

# The Decline of Ghana's Textile Industry: Its effects on Textile Education in Ghana

Eric Bruce-Amartey Jnr<sup>1</sup>, Emmanuel Rexford Kodwo Amissah<sup>2</sup> & Kweku Safo-Ankama<sup>3</sup>

- i. Department of Textiles Design & Technology, Takoradi Polytechnic, P. O. Box 256 Takoradi, Ghana
  - ii. Department of Art Education, University of Education, P. O Box 25, Winneba, Ghana
  - iii. Department of Textiles Design & Technology, Takoradi Polytechnic, P. O. Box 256 Takoradi, Ghana
- \* E-mail of the corresponding author: 1

## Abstract

There has been persistent, drastic decline of the Textile Industry in Ghana which is affecting the study of textiles in Ghanaian Textiles education institutions. Upon this foundation, the study seeks to examine and discuss the impact of the decline of Ghana's textile industry on textiles education in Ghana. The population for the study consisted of students, lecturers and heads of departments of selected textiles education institutions in Ghana as well as operatives in Ghana's textile factories. The methodology employed was the qualitative approach and the descriptive survey. Observation and interviews were the research instruments used to gather data. Some findings were that, of excessive influx of textile products from foreign countries, exorbitant utility cost affecting production, intellectual dishonesty on the part of foreign textile producers and obsolete technology by local textile manufacturers. This has also contributed adversely to the reduction of the intake of textile students in textile education institutions. The study recommends among others that the government of Ghana invests massively in the local textile industry by giving bailouts for the acquisition of new machinery, human resource and manpower development. Again efforts should be made for the provision of equipment and logistics to enhance teaching to make the textiles graduate marketable.

**Key words:** textile industry, textile education, imports, exports, decline and obsolete

## 1. Introduction

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

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

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

The Textile Industry in Ghana over the past few years has been gradually receding in terms of growth and development. From over 20 large scale textile factories established in the mid-1960s that employed more than 25,000 Ghanaians, the country now has only four textile factories employing less than 2,500 workers. Available statistics indicate that the country's total industry output was peaked at 129 million yards in 1977. Unfortunately, the figure declined from 129 million to 44 million yards in 2009 and subsequently, 42million in 2011 (TEGLEU, 2012).

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

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

### **Purpose of the study**

The study seeks to examine and discuss the impact of the decline of Ghana's textile industry on textiles

### **Overview of the Ghanaian Textile Industry**

Over the years, textile education in Ghana has been generally tailored towards preparing the required specialized educated and skilled technicians in the field of textiles (spinning, weaving, dyeing, printing, stitching, etc.) to fill various positions in the industry as well as educational sector. Quartey (2006) argues that, Industrial development has been recognised as one of the surest means of ensuring higher and sustained growth in the world rates. Hence, Ghana pursued import substitution industrialization (ISI) in the 1960s and 1970s. The rationale was to move her economy from their agrarian (agriculturally driven) state to a modern industrialised economy. Policies to promote import substitution industrialisation were accordingly pursued and this led to the establishment of light industries to produce goods locally and operate behind tariff barriers. Ghana's industrial approach was meant to reduce economic dependence; hence, manufacturing industries were established to produce items that were previously imported.

As a result, industries manufacturing textiles, and other important commodities were established. However, during the initial stages, the textile sector was largely dominated by foreign owned firms. A shift of government policies in the mid 1970s however, led to increased state participation in the sub-sector. For over two decades after the ISI was started, the textile sub-sector dominated the manufacturing sector and contributed significantly to the livelihood of Ghanaians. It employed about 25,000 of the labour force, accounted for 27% of total manufacturing employment and operated at about 60% of plant capacity (MOTI, 2004). The textile sub-sector indeed became an important source of foreign exchange in Ghana.

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

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

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

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

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

only five percent were involved in joint ventures with foreign investors. According to ISSER, the remaining 95 percent were locally owned.

