

GHANA SCHOLARLY SOCIETY

International Conference on African Development (iCAD 2025) -  
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# CONFERENCE PROCEEDINGS 2025

*Aston University Business School, Birmingham, UK  
18th – 20th June 2025*



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## **Ghana Scholarly Society 2025 - Conference Proceedings**

**Venue:** Aston University Business School, Birmingham, UK

**Date:** 18<sup>th</sup> - 20<sup>th</sup> June 2025

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## Conference Overview by the President

### Ghana Scholarly Society iCAD Conference 2025

The 2025 edition of the International Conference on African Development (iCAD), held at Aston University Business School from 18th–20th June, marked a significant milestone in the evolution of the Ghana Scholarly Society (GSS). Building on the momentum of our inaugural conference, this year's event focused on the theme *"Sustainable Development and Youth Employment in Africa: Challenges and the Way Forward"*. With over 130 papers received across seven tracks, the conference brought together diverse voices from academia, government, and industry, demonstrating the Society's growing global reach and relevance.

### Grounding Solutions in African Realities

The 2025 conference showcased path-breaking research addressing the nexus between youth employment and sustainable development. From inclusive agricultural innovations and fintech empowerment to legal reform, digital ecosystems, and urban green transitions, contributors offered practical insights grounded in African realities. Industry-led sessions explored how public-private partnerships, construction technologies, AI adoption, and corporate social responsibility can create new opportunities for Africa's youth. In line with GSS's mission, many of these contributions offered actionable frameworks to support SDG implementation at both national and sub-national levels.

### A Platform for Policy and Practice

This year's programme confirmed GSS as a credible platform for translating research into policy and practice. The participation of NGOs, banking institutions, entrepreneurs, and government officials enriched the conversations and ensured policy relevance. From tax reform and social capital in farming communities to SME resilience and skills development, the evidence presented was both intellectually rigorous and practically actionable.

### Looking Ahead to Cambridge 2026

We are delighted to announce that the next edition of iCAD 2026, will be hosted from 17th–19th June at Anglia Ruskin University, Cambridge. The theme *"Green Transitions and Inclusive Industrialisation in Africa: From Theory to Policy and Practice"* will further our commitment to advancing Africa-focused scholarship and global partnerships. As always, we invite all scholars, policymakers, and practitioners to join us in Cambridge to help shape the next phase of Africa's development. To submit your work, please visit [www.ghscholars.com](http://www.ghscholars.com) or email [admin@ghscholars.com](mailto:admin@ghscholars.com)

### Dr Kweku Adams

Associate Professor, University of Bradford  
President, Ghana Scholarly Society

## Track chairs

We extend our heartfelt gratitude to all our track chairs whose invaluable leadership, dedication, and scholarly guidance were instrumental in the success of iCAD 2025. Your commitment ensured the intellectual richness and rigour that defined this year's conference.

### Business and Management

- **Prof. David Sarpong.** *Aston University, Birmingham:* [d.sarpong1@aston.ac.uk](mailto:d.sarpong1@aston.ac.uk)
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## Business & Management

### The Bartels model of the “Journey out of the African Maze” revisited

David Weir

York St John University, York, United Kingdom

#### Abstract

In his final book publication, the great Ghanaian educationalist, statesman, international senior civil servant, and author, Francis Bartels Senior, proposed a route out of the “African maze” that, in his opinion, had frustrated the possibility of an indigenous model of economic and social development for the African continent. In the publication, Bartels acknowledged the involvement of his son, Francis Bartels Junior, at that time a senior official in UNIDO. The author of this conference paper was privileged to know and work with both of them and was, for a decade, a close colleague of Bartels the younger, contributing to the book. Bartels proposed that “African universities should use the time, energy and money being spent on the repetitive activities of the past – proposal-formulating commissions and plans-of-action conferences – to empower their postgraduate students, the Professors and lecturers who are guiding them in their research, and retired Professors in their fields of study to team up with their counterparts in the indigenous system in a bold double helix venture to create such knowledge and promote the requisite action that will guide their countries out of the development maze in which they are.” In this conference paper, we propose to describe, explain, and critique the Bartels proposition and examine it in the light of subsequent experience, establishing the possibility of its enduring relevance.

**Keywords:** Francis Bartels, African Development, Universities, Indigenous Knowledge, Postgraduate Research

## **Evaluate a Standard Barbecue Bar to Promote Entrepreneurship in Nigeria's Federal Capital Territory, Abuja.**

**Michael Adedotun Oke**

Michael Adedotun Oke Foundation, Federal Capital Territory, Nigeria

### **Abstract**

In order to continue with all of our training programs, certification, and trademark, we plan to expand our work throughout the continent. Specifically, our strategy plans for the years 2021–2025 call for forming partnerships with the majority of international barber associations, operators of various saloons, and universities. These will be acknowledged around the continent to allow our trainers to interact with foreign nations, and it is in light of this that we are requesting cooperation — exchanging diverse information regarding the nation's need for skill development, the roles that various higher education institutions can play in research and development, and the numerous supporting structures that are required. In addition to offering various consulting services, we have conducted adaptive research using questionnaires completed by our clients and conducted customer interviews to assess our performance. We also have plans to build a network and collaborate with various groups of barbers worldwide.

**Keywords:** Barbing, Saloon, Entrepreneurship, Development, Nigeria

## **Ethical Leadership, Corporate Social Responsibility, and Innovative Work Behaviours: A Mediation-Moderation Analysis of Indigenous Banks in Ghana**

**Robert Nii-Adu Arday**

University of Ghana Business School, Accra, Ghana

**Saviour Ayertey Nubuor**

University of Ghana Business School, Accra, Ghana

**Kwasi Dartey-Baah**

University of Ghana Business School, Accra, Ghana

### **Abstract**

Despite the established role of Corporate Social Responsibility (CSR) in fostering trust and innovation, the mechanisms through which CSR mediates and moderates the relationship between ethical leadership and innovative work behaviour (IWB) remain underexplored, particularly in Ghana's banking sector. This study examines the dual role of CSR as both a mediator and moderator in the ethical leadership–IWB relationship within nine indigenous banks in Ghana, selected based on their CSR engagement and post-crisis reforms.

Employing an explanatory sequential mixed-methods approach, the study integrates quantitative surveys and qualitative interviews to explore these dynamics. Expected findings suggest that ethical leadership positively influences IWB through trust and commitment, with CSR enhancing employee engagement and strengthening this relationship. The study contributes to Social Exchange Theory and Stakeholder Theory by illustrating how employees reciprocate ethical leadership and CSR through innovation.

Findings have implications for sustainable banking, financial inclusion, and economic resilience, aligning with SDG 8 (Decent Work and Economic Growth) and SDG 1 (No Poverty).

**Keywords:** Corporate Social Responsibility, Ethical Leadership, Innovative Work Behaviour, Ghana Banking, Sustainable Development



## **Bridging the Skills Gap: Aligning Education with Job Market Needs in Ghana - A Case Study of the Relationship between University Education, Labour Market and Government Policies**

**Portia Oduro-Morrison**  
Stanbic Bank Ghana, Accra, Ghana

### **Abstract**

Sustainable development and youth employment are deeply interconnected and critical to Ghana's long-term prosperity and stability. As Ghana faces a rapidly growing youth population, creating inclusive and sustainable economic opportunities has become a pressing priority. This paper explores the challenges impeding youth employment in Ghana, including limited access to quality education and skills training, inadequate job creation, technological disparities, and socio-economic inequalities. It also examines the impact of environmental sustainability and climate change on job availability and security.

**Keywords:** Sustainable Development, Youth Employment, Ghana, Economic Opportunities, Climate Change

## **Corporate Social Responsibility And Financial Inclusion In An Emerging Market: The Role Of Institutional Ownership**

**Kwabena Gyekye**

Central University, Accra, Ghana

### **Abstract**

Even though institutional ownership (IO) has been shown to be beneficial, it is not very prevalent in emerging economies as a factor influencing the relationship between financial inclusion (FIN) and corporate social responsibility (CSR). Therefore, this study looks at how IO influences the relationship between FIN and CSR actions in Ghana's developing market.

Through an explanatory design, the study uses an ontological framework with an objectivist foundation to provide quantitative analysis and hypothesis testing. From 2010 to 2022, information is collected from the Global Financial Development Database and all 23 of Ghana's commercial banks. Data analysis is done using the GMM estimation method. The analysis demonstrates a significant inverse relationship between FIN and CSR investment. This suggests that CSR is frequently given precedence over the opening of physical branches by banks.

Furthermore, it is shown that IO acts as a moderating variable that reduces the detrimental impact of CSR on FIN, contributing to the study of banking strategy and the ways in which governance structure affects financial accessibility. In addition to including institutional investors in their strategic CSR choices on FIN, this study highlights the necessity for banks to improve their digital systems and financial literacy training initiatives related to digital financial services. The length of time it takes for CSR expenditures to result in new banking infrastructure is not specified in the report. More investigation is required to examine how distinct CSR initiatives benefit FIN by conducting impartial evaluations of governance, social, and environmental initiatives in other emerging countries.

**Keywords:** Institutional Ownership, Financial Inclusion, Corporate Social Responsibility, Ghana Banking, Governance Structure

## **Sustainable development in agriculture: Challenges and opportunities for young aspiring farmers in Ghana**

**Ibrahim Mohammed**  
IB.B FARMS, Kasoa, Ghana

**Braimah Mohammed**  
Mobaclass ventures, Prestea, Ghana

### **Abstract**

In short, sustainable development and youth empowerment is the ability of a nation to meet the dire needs of the present and future without deteriorating or compromising the social, economic, and environmental needs for a better future. I will touch on the challenges youth face in Africa, Ghana to be precise. To emphasize, I would like to centralize my write-up on the poultry industry and build up the challenges within agriculture as a whole, which will serve as an empowerment avenue for the youth to curb unemployment among upcoming youth who are currently in dire need of a sustainable source of income.

Poultry farming is the new goldmine in the agriculture sector, but it tends to be very cost-intensive and time-taking. From setting up and acquiring the capital to the operational processes, it tends to be excruciating to come by.

Poultry farming is a day-by-day learning process; you grow as you scale up because of its cumbersome business nature. Starting with a small flock and gradually increasing the size as you gain experience and confidence is advisable. Starting small will enable one to conduct market research and know what type of breed to venture into.

**Keywords:** Sustainable Development, Youth Empowerment, Poultry Industry, Agriculture, Unemployment

## **The Role of Banks in Ghana in Addressing Youth Employment**

**Samuel Duncan**

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### **Abstract**

There is no doubt that banks in Ghana play a critical role in youth employment through the facilitation of financial inclusion, supporting entrepreneurship, and offering direct employment opportunities. Their impact can be analysed under several key areas. Banks offer tailored financial products such as startup loans, SME financing, and microfinance services, which are essential for youth entrepreneurs.

With reference to Abor and Quartey (2010), access to finance remains a significant constraint for small businesses in Ghana, and banks have an essential role in bridging this gap. However, due to the absence of credit agencies to provide a database with individuals' credit history, and limited access to collateral, it becomes difficult for the youth to gain access to credit to pursue their own entrepreneurial projects.

**Keywords:** Banks, Youth Employment, Financial Inclusion, Entrepreneurship, Access to Finance

## **Social Enterprise as a Solution to Youth Employment in Ghana**

**Ama Duncan**

The Fabulous Woman Network, Kumasi, Ghana

### **Abstract**

Ghana has witnessed a continuous increase in youth unemployment, which poses a dire problem in the country. However, social enterprises offer a sustainable and significant solution to address this challenge. Social enterprises function at the interface of business and social impact, seeking to address societal challenges with the dual focus of making a profit while also achieving employment and economic development. It is with this hope that leveraging social entrepreneurship could bring Ghana closer to creating sustainable job prospects and empower the youth to drive needed change in various communities.

For instance, the Fabulous Women Network, a social enterprise in Ghana, strives to empower women to be who they are, become aware of the power they carry, and support youth training and empowerment to build competence and capacity for employment or to develop their existing skills and aspirations.

Social enterprises help advance the cause of mitigating youth unemployment in Ghana through skill development. They create employment opportunities in agriculture, education, healthcare, technology, youth entrepreneurship, and craftsmanship. All these avenues offer the youth opportunities to be equipped through vocational training, mentorship, and internship initiatives (World Bank, 2020). Compared to traditional business models, social enterprises plough back profits into growth to further their operations and create greater societal impact. Hence, this promotes the continuous creation of jobs with associated long-term economic growth, especially in the context of deprived communities (Yunus, 2010).

**Keywords:** Youth Unemployment, Social Enterprises, Ghana, Skill Development, Economic Growth

## **The Role of NGO's in Creating Employment through Agri-Business Supply Chain Management to Solve Africa Youth Unemployment**

**Edward Yeboah**

Humanitarian Foundation, Brenman Asikuma, Central Region, Ghana

### **Abstract**

Youth unemployment in Africa is a critical challenge, demanding sustainable solutions to stimulate economic growth and improve livelihoods. Agri-business supply chain management offers vast employment opportunities by enhancing productivity, logistics, and value addition in the agricultural sector. However, inadequate infrastructure, limited access to finance, and fragmented markets hinder youth participation.

Non-Governmental Organisations (NGOs) play a pivotal role by providing skills development, financial support, policy advocacy, and technological adoption, bridging the gap between youth and agri-business opportunities. Through microfinance schemes, capacity-building initiatives, and digital platforms, NGOs facilitate inclusive and sustainable employment. Additionally, they promote climate-smart agricultural practices and market integration, strengthening value chains.

This paper examines the role of NGOs in creating employment through agri-business supply chain management, exploring key interventions, challenges, and strategies for improving youth engagement in the sector. By fostering partnerships and policy reforms, NGOs can significantly reduce youth unemployment and drive economic transformation in Africa.

**Keywords:** Youth Unemployment, Agri-Business, Supply Chain Management, NGOs, Economic Transformation

## **Corporate Social Responsibility (CSR) As A Tool For Youth Job Creation**

**Moses Baffour Kyei**

KNUST, Kumasi, Ghana

**Moses Baffour Kyei**

KNUST, Kumasi, Ghana

Youth unemployment remains a critical challenge in Africa, exacerbating economic and social inequalities. While governments struggle to create sustainable jobs, Corporate Social Responsibility (CSR) has emerged as a strategic tool for employment generation. This paper examines how CSR contributes to youth employment through vocational training, entrepreneurship support, and direct job creation.

Using a systematic literature review and case study analysis, the study assesses the successes, limitations, and scalability of CSR-driven employment programs. The findings highlight that sustained corporate commitment, policy alignment, and multi-stakeholder partnerships are essential for CSR's long-term impact. The study calls for structured, scalable, and policy-integrated CSR models that align with national employment goals and the United Nations Sustainable Development Goals (SDGs).

**Keywords:** Youth Unemployment, Corporate Social Responsibility, Vocational Training, Entrepreneurship, Sustainable Development Goals

## **Supply Chain Management Practices and Digitalization in Ghana's Public Sector: Challenges and Opportunities**

**Mariama Baakoe**

Ashanti Regional Coordinating Council, Kumasi, Ghana

### **Abstract**

#### **Purpose**

This paper explores SCM practices at the Regional Coordinating Councils (RCCs). The study examines the key components of supply chain management in RCCs, including capital investment, goods and services supply chain, outsourcing, and the integration of digital technologies. It further investigates the challenges associated with SCM in the public sector, such as inadequate funding, inefficient procurement systems, and the slow adoption of digital technologies.

#### **Methodology**

The study adopts a qualitative research approach, utilizing case studies of selected RCCs in Ghana. Data was collected through semi-structured interviews with procurement officers, supply chain managers, and key government stakeholders. Additionally, document analysis of procurement policies and digital transformation strategies within RCCs was conducted.

#### **Findings**

The findings indicate that while RCCs play a crucial role in coordinating supply chain operations at the regional level, they face significant challenges that hinder efficiency and value creation. One of the primary issues is the inconsistent flow of funds, as RCCs rely heavily on the Ghana Government's Common Fund, leading to delays in supplier payments and disruptions in procurement processes.

#### **Managerial/Policy Implications**

For policymakers and public sector managers, the study demonstrates the urgent need to prioritize digital transformation in supply chain management. This includes investing in robust digital infrastructure, enforcing e-procurement adoption, and enhancing capacity-building programs for procurement personnel.

#### **Originality/Value**

By bridging the gap between traditional supply chain operations and modern digital solutions, this research highlights pathways for improving transparency, accountability, and service delivery within Ghana's RCCs.

**Keywords:** Supply Chain Management, Regional Coordinating Councils, Digital Transformation, Public Sector, Procurement Challenges

## **Sustainable Development And Youth Employment In Ghana: Challenges And The Way Forward**

**Jerry Odom**

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### **Abstract**

Youth unemployment and underemployment present significant barriers to Ghana's sustainable development. In response, local governments, including the La Dade Kotopon Municipal Assembly (LaDMA), have implemented targeted interventions to create decent employment opportunities for young people.

Drawing on practical experience as a Principal Budget Analyst, this paper examines Ghana's efforts under the National Youth Policy (2010) and the Agenda for Jobs (2017–2024), and highlights successful initiatives in LaDMA, particularly in revenue mobilization and public service delivery. It also highlights successful interventions by LaDMA, including skills development programs for informal sector participants such as caterers, dressmakers, masons, and SMEs. By addressing these issues, LaDMA demonstrates a scalable model for promoting inclusive economic growth and sustainable development at the local level. The paper offers insights into scalable strategies that can contribute to youth employment and inclusive economic growth.

