



**TRADES UNION CONGRESS (GHANA)**

# **POLICIES**

**2012 - 2016**

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The Trades Union Congress (Ghana) was established in 1945 with a total membership of 6,030. Currently, the TUC has eighteen affiliates with an estimated membership of half a million in both private and public sectors across all the major sectors of the Ghanaian economy including agriculture, manufacturing, construction, mining, finance, transport, utility, trade, and personal, social and community services.

The goal of the TUC is to organise all the working people of Ghana into one independent and democratic trade union organisation for improved working and living conditions through collective action, solidarity and social partnership based on the principle of fairness and justice.

The challenges that confront the trade union movement are at three levels - international, national and at the workplace/enterprise.

### ***Challenges at the International Level***

The integration of world economies into one global economy, a process characterized by free trade and capital mobility is, undoubtedly, a great challenge to trade unions, particularly those in developing countries. Globalization with its underlying neo-liberal ideology, underpinned by the free market principles, poses a threat to the interest and well-being of working people and their trade unions. It has introduced a very keen, and in some cases unhealthy competition, among multi-national corporations leading to the movement of their operations around the world, in search of cheap labour and raw materials. This has in turn introduced unhealthy competition among African countries and, as part of their efforts to attract foreign direct investors our countries are busily 'racing to the bottom'.

Despite the pressure from international civil society organizations (CSOs) on the agents of globalization namely the International Monetary Fund (IMF), the World Bank (WB) and the World Trade Organisation (WTO) to change their *modus operandi* in poor countries, they (the international trade and financial institutions) continue to twist the hands of governments in developing countries, through dubious policy conditions, to introduce free trade and to create flexible labour markets

purportedly to facilitate foreign direct investments from the economically-advanced North.

The dominance of capitalism has removed all ethical and moral considerations from the realms of economic interactions. And, naturally, some aspects of globalization have faced resistance from trade unions, CSOs and Non-Governmental Organizations (NGOs) around the world.

The most effective way of addressing the imbalance in the world economic order is to raise and enforce international standards on the respect for human rights including the rights of workers, in particular young workers, and the rights of women, children, minority populations, the disabled, the aged, and the under-privileged.

The TUC is determined to strengthen its capacity to follow developments at the international level and to join forces with the international trade union movement and other civil society organisations, both national and international, to campaign for a just global economic order during this quadrennial (2012-2016).

### ***Challenges at the National Level***

At the national level, the political, economic and social developments continue to bring new challenges to workers and trade unions. Ghana is determined to deepen its multi-party democracy. But there are still many challenges. Among them is the tendency for intra and inter ethnic conflicts that have characterized elections in other parts of Africa.

Organised Labour in Ghana, led by the TUC, celebrated the 2012 May Day under the theme “*Elections 2012: The Role of Workers in Securing Peaceful and Fair Elections*”. With this theme, we sought to highlight the values and principles of democracy as a prerequisite for social, economic and political development. We consider the ability to participate effectively in decisions that affect our lives and the lives of our families and communities as an important indicator of human and social development. We have reaffirmed our commitment to resolutely defend and uphold the democratic foundations on which the future of our country is built. We will continue to seek the fulfilment of our aspirations, hopes and the achievement of our objective, as a labour movement, through democratic processes and within the framework of a constitutional democracy. We are convinced that it is only by deepening democracy that

the aspirations of our people for improved access to clean water, healthcare, food, housing, decent jobs and decent income and other desirable public goods can be achieved.

We recognise that an important precondition for deepening democracy is to ensure a healthy economic performance at both the macro and micro levels. In the past several years, the economy of Ghana has been growing at around five percent per annum, thanks to the millions of Ghanaian workers who, despite the relatively low earnings, work tirelessly everyday both in the formal and informal economy. Inflation remains relatively low and our currency remains strong against the major international currencies, even though it has lost some ground in recent months. There is no doubt that the economic growth we have been experiencing in the past decades or so has contributed a great deal to the deepening of democracy in Ghana, particularly since Ghana returned from dictatorship to constitutional rule in 1993.

The positive relationship between democracy, on the one hand and economic growth and poverty reduction, on the other hand, cannot be overstated. The latest official report on national poverty trends shows that the incidence of poverty reduced from nearly 52 percent in 1991/92 to 28.5% in 2005/2006. In absolute terms, over one million Ghanaians were lifted out of poverty between 1992 and 2006. According to the report, the decline in poverty in the last fifteen years has increased Ghana's prospects of meeting the Millennium Development Goal (MDG) of halving poverty by 2015.

However, to reduce poverty at an accelerated rate continues to be the greatest challenge for Ghana. Currently, there are over six million Ghanaians living in poverty. Analysis of the poverty trends shows that just about 68,000 people are lifted out of poverty annually, despite the relatively high economic growth and the large sums of aid flowing into Ghana. If this trend should continue, then it will take Ghana several decades to lift the remaining six million poor Ghanaians out of poverty. The incidence of headcount poverty can even be higher when the population growth of 2.5 percent per annum is taken into account.

