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COUNTRY REPORT

GHANA

December 1976

Interdisciplinary Communications Program  
Smithsonian Institution

M. C. Shelesnyak, Director

John T. Holloway, Associate Director for Operations

Shirley Sirota Rosenberg, Editor

December 1976  
INTERDISCIPLINARY COMMUNICATIONS PROGRAM  
Smithsonian Institution  
Washington, D.C.

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## FOREWORD

In June 1972, the Interdisciplinary Communications Program (ICP) of the Smithsonian Institution undertook an integrated effort--the International Program for Population Analysis (IPPA)--to encourage policymakers and social scientists--particularly those from the Third World who are interested in policy solutions to population problems--to become involved in the study of problems and solutions of contemporary conditions related to population dynamics.

Several components make up the IPPA:

- o Support of short-term research projects of the social science aspects of population problems in developing countries that are amenable to change.
- o A communications network--implemented by small workshop/seminars, and a publications program which includes a quarterly newsletter, edited workshop/seminar proceedings, and an Occasional Monograph Series.
- o Technical resource facilities to aid and develop the community of interest in population concerns.

In an effort to introduce policymakers and social scientists to the ongoing population dynamics research in a number of countries, and the way in which that research has been supported by IPPA, ICP has prepared a Country Summary for each of 15 countries--Colombia, Costa Rica, Ghana, India, Indonesia, Jamaica, Kenya, Korea, Mexico, Nigeria, Pakistan, Philippines, Tanzania, Thailand, and Venezuela. One Country Summary is presented in this compilation. All countries and compilations were selected on the basis of the amount of effort--

primarily work agreements and workshop/seminars--expended by ICP in that country. No report is meant to be a comprehensive study of either the ICP activities or the population-related interests of any country featured in this collection.

The material was collected and edited by Michael Rierson.

M. C. SHELESNYAK, *Director*  
Interdisciplinary Communications  
Program

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## GHANA

### 1. INTRODUCTION

In 1969, Ghana, a nation of 10.1 million people, became the first West African country to adopt a national population policy. By emphasizing the benefits of responsible parenthood and by providing contraceptives to enable couples to regulate the size of their families, the government sought to change traditional reproductive habits and slow the growth rate to 1.7 percent annually by the year 2000 (Population Reference Bureau, Inc. 1976a).

With a doubling time of twenty-six years and approximately forty-seven percent of the population under fifteen years of age, Ghana has a crude birth rate of forty-nine per 1000, a crude death rate of twenty-two per 1000 and a 2.7 percent rate of natural increase (Population Reference Bureau, Inc. 1976b).

To promote the exchange of ideas among social scientists about population problems in Ghana, a workshop entitled "Development and Utilization of Human Resources and Population Policies" was co-sponsored in Accra, Ghana, by ICP/IPPA and the Institute of Statistical, Social and Economic Research, University of Ghana, Gimpa, Accra, Ghana, from October 1-3, 1974. The conference proceedings will be made available for publication by ICP/IPPA.

An ICP/IPPA social science analyst visited Ghana during 1973 and 1974 to monitor proposal progress. However, the eleven proposals which ICP/IPPA eventually did receive to study Ghana were all rejected.

### SOURCES

Population Reference Bureau, Inc. Annual. 1976a. 1976 World Population Data Sheet. Population Reference Bureau, Inc.: Washington, D.C.

Population Reference Bureau, Inc. 1976b. World Population Growth and Response 1965-1975--A Decade of Global Action. Population Reference Bureau, Inc. Washington, D.C.

## 2. PROPOSAL ACTIVITIES

### a. Statement on Proposals Received

ICP/IPPA received eleven proposals to study Ghana; all were rejected. Six proposals were received from Ghanaian nationals, one was submitted from a Ghanaian studying in the U.S., and two proposals were submitted by collaborative U.S./Ghanaian and Belgian/Ghanaian teams.

The total amount of dollars requested was \$307,720.16. The average proposed expenditure was \$27,974.56 (It should be noted that one proposal was resubmitted twice and another proposal was resubmitted once.)

### b. Principal Areas of Research Interest

Ghanaian research interests were varied. Proposed topics ranged from "The Effects of Internal Migration on Urban Population Growth in Ghana" to "Relative Degrees of Influence Exerted by Different Sectors of the Public on Policymakers." Other titles of proposed topics were "Fertility and Birth Spacing in Ghana: An Analysis of Maternity Histories," "Impact of Employment of Women on Fertility," and "The Interrelationships Between Socioeconomic Status, Information Flow, Migration and Fertility Levels Among the Major Ethnic Groups in Northern Ghana."

