17 WORKSHOPS, SEMINARS AND CONFERENCES ATTENDED	11

2.18 ACADEMIC TRAINING PROGRAMMES.....	11
2.19 SUMMARY OF COST OF TRAINING & DEVELOPMENT INTERVENTIONS	11
CHAPTER THREE.....	12
3.0 KEY ACHIEVEMENTS, REFORMS AND SUSTAINABLE DEVELOPMENT GOALS (SDGs) OF THE SECTOR	12
3.1 Key Achievements.....	12
3.2 Reforms.....	15
3.3 Sustainable Development Goals (SDGs).....	15
3.4 Impact of Flexible Working Hours (FWH) Initiative Implemented By Sector Ministries	17
3.5 Ministry of Youth and Sports Financial Performance.....	17
CHAPTER FOUR	18
4.0 CHALLENGES/MITIGATION STRATEGY	18
CHAPTER FIVE	20
5.0 PROGRAMMES AND PROJECTS 2021	20

List of Tables

Table 1: Political and Administrative Heads at National Level 8
Table 2. Heads of Departments at the National Level 8
Table 3: Progress of Work done on Youth Resource Centres 12
Table 3: Reform Undertaken 15
Table 4: Implementation of Sustainable Development Goals 15

APPENDICES

Attached

ABBREVIATION

AFCON	AFRICAN CUP OF NATIONS
CAF	CONFEDERATION OF AFRICAN FOOTBALL
CSTC	CIVIL SERVICE TRAINING CENTRE
DFID	DEPARTMENT FOR INTERNATIONAL DEVELOPMENT
F&A	FINANCE AND ADMINISTRATION
FIFA	FEDERATION OF INTERNATIONAL FOOTBALL ASSOCIATION
GES	GHANA EDUCATION SERVICE
GFA	GHANA FOOTBALL ASSOCIATION
GOC	GHANA OLYMPIC COMMITTEE
HR	HUMAN RESOURCE
ICT	INFORMATION COMMUNICATION TECHNOLOGY
IT/IM	INFORMATION TECHNOLOGY/ INFORMATION MANAGEMENT
IGF	INTERNALLY GENERATED FUNDS
MMDA'S	METROPOLITAN MUNICIPAL AND DISTRICT ASSEMBLIES
MOF	MINISTRY OF FINANCE
MOGCSP	MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION
MOYS	MINISTRY OF YOUTH AND SPORTS
MTDP	MEDIUM TERM DEVELOPMENT PLAN
NABCO	NATION BUILDERS CORPS
NDPC	NATIONAL DEVELOPMENT PLANNING COMMISSION
NRCD	NATIONAL REDEMPTION COUNCIL DECREE
NSA	NATIONAL SPORTS AUTHORITY
NSB	NATIONAL SPORTS BILL
NSC	NATIONAL SPORTS COLLEGE
NYA	NATIONAL YOUTH AUTHORITY
NYP	NATIONAL YOUTH POLICY
NYPIP	NATIONAL YOUTH POLICY IMPLEMENTATION PLAN
PNDCL	PROVISIONAL NATIONAL DEFENCE COUNCIL LAW
PPBME	POLICY, PLANNING, BUDGETING, MONITORING AND EVALUATION
PPP	PUBLIC PRIVATE PARTNERSHIP
RSIM	RESEARCH, STATISTICS AND INFORMATION MANAGEMENT
WAFU	WEST AFRICAN FOOTBALL UNION
SMCD	SUPREME MILITARY COUNCIL DECREE
SDG	SUSTAINABLE DEVELOPMENT GOALS
WAFU	WEST AFRICAN FOOTBALL UNION
YLSTI	YOUTH LEADERSHIP AND SKILLS TRAINING INSTITUTES

EXECUTIVE SUMMARY

The Ministry of Youth and Sports is charged with the responsibility of providing effective leadership in the formulation, implementation, monitoring and evaluation of Youth and Sports development policies and foster greater public-private sector participation. During the year under review, there were no political or administrative changes at the headship of the Ministry's Headquarters. However, it unfortunately lost two of its administrative heads, Mr Frank Quist (Chief Director, MoYS) and Mr Eric Nkansah Dwamena (Ag. Director NSC-W) who both passed on.

In spite of the outbreak of the Covid – 19 pandemic, the sector was able to achieve some of its set targets for the year. Key activities for the Minister's priority areas include; review of the 2010 National Youth Policy, the construction of phase 1 of ten (10) Youth Resource Centres of Excellence across the country and the renovation of stadia.

