

UNIVERSITY OF EDUCATION, WINNEBA

**ASSESSMENT OF THE INFORMAL SECTOR SOCIAL SECURITY AND
NATIONAL INSURANCE TRUST (SSNIT) SCHEME CONTRIBUTION
AMONG ARTISANAL WORKERS IN KASOA**



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DECLARATION

Student's Declaration

I, **Benjamin Yormesah**, declare that this work except quotations and references contained in published works which have all been identified and duly acknowledged, is entirely my original work and it has not been submitted either in part or whole for another degree anywhere.

Signature:

Date: 26th March, 2024

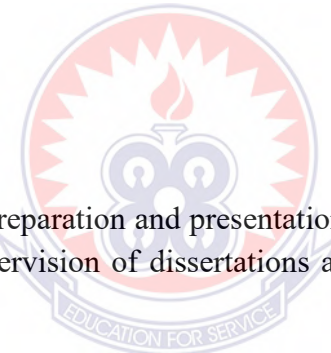
Supervisor's Declaration

I hereby declare that the preparation and presentation of this work were supervised by the guidelines for the supervision of dissertations as laid down by the University of Education, Winneba.

Name of Supervisor: Mr. Samuel Gadzo

Signature:

Date:



DEDICATION

I first and foremost dedicate this work to God most high who healed me when I was seriously sick and gave me strength to successfully complete the work. And to my wife who encourage me through the process. To my parents for their prayers and support during the entire work.



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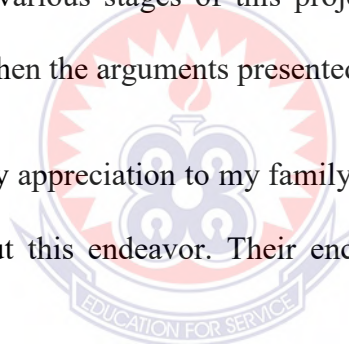
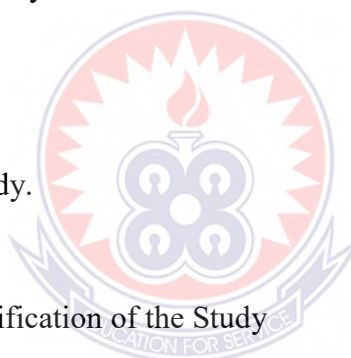


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ABSTRACT

This study investigates artisanal workers' participation in the SSNIT Informal Sector Fund (SISF) and other pension plans in Kasoa, focusing on critical factors influencing subscription, plan evaluation, and barriers to access. Data analysis from Chapter 4 reveals that a significant majority (86%) of surveyed artisans are not subscribed to SISF, yet among subscribers, a notable proportion (85.71%) have enrolled within the last 3 to 5 years. Evaluation of pension plans reveals disparities across demographic factors, with gender, age, and occupation influencing subscription rates. Females and certain occupations, like businessmen/women and traders, exhibit higher participation rates. Regression analysis underscores the impact of knowledge about SISF and socio-economic, financial, and geographical access on subscription decisions, advocating for enhanced awareness and accessibility measures. Chi-Square Test results highlight associations between socio-economic, financial, and geographical access and subscription rates, emphasizing the need to address barriers related to income, education, and geographic accessibility to promote pension scheme participation among artisanal workers.



CHAPTER ONE

INTRODUCTION

1.0 Background of the Study

Social Security is an insurance program where workers pay into a programme or scheme, typically through salary withholdings or on behalf of workers by employers. This amount is invested over the years and paid as retirement benefits when the worker finally retires (Bailey & Turner, 2001). The concept is also viewed as an intergenerational obligation where the current generation of workers' pay to support retirees with the expectation that same would be done for them.

All around the world, there have been moves by governments to formalise this activity and create governmental institutions to drive the concept of social security and create innovations because of the massive social impact it creates. Most people who retire still have a few years ahead of them and mostly have to live the rest of these years with no stable income where they are unable to work. Mostly, a lack of a savings culture means they mostly have no funds to depend on and even when they do, the value of the money quickly depreciates over the years and is no longer enough.

But even when the concept was deemed very important with the harms of a high dependency ratio, high population boom because of the concept of children as an insurance policy, the shorter life expectancy due to workers having to work beyond the retirement age and inability to sustain the quality of life especially with provision of health support, people still did not have an incentive to invest in their future due to the constant demand of their present needs and individuals are short-term and cannot be trusted with such major decisions.

So, most of these schemes became mandatory with employees mandated to deliver a portion of workers' salaries to the Social Security institutions and these were ratified by law to create a welfare fund for the old.

In Ghana for example, in 1965, ACT 279 was created to establish a social security fund (the Social Security National Insurance Trust (SSNIT)) as an institution for collecting and investing these funds and the disbursement. The institution is also tasked with creating innovation around pension and retirement policies and practices in Ghana.

The challenge of the mandatory SSNIT policy is that as much as the policy can affect workers, it is only able to affect workers working within formal means of employment. The problem is that in most developing countries, of which Ghana is a part, majority of the work force exist within the informal sector where they are mostly self-employed or work providing services in poorly regulated industries including agriculture where majority of Africa's workforce works.

Even though the modern economy expands, in addition to increase in technology and the provision of modern services, the informal sector still grows in both the rural and urban areas of Ghana. The size of Ghana's informal sector is placed at 80 per cent of the total labour force (Hormeku, 1998). The largescale retrenchment of labour has overriding consequences on structural adjustment in Ghana amongst other factors that affected the economy. Hire freezes meant more people resorted to creating enterprise for and by themselves since there were a lack of alternatives. Coupled with the inability to provide employment for the emerging labour force a large pool of unemployed persons was created who have naturally gravitated towards the informal sector. According to Nyamekye (2009), the size of the informal sector employment

has seen exponential growth, doubling in 1980, however growing at a rate of more than 300% in the next 10 years after that compared to the formal sector. In the absence of appropriate social protection mechanisms (example., unemployment benefit) informal activities have become survival strategies for many Ghanaians; old and young.

The International Labour Organisation (ILO) in June 18,2015 states that social security should not only include the formal contributions but should include informal contingencies made for social security and that the State should be an active part in providing social security policies and alternatives.

1.1 Problem Statement

The informal sector is characterised by massive instability with no protections against job losses. These include worker accidents resulting in major injuries that cause disability or inability to work, maternity consequences, job loss due to disruptive technologies example is the 'Call Centre', Internet Café businesses, drought, government policy amongst others.

The only way out for most of these workers is the creation of a social security safety net for these individuals, who are mostly one major disease or accident away from poverty. However, this is greatly hampered because of the poor savings culture, lack of knowledge about social security systems, low level of access to capital and high financial cost of social security policies.

The attempts of creating an overarching social security system has failed massively for the majority of workers outside the formal sector or economy for various reasons including a limitation by funding since most of the times, these workers need to pay as employers and also as employees (Kaseke,2002)

Even though the government in 2002 established the SSNIT Informal Sector Fund (SISF), patronage is still very low and pension problems exist. Kaseke (2013) asserted that families depend on informal social insurance and there is a need to examine the alternatives that exist to help us improve them. In that way we can expand and extend them to make them more accessible to more people to improve coverage. Also, data from that can be used as key points of improvement for the general Social Security policies.

1.2 Purpose of the Study

The Purpose of the study is to examine the contribution towards the Informal Social Security and Insurance Trust Fund (SISF) and other available Pension plan among informal sector workers.

1.3 Objectives of the Study.

The following objectives shall guide the study:

1. To analyse the perception of artisanal workers in relation to the SSNIT Informal Sector Fund (SISF) in Kasoa.
2. To evaluate the pension plans that the informal sector workers participate in.
3. To assess the various means to widen coverage of the pension plans among the informal sector workers.

1.4 Research Questions

1. What is the level of coverage of the SSNIT Informal Sector Fund (SISF) contributions among informal workers in Ghana?
2. What is the effectiveness of the SSNIT Informal Sector Fund in providing cover for the informal sector workers?
3. What other pension plans exist among informal sector workers and how are they being improved to be effective?

1.5 Significance and Justification of the Study

The booming labour force, although currently serve the economy very well is more likely to create future problems in the sense that in a few years these individuals would be the older population. This large increase in older population is likely to cause a strain on our social services as the then current generation may not be able to fully support the older generation. Given that majority of the population work in the informal sector it is majorly imperative that we find more suitable alternatives in terms of social insurance policies to be able to shoulder this burden. It is vitally important that we examine these new trends and identify ways in which we can improve them (Adu-Amankwah,1999) to ensure more access and hence less dependability in the future.

Secondly, social security is a basic right according to the United Nations Human Right Charter. That creates an obligation on the state of Ghana which is a signatory to ensure that the Human Rights of these workers are respected. Article 25 formulates that, workers have the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihoods due to circumstances beyond their control. But this dream seems elusive for more than 80% of the

Ghanaian working population. If this dream can be achieved, we would require more than a reliance on the state and the compulsory pension scheme, we would have to identify and improve alternatives that exist for the majority of informal workers.

