

UNIVERSITY OF EDUCATION, WINNEBA

THE IMPACT OF THE GRADUAL DECLINE OF THE GHANAIAN TEXTILE
INDUSTRY ON TEXTILE EDUCATION IN GHANA



ERIC BRUCE-AMARTEY JNR.

8101750009

JULY, 2012

UNIVERSITY OF EDUCATION, WINNEBA
DEPARTMENT OF MUSIC EDUCATION

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ON TEXTILE EDUCATION IN GHANA

ERIC BRUCE-AMARTEY JNR.

8101750009

(BACHELOR OF TECHNOLOGY-TEXTILES)

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JULY, 2012

DECLARATION

STUDENT'S DECLARATION

I Eric Bruce-Amartey Jnr; declare that this thesis with the exception of quotations, and references contained in published works which have all been identified and duly acknowledged, is entirely my own original work and it has not been submitted, either in part or whole, for another degree.

SIGNATURE:.....

DATE:.....

SUPERVISOR'S DECLARATION

I hereby declare that the preparation and presentation of this work was supervised in accordance with the guidelines for supervision of Thesis as laid down by the University of Education, Winneba.

NAME OF SUPERVISOR: DR. E.R.K AMISSAH

SIGNATURE:.....

DATE:.....

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DEDICATION

This work is dedicated to my wife, Edna Bruce-Amartey, Hon. Alan John Kwadwo Kyerematen (AU Coordinator on Trade) and all Textile Educationists in Ghana.



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ABSTRACT

There has been persistent, drastic decline of the Textile Industry in Ghana which is awfully affecting the study of textiles in Ghanaian Textiles education institutions. Upon this foundation, the study sought to examine and discuss the impact of the decline of Ghana's textile industry on textiles education in Ghana. The objectives of the study among others were to identify and document the strengths, weaknesses and opportunities of the Ghanaian Textile Industry, problems that are endangering the Ghanaian textiles industry and how they are affecting Textile Education in Ghana. The population for the study consisted of students, lecturers and heads of departments of selected textiles education institutions in Ghana as well as operatives in Ghana textile factories. The methodology employed was the qualitative approach and the descriptive survey. Observation and interviews were the research instruments used to gather data. The main findings were that protracted labour unrest in the textile industry, poor attitude of factory workers and state officials on textiles, smuggling of textiles, under-declared imports, and copied brands by foreign companies and high cost of textiles production have contributed to the current declining stage of the industry; and has also contributed adversely to the reduction of the intake of textile students in textile education institutions. The study then recommends among others that the government of Ghana invests massively in the local textile industry by giving bailouts for the acquisition of new machinery, human resource and manpower development, the provision of laboratories and equipment to enhance teaching to make the textiles graduate marketable.

CHAPTER ONE

INTRODUCTION

1.0 Background to the Study

The Textile Industry in Ghana was once a very vibrant industry, which employed over 25000 workers (Quartey, 2005). Most of the companies in the industry produced high quality designs and textile brands, which had high patronage on the local, West African and international markets. Finished Textiles produced by these companies were in high demand on the Ghanaian market because they were predominantly used in the design and production of traditional apparels such as the Kaba and other exquisite wears. The Industry was not only a source of employment to many Ghanaians but also accounted for about 10% - 12% of the country's total Gross Domestic Product, (GDP) M.O.T.I, 2004.

In seeking to consolidate the gains the nation had made, with regards to this industry at the time, the Government of Ghana proactively established academic institutions to train students in textiles, so as to take up different responsibilities in the industry. Fortunately, the academic institutions responded to this call with high intake with respect to student population.

In recent times, the industry has gone through difficult moments resulting in shutting down of production of most of the companies in the industry and a lot of workers have been made redundant as a result of these shut downs (Sackey, 2011). The researcher has observed that, that has adversely affected the employment of textile graduates in such

companies whose establishments were tailored towards providing the needed manpower for the textile industry.

This research therefore seeks to conduct an in-depth investigation into the causes of the problem and its effect on textiles education, using some selected Textile Training Institutes in Ghana as a case study.

1.1 Statement of the Problem

The Textile Industry in Ghana over the past few years has been gradually receding in terms of growth and development. From over 20 large scale textile factories established in the mid 1960s that employed more than 25,000 Ghanaians, the country now has only four textile factories employing less than 2,500 workers. Available statistics indicate that the country's total industry output was pegged at 129 million yards in 1977. Unfortunately, the figure declined from 129 million to 44 million yards in 2009 and subsequently, 42million in 2011.

Apart from the consequent negative economic outcomes being experienced by the country, the education institutions that were established by the government of Ghana to provide the industry with the necessary skilled manpower also appears to be retrogressing concurrently with it. For instance, in 2007, the number of students admitted by Takoradi Polytechnic was 126, and reduced to 106 in 2008. In 2009, it subsequently reduced to 96 and in 2010, 63 (TDTD - Takoradi Polytechnic, 2011). At the University of Education, the intake was 68 in 2008, 54 in 2009, 43 in 2010 and drastically reduced to 16 in 2011 (Textiles Section - UEW, 2012). Official figures from the Tema Technical Institute

(Textiles Department-TTI, 2011) and, KNUST, Kumasi (Textiles Department, 2012), also paint quite a disturbing picture of the situation.

There is need therefore to conduct an in-depth investigation into the textile industry and how it has affected Textile Education in Ghana, to enable appropriate solutions be made for the problems identified.

Research Questions

- i. What is the current state of Ghana's Textile Industry?
- ii. To what extent has Textile Education in Ghana been affected by the current state of Ghana's Textile Industry?
- iii. What does the future of the Textile Industry in Ghana vis-à-vis Textile Education present?

1.3 Objectives of the Study

The objectives of the study are to:

- i. Identify and document the strengths, weaknesses and opportunities of Ghana's Textile Industry
- ii. Identify and document problems that are endangering Ghana's textiles industry and how they are affecting Textile Education in Ghana.
- iii. Examine the future of the textile industry side by side Textile Education in Ghana and suggest possible solutions to the problems identified.

1.4 Importance of the Study

The importance of the study are:

- i. It would help revamp the ailing textile industry
- ii. It would help generate the interest of students in Textiles and improve Textile Education in Ghana
- iii. It will serve as a reference material for Students and Teachers in Textiles
- iv. It will serve as a resource material to the Ministries of Education, Trade and Industry.

1.5 Facilities Available for the research

The facilities available for the research are as follows:

- i. Ministry of Trade and Industry, Takoradi, Western Region Office
- ii. Ghana Ports and Harbours Authority (Textile Imports Section), Takoradi.
- iii. Public Affairs Department, Tex Styles Ghana Limited (TSG), Tema
- iv. Public Relations Unit, Ghana Textiles Printing Company (GTMC), Tema
- v. Public Relations Unit, Printex Ghana Limited, Accra
- vi. Public Relations Office, Akosombo Textiles Limited (ATL), Akosombo
- vii. Textiles Department, Tema Technical Institute, Tema
- viii. Textiles Department, Takoradi Polytechnic, Takoradi
- ix. Textiles Unit - Industrial Arts Department, KNUST, Kumasi
- x. Textiles Unit - University of Education, Winneba

1.6 Delimitation

The study is delimited to tertiary education institutions that offer training in textiles as a programme; such as Tema Technical institute, Tema, Textile Design and Technology Department (TDTD) - Takoradi Polytechnic, Takoradi, Textiles Section - University of Education, Winneba (Winneba Campus) and the Textiles Section - Industrial Arts Department, KNUST, Kumasi.

1.7 Limitations of the Study

Information on how Ghana's textile industry is grappling with the problems it is facing; which the author would have liked to include, to enhance the text could not be sought because personnel in those fields were reluctant to reveal those information.

1.8 List of Abbreviations

Abbreviations used in the text have been explained as follows:

AGOA	:	Africa Growth and Opportunities Act
ATI	:	Agreement on Textiles and Clothing
ATL	:	Akosombo Textiles Limited
C.R.D.D	:	Curriculum Research and Development Division
CEPS	:	Customs Excise and Preventive Service
GDP	:	Gross Domestic Product
GEA	:	Ghana Employers Association

GES	:	Ghana Education Service
GFL	:	Ghana Federation of Labour
GoG	:	Government of Ghana
GTMC	:	Ghana Textile Manufacturing Company
HND	:	Higher National Diploma
ICT	:	Information and Communications Technology
ILO	:	International Labour Organization
ISI	:	Import Substitution Industrialization
ISSER	:	Institute of Statistical, Social and Economic Research
KNUST	:	Kwame Nkrumah University of Science and Technology
MoESS	:	Ministry of Education Science and Sports
MOTI	:	Ministry of Trade and Industry
PSI	:	Presidents' Special Initiatives
R&D	:	Research and Development
RAGB	:	Revenue Agencies Governing Board
SHS	:	Senior High Schools
TDTD	:	Textile Design and Technology Department, Takoradi

Polytechnic

TEGLEU	:	Textile, Garments and Leather Employees Union
TSG	:	Tex Styles Ghana Limited
TVET	:	Technical and Vocational Education and Training
UEW	:	University of Education Winneba
UNCTAD	:	United Nations Conference on Trade and Development
WTO	:	World Trade Organization

1.9 Arrangement of the Rest of the Text

The study is made up of five chapters. Chapter one contains the introduction of the study which includes the background of the study, statement of the problem, research questions; the objectives, delimitation and limitations, as well as the importance of the study. It also includes the list of abbreviations and the arrangement of the rest of the text. Chapter two, deals with the review of related literature. The third chapter encapsulates the methodology employed by the researcher to accomplish the study. Chapter four presents and discusses the results of the study. Finally, chapter five summarises and concludes the study, and makes recommendations based on the findings.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

Overview

The chapter supports the validity and essence of the research. It does that by outlining the findings and views of other authors and specialists in textiles in relation to the study. Key issues discussed in the chapter encompass the meaning and Significance of Textiles, the history and scope of Ghana's Textile Industry, and an overview of Textile Education in Ghana.

2.1 Meaning and Significance of Textiles

The term 'Textiles' is often 1 with the branch of industry that deals with the production of fabrics. In many dictionaries the word 'textile' is defined as the making of cloth or fabric, especially, one that has been woven (Mensah, 2007). Textiles is however quite broader than the above. Mensah, (2007) avows that the term textiles encapsulates the tapping of the natural and man-made raw materials such as plants, animals, minerals and chemicals as sources of fibres (for textiles), converting these raw materials into fibres, converting the fibres into yarns, threads, cords, ropes (spinning) and non-wovens (termed bonded fabrics), the manufacture of yarns and threads into fabrics to be woven or knitted, printed or dyed (termed textile design), the addition of colour through dyeing, printing, embroidery, appliqué etc, upholstery making, tapestry making, the sewing of the fabrics into garments, dresses, sheeting, curtains, etc. textiles in Mensah's view may, then, be

defined as the sum total of all the processes involved in tapping the raw materials up to the final stage of cloth production.

Bittner (2004) opines that a textile is a material that has been fabricated by some type of weaving process. The root of the word stems from the Latin word ‘texere’, which means “to weave.” The term textile according to Bittner can also be applied to materials manufactured by the interlacing of yarn-like materials, such as objects made by braiding, knitting and lacing, as well as some non-yarn based materials, such as felts, in which the fibres have gained coherence by mechanical treatments or chemical processes. Bittner contends also that, in rare cases, pelts, hides and plastics may also be considered textiles, especially when they are used in the manufacture of clothing items. Sackey (2002) corroborates this assertion by stressing that, early definitions of textiles point to fabrics produced by weaving, because the word was derived from the Latin word “texere”, which means to weave. He further states that, over the years, the word has undergone different dynamic changes, resulting in a wider scope to embody development of different fibres, fabric manufacturing and improvement methods. Sackey therefore holds the view that ‘textiles’ is the art of producing, decorating, and improving the efficiency and value of fibres, yarns and fabrics to serve and satisfy the needs of man.

Taylor (2007) reiterating the stances of Bittner and Sackey argues that the word ‘textile’ originally meant ‘produced by weaving’ but its application has greatly broadened. Now, this term is used for a wide range of products made from fibres or filaments, including not only nonwoven, knitted and felted fabrics, but also lace, nets, yarns and cords. The varieties of these products and their uses are so numerous that textiles have applications

in almost every human activity. Tortora, (2005) also agrees to the above assertion that the term 'textiles' refers to a broad classification of materials that can be utilized in constructing fabrics, including textile fibres and yarns. She continues that textile is also used to designate the constructed fabric including woven, knitted, and nonwoven structures as lace, crocheted goods. 'Textiles' further refers to the descriptive processes, organisations and personnel associated with the manufacture of products from fibres or yarns.

Good, (2006) also describes a 'textile' as a flexible material consisting of a network of natural or artificial fibres of ten referred to as thread or yarn. Yarn is produced by spinning raw wool fibres, linen, cotton, or other material on a spinning wheel to produce long strands known as yarn. Textiles are formed by weaving, knitting, crocheting, knotting or pressing fibres together (felt).

He further states that the words fabric and cloth are used in textile assembly trades (such as tailoring and dressmaking) as synonyms to textiles. However, there are subtle differences in these terms. Textile refers to any material made of interlacing fibres. Fabric refers to any material made through weaving, knitting, crocheting, or bonding. Cloth refers to a finished piece of fabric that can be used for purposes such as covering a bed. Kadolph (2007), however, is of the view that 'textiles' is a general term used to refer to fibres, yarns or fabrics or anything made from fibres, yarns or fabrics.

According to Taylor (2007), the textile industry affects every aspect of the lives of people. Textiles play diverse roles; these include their usage as upholsteries in cars and sitting rooms, draperies, carpets in homes and offices and for clothing oneself. People dry

themselves with towels and sleep on bed sheets made in the textile industry. There are even textiles in the bag that carry one's laptop computer from place to place. Different industries rely on the textile industry for textile goods. Such industries are the fashion, furniture, and the carpet and rug manufacturing industries. The textile industry also serves other segments of the market, such as quilting and knitting. Painters even rely on the textile industry for their canvas on which they paint. Some artists are actually part of the textile industry i.e. those who sell their designs to fabric manufacturers who print their designs directly on the fabrics they acquire from the textile industry. There are textile factories that have been built to serve the textile industry; these are textile machinery manufacturing and software provisions.

Frost (2001) argues that textiles serve the everyday needs of people, but they may also serve to distinguish individuals and groups of individuals in terms of social class, gender, occupation, and status of the groups. Indigenous societies associated special meanings with textile designs. These meanings had a specific interpretation for particular ethnic groups. It was assumed that everyone in the group knew the meanings. However, once the meanings have become lost, it is almost impossible to reconstruct them (Frost, 2001). The patterns in Javanese batiks, for example, originally had meaning to the wearer, but these meanings are now largely lost. Textiles also have real as well as symbolic value. Frost (2001) continues that, under Byzantine emperors, silk (textile) was a powerful political tool: foreign governments out of favour were denied trading privileges; those in favour were rewarded with silks.

Textiles have played major roles in the social, economic and religious lives of communities. In many parts of the world, young girls spent many months preparing clothing and furnishing textiles for their wedding trousseaus as a demonstration of their skills and wealth. Traditionally, women have played a far larger role than men in producing textiles. In many parts of Africa, however, men produce both woven and dyed textiles, and in many urban or courtly textile traditions, men were the main producers for example, Asian rug weaving and European tapestry.

Textiles are thus a major component of material culture i.e. they may be viewed as the products of technology as cultural symbols, as works of art, or as items of trade. The textile arts are a fundamental human activity, expressing symbolically much of what is valuable in any culture.

Willbanks (2009) argues that, textile products play a vital role in meeting man's basic needs. People often only consider textiles to be the clothes worn. Obviously, the clothing industry is where the majority of textiles are produced and used. However, textiles are also important in all aspects of people's lives from birth to death. The use of textiles has been traced back over 8500 years. The following describes some important roles that textiles play in other industries. In the food industry, farmers wear protective clothing to spray their crops with pesticides. Textiles are used to cover plants and wrap trees for protection from bad weather and insects.

Coffee filters and tea bags are made of nonwoven textiles. The annual production of tea bag string would stretch a round the equator 67 times (Willbanks, 2009). In making a home comfortable, textiles are used to insulate rooms from heat and cold. The furniture is

composed of various textile products. Textiles are used in roofing materials, wire coverings, wall coverings, blinds, air ducts and window screens.

Frost, (2001) contributes that the transportation industry relies on textiles to line the beds of the roads before they are paved. A tyre gets seventy five percent of its strength from textiles. Kevlar aramid (a class of heat-resistant and strong synthetic fibre) is often used to strengthen radial tires because it is lightweight and five times stronger than steel. The interiors of all types of transportation vehicles are covered with textiles. Textiles are also used in the brake linings, gaskets, seals, seat belts, air bags and filters of vehicles. According to Frost (2001), the Lear Fan Jet airplane body is composed of 100 percent carbon fibre composite material. This carbon material is half the weight of aluminium and as strong as steel. The heat shields on spacecraft are composed of a fibre that will withstand 20,000 degrees Fahrenheit.

In the health Industry, Textiles are used as life saving devices in the healthcare industry. The artificial kidney used in dialysis is made of 7,000 hollow fibres and is only two inches in diameter. The Jarvik-7 artificial heart (An artificial heart is a device that replaces the heart.) is composed of over fifty percent textiles and has Velcro fittings. Over 150,000 people in the United States have artificial arteries made of knitted polyester, which aids in preventing clotting and rejection. The invention of disposable clothing helps prevent the spread of bacteria (Willbanks, 2009). According to Frost (2001), Sutures for wounds are now made of a dissolvable textile fibre. Casts for broken bones, surgical masks, bandages and gloves are other examples of textiles used in the healthcare industry.

In the security sector, bulletproof vests are made of 7 layers of Kevlar 29 aramid, which can protect a person from a knife slash and stop a 38-caliber bullet fired at a range of 10 feet. Fire-fighters and race-car drivers wear apparel made of Nomex aramid to protect them from the extreme heat they encounter in their professions. Astronauts wear \$100,000 suits made of Nomex aramid that protect them from the elements of space. Sports players wear protective helmets and pads made of textiles (Frost, 2001). In sports, equipment such as sailboats, hockey sticks, fishing rods, golf clubs, tennis rackets and canoes are composed of textile fibres. Kevlar aramid is used in this type of sports equipment because of its light weight and strength. Backpacks, balls, life jackets and artificial playing surfaces are also made of textile fibres.