### c. Proposal Summaries

(see attached)

COUNTRY OF ORIGIN: USA/Ghana

PROPOSAL NUMBER: P-275  
DISPOSITION: Rejected 18 Jul 75

PROPOSER(S): P. E. B. Lucas, Professor  
Boston University  
African Studies Center  
Boston, Massachusetts

COLLABORATOR(S): Institute of Statistical, Social, and Economic Research and the  
Economics Department, University of Ghana at Legon (tentatively)

TITLE: Methodological Issues in the Design and Pretesting of a West African Household Survey

DATE SUBMITTED: Not stated DATE RCD.: 13 Jun 75 DURATION: 9 Months

TOTAL AMOUNT: \$48,431.16 START DATE: 1 Sep 75

IPPA FUNDS REQ.: \$48,431.16 ALSO SENT TO: Not stated

OTHER FUNDING: May get other funding later for the larger proposal

OTHER KNOWN WORK INVOLVEMENT:

DESCRIPTION: The study is to develop a precise theoretical framework for migration and other household decisions in Ghana, and to develop survey instruments and sampling techniques for the measurement of empirical counterparts to such variables as appear in these theories. In addition, the survey instruments will be tested by means of a small pilot sample survey in both rural and urban areas of Ghana.

COMMENTS:

COUNTRY OF ORIGIN: Ghana PROPOSAL NUMBER: P-136  
DISPOSITION: Rejected 21 Mar 74

PROPOSER(S): Mr. Dan Boamah-Wiafe  
923 B Eagle Hts.  
Madison, Wisconsin 53705

COLLABORATOR(S): \_\_\_\_\_

TITLE: The Effects of Internal Migration on Urban Population Growth in Ghana

DATE SUBMITTED: 8 Feb 74 DATE RCD.: 11 Feb 74 DURATION: 12 months

TOTAL AMOUNT: \$31,308 START DATE: 1 Jun 74

IPPA FUNDS REQ.: \$31,308 ALSO SENT TO: Not stated

OTHER FUNDING: Not stated

OTHER KNOWN WORK INVOLVEMENT: \_\_\_\_\_

DESCRIPTION: The proposal is for a study of the effect of urban area characteristics (size and structure of population, household incomes, size of labor force, quality of housing, etc.) on the volume, ratio and rates of net-migration and in-migration for Ghana's large urban centers. The investigation will use 1960 and 1970 census materials, a 1960 post-enumeration survey, a direct survey of 5,000 households, and a mail survey of large establishments.

COMMENTS:

FORM IPPA 1-72  
REV. 1-8-73

PREPARED BY: Nancy Birdsall  
DATE: 5 March 1974

COUNTRY OF ORIGIN: Ghana PROPOSAL NUMBER: P-160  
DISPOSITION: Rejected 28 May 1974  
PROPOSER(S): Mr. Daniel Boamah-Wiafe  
923 E Eagle Heights  
Madison, Wisconsin 53705  
COLLABORATOR(S): \_\_\_\_\_  
TITLE: The Effects of Internal Migration on Urban Population Growth in Ghana  
DATE SUBMITTED: 28 Apr 74 DATE RCD.: 30 Apr 74 DURATION: 12 months  
TOTAL AMOUNT: \$10,915 START DATE: ASAP  
IPPA FUNDS REQ.: \$10,915 ALSO SENT TO: \_\_\_\_\_  
OTHER FUNDING: \_\_\_\_\_  
OTHER KNOWN WORK INVOLVEMENT: \_\_\_\_\_

DESCRIPTION: The proposal is for a study of the effect of urban area characteristics (size and structure of population, household incomes, size of labor force, quality of housing, etc.) on the volume, ratio and rates of net-migration and in-migration for Ghana's large urban centers. The investigation will use 1960 and 1970 census materials, a 1960 post-enumeration survey and a mail survey of large establishments.