Lastly, beyond the individual, social security has a big social impact specifically on poverty. The massive effect of some of these job losses is families tumbling down the poverty line and being locked in absolute poverty. This impact is devastating in the sense that when the livelihood of families is eroded, it exposes them to gruesome social conditions like an lack of shelter, healthcare and education and can expose them to crime which comes at a huge cost to the nation. Social security and protection are a huge way to do this by creating a safety net for these families and can also serve as a means of addressing inequality. This is a huge part of the Sustainable developing Goals aiming to improve Developing countries of which Ghana is a part therefore this can be seen as a sustainable means of achieving that goal. A good number of Ghanaians live below the poverty line mostly low-income earning families with high dependency, or they have no employment at all. Provision of social security for these people no longer is a promise of privilege, but a necessity.

1.6 Scope of the Study

The scope of the study area is limited geographically to Kasoa which is located in the Awutu Senya East Municipal assembly in the Central region. Per the last population and housing census, the municipality hosts about 235,465 persons. This study will be conducted by looking at Kasoa and the rise of informal businesses. It will sample opinions of informal business owners in the area.

1.7 Organization of the Study

This work is structured into five (5) chapters. In chapter one, the background of the study, the problem statement, the objectives, and research questions guiding the study are introduced. Chapter two explores the empirical literature review and provides a conceptual framework that guides the study. In chapter three, the background of the study area, the research methodology and techniques employed in the study are presented. The fourth chapter analyses the results of the data obtained from the field and discusses the findings. The last chapter concludes on the research findings and provides recommendations for policy interventions and future research.



CHAPTER TWO

LITERATURE REVIEW

2.0. Introduction

This chapter focuses on the theoretical, empirical, and conceptual review of the study. The chapter begins by tracking the theories underpinning the informal sector social security and National Insurance Trust (SSNIT) Scheme contribution in Ghana. It goes further to discuss the social security and the informal sector and provides the importance of social security protection in Ghana. The chapter also provides the empirical and conceptual framework that underpins the study.

2.1 Theoretical Framework

Social Protection Theory

Social protection theory according to Barrientos (2011) is a framework that addresses the need to ensure a basic standard of living and protection for individuals, particularly in vulnerable or disadvantaged groups. It revolves around the idea that societies should implement policies and programs to shield people from risks and vulnerabilities, thereby promoting their well-being and preventing them from falling into poverty. The overarching goal is to create a safety net that helps individuals and communities cope with various challenges, such as economic instability, illness, disability, unemployment, and other life contingencies.

The key elements of social protection theory include comprehensive coverage. Social protection aims to cover a broad range of risks and vulnerabilities that individuals and communities may face. This includes economic risks, health-related risks, and risks associated with life events. The idea of comprehensive coverage aligns with the

principles of social protection theory, where the goal is to cover a wide spectrum of risks. As DiNitto and McNeece (2008) argues that Social work in the area of social policy advocates for comprehensive coverage of various risks to individuals and communities, ensuring a safety net that addresses economic, health, and social vulnerabilities (p. 120).

Equity and Inclusivity theory emphasizes the importance of designing social protection programs that are equitable and inclusive, ensuring that the most vulnerable and marginalized groups have access to support. This aligns with the principles of social justice. For instance, Sen (1999) argues, Equity is central to social protection, and policies should be designed to ensure that the most disadvantaged and marginalized groups are not left behind. Inclusivity in social protection programs is crucial for fostering a just and humane society. (p. 45)

Income and Resource Redistribution. Social protection often involves mechanisms for redistributing income and resources within a society. This can be achieved through various means, such as cash transfers, subsidies, and social insurance. As Atkinson (2015) argues, Income redistribution is a crucial component of social protection, addressing inequalities and ensuring that the benefits of economic development are shared more equitably across the population.

Prevention and Coping Strategies. Social protection strategies focus on both preventing individuals from falling into poverty and providing mechanisms for coping when adverse events occur. Prevention includes measures to reduce the risk of vulnerability, while coping strategies provide support during difficult times. Sen (1999) emphasizes this dual nature, stating, Social protection programs should not only aim to alleviate poverty after it has occurred but should also have a preventive

role, reducing the risk of vulnerability. Additionally, coping mechanisms must be in place to provide support during adverse events.

Human Dignity and Rights-Based Approach. Social protection theory is often framed within a human rights perspective. It recognizes the inherent dignity of individuals and emphasizes the right of everyone to a standard of living adequate for their well-being. Alston (2005) emphasizes the connection between social protection and human rights, stating, A rights-based approach to social protection places human dignity at its core, recognizing that individuals, by virtue of their humanity, are entitled to certain rights, including the right to social protection.

Multi-Sectoral Approach. Social protection is not limited to a single sector but involves a multi-sectoral approach that includes health, education, labor, and social welfare. It recognizes the interconnectedness of various aspects of individuals' lives. Greenberg and Fontenot (2011) discuss the significance of a multi-sectoral approach, stating, "Social protection policies that adopt a multi-sectoral perspective recognize that issues such as health, education, and employment are interlinked. Addressing these interconnected challenges requires collaborative efforts across different sectors.

Adaptability to Context. The key element of adaptability to context in social protection theory emphasizes the importance of tailoring social protection policies and programs to the specific social, economic, and cultural context of the target population.

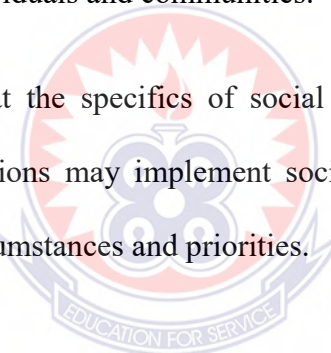
Social protection theory advocates for an adaptable approach that recognizes the diversity of contexts in which individuals and communities live. This key element underscores the need to customize social protection measures to suit the unique

characteristics, challenges, and opportunities present in different regions or communities.

As discussed by Sabates-Wheeler and Devereux (2010), The adaptability of social protection programs to the local context is crucial for their success. Programs that are sensitive to the specific needs, cultural norms, and economic conditions of the target population are more likely to be effective and sustainable. (p. 276).

In practical terms, social protection measures may include social insurance programs, social assistance programs, conditional cash transfers, unemployment benefits, health insurance, and other forms of support designed to mitigate risks and enhance the overall well-being of individuals and communities.

It's important to note that the specifics of social protection theory can vary, and different countries or regions may implement social protection policies differently based on their unique circumstances and priorities.



2.2. Conceptual Review

2.2.1 Social Security Insurance in Ghana

In Ghana there has historically been a traditional social security system among rural people, which ensures that the extended family has a responsibility to look after elderly, the disabled and ultimately the deceased in the society. This traditional extended family care systems have been undermined by the advent of a modern highly migratory society and the introduction of social safety (Dei, 2001). The link that was overlooked in the transfer from rural extended family care to modern social security was some segments of the population, and that is the people who work in the informal sector and sometimes the rural population. Unfortunately, these people make

up the bulk of the population and the difficulty is to devise plans to address the requirements of this bigger population section.

The Ghana pension was established in the colonial era when pension was introduced by the government for a certain group of officials called pensionable officials. At the start of the 1960s, the government created a broader national program to cover all private and public personnel (Dei, 2001). The system was first established as a Provident Fund to pay for old age, disabilities, and benefits of survivors.

During this time, the contributions fund was invested in government bonds with very low rates of interest and very long maturities. The lump sum payments granted to recipients at pension time were extremely insufficient due to the low interest rates and the increasing inflation at that time (Dei, 2001). The conversion of the Provident Fund into a payment for pension contributed to the employees' retirement package. The convert from investing in special government bonds to investment in a large portfolio was accompanied by the conversion of the Provident fund. The shift to a very broad portfolio of investments required considerations that, on the one hand, met the government's objectives, satisfied some of the contributors' social needs, and generated a commercial return to balance lower rates of other portfolios.

The current arrangements provided only certain groups of workers with social protection. For example, a non-cottage pension program was launched in 1946 by the colonial Government of the erstwhile Golden Coast to cover senior government officials. The system was extended by 1955 to include qualified teachers and was generally known as CAP 30. Likewise, a private pension plan was implemented to provide retired members of academic staff at the then University College of the Gold Coast with social security benefits (University of Ghana).

There were significant overseas trade companies and commercial firms in the private sector that ran provident funds plans which paid rewards to employees after retirement (Adjei, 1999). The 1960 obligatory savings system was the first attempt to build a nationally covered social security scheme. The new Social Security Act No. 279 of 1965 was substituted, extending its coverage to all institutions employing five employees or more, with the exception of the enterprises that already covered CAP 30. This national scheme was administered from the start as a provident fund and should be changed after five years into a pension scheme (that is, by 1970). The change was not however performed as planned (Adjei, 1999).