Other critical programmes that were implemented by the Ministry in the course of the year included the upgrade of the Ajumako-Afranse Youth Leadership and Skills Training Institutes (YLSTIs) in the Central Region to a boarding facility. This is to enable a number of young people from adjoining communities who desire to pursue technical and vocational training at the Institute, have access to accommodation facility. The institute since its inception has solely been operating as a day school.

In the area of Sports development, Ghana remained committed to promoting regional and social integration worldwide through sports. Accordingly, Ghana's Senior National Football Team, the Black Stars participated in home and away Qualifier Matches for the 2021 African Cup of Nations (AFCON) Tournament which was played at the Accra Sports Stadium and Khartoum, Sudan, respectively from 12th to 17th November, 2020. Ghana is leading Group C with six (6) points after wins over South Africa and Sao Tome and Principe. The Tournament will be held in Cameroon.

During the year under review, the Ministry began the process of securing the title to the land for the construction of an Olympic-Size Sports Complex at Borteyman, Nungua in the Greater Accra Region as part of preparations towards Ghana's hosting of the 13th African Games, Ghana 2023. Also, a nine (9) member Local Organizing Committee was inaugurated to replace the earlier Project Team that was inaugurated in 2019. A Logo and Mascot Design Competition was initiated to satisfy one of the hosting requirements by the African Union Commission.

In reviewing the Human Resource strength of the sector, the Ministry had a staff strength of eighty-eight (88) with both genders representing 50% each of the total staff population. There were eight (8) newly recruited staff to the Ministry in the course of the year. Also, nineteen (19) staff were promoted to various positions, whilst seven (7) and six (6) staff were posted out and into the Ministry respectively. There were no upgrade, contract, conversion or secondment of staff at the Ministry in the course of the year. Three (3) officers were granted study leave during the year under review. In addition, twenty-three (23) staff undertook various training programmes to improve on their performance during the year under review.

The main challenges of the Ministry were inadequate budgetary allocation, inadequate personnel at the Agencies, lack of vehicles to monitor and implement programmes of the sector and inadequate youth and sports facilities and infrastructure in the country.

CHAPTER ONE

1.0 INTRODUCTION

Profile of the Sector Ministry

The Youth and Sports sectors have undergone several transformations over the years. However, in 1982, the Youth and Sports sectors were put together for the first time to be known as the Ministry of Youth and Sports. This arrangement was maintained until the year 2005 when the configuration was changed. The Ministry was merged with the Ministry of Education to form the Ministry of Education, Youth and Sports. The Youth sub-sector was added to the Ministry of Employment and Social Welfare in 2006 and renamed Ministry of Manpower, Youth and Employment. The sports sub-sector was however maintained at the Ministry of Education and merged with Science to form the Ministry of Education, Science and Sports.

To maintain the trend, particularly among the Commonwealth of Nations, which acknowledged the inherent advantages and the close natural affinity and functional relationship between the youth and sports sub-sectors, Government decided to merge the two sub-sectors again in January 2009. This has afforded the Ministry a special opportunity to focus more on youth and sports development.

The two sub-sectors under the Ministry are very strategic in the development of the nation. The youth constitutes the majority of the country's population and serves as the labour force of the nation. Sports promotes socio-economic development, healthy living, unity and cohesion. It also serves as a mechanism for international co-operation, friendship and solidarity. The sustainable development of these two sub-sectors is therefore very vital to the progress and development of the nation.

1.1 VISION

A Harnessed potential of the Youth and the Values of Sports for National Development.

1.2 MISSION

To provide effective leadership in the formulation, implementation, monitoring and evaluation of Youth and Sports development policies and foster greater public-private sector participation.

1.3 FUNCTIONS OF THE YOUTH AND SPORTS SECTOR

Basically, the sector derives its broad functions from Section 13 of the Civil Service Law, PNDCL 327 of 1993. These functions are:

- (a) Initiate and formulate policies, taking into account the needs and aspirations of the people;
- (b) Undertake development planning in consultation with the National Development Planning Commission; and
- (c) Co-ordinate, monitor and evaluate the efficiency and effectiveness of the performance of the sector and specifically the implementation of programmes.

1.4 ORGANIZATIONAL STRUCTURE OF THE MINISTRY OF YOUTH AND SPORTS

Please find as Appendix A, the Organogram of the Ministry of Youth and Sports. The organogram describes the organizational structure of the Ministry.