The situation seems to deteriorate further as employment index continues to nosedive. As at March 2005, the four major textile companies in Ghana employed a total of 2,961 persons. Findings reveal that by the mid 1970s about 16 large and four medium sized textile companies had been established in Ghana; while the garment industry also had some 138 medium and large-scale garment manufacturing companies. Inconsistent government policies over the years, according to experts, have contributed largely to the continuous decline in the sub-sector (TEGLEU, 2012).

Today, the four major companies that have survived the turbulence in the sub-sector are the Ghana Textile Manufacturing Company (GTMC), Akosombo Textile Limited (ATL), Ghana Textile Product (GTP), and Printex with GTP maintaining the lead in the industry, ISSER's report indicated. Currently, according to MOTI, 2010 textiles imports constitute 70% of the total national consumption. No doubt this has reduced the production capacities of the five major surviving companies. For instance, Printex produces at only 30% capacity. MOTI (2010) further attributes the decline of the Textile Industry partly to the unintended negative effects of trade liberalisation programme which brought about stiff competition for the local textile industry in Ghana. According to MOTI, other factors include smuggling of wax prints into the country with a record of an annual loss of GH¢50 million in revenue; high patronage of imported second-hand clothing especially by the youth which constitutes a very high demographical proportion of consuming public and high foreign taste influenced by foreign culture. AGI (2010) however contends that the lack of will towards the enforcement of legislations to check the smuggling of counterfeit textile into the country partly accounts for the problem. It is also worthy to note that, with the exception of the Akosombo Textiles Limited (ATL), other textile companies have all shut down their spinning and weaving departments due to cheap imports of textiles from abroad, particularly China. Consequently, hundreds of workers employed in those sections, were either laid-off or sacked. In his support to the argument, Olarewaju (2001) states that, In Ghana, the textile industry continues to face challenges, amid growing competition from cheap imports from China. According to the Textile, Garments and Leather Employees Union (TEGLEU), apart from Akosombo Textile Limited (ATL), which is operating fully, household names such as Tex Styles Ghana Limited (TSG) and Printex have all shut down their spinning and weaving departments due to cheap imports from China. These sections employed a chunk of the labour in the industry. Consequently, the companies could no longer afford to accommodate these numbers and pay several times the amount of cheap imports from China. Textiles that come from China do not only carry the designs of Ghanaian cloths, but are imitated to appear as if they were produced in Ghana (MOTI, 2005).

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

Some members of the Textile, Garments and Leather Employees Union (TEGLEU) recently revealed that the problems with Ghana's Textile Industry still existed and were getting worse each day. They argued that there is the need for Government to find out why the sector is collapsing and why Ghana cannot compete with China in order to find lasting solutions rather than taking a defeatist approach. Though stakeholders in the country have made frantic efforts to revitalize the textile and garment industry, this seems to have failed since the economy is recording a rapid surge in the sale of fake logos and designs of Chinese textile firms in the market (TEGLEU, 2010).

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

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

### **Methodology**

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

### **Research design**

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

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

### **Findings and Discussions**

This part interprets and analyses data collected for the study and provides the necessary basis for the findings and conclusions of the study. Most of the findings that are presented in this section are highly confidential, so companies and personnel that participated in the study pleaded strict anonymity. However the data presented can make or unmake the textile industry.

#### **Influx of Textile Products from foreign countries**

The findings of the study show that, competition in the textile industry in the distance past was just among the local companies but the equation has now changed. These companies now have to compete with influx of textile products from China, Pakistan and other countries. These products seem to offer value for money and are affordable. To compete with these foreign products will mean the local producers reducing their retail prices. This will mean they will be underpricing their product and this will have dire consequences on their profit margins. Most of the interviewees engaged clearly opined that the threats to Ghana's textile industry stemmed from problems at the ECOWAS regional borders. Some ECOWAS countries, most notably Nigeria, have banned the importation of certain textile goods; and as a result, the entry of textile and apparel goods into the Ghanaian market through unofficial channels had also become a problem, depressing the market for locally produced yarn, fabrics, and clothing (MOTI, 2011).