**Keywords:** Youth Unemployment, Sustainable Development, LaDMA, Skills Development, Inclusive Economic Growth

## **Talent Management Amidst The COVID-19 Pandemic: A Systematic Review**

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### **Abstract**

This research aims to examine the dynamic nexus between talent management and the Covid-19 pandemic. It employs the systematic review method. The results highlight key dynamic changes, challenges, opportunities, and strategies of talent management in uncertain times, specifically within the Covid-19 pandemic context.

This research offers valuable, original, and novel practical and theoretical insights for strengthening talent management systems and organisational sustainability during periods of turbulence. This, in turn, supports the sustainability of employment opportunities for workers globally, particularly young people in developing economies like those in African countries.

**Keywords:** Talent Management, Covid-19 Pandemic, Organisational Sustainability, Employment Opportunities, Developing Economies

## **Work Design and Employee Well-Being: The Moderating Role of Digital Competence among Employees of Ghana Cocoa Board**

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**Saviour Ayertey Nubuor**

University of Ghana Business School, Accra, Ghana

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University of Ghana Business School, Accra, Ghana

### **Abstract**

Given the increasing integration of digital tools in organizational operations, employees in developing countries like Ghana face new challenges and opportunities that impact their job satisfaction and engagement. Using the Job Demands-Resources (JD-R) theory, this research examines how work design elements influence well-being and how digital competence moderates this relationship.

The study employs a mixed-methods approach, gathering both qualitative and quantitative data from employees of the Ghana Cocoa Board. Preliminary findings indicate that digital competence enhances the positive effects of work design on well-being. The study provides practical insights for policymakers and organizations aiming to optimize work structures and training programs. Findings have implications for decent work and economic growth, as well as the eradication of poverty (SDG 8 and SDG 1).

**Keywords:** Digital Competence, Work Design, Job Satisfaction, Ghana Cocoa Board, Sustainable Development Goals

## **Agribusiness as a Pathway for Youth Employment in Ghana**

**Moses Nimoh**

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### **Abstract**

Agriculture has the potential to provide employment for Ghana's growing youth population, yet it is often overlooked in job creation policies. Despite rapid urbanization, Ghana remains largely rural, with many young people born into farming families. Booming regional food markets and high global food prices create opportunities for agricultural growth. However, structural constraints hinder the sector's competitiveness and its appeal to youth.

This paper argues that strategic public investments, regulatory and policy reforms, and targeted youth inclusion efforts can transform agriculture into a leading employment sector for young Ghanaians.

**Keywords:** Agriculture, Youth Employment, Public Investment, Policy Reforms, Ghana

## **Dispute Resolution And Compliance Mechanism With The AfCFTA**

**Adebola Adebisi**

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### **Abstract**

The African Continental Free Trade Agreement (AfCFTA) possesses the potential to transform both the African continent and the global economy. However, its success relies on the presence of effective dispute resolution processes. There are notable gaps and lapses in its protocol on rules and procedures for the settlement of disputes, particularly as it does not adequately consider private businesses and SMEs, who are the main drivers of globalization in Africa.

A structured compliance framework is essential to ensure equitable participation, particularly for SMEs. Such a compliance mechanism will enhance inclusion, transparency, and equity in trade dispute settlement. This study identifies the gaps in the AfCFTA's dispute resolution mechanisms through theoretical frameworks and proposes innovative solutions to enhance enforcement. The outcomes will yield policy measures that strengthen institutional confidence, eliminate trade obstacles, and facilitate consistent economic growth.

**Keywords:** AfCFTA, Dispute Resolution, SMEs, Compliance Framework, Economic Growth



## **Policy and Governance – Creating an Enabling Environment for Youth Employment in Africa**

**Evans Akwasi GYASI**

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### **Abstract**

Africa's population is the youngest in the world, with over 60% under the age of 25. This demographic presents a significant opportunity for economic growth if youth employment challenges are strategically addressed. However, persistent structural unemployment, weak institutions, inadequate policy implementation, and limited access to quality education and finance continue to hinder youth employment prospects. The role of policy and governance is therefore critical in creating an enabling environment that fosters inclusive and sustainable employment opportunities for young people across the continent.

**Keywords:** Youth Employment, Economic Growth, Structural Unemployment, Policy and Governance, Africa

## **Social Entrepreneurial Orientation, CEO Self-transcending Values and Social Value Creation: A Fuzzy-Set Qualitative Comparative Analysis**

**Augustine Acheampong**

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### **Abstract**

In recent times, the concept of Entrepreneurial Orientation (EO) has been extended to organizations prioritizing social value, leading to the emergence of Social Entrepreneurial Orientation (SEO) in academic discourse. However, much of the existing research has viewed SEO dimensions (i.e., social innovativeness, social proactiveness, social risk-taking, and socialness) as independently affecting social value.

Using the resource orchestration theory and a cross-sectional sample of 273 agribusiness social enterprises in Ghana, this study seeks to explain how different SEO configurations drive social value creation based on levels of CEO self-transcending values. Results from fuzzy-set qualitative comparative analysis (fsQCA) showed that among the four SEO dimensions, the most important sufficient condition for driving social value creation is high levels of social innovativeness and social proactiveness, a high level of socialness, and the absence of social risk-taking.

Results further showed that successful patterns of SEO essential for driving social value creation differ based on CEO self-transcending values. The analysis revealed distinct configurations for high, moderate, and low levels of CEO self-transcending values, indicating that CEO self-transcending values indeed moderate the relationship between SEO dimensions and enhanced social value creation.

A key practical implication of this study is that social enterprises do emphasize different aspects of SEO, and that the different patterns developed by social enterprises have implications for the creation of social value. The findings suggest that CEO self-transcending values influence how these patterns are configured.

**Keywords:** Social Entrepreneurial Orientation, Social Value Creation, Agribusiness, CEO Self-Transcending Values, Ghana

## Effect Of Internal Csr Activities On Social Performance: The Student Perspective

**Mavis Adu-Gyamfi**

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### **Abstract**

Students' early attraction to Corporate Social Responsibility (CSR) has a significant impact on their careers and related endeavors. Students must become aware of discretionary and ethical responsibilities in school but prioritize economic responsibilities when they enter the workforce. Thus, HEIs can transform the world by training and expanding the minds of students, finding solutions to problems, and demonstrating their understanding and commitment via responsible campus management.

The study explores the various CSR dimensions such as health and safety, human rights, scholarship schemes, career development, and student diversity, and how these affect social performance. It recognizes the Stakeholder Theory and Social Exchange Theory (SET) to examine these dimensions of CSR. The study also sought to determine the mediating effect of motivation on the relationship between ICSR and social performance from the perspective of students in HEIs in Ghana. This means that students' ICSR activities practiced by HEIs in Ghana have a positive influence on the motivation levels of students.

These dimensions of ICSR motivate students to focus more on their academic work, eventually enhancing their academic performance. Al-Khoury et al. (2015) stated in their study that students are more satisfied when motivated with CSR incentives such as scholarships, exchange programs, career development, etc. They affirmed that their university plays an important role in students' social and academic development if the university puts more effort into developing their social and personal responsibility. Thus, HEIs must serve as a bedrock and source of motivation for students to develop their personal and societal responsibility.

**Keywords:** Corporate Social Responsibility, Higher Education Institutions, Student Motivation, Social Performance, Ghana

## **Exploring Skilled Immigrants' Access To Decent Work And The Effectiveness Of The Role Of Third-Sector Organisations In The UK**

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### **Abstract**

This study examines the role played by Third Sector Organisations (TSOs) in the UK in supporting skilled migrants to access decent work. While migrants contribute significantly to the UK's economy by filling skills gaps, many face systemic barriers that hinder their access to decent work opportunities (Maqbool et al., 2024; Ghosh, 2021). Structural issues, including non-acknowledgement of skills, racialised labour market discrimination, precarious job markets, and restrictive immigration policies exacerbate these challenges (Boucher, 2020; Edo, 2018; Sargent, 2024).

To bridge this gap, TSOs act as key intermediaries in migrant support, offering employability training, advocacy, and pathways to social inclusion. They possess a unique ability to deliver tailored support in narrowing the gap between migrant skills and labour market demands (Butler & Payne, 2023; Payne & Butler, 2022). However, their capacity is increasingly constrained by austerity, funding cuts, marketisation, and limited influence on policy reform (Payne et al., 2023).

Therefore, this study aims to explore TSO strategies, challenges, and the lived experiences of skilled migrants navigating TSO-led support programmes. It will adopt a qualitative approach, deploying semi-structured interviews with skilled migrants, TSO representatives, and other key stakeholders. Thematic analysis will be used to identify recurring themes.

Expected outcomes include insights into how UK TSOs facilitate access to decent work for skilled migrants, the policy gaps they attempt to bridge, and the constraints they face in influencing long-term integration strategies. Findings will inform academic understanding, policy development, and third-sector practice, as well as their role in achieving the United Nations' SDG 8.

**Keywords:** Third Sector Organisations, Skilled Migrants, Decent Work, Labour Market Barriers, United Kingdom

## **The Influence of Digital Marketing Practices on Performance of SMES in Ghana: The Mediating Role of Customer Engagement**

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### **Abstract**

SMEs are vital to Ghana's economy, accounting for over 90% of businesses, providing 80% of jobs in the manufacturing sector, and contributing approximately 70% to the nation's GDP. However, SMEs face significant challenges such as limited access to capital, inadequate management expertise, and insufficient technological capabilities.

This study examined the influence of digital marketing practices on the performance of small and medium-sized enterprises (SMEs) in Ghana, with a focus on the mediating role of customer engagement. Data for the study was obtained from 384 SMEs in Ghana using a simple random sampling technique. To analyze the data, the study utilized AMOS software for structural equation modeling (SEM), which allowed for the exploration of the relationships between digital marketing practices, customer engagement, and SME performance.

The results demonstrate that digital marketing practices have a significant positive impact on SME performance. The study also found customer engagement to have a mediating role in the relationship between digital marketing practices and SME performance. These findings provide practical insights for SME managers and policymakers on leveraging digital marketing to enhance business performance in Ghana's SME sector.

**Keywords:** SMEs, Digital Marketing, Customer Engagement, Business Performance, Ghana

## Digital youth entrepreneurial ecosystem using the Ghanaian lens: A 4M framework approach

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### Abstract

The objective of the study is to explore the nature of digital entrepreneurial ecosystems (DEs) from a multilevel perspective among the Ghanaian youth, considering which dimensions are included in the Isenberg (2011) model and which ones are new. A total of 139 responses were collected from digital youth entrepreneurs in six Ghanaian regions using purposive, convenient, and snowball sampling methods. The digital youth entrepreneurial ecosystem can be explained using micro, meso, macro, and mega indicators.

The implication of the study is to assist in the promotion and development of digital youth entrepreneurs through the exposure of empirical and complex entrepreneurial ecosystem indicators. The findings are also useful for governments, entrepreneurs, venture capitalists, angel investors, and various international development institutions.

The novelty of this study lies in the exploration of indicators across the various dimensions of the digital youth entrepreneurial ecosystem (DYEE) using the micro, meso, macro, and mega frameworks. It also suggests the possible existence of technology hubs and collaboration for innovation. This points to the potential need to revise Isenberg's (2011) model to account for the uniqueness of DYE's and enhance its application to different areas of DEs. This is one of the few studies that has adopted this framework for examining the entrepreneurial ecosystem for the youth.

**Keywords:** Digital Entrepreneurial Ecosystem, Youth Entrepreneurship, Micro-Meso-Macro-Mega Indicators, Ghana, Innovation

## **The Role of E-Marketing in Enhancing SME Trade Performance: Implications for Youth Employment and Sustainable Economic Growth**

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### **Abstract**

This study examines the impact of e-marketing adoption on trade performance among SMEs in Ghana, with a specific focus on customer engagement and delivery efficiency. Given the increasing role of digital transformation in economic sustainability, the research highlights how e-marketing tools contribute to business growth, innovation, and job creation—key drivers of youth employment.

Data were collected from 251 SMEs using structured questionnaires and analyzed through structural equation modelling in AMOS version 5. The findings reveal a positive relationship between e-marketing adoption, customer engagement, delivery time, and trade performance, demonstrating that digital business strategies enhance competitiveness and market access.

This study offers insights into the intersection of entrepreneurship, digital skills, and employment opportunities, emphasizing the need for sustainable economic policies that integrate digital transformation, policy reforms, and innovation to foster youth employment. The findings underscore the importance of institutional support and governance in leveraging e-marketing as a tool for inclusive and sustainable economic development.

**Keywords:** E-Marketing, Trade Performance, Customer Engagement, Youth Employment, Digital Transformation

## **Fintech-based inclusive financial resource and well-being of female entrepreneurs: a moderated mediation model.**

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### **Abstract**

The relationship between Fintech-based inclusive financial resources and entrepreneur well-being has attracted scholarly attention. However, the link between the adoption of Fintech solutions and entrepreneur well-being remains underexplored, and the few studies that exist have yielded inconsistent results. Proponents argue that Fintech reduces reliance on traditional banking, saves time, and enhances safety, thereby improving well-being. On the other hand, critics contend that Fintech adoption can lead to over-indebtedness, increased costs, and security risks, resulting in greater distress and reduced well-being.

This study, therefore, examines whether and how female entrepreneurs leverage financial technologies to build financial resilience and improve well-being. Drawing on Self-Determination Theory and Social Capital Theory, the study bridges this gap by examining a moderated mediation model to argue that the effect of Fintech adoption on female entrepreneurs' well-being is contingent on financial resilience and complementary relational resources (i.e., business ties and institutional support).

Using cross-sectional data from a sample of 409 women entrepreneurs in Ghana, this argument was tested using Conditional Processing (PROCESS macro), with Tobit regression used as a robustness check. The findings suggest that Fintech usage is associated with improved financial resilience, which in turn enhances overall well-being. Additionally, the study finds that strong business ties and robust institutional support enhance the effect of financial resilience on well-being outcomes.

These findings indicate that policies promoting Fintech solutions for female entrepreneurs can lead to enhanced financial resilience and well-being. The study also underscores the importance of strong business networks and supportive institutional environments in maximizing the well-being benefits of financial technologies.

**Keywords:** Fintech Adoption, Female Entrepreneurs, Financial Resilience, Well-Being, Ghana

## Corporate Sustainability Disclosures and Responsible Innovation: Assessing Firm-Level Progress on UN Sustainable Development Goals in Africa

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### Abstract

Sustainability reporting aligned with the United Nations' Sustainable Development Goals (SDGs) is gaining substantial traction among corporations globally; however, there remains limited empirical evidence regarding the effectiveness and authenticity of such practices in the African context. Utilizing content analysis grounded in the framework of Responsible Research and Innovation (RRI), we systematically analyze sustainability disclosures from 223 African firms to examine the extent and nature of their commitments toward achieving the SDGs.

Our findings reveal a pronounced corporate emphasis on initiatives addressing Quality Education (SDG 4), Industry, Innovation and Infrastructure (SDG 9), Reduced Inequality (SDG 10), Responsible Consumption and Production (SDG 12), and Partnerships for the Goals (SDG 17). Nonetheless, firms demonstrate notable deficiencies in pursuing peace- and prosperity-oriented SDGs, signaling significant gaps in comprehensive SDG engagement.

The analysis further uncovers that African firms predominantly prioritize mitigating greenhouse gas emissions, enhancing data security frameworks, promoting workplace diversity, and improving occupational health and safety standards. Importantly, companies are increasingly adopting SDG-driven strategies that align with tangible financial outcomes and compliance with regulatory standards, raising concerns about potential symbolic or opportunistic reporting behaviors.

This study contributes uniquely to the sustainability accounting literature by highlighting discrepancies between corporate disclosures and authentic strategic alignment with SDGs in Africa. Additionally, it underscores the urgent need for rigorous regulatory frameworks to enhance accountability and transparency in corporate sustainability reporting, mitigating risks of superficial adherence or misuse of global sustainability standards.

**Keywords:** Sustainability Reporting, Sustainable Development Goals, African Firms, Corporate Accountability, Responsible Research and Innovation

## **A Cohered Model Of University-Industry Employability Curriculum: Its Application In The Ghanaian Context**

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### **Abstract**

University-industry collaboration to co-design effective employability curricula helps improve graduate outcomes, yet this initiative does not fully account for active student involvement and remains underexplored, especially in low-income countries. Existing collaborations, where they do exist, are limited to research and innovation, technology transfer, and knowledge spillover, rather than involving students as key players in co-designing employability curricula to enhance graduate job readiness.

Current collaboration models that focus on the roles of university educators, industry practitioners, and education policymakers as stakeholders in co-designing curricula are hampered by misaligned partner goals, power dynamics, and tensions. These gaps are particularly systemic in the Ghanaian context, where university-industry collaboration is asymmetrical and often limited to industry internships and national service programs, which are inadequate for addressing the theory-practice gap. As a result, curricula are misaligned with labour market demands, diminishing industry confidence in graduates and increasing the cost of retraining new hires.

To address these gaps, the study applies cohered emergent theory to conceptualise a novel university-industry curriculum model that explains how university educators, industry practitioners, and education policymakers can effectively incorporate students' perspectives in co-designing curricula to improve graduate employability skills. The conceptualised model fosters coherence in university-industry collaboration in co-designing employability curricula that address student voice and has the potential to improve students' transition to work in Ghana.