1.5 LIST OF DEPARTMENTS AND AGENCIES UNDER THE MINISTRY:

The Agencies operating under the Ministry are as follows:-

- i. The National Youth Authority
- ii. The National Sports Authority
- iii. The National Sports College, Winneba

The Ministry also has oversight responsibilities over two (2) specialist Agencies namely

- i. Ghana Football Association (GFA)
- ii. Ghana Olympic Committee (GOC)

1.6 THE NATIONAL YOUTH AUTHORITY (NYA)

The National Youth Authority was established under National Redemption Council Decree (NRCD) 241 of 1974 with a mission to provide relevant and conducive environment that defines and supports the implementation of effective frontline youth empowerment practices, focusing on young people's participation in socio-economic and political development. In pursuit of this goal, The NYA now operates and function under the new National Youth Authority Act, 2016 (Act 939) and is charged with the responsibility of initiating and implementing policies and programmes to empower the Youth through:

- ✓ Developing the creative potential of the youth,
- ✓ Developing a dynamic and disciplined youth imbued with the spirit of nationalism, patriotism and a sense of civic responsibility; and
- ✓ Ensuring the effective participation of the youth in the development of the country.

1.7 THE NATIONAL SPORTS AUTHORITY (NSA)

The National Sports Authority is the umbrella organization under which the various sports associations operate. It was established under the sports decree (SMCD (Supreme Military Council Decree) 54) of 1976. The Authority is a vital wing of the Ministry and it is responsible for taking such measures that are necessary to execute policies in respect of all matters affecting sports development and promotion in Ghana. The Authority now operates and functions under the new National Sports Authority Act, 2016 (Act 934).

1.8 THE NATIONAL SPORTS COLLEGE, WINNEBA (NSC)

The National Sports College, Winneba (NSC) was also established by SMCD 54 of 1974 but only became operational in 1984 under the erstwhile Provisional National Defense Council (PNDC). At the time, Ghana's performance in sports at the international level was experiencing a decline as a result of the exodus of the country's coaches and sports administrators for greener pastures. This therefore led to the establishment of the college which was charged with the task of training and re-training the required technical human resources to replenish the vacancies created by the exodus of our experts from the country. In spite of the fact that the exodus of the staff has abated, the college still has an important task of producing the needed experts to help develop and promote sports in the country.

1.9 POLITICAL & BUREAUCRATIC HEADS OF THE MINISTRY

Hon. Isaac Kwame Asiamah (MP) maintained his position as the Minister of Youth and Sports. Hon. Curtis Perry Kwabla Okudzeto also maintained his post as the Deputy Minister of the Ministry. Until November, 2020, the Chief Director of the Ministry was the late Mr. Frank Quist.

Table 1 below shows the political and administrative heads of the Ministry during the Year under Review.

Table 1: Political and Administrative Heads at National Level

Ministry	Political Head	Deputy Political Head	Bureaucratic Head
Ministry of Youth and Sports	Hon. Isaac Kwame Asiamah (MP)	Hon. Curtis Perry Kwabla Okudzeto	Mr. Frank Quist (Deceased)
Period of Office	10 th February 2017 to Date	August, 2018 to Date	November 2016 to November, 2020

1.10 HEADS OF DEPARTMENTS AT NATIONAL LEVEL

The Director - General of the National Sports Authority is Professor Peter Twumasi. Mr. Eric Nkansah Dwamena served as the Ag. Director of the National Sports College, Winneba until December 2020 when he passed away. Mr. Sylvester Tetteh also served as the Ag. Chief Executive Officer of the National Youth Authority.

Table 2. below shows the Heads of the Departments and Agencies under the Ministry.

Table 2. Heads of Departments at the National Level

Agency	Bureaucratic Head	Substantive Grade	Period Of Office
National Sports Authority	Professor Peter Twumasi	Director- General	Dec, 2018-To Date
National Youth Authority	Mr. Sylvester Tetteh	Ag. Chief Executive Officer	September, 2019 to Date
National Sports College, Winneba	Mr. Eric Nkansah Dwamena (Deceased)	Ag. Director	June 2017-to December, 2020

CHAPTER TWO

2.0 HUMAN RESOURCE DATA AND ANALYSIS

2.1 Staff Distribution (Sector)

The Headquarters has a staff strength of Eighty-Eight (88) as against Eighty-Three (83) staff in 2019. Out of the 88 staff, 44 were males and 44 were females representing 50% each for both sexes as against 48.2% males and 51.8% females in the previous year. This also indicates that, the Ministry has achieved gender parity in terms of the sex distribution.

Appendix 1A attached shows details of the Human Resource strength of the Ministry.

2.2 Staff Categorization

The Administrative class has fourteen (14) staff followed by the Secretarial class with eleven (11) staff. The other classes and their respective number of staff are; Research two (2); Records seven(7); Security six (6); Accounting six(6); Audit six(6); Programme six (6); Transport five (5); Executive, four (4), Procurement and stores, four (4), IT/IM, three (3), Protocol, two (2) , Public Relation/Information, two (2) and labourers/ Cleaners, eight(8). Budget, planning and messengers have one staff each and constitutes the categorization with the least number of staff. Occupational groups of staff is attached as **Appendix 1B**.