The inference drawn by the researcher from the various arguments is that, the word 'Textiles' was originally applied to woven fabrics, but it is now also applied to natural and synthetic filaments, yarns, and threads as well as the woven, knitted, felted, tufted, braided, bonded, knotted and embroidered fabrics and artefacts made from them, and nonwoven fabrics produced by mechanically or chemically bonding fibres. Textiles may therefore refer to materials made of natural or synthetic fibres. Modern textile products may be prepared from a number of combinations of fibres, yards, films, sheets, foams, furs, or leather. They are so important that the world cannot do without them. They are found in apparel, household and commercial furnishings, vehicles, and industrial products.

2.2 History and Scope of the Textile Industry

The textile industry is obviously one of the oldest in the world. It deals with all those occupations concerned with all the operations required to produce textile articles from both natural and manmade sources. The textile industry is also a term given to businesses linked with the marketing, distribution and use of textiles.

Tortora (2010) contends that the Textile industry was and is one of the largest industries in the world. According to her, it has and continues to add huge amounts to various national economies. Tortora (2010) adds that apart from providing employment for larger percents of various populations, several ancillary industries such as chemical, dye and dyeing, lathe machinery, printing, processing and many others were sprouted directly or indirectly to support the main root of the textile industry. Since time immemorial, it is learnt from history that the primitive man, the hunter who lived in forests, wandered from one place to the other in search of food, protected his body with fleece, animal hides, leaves, tree barks, climbers and other similar natural materials. The hunters though far away from the civilization, expressed their flare for self adornment using the forest vegetation, animal skin, bone, horn, teeth as a symbol of strength and bravery (Tortora, 2010).

In obvious support to Tortora's story, Essalser (2011) asserts that with the passage of time, hunters became cultivators, who took up farming as their profession, grew food crops along with the plants of natural fibres; i.e. flax and cotton. Spinning, basketry, weaving and colouring with natural dyes gradually knitted in the beautiful life of mankind. She further claims that even the ancient excavations showed the evidence of

ornamentations through colours, dyes and embroidery. Cave Paintings, Pot Paintings, bodily paintings in general indicated that painting on the cloth was the first step to add colour onto cloth (Essalser, 2011).

Tortora (2010) adds also that, the industrial revolution introduced innumerable innovative techniques in every field, especially in the textile sector. The textile industry grew gradually in every country; and is now recognised as one of the most flourishing industries in the global scene. According to her, the outcome of intensive research and development (R&D) in the raw materials i.e. (fibre, yarn and fabric) is incredible. The Textile Industry according to Corbman, (1983) is very complex and wide in terms of its scope. He postulates that, it begins from agriculture with fibre production of cotton, flax, and other fibrous plants; husbandry of sheep, other animals and silkworms, in mining of metals and minerals; in forestry for wood to chemical research and production of synthetics. The fibres are processed into yarns and/or fabrics. The yarns are made into fabrics for industrial and consumer uses by various means some of which are weaving and knitting. The fabrics are converted into finished cloths, which provide particular appearances and performances. These fabrics are made into end-use products, including apparel, home furnishings and various industrial applications. The products are then merchandised and sold. Each one of these aspects of the textile industry is a field in itself, and there is interdependency with multiplying effects on other industries.

Miller (2008) argues that the textile industry includes every business involved in growing or producing fibres, such as sheep farmers and cotton growers; those who spin fibres into yarns; those who weave the yarns into fabrics; and those who dye, bleach and finish the

fabric. The textile industry also includes chemical companies that make synthetic fibres and all the resultant products. Then there are the wholesalers and retailers of all these textiles, and the products that are made from them. The textile industry therefore consists of a gamut of factors that are interrelated.

Elsasser (2005) buttresses the claims above by stating that, the textile industry encompasses every aspect of textiles from raw fibre production to the final consumption of product which is a fascinating blend of science and technology, art and design and business. She explains further that, the textile industry is international and offers extensive career opportunities because the industry is in parts that are complex. The industry can be divided into five general areas, Science and Technology, Art and Design, Manufacturing and Production, Sales and Marketing and Product Development.

Sackey (2002) contends that, generally, the textile industry is responsible for making and using the raw fibres, first turning them into yarns, and then converting the yarns into different kinds of fabrics which are then appropriately finished. Yarns are also sold in that state or in different forms after finishing garment manufacturers, tyre makers and electrical insulator-makers for the manufacture of non-textile products. Sackey explains further that, the textile industry is very large and diverse in area. It has various sectors that are traditionally highly fragmented, although with an underlying integration of purpose. The traditional sectors of the industry include spinning and doubling of yarns, manufacture of man-made fibres and yarns; weaving; garment manufacture; hosiery and knitted goods; rope, twine and net production; synthetics and plastics; carpet manufacture; lace-making; felted goods manufacture; textile finishing, (including dyeing and printing). It also includes the highly skilled and unskilled technical and

administrative staff within the industry. These include technologists, engineers, scientists, technicians, supervisors, and managers. Levels and corresponding quality of training are very high throughout the industry.

Collier (1997) however holds a different view. According to him, the textile industry is in a period of transition. This according to him is evidenced by many evolutionary changes which began to take form during 1946. Since the changes now in process are likely to be slow in development, this period of transition will doubtless extend for a number of years.

One set of trends is towards complete elimination of conventional manufacturing processes. Already Chicopee Manufacturing Company and Dan River Mills (both in the U.S) are making yarn without spinning, and fabric without weaving and without yarn including nonwoven fabrics. Another set of trends is towards speeding up, making more automatic, or shortcutting the existing processes through which fibres normally proceed in manufacture.

It could be inferred from the discussions above that the textile industry involves diverse production activities, and has survived even through robust times from generation to generation. It could also be deduced that, given the conducive economic environment to operate, the textile industry would grow blissfully.

2.3 Overview of the Ghanaian Textile Industry

Over the years, textile education in Ghana has been generally tailored towards preparing the required specialized educated and skilled technicians in the field of textiles (spinning, weaving, dyeing, printing, stitching, etc.) to fill various positions in the industry as well as educational sector.

Quartey (2006) argues that, Industrial development has been recognised as one of the surest means of ensuring higher and sustained growth in the world rates. Hence, Ghana pursued import substitution industrialization (ISI) in the 1960s and 1970s. The rationale was to move her economy from their agrarian (agriculturally driven) state to a modern industrialised economy.

Policies to promote import substitution industrialisation were accordingly pursued and this led to the establishment of light industries to produce goods locally and operate behind tariff barriers. Ghana's industrial approach was meant to reduce economic dependence; hence, manufacturing industries were established to produce items that were previously imported.

As a result, industries manufacturing textiles, and other important commodities were established. However, during the initial stages, the textile sector was largely dominated by foreign owned firms. A shift of government policies in the mid 1970s however, led to increased state participation in the sub-sector. For over two decades after the ISI was started, the textile sub-sector dominated the manufacturing sector and contributed significantly to the livelihood of Ghanaians. It employed about 25,000 of the labour force, accounted for 27% of total manufacturing employment and operated at about 60%

of plant capacity (MOTI, 2004). The textile sub-sector indeed became an important source of foreign exchange in Ghana.

Key among some of the Textile Manufacturing companies that surfaced in Ghana included Juapong Textile Limited, Akosombo Textiles Limited, Tema Textiles Limited, Ghana Textiles Printing Company Limited, Ghana Textile Manufacturing Company, Freedom Textiles Industries Limited, Millet Textiles Corporation, Spintex Ghana Limited (Now Printex), Ghana Blanket Factory, Ghana Cotton Company, Kumasi Jute Factory, Tarpaulin and Polypropylene Industries Limited, Commodore Textile Milling Limited, Ghana Umbrella Factory and Garment Manufacturing Companies. Beside these medium to large scale textile factories, there were thousands of small scale textile setups scattered across the length and breadth of the country whose contributions to the state were phenomenal. The textile sub-sector was an important source of foreign exchange in Ghana from the early 1970s to the middle of the 1980s.

However, due to inconsistent government policies over the years, the production of textiles has considerably declined in Ghana. Since 1982, the textile sub-sector started operating at extremely low capacity. Consequently, more than half of the factories in the industry wound up and the situation deteriorated further under the Trade Liberalisation Policy, which formed part of Ghana Government's Structural Adjustment Programme pursued in the 1980s and 1990s. Employment declined from 7000 in 1995 to 5000 by 2000. The Trade Liberalisation reforms paved way for increased importation of textiles and other apparel, which hastened the demise of many textile factories in Ghana (Quartey 2006).

Abdallah (2010) gives a similar account that Ghana's Textile Industry, is gradually joining the league of other nations in the sub-region with collapsed textile and garment manufacturing sub-sector. From over 40 textile firms that employed more than 25,000 people in the last two decades, the country now has only four textile factories employing less than 4,000 Ghanaians.

The country, according to Ghana's Revenue Agencies Governing Board (RAGB), is losing about 300 billion Ghanaian cedis in potential revenue annually through smuggling of textile materials. Like the situation in Nigeria, Ghana's once thriving textile market is now flooded with the Chinese sub-standard textile products, thereby surging up the country's unemployment index.

A report by the Institute of Statistical, Social and Economic Research (ISSER), Legon (2006) on Ghana's textile and garment industry also affirms that the industry employed some 25,000 workers which accounted for 27 percent of total manufacturing employment in 1977. By 1995, however, employment within the sub-sector had dwindled to a mere 7,000; declining further to 5,000 by the year 2000. Investments within the Textile Industry are mainly by local firms. Out of the 40 textile and garment industries within Accra-Tema, findings revealed that only five percent were involved in joint ventures with foreign investors. According to ISSER, the remaining 95 percent were locally owned.

The situation seems to deteriorate further as employment index continues to nosedive. As at March 2005, the four major textile companies in Ghana employed a total of 2,961 persons. Findings reveal that by the mid 1970s about 16 large and four medium sized textile companies had been established in Ghana; while the garment industry also had

some 138 medium and large-scale garment manufacturing companies. Inconsistent government policies over the years, according to experts, have contributed largely to the continuous decline in the sub-sector.

Today, the four major companies that have survived the turbulence in the sub-sector are the Ghana Textile Manufacturing Company (GTMC), Akosombo Textile Limited (ATL), Ghana Textile Product (GTP), and Printex with GTP maintaining the lead in the industry, ISSER's report indicated. Currently, according to MOTI, 2010 textiles imports constitute 70% of the total national consumption. No doubt this has reduced the production capacities of the five major surviving companies. For instance, Printex produces at only 30% capacity.

MOTI (2010) further attributes the decline of the Textile Industry partly to the unintended negative effects of trade liberalisation programme which brought about stiff competition for the local textile industry in Ghana. According to MOTI, other factors include smuggling of wax prints into the country with a record of an annual loss of GH¢50 million in revenue; high patronage of imported second-hand clothing especially by the youth which constitutes a very high demographic proportion of consuming public and high foreign taste influenced by foreign culture. AGI (2010), however contends that the lack of will towards the enforcement of legislations to check the smuggling of counterfeit textile into the country partly accounts for the problem.

It is also worthy to note that, with the exception of the Akosombo Textiles Limited (ATL), other textile companies have all shut down their spinning and weaving departments due to cheap imports of textiles from abroad, particularly China.

Consequently, hundreds of workers employed in those sections, were either laid-off or sacked.

In his support to the argument, Olarewaju (2001) states that, In Ghana, the textile industry continues to face challenges, a mid growing competition from cheap imports from China. According to the Textile, Garments and Leather Employees Union (TEGLEU), apart from Akosombo Textile Limited (ATL), which is operating fully, household names such as Tex Styles Ghana Limited (TSG) and Printex have all shut down their spinning and weaving departments due to cheap imports from China. These sections employed a chunk of the labour in the industry. Consequently, the companies could no longer afford to accommodate these numbers and pay several times the amount of cheap imports from China. Textiles that come from China do not only carry the designs of Ghanaian cloths, but are imitated to appear as if they were produced in Ghana. (MOTI, 2005)

Olarewaju (2001) attests to the fact that not only are Chinese textiles less durable as compared to made-in-Ghana ones, but also sell far below the price of Ghanaian textiles. Consequently, most retailers of local textile companies such as Akosombo Textile Limited (ATL), Printex, and Tex Styles Ghana (TSG) have abandoned the manufacture of local cloth and are now selling wax prints from China, which are far cheaper. Due to the hardships, the companies have all resorted to the import of gray baft (loom state cloths) and semi-finished cloth for printing in the country.

Some members of the Textile, Garments and Leather Employees Union (TEGLEU) recently revealed that the problems with Ghana's Textile Industry still existed and were

getting worse each day. They argued that there is the need for Government to find out why the sector is collapsing and why Ghana cannot compete with China in order to find lasting solutions rather than taking a defeatist approach. Though stakeholders in the country have made frantic efforts to revitalise the textile and garment industry, this seems to have failed since the economy is recording a rapid surge in the sale of fake logos and designs of Chinese textile firms in the market (TEGLEU, 2010).

Industry observers are worried that if the flood gates are opened for the Chinese textiles to saturate the Ghanaian market, then the industry will totally collapse. They contend that the current situation has made it difficult for local producers of textile to sustain production levels and to operate profitably. They believe that the dwindling fortunes can be addressed if the Government strengthens agencies such as the Customs Excise and Preventive Service (CEPS) to intensify border patrols. They further suggest that port operations should be tightened to ensure that cheap imports do not slip in. But how well and soon will the authorities respond to the calls that remain an issue of concern to industry players whose hope of continued survival in the business depend on it? Agyenim-Boateng (2008) however in sharp disagreement to all the issues raised, argues that the use of obsolete technology by local textile manufacturers is the bane behind their problems and not unfair competition. According to him, the industry cannot do well when it is still operating with machines that are over 40 years old.

It is therefore very clear from one's candid point of view that the Ghanaian Textile Industry is in very difficult times and its current state requires immediate attention to salvage it from absolute collapse.

2.4 Overview of Textile Education in Ghana

'Textiles' has for a long time remained a very important area in Ghana's educational system (i.e. both formal and informal) and has served as the bastion for managing and projecting the nation's image with regards to textiles. It has also helped to reduce poverty, increase employment opportunities and average incomes, and to improve the general welfare and the material well being of every young Ghanaian who has shown interest in pursuing that area (i.e. Textiles).

Ahene (2011), narrates that the history of textile education dates back more than 400 years ago when the dyeing of yarns and weaving of Kente and other textile articles began. According to him, one story about the weaving of Kente says that two friends learned to weave by observing a spider weave its web. They wove by imitating of the spider, using raffia fibres to create a strip of fabric. Their leaders were so impressed with the new cloth that it became the royal cloth and was saved for special occasions. Currently, there are more than 300 different patterns of Kente cloth. Each pattern has a name and its own meaning. Based on the importance placed on the meanings, (which apparently came from past events, religious beliefs, political ideas and social customs) the practice of Kente weaving has been passed on from one generation to the other through oral and practical teachings, not only about the process and symbols but also their meanings.

In corroboration of the above, NanaYaw Boakye (Chief of Ntonsu Adinkra village, 2008) gives an account on how the dyeing and printing of Adinkra symbols began. According to him, Adinkra symbols had their name from Nana Kofi Adinkra, once a king

of an indigenous area called Gyaman in La Coat d' Ivoire in the nineteenth century. The account explains that Nana Kofi Adinkra provoked the then Asantehene, Nana Osei Bonsu Panyin by making replications of the Golden stool. This resulted in a war between the Asante and the Gyaman people. The Gyaman people were defeated and Nana Adinkra was beheaded and some of his men were taken captives. According to Nana Yaw Boakye, it is believed that, the captives included craftsmen who introduced the art of making a kind of cloth with patterns stamped in them. These captives taught the Asante people all they needed to know about the practice. These patterns were later adopted and developed by the Asante People to be known as Adinkra symbols. This according to Nana Yaw Boakye marked the beginning of the Textile Education process.

Appiah (1980) indicates that, there are examples of contradictory information. He claims that, the people of Denkyira had had diverse knowledge about Adinkra and other textile articles, and had made the cloth before the 17th century and that the earliest examples of Adinkra cloth in the British Museum were collected in 1817 by T. E. Bowditch. This account then attributes the origin of Adinkra to the people of Denkyira.

From the various accounts given above, it could be inferred that since textiles formed a major part of the cultural heritage of the Denkyira people, conscious efforts have been made over the years by different generations at ensuring that the practice is kept alive. Even though this era of textile education could be considered nonformal, it has been profoundly worthwhile in terms of the transmission of practical knowledge of Ghanaian textiles from time immemorial till today.

As a result of Ghana's pursuit of Import Substitution Industrialization (ISI) in the 1960s and 1970s, it became a basic necessity to formally train the needed skilled technicians to provide the manpower needs of various manufacturing factories. The Textile Industry was no exception. This therefore became pertinent for the establishment of textile training institutions in Ghana to serve that purpose.

Adjei (2011) argues that Tema Technical Institute became the first institution in Textile training in 1965 with the support of the Japanese Government in collaboration with Ghana Education Service (GES). The focus was to train the next generation of textile technicians to offer the required skilled manpower to textile manufacturing companies such as Ghana Textile Manufacturing Company (GTMC) and Ghana Textile Prints (GTP) and many others.

Textiles and Textile Education has been at the forefront of human development and industrialisation from the time that textile fibres were manufactured for weaving on a large scale. The industry employs a large number of people worldwide due to the diversity of the discipline, which spans research, designs, manufacturing and marketing. Since clothing is a basic necessity of life, all cultures somehow develop skills related to an area of textiles.

It is based on this cradle that Textiles Education in Ghana today has been largely tailored towards developing and using transferable key skills which encompass the following: communication skills, Information and Communications Technology (ICT) and the management of one's own learning, collaborative working, problem-solving, critical and analytical thinking.

2.4.1 Rationale for Textile Education in Ghana

‘Textiles’ is a component of visual art that embraces all art activities that result in two-dimensional and three-dimensional forms. A society achieves its significance through its production in the visual arts. Ghanaians as a people are identified through their art works. To develop pride and patriotism in the Ghanaian youth, it is important that young people acquire love for the cultural and aesthetic values in Textiles. With global competitions in the Textile Industry, resulting in suppression and near collapse of the Ghanaian Textile Industry, there is need to diversify in order to promote the indigenous textile industry. The textiles syllabus therefore is structured and geared towards the diversification of the industry in order to generate more jobs and alleviate poverty (M.o.E.S.S, 2008) . The impact of Textiles is presently felt on education, health, communication, and in fact, on the total life style of society. Advances in art and technology depend largely on textiles. Consequently, textiles has made an impact on the socio-economic development of nations and improved the quality of life in most parts of the world of which Ghana is no exception.

In Ghana, the combined energy of Textiles, science and technology reinforce the survival and development of its people. To this end, it is important to help students at all levels to develop artistic skills and capabilities in Textiles not only to contribute to the development and significance of science and technology but also industry, economics, social studies and indeed, the proud history of Ghana.