It is envisaged that this model will add theoretical value to existing cohered emergent theory and offer a testable framework for further research, which can be of value to curriculum developers and education policymakers.

**Keywords:** University-Industry Collaboration, Employability Curricula, Graduate Job Readiness, Student Involvement, Ghana

## Social Capital as a Mediator Between Organizational Politics and Counterproductive Work Behaviour

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### Abstract

**Purpose:** Guided by the job demands–resources framework, this study examines whether employee social capital mediates the relationship between perceived organisational politics (POP) and counterproductive work behaviour (CWB).

**Design/methodology/approach:** Survey data were collected from 297 employees in public sector organisations in Accra, Ghana, using a quantitative approach.

**Findings:** POP was negatively associated with employee social capital, which in turn was negatively related to CWB. Mediation analysis revealed that social capital fully mediates the relationship between POP and CWB.

**Research limitations/implications:** The use of cross-sectional data and the exclusive focus on public organisations limit the generalisability of the findings.

**Practical implications:** The study highlights how organisational politics erode social capital by weakening relational ties, thereby increasing the likelihood of CWB.

**Originality/value:** This is the first study to identify social capital as the relational mechanism through which perceived organisational politics promotes counterproductive behaviours.

**Keywords:** Counterproductive Work Behaviour, Perceived Organisational Politics, Social Capital, Public Sector, Ghana

## **Bounded Rationality, Opportunity and SME Internationalisation in Africa**

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### **Abstract**

This study investigates how small and medium-sized enterprises (SMEs) in Ghana pursue internationalisation despite operating in complex institutional environments marked by uncertainty and resource limitations. By integrating the Uppsala model with concepts of bounded rationality and bounded opportunity, the research highlights how entrepreneurs engage in heuristic decision-making, rely on informal networks, and adapt creatively to institutional voids.

Drawing on qualitative data from 45 SMEs collected across two phases, the analysis reveals a pattern of strategic improvisation that combines imitation and innovation. These findings challenge conventional international business theories by demonstrating that constraints can also stimulate adaptive agency. The study proposes a revised understanding of SME internationalisation in emerging markets—one that recognises context-specific pathways shaped by cognition, networks, and local institutions.

Policy recommendations include expanding digital access, formalising diaspora networks, and supporting experiential learning to strengthen international readiness among African SMEs.

**Keywords:** SME Internationalisation, Institutional Uncertainty, Heuristic Decision-Making, Strategic Improvisation, Ghana

## **Improving graduate employability in Agribusiness in Ghana: Lessons from the Supervised Agribusiness Projects (SAPs) at the University of Cape Coast, Ghana**

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### **Abstract**

Graduate unemployment has become a pressing issue in Ghana, leading to the formation of the Unemployed Graduates Association of Ghana in the late 2000s. Two key factors contributing to graduate unemployment are the lack of entrepreneurial skills to establish businesses—despite possessing practical knowledge—and the unfavourable conditions for starting businesses. Many agricultural graduates from Ghanaian universities exhibit a negative attitude toward agribusiness, favouring "white-collar" jobs over careers in agribusiness.

The National Youth Policy of Ghana highlighted the need to mainstream entrepreneurship into academic curricula. In response, the University of Cape Coast integrated entrepreneurship into its undergraduate BSc. Agriculture programme in 2005 and its BSc. Agribusiness programme in 2013. A significant aspect of this initiative is the inclusion of Supervised Agribusiness Projects (SAPs), undertaken by students as part of their four-year training.

This paper explores the philosophical foundations, rationale, goals, and implementation strategies of SAPs, as well as the impact of the SAPs component of the BSc. Agribusiness programme on graduate startups. Recommendations are made towards sustainable agribusiness development and youth employability in Ghana and Africa.

**Keywords:** Graduate Unemployment, Entrepreneurship Education, Agribusiness, Supervised Agribusiness Projects, Youth Employability

## Entrepreneurial Resilience and Youth Female Entrepreneurs: An Emerging Economy Perspective

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### Abstract

The increasing unemployment in the job market of developing countries heightens the need to facilitate entrepreneurship, especially among youths. Yet, amidst calls to boost youth entrepreneurship for sustainable development, entrepreneurship literature reveals the complex challenges that entrepreneurs—particularly female and youth entrepreneurs—encounter, which affect entrepreneurial growth and require resilience to navigate. As economies and stakeholders are urged to develop programmes that remove barriers hindering youth entrepreneurship, it is imperative to understand how youth entrepreneurs currently cope and demonstrate resilience amidst these challenges. This understanding would provide a foundation for developing tailored youth entrepreneurship initiatives in Sub-Saharan Africa (SSA).

Although several studies identify the challenges faced by youth entrepreneurs, only a few reveal the benefits of in-group support from a supportive environment for women nascent entrepreneurs. However, existing studies have not specifically focused on the intricacies of female youth entrepreneurs or the effects of entrepreneurial complexities in an emerging economy context on this group.

This article explores the activities of female youth entrepreneurs to understand how they cope amidst adversities. Adopting a qualitative investigation of 30 female entrepreneurs in an emerging economy context—Nigeria—it responds to the question: how do female youth entrepreneurs cope with the challenges encountered in their entrepreneurial activities? This study goes beyond recent scholarly attempts that integrate data on youth barriers in SSA by empirically investigating the resilience of youth female entrepreneurs. It aims to provide policy frameworks to support tailored youth entrepreneurship initiatives in SSA and contributes to the literature on the gender gap, entrepreneurship, and youth entrepreneurship.

**Keywords:** Youth Entrepreneurship, Female Entrepreneurs, Resilience, Emerging Economies, Sub-Saharan Africa

## **Indigenous African Markets and Sustainable Polycentric Governance: Lessons from Makola and Idumota**

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**Light Zaglago**

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### **Abstract**

This paper establishes a new theoretical model that demonstrates how African business traditions enhance institutional polycentricity to foster organisational sustainability. It challenges traditional thinking about informal economic methods by demonstrating that these are advanced institutional structures that deliver unique sustainability benefits.

By combining institutional theory with indigenous African philosophy, the paper identifies three sustainability-enabling practices: reciprocal co-opetition, relational customer embeddedness, and community-centred supererogation. Data were collected through in-depth interviews, with fifteen participants engaged from each of two markets. The analysis of data from these two historical market systems—Makola and Idumota—demonstrates how these practices establish institutional legitimacy, reinforce normative stakeholder expectations, and modify resource allocation systems. This theoretical integration makes three main contributions to management scholarship: it redefines traditional African business customs as complex institutional systems rather than backward practices; it creates a multi-level institutional model that explains sustainability across different organisations; and it establishes African knowledge systems as essential theoretical foundations.

The research concludes by recommending indigenous business practices as fundamental elements for studying sustainable organisations within pluralistic institutional contexts.

**Keywords:** African Business Traditions, Institutional Polycentricity, Organisational Sustainability, Indigenous Knowledge, Institutional Theory

## **A Social Capital Framework of Farmer Support Networks**

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**Mark Ojeme**

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**Amandeep Takhar**

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### **Abstract**

This conceptual paper presents an integrated social capital framework for understanding how small-scale farmers in Sub-Saharan Africa use support networks to gain market access. Although traditional value chain approaches provide interventions for contract farming and farmer-based organisations, they fail to consider the complex interplay between the structural characteristics of farmer support networks and the exchange motivations underlying these networks.

Drawing on social capital theory, we synthesise two complementary theoretical perspectives: the structural dimension of network ties (domain theory) and the exchange motivations underlying support networks (method theory) to develop an integrated model that explains how farmers' support networks shape their market access. We illustrate this framework using interview data from cocoa farmers ( $n = 33$ ) in the Asumura farming community in Ghana, revealing a new form of farmer support network relationship that conventional approaches overlook.

This reconceptualisation positions farmers as active resource integrators rather than passive recipients within the traditional value chain approach. The model explains how social capital influences market access through complex interactions between network structure and exchange motivations. Our proposed model contributes to social capital theory by integrating existing narratives on network structure and exchange motivations within the context of subsistence marketplaces.

This theoretical exposition offers implications for research, practice, and policy.

**Keywords:** Social Capital, Farmer Support Networks, Market Access, Sub-Saharan Africa, Cocoa Farmers

## **Information Technology (IT) Implementation And Management In SMEs: A Strategic Model For Competitive Advantage**

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### **Abstract**

Small and medium enterprises (SMEs) are vital to economic development, particularly in developing countries where they drive poverty reduction, job creation, and GDP growth. Despite their size and resource limitations, SMEs can enhance their competitiveness through the strategic adoption of information technology (IT).

This study investigates the relationship between IT utilisation and competitive advantage among SMEs in Ghana. Drawing on a survey of 161 SMEs, the research explores how IT tools and systems are integrated into business operations to improve efficiency, innovation, and market responsiveness. The findings reveal a significant positive correlation between IT adoption and competitive advantage, highlighting the potential of digital strategies to level the playing field with larger firms.

This study contributes to the broader discourse on SME development by offering actionable insights into how technology can foster sustainable growth. Although focused on Ghana, the implications of information technology as an enabler of competitive advantage are broadly applicable to SMEs in similar emerging market contexts, where SMEs are globally recognised as the engine of economic growth and employment.

**Keywords:** SMEs, Information Technology, Competitive Advantage, Sustainable Growth, Ghana

## University Students as Change Catalysts: Exploring Youth Leadership, Entrepreneurship, and Sustainability in Namibia

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### Abstract

This study focuses on Namibian trophy hunting, industry legislation, and its links to issues of justice. While Namibia is often cited as a positive example of trophy hunting supporting conservation, the practice is also frequently criticised for exacerbating inequality and social exclusion (Becker, 2022).

Namibia gained independence from South Africa in 1990 and has since been lauded for implementing some of the most innovative conservation management programmes in Africa and globally (Weaver & Petersen, 2008). However, a 2016 study revealed that 92% of the total revenue generated by trophy hunting went to ‘freehold’ landowners, over 70% of whom are white, while less than 8% went to communal conservancies (Becker, 2022).

This study does not seek to determine whether trophy hunting is ethical or a responsible conservation practice, as many claim. Instead, it investigates the underlying legislative frameworks and justice concerns, both before and after independence. For example, land ownership and racial inequalities—longstanding issues under apartheid—remain central to debates about justice and inequality today.

This research aligns with SDG 10: Reduced Inequalities, and SDG 15: Life on Land.

**Keywords:** Trophy Hunting, Conservation, Social Inequality, Namibia, Justice

## **Robotic Adoption for drug discovery: changing discussions and ethical considerations.**

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### **Abstract**

The adoption of AI and Robotic Automation has become ubiquitous in our daily lives, it spans many industries and permeates many business processes and functions within their respective scope of work. From sales and marketing to quality control, automation technologies are being adopted to improve on worker productivity and increase overall efficiency.

Hardware robotic automation like Collaborative robots are used as liquid handlers and plate loaders of micro vessels which accelerates the process of identifying particular chemical compounds or genes(Bogue, 2012). These experiments potentially begin the drug discovery and design process allowing manufacturers to speed up production.

On the other hand, general process automation which uses Artificial Intelligence software in the case of Machine learning algorithms, assist in the analysis of digital pathology and molecular data(Vamathevan et al., 2019). Vamathevan et al argue that machine learning increases accuracy in insights and reduces failure rates in the drug discovery process.

One of the key areas for robotic adoption is the pharmaceutical sector. Despite the complex and sensitive business processes involved, drug discovery, general research & development, and service and product delivery are areas where the adoption of robotics can contribute both in terms of efficiency and effectiveness. However, there are ethical implications and socio-economic impacts of advanced robotic automation use in pharmaceutical manufacturing which must be considered to maximize the use of these technologies.

**Keywords:** Artificial Intelligence, Robotic Automation, Drug Discovery, Pharmaceutical Industry, Machine Learning

## **Job Satisfaction on Employee Turnover Intention: The Moderating Role of Career Development Opportunities with SMEs in Ghana.**

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**Joseph Danquah**

University of Bradford, Bradford, United Kingdom

### **Abstract**

In an era where work-life balance is increasingly prioritized over high compensation, employee job satisfaction has become crucial for enhancing dedication and productivity. Conversely, turnover intention negatively impacts organizational performance, resulting in resource strain and reduced productivity.

This study examines the relationship between job satisfaction and employee turnover intention, focusing on the moderating role of career development opportunities within Ghana's small and medium-sized enterprises (SMEs). A population sample was drawn from SMEs in the Ashanti and Greater Accra regions using random sampling, yielding a sample size of 400 determined via Slovin's formula. Data were collected using questionnaires adapted from established measures, with 302 valid responses analyzed using the Statistical Package for Social Sciences (version 27).

The results indicated an inverse relationship between job satisfaction and employee turnover intention. Notably, career development opportunities were found to significantly moderate this relationship.

The study contributes theoretically by extending knowledge on the impact of career development opportunities and offers practical guidance for managers and policymakers on creating developmental pathways to enhance satisfaction and reduce turnover intentions. It is recommended that the government introduce standardized regulations for SMEs to establish effective, personalized career paths and provide incentive schemes to encourage the implementation of career development strategies.

**Keywords:** Job Satisfaction, Employee Turnover Intention, Career Development, SMEs, Ghana

## **Social Performance of Microfinance Institutional: The role of Internal Board Characteristics in contexts of institutional voids.**

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### **Abstract**

This paper examines the role of internal corporate governance (CG) mechanisms on the performance of microfinance institutions (MFIs) in Ghana. The study utilized both primary and secondary quantitative data on CG mechanisms and social performance, collected from the managers of 17 MFIs in Ghana. Financial statements from the 2019–2020 fiscal year were analyzed to calculate ratios serving as financial performance indicators. Panel Ordinary Least Squares (OLS) regression analysis was employed to examine the relationship between CG mechanisms and the performance of MFIs in Ghana.

The study revealed mixed results. Board size showed a significant negative association with financial performance indicators (ROA and ROE) but a significant positive association with operational cost ratio (OCR) and yield on gross loan portfolio (YoGLP). Board size also had a significant negative relationship with social performance indicators, such as the breadth of outreach and the number of female borrowers. Board composition did not show any significant relationship with either financial or social performance. However, the presence of female directors on MFI boards was found to be statistically and positively associated with social performance, specifically the breadth of outreach.

Based on these findings, the study recommends the implementation of a stringent monitoring regime and the provision of corporate governance training for MFIs. It also suggests the establishment of a central database for MFIs in Ghana to support CG research, and the introduction of a quota system to ensure female representation on MFI boards.

The major contribution of this study lies in its examination of corporate governance practices within MFIs in Ghana, helping to fill a significant gap in the existing literature.

**Keywords:** Corporate Governance, Microfinance Institutions, Financial Performance, Social Performance, Ghana

## How Emerging Market SMEs Survive Under Political Tensions and Economic Uncertainty Strategic Flexibility and Agility

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### **Abstract**

SMEs in emerging markets typically maintain lean structures, allowing them to pivot quickly in response to external shocks. They may:

- Shift supply chains to avoid disrupted regions.
- Adapt products or services to meet shifting demand.
- Enter or exit markets more fluidly than large corporations.

Research indicates that SMEs' operational flexibility helps them navigate through economic turbulence, contributing to their resilience during crises.

**Keywords:** SMEs, Emerging Markets, Operational Flexibility, Economic Resilience, External Shocks

## Law & Society

### Labour Laws in Ghana and Their Effectiveness in Protecting Young Workers: A Literature Review and a Research Agenda

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#### **Abstract**

This study examines Ghana's labour laws and their effectiveness in protecting young workers. It explores key legislative frameworks, including the Labour Act 2003 (Act 651) and the Children's Act 1998 (Act 560), as well as Ghana's adherence to international labour conventions. Despite these legal provisions, enforcement challenges, weak regulatory institutions, and socioeconomic factors contribute to ongoing labour rights violations, particularly in the informal sector.

Using a qualitative research approach, the study highlights gaps in implementation and proposes strategies such as stronger enforcement mechanisms, increased public awareness, and policy reforms to enhance protections for young workers. Strengthening these measures is essential for ensuring fair and safe employment conditions, reducing exploitation, and promoting sustainable youth employment in Ghana.

**Keywords:** Labour Laws, Young Workers, Enforcement Challenges, Informal Sector, Ghana

## Uncovering the Dynamics of Women Trafficking from Eastern Africa to Europe and the Arabian Gulf

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### Abstract

This research aims to deepen the understanding of the root causes of human trafficking (HT) involving young women from Eastern Africa, specifically Kenya, to Europe and the Arabian Gulf. The research seeks to uncover the factors contributing to the vulnerability of African women to exploitation, while evaluating the effectiveness of interventions by governments, statutory bodies, and NGO's in combating this crime, focusing on Kenya, the UK and Saudi Arabia in comparison with International law.

With a particular focus on gender issues, the study examines the societal impacts of trafficking in both source and destination countries, emphasising the gendered nature of this transnational crime. By examining the impact of trafficking on both sending and receiving countries, the study explores the immigration status of victims upon arrival, along with their identification, initial reception, and the support mechanisms in place. It highlights the necessity for a more balanced approach to trafficking studies, addressing the existing imbalance that prioritises Western-centric perspectives over Afro-centric insights.