COMMENTS:

PREPARED BY: Nancy Birdsall  
DATE: 30 Apr 74

FORM IPPA 1-72  
REV. 1-9-73

COUNTRY OF  
ORIGIN: Ghana

PROPOSAL NUMBER: P-198  
DISPOSITION: Rejected 7 Jan 75

PROPOSER(S): Daniel Boateng-Wiafe  
923 E Eagle Heights  
Madison, Wisconsin 53705

COLLABORATOR(S): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

TITLE: The Effects of Internal Migration on Urban Population Growth in Ghana

DATE SUBMITTED: 4 Oct 74      DATE RCD.: 7 Oct 74      DURATION: 12 Months

TOTAL AMOUNT: \$2,368      START DATE: 1974

IPPA FUNDS REQ.: \$2,368      ALSO SENT TO: Not stated

OTHER FUNDING: Not stated

OTHER KNOWN WORK INVOLVEMENT:

DESCRIPTION: The proposal is for a study of the relationship between migration and urbanization in Ghana. After conducting a cross-tabulation analysis of socio-economic, demographic, and ecological variables to provide a "mobility profile," the investigator plans a series of linear multiple regression models to identify the relative importance of such urban area characteristics as distance, population size, and economic opportunities on the decision to migrate. Data will be collected for a stratified sample of at least 30 of Ghana's urban areas with populations of 10,000 in 1970, from census materials, post-enumeration surveys, indirect or partial registration systems, and a mail survey of large establishments.

COMMENTS:

ORIGIN: Ghana

PROPOSAL NUMBER: 57114  
DISPOSITION: Rejected 30 May 74

PROPOSER(S): Mr. Yaw Oduro Boadu  
P. O. Box 4224  
Kumasi, Ghana

COLLABORATOR(S): \_\_\_\_\_

TITLE: Causes of High Fertility in Rural Areas

DATE SUBMITTED: 13 May 74 DATE RCD.: 21 May 74 DURATION: 6-8 months

TOTAL AMOUNT: \$25,900 START DATE: 1 Jul 74

IPPA FUNDS REQ.: \$25,900 ALSO SENT TO: \_\_\_\_\_

OTHER FUNDING: \_\_\_\_\_

OTHER KNOWN WORK INVOLVEMENT: \_\_\_\_\_

DESCRIPTION: The proposal is for a study of the causes of high fertility in rural Ghana, among agricultural populations and populations "in transition." A sample of 30,000 couples would be interviewed. Data would be collected on social and economic characteristics and fertility attitudes.

COMMENTS:

PREPARED BY: Nancy Birdsall

DATE: 5 Jun 74

COUNTRY OF ORIGIN: Ghana

PROPOSAL NUMBER: P-209  
DISPOSITION: Rejected 25 Nov 74

PROPOSER(S): Mr. Joseph Opong  
P.O. Box 4175  
Essei-New-Town  
Kumasi-Ash, Ghana

COLLABORATOR(S): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

TITLE: Impact of Employment of Women on Fertility

DATE SUBMITTED: 9 Nov 74 DATE RCD.: 18 Nov 74 DURATION: 6 Months

TOTAL AMOUNT: \$30,000 START DATE: 1 Jan 75

IPPA FUNDS REQ.: \$30,000 ALSO SENT TO: Not stated

OTHER FUNDING: Not stated

OTHER KNOWN WORK INVOLVEMENT:

DESCRIPTION: The applicant proposes a study of the relationship to fertility of such variables as labor legislation, trade union positions, management attitudes, child care facilities, and vocational and inservice training. Husbands, working women, employers and managers, an official in the department of social welfare and community development, an employment officer of the ministry of labour, and a senior trade unionist will be surveyed via five questionnaires.

COMMENTS:

COUNTRY OF ORIGIN: Ghana PROPOSAL NUMBER: P-296  
DISPOSITION: Rejected 25 July 1975

PROPOSER(S): Mr. Joseph Opare  
P.O. Box X175  
Fanti-New-Town  
Kumasi-Ashanti, Ghana

COLLABORATOR(S): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

TITLE: Relative Degrees of Influence Exerted by Different Sectors of the Public on Policy Makers

DATE SUBMITTED: 8 Jul 75 DATE RCD.: 15 Jul 75 DURATION: 6 Months

TOTAL AMOUNT: \$10,120 START DATE: 1 Aug 75

IPPA FUNDS REQ.: \$10,120 ALSO SENT TO: Not stated

OTHER FUNDING: Not stated

OTHER KNOWN WORK INVOLVEMENT:

DESCRIPTION: Investigation of the comparative political influence of various groups, organizations and individuals upon population policy formulation and implementation in Ghana. Included for study are: Chieftains, local governments, political parties, elites, trade organizations, labor unions, and student unions. Data to be obtained by questioning respondents in person and by mail as well as from published statistics