#### **Evasion of duty on imported African Textile Prints**

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

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

This unfair advantage made these imports have cheaper mark ups than the locally produced fabrics that are highly taxable (Koomson, 2012).

#### **Intellectual Dishonesty on the part of foreign textile producers**

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

- i. Pirating of patented or registered designs belonging to local textile producing companies by foreign ones.

- ii. Imitation of original designs of local textile companies by foreign ones
- iii. Copying brand and selvedge markings of locally printed textiles by foreign ones
- iv. Copying tickets and labels including the Ghana Standards Board logo and marks.
- v. Inadequate labeling information including non-declaration of country of origin.

The implication of the above is that the foreign manufacturers had been bringing-in the same quality of printed fabrics, same designs, and same motifs; but at very cheaper prices because of the evasion of taxes, and also avoid the payment of high charges of design concept development to the detriment of the local textile industry. It could therefore be said that, this is what has brought about the unfair competition that the local industry is currently plagued with. It is however instructive to note that most of these untoward activities occur at unapproved routes; and makes it quite difficult for the regulatory agencies to track such activities.

### **Exorbitant Utility Cost affecting production**

In Ghana, one of the biggest problems faced by the manufacturing sector and for that matter, the textile industry is the exorbitant energy cost and that of water. In other countries such as China, Pakistan, and Egypt, water and electricity use for the manufacturing sector is highly subsidized by the government, whereas in Ghana, full costs of electricity and water are borne by local manufacturers. Additionally, steam generation is supplied by government with a centralized generating plant through pipelines to textile factories free of charge, against cheap raw materials; whereas in Ghana, Steam generating plants; thus boilers fueled by RFO (Request for Offer) at cost, coupled with the high cost of raw materials (Koomson, 2012).

Consequently the price of one piece (twelve (12) yards) of imported wax prints e.g. 'High Target' after going through import duties and freights, costs Sixty Ghana Cedis (GH¢ 60.00) as against locally manufactured wax prints e.g. 'GTP Wax' which ranges within the prices of One Hundred and Twenty Ghana Cedis, One Hundred and Sixty Ghana Cedis and One Hundred and Eighty Ghana Cedis (GH¢ 120.00 / GH¢160.00 / GH¢180.00) per yard (Field Survey, 2012). The difference in the prices is ridiculously vast; so that there is no way the Local Manufacturers can easily compete with foreigners.

It could be inferred from the above that, because the biggest chunk of the cost of production of foreign textile firms is highly subsidised by their various governments, their products are far cheaper as compared to those produced by Textile Manufacturers in Ghana, since the cost of production in Ghana is extremely high. Consequently, because of the big difference in terms of prices, consumers prefer the foreign manufactured textiles to the locally produced ones.

### **Obsolete Machines in the Industry**

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

### **Poor Attitude of Factory Workers**

The attitudes of some unscrupulous workers in the Ghanaian textiles industry have largely contributed to the woes of the Sector. Issues such as under invoicing and over invoicing, theft, lacklustre attitude towards work, bad customer care practices, absenteeism and bureaucracy have combined to hasten the decline of many of the textile companies in Ghana (Lokko, 2012).

A typical example is what is currently happening at Premium African Textiles (PAT), a sales outlet of Tex Styles Ghana Limited, Tema. Thus, for one to buy a fabric, the person ought to go for a chit and walk about hundreds metres into the finance office to pay, take the receipt to another office far off for stamping and approval, then take it back to the sales outlet to collect the fabric(s). The whole process may take well about forty (40) minutes or more if there are other customers. While one could comfortably sit in his office and buy from the head Vendors (popularly known as "Abookyi boys") from Mali, Guinea, Benin, and Nigeria which saves time and cost.