2.4.2 The General Aims of the Curriculum at the SHS Level

As stated in the teaching Syllabus for Textiles by the Curriculum Research and Development Division – C.R.D.D (2008), the general aims of textile education are to enable students to:

- Appreciate Textiles as an integral part of constructive living.
- Develop the capacity for creativity and problem-solving activities that use traditional and/or contemporary tools, materials and ICT.
- Develop effective manipulative skills using tools, materials and ICT.
- Acquire perceptual and analytical skills through direct artistic experience and through the processes of self-expression.
- Develop critical thinking that assists in harmonizing opposing ideas, contradictions and inconsistencies in human life and in human relations.
- Be aware of the variety of vocations available in the field of textiles and opt for a viable, fulfilling career in Textiles.
- Develop appropriate attitudes and skills for sustainable development.
- Appreciate products of locally produced textile items and patronize them.
- Develop positive attitudes for exploring the indigenous textile industry.

2.4.3 Scope of the Textile Content

This programme covers the history, principles and practice of Textiles as a vocation. The scope of textiles has been designed in such a way as to provide adequate foundation for students who will pursue further education in art. The programme also offers enough

knowledge and skills to students who may not have the opportunity to further their education at the end of Senior High Schooling who would practise the vocation.

2.4.4 Pre-Requisite Skills and Allied Subjects

The study is based on the Basic Design Skills course offered at the Basic Education level. Students offering a course in Visual Arts should have acquired satisfactory literacy and numeracy skills including basic skills in drawing and designing as well as knowledge in integrated science and social studies at the Junior High School level.

2.4.5 Textile Design Education in Ghana

According to the C.R.D.D (2008), a central aspect of the textile syllabus at all levels of education in Ghana (Primary, Secondary and Tertiary) is the concept of profile dimensions that should be the basis for instruction and assessment. Learning is divided into a number of classes through which a student may acquire some knowledge and apply it in context. For instance, the principles for identifying design elements in the natural and man-made environment may be taught the student. If this is done well, the student would acquire the knowledge and understanding of design principles. Beyond this, the student may be required to apply the elements and principles of design in producing textile items. It is clear from the sequence described, that the student goes through the acquisition of basic knowledge, acquired practical skills, and the opportunity to apply the knowledge acquired in a particular problem solving situation.

The four learning behaviours, “knowledge”, “understanding”, “application” and “practical skills” are referred to as “dimensions of knowledge”. “Knowledge” is a

dimension; “application of knowledge” is also a dimension. More than one dimension forms a profile of dimensions. A specific objective may be stated with an action verb as follows: The student will be able to describe. Being able to “describe” something after the instruction has been completed means that the student has acquired “knowledge”. Being able to explain, summarise, and give examples means that the student has understood the lesson. Similarly, being able to develop, plan, construct and design means that the student can “apply” the knowledge acquired in some new context. One may notice that each of the specific objectives in this syllabus contains an “action verb” that describes the behaviour the student would be able to demonstrate after the instruction. “Knowledge” and “application” are dimensions that should be the prime focus of teaching and learning in schools. Instructions in schools, in most cases tend to stress knowledge acquisition and memorisation to the detriment of other higher-level behaviours dimensions such as application (designing) and analysis. The focus of the new form of teaching and learning as indicated in the syllabus and in all others is to move teaching and learning from the didactic acquisition of knowledge and rote memorization to a new position where students will be able to apply their knowledge, develop analytical thinking skills. They will also be able to develop plans, design new products, generate new and creative ideas and solutions, and use their knowledge in a variety of ways to deal with problems and issues, solve problems and generally be productive.

As enshrined in the teaching syllabus for TVET (2008), the programme offers trainees a chance to acquire valuable technical and vocational skills in Textiles that will open up a wide range of opportunities for productive work. According to the document, the syllabus is designed to help the trainee to:

- a. Acquire the requisite knowledge, skills and attitudes for further technical and vocational education and training.
- b. Acquire the techniques for solving problems using General Textile through designing, weaving, printing and dyeing.
- c. Develop positive attitudes towards application of practical skills, safe use of tools, judicious use of materials and time in the workshop and on site, proper care and maintenance of tools and equipment.

Similarly, the Preamble of the HND Textile Curriculum of Takoradi Polytechnic (1994), stipulates that, the major aim of the programme is to prepare students for employment in the various fields of the vast Ghanaian textile industry, while emphasising on competencies that will help to make graduates self-employable in line with current national policies. Furthermore, the document carefully outlines the following as the prime objectives of the programme:

- a. To foster and promote creativity by helping students to think, act and feel creatively through a variety of art activities using tools and materials.
- b. To provide students with theoretical knowledge, practical skills and visual thinking in art which are termed as cognitive, psychomotor and affective modes of development.
- c. To inculcate in students the need to appreciate the value of their own art so as to arouse their pride and patriotism.
- d. To encourage skills in the development of local materials and resources in promoting self and small scale industries.

- e. To enable students acquire perceptual and analytical skills through art experiences as well as self-expression and communicational skills through response to art.
- f. To develop in the students subjective qualities in harmonising opposing ideas, contradictions and inconsistencies so as to cope with healthy human relationships.
- g. To help students use their creative abilities, knowledge, skills and attitudes in the production of economic artefacts through such vocations as textile design, weaving, embroidery making, dyeing, printing, etc.

The objectives stated above are also justified by the syllabus of the Textiles Section of KNUST as it clearly states that its prime aspiration at its inception in 1964 was to produce graduate artists and art teachers for schools and colleges. According to the section, the programme has expanded and is now a blend of Textile Design, Technology, Management and Fashion, a combination that in itself is rejuvenated in terms of focus and direction.

As encapsulated by the preamble of the syllabus of the textile section of the KNUST, the main objectives of the Textile programme are to:

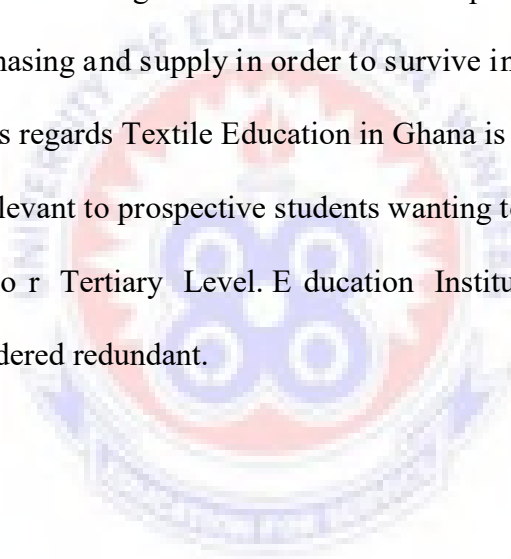
- a.** Produce technologically trained graduates in the field of textiles and fashion design, textile/fashion production and marketing.
- b.** Improve the manpower resource base for the textile and fashion industry in Ghana.
- c.** Prepare students for careers in research development or other technological aspects of the textile, fashion and allied industries.
- d.** Produce trained graduates in the field of textile and fashion design, production and marketing.

- e. Offer technical expertise in the textiles, clothing and related industries and make ready-to-wear garments commercially available to the manufacturer and consumer.
- f. Build a couture clothing (high fashion) industry compatible with international standards and expand the export promotion exercise under the President's Special Initiative (PSI) and African Growth and Opportunity Act (AGOA) among others.
- g. Offer outreach programmes and workshop in textile/fashion technology and design
- h. Offer technical expertise in textiles, clothing and related industries and make ready-to-wear garments commercially available to the manufacturer and consumer.
- i. Produce graduates with the requisite knowledge and skills to take up positions in the following areas: Manufacturing, Commerce, Teaching, Research and Development.
- j. Enhance some existing academic programmes of the university such as Communication Design, Metal Products Design and Interior Decoration.
- k. Develop income generating activities in the form of outreach academic programmes such as short training courses and workshops.

It could then be inferred from the various syllabi above that, Textile education in Ghana currently, is fashioned to young textile designers to aid them adopt and recognise in Textiles, a language able to visually embrace the essence of the contemporary world (music, visual arts, humanistic culture, technical and scientific culture, craft and industrial technologies, experimentation and tradition). The major objective of the textile

education in Ghana as is seen in all the documents outlined above is to equip individuals with employable skills; to enable them contribute meaningfully towards the development of the nation.

It could also be deduced that in spite of the fine details outlined in these textile syllabi, the Ghanaian textile industry is not ready to absorb most textile students who are currently under training because, the enabling environment to either allow them work in textile factories or be self-employed is not in place. The current reality is that many textile graduates are diverting to enrollment on business programmes such as banking, marketing and purchasing and supply in order to survive in the employment world. The implication of that as regards Textile Education in Ghana is that very soon it will become unattractive and irrelevant to prospective students wanting to pursue diverse programmes either at the SHS or Tertiary Level. Education Institutions offering textiles may consequently be rendered redundant.



CHAPTER THREE

METHODOLOGY

Overview

The chapter presents the methodology that was adopted in conducting the research. The design is based on the qualitative research method with emphasis on the description of problems that are endangering the Ghanaian textile industry and how they are affecting Textile Education in Ghana. The chapter also provides information on libraries visited and the research instruments employed for gathering the data needed to answer the research questions, the population studied, sampling design and data processing methods.

3.1 Research Design

The qualitative research design was employed for the study. The qualitative inquiry seeks to understand human and social behaviour from the “insider’s” perspective – that is, as life is lived by participants in a particular social setting such as school, factory or plant, group or institution. It is a non-intensely personal kind of research, one that freely acknowledges and admits “the subjective perception and biases of both participants and researcher into the research frame (Goetz and Lecompte, 1993). As Ary, Jacobs and Razavieh (2002) also indicate, qualitative inquiry seeks to interpret human actions, institutions, events, customs and the like, and in so doing construct a “reading” or portrayal of what is being studied. The ultimate goal of this kind of inquiry is to portray the complex pattern of what is being studied in sufficient depth and detail so that someone who has not experienced it can understand it; hence the writer’s choice.

Lincoln and Guba (1985:107) contend that “it is impossible to develop a meaningful understanding of human experience without taking into account the interplay of both the inquirer and participant’s values and beliefs”. They argue that human inquiry requires frequent, continuing, and meaningful interaction between inquirers and their respondents (subjects) and that inquiry must maximise rather than minimise this kind of interaction. A researcher might wish to know more than just “to what extent” or “how well” something is done or wish to obtain a more complete picture of what goes on in a particular factory or school for example. Fraenkel and Wallen (2000), also state that research studies that investigate the quality of relationships, activities, situations or materials are frequently referred to as qualitative research. Qualitative methods provide avenues that can lead to the discovery of deeper levels of meaning into the subject studied as it investigates the quality of relationships, activities, situations or materials. The ultimate goal of this type of enquiry, (Fraenkel and Wallen), is to portray the complex pattern of what is being studied sufficiently and deeper so that someone who has not experienced it can understand what seems to be happening.

3.1.1 Advantages of Qualitative Research

According to Osuala (2005), qualitative research helps to gain insider’s view of the field. It has the advantage of generating awareness in terms of history, capability of understanding trends in development in programmes, and an approach to enquire the course of occurrences; and enables the researcher to gain new insights, develop new concepts and discover problems that exist within the phenomenon.

Qualitative research mostly allows a researcher to view behaviour in a natural setting with influences often associated with experimental or survey research, and offers a unique and rich approach to understanding what, how and why of events in relation to the particular setting. It also involves directly observing and notifying as well as the use of video devices to supplement and enhance data collection and analysis. In qualitative research, data is described in narrative form as close as possible to the form in which data is collected.

3.1.2 Disadvantages of Qualitative Research

Although qualitative research is purposeful, genuine, flexible, less time consuming and offers rich data (Morse et al, 2002) it also has some limitations:

- a. Some sample sizes are generally too small to allow the researchers to generalize the data beyond the samples selected for the particular study. Hence, qualitative researchers mostly use the method as a preliminary step to further investigation rather than the final phase of a project.
- b. The data collected is often employed to prepare more elaborate qualitative analysis of all the information required for a particular study.
- c. Poor planning where it is devoid of key issues may make the project produce nothing of value.
- d. It involves extensive periods and it is labour intensive in the collection of data. It also has the probability of involving researcher bias and impression management by subjects.

3.1.3 Reasons for using the Qualitative Research Method:

The main reasons behind the researcher's choice of the qualitative research method were:

- a. To hol istically de scribe pr oblems that ar e en dangering t he Ghanaian textiles industry and how they are affecting Textile Education in Ghana.
- b. To bring utmost precision to the relevance of managing the problem, which has helped the researcher to write an informed research report on the problem.
- c. To let it serve as a relevant guide in ensuring that urgent attention was needed for the Ghanaian Textile Industry.
- d. That since the research does not overly concern itself with statistical processes of investigation and analysis of social occurrences; it was prudent to adopt the qualitative method for this study.
- e. That under the umbrella of qualitative research, the descriptive method was used to collect data for the study.

3.1.4 The Descriptive Research Method

The Descriptive Research Method involves recounting data and characteristics about the population or phenomenon being studied. Under this method, descriptions of the “who” as i n t he “cat egories o f r espondents”; t he “w hat”, w hich i s “t he cu rrent s tate o f t he Ghanaian T extile I ndustry, a nd i ts a ttendant e ffects o n t extile e ducation”, t he “w hen” which refers to the “the duration for which the problem has lasted and is expected to be curbed”, t he “w here” a s i n t he D epartments o f t extiles o f t ertiary i nstitutions o ffering textiles or textile related programmes in Ghana, and the “how” that is the “the causes of the declination of the industry were documented to portray as factual and accurately as

possible the current state of the industry and the various interventions taken by successive governments. To explain further, the research facilities for this study are the Department Textiles at : Takoradi Polytechnic, Accra Polytechnic, Kumasi Polytechnic, Bolgatanga Polytechnic, Tema Technical Institute, KNUST and UEW whose establishments were tailored towards producing the needed manpower to feed the Textile Industry in Ghana and also some selected Textile Manufacturing Companies in Ghana.

3.2 Library Research

To gather information for the study, the following libraries were visited:

- a. Takoradi Polytechnic Library, Takoradi
- b. Western Regional Library, Sekondi
- c. University of Education Library, Winneba
- d. KNUST, Main Library, Kumasi.
- e. Art Education Library, College of Art and Social Science, KNUST, Kumasi.
- f. College of Art Library, College of Art and Social Science, KNUST, Kumasi.
- g. University of Education Library, Kumasi campus, Kumasi.
- h. Graduate Students' Library, KNUST, Kumasi.

3.3 Population for the Study

Population in research means the aggregate or totality of objects or individuals regarding inferences that are to be made in a study. It comprises all those people who are proposed to be covered under the scheme of study. Fraenkel and Wallen (2000) describes population as any group of individuals that have one or more characteristics in common that are of interest to the researcher.

A heterogeneous population with dissimilar attributes was used for this study and was made up of heads of departments, lecturers and students, in selected tertiary education institutions such as Polytechnics and Universities and workers in the Marketing Departments and Public Relation Units of Textile Manufacturing Companies in Ghana.

Table 1: Total Teacher Population for the Study

Institution	No. of Lecturers		Total
	Male	Female	
K.N.U.S.T, Kumasi	8	2	10
University Of Education, Winneba	2	0	2
Takoradi Polytechnic	14	6	20
Tema Technical Institute	5	0	5
Total	29	8	37

Source: Field Survey, 2012

Table 2: Total Student Population for the Study

Institution	Number of Students				Overall Total
	Year1	Year2	Year3	Year4	
K.N.U.S.T, Kumasi	169	71	69	66	375
U.E.W, Winneba Campus	16	43	54	68	181
Takoradi Polytechnic	45	61	96	20	222
T.T.I, Tema	6	10	7	2	25
Total	236	185	226	156	803

Source: Field Survey, 2012

Table 3: composition of alumni interviewed

Institution	No. of Alumni		Total
	Alumnus	Alumna	
K.N.U.S.T	28	12	40
University of Education, Winneba	14	16	30
Takoradi Polytechnic	27	13	40
Tema Technical Institute	16	4	20
Total	85	45	130

Source: Field Survey, 2012

3.4 Sampling Design

In this research, the purposive and convenience sampling have been used concurrently. Wadsworth (2005) explains that purposive sampling involves selecting individuals known to meet certain clear criteria. In other words, it targets a particular group of people who have direct information in relation to a study. The justification for using the purposive sampling is that the selected population met the objectives of the research; and for the researcher, the population of 978 was not too large to be covered, given the time frame for the work. The items (questions) in the interview guide were not lengthy and too demanding, therefore the researcher was able to effectively manage.

Convenience sampling is a non-probability sampling technique where subjects are selected because of their convenient accessibility and proximity to the researcher (Starford, 2008). The convenience sampling was used in areas where most respondents were not ready to speak due to some impediments. The researcher had to solely rely on those who were ready and willing to speak, but under extreme anonymity, for fear of victimization.

3.5 Instrumentation

Three data collection techniques that are commonly used by qualitative researchers are observation, interviews and retrieval of data from documents. The research instruments employed for gathering the primary data for the study were observation and interview. The secondary data were obtained from sources such as textile dictionaries, encyclopedias, memos, textile books, journals, reports, and published and unpublished articles.

Data Gathered from Observation

Data gathered from the observation included that of textile printing studios and weaving laboratories of the Tema Technical Institute, Takoradi Polytechnic, UEW, Winneba Campus and KNUST, Kumasi.

Data Gathered from Interviews

Data gathered from interviews were solicited from students, graduates and teachers of:

- a. The Tema Technical Institute - Textiles Department
- b. The Textiles Department, Takoradi Polytechnic
- c. The Kwame Nkrumah University of Science and Technology - Industrial Arts Department
- d. The University of Education, Winneba - Textiles Section.

Data Gathered from Documents

Data gathered from documents were also obtained from the administrative offices of the following institutions:

- a. Ministry of Trade and Industry - Western Region
- b. Ghana Ports and Harbours Authority (Textile Imports Section) - Takoradi.

- c. Tex Styles Ghana Limited (TSG)
- d. Ghana Textiles Printing Company (GTMC)
- e. Printex Ghana Limited
- f. Akosombo Textiles Limited (ATL)

3.5.1 Observation

Observation is recognised as the most direct means of studying people when one is interested in their overt behaviour. It is a more natural way of gathering data. Data collection through observation may yield more real and true data than by any other method. As a scientific tool, observation may range from the most casual to the most scientific and precise, involving modern mechanical and electronic means (Sidhu, 1984:158). The degree of observer participation can however, vary considerably. Direct observation of behaviour is an important means of appraising the work of schools and teachers, as well as institutions like textile manufacturing companies, Ministries, Departments and Agencies. In the field of education, observation comes handy to judge a teacher's skill in teaching and assessment of practical skills.