Senior staff constitutes 68.18% of the total staff strength whilst junior staff makes up 31.81%. 48.33% of the senior staff are males whilst 51.67 % constitutes females. The Junior Staff is made up of 53.57 % males with 46.43% constituting females. This shows that, there are more females in management level looking at the number of females as senior staff. **Appendix 1B** attached, also shows staff categorization of the sector.

2.3 Sex Distribution

Attached as **Appendix 1C** is the sex distribution for the Ministry.

2.4 Age Distribution

Seventeen (17) staff representing 19.32% were in the 20 to 30 years age bracket. Thirty Two (32) staff, representing 36.36% were within the age bracket of 31 to 40 years whilst 28.41% constituting twenty-five (25) staff fell within the age brackets of 41-50 yrs. Also, fourteen (14) staff who constituted 15.91% were within the age bracket of 51 and 60 years. **Appendix 1D** provides details of staff age distribution.

2.5 Grade Level

Details attached as **Appendix 1E**.

2.6 Recruitments Undertaken

The Ministry recruited eight (8) new staff who were all sub professionals. They were three (3) Driver Grade III, Two (2) Assistant Security Guard, Two (2) labourers and One (1) Watchman.

Appendix 2A shows details of the recruitments undertaken during the year under review.

2.7 Promotion Undertaken

In the year 2020, nineteen (19) officers from the Ministry were promoted to various grades. These comprised five (5) males and fourteen (14) females. Eleven (11) of them are Senior Officers while eight (8) are junior officers.

Appendix 2B shows details of the promotions made during the year under review.

2.8 Posting Undertaken

Seven (7) staff were posted out of the Ministry during the year under review. These comprised three (3) males and four (4) females. Also, a total of six (6) staff were posted to the Ministry from various sectors as indicated in **Appendix 2C**.

The posting of officers out of the Ministry did not affect the skills mix of the sector since the staff who were posted into the Ministry had equivalent skills mix just like those posted out. Again, the posting of a Director out of the Ministry did not leave any vacancy since the Ministry had another Director to fill that space.

2.9 Staff Upgraded

In the year under review, one (1) staff was upgraded from principal storekeeper to supply officer. Details attached at **Appendix 2D**

2.10 Staff Converted

There were no conversion of staff from one class to another during the year under review.

2.11 Secondment

There were no secondment of staff to the Ministry during the year under review.

2.12 Staff on Contract

There was one staff on contract to the Ministry during the year under review.

2.13 Leaves

The Ministry Headquarters recorded three (3) staff on study leave during the review period. They include a principal record supervisor, research officer and an assistant programmer as indicated in **Appendix 2E**.

2.14 Staff Who Exited the Service

One staff exited the service through death during the year under review and this is attached as **Appendix 2F**.

2.15 TRAINING & DEVELOPMENT

Twenty-three (23) members of staff undertook various training programmes to improve on their performance during the year under review. Eight (8) staff participated in scheme of service related training programmes whilst fifteen (15) officers attended various workshops, seminars and conferences. Three (3) staff were enrolled in academic training programmes in the course of the reporting period.

2.16 SCHEME OF SERVICE & COMPETENCY BASED TRAINING

Eight (8) officers from the Ministry undertook various scheme of service and competency based training.

Appendix 3A shows the details of officers who were trained in scheme of service and competency based programmes.

2.17 WORKSHOPS, SEMINARS AND CONFERENCES ATTENDED

Fifteen (15) officers participated in various workshops, seminars and conferences including online seminars during the year under review. The details of officers who attended workshops, seminars and conferences are shown in **Appendix 3B**.

2.18 ACADEMIC TRAINING PROGRAMMES

Three (3) staff enrolled in various academic training programmes in the course of the reporting year. **Appendix 3C** details Officers enrolled in various academic programmes.

2.19 SUMMARY OF COST OF TRAINING & DEVELOPMENT INTERVENTIONS

During the year under review a total of GH¢14,110.00 was expended on various training programmes for staff. There were however other budgeted training programmes that did not materialize because of non-release of fund.

CHAPTER THREE

3.0 KEY ACHIEVEMENTS, REFORMS AND SUSTAINABLE DEVELOPMENT GOALS (SDGs) OF THE SECTOR

3.1 Key Achievements

Three (3) key achievements from the Minister's priority areas in 2020 include:

Review of the 2010 National Youth Policy

The 2010 National Youth Policy which is intended to address youth concern has gone through processes for review. The exercise was to ensure that youth service delivery supports the total and holistic development. Secondly, the review was to ensure the active participation of the youth in the socio-economic development of the country and strengthen institutional coordination and dissemination of critical youth-related data.