The methodological framework incorporates doctrinal, socio-legal, and comparative analyses to comprehensively address the research questions posed. By focusing on Eastern Africa and particularly Kenya, this study aims to fill a significant gap in the current literature on human trafficking.

**Keywords:** Human Trafficking, Eastern Africa, Gendered Exploitation, Transnational Crime, Kenya

## **An Exploration of Youth Unemployment, Migration, Identity, and Belonging in Sansankroma: The Vessel of Our Destiny**

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### **Abstract**

This study explores the themes of youth employment, migration, identity, and belonging in the play entitled: *Sansankroma: The Vessel of Our Destiny* written by a Ghanaian playwright, Daniel Appiah-Adjei. How does the play *Sansankroma: The Vessel of Our Destiny* reflect and comment on the challenges of youth unemployment, migration, identity, and belonging in Africa? Through a qualitative analysis of the play's themes, characters, and plot, this research examines how the play reflects and comments on the challenges faced by African youth in terms of employment, migration, identity, and belonging. The study argues that the play offers a powerful commentary on the push and pull factors driving youth unemployment, hence, migration in Africa, and highlights the need for African youth to reclaim their cultural identity and sense of belonging. The study situates the play within the broader context of African youth migration, identity, and belonging to shape their destiny by drawing on relevant literature and research.

The research contributes to the ongoing conversation on youth employment, migration, identity, and belonging in Africa, and offers insights into the ways in which African cultural play production can be used to challenge dominant narratives and promote social change by showing some excerpts of the play on video as part of the presentation

**Keywords:** Youth Unemployment, Migration, Cultural Identity, Belonging, African Theatre, Social Commentary

## Implications of E-Justice on Youth Unemployment in Ghana

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### **Abstract**

The introduction of the electronic justice system (e-justice) in Ghana represents a significant move toward modernizing the country's judicial system. By utilizing digital platforms for filing, processing services, case allocation, and payments, e-justice aims to enhance transparency, access, and efficiency in the judicial process.

However, as Ghana seeks to implement e-justice more broadly, there are implications for the country's youth unemployment landscape. While e-justice can offer numerous benefits, it is important to consider the potential impact on the job market, particularly for young people in Ghana. This proposal explores the positive and negative implications of e-justice on youth unemployment, considering both the opportunities and challenges it presents.

**Keywords:** E-Justice, Digital Transformation, Youth Employment, Judicial Reform, Technology and Jobs

## **Alternative Fuel Adoption: How Consumer Attitudes Toward Green Energy Are Impacting Petrol Sales**

**Rashidatu Bawa**

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### **Abstract**

The global push for sustainability is reshaping consumer preferences regarding alternative fuels. In Ghana, petrol remains the dominant fuel source; however, growing awareness of climate change, rising fuel costs, and the pursuit of energy sustainability may influence consumer interest in biofuels, electric vehicles (EVs), and compressed natural gas (CNG) (Kumi, 2020). This study explores how consumer perceptions and preferences toward alternative fuels affect petrol sales, offering insights into the evolving energy landscape and its implications for the petroleum industry (Bagheri & Di Minin, 2015).

Grounded in the Theory of Planned Behavior (TPB), the research examines how attitudes, subjective norms, and perceived behavioral control influence the adoption of alternative fuels (Ajzen, 1991). A qualitative research design will be employed, utilizing in-depth interviews with vehicle owners, industry experts, policymakers, and fuel retailers to assess awareness levels, perceived barriers, and the role of policy in shaping consumer choices. Thematic analysis will guide the extraction of key insights.

Preliminary expectations suggest that while consumer awareness of alternative fuels is rising, adoption remains low due to factors such as high costs, limited infrastructure, and inadequate policy incentives. Although some consumers may express interest, concerns over affordability, accessibility, and convenience continue to hinder widespread adoption. Additionally, escalating petrol prices may drive interest in alternatives, yet economic and structural barriers remain significant.

The findings are expected to yield important policy and industry implications. To accelerate adoption, targeted interventions such as tax incentives, subsidies, and infrastructure investments will be essential. The petroleum industry must also consider diversifying its energy portfolio to remain competitive. Understanding these shifts is critical to advancing a sustainable and inclusive energy transition in Ghana.

**Keywords:** Alternative Fuels, Consumer Preferences, Sustainability, Petroleum Industry, Ghana.

## **Evaluating Kenya's Arbitration Framework: Progress, Prospects, and Persistent Issues.**

**Mark Wasunna**

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### **Abstract**

This paper critically investigates Kenya's arbitration laws to address the question: "Does the statutory framework governing arbitration in Kenya adequately support progressive and internationally accepted arbitral norms?" Existing literature predominantly focuses on the Arbitration Act of 1995 (as amended), which remains the primary legislative instrument regulating arbitration in Kenya.

This study seeks to extend that discourse by providing a critical examination of two additional statutory frameworks that influence arbitration: Article 159(2)(c) of the Constitution of Kenya, which mandates courts and tribunals to actively promote alternative dispute resolution mechanisms including arbitration, and Order 46 of the Civil Procedure Rules, which provides for court-ordered arbitration.

By adopting this holistic approach, the paper offers a comprehensive analysis of the entire statutory ecosystem governing arbitration in Kenya. The objective is to evaluate whether these legislative instruments collectively align with international best practices and contribute to making Kenya a progressive and competitive seat of arbitration within East Africa.

It is anticipated that the findings and recommendations of this study will inform policymakers, legal practitioners, and scholars, ensuring that Kenya's arbitration framework evolves in step with global standards and remains conducive for both domestic and international arbitration.

**Keywords:** Arbitration, Kenya, Statutory Framework, International Norms, Alternative Dispute Resolution.

**Research Topic: The Economic Community of West African States (ECOWAS):  
Navigating the Non-Tariff Barriers to Trade Liberalisation and Integration. Paper Title:  
Pan-Africanism as a Lens of Legal study:**

**Emilia Nkemkanma Oris-Onyiri**

University of Nottingham, Nottingham, United Kingdom

**Abstract**

This paper explores the historical development of Pan-Africanism from an Afrocentric lens. It categorises the development of Pan-Africanism in Africa into three (3) eras: the pre-trans-Atlantic slave trade era, the colonial era and the post-colonial era. It challenges the Eurocentric position on the development of Pan-Africanism as a response to colonialism and imperialism in Africa. Instead, it presents an Afrocentric perspective to Pan-Africanism, which traces its existence to the era before Christ, as the unity and alliance of African empires and kingdoms against foreign invasion and conquest.

It further explores the development of Pan-Africanism in the colonial era to be a fight for the independence of African states from colonialism and imperialism and the advocacy for the self-determination, freedom and continental liberty of the African continent. It traces the historical development of continental unity in Africa to these causes, starting with the formation of the Organisation of African Unity and its transition and subsequent transformation to the African Union.

Today, it determines that Pan-Africanism post-colonialism has evolved to construe a different meaning to the African continent which is foundational to African unity, economic and political integration, as well as continental liberation and prosperity. Finally, it devolves the meaning of Pan-Africanism to the regional trading blocs in Africa, using the Economic Community of West African States (ECOWAS) as a case study, exploring the role of Pan-Africanism in its regional integration and the understanding of Pan-Africanism to its Member States, especially in the light of the perceived fragmentation of ECOWAS.

**Keywords:** Pan-Africanism, Afrocentric Perspective, Colonialism, African Unity, ECOWAS.

## Ensuring Decent Work in Africa through Technical Cooperation —A Right-based Approach—

**Shun Oshita**

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### **Abstract**

Decent Work is one of the Sustainable Development Goals adopted by the United Nations in 2015. From the perspective of international law, we must point out that several human rights conventions relate to the right to decent Work. There is a massive gap between ideal and real. What role is expected to be fulfilled by international law, especially human rights instruments like ICESCR, to address this gap?

When I answer this question, I will compare relevant provisions in human rights instruments with technical cooperation (TC) practices in Africa, referring to statements and documents issued by human rights bodies in the United Nations.

The government of the states, not foreign states, fulfills the obligation under human rights. However, states can request others' help due to a lack of resources or other reasons. For example, Japan, one of the most important partners for African decent Work, has committed to decent Work in Africa through many TC projects in collaboration with various other partners.

On the other hand, this must be a step to the next level from the human rights viewpoint, as people may want a different kind of work, and the maintenance of public roads might not create full employment. The right to work is characterized as “social rights” under international law, whose basic trait is “step by step obligation”, in contrast with immediate obligations for “civil rights.

**Keywords:** Decent Work, Human Rights Instruments, ICESCR, Technical Cooperation, Social Rights.

## **Unlocking Youth Potential Through Law: Examining Legal Frameworks for Entrepreneurship and Innovation in Ghana and Beyond**

**Peter Nii-Adjei**

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### **Abstract**

This paper explores how legal frameworks can serve as enablers or barriers to youth entrepreneurship and innovation in Africa, with a primary focus on Ghana. With the continent witnessing a demographic surge in youth population and persistent unemployment challenges, the role of the law in promoting self-employment and innovation becomes critical.

The paper investigates how Ghana's existing legal instruments such as the Companies Act, SME Policy, Tax Code, IP Laws and institutional setups either support or hinder the growth of youth-led enterprises and innovation ecosystems. Comparative references are drawn from similar frameworks in Kenya, Rwanda, and Nigeria to offer cross-country insights and policy lessons.

**Keywords:** Legal Frameworks, Youth Entrepreneurship, Innovation, Ghana, Policy Lessons.

## **Exploring Allodial Titleship of the Bawku Traditional Area as a Pathway to Resolving the Chieftaincy Conflict and Revitalising its Economic Viability: A Legal and Historical Analysis**

**Nuhu Yidana**

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### **Abstract**

The protracted chieftaincy conflict in the Bawku Traditional Area between Mamprusis and Kuis, rooted in who the rightful occupant of the Bawku chieftaincy throne is, has extensively generated considerable academic scrutiny. This long-standing discord disrupts not only social harmony but also severely hampers economic development and employment opportunities in the area.

Yet, a critical gap exists in the scholarly discourse, as none of the erudite theses examined the crucial question of where the allodial title interest may lie in the traditional area within the established requirements of the law in Ghana, bearing in mind the settlement histories of both the Mamprusis and Kuis ethnic groups.

Arguably, understanding the nuanced interplay between the established legal principles on allodial title interest and the historical narrative of the settlement histories of both parties is essential to negotiating a resolution of the enduring age-old conflict that impairs not only the economic prospects of the area but also instigates the destruction of existing economic livelihoods of the people.

This is especially crucial to empower stakeholders with the relevant knowledge to effectively devise realistic solutions that could lead to an amicable resolution of the conflict for sustainable peace to rejuvenate the once-thriving economic hub of the region. Therefore, this article seeks to fill the existing knowledge void by thoroughly articulating the definitive legal stance on allodial title interests in Ghana and aligning the law's threshold with the settlement histories of both groups, utilising early historical documentation to inform the discussion and analysis.

**Keywords:** Chieftaincy Conflict, Allodial Title, Bawku Traditional Area, Mamprusis and Kuis, Legal Principles

## **Bridging Ghana's Digital Divide: Regulating AI, Cyberlaw, and Emerging Technologies for Inclusive Youth Employment.**

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### **Abstract**

Ghana's digital transformation offers economic empowerment opportunities, but its legal infrastructure has not been updated to include digital labour and emerging technologies. This paper examines how Ghana's current legal and policy frameworks support youth employment in the digital economy.

Through doctrinal legal analysis and policy evaluation, it identifies gaps in key laws such as the Data Protection Act 2012 (Act 843), Electronic Transactions Act 2008 (Act 772), and Cybersecurity Act 2020 (Act 1038). Despite having strategic documents like the National Artificial Intelligence Strategy, the regulatory environment is fragmented and unenforceable in areas such as platform labour, AI-based discrimination, and digital asset governance.

Young people working in informal digital spaces have no legal recognition or protection, while rural communities are systemically digitally excluded. This study proposes a rights-based, intersectional framework that legally defines "dependent contractors," enforces AI and data ethics with employment safeguards, mandates rural digital access, and strengthens institutional oversight.

It argues that legal reform must include youth perspectives and enforceable standards to translate digital progress into equal opportunities. Ghana can have a more inclusive and future-ready digital economy by aligning its legal frameworks with technology and social justice.

**Keywords:** Digital Transformation, Legal Infrastructure, Youth Employment, Ghana, Digital Economy

## **When Freedom Isn't Enough: Unemployment and the Reintegration Struggles of Former Prisoners in Ghana**

**Elizabeth Izac-Hassan**

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### **Abstract**

In Ghana, the journey of reintegration for former prison inmates is often fraught with overwhelming challenges, chief among them being unemployment. After serving their sentences, many ex-prisoners find themselves locked out of the formal economy, grappling with societal stigma, limited education, and institutional barriers that hinder their ability to secure work. This persistent marginalization not only undermines their personal rehabilitation but also poses wider threats to public safety and national development.

As unemployment among former inmates fuels cycles of poverty, crime, and social exclusion, it becomes a problem that society cannot afford to ignore. This article seeks to examine the causes and consequences of unemployment among Ghana's former prison inmates and proposes practical strategies to support their successful reintegration into the workforce and society at large.

**Keywords:** Reintegration, Former Prison Inmates, Unemployment, Societal Stigma, Ghana

## Insurance Claim Fraud in Ghana: Legal Practitioners' Perspective

**Benedicta Rita Adjei**

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### **Abstract**

Insurance claim fraud poses a significant threat to the credibility and financial stability of Ghana's insurance industry, with far-reaching implications for insurers, policyholders, and legal professionals. Despite the growing complexity of fraudulent practices—ranging from false documentation to collusion and inflated claims—limited research exists on how corporate legal practitioners in Ghana respond to such challenges. This study addresses this gap by investigating the experiences, perceptions, and strategies of legal professionals involved in handling insurance claim fraud across Ghana.

Employing a mixed-methods approach, the study gathered data from 160 structured questionnaires and 32 in-depth interviews with legal practitioners affiliated with insurance companies and law firms. Quantitative analysis, conducted using SPSS, revealed widespread instances of fraud, particularly in motor and health insurance sectors. Key challenges identified include inadequate forensic tools, delays in the legal process, and the absence of a centralized fraud intelligence database. Qualitative thematic analysis further illuminated systemic barriers and ethical considerations influencing legal decision-making.

Practitioners reported employing diverse mitigation strategies, such as engaging private investigators, cross-sector collaboration, and targeted training initiatives. However, findings also revealed a lack of standardized legal protocols and insufficient inter-agency coordination. Based on these insights, the study proposes a practical framework to guide legal and insurance professionals in identifying, managing, and mitigating insurance claim fraud.

This research contributes to strengthening Ghana's anti-fraud infrastructure by advocating for policy reforms, improved institutional coordination, and professional capacity building. The proposed framework offers a context-sensitive tool to enhance procedural consistency and legal resilience in combating insurance fraud.

**Keywords:** Insurance Claim Fraud, Legal Practitioners, Ghana, Mitigation Strategies, Anti-Fraud Framework

## Economics, Finance, and Accounting

### **Agriculture Production in West Africa: The Role of Women's Political Leadership, Gender Economic Inclusion, Governance and Financial Development**

**Louis David Junior Annor**

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**Thomas Kyei-Mensah**

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#### **Abstract**

This study examines the impact of women in political leadership (WPL), gender economic inclusion (GEI), financial development (findev), governance, and other key factors on agricultural production in West Africa, using food, livestock, and fish production as indicators. Employing a Panel Corrected Standard Errors (PCSE) estimator, the results reveal that women in political leadership significantly enhance agricultural outputs, with the strongest effect on food production. GEI positively influences food and livestock production but negatively impacts fish production.

Surprisingly, findev reduces food production while promoting fish production, suggesting misaligned financial priorities. Governance structures significantly undermine food and livestock production, highlighting the region's detrimental role of weak governance. Conversely, arable land availability and fertilizer usage significantly boost all agricultural indicators, with fertilizer having the greatest effect on food production. Inclusive growth emerges as a critical driver of food and fish production but shows limited impact on livestock.

The study further identifies non-linear relationships, with interactions between findev, GEI, and governance negatively affecting agricultural outcomes. These findings emphasize the need for targeted policy reforms to strengthen women's leadership, optimize financial systems, improve governance, and foster inclusive growth to enhance agricultural productivity in West Africa.

**Keywords:** Women Political Leadership, Gender Economic Inclusion, Agricultural Production, Governance, West Africa

## **Can Exemplification and Heuristic Reasoning Complement Agency Theory to Address Behavioural and Governance Challenges in Public Universities?**

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### **Abstract**

The relationships among agency problems, managerial control, monitoring mechanisms, related costs, and organizational performance remain complex and somewhat unclear, even decades after Jensen and Meckling (1976) and Fama and Jensen (1983). This complexity stems from limited empirical research, inadequacies in traditional agency frameworks, and institutional constraints. As governance structures evolve to support SDGs 4 (Quality Education) and 8 (Decent Work and Economic Growth), further empirical investigation is needed to clarify how agency costs and control mechanisms influence performance.

This study explores these interconnections in public universities, particularly in emerging economies. Using a cross-sectional and concurrent mixed-methods approach, data were collected from 77 governance participants with international exposure and governing council experience in Ghanaian public universities. Factor and thematic analyses identified operational efficiency and behavioral monitoring mechanisms as key factors explaining 65.03% of the variance in agency problems, monitoring mechanisms, and related costs.