Advantages of Observation as a Research Instrument

- a. The researcher has chance to get personal experience of situations under study.
- b. The researcher is able to record all true happenings about the event of a study.
- c. The problem of validity and bias are conquered in a researcher's physical presence.

Disadvantages of Observation as a Research Instrument

- a. The researcher can conclude at the end of a research on few observations made.
- b. It may be very expensive in terms of time and costs when locations are far

- c. The selection of models for study may be tricky.
- d. Establishing the validity of observation is always difficult. Many of the items of observation cannot be defined with sufficient precision. To attempt to define or isolate these aspects may involve false definitions and thus, invalidity of the data.
- e. The problem of subjectivity is also involved. A person tends to see what he or she knows. If a teacher, a doctor and an architect inspects a school building, each will see the things that are especially known to him or her and other things are likely to escape his or her attention.
- f. There is the danger of concentrating observation on the aspects of limited significance simply because they cannot be recorded objectively and accurately.
- g. Observation is self-interfering. It introduces in itself a bias, the direction and extent of which is relatively unknown and unknowable. Such distortion is difficult to eliminate, but it can be minimised through the proper choice and location of observers, inconspicuous recording and other attempts such as establishing observer neutrality (Boyce and Neale, 2006).

3.5.2 Interviews

Interviewing is a conversational practice where knowledge is produced through the interaction between an interviewer and an interviewee or a group of interviewees. Unlike everyday conversations, the research interview is most often carried out to serve the researcher's ends, which are external to the conversation itself (e.g. to obtain knowledge about a given topic or some area of human experience). In most cases, research

interviewing involves a “one-way dialogue” with the researcher asking questions and the interviewee being cast in the role of respondent (Brinkmann, 2008).

Interviews are therefore a valuable research tool, particularly when researchers must understand participants’ experiences in great depth.

The method employed for this study was the face to face interview as it was to ask specific questions relevant to the impact of the gradual decline of the Ghanaian Textile Industry on Textile Education in Ghana.

Advantages of Interview as a Research Instrument

- a. It allows a researcher to interact personally with interviewees more than any other tool of research.
- b. Misunderstandings are rectified as quickly as possible to eliminate doubts or suspicions and create understanding between the two parties.
- c. It provides a new field to both interviewers and interviewees. That is, interviewers can seek clarification and ask follow up questions when answers are ambiguous. Similarly, interviewees can seek for explanation on not-clear questions.
- d. The researcher is personally present to remove any doubt or suspicion regarding the nature of the enquiry. Hence, answers are not biased because any misunderstanding gets rectified.

- e. Interviewers can probe into casual factors, determine attitudes, discover the origin of problems, involve interviewees in an analysis of their own problems and also secure co-operation in the analysis.
- f. The respondent's difficulties (like poor expression and bad hand writing) are also avoided as every schedule is filled by the interviewer (Boyce and Neale, 2006).

Some Disadvantages of the Interview Technique

- a. For an adequate coverage, a large number of field workers may have to be engaged and trained in the work of data collection. All this entails a lot of expenditure and a research worker with limited financial means can find himself or herself in a great difficulty in adopting this method.
- b. It is a comparatively costly gathering method than other techniques. When the survey covers a wide geographic area, interview becomes expensive and also costly in time and effort since it almost invariably necessitates call-backs, long waits and travels.
- c. Since the objectivity, sensitivity and insight of the interviewer is crucial, this procedure requires a level of expertness not ordinarily possessed by an average research worker. That is why it is considered as one of the most difficult techniques to employ (Boyce and Neale, 2006).

Reasons for Choosing the Interview Technique

- a. It created a window into the amount of knowledge lecturers and students had about issues related to the current state of the Ghanaian Textile Industry and its

impact on Textile Education in Ghana. That is, the researcher was able to get access and built understanding of lecturers' and students' experiences in the current state of affairs of the Textile Industry side by side textile education in Ghana.

- b. It gave the researcher the chance to precisely describe the narrations of interviewees.
- c. It allowed the researcher establish rapport with interviewees to gain their confidence and support.
- d. It assisted the researcher gain firsthand information, hence; he had an insight into interviewees' thoughts since this technique encouraged story telling.

Designing the Interview Guide

- a. Two sets of interview guides were prepared to avoid irrelevant questions. The guide took into account the central issue of assessing the impact of the gradual decline of the Ghanaian Textile Industry on Textile Education in Ghana.
- b. This technique was first used for the preliminary study to find out how much students knew about the Textile Industry. This assisted the researcher to identify the real issues which are associated with the future of the textile graduate.
- c. The rationale for the preliminary study was to ensure that the questions elicited the right response and gathered valid data for the research. The first interview solicited data from randomly sampled graduates of the Departments and sections under discussion. The guide had seven questions with a few follow up questions.
- d. The second interview was conducted on the entire 1st, 2nd, 3rd and 4th year students pursuing Textiles in the 2011/12 academic year, heads of departments,

teachers and graduates of selected textiles education institutions, representatives, and retirees from the textiles manufacturing sector and officials from the Ministry of Trade and Industry. The interview guide had 9 questions for the manufacturing sector, 6 for retirees, 8 for workers' union, 6 for the Ministry of Trade and Industry, 7 for teachers of textiles, 5 for students of textiles and 4 for graduates of selected textile education institutions.

The two interviews involved the face to face approach. The purpose was to capture primary data devoid of misinformation and misinterpretation from interviewees regarding their perspectives about the teaching and learning of drawing in the Department under review. To ensure the validity of the interview guides, copies were given to colleagues to vet before submitting it to the research supervisor for final vetting to make the guides as objective as much as possible. Sufficient time was given to respondents to prepare for the interviews. This helped in eliminating unnecessary stress on interviewees.

The interview was based on the following questions:

- i. Interviewees' wealth of knowledge with regard to the current state of Ghana's Textile Industry
- ii. Interviewees' experience in textiles issues including the textiles industry and Textiles Education in Ghana
- iii. Interviewees' background information and interest in Textiles as a Programme.
- iv. Students' level of understanding for learning Textiles.
- v. Students' idea of the current state of the Textile Industry in Ghana.

- vi. Improvements students' expected in the Ghanaian Textile industry.

Conducting the Interviews

The interview was categorized in two fold. The first one was meant for preliminary investigation. This was conducted with 150 students and graduates of the Department of Textiles Takoradi Polytechnic and Textiles Sections of KNUST, UEW and Tema Technical Institute. The second interview took place between the researcher and 1st, 2nd, 3rd and 4th year students in Textiles as at 2011/2012 academic year. A total population of 803 Textiles students (comprising 236 in first year, 185 in second year, 226 in third year and 156 in fourth year) were used for the second interview. After drafting the interview guide, appointments were booked but at the convenience of the interviewees. The researcher was punctual at almost all the appointed times and recorded the sessions. After the interviews were conducted, the researcher played them back to confirm that the tape recorders used had captured every data that were to be gathered.

Difficulties Encountered during the Interviews

A number of difficulties were encountered in locating past students of the Textile programme for the three institutions under discussion. Also, some of the interviewees claimed anonymity for fear of being victimized.

Data gathered from interviews conducted came from:

- a. Lecturers and heads of Department of Textiles Takoradi Polytechnic, Tema Technical Institute and the Textiles Sections of the KNUST, Kumasi and UEW, Winneba Campus.

- b. Current students on the programme and graduates of Department of Textiles Takoradi Polytechnic and Textiles Section of KNUST and UEW.
- c. 1st, 2nd, 3rd and 4th year students of the Department of Textiles Takoradi Polytechnic, Textiles Section of KNUST and UEW. In the case of Takoradi Polytechnic, 4th Year refers to HND graduates pursuing the Bachelor of Technology (B-Tech) in Textiles.
- d. With Tema Technical Institute, (the immediate past students were still working on their final year project works, and so the researcher conveniently placed them also as 4th year students, since the research sought to look into activities that had gone on over the past four years within the selected textile education institutions, (thus, 2008/2009, 2009/2010, 2010/2011 and 2011/2012 academic years).

3.6 Data Analysis Plan

Data collected was assembled and described in the form of tables. Primary Data was compared and contrasted with data collected through literature review.

CHAPTER FOUR

RESULTS AND DISCUSSIONS

Overview

The chapter interprets and analyses data collected for the study and provides the necessary basis for the findings and conclusions of the study.

4.1 Current State of the Ghanaian Textile Industry

Ghana's textile industry according to Koomson, (2012) is in a very deplorable state. He explains that barely forty years ago, the textile industry in Ghana constituted over 20 textile firms that employed more than 25,000 people. However, by 1995 employment within the sub-sector declined to a mere 7,000 and declined further to 5000 by the year 2000. The declining trend has not changed and employment continues to decline. As at March 2005, the four major textile companies in Ghana employed a mere 2961 persons (Quartey, 2005). A survey of a few textile companies in 2007 by MOTI also confirmed that the situation was getting worse. By the year 2010, the figure had dwindled further to 2000 which is a 32.4% decrease over the five year period (between 2005 and 2010). See Table 4. Table 4: (Number of people employed in the Textile Industry in Ghana between 1975 and 2010)

Year	1975	1995	2000	2005	2010
Employment No.	25000	7000	5000	2,961	2000

(Source: MOTI/I.S.S.E.R)

Table 4 above paints a very depressing picture of employment in the textile industry over 35 years. The corresponding effect has been the phenomenal decline in the production of textiles. Table 5 also shows the production of textiles for Textiles Ghana Limited, Tema from 2000 to 2012.



Product	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Wax Prints	10,447,642	9,143,570	8,001,877	7,261,967	4,143,550	3,098,485	3,308,200	5,841,208	6,530,114	6,716,372	6,046,186	6,817,908
Wax Covers	683,128	357,906	232,239	280,286	31,690	14,312	6,860	1,572	0	0	0	0
Block 1	4,364,559	4,362,259	4,496,572	5,269,836	5,688,904	3,190,843	1,901,336	951,314	1,155,936	1,200,028	1,182,446	1,141,329
Block 2	349,481	326,291	530,830	502,969	470,088	778,347	940,882	644,532	852,964	753,792	952,548	861,624
Nustyle	0	0	0	0	0	0	788,990	3,006,677	4,923,287	4,647,589	5,224,588	5,132,729
Tabs/Rags	432,194	416,385	397,440	366,400	252,040	269,827	180,750	192,784	262,128	313,246	257,444	217,352
Total Wax	16,277,004	14,606,411	13,658,958	13,681,458	10,586,272	7,351,814	7,127,018	10,638,087	13,724,429	13,631,027	13,663,212	14,170,942
Fancy(Woodin)		0	492,007	680,385	870,388	938,830	850,628	1,782,040	2,056,301	1,832,966	1,878,220	2,705,901
Fancy Institution		0	316,463	660,240	447,951	631,903	781,591	1,467,058	1,054,084	1,397,328	1,602,008	1,728,930
Fancy(Diva)	549,427	864,657	731,362	1,095,756	1,677,595	1,387,633	1,626,397	1,475,686	1,706,644	1,583,880	1,623,422	1,126,481
Plain Dyed	422,052	366,440	484,966	357,645	296,491	308,356	219,271	291,754	169,978	211,372	214,830	540,996
Bleached Cloth	337,680	3,258,306	1,514,412	1,467,339	790,311	1,339,373	1,744,098	2,363,348	2,563,594	2,305,882	1,404,300	1,019,044
Total Production	20,625,283	19,095,814	17,198,168	17,942,823	14,669,008	11,957,909	12,349,003	18,017,973	21,275,030	20,962,455	20,385,992	21,292,294

Table 5: Production Chart of Tex Styles Ghana Limited – Tema from 2000 to 2011 (Source: Tex Styles Ghana Limited)

The production chart (Table 5) indicates clearly how systematically textile production dwindled over the past few years. Of course, this represents only Tex Styles Ghana Limited. According to the Industrial and Commercial Workers Union (ICU), the story is even worse in many textile set-ups. Some of them have collapsed while others face imminent closure. Out of 20 large scale textiles factories established in the 1960s and 1970s in Ghana, only 5 have survived till 2012 (see asterisks in table 6)

Table 6. Summary of the state of some textile factories in Ghana – October 2011

S/N	Name Of Company	New Name	Current State
1	*Akosombo Textiles Limited	Same Name	Operational
2	Commodore Textile Milling Limited	Same Name	Collapsed
3	Freedom Textiles Industries Limited	Same Name	Collapsed
4	Garment Manufacturing Companies	Same Name	Collapsed
5	Ghana Blanket Factory	Same Name	Collapsed
6	*Ghana Cotton Board	Ghana Cotton Company Limited	Operational
7	Ghana Textile Manufacturing Company	-	Near Collapse
8	*Ghana Textiles Printing Company Limited	Tex Styles Ghana Limited	Operational
9	Ghana Umbrella Factory	-	Collapsed
10	*Juapong Textile Limited	Volta Star Textile Limited	Operational
11	Kumasi Jute Factory	-	Collapsed
12	Millet Textiles Corporation	-	Collapsed
13	*Spintex Ghana Limited	Printex Ghana Limited	Operational
14	Tarpaulin and Polypropylene Industries Limited	-	Collapsed
15	Tema Textiles Limited	-	Collapsed

(Source: ICU, Ghana)

To combat the Chinese competition, ATL had begun a new marketing strategy that had taken into account, a changing consumer. According to the representative of ATL (who preferred to speak under anonymity), the only way that manufacturers in countries such as Ghana could compete with the Asians (China, Pakistan etc.), was through the production of higher quality textiles, through innovation in designs and product development, all of which require additional investment.

He noted that, Nigeria alone absorbs 60% of ATL's exports; and that Ghana had a rapidly emerging middle class that could afford higher quality fabrics and prêt-à-porter items. The representative admits that ATL was losing customers, but was improving the quality of its fabrics to target the middle and upper classes. According to him, if ATL produced for the mass market to compete with the Chinese, the Chinese would kill the ATL brand. Notwithstanding, ATL was collapsing many of its lines. These days, half of the sophisticated textile printing machines at the Akosombo factory lied dormant. In 2008, ATL turned out 26.6 million metres of cloth. In the first half of 2011, the company produced only 4.9 million metres; an indication that activities of the Chinese had taken a great toll on their performance on the market.

Ghana's textile industry has been mainly concerned with the production of fabrics for use by the garment industry and also for the export market. The sub-sector is predominantly cotton-based although the production of manmade fibres is also undertaken on a small scale. The main cotton-based textile products include: African prints (wax, java, fancy, bedsheets, and school uniforms) and household fabrics (curtain materials, kitchen napkins, diapers and towels). These products form the core of the sub-sector. The main products of the man-made fibres (synthetics) and their blends include: uniforms, knitted

blouses, socks etc. These are mainly made from polyester, acrylic and other synthetics. There are also a number of small firms hand-printing their designs into bleached cotton fabrics, also known as tie and dye or batik cloth (Quartey, 2006).

Over the past five years, the textile industry in Ghana has shown considerable interest in increasing textile production for the local market and has also taken advantage of the opportunities provided under A GOA but the threat of cheap importation of textiles (including smuggled ones) from China and Pakistan still remains a major challenge to the survival of the few existing Ghanaian textile firms. This shows clearly that Ghana's Textile industry is in a serious jeopardy and that measures have to be put in place to salvage it; it is upon this foundation that this study is made.

4.2 Results from Interviews

The section discusses and probes the views of key players in the Textile Manufacturing Sector, including Present and Retired Industrialists, as well as stakeholders like Textile, Garment and Leather Workers' Union (TEGLEU) and the Ministry of Trade and Industry. It also reports and analyses the views of the Textile Education Sector, which mainly comprised Heads of Departments, Teachers and Students of Textiles of selected textile education institutions in Ghana.

4.2.1 Interview with the Manufacturing Sector

The four surviving Textile manufacturing companies with which the interviews were conducted included Textyles Ghana Limited, (formally GTP), Ghana Textile Manufacturing Company (GTMC) both in Tema industrial Area, Tema, Akosombo Textiles Limited (ATL) in Akosombo and Printex Ghana limited, Spintex road in Accra.

In all, four people, each of which represented each of the above mentioned companies in the textile manufacturing sector, were interviewed.

The respondents opine that the current state of the Ghanaian Textile Industry was alarming, retrogressive and deeply discouraging. They asserted that the textile industry even at its current state, accounted for about 14% of total manufacturing output. They indicated that prior to 1983; the Ghana's textile industry had been surviving with government protection in the form of low tariffs/duties on raw material imports and liberal allocation of foreign exchange. However, one policy that had adversely affected the textile and garments subsectors was the trade liberalisation. As a result of the importation of printed textiles and garments and the dumping of second-hand clothing on the domestic market, most of the local industries in those subsectors had closed down, with the remaining ones operating at very low levels of their installed capacities. They said further that many firms in the garment industry were among the first to go out of production and by 1988 over 80% of the establishments had closed down.

The respondents expressed grave concern about the alarming escalation of illicit trading activities of some Ghanaians and their foreign collaborators in textile prints, which have resulted in an unprecedented low patronage of locally produced fabrics.

The interviewees contended that, these unscrupulous local and foreign traders, engage in smuggling and hence evade duties on their imported products; they under invoice (declaration of lower values of imported goods) and also dump their cheap, substandard and inferior products onto the Ghanaian market. They also pirate the designs of local printers which are then smuggled through Togo to be sold in Ghana.

They contended that the situation has brought the local textile manufacturing industry to its knees, and unless drastic and far reaching measures were adopted, Ghana's local textile manufacturing industry would be lost to history; and with it, its role in employment creation, revenue generation, and its tradition respected across the entire African continent, will be totally wiped out. They again revealed that the Revenue Agencies Governing Board (RAGB) in 2002 estimated that about ₵300 billion (old Cedis) in potential revenue was lost annually to the state through textile smuggling.

The interviewees also revealed that, with the exception of Akosombo Textile Limited (ATL), Textyles Ghana Limited (TSG), Ghana Textiles Manufacturing Company (GTMC) and Printex had all shut down their spinning and weaving departments currently due to cheap imports from abroad, especially China. These defunct sections were said to have been employing a chunk of the labour force in the industry.

The respondents explained that, total local production of textiles which peaked at 130 million metres per annum in the 1970's has dropped to below 39 million metres per annum currently and the labour force in the industry has consequently reduced from 25,000 in the 1970's to about 2000 as at now. Each interviewee lamented about the challenges their organisations are going through to get a particular textile design printed. They said, first a design is produced on paper; goes to the Registrar General and is paid for, and if approved, it is taken to the factory where screening and payment is made before printing the label of the manufacturer and the initials of the designers boldly printed on it.