In addition to the policy, an Implementation Plan to guide the implementation of strategies proposed in the policy has been developed. The Technical Committee which was inaugurated by the Minister of Youth and Sports, has submitted the draft National Youth Policy and Implementation Plan for a projected year 2021 to 2030. The two documents would soon receive ministerial attention for onward submission to Cabinet.

Construction of Phase I of Youth Resource Centres of Excellence (YRCE)

In 2018, the Ministry in collaboration with the National Youth Authority cut sod to begin the construction of ten (10) multi-purpose Youth and Sports Resource Centres of Excellence in the then ten (10) regions across the country. The purpose of putting up these Centres is to provide space for youth engagement, recreation, centres of learning and sports promotion. Progress of work on the facilities as at 2019 was 60%. The project is designed for a seating capacity of 5000 each. The table below details progress of work of the "Phase I" as at year end 2020:

Table 3: Progress of Work done on Youth Resource Centres of Excellence

No.	Youth Resource Centre	Contractor	Progress of to Date (%)
1	Ho, Volta Region	Messrs. Wilkado Construction Works Limited	85
2	Nyinahini, Ashanti Region	Messrs. Altimate Kristal Vision Limited	92
3	Dunkwa-On-Offin, Central Region	Messrs Sontim Group Limited	87
4	Navrongo, Upper East Region	Messrs. Amecben Construction Limited	82
5	Axim, Western Region	Messrs. Bismarth Enterprise Limited	82
6	Dormaa Ahenkro, Brong Ahafo Region	Messrs. K. A. Dwamena Company Limited	97

7	Koforidua, Eastern Region	Messrs. Daacco Limited	93
8	Wa, Upper West Region	Messrs. Habkay Enterprise	91
9	North Kaneshie, Greater Accra Region	Messrs. Newcase Construction Limited	82
10	Yendi, Northern Region	Messrs. Nestra Gh. Limited	83

Renovation of Stadia

Work commenced on the third and final phase of the Accra Sports Stadium rehabilitation project during the year under review. The rehabilitation of the stadium started in 2017 where Phases One and Two of the project were completed for the hosting of the 2018 Women African Cup of Nations (AWCON). The lack of maintenance for ten (10) years and the closeness of the Accra Sports Stadium to the sea had resulted in significant corrosion in the iron and steel structures supporting the stands and the general deterioration necessitated the rehabilitation to prevent a total collapse of the entire facility.

The rehabilitation of the Baba Yara and Essipong Sports stadia which commenced in 2019 continued in 2020 and the Contractors are currently onsite. Most plumbing and electrical works as well as the seats, pitch, tracks and the irrigation system at the Baba Yara Sports Stadium are fast deteriorating. The Essipong Sports Stadium also has structural defects, broken-down plumbing system, ripped-off roofing and corrosion of the steel works, hence the need for its rehabilitation.

In 2020, the Ministry embarked on Sports Facility development in New Edubiase in the Ashanti Region and Abiriw in the Eastern Region as part of its policy to provide communities across the country with appropriate sport infrastructure.

The construction of the New Edubiase Sports Stadium was conceived in April, 2015 as a response to concerns raised by the Traditional Authorities and the youth of the town. The project which stalled in 2016 has been redesigned by a new consultant procured by the Ministry. The redesign is to meet international sports federation standard. The first phase of the 5000-seater capacity facility, comprising FIFA standard football pitch, changing rooms, a VIP stand and a popular stand, fenced wall, washrooms and a borehole is underway.

Work began on the construction of a community sports and recreational facility for the youth at Abiriw in the Eastern Region. The project is targeted at providing a community sports and recreation facility for the youth in the area. The project would provide a football pitch, changing rooms and multipurpose courts for use by the community upon completion by the end of the year.

Three (3) other key achievements by the Ministry during the year under review include:

Activities of the National Football Teams

To promote regional and social integration worldwide through sports, the Ministry through the Ghana Football Association participated in official competitions organized by the Federation of International Football Association (FIFA) and the Confederation of African Football (CAF) during the year. The calendar for most of the events was affected by the Covid -19 pandemic.

Ghana's Senior National Football Team, the Black Stars participated in home and away Qualifier Matches for the 2021 African Cup of Nations (AFCON) Tournament which was played at the Accra Sports Stadium and Khartoum, Sudan, respectively from 12th to 17th November, 2020. Ghana is leading Group C with six (6) points after wins over South Africa and Sao Tome and Principe. The Tournament will be held in Cameroon.