These findings highlight the critical role of governance in improving performance. The study provides actionable recommendations for governance reforms to enhance accountability and institutional performance in public universities, aligning with SDGs 4 and 8. Addressing agency problems and inefficiencies fosters transparency, trust, and better public resource management. Improved governance strengthens universities' alignment with societal goals, reinforcing higher education's role in quality education and sustainable socio-economic development.

This study extends agency theory beyond the corporate sector, applying exemplification and heuristic reasoning to public university governance with broader implications for emerging economies.

**Keywords:** Agency Problems, Managerial Control, Monitoring Mechanisms, Public Universities, Governance

## **An Examination of Audit Quality as a Governance Mechanism in Public Universities**

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### **Abstract**

Policymakers should prioritize audit quality and governance reforms in public universities to enhance transparency, accountability, and performance, aligning with SDGs 4 (Quality Education) and 8 (Decent Work and Economic Growth). This study examines the impact of audit quality on governance mechanisms, council effectiveness, and organizational performance in Ghanaian public universities. Despite the recognized importance of audits, empirical evidence on their role as effective governance tools in public universities remains limited. This study bridges a gap by applying agency theory to analyze how audit quality enhances governance and institutional performance, supporting SDGs 4 and 8. High-quality audits strengthen governance, improve financial health, and enhance decision-making in public universities. Strong oversight mitigates risks, boosts regulatory compliance, and enhances institutional reputation, attracting funding and partnerships.

The study provides a benchmark for best audit practices, fostering capacity building and institutional growth. Improved audit quality promotes transparency, trust, and accountability, reducing corruption and mismanagement. Strengthened governance supports inclusive education, social mobility, and economic development, bridging socio-economic gaps. A desk review and descriptive analysis examined existing literature and documents on audit quality and governance in public universities. High-quality audits significantly enhance governance, managerial control, and monitoring, leading to better performance in higher education institutions. Robust audit practices and governance mechanisms are crucial for accountability, institutional effectiveness, and sustainable development in public universities. The study focuses on Ghana, warranting further research in diverse educational settings to generalize findings and refine governance strategies.

**Keywords:** Audit Quality, Governance Reforms, Public Universities, Institutional Performance, SDGs

## **Tax, Revenue Mobilization Efficiency, And Economic Welfare In Sub-Saharan Africa**

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**Kwadwo Arhin**

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**Albert Opoku Frimpong**

Bonn Rhein Sieg University of Applied Sciences, Sankt Augustin, Germany

### **Abstract**

This study examines the effects of tax and revenue mobilization efficiency (RME) on economic welfare in sub-Saharan Africa (SSA). The bootstrap and HC3 standard error estimators, and instrumental variables 2SLS were used to establish the impact of SSA tax reforms on SDGs 3,4,8, and 12 since the 2015 Addis Ababa Agenda Action to achieve SDGs by 2030. It establishes the interaction impact of tax and RME on the SDGs' index (HECE) comprising health, education, consumption, and employment. First, tax and RME positively affect economic welfare in SSA. However, the interaction effect of the two variables on economic welfare is negative. Second, the indirect partial impact of the tax on economic welfare, conditional on the level of RME, is negative but the total effect is positive. Third, a considerable marginal rate of substitution exists between RME and tax rates for a given welfare-enhancing expenditure. In a region where the average tax rate is higher than most of the sub-regions in the world, the study tests innovative models in the spirit of classical utility optimization and demonstrates the possible trade-off between RME and the tax rate required to realize the budgeted revenue for a given HECE expenditure.

**Keywords:** Tax Efficiency, Revenue Mobilization, Economic Welfare, Sub-Saharan Africa, Sustainable Development Goals

## Effects of Good Governance, Sustainable Development and Aid on Quality of Life: Evidence from Sub-Saharan Africa

**Steve Yaw Sarpong**

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**Murad A. Bein**

Cyprus International University, Nicosia, Cyprus

### **Abstract**

The paper empirically investigates the effects of governance (GGov), official development assistance (ODA), sustainability [adjusted net savings (ANS)], and macroeconomic variables on the quality of life [human development index (HDI)] for selected sub-Saharan African (SSA) countries using the most recent data from 2000 to 2017. The study employed different panel techniques. The findings provide insightful and interesting empirical results that resonate with the magnitude of a significant of the role of GGov on ANS and HDI.

Our study shows that GGov is important to improve HDI. Additionally, ANS has important implications on the well-being of human existence in SSA. In addition to these, this study found that macroeconomic variables such as trade openness and economic growth, wealth, and opportunity creation factors like urbanization and electrification rate are essential. Furthermore, empirical results revealed that ODA has a negative and significant association with HDI, which is in line with some of the existing literature. Our findings have several implications for organizations such as the World Bank, International Monetary Fund, and African Development Bank. This study serves as a policy instrument and guides in coordinating SSA on promoting HDI.

**Keywords:** Governance, Human Development Index, Official Development Assistance, Sub-Saharan Africa, Macroeconomic Variables

## **Corporate climate transparency quality in emerging and frontier markets of sub-Saharan Africa**

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United Kingdom

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### **Abstract**

The devastating impact of climate change has heightened global pressure on companies to provide relevant information in compliance with recognised frameworks on climate transparency. Employing the systems GMM model and a sample of 1,912 firm observations from non-financial companies from three emerging and frontier markets (EFMs) in sub-Saharan Africa over the period 2015 to 2022, we explore the impact of emerging frameworks on climate risk transparency (CRT) quality by constructing an index based on the TCFD framework and the IFRS sustainability standards. We find CRT quality is low but growing among non-financial companies in Ghana, Kenya, and South Africa. Further, we find a strong positive association between the adoption of emerging climate risk transparency frameworks and the quality of climate transparency, and that institutional variation in the country of incorporation significantly influences the relationship. As one of the foremost studies on the TCFD and IFRS S1 and S2 in these markets, this study contributes to achieving the net-zero target and provides a baseline for measuring corporate readiness for adopting the IFRS sustainability standards.

**Keywords:** Climate Risk Transparency, Emerging Frameworks, Sub-Saharan Africa, TCFD, IFRS Sustainability Standards

## **Determinants of Financial Inclusion: A meta-analysis**

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**Evzen Kocenda**

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### **Abstract**

Financial inclusion has become a central theme in development economics, yet the literature offers inconsistent findings on its determinants. This study provides the first comprehensive meta-analysis of empirical research on what drives financial inclusion. Drawing on 3,700 estimates from 106 studies, we synthesise the evidence using unrestricted weighted least squares and apply Bayesian Model Averaging (BMA) to address model uncertainty. We also correct for publication bias using a combination of linear and non-linear techniques, including FAT-PET, WAAP, and the p-uniform method. Our findings highlight three key insights. First, the average reported effect of financial inclusion determinants is positive, but it is often overstated due to publication bias. Second, the type of determinant matters: technology and infrastructure emerge as the most influential drivers, whereas income-related factors tend to have weaker effects.

Third, considerable heterogeneity exists across studies, influenced by how financial inclusion is measured, the econometric techniques employed, regional focus, and dataset structure.

**Keywords:** Financial Inclusion, Meta-Analysis, Determinants, Publication Bias, Technology and Infrastructure

**The audit committee attributes and its effect on Environmental Social Governance (ESG) disclosure. Empirical evidence from emerging market multinational enterprises (EMNEs).**

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**Abstract**

The recent competitive change and rapidly growing business environment, firms are under great pressure to deliver a robust financial performance and maintain high level of sustainability practices. Despite the growing emphasis on ESG disclosures in the corporate world, there is still a considerable gap in knowing how specific individual audit committee characteristics impact the quality and extent of these disclosure. This study addresses the current demand for deeper understanding of the main factors behind the firm's decisions to report ESG performance data as companies' annual reports containing ESG-related information for different stakeholders in emerging market economies. The focus of the study is to examine the audit committee attributes and its effect on Environmental Social Governance (ESG) disclosure in emerging market multinational enterprises (EMNEs). Methodology and research design - this study will adopt a rigorous quantitative approach to examine the effect of AC attributes individually on ESG disclosure in EMNEs economies. The study will use comprehensive secondary resources from Bloomberg database and annual reports from firms in EMNEs from the period of 2016 - 2023. The sample size will be 200 EMNEs would be selected from public companies with relevant ESG disclosure reporting practices. The study will employ both descriptive and correlational analysis. The study will contribute to the current academic literature and professional development within the AC. The study will further influence the improvement of actions and restore trust in auditing committee in EMNEs economies. It will inform policymakers and regulators to formulate the proper policies on voluntary disclosures on ESG.

**Keywords:** Audit Committee, ESG Disclosure, Emerging Market Multinational Enterprises, Corporate Sustainability, Financial Performance

## **Strengthening Domestic Revenue Mobilisation through Tax Compliance: Pathways to Youth Employment and Sustainable Development in Ghana**

**Amos Teye**

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### **Abstract**

This paper explores the critical role of enhanced domestic revenue mobilisation (DRM) through tax compliance in addressing youth unemployment and promoting sustainable development in Ghana. Drawing on insights from Ghana Revenue Authority practices and broader African fiscal policies, it argues that improved tax systems can significantly expand public sector capacity to fund education, skills development, and entrepreneurship initiatives targeting youth employment. Using a compliance-based framework, the study analyses how institutional reforms, enforcement mechanisms, and digital innovations in tax collection can enhance revenue generation. The findings highlight the direct and indirect pathways through which effective tax compliance initiatives support youth empowerment and inclusive economic growth. The study provides recommendations for policymakers to strengthen governance frameworks, reduce administrative bottlenecks, and promote public trust in tax systems as a catalyst for sustainable job creation.

**Keywords:** Domestic Revenue Mobilisation, Tax Compliance, Youth Unemployment, Sustainable Development, Ghana

## Social Health Spending Efficiency And Universal Health Coverage In Sub-Saharan Africa

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### **Abstract**

The high out-of-pocket health expenditure and limited access to health services in Sub-Saharan Africa (SSA) thwart the efforts of achieving universal health coverage (UHC) in the sub region. In this regard, social health insurance is recommended because it is found to increase access to healthcare. But there is scarce evidence of efficiency in social health spending in SSA. Faced with limited fiscal space and other constraints to increase health spending, stakeholders turn their attention to health spending efficiency.

This study applies the Simar-Wilson and Malmquist data envelopment analysis (DEA) techniques to data on 41 SSA countries for the 2015-2022 period to provide evidence on the extent to which SSA countries have improved their social health spending efficiencies and UHC provision over time. The results show, on average, a 20% social health spending inefficiency. That at least US\$ 519,409.80 of 2022 social health spending does not contribute to UHC provision in the sub region. The results from the Malmquist productivity index show a decline in efficiency change (-0.1%) and thus a divergence of efficiency over time.

The truncated double bootstrap regression results show a 0.58 (0.12) improvement in efficiency with a unit improvement in corruption control (accountability). Additional gains can be made in UHC without increasing the current social health insurance spending when spending inefficiency is minimised. Effective health system management coupled with improvement in regulatory quality and accountability are key in improving social health spending efficiency in SSA.

**Keywords:** Social Health Insurance, Spending Efficiency, Universal Health Coverage, Sub-Saharan Africa, Corruption Control

## **The Biodiversity Paradox in Emerging Markets: Are African Multinational Enterprises Truly Committed to Environmental Preservation?**

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**Adams Kweku**

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### **Abstract**

This study critically examines the role of African multinational enterprises (MNEs) in biodiversity governance, challenging the dominant discourse that places blame primarily on Western corporations for Africa's environmental degradation. Drawing on Upper Echelons Theory (UET) and Institutional Theory, it investigates how board independence and gender diversity influence biodiversity commitments in African MNEs and how institutional quality moderates these relationships.

Using panel data from 247 listed MNEs across Nigeria, Ghana, Egypt, Kenya, and South Africa (2010–2023), the analysis employs probit, logit, GLS, and two-step GMM estimations. Findings reveal that board independence and female board representation are positively associated with biodiversity engagement, particularly when institutional frameworks are strong.

Theoretically, the study extends UET by contextualising board-level characteristics within the unique governance environments of Africa, while refining Institutional Theory by exploring how institutional quality conditions the efficacy of governance mechanisms. Practically, the research highlights the importance of strengthening institutional capacity and board composition to drive substantive biodiversity outcomes. The paper offers a nuanced, empirically grounded contribution to the corporate governance and sustainability literature within emerging markets.

**Keywords:** Biodiversity Governance, African MNEs, Board Independence, Gender Diversity, Institutional Quality

## **Post-Apartheid South Africa: Progress, Challenges and Future Prospects**

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**Godfried Adaba**

University of East London, London, United Kingdom

**Richard Addo-Tenkorang**

University of Hertfordshire, London, United Kingdom

### **Abstract**

Thirty years post-apartheid, South Africans continue to face multiple obstacles that have hindered their progress. This paper aims to provide an in-depth analysis of South Africa's journey, highlight policy successes and failures, and offer recommendations for sustainable development in the coming decades. High unemployment rates, particularly among the youth, remain a critical issue, with structural unemployment reflecting a skills mismatch in the labour market.

Economic inequality persists, with wealth distribution heavily skewed, a legacy of apartheid that continues to favour the white minority. Poverty remains widespread, especially in rural areas and among black South Africans, highlighting the intertwined nature of unemployment and inequality.

This paper aims to provide an in-depth analysis of post-apartheid South Africa's journey, highlight policy successes and failures, and offer recommendations for sustainable development in the coming decades. The findings will contribute to the broader discourse on post-colonial African governance and economic transformation. This study builds upon existing literature to provide a comprehensive analysis of South Africa's achievements and challenges over the last three decades.

Data from the World Bank, IMF, AfDB, Statistics South Africa and Afrobarometer provide insights into economic indicators, development trends, and public perceptions in the country. This study adopts a mixed-methods approach to provide a holistic analysis of South Africa's post-apartheid progress. The empirical evidence suggests that contemporary neoliberal capitalism, adopted post-apartheid, has failed to produce sustainable economic development.

**Keywords:** Post-Apartheid South Africa, Unemployment, Economic Inequality, Sustainable Development, Neoliberal Capitalism

## Mimicking or Rivalry? Peer effects on bank risk-taking: A global view

Abraham Adu

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### Abstract

We examine the influence of peer firms on bank risk-taking, utilising a comprehensive dataset spanning 29 countries and 4,832 individual banks from 1990 to 2022. We follow the instrumental variable approach suggested by Leary and Roberts (2014), posit, and find evidence that individual banks mimic their peers when they make corporate banking risk-taking decisions. Results from 2SLS estimation are marginally pronounced than those of OLS estimation. The 2SLS results indicate that a bank increases its risk-taking by 66.8 per cent for a one-standard-deviation change in peer-average risk-taking. We find that international banks tend to mimic their peers when making risk-taking decisions.

However, US banks are less likely to emulate their peers' risk-taking behaviours relative to those in the rest of the world. We find similar peer effects on bank risk-taking in Europe, Asia Pacific, and emerging economies. The findings are more pronounced for banks that operate in highly competitive banking markets. This evidence suggests that peer effects of bank risk-taking matter globally, and the benefits of mimicking are higher in economies beleaguered with weaker financial institutions (i.e., low governance quality and financial development).

**Keywords:** Peer Firms, Bank Risk-Taking, Instrumental Variable, International Banks, Financial Institutions

## Social Science and Development

### Reengineering Voter Trust: A Structural Equation Model of Political Party Trust and Voting Intention in the Digital Era

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#### Abstract

Institutional trust is essential to democratic legitimacy, yet political parties globally are losing public confidence. To address this crisis, the study introduces a structural equation model (SEM) that integrates twelve latent constructs and tests 24 hypotheses using five theoretical lenses: Institutional Trust Theory, Procedural Justice Theory, Social Identity Theory, Agenda-Setting Theory, and Digital Institutionalism.

These constructs include Perceived Party Competence and Integrity (PPCI), Internal Procedural Justice (IPJ), Perceived Fairness (PF), Emotional Connection (EC), Social and Identity Inclusion Perception (SIIP), Identity-Based Marginalization Perception (IBMP), Media Influence Perception (MIP), Religious Leader and Doctrine Influence (RLDI), Ideological Congruence (IC), Technology Use (TU), Voter Trust (VT), and Voting Intention (VI).

The model tests the proposition that technology fosters trust by enhancing procedural transparency and engagement. SEM confirms that institutional behavior, symbolic representation, digital outreach, media narratives, and ideological fit jointly shape trust and voting intent. This model not only explains complex causal pathways but also offers political reformers and campaign strategists a diagnostic tool to rebuild and sustain voter confidence.

**Keywords:** Political Trust, Structural Equation Modeling, Voting Intention, Institutional Legitimacy, Digital Institutionalism

## **Risk Identification Issues in Development Projects**

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### **Abstract**

The risk identification, risk management and project success debate continue to be relevant to both academics and project team members charged with the responsibility of ensuring projects achieve expected outcomes. While previous research suggests that experience play a critical role in the identification of project risks, less is known about the identification of development project risks, particularly in environments characterised by people who may possess adequate knowledge in their areas of operation as well as the project environment and its accompanying dynamics but may not necessarily possess the requisite technical and academic knowledge in project decision making.

Thus, this paper investigates risk identification in developing project environments, using Ghana's LAP as a case study. Adopting a qualitative case study approach with semi-structured interviews as the main source of data collection, the findings indicate that risk identification and the continuous monitoring of development project environments should not just rest on people perceived as having technical and academic expertise, but need to be widened to include all resources available to project team members and people with the ability to contribute to the identification of project risks irrespective of their different classes of classification of risk.