COMMENTS:

PREPARED BY: James M. Creager  
DATE: 24 July 1975

COUNTRY OF ORIGIN: Ghana and Nigeria

PROPOSAL NUMBER: P-280  
DISPOSITION: Rejected 25 Feb 76

PROPOSER(S): Dr. John S. Nabila  
University of Ghana, Department of Geography  
Legon - Accra, Ghana

COLLABORATOR(S): \_\_\_\_\_

TITLE: The Inter-relationships Between Socio-economic Status, Information Flow, Migration and Fertility Levels Among the Major Ethnic Groups in Northern Ghana

DATE SUBMITTED: 25 Jun 75 DATE RCD.: 1 Jul 75 DURATION: 12 months

TOTAL AMOUNT: \$34,248 START DATE: Dec 75

IFPA FUNDS REQ.: \$34,248 ALSO SENT TO: \_\_\_\_\_

OTHER FUNDING: None

OTHER KNOWN WORK INVOLVEMENT:

DESCRIPTION: Study inter-relationships between socio-economic status, information flow, migration and fertility levels among the major ethnic groups in Northern Ghana. Analysis of survey data to be obtained from men and women 15 years old and older; secondary data sources include census data from 1948, 1960, and 1970, as well as previous fertility researches on Ghana. Data will be queried by multiple regression analysis in order to test the following hypotheses:

- (1) There should be an inverse relationship between socio-economic status and level of fertility in Northern Ghana.
- (2) Total fertility or crude birth rates should be lower among ethnic groups with high rates of out-migration.
- (3) An index of knowledge, acceptance and practice of family planning should be higher among returned migrants (both men and women) than among never-migrant rural people.
- (4) Ethnicity or cultural considerations greatly affect fertility levels in many parts of Africa. Hence, determinants of fertility levels should differ by ethnic groups but remain the same within an ethnic group.
- (5) There is a positive correlation between KAP of family planning and an Index of mass media exposure.
- (6) Frequency of inter-personal communication (through visits, letters etc.) between migrants and rural home areas is related to similarity of attitudes as they affect the practices of family planning.

COMMENTS:

COUNTRY OF ORIGIN: Ghana

PROPOSAL NUMBER: P-289  
DISPOSITION: Rejected 20 August 1975

PROPOSER(S): Dr. S. Asamoah Darko  
Department of General and African Studies  
Faculty of Social Sciences  
University of Science and Technology, Kumasi, Ghana

COLLABORATOR(S): Mr. R.K. Amon  
Mr. Y.A. Agyei

TITLE: Factors Affecting the Responsiveness to Information on Family Planning by Different Layers of the Population as Presented by Various Methods in Ghana

DATE SUBMITTED: 23 Jul 75 DATE REC.: 31 Jul 75 DURATION: Not stated

TOTAL AMOUNT: \$61,200 START DATE: ASAP

IPPA FUNDS REQ.: \$61,200 ALSO SENT TO: Not stated

OTHER FUNDING: Not stated

OTHER KNOWN WORK INVOLVEMENT:

DESCRIPTION: Survey of approximately 5 million Ghanaians, constituting all citizens over 15 years of age, to achieve three objectives: (1) investigation of the most effective method of presenting information on family planning; (2) identification of those factors influencing the adoption of or refusal to adopt family planning methods; and (3) evaluation of extent of success achieved to date by family planning program. Two-phase sampling to consist of initial pilot survey followed by four-stage sampling process; units for each stage to be, respectively, enumeration areas, houses, households, and individuals. Yielding of two kinds of data: (1) variables concerning methods of providing publicity for family planning (newspapers, television, radio, Public Health Nurses' campaign, hospitals and health centers, mobile film shows, billboard advertising, churches and voluntary organizations, and familial and peer contact); and (2) various socioeconomic and demographic factors presumed to affect success of program

COMMENTS:

PREPARED BY: Anne S. McCook

DATE: 6 August 1975

COUNTRY OF ORIGIN: Ghana

PROPOSAL NUMBER: P-290  
DISPOSITION: Rejected 27 August 1975

PROPOSER(S): Dr. Kofi Ankamah  
Ghana Institute of Management and Public Administration  
Greenhill, P.O. Box 50  
Achimote, Ghana

COLLABORATOR(S): \_\_\_\_\_

TITLE: Concept for Research and Services in the Management and Review of the Social Services Sector

DATE SUBMITTED: 29 Jul 75 DATE RCD.: 5 Aug 75 DURATION: 12 Months

TOTAL AMOUNT: \$60,000 START DATE: 1975

IPPA FUNDS REQ.: \$20,000 ALSO SENT TO: Not stated

OTHER FUNDING: Not stated

OTHER KNOWN WORK INVOLVEMENT:

DESCRIPTION: The proposal is concerned with the identification of management bottle-necks in the health system of Ghana. A demonstration project is proposed for the testing of management alternatives.