In 1972, an order had been granted to cover the social security plan rather than the — CAP 30 — scheme for all civil officials employed on or after 1 January 1972. In 1975, a further decree (SMCD 8), offered officials covered by the system of CAP 30 to either continue covered by the scheme of CAP 30, or change to the social security scheme, was adopted. A rejection of the choice inevitably led to social security coverage (Research Department of SSNIT, 2001). In 1987 suggestions were made to the government for the transformation of social security schemes from a provident fund to a pension program. The actual conversion was not made until 1991, when social security law was promulgated (P.N.D.C.L. 247). Social security legislation (1991) required the creation of a trustee (named the SSNIT), who was responsible for managing the government pension system (Research Department, 2001).

2.2.2 The Social Security and National Insurance Trust-SSNIT

In February 1991, under the PNDC Law 247 entitled "Social Security Law, 1991" the Social Security and National Insurance Trust was founded to remedy certain

important defeat of the deadly provisional fund. The major aim of Law 247 is to convert the social security system in Ghana from a lump sum payment into a pension program, under which members must be paid regularly until they die. SSNIT was based on the notion of insurance by which social solidarity is based on pooling resources to respond to contingencies. It also includes the transmission of resources between generations.

A compulsory national pensions plan, an obligatory fully funded, fully private occupational pension scheme, a voluntary fully funded and privately managed provident fund and personal pension scheme, was formed in Ghana under the National Pension Act, 2008. The goal of the Scheme is the provision of pension benefits to ensure workers' retirement income security, ensuring that all employees receive pension benefits as required and, finally, establish a standardized set of public and private sector rules, regulations and standards for the administration or payment of pensions and related benefits to employees.

Under PNDC Law 247, the social security plan is to be financed by itself and sustained through members' contributions. Five and a half percent (5.5%) are to be paid by workers and twelve and a half percent (12.5%) additional basic wage is to be paid by employers to the plan each month. For a self-employed person, 17.5% of its monthly profits must be contributed by a member. The minimum age at which you can begin to contribute to the plan is 15 years and the maximum age is 45. SSNIT benefits are: pension for superannuation, benefits for death/supervisors and benefits for infirmity.

2.2.3 Social Security and the Informal Sector

In order to meet the Social Security Law 247 of 1991, the Informal Sector (SIS) Fund of the Social Security and National Insurance Trust (SSNIT) was established in May 2005. It was a pilot initiative operated within the operating division of the Trust by a dedicated department. In February 2008 the successful implementation of the SIS Fund led to the SSNIT's management of the informal sector system. The program was established in 2006. This is a voluntary pension program primarily aimed to give employees in the informal sector with benefits that are completely based on their contribution.

This program is open to Ghanaians who are self-employed between the ages of 15 and 59. Unlike official sector workers who pay a defined sum and are based on the preferences of their members and their abilities, the contribution to this system is not fixed. Membership contributions is divided into two equal halves and credited to the individual members' sub-account, which is the Occupational Scheme Account (50 percent contribution) and the Retirement Account (50 percent). After five months of initial payments, a member is authorized to periodically withdraw from the Occupational Scheme Account if the account has a credit balance. A member may withdraw only in circumstances such as age, handicap or death from the pension account. To ensure credit from other normal financial institutions a member may again use its contributions as a partial collateral. In addition, the informal sector is entitled to old age pension, pension for disabled persons and survivor's pensions, as does its equivalent in the official sector. Members can make payments through their mobile wallets using the SSNIT pay USSD short code.

The scheme now operates in five regional capitals with 11 contact bureaux in the country. The Fund registered 6,577 members in 2005, and the Fund had enrolled 49,795 Ghanaians by the end of October 2009 and a total of 57,000 Ghana members by December 2023.

2.2.4 Importance of Social Protection

Pensions are critical in reducing poverty among the elderly, who are one of the most vulnerable segments of any society, particularly older women. Nonetheless, the ILO reports that just one in every five workers is covered by appropriate social security, while the World Bank (Holtzman, 2001) reports that 85 percent of the world's population over the age of 65 receives no retirement benefit at all. In Sub-Saharan Africa, less than 10% of the elderly population receives a pension (Palacios and Pallares-Miralles, 2000). Basic social assistance can be provided through public pension arrangements. Indeed, social protection, like health and education, is increasingly viewed as a factor in the process of development (Dullemen, 2007). It is beyond the scope of this study to dispute the best appropriate sort of social pension – contribution. However, regardless of the sort of arrangement, paying pensions has been demonstrated to have broader societal effects, as benefits are shared with household members, for example, by providing food, clothing, and school supplies for grandchildren. Receiving and sharing a pension strengthens intergenerational bonds and integrates the elderly into communities, rather than making them feel like a burden on their relatives.

Apart from making social pensions accessible in many emerging economies, developing funded pension systems can also help governments save spending, freeing up funding for other critical policy concerns and initiatives (Haberman, 1998).

Reforming unsustainable pay-as-you-go (PAYG) pension systems can help alleviate the budgetary load placed on the public by such schemes and even avoid future generations being burdened.

2.3 The Informal Sector in Ghana

Since Hart's (1970) seminar work on the urban informal sector in Ghana introduced the idea of 'informal sector,' it has resisted a comprehensive and universally agreed description. Numerous attempts to define the concept by various researchers and national authorities (i.e., governments) have resulted in diverse definitions. According to Friedrich and Dominik (2011), 'attempts to quantify the shadow economy (i.e., informal sector) initially encountered the challenge of defining it. The available literature contains numerous definitions for the idea. Hart (1973) defines it as "economic enterprises or activities that are not regulated" (Hart,1973). The ILO's 2015 Recommendation on the transition from the informal to the formal economy defines the informal economy as any economic activities conducted by people and economic units that are not covered or covered insufficiently by formal arrangements, whether in law or practice. The informal economy excludes illegal activity.

The informal sector of Ghana's economy dates all the way back to the early days of colonial capitalism in the then-Gold Coast. Even at this early stage, a distinguishing aspect of informal sector labour was its heterogeneity, which allowed for a diverse range of peasant proprietors and agricultural labourers, distribution agents, purchasers, transport owners and employees, porters, and repairers, among others (Ninsin, 1991; Adu Amankwah, 1999).

Rather than diminishing as the modern economy expanded, the informal sector has thrived in Ghana's rural and urban areas over the decades. The widespread retrenchment of labour because of structural adjustment in Ghana in the mid-1980s, combined with the incapacity to provide work for the rising labour force, resulted in a significant pool of unemployed individuals who naturally gravitated toward the informal sector. According to Nyamekye *et al.*, (2009), the informal sector employed twice as many people in the 1980s as the formal sector. By the 1990s, however, informal sector employment had expanded five and a half times faster than formal sector employment.

The formal business sector's inability to provide the needed number of jobs has also pushed many into the informal sector. As the government continues to maintain a net hiring freeze in the public sector and private sector firms close or shift to importation in response to unfair competition from foreign companies, the formal sector continues to lose ground in terms of employment share. In the absence of adequate social protection systems (example, unemployment benefits), many Ghanaians, both young and old, have turned to informal activities as a means of survival.

In Ghana, the informal sector consists of proprietorial, micro, and small-scale firms. It is made up of producers, distributors, retailers, and consumers. Additionally, there are intermediary service providers along the value chain, such as contractual suppliers of raw materials to manufacturers. The informal sector employs a vast number of self-employed individuals, including farmers, traders, food processors, artists, and craft workers, to name a few. In Ghana, a sizable proportion of informal sector employees are imprisoned in poverty because they do not earn enough to support themselves and

their family. Lack of access to productive resources, particularly capital, is associated with the high frequency of poverty among informal economy operators.

Inadequate skills and technology have had an impact on the level of production of informal sector workers. They adopt ancient and manual production techniques, requiring them to work longer hours while producing little. Workers in the informal sector are either unaware of safety concerns in their line of work or simply cannot afford protective gear. Most workers in this sector are subjected to dangerous environmental and other working circumstances that endanger their health and safety. Other inadequacies of decent work in Ghana's informal sector include a lack of job stability and social safety, such as pensions, maternity leave, and paid sick leave, to name a few.

Workers in the informal sector are not subject to government regulation, and as a result, they face policymakers' disregard. Frequently, informal sector employees are the victims of policy interventions (example, city decongestion) sponsored by local governments—District, Municipal, and Metropolitan assemblies—as is the case in Accra and Kumasi. Their departure has also resulted in them evading civic obligations such as tax payment and other work-related tasks. For example, many employers in the informal economy violate labour laws.

As a result of the aforementioned difficulties, the sector has gained increased prominence in Ghana's labour and development discourse. It has been the focus of several policy efforts and activities undertaken by various governmental and private entities and organizations, including labour unions. Regrettably, the government, as well as labour unions, have made little progress in changing the sector. Historically, trade unions have formed within official sectors. Although several trade unions have

attempted to organize informal workers during the previous three decades, little progress has been made.