**Keywords:** Projects, Development Projects, Project Risk Identification, Project Success, Project Stakeholders, Land Reform, Sustainable Development

## **Non-Farm Income Resilience of Smallholder Farmers During Financial Disruptions: Evidence from Microfinance Closures in Ghana**

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**Seth Boateng**

University of Ghana, Accra, Ghana

**Keiichi ISHII**

Tohoku University, Sendai, Japan

### **Abstract**

This study examines the resilience of smallholder farmers' (SHFs) non-farm income following the 2019 mass closure of microfinance institutions (MFIs) in Ghana. MFIs had long supported rural financial inclusion through credit and business development services (BDS), but their abrupt withdrawal posed systemic risks to rural livelihoods and income diversification strategies. Using a quasi-experimental retrospective design, the study compares 601 SHFs across Ghana's Northern, Ashanti, and Western regions - distinguishing those formerly affiliated with closed MFIs from those linked to still-active ones.

Data spanning 2018 (pre-closure) and 2020 (post-closure) were analyzed using independent samples t-tests and standardized mean differences (Cohen's d) to estimate income variations and disruption effects. The findings provide associative evidence - not strict causality - that MFI closures were linked to a significant reduction in average monthly non-farm income among affected SHFs. This decline is attributed to reduced access to credit and BDS. Coping mechanisms such as family support and personal savings offered only partial mitigation.

Trading enterprises were most negatively affected, while artisanal businesses showed relative resilience. The Ashanti region demonstrated stronger adaptive responses compared to the Northern and Western regions. Effect size analysis confirmed small but meaningful regression in economic well-being, and income convergence between groups was due to income erosion among SHFs formerly supported by MFIs. These findings underscore the vulnerability of rural financial livelihoods to institutional shocks.

The study highlights the need to rebuild rural financial infrastructure and promote region-specific recovery efforts, offering insights relevant to SDGs 1 (No Poverty) and 8 (Decent Work and Economic Growth).

**Keywords:** Smallholder Farmers, Microfinance Institutions, Non-Farm Income, Rural Livelihoods, Financial Inclusion

## **Leveraging Social Capital to Address Poverty and Unemployment in Africa: A Network-Based Approach**

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### **Abstract**

Poverty and unemployment remain critical challenges in Africa, limiting economic growth, social stability, and sustainable development. Despite numerous policy interventions, youth unemployment rates remain high, exacerbating poverty and economic disparities. Traditional solutions such as government-driven employment schemes and foreign aid have yielded limited success in addressing the structural causes of unemployment.

This paper applies Pierre Bourdieu's social capital theory to examine how networks, relationships, and institutional trust can be leveraged to create employment opportunities and reduce poverty. By integrating insights from research on social capital, employment barriers, and network-based interventions, this paper argues that bonding, bridging, and linking social capital can provide alternative pathways for employment generation in Africa.

The study discusses the implications for policy and practice, proposing strategies for integrating social capital interventions into African economic policies to foster inclusive growth and employment.

**Keywords:** Poverty, Unemployment, Social Capital, Employment Generation, Inclusive Growth

## **Educational Investment, Digital Inclusion, And Youth Unemployment In Africa: A Comparative Study Of Nigeria, The Gambia, Liberia, And Rwanda (2004–2023)**

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Kogi State Polytechnic, Lokoja, Nigeria

**Michael Olayemi**

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### **Abstract**

Youth unemployment continues to pose a significant socio-economic challenge in Sub-Saharan Africa, driven by rapid population growth, inadequate education systems, and limited access to digital resources. This study investigates the interplay between government expenditure on education, internet usage, and economic growth, and how these factors influence youth unemployment in four African countries—Nigeria, The Gambia, Liberia, and Rwanda—between 2004 and 2023. Special attention is given to Nigeria's implementation of the Tertiary Academic Curriculum (TAC) program, which aims to strengthen academic capacity and improve graduate employability.

Utilising a quantitative time-series approach, the study analyses secondary data obtained from the World Bank development indicator database. Statistical methods used include multiple regression analyses, and the trends of the youth unemployment rate were also fitted. The findings reveal varying patterns of youth unemployment across countries, with Nigeria exhibiting significant fluctuations, most notably a sharp rise during the COVID-19 period, followed by a steep decline, suggesting a potential impact of targeted policy interventions.

The regression results indicate that increased investment in education and internet accessibility are significantly associated with lower youth unemployment and enhanced GDP growth. The study underscores the critical role of structured academic investment programs and digital inclusion in addressing youth unemployment and promoting sustainable economic development. It recommends that African governments prioritise education funding and ICT integration in tertiary curricula to align graduate skills with labour market demands.

**Keywords:** Youth Unemployment, Education Investment, Internet Accessibility, Economic Growth, Digital Inclusion

## **Education Reforms and Skills Development Programs to Enhance Youth Employability in Africa: A Pathway to Inclusive Growth in Africa**

**Nelly Blebo**

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### **Abstract**

This paper explores the role of education reforms and targeted skill development initiatives in enhancing youth employability in Africa. Specifically, it examines how vocational training, digital literacy, and mentorship programs can provide inclusive growth opportunities for young people, especially in emerging economies.

By aligning educational curricula with the evolving demands of the labor market, policymakers and stakeholders can design programs that equip youth with the necessary competencies for sustainable employment.

**Keywords:** Education Reforms, Skill Development, Youth Employability, Vocational Training, Digital Literacy

## Engineering and Construction

### **Adherence to Building Regulations in Volcanic-Prone Areas in Africa and Europe: The Need for Effective Implementation and Global Support**

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Durham University: Department of Earth Sciences, Durham, United Kingdom, The University  
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#### **Abstract**

Volcanic ashfall presents a critical hazard to buildings, particularly roofs, in regions prone to volcanic activity. This study examines the disparity between African and European volcanic-prone regions in the application and enforcement of building codes that address ash loading. While Europe benefits from structured regulations such as EN 1991, African countries often lack comprehensive building policies and enforcement mechanisms, leaving vulnerable communities at high risk.

Building on the work of Quainoo et al. (2022), this research analyzes the structural impact of volcanic ash on roof systems and identifies shortcomings in existing European codes, specifically BS EN 1991-1-3, which focuses on snow loads but does not adequately address ash characteristics. To bridge this gap, the paper proposes an amendment—BS EN 1991-1-4—to include volcanic ash as a distinct structural load category.

The study also explores the socioeconomic and cultural factors that contribute to continued habitation in high-risk zones, especially in Africa, where informal settlements using weak materials like thatch are common. These structures are particularly susceptible to collapse under ash loading.

This paper advocates for international cooperation among governments, the United Nations, and professional bodies in architecture and engineering to revise and enforce appropriate building regulations. Financial and technical support is essential for improving construction practices in under-resourced volcanic regions. Ultimately, strengthening and enforcing building codes can significantly reduce the risk of structural failure and loss of life in volcanic-prone areas, with an urgent focus on vulnerable African communities.

**Keywords:** Volcanic Ashfall, Building Codes, Structural Impact, Ash Loading, Africa-Europe Disparity

## Experimental Analysis Of The Effects Of Thermostat Regulation In Automotive Cooling Systems And Engine Performance

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### Abstract

The thermostat is a closed loop control system used to regulate the Heating Ventilation and Air Conditioning (HVAC) system based on temperature. It tries to minimize the error between the desired and measured state. A thermostat sometimes has all the elements of the control system in it. The aim of this study was to examine the effects of thermostat regulation in automotive cooling systems and engine performance. The experiment data was analysed and presented in the form of tables and figures.

The instrumentation used for the set up includes coolant temperature, engine temperature, fuel consumption as well as engine efficiency/engine power output. The study revealed that as the coolant temperature increases, the thermostat gradually transitions from a fully closed to a fully open position and at temperatures below 80°C, the thermostat remains completely closed, preventing coolant from circulating through the radiator. This ensures that the engine warms up quickly to its optimal operating temperature.

The result of the study again shows how crucial the thermostat's role is by ensuring that the engine operates efficiently by maintaining a steady temperature and preventing thermal fluctuations that could lead to mechanical stress or inefficiencies. It was again realized that beyond 90°C, fuel consumption begins to rise. As the engine temperature increases above optimal levels, efficiency decreases due to higher internal stresses, potential knocking, and increased cooling demands. This results in greater fuel consumption, emphasizing the importance of maintaining proper engine cooling to ensure optimal performance and efficiency.

**Keywords:** Thermostat Regulation, Automotive Cooling, Engine Performance, Fuel Consumption, Engine Efficiency

## **Green Transport and Automobile Engine Performance: Analysis of Gasoline from Mechanical Hand Operated Service Stations (MHOPSS) in Ghana**

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### **Abstract**

The performance of an internal combustion engine to a large extent is determined by the processes taking place in the combustion chamber. These are influenced by a number of factors including the quality of fuel used.

This study is focused on petrol fuel from Mechanical Hand Operated Pump Stations (MHOPSS), comparative study of engine performance characteristics between these petrol fuels are determined with the use of engine dynamometer. The results of the experiment showed that petrol fuel from both the electrically operated pump stations and the mechanical hand operated pump stations compared with the base petrol fuel from Tema Oil Refinery has different performance characteristics. Whereas overall performance mechanical efficiency for all cylinder working condition of the test engine using petrol specimen from TOR gave a result of 98%, that of MHOPSS 1-8 gave a performance result of 84.36%, 88.1%, 95.4%, 14.85%, 30.93%, 92.85% and 83.13% respectively.

The results of the experiment concludes that the quality of petrol fuel sold from the mechanical hand operated pump stations compared with the base fuel are not the same. The study recommended that fuel authorities find out where these fuel stations obtain their petrol fuel and to establish any form of adulteration. Based on the experimental result it is recommended that those who petronise the services of these fuel terminals should be sure of the quality of their product to safe guard the life span of their engine.

**Key words:** Green Transport, Engine Performance, Fuel Sources, MHOPSS in Ghana, Internal Combustion Engine

## **Innovative Approaches To Successful Public-Private Partnerships In Ghana**

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### **Abstract**

The Ghanaian government has pledged to invest up to \$10 billion per annum to develop infrastructure, in what has been described as “the big push”. But the question many ask is, where is the money coming from? There is a broad consensus that Public Private Partnerships (PPPs) provide significant opportunities to bridge Ghana’s huge infrastructure deficit. Whilst the Government of Ghana has well-developed structures for implementing public PPP projects, not many projects have gone on to the implementation stage.

For example, of the 14 PPP projects identified in the 2021 Annual Report on Public-Private Partnerships, none of them had gone on to reach financial close by March 2023, and only one had received funding as of July 2024. It is believed that a lack of innovation in the implementation of the PPP concept, among other factors, is responsible for the lack of progress seen in terms of successful PPP projects. If the full potential of PPPs can be realised in Ghana, fundamental changes in the structures and processes for the identification, development, and implementation of PPPs need to be made.

This paper uses a case study approach to explore best practices in the delivery of PPP projects around the world. It also identifies some of the reforms of PPP structures and PPP policies and how these have enhanced the implementation of PPPs around the world. This paper will be a useful resource for policymakers in identifying innovative sources of finance for realising successful PPP projects.

**Keywords:** Public Private Partnerships, Infrastructure Development, Financial Close, Policy Reforms, Ghana

## **Ghana Goals Project: Employment Opportunities in Green Technologies and Sustainable Energy Project**

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### **Abstract**

Unemployment and poor quality energy supply continue to limit socio-economical development and sustainability in rural African communities. The solutions to these problems are provided through the Ghana GOALS Project, which is developing solar photovoltaic (PV) mini-grids integrated with Advanced Metering Infrastructure and clean cooking technologies in the Onaa Community. Innovate UK's Energy Catalyst Round 9 is supporting this to create jobs, empower communities, deliver climate resilient energy solutions and contribute towards Sustainable Development Goals (SDGs) 7 (Clean Energy), 8 (Decent Work), and 13 (Climate Action).

The project's solution consisted of the deployment of renewable energy infrastructure, the use of machine learning for energy management and guaranteeing provision of vocational training programs to four senior high schools. Energy from the solar mini grids was used for clean cooking systems as well as for the prospect of being able to configure energy confidently used to charge electric bikes. This assessment is based on data collected between April 2023 and March 2025 using records, stakeholder interviews and field visits of EEK Consults.

During the construction phase (engineering, masonry, electrical work), and in ongoing roles of system maintenance, facility monitoring, and educational outreach the project also yielded a diversity of employment opportunities. It also stimulated women entrepreneurship through the establishment of convenience and frozen food shops. It integrated machine learning enhanced energy efficiency for supporting sustainable micro-enterprise development. According to the study, local skills transfer and employment can be dramatically enhanced through renewable energy projects such as Ghana GOALS.

**Keywords:** Unemployment, Renewable Energy, Solar Mini-Grids, Vocational Training, Sustainable Development

## **Retrofitting An Internal Combustion Tricycle Into An Electric System**

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### **Abstract**

With growing environmental and economic challenges associated with internal combustion (IC) engines, electric vehicle (EV) technology presents a sustainable alternative, particularly for tricycle transportation in Ghana. This study presents a practical retrofitting methodology to convert conventional IC-powered tricycles into electric-powered systems using a 60V, 160Ah lithium-ion battery. The retrofitted model achieved an operational range of 4.34 km per charge and reduced both noise and maintenance demands. Economic analysis revealed a total retrofit cost of approximately less than 18% of the total cost of the new tricycle, with operational savings – maintenance, oil, fuel and others. The vehicle produced zero direct emissions and significantly improved ride comfort. Despite limitations such as limited range and charging infrastructure constraints, the study confirms the viability of retrofitting for sustainable urban mobility. Findings offer valuable insights for infrastructure planning, local manufacturing, and electric transport policy in developing regions.

**Keywords:** Electric Vehicle, Retrofitting, Tricycle Transportation, Sustainable Mobility, Ghana

## **Developing a Steady State Model to Analyse CO<sub>2</sub> Flow Behaviour in Pipeline Networks to Enhance Youth Employment in Ghana.**

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**Kwame Sarkodie**

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### **Abstract**

As Ghana explores climate conscious industrial development, carbon capture, utilisation and storage (CCUS) technologies are gaining traction. However, an underdeveloped technical pipeline network and limited local modelling capacity hinder implementation. This study develops a steady state model for analysing CO<sub>2</sub> flow behaviour in pipeline networks, with dual aims: to inform the design of safe, efficient carbon transport systems and to generate skills based employment opportunities for Ghanaian youth in the energy transition sector. Using Aspen HYSYS and Python, the study simulates thermodynamic properties, pressure drops, and phase transitions in CO<sub>2</sub> transport pipelines. The research contributes both technically by outlining optimal design parameters and developmentally by recommending training and upskilling pathways aligned with emerging green infrastructure needs. Findings advocate for strategic investment in modelling capacity as a catalyst for youth employability in Ghana's growing low carbon energy economy.

**Keywords:** Carbon Transport, CO<sub>2</sub> Pipeline, Energy Transition, Modelling Capacity, Youth Employability

## **Integrating Circular Economy into STEM Education for Sustainable Development and Youth Employment in Africa**

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**Peter Kojo Bernasko**

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### **Abstract**

Africa faces a critical youth unemployment crisis, with over 12 million young people entering the labor market annually, yet only around 3 million formal jobs being created. This paper presents a conceptual literature review examining the potential of integrating circular economy principles into STEM (Science, Technology, Engineering, and Mathematics) education as a strategy to promote sustainable development and address youth unemployment across the continent. Key themes explored include STEM education, the circular economy, sustainable development, and youth employment. The study argues that the circular economy model—by rethinking traditional patterns of production and consumption—presents a unique opportunity for innovation and sustainability. Concurrently, STEM education equips young people with the technical and problem-solving skills necessary to engage in these emerging economic models. By aligning STEM education with circular economy practices, this approach can generate pathways for youth employment, support green job creation, foster entrepreneurial activity, and contribute to inclusive and sustainable economic growth in Africa.

**Keywords:** Youth Unemployment, Circular Economy, STEM Education, Sustainable Development, Green Jobs

## **Are Construction Professionals Ready For Blockchain Technology? A Ghanaian Perspective**

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**Forster Alan**

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### **Abstract**

Blockchain technology has gained global attention for its potential to enhance transparency, security, and efficiency in construction project delivery. However, its adoption in the construction industry remains limited. This study investigates the awareness, attitudes, and adoption of blockchain technology among construction professionals in Ghana using a quantitative survey approach. Data were collected from 95 professionals through a structured questionnaire and analysed using descriptive statistics and one-sample t-tests. Findings indicate that while general awareness of blockchain exists, familiarity with core concepts such as smart contracts and distributed ledgers is low. Despite limited exposure through formal education or training, most respondents expressed strong interest in professional development. Organizational adoption, however, remains minimal. The study highlights a critical perception–adoption gap and underscores the role of academic institutions in bridging knowledge deficits.

**Keywords:** Blockchain Technology, Construction Industry, Awareness, Adoption, Smart Contracts

## **The Impact of Construction Technology Education on Employability in the Construction Industry**

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### **Abstract**

The construction industry is rapidly evolving with advancements in digital tools, automation, and sustainable building practices. However, a persistent skills gap raises concerns about graduates' employability and workforce readiness. This study examines how construction technology education prepares students for industry demands and identifies gaps from the perspectives of students, educators, and industry professionals.