According to the respondents, the minimum quantity produced for each print is 250 pieces. It was therefore not possible for their organisations to recover their costs with only one print cycle. They had to repeat the cycle in order to recoup their investments. They disclosed also that the smugglers of textiles were very smart in that whenever a new textile design came out, in less than a week, they were able to buy a sample, send it to China for reproduction and then smuggled back to Ghana through Togo.

They candidly stated that they were aware that smuggling has existed over several years, but called on government to protect the local industry, or else Ghana will be helping to create jobs for other countries to the detriment of Ghanaians. According to them, smugglers do not pay any tax and that if government had any interest to protect jobs, then it should immediately curb that action.

The respondents stated that a 16-member multi-sectoral task force has been formed based on the recommendation of the Revenue Agencies Governing Board (RAGB) by government and charged with the responsibility of seizing and burning pirated textiles on the Ghanaian market. The committee consisted of the acting Director of the Import and Export Division of the Ministry of Trade and Industry (chairman), and has representatives from the Customs, Excise and Preventive Service (CEPS), the Accra Metropolitan Assembly, (AMA), the Ghana Revenue Authority and the Ghana Standards Board. The rest of the members are from the Ghana National Chamber of Commerce and Industries, GTMC, Printex, Importers of Textile and Distributors Association, the Textile and Clothing Industry in Ghana, (TGLEU), ATL and the Tex-Styles Ghana Limited.

The task force is expected to visit the various markets in Accra to impound all pirated textiles being offered for sale in a bid to discourage traders from engaging in the illegal activity.

Even though the respondents agreed there have been headways in terms of the seizures and destruction of smuggled goods, they said the move is not enough to surmount the problem of smuggling. According to them, the task force is only based in Accra, and its activities are not replicated in other parts of the country; there are also pertinent issues like Ghana's trade policy which can make smuggling an unattractive venture to be dealt with. The respondents accordingly called on the government to review and amend existing laws on the importation of foreign textiles into the country. They said as much as the country has to adhere to the agreements of the World Trade Organisation, it was important to look at the effects some of these agreements have on Ghanaian industries.

The respondents called for a level playing field and favourable investment climate to be made available in the country which would make the textile industry competitive leading to the creation of more jobs to improve the livelihood of workers in the industry and Ghanaians at large.

They recommended that to quickly avert the problem of smuggling, private sector participation in policy formulation and review of policies would enhance a favourable business environment in the country.

They also recommended that the government should take immediate steps to roll out a bail-out plan, to aid the local industries revive again. They also called for subsidies in

energy tariffs which was currently a huge albatross on the neck of the local textile industry.

They also blamed the low patronage of local textiles and garments on the negative perception of Ghanaians of locally manufactured products in the country as being inferior; this they said is not beneficial to the industry's growth.

They strongly saw the need for industry to be in constant consultation with academia in the field of research, development and innovation. According to them, the partnership had not been realized because they (textile industry) lacked the necessary funding to provide academia with the necessary motivation in terms of inputs, logistics and financial backing to pursue research.

They bemoaned the fact that the number of students who used to do Training Attachments with their individual companies had constantly reduced over the years; this they thought was an indication that the interest of students in the pursuit of Textiles as a programme was fast waning.

According to the respondents, the future of the textile industry as well as textile education in Ghana greatly depended on hard work to support each other in the pursuit of the agenda to revive the industry. In other words, if the textile industry flourishes, it will attract prospective students and motivate the education institutions as well.

4.2.2 Interview with a Former Mills Manager of Ghana Textiles Manufacturing Company (GTMC)

The former Manager did not mince words as he bemoaned about the current state of the Textile Industry in Ghana. He explained that Ghana's current trade policy, aims at promoting accelerated economic development and reducing poverty, supports two parallel strategies, namely, export-led industrialisation and domestic market-led industrialization based on import competition. The success of both strategies depends on the competitiveness of local producers in both the domestic and international markets. He indicates that, for some years now, import competing industries have been facing a number of challenges which are alleged to have inhibited their growth. To the former manager, the key factors usually noted as being responsible for aggravating the situation have included the inflow of uncustomed goods through unfair trading practices, infringement on intellectual property rights and the importation of imitation products that usually carried lower prices to mention but a few. According to him, local manufacturers of textiles in particular, are those significantly affected by such developments.

He cited an example that, while in the mid 1970's, the textile industry's production capacity was approximately 130 million metres and employed about 25,000 workers, by 2002, production capacity and employment levels had dropped to 36 million metres and 2,000 workers respectively. He argued that, in some African countries where this has happened, governments have had to respond by reversing the declining trend. He said, for instance, that the Federal Government of Nigeria in September 2002 took various drastic measures which included a total ban on importation of all finished textiles in order to assist the Nigerian Textile Industry and save it from total collapse. Thus, while the textile

industries in Nigeria enjoy duty incentive of 10%, export expansion grant of 30% and; 0% Value Added Tax (VAT) and National Health Insurance Levy (NHIL), Ghanaian industries have no duty incentives and export expansion grant, but rather are made to pay a 12.5% VAT and 2.5% NHIL on their finished products, thereby, making Ghana's products more expensive.

The former manager lamented that the limited incentive structure has led to unemployment, loss of government revenue and loss of access to the African Growth and Opportunity Act (AGOA). According to him, Local producers of textiles have identified some 'safeguard options' in the World Trade Organisation (WTO) stipulations such as Bi-lateral negotiations to limit exports, emergency measures to limit imports and countervailing duty which Ghana cannot take advantage of. He agreed with other stakeholders who advocate for certain measures to revive the textiles sector, namely, removal of duty on inputs for the production processes; increase in duty on finished fabrics imported; proper collection of duties and taxes on imports; seizure of goods which are found to be undervalued, misrepresented, pirated, copied or of sub-standard. The former Mills manager stated that ironically, while the job losses continue and stakeholders continue to advocate for a ban on imported textiles, Ghanaians continue to patronise imported textile products. He concluded by adding that it will take a great deal of political will, to take Ghana out of this problem.

Touching on the state of Textiles Education in Ghana, he opined that it was overly concentrated on theories rather than practicals. He recalled that the main focus for setting up textile education institutions was to provide various textile factories that had been set-

up in the country with the necessary manpower they required. According to him, the trainings given students currently cannot accelerate technological advancement in the industry. He recommended that it was high time academia and industry started working together in terms of developing and implementing a more robust and rejuvenated textile syllabuses to meet the current needs of the industry as well as the market.

On the future of the industry, vis-à-vis Textile Education in Ghana, he stated that, the rejuvenation of the Textile industry lie in the commitment of the government of Ghana to ensure that the trade protocols (signed by with the UN and ECOWAS) that have adversely affected industrial development and growth in Ghana are appropriately dealt with. This he said would make the industry blissful; whip-up the interest of academia (i.e. researchers, teachers and students of textiles,) and bring it back to the pedestal of growth.

4.2.3 Interview with a Former Deputy Manufacturing Manager (DMM) in Charge of Spinning at the defunct Tema Textile Limited

In describing the current state of the Ghanaian textile Industry, the former Deputy Manufacturing Manager (DMM) stated that, the local textile industry had become weak, inactive, and unattractive, due to threats from unfair competition and unbridled imports, high utility costs (water and energy). According to him, the last time he checked, the textile industry was gearing up to lay off more of its employees as a cost-cutting measure.

He stated that, textile industry players that he had engaged feared that if the situation was not salvaged quickly, it could result in the closure of the rest of the surviving local textile companies.

The former DMM argued that the bane of the local textile industry could be traced to the influx of pirated textile designs. He hinted that the phenomenon now portended an increase in unemployment in the country, as the textile companies prepared to embark on an accelerated laying-off of their workers to salvage the collapsing industry. He explained that there is a high influx of smuggled pirated textiles in the local market which are sold at cheaper prices at the expense of locally produced quality textiles. He stated that, the industry employed over 25,000 people but now employs only 2000; and is expecting further reduction in the employment levels of the battered Ghanaian textile industry.

The former DMM referred to a study conducted by the economic research fellow, Professor Peter Quartey, in 2005 which revealed that the market share of the local textile manufacturers has also decreased over the years to only 30% while pirated, smuggled and under-invoiced textiles enjoy 70% market share. He explained that not only is the industry affected, but the state also, which experiences its fair share as it is currently losing most of its tax revenues since most of the pirated textiles are smuggled into the country through the evasion of the approved taxes.

He contended that as at 2002, when the determination of revenue losses was carried out by the revenue collection agencies, the Budget Statement of the government indicated an annual loss of GH¢30 million to the state as a result of illicit textiles imports, adding that

the high level of graduate unemployment could be worsened if the textile industry was allowed to continue laying-off workers.

The former DMM opined that although the government has set up a Task Force to check the illicit activities, by clamping down traders involved in the illegal trade and confiscate their goods to discourage the practice, their efforts have proved futile as the pirated textiles are still smuggled into the market and have gradually taken over the market.

He called for the industry to build a serious and focused relationship with academia in the field of research and curriculum development. For him, it is against that background that academia would become resourceful in offering the necessary support in terms of manpower, meaningful research and training. He further stated that the growth of the textile industry and that of academia greatly depended on each other.

He opined again that with the oil discovery in Ghana, academia and the Textiles industry could collaboratively research to see the possibility of starting Non Woven and Technical Fibre Manufacture in Ghana. He buttressed his point by saying that the basic raw materials needed to propel the non woven and technical fibre manufacture are derivatives of crude oil which is currently abundant in Ghana.

The former DMM bemoaned what he termed 'Ghana's Textile Industry's over-reliance on Cotton as a raw material for manufacturing, when it could also succeed in non woven and technical textiles fibre manufacture. He supported his case with a reference from Vigyan (2007) that showed that the world market for non-woven fabrics is estimated to be around 19.68 million tonnes with a value of US\$ 107 billion during 2005 which has significantly increased to 23.77 million tonnes with a value of US\$ 127 billion by 2010.

According to the Vigyan, Africa as a continent imports non-woven fabrics at a very high rate. The drivers for future growth of this industry were expected to be Asian countries such as China and India.

Vigyan stated that, in the global scenario, Mobiltech (textiles for automobiles), Indutech (industrial textiles), and Sport-tech (sports textiles) are predominant segments which contributed about 56% of the total global consumption of technical textiles. The former DMM continued that according to Vigyan, the trend in the various sectors of the textile industry in many industrialised countries indicates that, the use of conventional textiles such as cotton, flax and wool have reached a static level and their manufacture have become highly competitive, often unviable and many companies are switching over to value-added non-woven and technical textiles with capabilities to meet functional demands for precision applications. He contended that as the use of non-woven textiles is dictated by need, its pricing normally offers good margins.

In his concluding remarks, the former DMM stated that there is a steady growth of both consumption and production of non-woven fabrics throughout the world. He explained that it is gaining ground that technical textile industry in the developed world is maturing in some significant ways; and growth of non-woven textiles in developed economies is expected to be moderate. In contrast, China, India and other countries in Asia, America and Eastern Europe are expected to experience healthy growth in technical fibre manufacture in the near future in the global context, sector-wise. It is therefore reasonably urgent that Ghana takes the advantage of becoming Africa's biggest manufacturer of non-woven textiles.

4.2.4 Interview with the General Secretary of the Textile, Garment and Leather Employees' Union (TEGLEU) and Secretary General of Ghana Federation of Labour (GFL)

The General Secretary (GS) lamented that the Textile Industry in Ghana is currently in a deplorable and frustrating state. He said the Textile, Garment and Leather Employees' Union - TEGLEU, emerged in 1992 as a result of the imminent total collapse of the Textile Industry. Immediately upon its inception, the Union launched a crusade to draw the attention of political authorities to the peculiar problem facing the sector. For close to two decades, the Union through Media encounters has persistently and consistently pushed the government of Ghana to take a constructive position on the issues.

The General Secretary (GS) explained that steps to deal with the problem have been put in place. For instance, the establishment of a task force by government, with its membership comprising key stakeholders such as Local Textile Manufacturers and the Trade Union, the Ghana Standard Authority (GSA) etc have been empowered to:

- a. Monitor the movement of the Pirated/smuggled fabrics, target warehouses situated in the towns and cities and make arrests.
- b. Sensitise the public about the necessity for the seizure and destruction of the Pirated/ Smuggled Textile Prints.

The General Secretary however admitted quickly that, the above steps have not fully dealt with the problem of the industry's decline. He catalogued the following internal and external threats that needed urgent attention by the government of Ghana:

i. Local Threats

- a. Evasion of duties on imported African Textile Prints.
- b. Under-declaration of Imports (declaring lower quantities than is actually brought into the country; in some cases, out of ten containers of textile prints imported, duty is paid on only two containers and the same documents are, recycled to clear the other eight containers without paying the actual duty).
- c. Under invoicing i.e. (declaring lower values rather than the actual value in order to attract lower duties).
- d. 'Misdescription' of Imports i.e. (fraudulently misrepresenting the actual type of textile fabric imported e.g. (fancy print instead of wax print which attracts higher duty).
- e. Pirating of patented or registered designs belonging to other textile producing companies.
- f. Imitation of original designs.
- g. Copying brands and selvedge markings.
- h. Copying tickets and labels including the Ghana Standards Board logo and marks.
- i. Inadequate labelling information of goods and non declaration of the country of the origin of goods.
- j. Substandard or inferior products that technically constitute "dumping".

2. External Threats

- a. Cost of cotton and other raw materials for the textile industry in China far lower than that of Ghana.
- b. Most prevalent “Sweatshop” or child labour rates and conditions.
- c. Absolute disregard to health and safety of employees.
- d. There is little or no social, pension or health benefits for textile employees.
- e. Far lower Energy costs than in Ghana.
- f. The States subsidise exports.
- g. Piracy of logo, trademarks and designs of Ghanaian textiles by foreign firms

Koomson stipulated that, while Chinese textile manufacturers enjoy all the comparative advantages, (see table 7 below), it is realised that most importers of the pirated textiles evade the official excise duties levied in Ghana.

Table 7: Reasons for Wide Disparity in Product Pricing – The Unfair Competition

Advantages to China	Disadvantages Faced By Ghana
1. Sweatshop/child labour	Non existence of sweat-shop/child labour
2. Low Cost raw materials:	High cost of raw materials; and higher energy cost:
i. Electricity highly subsidized by government	i. Full cost borne by local manufacturers
ii. Steam generation (supplied by centralized generating plant through pipelines to factories free of charge)	ii. Steam generating plants- boilers fueled by RFO at cost.
3. Interest rates: 5% - 7%	Interest Rates: 30% and above
4. Export subsidy: 13% offered by government	Export Subsidy: 0
5. Evasion of appropriate duties or taxes on entry of the textile products Ghana	All tax obligations including S NNIT, Excise Duty, VAT, NHIS, which account for about 40% of production Cost, met by manufacturers.
6. Pirating of African Print designs and fake labeling at no cost	Creative designers employed and paid by the manufacturers.
7. Avoidance of quality tests by the Ghana standards Authority (GSA)	Ghana standards Authority (GSA) ensuring that best quality products are marketed

Source: TEGLEU (2012)

It could be inferred from the table above that the current state of the Ghanaian textile industry is quite disheartening and really needs immediate attention.

Table 8 below also shows how imported, smuggled and under invoiced Textile Products has gained a strong foothold over the local market to the detriment of the Textile Manufacturing Companies in Ghana.

Table 8: Current Market Share

Imported/ Smuggled/Under Invoiced Textile Products	70%
Locally Manufactured Products	30%

Source: (ISSER/MOTI, 2011)

Continuing his lamentations, the General Secretary made a reference to the 2002 national budget which states that, that year's annual revenue loss to the state as a result of the illicit textile imports stood at 300 billion old Cedis (¢300,000,000,000.00). He expressed grave concern about the collapse of the industry and called for a strong Political Will, which meant applying drastic measures such as scrapping-off duties on inputs for the production process; increasing the duty on finished fabrics imported reasonably and making proper collection of duties and taxes on imports; as immediate and effective solutions. Despite the strenuous efforts to sustain its own, Ghana's textile industry continues to face serious problems with the situation worsening day in and day out.

“Where then lies the fate of tertiary graduates who pursue the Textiles programme on the labour market as the textile industry faces total collapse?” “Would Ghanaian students continue to develop the interest to pursue textiles as a programme at the tertiary education level?” “Where lies the fate of the textile education institutions and their respective teachers” asked Mr. Koomson.

He continued arguing that globally, there has been a decline in the performance of the textile sector. According to him, at a meeting in 2011 in Durban, South Africa of union representatives of clothing, textile, footwear and leather workers from ten African countries, including Ghana, learnt that Africa had lost over 250,000 clothing workers over the past few years. Countries greatly affected were Ghana, South Africa, Nigeria and Swaziland.

The meeting, he said, also noted that African governments do not have a common approach to issues of trade and investments in textiles and clothing. The General Secretary explained that, Trade unionists have proposed a summit in Africa on the future

of the textile, clothing and footwear industries with greater participation by trade unions, investors and governments, in order to develop commitments for a common action plan towards the growth of the industries mentioned earlier.

He stated that, textile education institutions in Ghana have for several years, played an enormous role in the sustenance of the textile industry with regard to the supply of skilled manpower. He bluntly admitted that, the textile industry has for several taken academia for granted and has not reached out to her in the field of rigorous research that would have been plausibly beneficial to the textile industry by now.

The General Secretary projected that the future of the textile industry alongside textile education was going to be unfortunately bleak if the attitude of the government of Ghana continued to remain lackadaisical with regards to dealing with trade treaties and agreements.

4.2.5 Interview with a Director at the Ministry of Trade and Industry (MOTI)

The Ministry of Trade and Industry postulates that the textile industry was indeed one of the most vibrant manufacturing sectors in Ghana between the 1960s and 1970s. It states further that the sector accounted for about 15% of manufacturing value added textiles and 27% of total employment representing about 25,000 employees during that period but has declined since and currently employing about 2100 by five major surviving companies.

The Director opined that part of the decline could be attributed to the unintended negative effects of trade liberalisation programme which has brought about stiff competition for Ghanaian local industries. Other serious factors include smuggling of wax prints into the

country with a record of an annual loss of GH¢50m in revenue to the state; high patronage of imported second hand clothing especially by the youth (which constitutes a very high demographic proportion of consuming public) and a high foreign taste influenced by foreign cultures. Equally serious, is the unsurpassed expanding economy of China backed by high level of production technology (contrasting sharply with our obsolete and dilapidated equipment and machinery) and activities of unscrupulous Ghanaian Traders (who have been leading the campaign for pirating of patterns and marks of Ghanaian designs).

The Director explained that, currently, textiles imports constitute 70% of the total national consumption and feels that has reduced the production capacities of the five major surviving companies. For instance, Printex produces at only 30% capacity. He stated that, past and present governments, conscious of the significant contributions the sector has made and could make to the nation's economic growth, have developed many programmes and projections to help preserve the negative trends into positive economic gains once again.