2.4. Empirical Review

Insurance participation is influenced by a variety of socioeconomic factors, including age, gender, economic status, household size, marital status, income, health status, attitudes, perceived barriers, and institutional structures (Rasmussen et al., 2006). Consumer willingness to join in an insurance policy has been the subject of numerous research. Collins-Sowah et al., (2013), for example, employed a logit regression model to investigate customers' propensity to engage in micro pension systems. The age, gender, education, income, household size, marital status, health status, and assets of the participants were all factored into the model. The study discovered that an urban informal worker's age, marital status, household size, investment options, tax or levy payments, the type of pension scheme and annuitization, and affiliation with any work-related associations were the most important factors explaining his or her decision to participate in the hypothetical micro pension scheme.

Another study by Adzawla et al., (2014) found that age, age squared, marital status, education, number of dependents, and income were all significant predictors of a worker joining in a pension scheme using the Heckman two-stage technique.

Asante (2016) investigated drivers' understanding and views about social security insurance plans, as well as the extent to which their socioeconomic characteristics and perceptions influence their desire to participate in the scheme and its limitations. A survey questionnaire was used to obtain cross-sectional data on 300 drivers. The majority of drivers have heard of, are aware of, and understand the vital significance of social security insurance in the country's socioeconomic development, according to

the survey. The participants agree and see social security as a solid strategy for society's overall socioeconomic development. Personal characteristics of the drivers, such as marital status and perceptions of the insurance scheme, influence their inclination to participate in the social security system. Respondents' lack of faith in the plan, among other things, could hurt the scheme's participation and long-term viability.

The developments in social security in Accra were documented in Aboagyewaa's (2013) study, which included respondents from Madina. The study's goals were to discover how different sources of information about the SSNIT Informal Sector Fund (SISF) influenced attitudes, investigate the nature of informal social security arrangements that informal economy workers engage in, determine how pricing, benefits, services, and other factors influence workers' choice of social security systems, and make recommendations. The findings reveal that, even though workers in the informal economy have access to social security, participation is low.

Another study, conducted by Ainooson (2011), sought to identify the obstacles that impede the SSNIT Informal Sector Fund pension's operations, as well as to assess the public's negative view of the plan. It was also discovered that the scheme's core operations have been improved, which is assisting in meeting the country's economic challenges and gradually expanding the scheme's coverage to non-contributors in the country, as the scheme currently covers most of the workforce in the Kumasi Metropolis. In conclusion, the operation of the SSNIT Informal Sector Fund is positive, but much work remains to be done to sustain and improve it so that it can cover the majority of workers in the informal sector. Lack of Awareness (La), Unstable Cash Flow (Cf), and Distrust of the System (Ds) were considered to be the

most important threats to the SSNIT Informal Sector Fund Pension Scheme's viability and appropriateness, respectively.

According to the findings of the various studies reviewed, the government and other stakeholders (such as private insurance firms) should make policy efforts to improve the communication, visibility, and availability of the insurance scheme to the informal sector to increase participation, performance, and sustainability of the social security scheme in Ghana.

2.5. Conceptual Framework

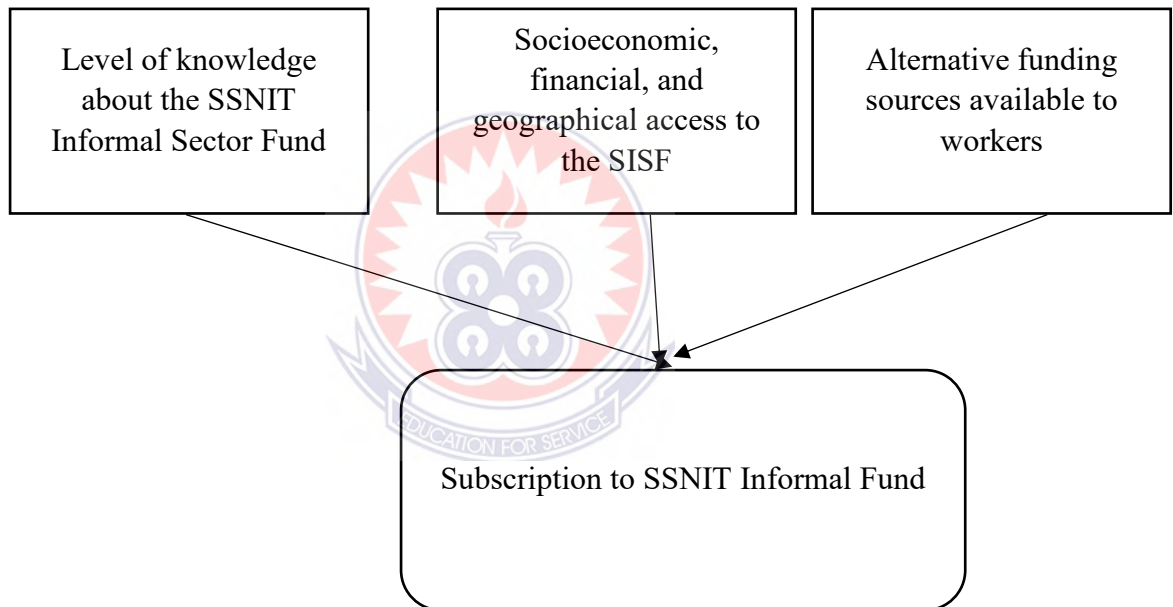


Figure 1: Conceptual Framework of the Study

Source: Author's Construct, 2023

The conceptual framework for this study is the researcher's synthesis of the literature on the phenomena examined in this study. It outlines the actions that must be taken during the course of the study considering his prior knowledge of the perspectives of other researchers and his observations on the subject of inquiry. In other words, the conceptual framework of the study clarifies how the study's specific variables relate to

one another. As a result, it specifies the variables that will be investigated during the research. It serves as a "road map" for doing the inquiry for this study.

The conceptual framework depicted in Figure 2.1 illustrates potential consequences in terms of social security and the informal sector. The study hypothesizes that the choices workers make are likely to be influenced by factors such as their level of knowledge about the SSNIT Informal Sector Fund (e.g., misconceptions about the scheme), their socioeconomic, financial, and geographical access to the SISF, and alternative funding sources available to workers.

As previously stated, the SISF is intended for members of the informal economy and anyone who prefer to make a private contribution. To make an informed choice about social security, it is vital to have the relevant knowledge. In this situation, the information available enables them to conduct a more accurate cost-benefit analysis when weighing the benefits of having or not having social security. Additionally, there is the interplay of competitive advantages that either the SISF or the alternative social security organization possesses. Again, while considering whether to subscribe to the SISF, an individual is likely to examine these accessibility concerns. If, on the other hand, the individual is aware of other options and views them to be more accessible in terms of budget or distance, he or she is more likely to opt out of the SISF. Knowledge of other means of securing money during periods when regular sources of income are unavailable, as the SISF is intended to do, is likely to exacerbate competition between the two possibilities depicted above. Additionally, it is possible that people are aware of the options but not of the SISF. On the other side, individuals may elect to participate in both SISF and alternate arrangements.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter looks at the method adopted in achieving the result of the study. This includes study area, research design, Target population, Sample size, Sample technique, Data collection, instrument and procedure, Data analysis and presentation.

3.1 Research Design

Research design serves as a blueprint or framework for conducting research. Descriptive research design was used for data collection in order to answer questions concerning the usage of ERP systems in achieving competitive advantage. According to Creswell, descriptive research design is the type of design that reflects what is observed in a natural setting (Creswell, 2003). It portrays a clear description of events and people that were studied. This research design is a scientific method of assessing and surveying participants carefully in their natural settings without exerting influence on their natural way of life and then describes the identified observation accurately (Cohen, 2006). Cohen's definition broadened that of Creswell by pointing out the fact that descriptive research attempts to merge both the qualitative and quantitative instruments hence it becomes more advantageous than other forms of research designs. The researcher used the descriptive research design to carefully assess the factors influencing new patterns in social security contributions in the informal sector in Ghana, particularly Akweley-Kasoa.

3.2 Study Area

Akweley Kasoa is a vibrant and bustling community located at the south-eastern part of Accra and part of the Awutu Senya East Municipal Assembly. It is a rapidly growing area that has experienced significant urbanization and population growth in recent years. Known for its diverse and dynamic atmosphere, Akweley Kasoa offers a unique blend of residential, commercial, and industrial spaces. The community is characterized by a mix of residential buildings, small businesses, markets, and informal settlements. The streets are often filled with activity as people go about their daily routines, engaging in various economic and social activities. The bustling nature of Akweley Kasoa creates a lively and energetic atmosphere that reflects the vibrant spirit of the community (GSS, 2010).