A qualitative research design was employed using semi-structured interviews and focus group discussions. Participants included final-year students, educators, and industry professionals, with 20 individuals from each group selected through purposive sampling. Thematic analysis was conducted to explore perceptions of curriculum relevance, industry expectations, and skill gaps.

The findings highlight three key themes: (1) Mismatch Between Curriculum and Industry Needs, where industry professionals report outdated courses lacking digital literacy, automation, and sustainability content; (2) Limited Hands-on Training Opportunities, as students and employers emphasize the need for more industry exposure through internships and site visits; and (3) Industry-Academia Collaboration Challenges, with weak partnerships hindering smooth student transitions into employment. Employers suggest apprenticeship programs and co-designed curricula to enhance workforce readiness.

**Keywords:** Construction Technology Education, Skills Gap, Employability, Industry-Academia Collaboration, Workforce Readiness

## Unlocking Green Jobs: The Employment Potential of Biochar and Sustainable Energy Projects in Ghana

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### Abstract

The transition to a green economy presents significant employment opportunities, particularly in Ghana, where biochar production and renewable energy initiatives are emerging industries. Biochar, a carbon-rich material derived from biomass, plays a crucial role in soil enhancement, carbon sequestration, and renewable energy production (Lehmann & Joseph, 2015). Alongside other sustainable energy projects, biochar can create jobs while addressing environmental challenges such as deforestation and climate change (Sohi, 2012). However, its employment potential in Ghana remains underexplored.

This study aims to:

- Assess job creation opportunities in biochar and sustainable energy sectors.
- Identify the skills required for employment in these industries.
- Examine the role of government policies, private investments, and partnerships in expanding green jobs.
- Explore challenges hindering employment growth in Ghana's green economy.

A mixed-methods approach will be used, combining surveys and interviews with biochar producers, policymakers, and renewable energy firms. Preliminary insights suggest that biochar and sustainable energy projects can create jobs in agriculture (biomass collection), manufacturing (biochar production), research (innovation in green solutions), and entrepreneurship (small-scale biochar enterprises) (Van Zwieten et al., 2015). However, unlocking this potential requires investment in skills development, regulatory support, and financial incentives.

This study will provide practical insights for policymakers and industry leaders, helping Ghana align sustainable energy projects with workforce development for economic growth, job creation, and environmental sustainability.

**Keywords:** Green Economy, Biochar, Renewable Energy, Employment Opportunities, Sustainable Development

## **Creating Employment for Africa Youth through Renewable Energy: Focusing on Solar Panels Installation**

**Emmanuel Kofi Ananseh**

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### **Abstract**

Youth unemployment remains a significant challenge in Africa, compounded by energy access deficits that constrain economic development. The renewable energy sector, particularly solar energy, presents a unique opportunity to address both issues by creating sustainable jobs while expanding electricity access. This paper examines the role of solar panel installation as a pathway for employment creation, focusing on the importance of skills development, investment in renewable infrastructure, and policy alignment.

The study utilizes a systematic literature review and case study analysis to assess the success of solar employment programs and their scalability. Findings suggest that structured training programs, financing mechanisms, and government-private sector partnerships are critical in fostering sustainable employment through solar energy. The paper argues that by embedding renewable energy into national economic strategies, Africa can achieve a dual transformation—addressing youth unemployment while transitioning to a sustainable energy future.

**Keywords:** Youth Unemployment, Renewable Energy, Solar Panel Installation, Skills Development, Employment Creation

## **Sustainable Facility Management Practices Among Public Hospitals In Ghana**

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**Justice Adams**

Akenten-Appiah Menkah University of Skills Training and Entrepreneurial Development,  
Kumasi, Ghana

### **Abstract**

We offer important insights into sustainability methods in public healthcare facilities by thoroughly evaluating social, environmental, and economic factors. We also explore how innovation, technology, and compliance affect sustainability practices in public hospitals in poor nations like Ghana. Using stratified and random sampling strategies, we use a mixed-methods complex to collect data from 380 facility management professionals.

Descriptive statistics, factor analysis, regression, a one-sample t-test, and theme and narrative methodologies are all used in this study. According to the report, public hospital facilities demonstrate a dedication to environmental sustainability by implementing appropriate waste segregation systems and green building methods, which yield positive results.

Hospital sustainability is significantly predicted by innovation, technology, and compliance. Although compliance seems to have less of an impact on economic sustainability, it works effectively to meet social and environmental needs. Energy-efficient technologies, renewable energy, recycling programs, regulatory compliance, safety drills, ethical suppliers, eco-friendly products, and stakeholder involvement are all examples of sustainability measures that public hospitals might use. The study illustrates sustainability ideas pertaining to innovation, technology, and compliance that support sustainable practices by meeting economic demands in addition to socially conscious projects and environmental aspects that are not as well studied in developing nations.

The report emphasizes the need for regulations promoting energy-efficient medical operations, advanced technology adoption, green procurement, sustainable procurement, and renewable energy integration. Future research should explore the efficacy of policy interventions like financial incentives and regulatory frameworks in promoting sustainable healthcare practices across a larger geographical area.

**Keywords:** Sustainability, Public Healthcare, Innovation, Technology, Compliance

## AI, Data Analytics, Computing, and Digital Technologies

### Digital Transnationalism: The Intersectional Identities and Translocational Belongings of Second-Generation Ghanaian Students in UK Universities

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#### Abstract

This article employs conceptual understandings of digital transnationalism to explore intersectional identities and translocational belongings among second-generation Ghanaian youths across UK tertiary institutions. The article focuses on how young Ghanaian men and women locate themselves in a rapidly changing socio-spatial environment as they negotiate their multiple identities (racialised, generational, and gendered) and multi-spatial belongings whilst confronted by different ethnicities and cultures across the UK's vibrant academic space.

The increasing convergence between digital technologies and young migrants' identity perceptions is redefining traditional understandings of the meanings, values, and intentionalities that underpin representational enactments and affiliative attachments by transnational youths. Contemporary scholarship about Ghanaian youths attempts to theorise different dimensions of their representational practices and spatially deterritorialised multi-local connections, including the array of everyday objects, symbolic artifacts, and digital platforms through which these embodied practices are negotiated.

However, these scholarly engagements demonstrate attentive to the complexity and multi-dimensionality of cross-cutting identity performances by second-generation Ghanaian youths in UK tertiary institutions. I adopt Anthias' concepts of 'translocational intersectionality' to interrogate identity constructions by Ghanaian youths confronted by an intensely diverse British society, socially complex academic space, and multiple interconnected worlds which frame their ancestry and present living conditions.

In this article, I argue that young Ghanaian women's identities are grounded in both racialised, generational, gendered enactments. Hence, researchers must be attentive to the many ways that these transnational youths mediate socio-cultural encounters, gendered identity performances, and multi-local belongings, including how they construct representations of themselves in British society.

**Keywords:** Digital Transnationalism, Intersectional Identities, Translocational Belongings, Ghanaian Youths, UK Tertiary Institutions

## The Impact of AI Chatbots on Professional Accountancy Examinations

**Samuel Koranteng Fianko**

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### Abstract

The potential benefits and social consequences of AI systems, especially in decision-making and job replacement, have sparked debate among educators, regulators, policymakers, researchers, and ethicists. This study experiment evaluated different AI Chatbots' performance in passing the ICAG certification. The study randomly selected four AI Chatbots, namely, ChatGPT-3.5, ChatGPT-4, Claude, and Gemini for the experiment. The Chatbot were asked to answer the 2024 ICAG professional examination.

The Chatbots were categorized as untrained (i.e., without human intervention) and trained (with human intervention). The results were of professional accounting exams compared to human test-takers using different statistical analysis (descriptive statistics, paired t test, ANOVA and correlation analysis). Key findings revealed that untrained Chatbots achieved mean scores of 79.75 (Claude), 77 (ChatGPT-4), 54.38 (ChatGPT-3.5), and 50.25 (Gemini), with significant differences between groups ( $p=0.029$ ). Training improved mean scores to 79.88 (Claude), 80.25 (ChatGPT-4), 59.38 (ChatGPT -3.5), and 59 (Gemini).

Compared to humans, untrained Claude and ChatGPT-4 outperformed on average ( $p=0.019$ ), while trained models showed no significant difference ( $p=0.130$ ). A one-tailed t-test found that trained Chatbots performed significantly better than untrained ( $p=0.039$ ). Trained AI Chatbots performed significantly better than untrained AI Chatbots in passing the ICAG certification. This indicates that AI Chatbots still need human supervision or intervention. Two AI Chatbots out of four outperformed human takers implies that both trained and untrained lacks the precision.

However, AI Chatbots technology is evolving and still a promising tool that in future could significantly lead to AI-related examination fraud in professional certification exams.

**Keywords:** Artificial Intelligence, Chatbots Performance, Professional Certification, Human Intervention, Examination Fraud

## **Raven: An Ai-Driven Autonomous Drone Delivery System For Campus And Urban Logistics**

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**Priscilla Dadzie**

University of Cape Coast, Cape Coast, Ghana

**Evelyn Kornyo**

Kwame Nkrumah University of Science and Technology, Kumasi, Ghana

### **Abstract**

Raven, developed for autonomous drone delivery system used in campus and urban environment, is an AI driven autonomous drone delivery system for last mile logistics. With the rise of e-commerce and on campus needs of all kinds, Raven solves the niche of small package sizes, the lack of landing zones and the unique needs of those on campus that require it most. The system is used to conduct fully autonomous flights with multirotor drones having GPS, cameras and environmental sensors.

Each drone delivers packages that are up to 2 kg; these drone packages are programmed to route based on real time and historical data using machine learning models to predict optimal maintenanceRx. User accounts linked to smart lockers inside the delivery zones are linked to secure contactless pickups. There is a unified portal, by which students, staff and vendors can put in the order, keep track of its delivery and get access codes etc.

Delivery time was reduced from 52 to 15 minutes and the emissions of carbon dioxide were from 2.6 kg to 0.6 kg per delivery in field trials. According to the foundation, swarm coordination combined with AI model was the future of logistics, which will need to be refined as continued work going forward is a scalable and then sustainable way of going to the future of logistics.

**Keywords:** Autonomous Drones, Last Mile Delivery, Machine Learning, Smart Lockers, Carbon Emissions

## **Lenz: An AI-Driven Agricultural Drone for Precision Spraying and Crop Disease Detection in Ghana**

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### **Abstract**

Ghana as well as other developing regions are used to manual pesticide spraying and visual consumer crop monitoring in which the exposure to agrochemicals is hazardous due to excessive exposure. Studies reveal that Ghanaian farmers work beyond safe pesticide limits and therefore need precision agriculture solutions urgently. To address this problem the Lenz agricultural drone solves this problem by integrating autonomous spraying with AI based crop health monitoring on a shared platform.

The Lenz drone is designed as a multirotor UAV (guidance with GPS), multispectral and RGB cameras take pictures if there are plant stress indicators like plant diseases, pest infestation as well as plant nutrient deficiency. CNNs classify healthy and affected areas and produce spray target maps of prescription values. Based on sensed data, variable rate nozzles change the chemical output in real time, via a cutting by 30–50 percent in agrochemical use when compared to manual methods. After flight, the data are used for continuous training of the model and visualization among the cloud platform.

In pilot trials in Ghana, the Lenz drone demonstrated potential for both implementation as an effective, efficient, uniform spraying and for the detection of early stage crop diseases in order to save on labor costs. Such a finding is consistent with a broader goal of increasing both farm productivity and overall environmental sustainability.

The Lenz system offers a data driven, scalable, way of modernizing agriculture and helping the world's smallholder farmers do more safely and conveniently, and more sustainably, per practice.

**Keywords:** Precision Agriculture, Agricultural Drones, Crop Health Monitoring, Variable Rate Spraying, Environmental Sustainability

## **Re-Learning AI for Re-Earning in Automated Industries: Navigating the Remote Online Work Path for African Youth**

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### **Abstract**

Africa's teeming, youthful population faces a real critical challenge: an outdated colonial education system ill-equipped to compete with the global economy, embedded with the increasing utilisation of artificial intelligence and automation. While these systemic shifts in technology threaten job security, particularly in outsourcing, where 40% of tasks risk being automated by 2030, disproportionately affecting women, it equally presents opportunities.

This paper explores the pathways to empower African youth through remote job integration and digital upskilling in the evolving labour market. The study identifies strategies relevant to bridging the digital divide across a great number of youth by analysing successful case studies, such as Youth in IT Africa's Digital Skills Accelerator Program and Microsoft's AI training initiatives in South Africa. Data from African youth engaged in the gig economy informs scalable learning models. Key findings highlight the relevance of infrastructure, private-sector partnerships, and accessible training resources in enabling remote work viability.

The paper argues for collaborative action among governments, educators, and businesses to implement context-aware curricula, invest in digital infrastructure and expand public-private partnership training programmes. Taking such measures can mitigate job displacement risks while unlocking economic potential for the continent. By aligning education with AI and digital competencies, Africa can re-imagine the future of its youthful population into a competitive workforce, fostering an inclusive growth in the digital space.

This research contributes a framework for sustainable employability, emphasising adaptive learning and gig economy readiness. The outcome underscores the urgency of systemic reforms to harness technological advancement for Africa's socio-economic transformation.

**Keywords:** Youth Empowerment, Digital Upskilling, Remote Work, Artificial Intelligence, Gig Economy

## The Impact Of Digital Technologies On Youth Employability And Sustainable Employment In Ghana/Africa

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### **Abstract**

This study examines the transformative potential of digital technologies on youth employability and sustainable employment in Ghana/Africa. With a burgeoning youth population and persistently high unemployment rates, the continent faces significant challenges in creating sustainable employment opportunities. Digital technologies offer a promising solution by providing access to digital skills training, freelancing, and entrepreneurship opportunities. By leveraging these opportunities, Ghanaian/African youth can enhance their employability, promote economic growth, and achieve sustainable employment.

However, several challenges need to be addressed to fully harness the potential of digital technologies. The digital divide, characterized by limited access to digital infrastructure, particularly in rural areas, hinders youth participation in the digital economy. Additionally, issues like job precarity, income instability, and lack of social protections associated with freelancing and remote work can undermine sustainable employment.

To unlock sustainable employment pathways for Ghanaian/African youth, this study recommends prioritizing digital skills training and education programs, particularly in areas with limited access to digital infrastructure. Furthermore, policies and regulations should be implemented to promote decent work and labor rights for freelancers and remote workers. Entrepreneurship and innovation support programs should also be established to enable youth to start and grow their own businesses, creating jobs and income opportunities.

By addressing these challenges and leveraging the opportunities presented by digital technologies, Ghana/Africa can promote youth employability, drive economic growth, and foster sustainable development. This study contributes to the ongoing discourse on youth employment and digital technologies, offering insights and recommendations for policymakers, practitioners, and stakeholders.

**Keywords:** Digital Technologies, Youth Employability, Sustainable Employment, Digital Divide, Economic Growth

## AI-Assessment Ecosystem Model: Integrating Artificial Intelligence into Higher Education Assessment Practices

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### Abstract

This paper introduces the AI-Assessment Ecosystem Model, a conceptual framework designed to support the thoughtful integration of artificial intelligence (AI) into assessment practices in higher education. While existing research explores AI's capabilities, ethical concerns, and educational applications, these areas are often examined in isolation, hindering the development of institution-wide strategies that are inclusive, evidence-based, and pedagogically meaningful.

Grounded in theories from educational psychology, assessment design, critical pedagogy, and organizational change, the model outlines five interconnected domains: AI-driven technological innovation; alignment with pedagogy and learner needs; institutional strategy and governance; faculty development and readiness; and ethical, inclusive implementation. These domains offer a comprehensive foundation for developing, evaluating, and scaling AI-based assessments that are both contextually responsive and ethically grounded.

Employing a conceptual synthesis methodology, the study draws from peer-reviewed research (2022–2024) across education and technology databases. Thematic analysis integrates empirical findings and theoretical insights into a flexible framework adaptable to diverse educational contexts.

By addressing key gaps in current thinking, the model provides actionable guidance for educators, assessment designers, academic leaders, and policymakers. It advocates for transparent, inclusive assessment systems anchored in educational justice, emphasizing that AI must be viewed as a socially embedded technology requiring critical oversight and participatory governance.

The model challenges narrow, tech-centric narratives, promoting a strategic, pedagogically attuned approach. It supports AI-enabled assessments that enhance efficiency and innovation while advancing fairness, academic integrity, and meaningful learning in higher education.

**Keywords:** AI-Assessment Ecosystem, Higher Education, Pedagogical Innovation, Ethical Implementation, Institutional Strategy

## **AI In PropTech: Empowering Youth For A Sustainable Lagos**

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### **Abstract**

This paper investigates the potential of AI-enabled Property Technology (PropTech) to modernise Lagos' real estate sector while addressing youth unemployment through inclusive digital participation. While existing literature on PropTech has largely focused on mature markets, highlighting its impact on efficiency, transparency, and AI-driven optimisation, less attention has been paid to emerging urban economies where institutional gaps, informality, and youth underemployment intersect with digital transformation.