COMMENTS:

PREPARED BY: Calman J. Cohen

DATE: 7 August 1975

COUNTRY OF  
ORIGIN: U.S.A.

PROPOSAL NUMBER: P-224  
DISPOSITION: Rejected 1 Apr 75

PROPOSER(S): Virginia Josephian  
Department of Demography  
University of Louvain  
2 a van Evenstratt, 3000 Louvain, Belgium

COLLABORATOR(S): S.K. Gaisie

TITLE: Fertility and Birth Spacing in Ghana: An Analysis of Maternity Histories

DATE SUBMITTED: 26 Dec 74      DATE RCD.: 8 Jan 75      DURATION: 11 Months

TOTAL AMOUNT: \$33,230      START DATE: 1 Mar 75

IPPA FUNDS REQ.: \$33,230      ALSO SENT TO: Not stated

OTHER FUNDING: Not stated

OTHER KNOWN WORK INVOLVEMENT:

DESCRIPTION: Demographic analysis of pregnancy history data for 35,000 women over age 12 obtained in the 1968-1969 National Demographic Sample Survey. After applying demographic analytic processes developed by Brass to correct data for response errors, birth interval averages specific to demographic and socio-economic groups will be calculated for cohorts of women. Analysis of sociological and anthropological research concerning traditional methods of birth interval spacing will be done in order to tie together findings concerning birth intervals and findings concerning traditional birth control methods. Inferences made from the findings concerning fertility trends, the socio-economic correlates of fertility, and the relative effectiveness of the various traditional family planning methods.

COMMENTS:

PREPARED BY: James Creager

DATE: 10 January 1975

3. OTHER ACTIVITIES

a. Workshop/Conference Summary and Participants List

(see attached)



INTERDISCIPLINARY COMMUNICATIONS PROGRAM

• SMITHSONIAN INSTITUTION

1717 MASSACHUSETTS AVENUE, N. W. • WASHINGTON, D. C. 20036 • (202) 232-0995

M. C. SHELESNYAK, Ph.D., Director

"Development & Utilization of Human Resources  
and Population Policies"

GIMPA, Accra, Ghana

1 - 3 October 1974

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M. C. SHELESNYAK, Ph.D., Director

WORKSHOP/CONFERENCE NO. X  
of the  
INTERNATIONAL PROGRAM FOR POPULATION ANALYSIS

"Development & Utilization of Human Resources and Population Policies"

AGENDA

There is growing awareness that plans and goals for social and economic development for the improvement of the quality of life are intrinsically related to population dynamics: growth, character, mobility, etc. Although the fundamental conditions are global, regional, national and local variations must be understood in order to arrive at resolution of various specific problems.

The objective of this meeting is to discuss African perceptions of the basic problem of manpower - human resources - in relation to social-economic development, and the formulation and implementation of population policy.

The opening session will describe the conference's aims and processes. It will include autobiographical comments which will reveal the bases for interest in the topics to be discussed.

It is pertinent to emphasize the nature of the conference - full discussion with certain participants asked to initiate various topics (no formal lecture or paper) - simply an introduction to stimulate and provoke discussion.

The first substantive discussion will deal with The African Manpower Situation to be initiated by Mr. Jones. Problems of Manpower Development - Training and Utilization will be the next subject of discussion and initiated by Professor Cox-George. We will then turn to New Approaches to Africa's Acute Skilled Manpower Shortages initiated by Dr. Omari. Professor Okonjo and Mr. Ghansaah will initiate a discussion on Relating Manpower and Human Resources to Population Policy. The subject of Decision Makers' Informational Needs will be discussed by all of the participating decisionmakers. The closing session will be devoted to a summation.