Also, the Black Satellites, from 18th November to 2nd December, 2020 participated in the West Africa Football Union (WAFU) B Under – 20 Tournament in Lome, Togo and won the tournament.

Hosting of 2023 Africa Games

In 2018, Ghana was awarded the right to host the 2023 African Games. Hosting the 13th African Games is not only for the international prestige but also provides the country the opportunity to expand our sports infrastructure and provide the framework for developing all sport disciplines.

Furthermore, it will afford Ghana the opportunity to rebrand and re-organise the annual Inter-Schools and Colleges Sports (INTER-CO) Games and mainstream them into the national talent identification and promotion strategies to feed our national sports teams. The games will give a new lifeline for the development of over twenty (20) selected sports disciplines in the country, especially the lesser funded sports through the construction of new facilities including a sports hall and an Olympic stadium complex.

As part of preparations towards the hosting of the 2023 Africa Games, a memo was submitted to Cabinet for approval to begin work on the organization of the Games. The Ministry is currently working to secure the title to the land for the construction of an Olympic-Size Sports Complex at Borteyman, Nungua in the Greater Accra Region. Also, a nine (9) member Local Organizing Committee (LOC) mandated to plan the successful organization and hosting of the 13th African games, was inaugurated to replace the earlier Project Team that was inaugurated in 2019. A Logo and Mascot Design Competition has been initiated to satisfy one of the hosting requirements by the African Union Commission.

Youth Leadership and Skills Training Institutes

Pursuant to the National Youth Authority Act 2016, (Act 939) and the Priority Area 6.1.1 of the National Youth Policy (2010), the Authority currently operates eleven (11) YLSTIs nationwide. These YLSTIs are located in rural communities where circumstances are predominant for young people to experience socio-economic vulnerability and marginalization. Enrolment to the Institutes is targeted at interested youth who desire to acquire practical knowledge and skills in the various fields of technical and vocational disciplines at a highly subsidized fee by the Government.

A total of One Thousand, Seven Hundred and Forty-Five (1,745) students were enrolled to undergo technical and vocational training in the various skills development trade areas in the Youth Leadership and Skills Training Institutes (YLSTIs). This number comprises of One Thousand, One Hundred and Fifty-Six (1,156) males and Five Hundred and Eighty-Nine (589) females.

The Authority has given a face lift to the Nzema Maanle YLSTI by renovating the dilapidated physical structures of the institute.

Additionally, the Ajumako-Afranse YLSTIs in the Central Region which since its inception has solely been operating as a day school, has been upgraded to operate as a boarding facility. This is to enable a

number of young people from far and near adjoining communities who desire to pursue technical and vocational training at the Institute, have access to accommodation facility.

In response to COVID – 19 pandemic measures which were instituted by government, the Authority supplied health and safety items to Two Thousand and Thirty-Nine (2,039) staff and students of the eleven YLSTIs. Bunked beds and mattresses were also supplied to five Institutes, namely Abura, Ajumako-Afranse, Takrowase, Sandema and Nzema Maanle.

3.2 Reforms

The National Youth Authority has developed the “Youth leadership & Skills Training Institutes Trainees’ Management System” (YLSTI- TMS) for use in all the eleven (11) Institutes across the Country.

The YLSTI trainee’s management system is a web-based database system that keeps records of students and the Institutes. These include profiles of all the institutes, courses and programmes offered by various institute, bio-data and academic information of students.

Table 3: Reform Undertaken

No.	Reforms	Type of Reform	No. Of Years In Existence	Status Of Implementation	Impact Of Reform	Indicators To Monitor The Reforms	Challenges	Mitigating Strategy
	Trainee’s Management System	Institutional Reform	4 months	Operational	Proper storage and use of information in the database to facilitate decision making	Number of quarterly reports on update of system	Poor access to internet connectivity	Strengthening of internet infrastructure at NYA

3.3 Sustainable Development Goals (SDGs)

Table 4: Implementation of Sustainable Development Goals

No.	SDGs	Indicators	Status Of Implementation	Challenges	Mitigating Strategy
1.	SGD 4 Target 7	Number of Youth Leadership and Skills Training Institutes (YLSTI) renovated	Six (6) new construction projects are at various stages of completion in five (5) of the Youth Leadership and Skills Training Institutes. Two Unit Boys Dormitory Block at Takorase- E/R	The Institutes need more funding for rehabilitation works	Allocation of more capital funds from Government will ensure that the Institutes are holistically rehabilitated.