There is another way that indirectly workers run the textile companies down; it was found out in one of the collapsed companies that managers of various departments used dubious means to rip the company. For example Canteen, Clinic, Finance, Procurement and Maintenance departments were identified as the nerve centres of such

dubious activities. At one of the companies, it was found that at a point one department inflated their budget over 300 % due to over invoicing. There was wide spread abuse of facilities like hospital and catering services by workers (Field Survey, July 2012).

It was also found out that there have been incidences of theft of finished goods, materials, and machine parts in the textile factories by workers. These have led to the collapse of all the state owned textiles factories as production and unit cost soared up. Unavailability of raw materials and cost, loose government policies and conflict of interest on the part of officials were also serious factors that had led to the collapse of the textile factories (Field Survey, July 2012).

### **The Effects of Textile Education in Ghana by the Deplorable State of the Textile Industry**

Responses from key players of the Textile Industry such as those in the Manufacturing Sector, Labour Unions and the Ministry of Trade and Industry indicated an obvious admission that the current state of the industry had had an adverse effect on Textile Education in Ghana. Their argument was that, because the industry was not doing well; especially with the consistent laying-off of workers, many students were no more motivated enough, to pursue textiles as a programme like ever before. Another interesting allusion they (i.e. G.T.M.C, Volta Star Ltd, Printex and A.T.L) made was to the fact that, the number of textile students who used to pursue training attachments at their individual factories had dwindled at a very drastic rate over the past few years.

It could be inferred that, the responses from alumni, students, and teachers of textiles only go to corroborate the fact that the interest of students in the pursuit of textiles as a programme had reduced. Out of 803 textile students interviewed, only 11 of them, representing 1.4% of their totality admitted they found the study of textiles interesting, and were actually going to be textile designers after school. Again, out of 130 textile alumni interviewed, only 9, representing 7% were working within the Textile Industry. The other 93% were all working within other sectors of the economy, rather than textiles (Field Survey, July 2012). Over the past four years admissions into Takoradi Polytechnic, UEW, and Tema Technical Institute had drastically reduced. That of KNUST has remained inconsistent and kept fluctuating (Field Survey, July 2012). It could therefore be conveniently deduced from the information above that the majority of students currently pursuing textiles will not end up in the textiles industry but in other sectors of the economy.

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

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

It is however worthy to note that successive governments of Ghana since 1992, through the Ministry of Trade and Industry have over the years put in place the following plans and programmes to mitigate the ailing industry's challenge:

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

Apart from these, the government has put together a joint task force to clamp down on the activities of smugglers and the sellers of Illicit Textile Fabrics in Ghana (MOTI, 2012). It is clear that, even though these programmes are in place, the problem of the textile industry still persists, and as was suggested by some of the interviewees, perhaps, a lot of political will, will help in the quest to get the industry on its feet again. Trade policy is an integral part of a country's development strategy. Therefore, Ghana should ensure that trade arrangements are consistent with her development strategies and that they assist her in achieving her broad development goals. A related concern is the debate over trade liberalisation and its effects on Ghana's economy.

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

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

It has been established that many African countries have not been able to take full advantage of the available preferential external market access opportunities due to binding supply constraints (Lokko, 2012). In the case of Ghana, according to Lall (1995), "the low level of capabilities in Ghana have meant that rapid liberalization, unaccompanied by supply-side measures to develop skills, capabilities and technical support, led to significant and costly de-industrialisation. He continues, "the rapid pace of liberalisation is killing-off not just inherently economic activities but also some measures that could be the basis of new manufactured exports" (Lall, p. 226). The same or similar set of constraints appear to be frustrating the derivation of long-term benefits from the reduction of domestic trade barriers implemented in many African countries since the early 1980s. Thus, these countries are reluctant to embark on further trade liberalisation until this issue is appropriately analysed and policy guidance offered.

From the analysis, it has also been found that the Ghana education service must through the CRDD urgently bring on board the textile industry and academia (the SHS and tertiary level) in the design or preparation of a reviewed textile syllabus for the SHS as well as the Tertiary level, so as to keep them in tune with the current needs of the industry. It can be inferred from the various thoughts discussed that, the future of textile education in Ghana greatly depends on the unhindered growth of the textile industry. The better it does, the more students and prospective students of textiles would be excited to pursue textiles as a programme. Academia would invariably become more useful in the area of research, development and training to the textile industry in Ghana.