The Director said that the comparison of the industry's present state with that of the early sixties and early seventies, which was declining is on the path of revamp and recovery. According to him, some of the measures and policies the government has taken to salvage the textile industry include:

- a. PSI on Textiles and Garments and support for producers to export under the AGOA initiative.
- b. Trade/ Investment Pact with Egypt in support of the Cotton and Textile industry

- c. Launch of industrial Policy and Industrial Sector Support Programme (ISSP) with focus on local content, technology, production and distribution and support to local raw materials producers.
- d. Expansion in energy suppliers to local industry including textiles sub-sector.
- e. Amendment of Export Development and Investment Fund (EDIF) Act to cater for agriculture and agro- based textile industries
- f. Step-up in anti-smuggling activities especially pirated African prints
- g. Preparation of Intellectual Property Rights to protect local patents, designs and marks from being pirated.
- h. National Friday Wear awareness and extension into National Everyday Wear

Measures Aimed At Revamping the Sector (Interventions)

In this section, the Director outlined the measures that government had put in place with the aimed at revamping the ailing industry. These include:

- i. President's Special Initiatives (PSI)
- ii. District Industrialization Program (DIP)
- iii. Cotton Project
- iv. Anti-Smuggling Measures
- v. National Friday Wear
- vi. Launch of Industrial Policy/Implementation Wing - Industrial Policy Support Program -(ISSP)
- vii. Introduction and Implementation of Intellectual Property Rights

President's Special Initiatives (PSI)

The PSI on Textiles and Garments under the immediate past government had chalked a considerable success especially in respect of capacity building, garment manufacturing and exports under AGOA. The Kumasi training centre under the program is currently operational and plans are under way to establish similar training centers in the remaining nine regional capitals.

District Industrialization Program (DIP)

Currently, under the District Industrialization Program (DIP) of the sector Ministry, nine districts (i.e. Techiman, Ho municipal, Buiem, Ketu-South, Amasaman, Esiogyaman, Kwahu South, Suhum-Korbo- Coaltar and Kwabre) have selected textiles and garment manufacturing as their priority projects; and are to be supported by the Export Development and Investment Fund (EDIF) to take advantage of the extended Africa Growth and Opportunity Act (AGOA) scheme of quota and duty-free exports of textiles and garments into the U.S. market.

Cotton Project

Cotton production had been on the decline for some time now and this has affected the development of the textile industry. The Ministry of Trade and Industry, in collaboration with Ministry of Food and Agriculture was putting in the necessary efforts to revive the cotton industry since it was the basic raw materials for the industry.

MOTI has consequently embarked on the Cotton Support Program aimed at assisting farmers in the three northern regions with inputs such as seeds, fertilizers and spraying

machines. The support package was launched by His Excellency the Vice President John Mahama in June 2010. It started with a seed capital of GH¢3.5 Million and GH¢1.5 Million in the form of fertilizer subsidy by Ministry of Food and Agriculture.

As part of the programme, the government is collaborating with Egypt in the field of research and private sector investors in the sector for the transfer of skills, knowledge and expertise for the revival of the cotton industry in Ghana.

Anti-Smuggling Measures

It is an undeniable fact that trade malpractices notably smuggling and under-invoicing through both approved and unapproved border points continue to contribute in no small measure to the woes of the textile industry. To reduce this nefarious activity, the Ministry has constituted a joint Task Force (TF) to discourage the importation of pirated Ghanaian Textiles. The TF has been given the authority to seize and destroy such pirated textiles smuggled into the country. This is one of the measures being taken by the government in consonance with the WTO's rules to ensure that the investments undertaken by the local textile industry are protected. So far, the TF had burnt 391 pieces printed textiles at the Kpone land-fill site as at 1st October 2010.

National Everyday Wear

To step up the patronage of locally manufactured textiles, following the success chalked with the National Friday Wear, MOTI has launched the National Everyday Wear Program to create higher demand for local textile products and also to revive cultural values of identity or oneness through dressing especially among the youth. Some districts

have already benefited from the programme. It is Ghana's hope that all other districts will soon experience the same.

Launch of Industrial Policy/Implementation Wing - Industrial Policy Support Program - (ISSP)

Under the recently launched industrial Policy (the first ever in the annals of Ghana), there is a more specific policy focus and direction on the manufacturing sector to propel the sector to be more competitive both locally and internationally. The policy has identified four main components comprising Production and distribution, Technology and Innovation, Regulation and Incentives and Cross-Cutting issues all designed to revamp Ghana's distressed industries. For a further push, the Export and Investment and Development Fund Act (EDIF) will be amended to expand its mandate to provide financing for agriculture and agro-processing including cotton production. In addition, the policy is to present an industrial Competitiveness Bill to Parliament for passage to provide incentives for the use of local raw materials and increasing domestic content in local Industry.

Introduction and Implementation of Intellectual Property Rights

One identified serious challenge facing the textile industry has been the inability of Ghanaian producers to protect their designs and marks. This has contributed largely to piracy and illegal imitated prints. To salvage this situation, the sector Ministry (MOTI) and the Ministry of Justice and Attorney General's Department are in collaboration with the Swiss Federal Institute of Intellectual Property Project (SGIP) to bring Ghana's

Intellectual Property Systems compatible with intellectual commitments under the World Trade Organisation (WTO). The Act is currently before parliament for ratification.

Other Measures

Other important measures put in place by the ministry of Trade and Industry include:

- a. The TAB (Tariff Advisory Board) is operational to advise government on tariff measures especially on vulnerable sectors such as the textile industry.
- b. Through the National Board for Small Scale Industries (NBSSI), the Ministry is encouraging the formation of cluster producer units for Small Medium Enterprises (SMEs) in the sector to be assisted by Ventures Capital Companies and Micro, Small, Medium and Small Enterprises (MSMSEs) Project of the World Bank.
- c. The SME directorate is also intensifying its collaboration with AGI to provide the needed fair competition between locally manufactured goods and imports under the Private Sector Development Strategy 11.
- d. The sector Ministry and the Textile companies are still in consultations and together they are working to create public awareness considering the extent of the adverse impacts of the smuggling menace on Government revenue. Additionally reward and incentives scheme have been put in place to reward patriotic, dedicated and honest security officials who help in stemming down the incidents. Provision of security officials manning the borders with sophisticated communication gadgets to track movement of smugglers is also underway.
- e. After some discussions, the government of Ghana has orchestrated some other measures to help deal with the problem. Among them, is re-routing all textile

imports through one port as was the case previously, and conducting unannounced spot-checks on textile products sold on the local market.

Continuing the interview, the Director at MOTI expressed that the incumbent government has shown commitment in the textile industry in Ghana by revamping the Cotton Industry in the northern region and the Launch of the IP/ISSP. He stated further that, the Tariff Advisory Board (TAB) is in place to advise the Government of Ghana on tax structure, unfair trade practices and consequent actions under the World Trade Organization (WTO) rules. The following are some of the responsibilities bestowed on the TAB:

- a. Support to farmers to increase production capacity of local raw materials-local content in industry.
- b. Bank of Ghana (BOG) in collaboration with other stakeholders to realign interest rate levels
- c. Local market invasion by so-called Chinese, Indian and Pakistani investors who are rather into retail trade against provisions of indigenisation, to be phased out from the local markets by the end of June, 2012.
- d. Investment Act to be evoked to the letter.

He continued that, support to farmers is largely effective; Inter-Agency Task Force on Trade and Investment Malpractices have been formed, launched and is effectively gearing for operation after the June, 2012 deadline. “A Strategic meeting for members was scheduled for 1st -3rd June, 2012” stated the Director. He stressed further that, the Tariff Advisory Board is fully operational; and is receiving as well as handling complaints on price disparities and other unfair trade practices.

He mentioned that some of the challenges encountered by the MOTI during the implementation and enforcement of the interventions; include:

- a. Lack of Funding
- b. Managerial incompetence
- c. Bureaucracy
- d. Selfish Attitude of some of the team players.

In his concluding remarks, the Director stated that, the sector Ministry will in collaboration with the Textile Manufacturing Companies, roll out new interventions derived from the ISSP/Economic Partnership Agreements (EPAs). He added that, the Ministry of Trade and Industry would welcome suggestions from the public especially educational and research institutions on effective ways of revamping the declining textile industry.

While the Ministry appreciated constructive criticisms in order that they can re-examine their intended actions and refine them, the Ministry would much more appreciate suggestions that can provide solutions to the projections and challenges. He said, the Ministry believes that the concerns of Ghanaian Textile companies are legitimate and need to be addressed. Again, the Ministry deems it important to give opportunities to the Ghanaian cotton farmer, create more opportunities for Ghanaian Textile Manufacturers and designers to create beautiful Ghanaian products and protect Ghanaian jobs.

The Director said that, MOTI will continue to think through these challenges and do its best to promote the Local Textile industry which continues to demonstrate that in spite of the many challenges that it faces, it is still able to produce products that are excellently

made in Ghana. This he believed will help bring back the Textile industry to its feet, and consequently whip up the interest of teachers and students of textiles in the pursuit of research and development.

4.2.6 Interview with Teachers of Textiles at the Tertiary Level

In all, 37 teachers were interviewed. Twenty-nine (29) of them, representing 78.4%, were males and 8, representing 21.6% were females (see table 1). Interestingly, all the teachers interviewed (representing 100%) argued that the Ghanaian Textile Industry was currently not in its right state of health. They contended that the textile industry in Ghana was once a very successful venture, which employed about 25000 workers. According to them, most of the textile companies produced high quality fabrics, designs and very good textile brands, which sold, so well on the Ghanaian market as well as other markets in the West African sub-region. They argued that the Ghanaian textile industry which was established in the 1960s under the Import Substitution Industrialization Policy (ISI) with so many players has now drastically reduced to only five companies. According to the teachers, during that era, domestic companies received a blanket of protection in the form of high import duties and quotas imposed on importers among other incentives. In the 1980s, the policy changed in favour of trade liberalization to overcome the limitations and adverse effects of the Import Substitution Strategy. They alleged that under that regime barriers to trade were either removed completely or reduced significantly, and this represented a paradigm shift from import substitution industrialization to market based competition in which Ghanaian industries no longer operated under protective barriers, and were thus forced to compete in both domestic and export market on the basis of their

own efficiencies. This according to the teachers, allowed the free flow of goods across countries, and since then, Ghanaian manufacturers have argued that imports have severely damaged their industry, creating mass unemployment with its attendant consequences.

In buttressing their stance, 22 of the teachers, representing 59.5% of their totality, made a reference to a research finding of Professor Peter Quartey (a research fellow at I.S.S.E.R - Legon) in 2006 that showed that Imports of textile had grown steadily over the years. According to the Professor's document, in 1992 the country imported US \$35 million worth of fabrics and garments. This increased to US\$ 57 million in 1998 and by the first half of 1999, US\$ 42 million worth of fabrics and garments had been imported (also corroborated by MOTI, 2002). The teachers contended that, it had been estimated that at the end of the first quarter of 2005, imported textile prints would have accounted for 48% of total textile prints in the Ghanaian market (Ghana Employers Association, 2005). They related further that, currently in 2012, the latest revelation according to TEGLEU (2012) showed that, imported textile prints accounted for 70% of total textile prints in the Ghanaian market. It was therefore very obvious to them that the local market was facing stiff competition from finished imported textile prints such as calico, grey baft, furnishing materials usually from Cote d'Ivoire, Nigeria, China, and most recently from India and Pakistan.

Even though the teachers agreed in principle among themselves; 5 out of the 37 teachers interviewed representing 13.5% of their totality did not seem to agree entirely with their colleagues with regard to the causal agents of the industry's decline. They argued that Ghana's textile industry is not doing well because it is still operating with obsolete

machines that were over 40 years old and because of unfair competition. The teachers contended that even though the locally produced finished fabrics are relatively better in terms of quality, the market for imported products has gained a footing in the market because they have attractive colours, distinct designs, softer and glossier finishing. They also alleged that, the local textile industries still makes use of archaic machinery and technology and need to be in tune with the current needs of the market.

On the issue of the current state of textile education in Ghana, it was unanimous in the responses of the interviewees that Textile Education in Ghana was facing quite some frustrating challenges. According to them, the problem was currently at the Senior High School level where the CRDD of the Ghana Education Service, is the chief culprit. They added that there seems to be confusion with the CRDD as to whether textiles produced at the SHS level was a two-dimensional (2D) or a three-dimensional (3D).

The respondents claimed that textile products have been changed from 3D to 2D, which is quite detrimental to the students in textiles with regard to their choice between textiles and graphic design. They argued that, previously Textiles was regarded a 3D and compulsory elective just as Graphic Design, but has now been made an optional subject by the CRDD.

Another pertinent issue raised by the teachers was the high expenditure in running textiles as a programme at the SHS level. They mentioned that inputs and logistics such as weaving looms and their accessories, dyes/pigments, printing paste, wax, gas cylinders, fabrics and above all, the necessary infrastructure to be used such as laboratories and studios, are very costly.

Another thorny issue the teachers touched on is the fact that questions that are set by the West African Senior Secondary Certificate Examination for textile students at the SHS level are most of the time very difficult and demanding. According to them, this has made the study of the subject very daunting and perhaps a 'no-go' area for many art students at the SHS level. For example, a student who chose Graphic design as a major elective gets to produce a poster, whilst the textile student is asked to weave a three-yard fabric.

The teachers, who obviously sounded unhappy about the turnout of events, claimed that some officials, who may not be experts in the field of Textiles, sometimes took very bad decisions that adversely affected the textiles programme.

The teachers admitted that, at the higher level (tertiary), academia had over the years not engaged industry the activities of academia. They stated that the nonexistence of that mutual relationship might have accounted for the fact that, the textile industry has not sought support in the area of research and innovation from academia. They, therefore, called on the textile industry to see the need to direct part of their energies at equipping textile education institutions with the necessary facilities with which students could be trained as was done in other parts of Africa and the world at large. The industry should also reach out to academia in the area of research and development.

On the question of the extent to which government's contribution had either positively or negatively, affected the development of Textiles Education in Ghana, the responses from teachers were unanimously negative (i.e.; governmental support was either little or none at all). They contended that government (through the CRDD) has not shown any

commitment to solving various anomalies raised by academia with regards to the textiles curriculum. In the area of provision of the necessary inputs and logistics needed by education institutions particularly at the S HS level to thrive, no support has been rendered, especially to many senior high schools that used to offer textiles but are no longer pursuing it as a result of the lack of logistical support.

The teachers however offered a few suggestions for the government of Ghana. The suggestions include:

- a. Government should be committed to the industry (i.e. not by words but by deeds) by re-thinking the trade policy of Ghana, most importantly regarding textile imports. Government must show political will at very critical moments.
- b. Government should equip the industries to appreciable levels before looking for investors to partner local manufacturers. This is because; the very deplorable nature in which some of the manufacturing companies find themselves scares away investors.
- c. Government should be looking also at the option of giving financial support (bail-outs) to the local industry in order to offer them a platform to grow.
- d. Government subsidising the utility tariffs of industry including water and electricity.

The teachers opined that if the trend reversed and the textile industry started doing well, they (the textile industry) would see the need for partnering academia in revamping and developing the sector. Consequently students would then be excited and motivated to pursue textiles either as a subject or programme.

4.2.7 Interview with Students of Textiles at the Tertiary Level

In all, 803 students were selected and interviewed. It is instructive to state that all of them (representing 100% of their totality) stated that the current state of the textile industry is unattractive and nothing to write home about. According to them, they are yet to hear any good news about the industry, since all the news they have heard and read are not good.

Responding to the question on how interesting the textile programme was to them, 715 of them, (representing 89.04% of their totality) stated categorically that textiles as a programme is frustrating, difficult and uninteresting. They alluded to the fact that, because of the absence of the necessary laboratory facilities to aid practical teaching, the programme has become overly theoretical and quite difficult to comprehend. 63 of them (representing 7.8% of the total population) said they find the textiles programme quite interesting, even though they admitted there are some problems with it. They were very optimistic that those problems could be surmounted in the nearest future.

Twenty-five (25) students (representing 3.11% of the total respondents) stated that they are not sure whether the textiles programme was interesting or not.

On the question of how the students saw or assessed their future as textile students, 723 (representing 90% of the total population interviewed) were of the view that, they had no future with the textile programme. According to them, they were only using the programme as a stepping stone to go into other areas after school. It is worthy to note that, 82 out of the 723 under discussion (i.e. representing 11.34% of the 723 students) did

not choose textiles as their first choice programmes when they applied for admission into their various educational institutions.

Forty-two (42) of the respondents (representing 5.2% of the total population interviewed), admitted that even though the future looked quite bleak, they are prepared to go the full haul of hard work and perseverance. These students however chose textiles as their first choice programmes, when they applied for admission into their various educational institutions.

In responding to the question of the advice students in textiles would give other prospective students who want to pursue textiles as a programme, 751 students, (representing 93.5% of the total population interviewed) said they were going to discourage any prospective student wanting to pursue textiles from heading for that area basically because of what they have been going through. Fifty-two (52) of the respondents (representing 6.5% of the total population) stated that, they are going to advise and even convince prospective tertiary students with art background to consider pursuing textiles as a programme.

On what they wanted to do with their certificates after school, the responses of students were quite interesting. Table 9 below paints a clear picture of what textiles students plan on doing after school.

Table 9: What Textiles Students Want to become after School

Number of Students	Career Option	(%)
124	Military	15.4%
109	Ghana police Service	13.6%
97	Immigration Service	12.0%
105	Customs Excise and Preventive Service (CEPS)	13%
79	Teaching	10%
75	Banking	9.3%
73	Nursing	9%
52	Oil Industry	6.5%
49	Telecommunications	6.1%
29	Marketers	3.6%
11	Textile Industry (Textile/fashion designing)	1.4%
Total: 803		100%

Source: Field Study, 2012

It can be noticed from Table 9 above that 435 students representing 54% (more than half) of the total population, preferred to be in the security services (i.e. military, police service, immigration service and CEPS) rather than the textile industry. It is followed by teaching with 79 representing 10%, banking with 75 representing 9.3%, nursing with 73 representing 9%, oil industry with 52 representing 6.5%, telecommunication with 49

representing 6.1% and 29 representing 3.6% for Marketers. At the bottom of the table with 11 students representing 1.4% of the total population interviewed said they would work in the textile industry.

It could be deduced from the responses of the interviewees that the interest of students in the pursuit of textiles had drastically reduced, due to the sorry state in which the Ghanaian textile industry currently finds itself.