One of the notable features of Akweley Kasoa is its thriving informal sector. The area is home to a wide range of informal businesses, including street vendors, small shops, artisans, and service providers. These businesses contribute to the local economy and provide employment opportunities for both residents and individuals from neighboring areas. In addition to its economic significance, Akweley Kasoa is also known for its rich cultural diversity. The community is home to people from different ethnic backgrounds, creating a melting pot of cultures, traditions, and languages. This diversity is often reflected in the local cuisine, festivals, and social gatherings, making Akweley Kasoa a vibrant and culturally enriching place to live and visit.

The infrastructure in Akweley Kasoa is continuously developing to accommodate the growing population and economic activities. There are ongoing efforts to improve transportation networks, expand public services, and enhance the overall livability of the community. These infrastructure developments aim to support the residents and

businesses of Akweley Kasoa, ensuring a conducive environment for growth and prosperity. Despite its rapid growth and development, Akweley Kasoa still faces some challenges. These may include inadequate access to basic services, such as reliable water and sanitation facilities. Furthermore, managing urbanization and ensuring sustainable development are ongoing priorities for the community.

Akweley Kasoa, as a study area for the informal sector, presents an interesting and relevant context to examine various aspects of informal economic activities. Located near a market which is among the biggest in the region, Akweley Kasoa is known for its vibrant and bustling informal sector, which plays a significant role in the local economy. One key aspect to explore in Akweley Kasoa is the prevalence and diversity of informal businesses. The area is likely to host a wide range of informal enterprises, such as street vendors, small-scale traders, artisans, and service providers. These businesses often operate without formal registration or adherence to regulatory frameworks, making them an essential component of the informal sector (GSS, 2010).

The study of Akweley Kasoa can delve into the motivations, challenges, and opportunities experienced by individuals engaged in informal economic activities. This may involve examining factors that drive individuals to enter the informal sector, such as limited formal employment opportunities, lack of skills, or desire for flexible working arrangements. Understanding the dynamics of the informal sector in Akweley Kasoa can shed light on the informal labor market, income generation patterns, and coping strategies employed by workers and examining new patterns in social security contributions in the informal sector in Ghana (Amponsah et al., 2020).

Moreover, investigating the informal sector in Akweley Kasoa can provide insights into the socio-economic impact on the local community. The study may explore how informal businesses contribute to job creation, income generation, and poverty reduction. It can also analyze the relationships between informal sector workers, formal institutions, and the broader economy, including interactions with formal businesses and government agencies.

Another aspect worth exploring is the informal sector's relationship with formal institutions and the regulatory environment. This can involve examining the challenges faced by informal businesses regarding access to finance, lack of legal recognition, limited access to support services and examining new patterns in social security contributions in the informal sector at the locality. Additionally, studying the interactions between informal sector actors and formal institutions, such as government bodies or trade associations, can provide insights into the potential for collaboration, policy interventions, and capacity-building initiatives.



Figure 2: The Map of Akweley Kasoa 2023.

3.3 Population of the Study

Taking a sample out of the total population in the area, there is the need to know the number of people in the area you are conducting your research. Population is defined as the total inhabitants or organism located at an area over time. Population can be target or accessible; whereas target population refers to overall inhabitants/elements or objects a researcher intends to conduct a study about, accessible population captures the portion of an entire population reachable to the researcher and can be used to draw conclusion (Creswell, 2012). The target population for the study was a selected number of individuals engaged in the informal sector and at the environs of Akweley- Kasoa. Records from the Awutu Senya Municipality indicates that, the total population of the municipality stands at 131,543 of which 3000 are in Akweley-Kasoa (projected with 2.8% growth rate) which represent 4.9 percent of central region's population. The male population is 48.1 percent while the female population is 51.9 percent. The municipality is both urban and rural. The urban population is 94.1 percent while the rural is 5.9 percent. The dependency ratio is 68.7. the economic activity in the area includes Retail and wholesale which represent 35.7% of the independent population. Manufacturing, 13.5%. Construction, 7.8%, Accommodation and food services, 7.8%. Transportation and storage, 7.4%. Agriculture, 5.8%. Private institutions, 5.2%. Others (quarrying, financial, insurance activities and etc) 16.9%. Akweley has approximately 3,000 people in good standing located around the area. This number formed the populations' size for this study.

ASSEMBLY ECONOMY

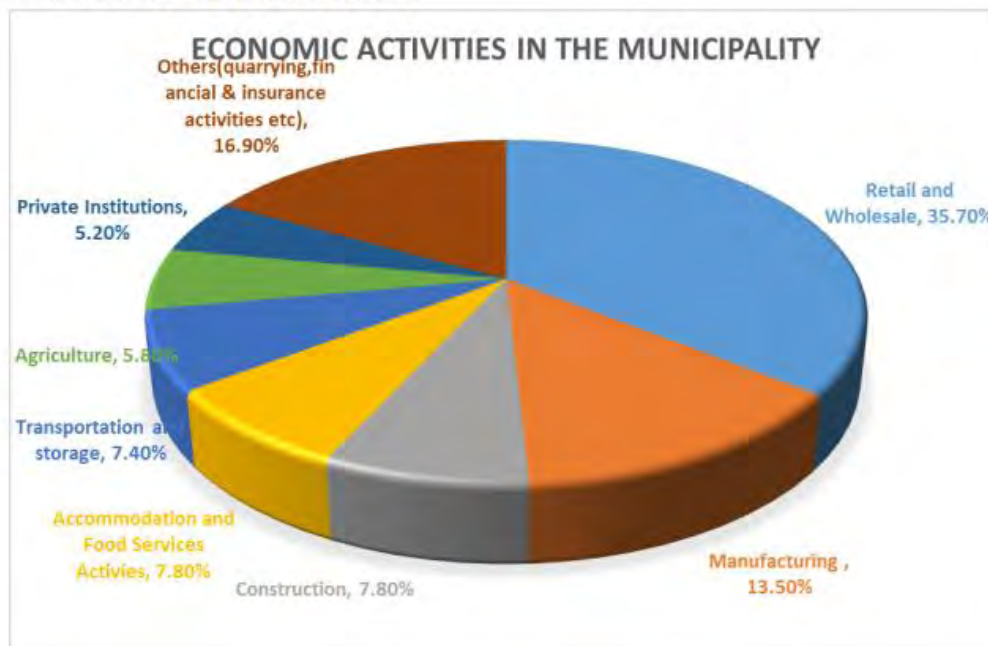


Figure 3. The Economic Activities in Akweley Ksoa 2023.

3.4 Sampling Techniques

Sampling is the selection of a fraction of the total number of units of interest to decision makers for the ultimate purpose of being able to draw general conclusions about the entire body of units (Creswell, 2012). Random sampling was used to sample 300 participants engaged in informal sector at Akweley. According to Creswell (2012) random sampling is a method of sampling that involves the division of a population into smaller groups where individuals have an equal chance of being picked. This method of sampling makes use of statistical inferences and helps ensure high internal validity. The main advantage of this method is that it ensures a high degree of representativeness of all the strata or layers in the population (Creswell, 2012).

Convenience sampling was also used to select participants in the targeted area. According to Creswell (2012), convenience sampling is a non-probability sampling technique where subjects are selected because of their convenient accessibility and proximity to the researcher. The main advantage of this method is that it is convenience and inexpensive. The researcher adopted this method mainly because it was uncertain to meet some informal sector workers due to their busy schedules, hence any member (worker) available at the time the researcher visited the site was selected to respond to administered questionnaire. To make the selection representative as possible, the researcher selected respondents who only engage in in activities related to the informal sector. See Table 1:

Table 3.1: Target respondents

LOCATION	SAMPLE SIZE	METHOD
Informal Sector individuals	300	Questionnaire
Total	300	

Source: Field survey 2022.

3.5 Sample Size

A sample refers to a small and representative subset of the population. Majid (2018) defines sampling as the process of picking a subset of the population to represent the full population. The term sample size, describes a portion of a research population that is used to represent the entire population (Vehovar, Toepoel, & Steinmetz, 2016). With a convenience sample technique, the researcher sampled 300 employees from the informal sector at Akweley-Kasoa. From Krejcie and Morgan (1970) table for determining sample size for a finite population, a population of about 3000 warranted

for a sample size of 314. Given the time limits and limited resources available, the study was only able to collect 300 questionnaires from respondents.

Table 3.2: Table for determining sample size for a finite population.

N	S	N	S	N	S
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310
35	32	270	159	1700	313
40	36	280	162	1800	317
45	40	290	165	1900	320
50	44	300	169	2000	322
55	48	320	175	2200	327
60	52	340	181	2400	331
65	56	360	186	2600	335
70	59	380	191	2800	338
75	63	400	196	3000	341
80	66	420	201	3500	346
85	70	440	205	4000	351
90	73	460	210	4500	354
95	76	480	214	5000	357
100	80	500	217	6000	361
110	86	550	226	7000	364
120	92	600	234	8000	367
130	97	650	242	9000	368
140	103	700	248	10000	370
150	108	750	254	15000	375
160	113	800	260	20000	377
170	118	850	265	30000	379
180	123	900	269	40000	380
190	127	950	274	50000	381
200	132	1000	278	75000	382
210	136	1100	285	100000	384

Note.— N is population size. S is sample size.