			<p>300-Seating Capacity Multi-Purpose Hall with Kitchen Attached at Sandema - UER</p> <p>300-Seating Capacity Multi-Purpose Hall with Kitchen Attached, at Nalerigu – N/R</p> <p>Dormitory Block at Ajumako Afranse - C/R</p> <p>Two Unit Boys Dormitory Block at Abura- W/R</p>		
2.	SDG 4 Target 7	Number of deprived and out of school Youth provided with training	For 2020, the Ministry had a target of 3,500 youth to provide training. A total number of 1,745 were actually trained during the year.	The introduction of the Free SHS led to low enrolment into the training institute.	The Institute can be run as part of the Free SHS Programme.
3.	SDG 16 Target 6	Number of stadia rehabilitated	Work ongoing on the rehabilitation of the Accra, Baba Yara and Essipong sports Stadia.	The project is ongoing accordingly. There was delay due to the Covid restrictions.	Ports have been opened to allow import of materials.
4.	SDG 16 Target 6	Number of newly constructed sports infrastructure	Work is ongoing on the construction of community stadium at New Edubiase in the Ashanti Region and Abiriw in the Eastern Region.	Late release of funds from the Ministry of Finance.	Ministry wrote to the Ministry of Finance for speedy release of request funds to contractor and consultant
5.	SDG 16 Target 6	Number of sports associations equipped	14 sports associations were provided with logistical support to enable them carry out their activities.	Inadequate release of funds and sometimes non release of funds for activities of National Sports Authority	Ministry is working on a sports fund to aid sports promotion and development

6.	SDG 16 Target 6	Number of international sports competitions attended	None was organized during the year under review	This is as a result of travel restrictions due to the Covid-19 incidence.	Waiting for restrictions to be lifted.
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3.4 Impact of Flexible Working Hours (FWH) Initiative Implemented By Sector Ministries

The Ministry staff were divided into two groups. One group was expected to report to work while the other group worked from home; all on a two-week rotation basis. This arrangement was put in place to implement the flexible working hours as directed by the Office of the Head of Civil Service in order to reduce the spread of the Covid-19 disease.

Some staff were over duly stressed because of the key responsibilities that necessitated their presence at work daily during the period. Work delivery however continued since staff worked from home and delivered their output timely.

3.5 Ministry of Youth and Sports Financial Performance

In 2020, the Ministry and its agencies were allocated a total budget of GH¢40,244,155.00 to carry out its intended activities and programmes in the course of the year. Out of the total amount, GH¢18,018,403.00 was allocated for Compensation of Employees. Capex activities and Goods and Services were allocated amounts of GH¢2,000,000.00 and GH¢19,691,511.00 respectively. Internally Generated Funds (IGF) was allocated an amount of GH¢534,241.00 during the year under review.

As at the end of the year, the Ministry had received about 99% of its compensation of employees, 87% of the Goods & Services and 100% of its Capex. The National Sports Authority was able to realise an amount of GH¢5,309,228.72 internally.

In addition to the Ministry's budgetary allocation, an amount of GH¢50,592,467.27 was also released for the rehabilitation of Essipong Sports Stadium, Accra Stadium and Baba Yara Sports Stadium in the year under review.

Cumulatively, 92.75% of the total budget allocated to the Ministry has been released.

CHAPTER FOUR

4.0 CHALLENGES/MITIGATION STRATEGY

The main challenges of the Ministry are inadequacies in budgetary allocation, youth and sports infrastructure, personnel at the National Youth Authority, National Sports Authority and the National Sports College, Winneba and vehicles. There are also delays in the release of funds for the implementation of programmes and projects,

Inadequate Budgetary Allocation

The financial burden placed on the Ministry as a result of the activities of the National Teams is enormous. Over the years, most of the activities of the Ministry are sacrificed in order to finance the participation of the teams in mandatory qualification matches and tournaments. In 2021, the Ministry will be faced with the challenge of facilitating the National Teams in the following: -

- 2021 African Cup of Nations Qualifiers (Black Stars)
- 2021 African Cup of Nations Championship (Black Stars)
- Qualifiers to the 2022 FIFA World Cup (Black Stars)
- WAFU Tournament (Black Satellites)
- WAFU and AWCON Tournaments (Black Queens)
- World Cup Qualifiers and Tournament (Black Princess)
- World Cup Qualifiers and Tournament (Black Maidens)
- International Engagements of the National Sports Associations

The Ministry through the Ghana Football Association estimates the participation in these matches and tournaments to cost the country an amount of **GHC72,520,000.00**. Of significant mention is Ghana's participation in the 2020 Olympic Games which will further challenge the Ministry's limited resources.