4.2.8 Interview with Alumni of Textile Educational Institutions

Out of 130 alumni interviewed, only 9 (representing 7% of the total population interviewed) said they are working in the textile industry. 19 of them (representing 14.6% of the total population interviewed) said they are currently working in the banking sector, 36 (representing 27.7% of the total population interviewed) said they are in the education sector, 12 (representing 9.2% of the total population interviewed) said they are working in the oil industry, 15 (representing 11.5% of the total population) said they are journalists with some prominent media houses, 12 (representing 9.2% of the total population) said they are nurses with government hospitals and 27 (representing 20.8% of the total population) said they are working in the telecommunications industry (see table 10).

Table 10: Career Areas of Textiles Alumni

Sector	Number of Alumni	Percentage
Textile Industry	9	7%
Banking Industry	19	14.6%
Oil Industry	12	9.2%
Educational Sector	36	27.7%
Media Sector	15	11.5%
Telecommunications	27	20.8%
Sector		
Health Sector	12	9.2%
TOTAL	130	100

Source: field survey, 2012

From the table above, it is profoundly obvious that the interviewees now lacked interest in textiles as a career area because it cannot be easily sustained. A total of 55 out of the 130 have diverted to areas such as Banking and Finance, Secretaryship and Management Studies, Purchasing and Supply, Computer Science, and Marketing.

The research revealed that 29 out of the 36 alumni currently in the education sector are pursuing postgraduate programmes at various universities, and were virtually pursuing programmes that were unrelated to textiles education. It can be easily guessed that these interviewees may leave the education sector if they get better employments in other areas.

It is however noteworthy to know that of the 9 alumni in the textile industry, 6 worked for themselves and the other 3 worked for textile manufacturing companies. According to

the 6 who worked for themselves, anytime they win printing contracts, they fly to China to produce the consignments and come back to Ghana to supply them to their customers because it is very cheaper to produce in China. Even though they are aware of the consequences of their engagements, they stated unreservedly that it remained their only life wire to survive in the ailing industry.

They stated that, being self-employed after school could be very stressful and sometimes yielded no result. This is the result of free competition policies (trade liberalisation) pursued by successive governments that has led to unfair competition when taxes, and other compulsory costs, were much stronger for domestic industry than for massive imports from other countries. According to them it had also had a negative effect on the economic development of Ghana because it had led to industrial decline and unsustainable trade deficits. Industrial decline had invariably had negative impacts on real wages and rates of total employment in the domestic textile industry. They concluded that to prevent such unlawful practices, the government of Ghana must impose stricter penalties and higher fines for those who violate trade laws.

4.3 Findings

In this section, the researcher outlines and discusses the findings drawn from the data analysed from the interviews of the study.

4.3.1 Strengths and Opportunities of the Ghanaian Textile Industry

The study revealed that, even though the Ghanaian Textiles Industry is facing some challenges, it also has some strengths and opportunities (yet to be explored to the fullest) that have obviously kept it in business till date.

Strengths

a. Quality Designs and Prints

Ghana has a reputation for producing high quality, traditionally designed wax and fancy printed cloths that had gained a strong stature on the West African market and international markets. This was due to the Ghana Standards Authority's (formally Ghana Standards Board) enforcement of the regulation in ensuring that all raw materials used for manufacturing, came from the best sources. It could also be inferred that, one thing that had sustained the four Textile Manufacturing Companies was their daily creation of innovative designs. In other words, because they were well aware of the facts that their designs were being copied by their detractors, they constantly brought newly designed fabrics onto the market on a weekly basis in order to protect their market shares.

The study also revealed that the widely celebrated Kente cloth of the Ashanti and Ewe people were hand-woven and brightly coloured with traditional symbols and designs that textiles had gained an international reputation for their patterns, even though national branding had not been promoted heavily in the past. Promoting high quality, traditionally designed fabrics as "Made in Ghana" has appealed to the USA market through AGOA.

It can be inferred from the above that, the textile designs and prints produced by the Ghanaian Textile industry are distinctly of high quality and renowned on markets across the world as credible brands. The strength of the brand on the market can therefore be said to be one of the reasons why their copying by foreign manufacturers has become very rampant.

b. Good Country Credit Rating

Ghana's credit rating since 2003 has been placed high by reputable credit rating agencies across the world; which has been a financial indicator to potential investors of debt securities such as bonds. Ghana moved up 10 places from 77th in 2010 to 67th in 2011, in the latest rankings of countries where the environment for doing business was good. In the 2011 World Bank/International Finance Corporation's Doing Business report that ranked 183 economies around the world who had improved the environment for local businesses especially to thrive.

Ghana also came up as the global best reformer in access to credit and still the best place for doing business in West Africa. It could be inferred from the above that Ghana's rating was investor friendly, but had not been tapped aggressively to favour local businesses. It is therefore very important for the government of Ghana to collaborate with the local textile industry to take advantage of the above information to reassert itself to the path of growth again.

c. Low Country Risk Rating

Ghana is relatively a peaceful country with an advantageous environment for investors to run their businesses because it is a stable, multi-party democratic environment; with warm and friendly people, as well as a high degree of personal safety. It is also worthy to note that, starting a business in Ghana is not highly technical and expensive. Site lease costs for industrial lands can be very low, provided the investor does their right consultations for guidance at the appropriate state agencies.

The International Finance Corporation's (Doing Business Report-2011) rankings also showed that Ghana has shown continued improvement over the past five years in improving the environment for doing business.

d. Favourable labour

Beyond these strengths is the fact that Ghana has the availability of competent labour and a good supply of trained and trainable labour; in other words, good availability of managers, professionals, and technical and skilled workers.

e. Availability of training institutions

There are also very good educational training institutions in Ghana on whom the industry could rely in the area of research and development; as well as the supply of the requisite skilled manpower needed by the industry.

It can be deduced from the above that, Ghana has a very conducive business environment that need to be proactively explored. It also means that, an entrepreneur, irrespective of nationality, can set up a business enterprise in Ghana in accordance with the legal provisions with regard to doing business. Ghana also has strong and reputable educational institutions that make available the requisite manpower and labour force needed by various industries and professional establishments.

Opportunities for the Textile Industry

Non Woven and Technical Textile Manufacture

It was found that the local textile industry has overly relied on conventional textiles such as cotton, and it is therefore necessary for them to start looking into exploring the area of nonwoven and technical fibre manufacture. Their basis is that, the existence of the oil industry whose residues and derivatives are the basic raw materials for production.

The argument is valid because non-woven and technical textile articles are generally materials and products used primarily for their technical performance and functional properties rather than their aesthetic or decorative characteristics. Other terms used for defining non-woven and technical textiles include industrial textiles, functional textiles, performance textiles, engineering textiles, invisible textiles and hi-tech textiles.

They are used individually or as a component or part of another product to enhance its functional properties. The examples of non-wovens used individually to satisfy specific functions are fire retardant fabric for uniforms of firemen, coated fabric awnings, airbags, carpets etc. The examples of non-woven textiles as a component or part of another product are tyre cord fabrics in tyres, interlining in shirt collars, webbings in seat belts etc. Non-woven fabrics are also used as accessories in processes to manufacture other products like filter fabric in food industry or paper maker felt in paper mills.

Non-Woven and Technical Fibre manufacture are yet to gain presence in Ghana.

While conventional textiles, (mainly cotton and others for the production of kente, wax prints, fancy prints etc.) which is export intensive and about 35% of the production is exported, Non-Woven textiles is an import intensive industry. Many of the products are

imported (i.e., webbings for seat belts, adult diapers, high altitude protective clothing, nonwoven glass mat for battery separators etc.) entirely to meet the domestic demand. Some of the products (i.e., sanitary napkins, baby diapers, wipes, hoses, drive belts etc.) are imported in the range of 10% to 60% of the total market demand (GFL, 2009).

An aggressively indigenous production of Non-woven textiles and 'value for money' pricing concept will revolutionize the sub-regional market favourably for Ghana.

Agyenim-Boateng, (2008) argues that essential textile products like, tarpaulin, jute carpet backing, stuffed toys, surgical dressing, sutures, sports composites etc are intensively imported into Ghana on a weekly basis. With an increase in indigenous production, there is an excellent potential of export of non-woven fabrics particularly in the West African Sub-Region, where also this industry is not well developed and depends on import to meet their domestic demand.

It is against this backdrop that the government of Ghana and the players of the Ghanaian Textile Industry must cease, their over reliance on conventional textile manufacture, and redirect their focus on generating ideas into creating a strategic industry for non-woven fabric manufacture in Ghana.

A concerted effort has to be made by key players of the textile industry at ensuring that all the necessary derivatives needed as raw materials from Ghana's oil deposits for non-woven fabric manufacture, are judiciously utilized for that purpose. If this plan is carefully followed, the hope of Ghanaian textile students and teachers, redundant workers and all stakeholders, shall hopefully be rekindled again, because the textile industry will blissfully flourish and the Ghana will be the final winner.

It can be inferred from the finding that Ghana's textile industry has over the years, placed so much focus on the production of conventional textiles, which has not yielded it satisfactory benefits, as compared to what it stands to gain from the manufacture of technical and nonwoven fabrics. Understandably, the pursuit into the manufacture of technical nonwoven textiles would give hope to the textile industry and textile education institutions in Ghana.

4.3.2 Problems/Threats endangering the Ghanaian Textiles Industry

The following are the threats that have hindered the progress of the Ghanaian Textile Industry:

4.3.2.1 Influx of Textile Products

The findings of the study show that, competition in the textile industry in the distance past was just among the local companies but the equation has now changed. These companies now have to compete with influx of textile products from China, Pakistan and other countries. These products offer value for money and are affordable. To compete with these foreign products will mean the local producer reducing their retail prices. This will mean they will be under pricing their product and this will have dire consequences on their profit margins. Most of the interviewees engaged clearly opined that the threats to Ghana's textile industry stemmed from problems at the ECOWAS regional borders. Some ECOWAS countries, most notably Nigeria, have banned the importation of certain textile goods; and as a result, the entry of textile and apparel goods into the Ghanaian market through unofficial channels had also become a problem, depressing the market for locally produced yarn, fabrics, and clothing.

4.3.2.2 Evasion of duty on imported African Textile Prints

Another important finding from the study is the fact that, importers of African Textile Prints importers in most cases did not pay realistic duties in Ghana basically because they:

- a. Under-declared their imports (declaring lower quantities than what was actually brought into the country. In some cases, out of ten containers imported duty was paid on only two containers and the same documents were, recycled to clear the other eight containers without payment of duty).
- b. Under invoiced their imports (thus, declaring lower values rather than the actual value in order to attract lower duties).
- c. Were not honest in their imports description (thus, fraudulently misrepresenting the actual type of textile fabric imported e.g. (fancy print instead of wax print which attracts higher duty).

4.3.2.3 Intellectual Dishonesty

Another worrying revelation from the findings of the study was the:

- i. Pirating of patented or registered designs belonging to local textile producing companies by foreign ones.
- ii. Imitation of original designs of local textile companies by foreign ones
- iii. Copying brand and selvedge markings of locally printed textiles by foreign ones

- iv. Copying tickets and labels including the Ghana Standards Board logo and marks.
- v. Inadequate labelling information including non declaration of country of origin.

The implication of the above is that the foreign manufacturers had been bringing-in the same quality of printed fabrics, same designs, and same motifs; but at very cheaper prices because of the evasion of taxes, to the detriment of the local textile industry. It could therefore be said that, this is what has brought about the unfair competition that the local industry is currently plagued with.

4.3.2.4 Exorbitant Utility Cost

In Ghana, one of the biggest problems faced by the manufacturing sector and for that matter, the textile industry is the exorbitant energy cost and that of water. In other countries such as China, Pakistan, and Egypt, water and electricity use for the manufacturing sector is highly subsidised by the government, whereas in Ghana, full costs of electricity and water are borne by local manufacturers. Additionally, steam generation is supplied by government with a centralized generating plant through pipelines to textile factories free of charge, against cheap raw materials; whereas in Ghana, Steam generating plants; thus boilers fueled by RFO (Request for Offer) at cost, coupled with the high cost of raw materials.

It could be inferred from the above that, because the biggest chunk of the cost of production of foreign textile firms is highly subsidised by their various governments, their products are far cheaper as compared to those produced by the Ghanaian Textile

industry, since the cost of production in Ghana is extremely high. Consequently, because of the big difference in terms of prices, consumers prefer the foreign manufactured textiles to the locally produced ones.

4.3.2.5 Obsolete Machines in the Industry

It was found out that, most of the textile companies in Ghana make use of obsolete and out date machines; and that is why they are finding it very difficult to compete with the foreign textile products. Assuming this is true, what it means is their cost of production will increase due to loss of man-hours as a result of machine breakdowns and stoppages in production lines. This cost is likely going to be passed onto the consumer. Secondly, old machines are likely to be less efficient. This will lead to the companies not meeting their production targets for any given period. What this means is that, there will be delays in meeting orders and this could result in customer dissatisfaction.

4.3.2.6 Poor Attitude of Factory Workers

The attitudes of some unscrupulous workers in the Ghanaian textiles industry have largely contributed to the woes of the Sector. Issues such as under invoicing and over invoicing, theft, lacklustre attitude towards work, bad customer care practices, absenteeism and bureaucracy have combined to hasten the decline of many of the textile companies in Ghana.

A typical example is what is currently happening at Premium African Textiles (PAT), a sales outlet of Tex Styles Ghana Limited, Tema. Thus, for one to buy a fabric, the person ought to go for a chit and walk about hundreds metres into the finance office to pay, take the receipt to another office far off for stamping and approval, then take it back to the

sales outlet to collect the fabric(s). The whole process may take well about 40 minutes or more if there are other customers. While one could comfortably sit in his office and buy from the head Vendors (popularly known as “Abookyi boys”) from Mali, Guinea, Benin, and Nigeria which saves time and cost.

There is another way that indirectly workers run the textile companies down; it was found out in one of the collapsed companies that managers of various departments used dubious means to rip the company. For example Canteen, Clinic, Finance, Procurement and Maintenance departments were identified as the nerve centres of such dubious activities. At one of the companies, it was found that at a point one department inflated their budget over 300 % due to over invoicing. There was wide spread abuse of facilities like hospital and catering services by workers.

It was also found out that there have been incidences of theft of finished goods, materials, and machine parts in the textile factories by workers. These have led to the collapse of all the state owned textiles factories as production and unit cost soared up. Unavailability of raw materials and cost, loose government policies and conflict of interest on the part of officials were also serious factors that had led to the collapse of the textile factories.

(Personal communication, July 2012)

4.3.2.7 Labour Unrest in Ghana

It was found out that, one major issue that has caused the down fall of the textile industry in Ghana is labour unrest. For the past 20 years, there has been a series of labour problems ranging from salaries, allowances, condition of service, welfare and safety.

At one time, textile workers felt they were not being treated fairly by their management and labour union leaders ICU. This has led to a break-away union called Textile, Garment and Leather Workers' Union (TEGLEOU). It was also found out that, instead of the leaders of TEGLEOU leading the fight of its members for better conditions of service, they rather litigated with the leaders of ICU. So even when the leadership of ICU was championing a cause for the good of all workers, TEGLEOU members defy such moves. These led to several confrontations between management and workers that led to the temporarily closure of some textiles manufacturing factories, an example is GTMC, whose workers thought they were being exploited beyond measure by their management. On one occasion, the workers locked out management for over eight hours. The police was called to restore order and the factory had to be eventually closed down temporarily. When the factory was reopened most of their customers had moved turned to other companies. (Personal communication, July 2012)

4.3.2.8 The Effects of Textile Education in Ghana by the Deplorable State of the Textile Industry.

Responses from key players of the Textile Industry such as those in the Manufacturing Sector, Labour Unions and the Ministry of Trade and Industry indicated an obvious admittance that the current state of the industry had had an adverse effect on Textile Education in Ghana. Their argument was that, because the industry was not doing well; especially with the consistent laying-off of workers, many students were no more motivated enough, to pursue textiles as a programme like ever before. Another interesting allusion they made was to the fact that, the number of textile students who

used to pursue training attachments at their individual factories had dwindled at a very drastic rate over the past few years.

It could be inferred that, the responses from alumni, students, and teachers of textiles only go to corroborate the fact that the interest of students in the pursuit of textiles as a programme had reduced. Out of 803 textile students interviewed, only 11 of them, representing 1.4% of their totality admitted they found the study of textiles interesting, and were actually going to be textile designers after school. Again, out of 130 textile alumni interviewed, only 9, representing 7% were working within the Textile Industry. The other 93% were all working within other sectors of the economy, rather than textiles. Over the past four years admissions into Takoradi Polytechnic, UEW, and Tema Technical Institute had drastically reduced. That of KNUST has remained inconsistent and kept fluctuating. It could therefore be conveniently deduced from the information above that the majority of students currently pursuing textiles will not end up in the textiles industry but in other sectors of the economy as is shown in table 6.

4.3.2.9 The future of the textile industry side by side Textile Education in Ghana

It was found out that Ghana's textile industry risks total collapse if nothing is done immediately to alleviate it from its current state. Its effect on Textile Education in Ghana has been incredibly disturbing, and requires an urgent solution.

It is however worthy to note that successive governments of Ghana, through the Ministry of Trade and Industry have over the years put in place the following plans and programmes to mitigate the ailing industry's challenge:

- i. PSI on Textiles and Garments and support for producers to export under the AGOA initiative.
- ii. Trade/ Investment Pact with Egypt in support of the Cotton and Textile industry
- iii. Launch of industrial Policy and Industrial Sector Support Programme (ISSP) with focus on local content, Technology, Production and distribution and support to local raw materials producers.
- iv. Expansion in energy suppliers to local industry including textiles sub-sector.
- v. Amendment of Export Development and Investment Fund (EDIF) Act to cater for agriculture and agro- based industries (Textiles)
- vi. Step-up in anti-Smuggling activities especially pirated African prints
- vii. Preparation of intellectual Property Rights to protect out local patents, designs and marks from being pirated.
- viii. National Friday Wear awareness and expansion into National Everyday Wear and many others.

Apart from these, the government has put together a joint task force to clamp down on the activities of smugglers and the sellers of Illicit Textile Fabrics in Ghana. It is clear that, even though these programmes are in place, the problem of the textile industry still persists, and as was suggested by some of the interviewees, perhaps, a lot of political will, will help in the quest to get the industry on its feet again. Trade policy is an integral part of a country's development strategy. Therefore, Ghana should ensure that trade arrangements are consistent with her development strategies and that they assist her in achieving her broad development goals. A related concern is the debate over trade liberalisation and its effects on Ghana's economy.

It can be noticed that conspicuously missing in the interventions of the Ministry of Trade and Industry is a concerted effort at collaborating with the Ministry of Education and academia (Textile Education Institutions) to also rope-in strategies that would be beneficial to the growth and sustenance of textile education in Ghana.