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M. C. SHELESNYAK, Ph.D., Director

"Development & Utilization of Human Resources  
 and Population Policies"

Greenhill  
 GIMPA

Achimota  
 Accra, Ghana

S C H E D U L E

Tuesday, 1 October 1974	10:00 A.M. 12:00 Noon - 1:00 P.M. 3:00 P.M. - 5:30 P.M.	Introductory Session Lunch Working Session
Wednesday, 2 October 1974	9:00 A.M. - 12:00 Noon 3:00 P.M. - 5:30 P.M.	Working Session Working Session
Thursday, 3 October 1974	9:00 A.M. - 12:00 Noon 3:00 P.M. - 5:30 P.M.	Working Session Working Session

8:00 A. M. to 9:00 A.M.	Breakfast
10:30 A.M.	Coifee Break
12:00 Noon to 1:00 P.M.	Lunch
3:30 P.M.	Tea Break
7:00 P.M.	Dinner

After Dinner - Informal Discussions



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M. C. SHELESNYAK, Ph.D., Director

WORKSHOP/CONFERENCE NO. X  
of the  
INTERNATIONAL PROGRAM FOR POPULATION ANALYSIS

"Development & Utilization of Human Resources  
and Population Policies"

GIMPA, Accra, Ghana

1 - 3 October 1974

PROGRAM

Topic

Discussion Initiators

Tuesday morning

I. Opening Remarks  
and  
Purpose of Workshop

Dr. M. C. Shelesnyak  
Mr. Samuel B. Jones  
Prof. K. T. deGraft-Johnson

Tuesday afternoon

I. African Manpower Situation

Mr. Samuel B. Jones

Wednesday morning

I. Problems of Manpower Development  
Training and Utilization

Prof. N. A. Cox-George

Wednesday afternoon

I. New Approaches to Africa's Acute  
Skilled Manpower Shortages

Dr. G. K. Omari

Thursday morning

I. Relating Manpower & Human  
Resources to Population Policy

Prof. C. Okonjo  
Mr. D. K. Ghansah

Topic

Discussion Initiators

Thursday afternoon

- I. Decision Makers  
Informational Needs
- II. Closing - Summation

Participating Decisionmakers

Prof. K. T. deGraft-Johnson  
Mr. Samuel B. Jones  
Dr. M. C. Shelesnyak

### 3. OTHER ACTIVITIES

#### b. Trip Reports

Trip to Accra, September 30 to October 18, 1974, Nancy Birdsall

I attended the ICP workshop, "Development and Utilization of Human Resources and Population Policies," held October 1, 2 and 3 at GIMPA (Ghana Institute of Management and Public Administration), Accra.

Julius Prince, the USAID Population Program Officer in Accra, arranged for Steven Sinding of AID Office of Population, Washington and I to visit the Danfa Rural Health Project on Friday October 4.

The Danfa Project is a USAID-funded controlled experiment in the response of rural Africans to family planning which is made available along with varying degrees and amounts of other health care. We visited the clinic in the area where family planning is offered as part of a comprehensive health program. There we spoke with the man responsible for recording and maintaining data on the families served by the clinic; we visited the examining rooms and laboratory. We also visited a mobile health van serving an area about five miles from the principal clinic.

We had lunch with Dr. Prince and discussed the USAID population program in Ghana.

I paid a courtesy call to Mr. Sam Jones, Executive Secretary and member of the Ghana Manpower Board, in the afternoon.

#### c. ICP/IPPA PUBLICATIONS

(see attached)

## From Workshop/Seminar 10: Impressions of a Participant

### K. T. DE GRAFT-JOHNSON

K. T. de Graft-Johnson is a Professor of Statistics and Demography at the Institute of Statistical, Social and Economic Research, University of Ghana, Legon. He has served in his country's Ministry of Education and Census Bureau, and was coordinator of the 1970 Ghana Census.

Seventeen participants representing several disciplines — sociology, economics, statistics, demography, political science, medicine, administration, and planning — attended the ICP workshop seminar on "Development and Utilization of Human Resources and Population Policies." Held at General Aenimota, Ghana, from October 1-3, 1974, this tenth conference conducted for IPPA was sponsored jointly by the Interdisciplinary Communications Program, Smithsonian Institution and the Institute of Statistical, Social and Economic Research, University of Ghana.

In reviewing the manpower situation in Africa, discussants considered the rates of population growth on the continent and the effects of these rates on the growth of the working-age population and the labor force. Some participants felt that current rates of population growth implied that problems of unemployment and underemployment in a number of African countries would worsen in the near future. Others felt that rapid rates of population increase need not create such problems if significant restructuring of society is undertaken. Among the labor problems highlighted at the conference were the present shortages in high and middle-level manpower, the present imbalance in the allocation of the available high and middle-level manpower between urban and rural areas, the co-existence of a shortage of high-level manpower and unemployment of school leavers, and the low productivity of the labor force due to lack of adequate education and proper health care.