Prior research has documented challenges such as fragmented land administration, regulatory ambiguity, and the disconnect between digitally skilled youth and analogue real estate structures. However, most studies have examined these issues in isolation, either as technological adoption problems or as labour market concerns. This study departs from that separation by offering an integrated, socio-technical perspective on how PropTech can function as both a driver of real estate innovation and a pathway to inclusive employment in Lagos.

The research adopts a qualitative, interpretive approach, using content analysis of 26 purposefully selected sources, including peer-reviewed literature, multilateral policy reports, national innovation frameworks, and platform-level case data. The analysis is framed by Diffusion of Innovations, Human Capital Theory, and Innovation Ecosystems thinking.

Findings reveal four key barriers: limited adoption among legacy actors, absence of digital career pathways, weak ecosystem coordination, and lack of PropTech-focused policy support. Yet successful innovations such as EstateIntel show that youth-inclusive, mobile-first solutions can thrive when aligned with market realities. Drawing from models in Kenya, Rwanda, and India, the paper offers targeted recommendations to position Lagos as a continental leader in AI-driven, inclusive urban innovation.

**Keywords:** AI-Enabled PropTech, Real Estate Innovation, Youth Unemployment, Digital Participation, Inclusive Urban Development

## **Impact of Soil Surface Conditioner on Water Requirement of Habanero Pepper under Vertisols: A Climate Adaptation Strategy in Ghana's Coastal Savannah.**

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### **Abstract**

The experiment assessed the impact of rice straw on soil attributes of a Vertisol and the water requirement of habanero pepper in Ghana's coastal savannah. A Randomized Complete Block Design (RCBD) with seven treatments and six replications was used. Rice straw was applied at 1, 1.5, 2, 2.5, 3, and 5 t ha<sup>-1</sup>, plus a control (no straw). The straw was evenly applied before transplanting. All treated plots showed improvements in assessed parameters. Residual soil moisture increased by 4–10%, and habanero yield was 50–100% higher than untreated plots. Soil properties improved in the order: 3.0 t ha<sup>-1</sup> > 2.5 t ha<sup>-1</sup> > 2.0 t ha<sup>-1</sup> > 1.5 t ha<sup>-1</sup> > 1.0 t ha<sup>-1</sup> > control.

The estimated water requirement for habanero pepper (221.40 mm season<sup>-1</sup>), obtained using the field graphical estimation method, may aid water-deficit conditions. Since habanero pepper does not thrive under severe moisture deficits, 3.0 t ha<sup>-1</sup> rice straw is recommended for sustainable soil moisture management in regions with erratic rainfall. Although spatial variability in soil and climate limits direct generalization across Ghana's Coastal Savannah, rice straw is recommended for improved yield and effective soil moisture regime in dry season pepper farming in semi-arid environments.

**Keywords:** Rice straw; Soil attributes; Habanero pepper; Water requirement; Moisture management; Yield improvement

## Health and Medicine

### CREATING WEALTH THROUGH HEALTH: EVIDENCE FROM NGO's IN GHANA

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#### Abstract

This study examines the critical role of NGOs in Ghana's Creating Wealth Through Health (CWTH) strategy through a case study of World Vision International's (WVI) interventions in Shai-Osudoku District (1996-2011). Using qualitative methods including 10 key informant interviews, the research demonstrates how WVI's integrated approach - combining health financing (\$331,166 over 5 years), infrastructure development (clinics, water systems), and community education - reduced healthcare costs while boosting productivity.

The findings reveal three key impact areas: (1) direct economic benefits through freed-up district resources and prevented medical expenses, (2) improved health outcomes via immunization programs, HIV/AIDS support, and nutrition initiatives, and (3) social empowerment through skills training and health education. WVI's model successfully operationalized Primary Health Care principles by addressing both immediate health needs and underlying determinants like poverty and education.

However, the study identifies persistent challenges including funding constraints, coordination gaps with government agencies, and sustainability concerns due to community migration patterns. These barriers highlight the need for more formalized NGO integration in health policy processes, moving beyond implementation roles to include planning and evaluation stages.

The research provides empirical evidence supporting health promotion as a wealth creation strategy, showing how WVI's interventions broke the poverty-illness cycle through preventive care and capacity building. The study recommends strengthening multi-sectoral partnerships and developing context-specific sustainability frameworks to maximize NGO contributions to national health goals. These findings offer valuable insights for similar resource-limited settings seeking to leverage health investments for broader economic development.

**Keywords:** NGO Interventions, Health Financing, Economic Benefits, Social Empowerment, Sustainability Challenges

## Neurocognitive Benefits Of Holistic Care In Mental Health And Sustainable Development

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### Abstract

Mental health disorders, including anxiety, depression and some behavioral addictions can cause great socio-economic challenges across Africa, particularly among the youth. These conditions disrupts cognitive functioning, emotional regulation and Neurochemical stability, hence limiting personal productivity, employability, and social inclusion.

This study investigates the neurocognitive benefits of holistic care which involves an integrated approach combining meditation, mindfulness ,empathy-based psychotherapy and values driven reflection ,as a transformative intervention in mental health recovery and sustainable development.

Based on neurobiological literature research and developmental frameworks, this study highlights, how holistic care controls important neurotransmitters (dopamine, serotonin,cortisol, and oxytocin) and and enhances Brain-Derived Neurotrophic Factor (BDNF), which supports neuroplasticity, learning, and emotional control. Increased BDNF levels and mindset shifts facilitate the rewiring of dysfunctional cognitive patterns, enabling sustainable behavioral change . The findings highlight the role of holistic mental health strategies in strengthening human resources, reducing youth unemployment , and promoting Africa's development agenda.

By revealing the biological and cognitive impact of holistic interventions, this study proves that mental health is not just a health issue but a developmental tool. Holistic care must be recognized as a strategic tool for opening up Africa's full potential and achieving inclusive, sustainable growth.

**Keywords:** Mental Health, Holistic Care, Neuroplasticity, Youth Unemployment, Sustainable Development

## **Characterization of Non-Tuberculous Mycobacteria Isolated from some selected water sources in the Central Region of Ghana**

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### **Abstract**

**Background:** Non-tuberculous mycobacteria (NTM), ubiquitous environmental saprophytes, are increasingly recognized as opportunistic pathogens, particularly in immunocompromised individuals. While NTM presence in human samples in Ghana is documented, data on their occurrence in water sources remains scarce. This study aimed to isolate and classify NTM from commonly used drinking water sources within the Central Region of Ghana.

**Method:** Forty-five water samples were systematically collected from diverse sources: rivers, Ghana Water Company Limited (GWCL) treatment plants, community taps, wells, and boreholes. Standard microbiological techniques, including acid-fast staining and culture on Loewenstein-Jensen media, were employed for initial screening. Presumptive NTM isolates were confirmed using the rapid Capilia® TB-Neo assay. Subsequent species identification was achieved through PCR-Restriction Fragment Length Polymorphism (PCR-RFLP) analysis targeting a 360bp fragment of the *rpoB* gene, followed by digestion with *MspI* and *HaeIII* restriction enzymes, based on established protocols.

**Findings:** A significant proportion of the collected samples, 31 out of 45 (68.9%), were confirmed to harbor NTM. Molecular analysis, through *rpoB* gene amplification and RFLP, successfully identified specific NTM species in 17 (54.8%) of these isolates. The identified species included *Mycobacterium celatum*, *Mycobacterium gordonae* type II, *Mycobacterium simae*, *Mycobacterium genavense*, *Mycobacterium kansasii* type V, *Mycobacterium kansasii* type I, and *Mycobacterium phlei*.

**Conclusion:** The isolation and identification of diverse NTM species from various drinking water sources in the Central Region of Ghana underscore a potential public health concern regarding water quality and exposure risks. These findings establish crucial baseline information for future in-depth investigations.

**Keywords:** Mental Health, Holistic Care, Neuroplasticity, Youth Unemployment, Sustainable Development

## **Doxorubicin and Betulinic acid drug combination induced death in acute myeloid leukaemia associated with the regulation of apoptosis and autophagy**

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**Sandra Appiah**

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### **Abstract**

Cancer-related deaths in sub-Saharan Africa (SSA) are projected to double between 2020 and 2030, reaching approximately 1 million deaths per year. This alarming increase is expected to adversely affect individuals' ability to work and contribute to the economic growth of their countries. SSA is mainly agrarian with agriculture being the highest employment sector. Concerningly, the development of acute myeloid leukaemia (AML) is also associated with occupational exposure to agricultural processing and the use of pesticide residues.

AML is a heterogeneous and aggressive blood cancer with poor prognostic outcome due to its nature as minimal residual disease. However, responsible farming can be used to discover novel chemotherapy drugs and Ghana has a rich source of medicinal plants that can be investigated for drug discovery. Approved AML chemotherapy drugs, such as doxorubicin (Dox), are potent anti-cancer agents but have limited selectivity, impacting healthy cells causing severe side effects. A phytochemical, betulinic acid (BetA), has exhibited selective anti-cancer activity and its combination with an established drug such as Dox can potentially show synergism in killing AML cells<sup>5</sup>.

The currently presented study investigated the drug combination of BetA and Dox in inducing cell death in relapsed AML cell line model (MOLM-13). Plans are underway to form collaborative partnerships with universities and pharmaceutical companies to build a Cancer Research Centre to develop capacity and research skills in Ghanaian youth to contribute to innovative drug discovery from natural products.

**Keywords:** Cancer Mortality, Acute Myeloid Leukaemia, Medicinal Plants, Drug Discovery, Ghanaian Youth

## Structure-related cytotoxic effects of flavones and doxorubicin in chronic myeloid leukaemia and non-cancerous cells in vitro – A preliminary study

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### Abstract

Deaths caused by cancer across sub-Saharan Africa have been predicted to double by 2040 (Ngwa et al., 2022). Westernisation of lifestyles, characterised by increased urbanisation and dietary changes, have contributed to an increase in risk factors for cancer (Ngwa et al., 2022). The development of haematological cancers, including leukaemia, are associated with the occupational exposure to carcinogens used in agricultural processes such as pesticide residues (Foucault et al., 2021).

With the modernisation of medicine, the average lifespan in African populations has increased but with a concurrent increase in cancer rates in later years (Ngwa et al., 2022). Chronic myeloid leukaemia (CML) is the most prevalent haematological cancer in Africa (27.5%) (Mulatie et al., 2025). Thus, there is a need to engage scientists (including science students and graduates) in drug discovery for chemotherapy compounds in Africa. Doxorubicin (Dox) is an established chemotherapy drug but presents with severe adverse side effects in patients (Vu et al., 2020).

Africa has a rich biodiversity of medicinal plants and responsible farming can offer a sustainable resource in novel drug discovery (Gaobotse et al., 2023). Plant-based flavones such as baicalein (BL) have demonstrated anticancer properties and favourable safety with minimal adverse side effects (Wang et al., 2018; Morshed et al., 2023). The currently reported study examines the cytotoxicity of Dox and flavones and determines whether specific functional groups can induce selective cytotoxicity in CML compared to non-cancerous (non-C) cells.

**Keywords:** Cancer Mortality, Chronic Myeloid Leukaemia, Medicinal Plants, Chemotherapy, Cytotoxicity

## The effect of on patient outcomes of microbiological exposure in respiratory tract infections in primary care– An individual patient data meta-analysis

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### Abstract

**Objective:** To investigate the prognostic value of the presence of viral, bacterial or both types of microbes in the upper respiratory tract of patients with respiratory tract infections (RTI) in primary care.

**Design:** Systematic review and individual patient data meta-analysis

**Data sources:** Medline, Embase and Cochrane library, January 2008 to November 2022. Eligibility criteria for study selection: Randomised controlled trials and observational cohort studies in community healthcare settings that included upper respiratory tract microbiological testing at baseline and post-consultation symptom trajectories. Prognostic outcome measures: Symptom severity days 2 to 4 post-consultation, symptom duration in days, repeat consultation with worsening illness and unplanned hospitalisation within one month.

**Results:** 4306 papers were retrieved, and 28 studies were eligible for inclusion. Data were obtained from 18 studies totalling 16,636 participants. The participant population illness in included studies were sore throat (3 studies), RTI symptoms (8 studies), acute lower respiratory tract infection (2 studies) and influenza-like illness (2 studies). Microbiological samples were obtained using throat swabs (7 studies), nasal swabs (4 studies), throat and nasal swabs (3 studies) and nasopharyngeal swabs (4 studies). Most studies used laboratory polymerase chain reaction (8 studies) or culture (4 studies) to identify microbes. Symptom severity on days 2-4 following consultation was slightly worse in those from whom a virus was isolated (mean difference on a seven-point scale 0.09, 95% CI 0.03, 0.16) and those with mixed viral/bacterial isolates (0.14, 95% CI 0.01, 0.26) compared to those with no organism detected. Median symptom duration was 6 days in all groups but was slightly reduced in those with a virus isolated compared to those with no organism detected (IRR 0.96, 95% CI 0.92, 0.99). Repeat consultations with worsening illness were more likely in those with mixed viral/bacterial isolates compared with the no organism group (OR 1.49, 95% CI 1.07, 2.07). There were no differences in unplanned hospitalisation within one month. Models controlled for baseline severity of illness, duration of illness prior to consultation, antibiotic prescribing, age, sex, country, respiratory condition, and lung or other comorbid condition.

**Conclusions:** There are small differences in symptom severity and duration found between patients with no microbe detected and viral, bacterial or mixed microbial isolates, but combined viral and bacterial infection may be associated with progression of illness and increased the likelihood of repeat consultations. Future research should investigate the utility of testing for mixed infections, the prognostic value of individual microbes, and the effectiveness of targeted antibacterial and antiviral therapies.

**Keywords:** Respiratory Tract Infections, Microbial Isolates, Symptom Severity, Prognostic Value, Repeat Consultations

## **A case study of Hills Training Institute on youth training and capacity building for employment as Pharmacy Assistants in Ghana**

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### **Abstract**

Currently in Ghana, there are about 6500 registered pharmacists<sup>3</sup> and 1500 pharmacy technicians/assistants<sup>3</sup> serving a population of about 34 million<sup>1</sup>. Ghana's pharmacy education system has been evolving with the introduction of the Doctor of Pharmacy (PharmD) degree, enhancing the clinical expertise of pharmacy graduates. These efforts aim to improve graduation rates and prepare graduates for healthcare industry demands. Producing highly trained pharmacy assistants with good career prospects can ease healthcare burdens.

Pharmacists require a university degree, while pharmacy assistants need a Medicine Counter Assistants (MCA) certificate. These assistants perform administrative duties, help dispense medications and maintain patient records. To boost pharmacy practice efficiency, training pharmacy assistants is crucial, especially in rural Ghana, where they can support isolated communities. This case study explores an initiative to expand and improve the quality of pharmacy assistants in Ghana's community pharmacies, providing youth with employment and entrepreneurial opportunities in the healthcare sector.

**Keywords:** Pharmacy Education, Pharmacy Assistants, Healthcare Efficiency, Rural Ghana, Youth Employment

## Proximate and Consumer Acceptability of composite shear butter cake

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### Abstract

The study aimed to determine the proximate composite and consumer acceptability of cake produced from composite shea butter and margarine. The study adopted the experimental research design. The Shea butter to margarine ratio were 100, 50:50, 70:30 and 100% margarine as control. Standard methods determined the physical and proximate properties of the cake samples, while 25-member panelists did the sensory evaluation.

Statistical significance was done at  $p < 0.05$ . The ranges of moisture, fat, protein, carbohydrate, and the ash content of cakes were 4.24-2.17, 27.9- 21.71, 8.34-6.78, 58.3-68.7, and 1.11-0.56%, respectively. The energy value of cake samples in kcal ranged from 497 to 518. The study found that the consumers most liked cake samples produced from 70% shea butter and 30% margarine. Cake samples with 100% shea butter had the lowest acceptability for texture, flavor, taste, appearance, and overall acceptability.

It was again found that cake with 70% shea butter and 30% margarine exhibits the same sensory characteristics of texture, aroma, appearance, taste, and flavour compared to the cake made with 100% margarine. It is recommended that catering and teaching institutions be encouraged to use and introduce students to the use of shea butter in pastry making

**Keywords:** Shea Butter, Margarine, Proximate Composition, Sensory Evaluation, Consumer Acceptability

**An overview of the problems based on the vaccination findings in the Federal Capital Territory's Gwagwalada area council in Abuja, Nigeria.**

**Michael Adedotun Oke**

Michael Adedotun Oke Foundation, Federal Capital Territory, Nigeria

**Immunization Agenda2030:** An international effort to avert the COVID-19 pandemic by establishing a commission and preventing the premature death of millions of people. Every society where everyone helps maintain and obtain vaccinations is investing in future plans for a safer, healthier, and more prosperous planet. The goal of the research is to ascertain why vaccinations are ineffective. Are there any hospitals or other locations where the different vaccine systems can be delivered? Are Immunization Exercises Offered by Medical Professionals? Benefits of Vaccinations The challenges and various approaches, including desk research and the literature, were employed. Oral analysis Meetings and discussions in focus groups.

We learn that some of the "Community health worker AISHA Abdullah in Township Clinic Gwagwalada. Antigens" assists the communities in increasing the immunization of children; usually those aged 0 to 3 months. Adverse effects, a rise in the kids' body temperature, discomfort, and preparedness side effects that the kids might encounter demonstrates the various findings from the conducted research and the necessity of involving additional important stakeholders, including the media, health professionals, and civic society organizations in general.

**Keywords:** Gwagwalada, farmers, community health workers, and vaccination

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