The Ministry will therefore be grateful for an upward adjustment in the goods and services budget to enable us meet this obligation.

4.1 Inadequate Personnel at the Agency Level

Key amongst the challenges of the Ministry was lack of personnel at the agency level. This situation has resulted in the inability of the Agencies to fully implement Government policies and programmes throughout the country.

The National Youth Authority for example operates in most districts apart from the running of 11 YLTSTIs. The staff strength has decreased from 337 to 289 in 2020. This is largely due to the lack of financial clearance for recruitment. Most of the districts are represented by Nation Builders Corp (NABCO) beneficiaries; a temporary measure to improve the staffing situation.

Additionally, the National Sports College has a shortage of both technical and administrative staff. Instead of the One Hundred and Seven (107) personnel required for the running of the College, the current number stands at Forty-nine (49). The current staff strength is in shortage of about fifty-eight (58) staff. The National Sports Authority is also experiencing similar staff shortage.

The issuance of financial clearance to recruit additional staff at the Agencies would ensure that they effectively deliver on their mandate nationwide.

4.2 Inadequate Youth and Sports Infrastructure / Facilities

The Sector also lacks modern infrastructure. The absence of standardized youth and sports infrastructure such as youth training and recreational centres, multi-purpose sports halls, boxing gymnasiums, standard athletics ovals in the regions and districts are affecting the development of youth and sports activities in the country. This has invariably affected the nation's ability to perform competitively at regional and international competitions. The lack of recreational and youth resource centres especially at the district level is also hindering effective grassroot participation and development of the youth in the country.

The provision of youth friendly facilities in all the districts in the country will promote youth engagement and development as well as contribute to the socio-economic development of the country in the long term.

4.3 Inadequate Vehicles

The Ministry has few serviceable vehicles which is woefully inadequate for effective operation of the Ministry. Also, the National Sports Authority nationwide has only eleven (11) serviceable vehicles and this greatly affects their oversight responsibilities and general operations at the regional and district offices.

It is requested that adequate provision for capital budget be made to enable the sector carry out and monitor its programmes and projects.

CHAPTER FIVE

5.0 PROGRAMMES AND PROJECTS 2021

In 2021, the Ministry intends to undertake the following activities:

5.1 Policy Documents and Legislations

The Ministry in 2021 will finalize the regulations on the Youth and Sports Act, and the processes for the enactment of the Sports Fund. Additionally, there will be a continuation of the review of the National Sports Policy as well as the implementation of the National Youth Policy.

5.2 Activities of the National Football Teams

In 2021, the Ministry intends to facilitate the qualification and participation of all the National Football Teams in various international tournaments. This will include the facilitation of the Black Stars preparation and qualification to the 2021 African Cup of Nations Tournament in Cameroon; the preparation and participation of the Black satellites in the Africa U-20 Cup of Nations Tournament in Mauritania and World Cup Tournament in Indonesia; the facilitation of the Black starlets participation in the Africa U-17 Cup of Nations in Morocco; the facilitation of the Black Princesses and Black Maidens in their respective World Cup Tournaments in Costa Rica/Panama and India.

Qualification matches towards the 2022 World Cup Tournament in Qatar will continue in 2021.

The Olympic Games will also take place in 2021 in Japan and Ghana will be represented at the quadrennial event. In this regard, the Ministry will facilitate the preparation of the National Sports Associations in their respective international engagements.

5.3 Infrastructure Projects

The National Youth Authority will complete phase two of the construction of the Youth Resource Centres and refurbish four (4) duty posts at Wa, Cape Coast, Koforidua and Sunyani. The Authority will rehabilitate its office buildings and retool the Youth Leadership and Skills Training Institutes.

5.4 Activities of the National Youth Authority

In 2021, the National Youth Authority will also begin the dissemination, implementation and coordination of the revised National Youth Policy. It will also commence the process for the formation of the Ghana Youth Federation, an umbrella body for Youth organization in Ghana.

5.5 Sports Development

In 2021, the National Sports Authority will organize a National Cross Country competition and begin preparations towards Ghana's participation in the 2020 Olympic Games to be held in Tokyo, Japan.

The Authority will also organize Inter-District Sports Competitions and the Ghana National Games to discover new talents for the various National Teams.

Capacity building workshops and seminars for sports officials will be organized and equipment and logistics will be provided to the National Sports Associations.

The National Sports College, Winneba will continue to nurture and provide Formal Education and Skills Training to the soccer and tennis academy players and prepare them for the National Teams and also organize technical training courses for the workforce in the sports industry.

APPENDIX "A" 3.1 ORGANOGRAM OF THE MINISTRY