After a review of the manpower situation, participants turned their attention to the problems of training and utilization of manpower.

A consensus was reached to the effect that there was need to rationalize training so that the real needs of countries would be taken into account. This could involve drastic changes in the present pattern of training, including for example, the initiation of more inservice training to upgrade the skills now available in the labor force. It was suggested that, instead of each country setting up its own training centers, it would be less expensive to establish regional or sub-regional training centers.

Several new approaches were suggested as providing possible solutions to the acute manpower problems of the region. The most important suggestions were concerned with establishing clearinghouses for African experts and providing service-oriented education. Clearinghouses for African experts would help in the recruitment and utilization of professionals with specific skills in countries where their services are needed. In service-oriented education, the state would direct students to specific areas of study. Thus, university students would study only those subjects related to areas in which manpower shortages had been identified by the state. It was felt by some participants that such regimentation in education was possible only if the existing social structure in African states were changed to ensure a more equitable distribution of income.

The workshop next turned its attention to the information on manpower needed by decisionmakers. Data on age-sex structure, growth and characteristics of the labor force, together with manpower projections, were considered to be the minimum information required to enable decisionmakers to formulate realistic plans for the development of manpower.

Finally, members of the workshop had an exhaustive discussion on the linkage of manpower and human resources with population policy. Government policies that might influence demographic variables and their effect on manpower were reviewed. Although the possible use of migration schemes to

solve the region's acute manpower problem was also discussed, no consensus was reached on this point. In general, it was agreed that policies aimed at reducing fertility and mortality levels should normally lead to improving the productivity of the labor force and the quality of life of the population.

### Participants

Attendees at the workshop seminar are as follows: *Dr. Augustus A. Amadi*, Executive Director of the National Family Planning Program, Accra, Ghana; *Ms. A. Birdsall*, ICP social science analyst; *Mr. A. C. C. G. G. G.*, Department of Economics, University of Sierra Leone, Freetown, Sierra Leone; *Dr. K. T. de Graft-Johnson*, Deputy-Director, ISSER, University of Ghana, Legon, Ghana; *Dr. G. Fapohunda*, Human Resources Research Unit, University of Lagos, Lagos, Nigeria; *Mr. D. K. Ghansah*, Acting Chief, Population Programme Centre, Economic Commission for Africa, Addis Ababa, Ethiopia; *Mr. Emmanuel Gwan*, Department of Geography, University of California, Berkeley; *Mr. Samuel B. Jones*, Manpower Division, Ministry of Economic Planning, Accra, Ghana; *Mr. Toma M. K. M. K.*, Chief, Statistics Office, Freetown, Sierra Leone; *Mr. James Nii*, Manpower Division, Ministry of Economic Planning, Accra, Ghana; *Prof. C. Okonjo*, Director, United Nations Regional Institute for Population Studies, University of Ghana, Legon, Ghana; *Cuthbert K. Omari*, University of Dar es Salaam, Tanzania; *Ms. Benedicta O. Onana*, Sous-Direction des Etudes de Population, Yaounde, Cameroun; *Dr. S. Prince*, Health, Population & Nutrition Projects Office, A.I.D. Mission to Ghana, Accra, Ghana; *Dr. M. C. Shelesnyak*, Director; *Mrs. Roslyn Shelesnyak*, Conference Programmer; *Dr. Steven Sinding*, Office of Population, Agency for International Development, Washington, D.C.

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## Ghana

**EDITOR'S NOTE:** Both the recent past and the immediate future may hold the key to the resolution or exacerbation of population-related problems. PANORAMA will be devoted to exploring pacesetting efforts within the countries of the Third World as they establish viable policies or programs to reduce their population concerns.

GHANA published its population policy in 1969. The statement is a forerunner in the field and a potential model for other countries because of its emphasis on three points. 1). It relates population problems and goals to the country's overall development problems and goals. 2). It points out that population planning requires attention not only to high fertility, but also to internal migration, immigration, spatial distribution, and continued

high mortality. 3). It defines a population policy that not only includes provision of family planning services, but also the promulgation of measures that increase education and employment opportunities for women (which may have anti-natalist effects), and modify government benefits and legal-administrative procedures (which are indirectly pro-natalist).

Ghana's population policy statement begins with a review of population characteristics and trends.