Source: Krejcie & Morgan 1970.

Source of Data

Data was collected from both the primary and secondary sources. The secondary source of data included those gathered from relevant books, reports, articles, magazines, and already existing records of various companies as well as from the

internet. Primary data was collected from the field using structured institutional questionnaires and observational guides. The operational processes and administrative techniques of the institutions contacted were observed and noted during the data collection exercise. To validate the information given, questions in the form of interviews were posed to authenticate its validity. Primary data is data gathered from first-hand sources.

Primary data are type of data gathered for the first time and for first use. Data that is already gathered by a previous researcher but used for a different study is known as a secondary source of data. Secondary data is the source of data gathered from published and unpublished journals, textbooks, reviewed articles, existing records of various companies and seminar presentations. In this study, data gathered for analysis was done from the respondents which qualifies it as a primary source of data. However, already discussed works were referred to, to enrich the analysis of this study. A Pilot studies were conducted to confirm these measures prior to finalizing the questionnaires. This equally qualifies part of the data used in this research to be secondary. From the discussions above it is true that the study used both primary and secondary sources of data.

3.6 Data collection Instruments

Data collection was done through a collection of primary data from field informal sector employees located at Akweley-Kasoa environs. Primary data was collected through questionnaires. A self-administered questionnaire containing close-ended and open-ended questions intended to gather much information was adopted. The questionnaire was divided into five main sections: The questionnaire was designed in

sections; section one sort to answer questions relating to the demographic characteristics of the study.

The other sections (two to four) were to extract responses based on the specific objectives of the study. The items used in this section were basically adapted from (Adzawla et al., 2015). The last part of the administered questionnaire attempted to extract responses on the recommendations to help improve SSNIT contributions in the informal sector at Akweley-Kasoa. In addition to the closed ended questions which allowed respondents to provide additional information to support the researcher's choice of response on each section. Questionnaire were adopted and modified from Adzawla et al., (2015). This form of questionnaires was chosen since it was more applicable and could gather information from a large number of people within a short time and could provide accurate information.

Interview was also used to obtain narrative information that would have been difficult to gather through the questionnaire. Participants were encouraged to share as much information as possible.

The number of items in the questionnaire under the various sections have been shown in Table 3.

Table 3.3: Items used for the Study

SECTIONS	ITEMS
Section A (personal information)	Eight (6) structured questions under this section
Section B	Five (5) structured questions under this section with Likert scale
Section C	Five (5) structured questions under this section
Section D	Five (5) structured questions under this section.
Section E	Five (5) structured questions under this section.

Source: Field Survey 2022.

3.7 Data Collection Procedure

The researcher personally administered the questionnaires to selected members and followed-up to make sure all questionnaires were answered accordingly and returned for analysis. The researcher being a member of the community and resides there to ensure that the informal employees only take part in answering questions and providing relevant information for this academic research was a done deal. Members were pre-informed about what the questionnaires and the study is about to clear all breach of confidentiality to answering the questionnaires. Data will be collected over a period of four (4) weeks (December 2023) each will take approximately 20 minutes for each respondent to answer questions posed to them.

3.8 Data Processing and Analysis

The information gathered for the study was examined in a descriptive and inferential manner. Excel Spreadsheet and SPSS software version 20 were used to analyze the data gathered from the survey. To evaluate the correlation between demographic factors, a correlation matrix and cross-tabulation was also selected for analysis to answer the first question of the study and achieve the study goals. Frequencies, cross-tabulations, and percentages were used to categorize, evaluate, and display the responses. The findings were presented in both tabular and chart form.

A regression model was derived to predict the relationship between the variables used under the study. Data was presented using descriptive statistics such as mean, standard deviation and mode. Initial Tables show results on the bio data of respondents. Subsequent Tables show results relating to the first and second specific objectives of the study. The study presents Tables of results of each finding and then proceeds to discuss each of them (Gravetter & Wallnau, 2012).

3.9 Ethical Considerations

The following ethics were duly observed in this study:

Respect for Privacy: The study ensured that respondents were not interrupted during their busy work-duties to answer data gathering tools (thus questionnaire).

Respect for Confidentiality: Data collected were protected and used for the sole goal for which it was collected. Names of the respondents were not demanded from respondents under any condition to ensure neutrality and anonymity of data.

The study took into account the following ethical considerations: permission from authorities, secrecy, and human rights respect. Individual permission was requested initially, allowing the researcher to collect data for the study. In terms of secrecy, the researcher's data was kept hidden from third parties. Respondents were also informed that any information they gave would only be utilized for academic reasons. Respondents were also informed that any information they gave would only be utilized for academic reasons. Human rights protected respondents' right to privacy, willingness, and voluntary involvement, as well as their informed permission. The researcher also guaranteed that the information acquired in the course of the investigation was kept secret and anonymous.

3.10 Reliability and Validity

Reliability is defined as the extent to which a questionnaire, test or any observation produces the same result on repeated trials (Creswell, 2014). It refers to the way of assessing the quality of the measurement procedure used to collect data in a dissertation. For the results from a study to be considered valid, the measurement procedure must first be reliable. Since not all the forms of reliability can be examined

in research, the researcher adopted the parallel form of reliability in testing for reliability as far as this thesis is concern. According to Creswell (2012) Parallel forms reliability is a measure of reliability obtained by administering different versions of an assessment tool (both versions must contain items that probe the same construct, skill, knowledge base, etc.) to the same group of individuals. The scores from the two versions can then be correlated in order to evaluate the consistency of results across alternate versions. As far as the study is concern, the respondents responded to unstructured interview and also drop and pick questionnaires. It must be clearly stated that most of the questions captured in the questionnaire were similar to the questions asked during the oral interviewed. This was intended to check consistency in responses by respondents to ensure reliability of data gathered.

Validity refers to the extent to which the measurement instrument measures what it purported to measure. Sampling validity was adopted by the researchers. Sampling Validity (similar to content validity) ensures that the measure covers the broad range of areas within the concept under study. Creswell (2014) noted that, sampling validity may need to be completed using a panel of “experts” to ensure that the content area is adequately sampled.

With reference to the viewpoint of Creswell (2003), the researcher in consultation with their project supervisor structured the research questions in a way to capture all relevant areas as far as Examining new patterns in social security contributions in the informal sector in Ghana is concern. The questions were also checked to account for; for consistency, relevancy, clarity and ambiguity before the questionnaires were administered to the respondents. Cronbach's alpha is a measure of internal consistency, or how closely a group of things are related to one another. It is regarded

as a scale reliability indicator. According to Pallant (2020), any value of Alpha Cronbach's alpha greater than 0.6 is considered high reliability and an acceptable index.

3.11 Chapter Summary

The researcher's strategy, design, sample methods, population estimation, and study location. Using the Likert scale to deliver surveys and canvass respondents' thoughts and opinions on their contributions to SSNIT. This chapter explains the data analysis strategy and tools in details. The chapter also provides readers with information on the research sites, the ethics that underpin it, and the validity and trustworthiness of the data obtained.



CHAPTER FOUR

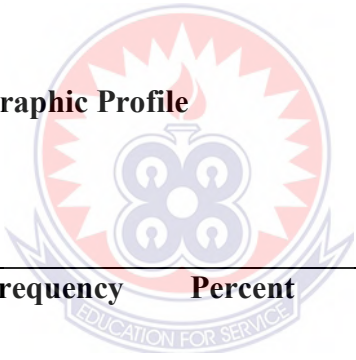
DATA PRESENTATION AND ANALYSIS

4.0 Introduction

This section comprises a thorough aggregation of the collected data, a meticulous examination of the data, and an extensive exploration of the resultant discoveries. It encompasses a broad spectrum of subjects, encompassing respondent demographics, descriptive statistical information, correlation and regression analysis, hypothesis validation, and a comprehensive conversation on the implications. These assorted segments collectively contribute to a comprehensive investigation and comprehension of the research outcomes.

4.1 Respondents Demographic Profile

Table 4.1: Gender



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	198	66.0	66.0	66.0
	Male	102	34.0	34.0	100.0
	Total	300	100.0	100.0	

Source: Field Work 2023.

The table illustrates the gender distribution among 300 respondents. Females comprise 66% (198 individuals), while males represent 34% (102 individuals) of the sample. This suggests notable overrepresentation of females compared to males.

Table 4.2: Age

		Frequ ncy	Perce nt	Valid Percent	Cumulativ e Percent
Va lid	18-30	48	16.0	16.0	16.0
	21-30	18	6.0	6.0	22.0
	31-40	138	46.0	46.0	68.0
	41-50	72	24.0	24.0	92.0
	51 - 60	24	8.0	8.0	100.0
Total		300	100.0	100.0	

Source: Field Work 2023.