### **Conclusions**

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

It can be expediently concluded that the textiles industry in Ghana is in a very deplorable state and therefore, calls for pragmatic policies that will lead to a rigorous restructuring of the industry. A gamut of the following challenges including, poor attitude of factory workers and some state officials, smuggling of textiles into Ghana, under-declared imports, wrongly described textile imports, and copied brands, markings, tickets and labels (including those of the Ghana Standards Authority) by some Ghanaians in cahoots with foreign companies, has also contributed adversely to the decline of the intake of textile students admitted in textile education institutions. Massive importation (70%) against very little export (30%) and high cost of textiles production have combined to hasten the current declining stage of the industry.

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

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

### **Summary of Corrective Measures**

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

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

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

a. Setting up Technology Up-gradation Fund Scheme (TUFS - to enable firms access low-interest loans for technology up-gradation.);

b. Setting up of Integrated Textile Parks (Indian industry and the government see foreign companies more as partners in building domestic manufacturing capabilities rather than a threat to Indian businesses)

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

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

iii. In order to identify and arrest dealers of copied textiles on the local market, the textiles manufacturing industry in collaboration with academia should make textile students 'ambassadors of locally manufactured brands of textiles' where students will be given an insightful orientation on how to distinguish between an originally printed textiles from a copied ones, and subsequently tasked to go into the various market centres across the country (during Training Attachments) to look out for copied and smuggled textiles, and report immediately to the appropriate quarters for redress. This would mitigate the current state of the ailing industry.

iv. In dealing with the attitudes and skills of workers, the managers of local textile companies should address the need for motivating workers by upgrading their skills through training programmes designed towards increasing productivity and to modernize the industry through improved technology and methods that allow for innovation and efficiency;

v. In order to curb the problem of labour unrests, the GoG should promote decent work through the giving of bailouts and managerial support to the manufacturing sector which will aim at expansion in the quantity (more jobs) and quality (better labour standards) of clothing and textile employment in the country, and to work to eliminate casual employment, job insecurity, underpayment of workers and other forms of poor labour practices;

vi. The GoG through MOTI should help improve social dialogue on the future of the textiles and clothing industries, between governments, academia, businesses and organized labour at national, regional and continental levels. This can be done through organising an annual dialogue on textiles where all the stakeholders mentioned above shall converge at one destination to evaluate the performance of the industry side by side the textile education sector, since they depend on each other to grow.

vii. In order to clean the local market of inferior textiles, the GoG through MOTI should market the Ghana as an ethical source of goods, requiring commitment from business and governments to eliminate sweatshops, in order to capture a share of the "Fair Trade" market especially in relation to textiles manufacture;

viii. In dealing with the unpleasant state of textiles education, the GoG should commit herself at ensuring that Textiles Education Institutions in Ghana (both at the Senior High School and Tertiary Levels) are given the requisite attention they need, in order to be able to stand the test of time. The provision of standard laboratories for practical works which includes Weaving Looms and their Accessories, yarns and fabrics, gas stoves, dyes and their auxiliary chemicals, pans and pots for melting wax, dewaxing and dyeing. Senior High Schools that hitherto offered Textiles as a subject; but have stopped because of the lack of the necessary inputs and logistics, will obviously start again, because government must have provided a solution to that peculiar challenge.

ix. GoG in collaboration with the textile industry and the textile education institutions should find possible means of coming out with an aggressive strategy, tailored towards starting the manufacture of non-woven and technical textiles in Ghana. If it is realised, the hopes and aspirations of the textile industry would be rekindled, because it would generate massive employment, and would, as a result, motivate more students to read textiles. The textile education institutions then would grow from strength to strength and their teachers would keep their jobs.

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

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