First, Ghana is not crowded. Its ratio of population to land area is about 90 people per square mile, far less than that of many prosperous European countries. Population concern is not with density, but with the growth rate. At the present growth rate of 3.0 percent per year, Ghana's population will double by about 1990. This rate is already restraining economic progress and creating a situa-

*continued on p. 16*

tion that could have serious economic, social, and perhaps political consequences.

Second, Ghana is a country of many young people. In 1969 more than half of its population of well over 8 million was 18-years-old or less. One-fourth of these young people were born after the country attained independence in 1957. The working population is supporting a huge group of non-workers: many youths are moving into the reproductive age span.

Third, Ghanaians have large families. The crude birth rate is about 50 per 1,000, with no indication of present or future fertility decline. The difference between urban and rural birth rates is so small that urbanization offers only limited hope of fertility decline; even if the 1969 urban population were to double suddenly, the average completed family size for the country as a whole would remain above six.

The title of Ghana's statement "Population Planning for National Progress and Prosperity" reveals its major thrust. The preface to the statement was written not by a doctor, a health planner, or a clinic administrator but by the Commissioner for Economic Affairs, whose ministry developed and issued the document. At the heart of the policy is an emphasis on how rapid population growth adversely affects various development objectives.

*Per capita income* cannot be maintained if population growth rates exceed economic growth rates. *Investment* in productive sectors is reduced by the costs to the family and to society of rearing and educating children. *Per capita food supply* declines: to keep up with current population growth without increasing food imports, Ghana will have to double food production by 1985. *Employment opportunities* decrease: current fertility

rates portend an entry of more than 300,000 persons into the labor market each year between 1985 and 2000.

*Education of the young* suffers: if the birth rate were cut by 2 percent a year between now and the year 2000, there would be 3 million fewer school-age children by the start of the 21st century "with opportunity during the intervening years for saving the educational costs of many millions of pupil years." *Health objectives* are impeded by high fertility and its accompanying high infant and maternal mortality.

Ghana is one of two sub-Saharan African countries where annual internal migration probably exceeds 300,000. The population policy statement calls attention to high immigration and uneven distribution of population. It establishes national and regional planning committees to reduce the scale and rate of immigration, to help plan urban and suburban settlement and resettlement, and to help initiate programs regulating rural-urban migration. It points out that industry will be offered some government incentives to locate outside of the Accra area and that the government itself will undergo decentralization administration.

The government's approach to a population policy goes beyond family planning, noting that Ghana will establish education programs to increase awareness of the effects of unlimited population growth.

The statement calls for wider productive employment for women and an increase in the number of girls entering school. It modifies the government's employment policy by restricting the number of paid maternity leaves and allowances to three-per-family.

Most important, the statement points out that a national population policy program will be developed as "organic parts of social and economic plan and development activity." It also supports the establishment and maintenance of contacts with international public and private organizations that are concerned with population problems.

—Nancy B. L.

## 26. GHANA

TYPES OF LAWS	CONTRACEPTIVES		
	Condoms	Pills	IUDs
<b>Imports</b>	Imports are permitted. License needed to import condoms. Efforts to protect domestic rubber industry result in high (50%) duty on condoms. No duty on gift contraceptives.	Imports are permitted. License required to import pills. No duty on pills.	Imports are permitted. No duty on IUDs. No duty on gift contraceptives.
<b>Manufacture</b>	Government favors local production of condoms although no local manufacturing exists.	Pharmacy Board licenses organization to manufacture pills. Board may demand details on composition of pills.	
<b>Sale and Distribution</b>	Condoms are sold in pharmacies and supermarkets. Condoms are sold at a low subsidized price by the National Trading Corporation, but it only has 35 outlets. Condoms are also distributed by the National Family Planning Program.	Pills are sold in pharmacies on prescription only and are classified as a dangerous drug. Prescription book must be kept. There is official distribution.	IUDs inserted by physicians only. IUDs are available through official services.
<b>Advertising and Publicity</b>	Advertisement is prohibited unless published under direction of Ministry of Health; this is not always enforced. Copies of descriptive matter published in relation to a drug must be submitted to Pharmacy Board. No point-of-sale promotion or display. Publicity for family planning is encouraged.		
<b>Use of Mails</b>			

From: Comparative Study of World Law on Contraceptives: Revised and Updated.  
 Occasional Monograph Series Number One--An ICP Work Agreement Report: December 1974  
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