The table provides the age distribution of 300 respondents. The majority fall within the age ranges of 31-40 (46%) and 41-50 (24%), followed by those aged 18-30 (16%), 21-30 (6%), and 51-60 (8%). This indicates a concentration of respondents in the middle-aged brackets, with fewer respondents in the younger and older age groups.

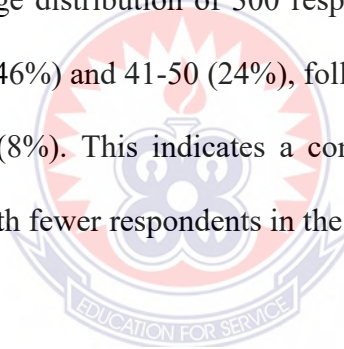


Table 4.3: Occupation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Business.Man/ Woman	30	10.0	10.0	10.0
	Carpenter	6	2.0	2.0	12.0
	Craftsman	66	22.0	22.0	34.0
	Entrepreneur	24	8.0	8.0	42.0
	Farmer	18	6.0	6.0	48.0
	Sales Executive	6	2.0	2.0	50.0
	Sales personnel	12	4.0	4.0	54.0
	Trader	138	46.0	46.0	100.0
	Total	300	100.0	100.0	

Source: Field work 2023.

The table presents the distribution of respondents' occupations among a total of 300 individuals. The most common occupation is Trader, accounting for 46% of respondents, followed by Craftsman at 22%, Entrepreneur at 8%, and Business Man/Woman at 10%. Other occupations such as Carpenter, Farmer, Sales Executive, and Sales Personnel represent smaller percentages of the sample.

Overall, the data indicate a diverse range of occupations among the respondents, with trading being the predominant occupation in the sample.

Table 4.4: Level of Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1st Degree	36	12.0	12.0	12.0
	Diploma	18	6.0	6.0	18.0
	JHS	78	26.0	26.0	44.0
	Masters Degree	6	2.0	2.0	46.0
	SHS	72	24.0	24.0	70.0
	Uneducated	90	30.0	30.0	100.0
	Total	300	100.0	100.0	

Source: Field Work 2023.

The table displays the level of education among the respondents. The majority have attained education up to Junior High School (JHS), representing 26%, followed by those classified as Uneducated at 30%. Other educational levels include 1st Degree (12%), SHS (24%), Diploma (6%), Masters Degree (2%)..

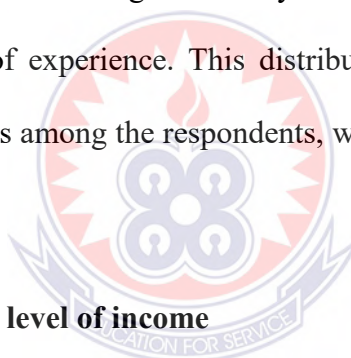
This distribution reveals a diverse educational background among the respondents, with a significant portion having completed education up to Junior High School level or below.

Table 4.5: How many Years of Experience do you have in your line of Work?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11 - 20 years	96	32.0	32.0	32.0
	2 - 10 years	168	56.0	56.0	88.0
	21 - 30 years	36	12.0	12.0	100.0
	Total	300	100.0	100.0	

Source: Field work 2023.

The table provides the distribution of respondents' years of experience in their respective lines of work. Among the respondents, 56% reported having 2 to 10 years of experience, 32% reported having 11 to 20 years of experience, and 12% reported having 21 to 30 years of experience. This distribution indicates a relatively broad range of experience levels among the respondents, with the majority falling within the 2 to 10 years bracket.

**Table 4.6: What is your level of income**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1000 and above	78	26.0	26.0	26.0
	300 and below	30	10.0	10.0	36.0
	301 - 500	62	21.0	21.0	57.0
	501 - 999	130	43.0	43.0	100.0
	Total	300	100.0	100.0	

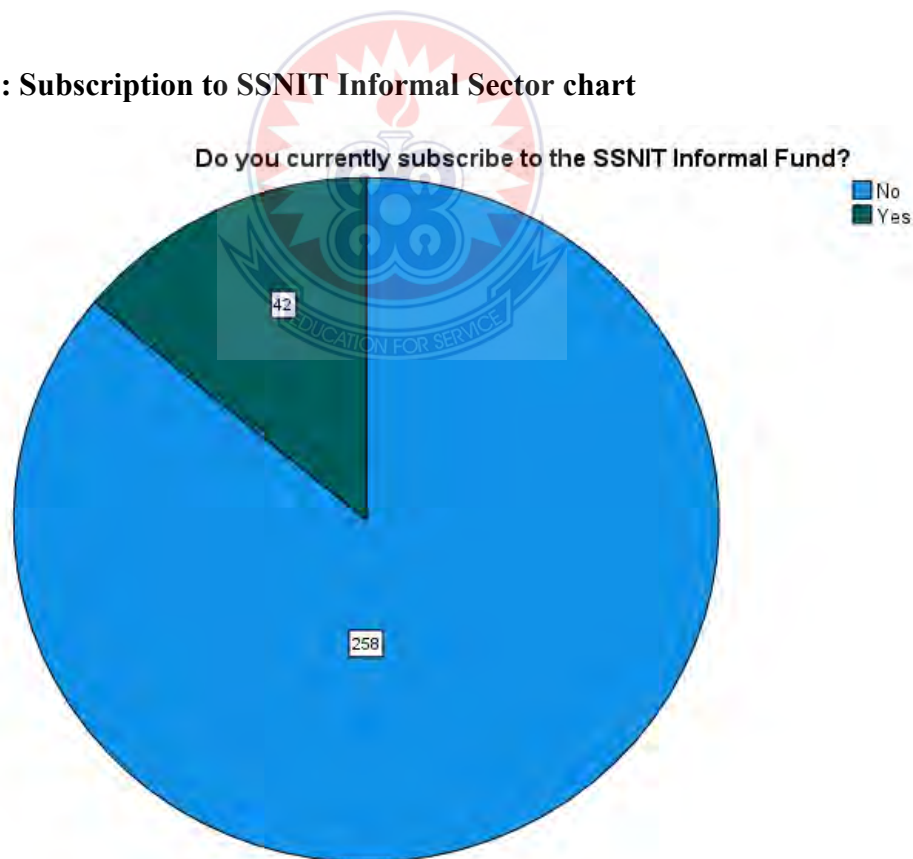
Source: Field work 2023.

The table illustrates the distribution of respondents' level of income. Among the respondents, 26% reported earning 1000 and above, 43% reported earning between 501 and 999, 21% reported earning between 301 and 500, and 10% reported earning 300 and below. This distribution provides insight into the income diversity among the respondents, with varying levels of earnings represented in the sample.

4.2 Knowledge of SSNIT Informal Sector

This section highlights the proportions of workers currently subscribed to the SSNIT Informal Fund. According to the data, out of the total respondents, 86% (258 individuals) are not subscribed to the SSNIT Informal Fund, while 14% (42 persons) are subscribed.

Figure 4: Subscription to SSNIT Informal Sector chart



Source: Field work 2023.

Table 4.7 Subscription to SSNIT Informal Fund

	Frequency	Percent	Valid Percent	Cumulative Percent
3 - 5 years	36	85.71	85.71	85.71
More than 5 years	6	14.29	14.29	100.0
Total	300	100.0	100.0	

Source: Field Work 2023

The data provided shows that among respondents who have subscribed to the SSNIT Informal Fund, 85.71% have been subscribed for a duration of 3 to 5 years, while 14.29% have been subscribed for more than 5 years. This indicates that a majority of subscribers have been enrolled in the SSNIT Informal Fund for a relatively shorter duration (3 to 5 years), with a smaller proportion having a longer subscription history (more than 5 years).

4.3 Evaluation of Pension Plans Participated by Informal Sector Workers

In this section, we assess the effectiveness and accessibility of pension plans among informal sector workers, specifically focusing on their subscription patterns and knowledge levels regarding the SSNIT Informal Sector Fund. Utilizing cross-tabulation analysis, we examine various demographic factors such as gender, age, and occupation to elucidate trends and disparities in pension plan participation and awareness.

Table 4.8: Subscription to SSNIT Informal Fund * Gender Crosstabulation

				Gender		Total
				Female	Male	
Subscription to SSNIT Informal	1			18	36	54
	2			0	6	6
	5			0	24	24
Total				18	66	84

Source: Field work 2023.

Table 1 presents the cross-tabulation of subscription to the SSNIT Informal Fund by gender. Notably, a higher proportion of females have subscribed to the fund compared to males, particularly at satisfaction levels 1 and 5. This gender disparity warrants further investigation into the underlying factors influencing subscription decisions among male and female informal sector workers.

Table 4.9: Subscription to SSNIT Informal Fund * Age Crosstabulation

			Age			Total
			21-30	31-40	41-50	
Subscription to SSNIT Informal	1		18	24	12	54
	2		0	6	0	6
	5		0	12	12	24
Total			18	42	24	84

Source: Field work 2023.