As has been admitted by some of the respondents, the story of Nigeria having banned some kinds of textiles into her corridors, may have seemed harsh, but has by and large protected and helped develop the local textile industry in that country.

It has been established that many African countries have not been able to take full advantage of the available preferential external market access opportunities due to binding supply constraints. In the case of Ghana, according to Lall (1995), "the low level of capabilities in Ghana have meant that rapid liberalization, unaccompanied by supply-side measures to develop skills, capabilities and technical support, led to significant and costly de-industrialisation. He continues, "the rapid pace of liberalisation is killing-off not just inherently economic activities but also some measures that could be the basis of new manufactured exports" (Lall, p. 226). The same or similar set of constraints appear to be frustrating the derivation of long-term benefits from the reduction of domestic trade barriers implemented in many African countries since the early 1980s. Thus, these countries are reluctant to embark on further trade liberalisation until this issue is appropriately analysed and policy guidance offered.

From the analysis, it has also been found that the Ghana education service must through the CRDD urgently bring on board the textile industry and academia (the SHS and tertiary level) in the design or preparation of a reviewed textile syllabus for the SHS as

well as the Tertiary level, so as to keep them in tune with the current needs of the industry.

It can be inferred from the various thoughts discussed that, the future of textile education in Ghana greatly depends on the unhindered growth of the textile industry. The better it does, the more students and prospective students of textiles would be excited to pursue textiles as a programme. Academia would invariably become more useful in the area of research, development and training to the textile industry in Ghana.



CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

Overview

The chapter summarises the findings and conclusions of the study and recommends solutions to address the problems identified in the study.

5.1 Summary

The thesis sought to examine and discuss the impact of the gradual decline of Ghana's Textile Industry on Textiles Education in Ghana, using selected textiles education institutions in Ghana as a case study.

The objectives of the study were:

- i. To identify and document the strengths, weaknesses and opportunities of the Ghanaian Textile Industry
- ii. To identify and document problems that are endangering the Ghanaian textiles industry and how they are affecting Textile Education in Ghana.
- iii. To examine and discuss the future of the textile industry side by side Textiles Education in Ghana

The population for the study consisted of lecturers and heads of departments of Textiles Takoradi Polytechnic, Tema Technical Institute and the Textiles Sections of the KNUST, Kumasi and UEW, Winneba Campus. It also included current students on the programme and graduates of Department of Textiles Takoradi Polytechnic and Textiles Section of KNUST and UEW.

The methodology employed was the qualitative approach and the descriptive survey. Observation and interviews were the research instruments used for the collection of data for the study. Primary data was collected from some selected textile education institutions (students, graduates and staff), current workers and retirees of the textiles manufacturing sector. This was done through interviews and observations.

Secondary data was collected from books, publications, catalogues, periodicals, brochures, journals, charts and the Internet. Data collected from the various sources were assembled, synthesised, critically analysed and interpreted. The main findings are as follows:

In spite of the deplorable state in which the textile industry in Ghana finds itself, it still has some advantages. The advantages are:

Textile designs and prints produced by the Ghanaian Textile industry are distinctly of high quality and renowned on markets across the world as credible brands. The strength of the brand on the market can therefore be said to be one of the reasons why their copying by foreign manufacturers has become very rampant.

Ghana has a very conducive business environment that needs to be proactively explored. It also means that, an entrepreneur, irrespective of nationality, can set up a business enterprise in Ghana in accordance with the legal provisions with regard to doing business. Ghana has strong and reputable textiles education institutions that can make available the requisite manpower and labour force needed by the textile industry and other professional establishments.

Ghana's textile industry has over the years, focussed too much on the production of conventional textiles (especially cotton) as raw materials for manufacturing, which has not yielded its satisfactory benefits, as compared to what it stands to gain from the manufacture of technical and nonwoven fabrics. Understandably, the pursuit into the manufacture of technical nonwoven textiles would give hope to the textile industry and textile education institutions in Ghana.

Certain problems have wrecked the nerve of the local textile industry and these are: The under-declaration and under-invoicing of imported textiles, pirating, copying of brand tickets as well as Ghana Standard Authority's logos and markings, copying brands and selvedge markings of locally printed textiles by foreign manufacturers, and inadequate labelling information including non-declaration of country of origin by importers. As a result of these, foreign manufacturers have been bringing-in the same quality of printed fabrics, designs and motifs; but at very cheaper prices because of the evasion of taxes, to the detriment of the local textile industry. This has also brought about the unfair competition which the local industry is currently plagued with.

The poor attitudes of workers of local manufacturing companies which include unnecessary absenteeism, under-invoicing, over-invoicing, pilfering and bad customer care practices are some of the problems that have hastened the decline of the Ghanaian Textile Industry.

Protracted labour unrest and persistent strikes by workers have also been found to be a gray area that has adversely affected the performance and growth of the textile industry. Instead of various workers unions fighting for the rights of workers; they have spent most

of their time at each other's throat ostensibly to establish 'who is who'. As a result, workers have not focused on productivity, and set targets, but rather on occupying of positions. Understandably, all the findings mentioned above have combined to hasten the decline of the Ghanaian Textile Industry.

Consequently, the current state of the textile industry has adversely affected the growth and development of textile education institutions in Ghana. The intake of textile students at the tertiary level has drastically reduced over the past few years, indicating a loss of interest of students in textiles programmes. The number of students pursuing textiles programmes keeps on dwindling day in and day out. Official figures from the Textiles Departments/Sections of Tema Technical Institute, Tema, Takoradi Polytechnic, Takoradi, University of Education-Winneba, Winneba Campus, Kwame Nkrumah University of Science and Technology, Kumasi, all attest to this fact.

The majority of graduates in textiles are currently working in other sectors of the economy, instead of the textile industry. Again, majority of the current students of textiles at the tertiary education institutions plan to move into other sectors of the economy rather than the textile industry, when they complete school.

5.2 Conclusions

From the main findings of the study, the following conclusions have been drawn:

It can be expediently concluded that the textiles industry in Ghana is in a very deplorable state and therefore, calls for pragmatic policies that will lead to a rigorous restructuring of the industry.

A gamut of the following challenges including, protracted labour unrest in Ghana, poor attitude of factory workers and some state officials, smuggling of textiles into Ghana, under-declared imports, wrongly described textile imports, and copied brands, markings, tickets and labels (including those of the Ghana Standards Authority) by some Ghanaians in cahoots with foreign companies, has also contributed adversely to decline of the intake of textile students admitted in textile education institutions. Massive importation against very little export and high cost of textiles production have combined to hasten the current declining stage of the industry.

Again, it can also be concluded that the current state of the Textiles Industry has taken great toll on the textiles education institutions that were established to train the requisite skilled manpower needed by the industry. Consequently, students are no longer motivated to pursue Textiles Programmes as before. Accordingly, an overwhelming majority of graduates of textiles at the tertiary level are currently working within other sectors of the economy rather than textiles. Furthermore, Current students pursuing textiles at the various textile education institutions across the country would end up in other sectors of the economy rather than the textile industry because the textile industry does not look good.

Finally, the Curriculum Research and Development Division (CRDD) of the Ghana Education service is a chief contributing factor to the woes of textile education in Ghana. If the current situation persists, Textile Education Institutions in the near future may become empty without students, which may as a consequence, necessitate the retrenchment of both academic and administrative staff of textile education institutions.

It therefore behoves on the government of Ghana and every stakeholder of the textile industry such as manufacturers, importers, retailers and wholesalers of textiles, as well as academia to make a concerted effort to ensure that right things are done to revamp the textile industry.

5.3 Recommendations

Based on the findings and conclusions of the study, it is recommended that:

- i. In order for the local textile industry to become competitive and vibrant, the GoG should give investment support to the textiles industry as was done barely four decades ago. Investment in the Textile Sector started in the late 1960s or early 1970s. More investments are required in the sector by government, local and foreign investors. Access to financial support, by the textile industry is one high area which needs major government support. Transportation and information infrastructure needs immediate upgrading. Electricity, water, fuel and transportation cost occupied a higher percentage in the total cost of production (approximately 25% of total cost) in the textile mills. With the provision of good transport system, information infrastructure and energy quotas by the Government of Ghana (GoG), the textile sector will be in a very good position to compete very well on both the local and international market.

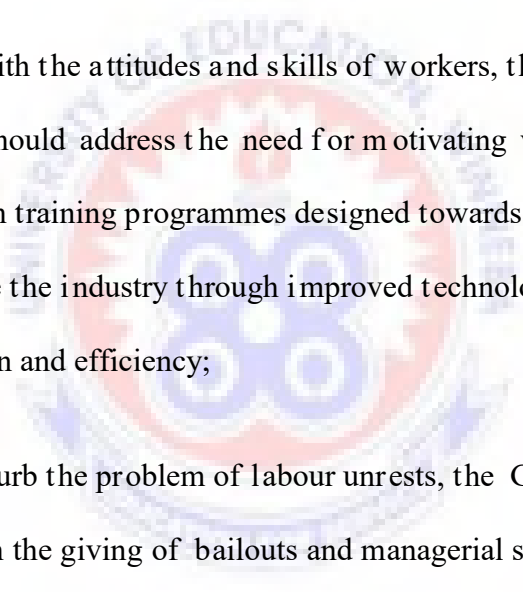
The Textile industry has been a focus area for the government of India and a number of policies have been put in place to make the industry more competitive. Lessons could be learnt from the initiatives set by the Indian government concerning their textile sector by GoG. Examples of these initiatives are:

- a. Setting up Technology Up-gradation Fund Scheme (TUFS - to enable firms access low-interest loans for technology up-gradation.);
- b. Setting up of Integrated Textile Parks (Indian industry and the government see foreign companies more as partners in building domestic manufacturing capabilities rather than a threat to Indian businesses)

These initiatives including others could also be set-up by the government of Ghana to make the industry more competitive.

- ii. The Government of Ghana should as a necessity within the framework the constitution of Ghana through Parliament put together the necessary laws to treat the smuggling of textile products into Ghana, the under-declaration of imports, wrong description of textile imports, and copying of brands, markings, tickets and labels including those of the Ghana Standards Authority, like illicit drug related matters or treasonable offences that will attract high punishments from the state when a person or groups of persons become culpable. This will serve as an effective deterrent for future defaulters.
- iii. In order to identify and arrest dealers of copied textiles on the local market, the textiles manufacturing industry in collaboration with academia should make

textile students ‘ambassadors of locally manufactured brands of textiles’ where students will be given an insightful orientation on how to distinguish between an originally printed textiles from a copied ones, and subsequently tasked to go into the various market centres across the country (during Training Attachments) to look out for copied and smuggled textiles, and report immediately to the appropriate quarters for redress. This would mitigate the current state of the ailing industry.

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- iv. In dealing with the attitudes and skills of workers, the managers of local textile companies should address the need for motivating workers by upgrading their skills through training programmes designed towards increasing productivity and to modernize the industry through improved technology and methods that allow for innovation and efficiency;
 - v. In order to curb the problem of labour unrests, the GoG should promote decent work through the giving of bailouts and managerial support to the manufacturing sector which will aim at expansion in the quantity (more jobs) and quality (better labour standards) of clothing and textile employment in the country, and to work to eliminate casual employment, job insecurity, underpayment of workers and other forms of poor labour practices;
 - vi. The GoG through MOTI should help improve social dialogue on the future of the textiles and clothing industries, between governments, academia, businesses and organized labour at national, regional and continental levels. This can be done

through organising an annual dialogue on textiles where all the stakeholders mentioned above shall converge at one destination to evaluate the performance of the industry side by side the textile education sector, since they depend on each other to grow.

- vii. In order to clean the local market of inferior textiles, the GoG through MOTI should market the Ghana as an ethical source of goods, requiring commitment from business and governments to eliminate sweatshops, in order to capture a share of the “Fair Trade” market especially in relation to textiles manufacture;
- viii. As has been started in Ghana, the GoG in collaboration with other governments in the AU must ensure a coordination among trade unions and information gathering on the issue of smuggling of products and dumping, in order to reduce the impact of these on the domestic market, and to ensure coordination among governments of the African Union and the establishment of measures such as tax waivers on imported raw materials for legitimate local textiles manufacturers, and the building of institutional capacity to eliminate all forms of illegal imports and smuggling;
- ix. In dealing with the unpleasant state of textiles education, the GoG should commit herself at ensuring that Textiles Education Institutions in Ghana (both at the Senior High School and Tertiary Levels) are given the requisite attention they need, in order to be able to stand the test of time. The provision of standard laboratories for practical works which includes Weaving Looms and their Accessories, yarns and fabrics, gas stoves, dyes and their auxiliary chemicals,

pans and pots for melting wax, dewaxing and dyeing. Senior High Schools that hitherto offered Textiles as a subject; but have stopped because of the lack of the necessary inputs and logistics, will obviously start again, because government must have provided a solution to that peculiar challenge.

- x. Textiles Teachers at both Senior High Schools and Tertiary Levels must collaboratively state a case by putting together a strategic proposal tailored towards proving to the Government of Ghana through the CRDD, the genuine reasons that make Textiles relevant and for that matter, a 3D subject and must be made a compulsory elective subject like before.
- xi. The Government of Ghana (GoG) as a sign of commitment to the revamping of Textile Education must ensure that the right officials, some of whom must be necessarily textiles inclined are appointed to work at the CRDD in order to mitigate the challenges being faced by Textiles Education in Ghana with regard to the current curriculum. She must also provide support to textile education institutions through Training programs, workshops, scholarship, and study abroad opportunities, amongst others to upgrade the teaching and managerial skills of textiles teachers and of local talents (thus very good textiles students).
- xii. GoG in collaboration with the textile industry and the textile education institutions should find possible means of coming out with an aggressive strategy, tailored towards starting the manufacture of non-woven and technical textiles in Ghana. If it is realised, the hopes and aspirations of the textile industry would be

rekindled, because it would generate massive employment, and would, as a result, motivate more students to read textiles. The textile education institutions then would grow from strength to strength and their teachers would keep their jobs.

It is envisaged that, if the government of Ghana, puts its foot down and considers the above mentioned recommendations, coupled with some of the measures she is currently taking to mitigate the problem of the textile industry in Ghana, textile education in Ghana will be back on its feet again.



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APPENDICES

APPENDIX A

INTERVIEW GUIDE

(TEXTILES MANUFACTURING SECTOR)

1. What can you say about the current state of the Ghanaian textile industry?
2. What account can you give about the case OF your company over the past few years?
3. How has the management of your company handled the attendant problems that have engulfed the Ghanaian Textile Industry?
4. What is the current state of your company as a corporate entity?
5. To what extent has the government of Ghana helped in curbing the declination of the Ghanaian Textile industry?
6. What would you want of her Textile Manufacturing companies in Ghana do differently in dealing with the problems of the Ghanaian Textile Industry?
7. What would you want the government of Ghana to do differently in dealing with the current problems of the Ghanaian textile Industry in terms of policy direction?
8. Do you see academia as one of the agents to help improve the current state of the Ghanaian Textile Industry?
9. How do you see the future of the industry, vis-à-vis Textile Education in Ghana?

APPENDIX B

INTERVIEW GUIDE FOR RETIREES/FORMER MANAGERS (TEXTILES MANUFACTURING SECTOR)

1. What can you say about the current state of the Ghanaian textile industry?
2. To what extent has the government of Ghana helped in curbing the declination of the Ghanaian Textile industry?
3. What would you want other Textile Manufacturing companies in Ghana do differently in dealing with the problems of the Ghanaian Textile Industry?
4. What would you want the government of Ghana to do differently in dealing with the current problems of the Ghanaian textile Industry in terms of policy direction?
5. Do you see academia as one of the agents to help improve the current state of the Ghanaian Textile Industry?
6. How do you see the future of the industry, vis-à-vis Textile Education in Ghana?

APPENDIX C
INTERVIEW GUIDE
(WORKERS UNION - TEGLEU/GFL)

1. What can you say about the current state of the Ghanaian textile industry?
2. How has the management of your company handled the attendant problems that have engulfed the Ghanaian Textile Industry?
3. What is the current state of your company as a corporate entity?
4. To what extent has the government of Ghana helped in curbing the declination of the Ghanaian Textile industry?
5. What would you want other Textile Manufacturing companies in Ghana do differently in dealing with the problems of the Ghanaian Textile Industry?
6. What would you want the government of Ghana to do differently in dealing with the current problems of the Ghanaian textile Industry in terms of policy direction?
7. Do you see academia as one of the agents to help improve the current state of the Ghanaian Textile Industry?
8. How do you see the future of the industry, vis-à-vis Textile Education in Ghana?

APPENDIX D
INTERVIEW GUIDE
(MINISTRY OF TRADE AND INDUSTRY)

1. What can you say about the current state of the Ghanaian textile industry?
2. To what extent has the government of Ghana helped in curbing the declination of the Ghanaian Textile industry?
3. What would you want Textile Manufacturing companies in Ghana do differently in dealing with the problems of the Ghanaian Textile Industry?
4. What would the government of Ghana to do differently in dealing with the current problems of the Ghanaian textile Industry in terms of policy direction?
5. Do you see academia as one of the agents to help improve the current state of the Ghanaian Textile Industry?
6. How do you see the future of the industry, vis-à-vis Textile Education in Ghana?

APPENDIX E
INTERVIEW GUIDE
(TEACHERS OF TEXTILES)

1. What can you say about the current state of the Ghanaian Textile Industry?
2. How would you describe the current state of Textiles Education in Ghana?
3. To what extent has the current state of the Ghanaian Textile industry affected Textiles Education in Ghana?
4. To what extent has the government of Ghana contributed either positively or negatively to the development of Textiles Education in Ghana?
5. What do you suggest the government of Ghana should do differently in handling the problems facing the Ghanaian Textile Industry?
6. Do you see academia as one of the agents to help improve the current state of the Ghanaian Textile Industry?
7. How do you see the future of Textiles Education in Ghana vis-à-vis the Ghanaian Textile Industry?

APPENDIX F
INTERVIEW GUIDE
(FOR TERTIARY TEXTILES STUDENTS)

1. How will you describe the current state of the Ghanaian Textile Industry?
2. How interesting do you find Textiles as a programme?
3. How do you see your future as a Textiles student?
4. What advice would you offer prospective students who want to pursue textiles as a programme?
5. What do you want to do after your HND Textiles programme?



APPENDIX G

INTERVIEW GUIDE

(FOR ALUMNI OF TERTIARY TEXTILE EDUCATION INSTITUTIONS)

1. How will you describe the current state of the Ghanaian Textile Industry?
2. How interesting did you find Textiles as a programme?
3. Where do you work currently?
4. What advice would you offer prospective students who want to pursue textiles as a programme?