The analysis in Table 2 reveals the distribution of subscription to the SSNIT Informal Fund across different age groups. Individuals aged 21-30 and 31-40 exhibit higher subscription rates, particularly at satisfaction level 5. However, subscription rates

decrease slightly among individuals aged 41-50, indicating a potential age-related factor influencing participation in pension plans.

Table 4.10: Subscription to SSNIT Informal Fund * What is your occupation?

Cross tabulation

	What is your occupation?								Total
	Business Man/Woman	Carpenter	Entrepreneur	Farmer	Sales Executive	Sales personnel	Trader		
Subscription to SSNIT Informal Fund	12	0	6	12	6	0	18	54	
	6	0	0	0	0	0	0	6	
	6	6	6	0	0	6	0	24	
Total	24	6	12	12	6	6	18	84	

Source: Field work 2023.

Occupation emerges as a significant determinant of subscription to the SSNIT Informal Fund, as depicted in Table 3. Businessmen/women, entrepreneurs, and traders demonstrate higher subscription rates across satisfaction levels compared to other occupations, including carpenters and sales personnel. This finding underscores the need for targeted interventions to enhance pension plan accessibility among diverse occupational groups within the informal sector.

4.4 Factors Influencing Subscription to SSNIT Informal Fund

In this subsection, we delve into understanding the factors that influence the subscription to the SSNIT Informal Fund among artisanal workers in Kasoa. Through a multiple regression analysis, we aimed to identify significant predictors of subscription to the SSNIT Informal Fund.

Table 11: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.333	.000		.	.
	Level of knowledge of ssnit informal sector fund	1.667	.000	1.202	.	.
	Socio-economic, financial, and geographical access to the ssnit informal sector fund	1.667	.000	.333	.	.

a. Dependent Variable: Subscription to SSNIT Informal Sector Fund

Source: Field work 2023.

The regression model yielded the following results: The constant term (-3.333) represents the estimated value of the dependent variable (Subscription to SSNIT Informal Fund) when all predictor variables are zero. The coefficient of 1.667 for the Level of Knowledge of SSNIT Informal Sector Fund indicates that for a one-unit increase in the level of knowledge about the SSNIT Informal Sector Fund, there is an expected increase of 1.667 units in the subscription to the SSNIT Informal Fund, holding other variables constant. Similarly, with a coefficient of 1.667, a one-unit increase in socio-economic, financial, and geographical access to the SSNIT Informal Sector Fund leads to an expected increase of 1.667 units in the subscription to the SSNIT Informal Fund, holding other variables constant.

The analysis underscores the importance of both the level of knowledge about the SSNIT Informal Sector Fund and socio-economic, financial, and geographical access in influencing subscription to the SSNIT Informal Fund among artisanal workers in

Kasoa. Specifically, the level of knowledge about the SSNIT Informal Sector Fund appears to have a more significant impact (Beta = 1.202) compared to socio-economic, financial, and geographical access (Beta = 0.333) on subscription rates. This implies that a deeper understanding of the SSNIT Informal Sector Fund plays a crucial role in driving subscription decisions.

The findings underscore the significance of increasing awareness and understanding of the SSNIT Informal Sector Fund among artisanal workers in Kasoa. Moreover, enhancing socio-economic, financial, and geographical access to the fund can further facilitate higher subscription rates. As an academic consideration, these insights advocate for targeted educational initiatives and improved accessibility measures aimed at promoting greater participation and coverage within the informal sector.

4.5 Geographical and Financial Barriers to Access SSNIT Informal Fund

Table 12: Chi-Square Tests

	Value	df	Asymptotic Significanc e (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	4.500 ^a	1	.034		
Continuity Correction ^b	2.531	1	.112		
Likelihood Ratio	6.279	1	.012		
Fisher's Exact Test				.054	.050
Linear-by-Linear Association	4.250	1	.039		
N of Valid Cases	18				

Source: Field work 2023.

a. 3 cells (75.0%) have expected count less than 5. The minimum expected count is 2.00.

b. b. Computed only for a 2x2 table

The Pearson Chi-Square value is 4.500 with 1 degree of freedom, and the asymptotic significance (2-sided) is 0.034, indicating a significant association between socio-economic, financial, and geographical access to the SSNIT Informal Sector Fund and subscription to the SSNIT Informal Sector Fund..

Based on the Chi-Square Test results, there appears to be a significant association between socio-economic, financial, and geographical access to the SSNIT Informal Sector Fund and subscription to the SSNIT Informal Sector Fund among artisanal workers in Kasoa.



CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter 5 of this thesis presents the conclusions drawn from the analysis of data collected regarding the assessment of the SSNIT Informal Sector Fund (SISF) contributions among artisanal workers in Kasoa. This chapter aims to synthesize the findings from the study and offer recommendations based on these conclusions. The research objectives centred on analysing the perception of artisanal workers towards the SISF, evaluating existing pension plans, and assessing strategies to enhance coverage. Through an examination of the data and statistical analysis, valuable insights have been gained into the dynamics of informal sector social security and the SSNIT scheme among artisanal workers. This section will provide a comprehensive overview of the key findings, discuss their implications, and offer actionable recommendations to address the identified gaps and challenges.

5.1 Summary

This study sheds light on several critical aspects of artisanal workers' participation in the SSNIT Informal Sector Fund (SISF) and other pension plans in Kasoa. The findings from Chapter 4 provide valuable insights into the factors influencing subscription to the SSNIT Informal Fund, the evaluation of pension plans among informal sector workers, and the barriers to accessing these funds.

Firstly, the data revealed that a significant majority (86%) of artisanal workers surveyed are not currently subscribed to the SSNIT Informal Fund. However, among those subscribed, a noteworthy proportion (85.71%) have been enrolled for a duration of 3 to 5 years, indicating relatively recent participation in the scheme.

Secondly, the evaluation of pension plans highlighted disparities across various demographic factors. Gender, age, and occupation emerged as significant determinants of subscription to the SSNIT Informal Fund. Notably, females exhibited higher subscription rates compared to males, and individuals in certain occupations, such as businessmen/women and traders, demonstrated greater participation in pension plans.

Furthermore, the regression analysis emphasized the importance of both knowledge about the SSNIT Informal Sector Fund and socio-economic, financial, and geographical access in influencing subscription rates. A deeper understanding of the SSNIT Informal Sector Fund significantly impacted subscription decisions, suggesting the need for enhanced awareness campaigns and accessibility measures.

Finally, the Chi-Square Test results underscored the association between socio-economic, financial, and geographical access to the SSNIT Informal Sector Fund and subscription rates. These findings highlight the significance of addressing barriers related to income, education, and geographical accessibility to promote greater participation in pension schemes among artisanal workers.

5.2 Conclusion

In conclusion, the findings of this thesis shed light on the current state of artisanal workers' participation in the SSNIT Informal Fund and the factors influencing their subscription patterns. It is evident from the data that there exists a substantial gap between the number of artisanal workers not enrolled in the scheme and those who are. Despite this, among those enrolled, a significant portion have joined relatively recently, indicating a potential shift towards greater awareness and participation in pension plans.

Furthermore, the analysis underscores the importance of considering demographic factors such as gender, age, and occupation when examining subscription rates. The higher participation rates among females and certain occupational groups highlight the need for tailored approaches to pension plan outreach and education. These findings suggest opportunities for policymakers and stakeholders to implement targeted interventions to improve access to retirement benefits for artisanal workers, ultimately contributing to their financial security and well-being in the long term.

5.3 Recommendations

In conclusion, the findings of this study underscore the importance of addressing barriers to participation in social security schemes among artisanal workers in Kasoa. With only 14% of respondents subscribed to the SSNIT Informal Fund, there's a clear need for enhanced awareness campaigns and simplified enrolment processes. Financial literacy programs tailored to the needs of this demographic can empower workers to make informed decisions about pension planning and long-term financial security.

Collaborative partnerships between government agencies, non-profit organizations, and community-based groups are essential for coordinating efforts to improve social security provisions. By working together, stakeholders can leverage their resources and expertise to develop inclusive policies and support services. Additionally, ongoing monitoring and evaluation of pension schemes are crucial for identifying areas for improvement and ensuring that policies meet the diverse needs of artisanal workers. Through these measures, policymakers and stakeholders can contribute to the financial well-being and livelihoods of artisanal workers in Kasoa.

5.4 Suggestion for Further Research:

Further research could delve deeper into understanding the underlying reasons behind the disparities in subscription rates among artisanal workers to the SSNIT Informal Fund. Qualitative studies such as interviews or focus groups could provide insights into the perceptions, attitudes, and barriers that influence individuals' decisions regarding pension plan enrolment.

Additionally, longitudinal studies tracking artisanal workers' participation in pension plans over time could offer valuable insights into the dynamics of enrolment patterns and the effectiveness of interventions aimed at increasing subscription rates.



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