Ghana's ability to consolidate and deepen democracy will depend not only on its ability to grow economically but, more importantly, on its ability to

reduce poverty and income inequality. The political and social risks for continuing to implement economic policies that benefit 'enclaves' in the society are so high that everything possible should be done to avoid them. We note the increases in the national minimum wage from US\$200 per annum in 2000 to approximately US\$780 in 2012 and the improvement in the levels of public sector pay since 2010 under the Single Spine Salary Policy. It is important to emphasize that the increases in public sector pay and the national minimum wage have contributed to the reduction in poverty among public sector workers. In 1991/92, over a third (35%) of public sector workers was earning salaries that were below the poverty line. The incidence of poverty among public sector workers reduced to 23 percent in 1998/99. The latest Ghana Living Standard Survey conducted in 2005/2006 showed that the incidence of poverty among public sector workers had reduced further to 8 percent. With the introduction of the Single Spine Salary Structure in January 2010, no public sector worker currently earns below the official national poverty line.

However, the inequalities in public sector pay persist. We expect the ongoing pay reforms to effectively address the inequalities. We also expect that the pay reforms will lead to a further enhancement of public sector earnings. The only way to deal with the low wage problem is to introduce a "living wage". The salaries being paid to workers in both the private and public sectors do not reflect the middle-income status of the country. We believe that a living wage will motivate workers to achieve higher productivity and higher economic growth.

In the past few years, we have witnessed the implementation of some pro-poor policies. The policies include the Livelihood Empowerment against Poverty (LEAP), the National Health Insurance Scheme (NHIS), the National Youth Employment Programme (NYEP), the so-called affordable housing projects in some parts of the country and the Three-tier pension scheme. We reaffirm our support for these initiatives.

One of the major challenges our country continues to grapple with has to do with employment creation (or lack of it), particularly for the youth. We have attributed this to policy failure. In our view, successive governments have not paid enough attention to the employment challenge. Policymakers have not made employment creation a priority issue. We need to pile up pressure on policymakers in order to make employment

creation a priority issue in practical terms. We have observed that one of the factors hampering employment creation is the high level of interest rates. Lending rates must come down to boost investments, growth and employment. Among banking institutions, the true cost of borrowing ranges from 22 to 39 percent for businesses and 24 to 41 percent for individual customers. Among the non-banking institutions, the cost of borrowing ranges from 59 to 134 percent for businesses and 59 to 95 percent for individual customers. On the other hand the rate paid on deposits ranges from 3 to 9 percent among banking institutions and 15 to 16 percent among non-banking financial institutions. We think these are enough signs of the inefficient and abnormal functioning of our financial market which justify state intervention.

With regard to international trade, generally, we have cautioned against the unbridled trade liberalisation under the false assumption that by integrating quickly into the global economy we can improve productivity and competitiveness of domestic enterprises. On the Economic Partnership Agreement (EPA), taking into account the clout Ghana has in the ECOWAS sub-region, we urged Government to work in partnership with other countries in the region to ensure that our national and sub-regional interests are well protected. We have consistently drawn attention to the potential risks involved in concluding a free trade agreement between a trading giant like the EU and Ghana. We were not surprised to see EU changing its tactics from regional to bilateral trade negotiations because it is clearly in their favour. We have already declared our strong opposition to the signing of the EPA by Ghana because of its potential negative impact on job creation. Apart from its negative effects on job creation we are of the view that these commitments defeat the objective of nurturing a competitive private sector and increased revenue mobilisation for the provision of social services for the poor and for improving our weak economic infrastructure.

Ghana has finally joined the club of oil-producing countries. But we have already cautioned that oil brings new challenges partly because it turns the attention of the powerful countries in the world to Ghana. As unions, we are concerned about the rights and conditions of workers who are employed by the oil-producing companies. We are also concerned about the human rights of the people in the communities where the oil is located. We expect that the Government will put in place the necessary regulations



to ensure that the oil-producing companies provide the necessary conditions for their employees and the people in the host communities. We also expect that the oil companies will ensure that their employees do their jobs under safe and healthy conditions and they are paid living wages. Furthermore, we expect the oil companies to be socially responsible. Anything short of these conditions could lead to tensions between workers and the communities, on the one hand, and the management of the companies on the other hand. The TUC has already expressed its readiness to work with the relevant authorities to ensure that Ghana benefits fully from the oil.

With regard to the high prices of petroleum products on the domestic market, we believe that subsidies on petroleum products must be maintained as a way of minimising the negative domestic effects of the high and fluctuating prices of crude oil on the international market.

There are many more challenges at the national level that require combined efforts from government, employers, trade unions and civil society groups and NGOs to tackle. The high rate of joblessness, the low coverage of social security and pensions, the low level of wages, the inadequate and high cost of housing, the rising cost of utilities, fuel and food, the HIV/AIDS pandemic, malaria, the poor sanitation, the brain drain especially in the health sector, the high incidence of child labour, and the high incidence of child and maternal morbidity and mortality will continue to confront us in this quadrennial.

### ***Challenges at the workplace***

The world of work is going through radical changes with implications for workers and trade unions. In particular, there is the tendency on the part of entrepreneurs to scale down their workforces in view of the rapid rate of technological advancement. Outsourcing, sub-contracting, informalisation and casualisation of employment have become the norm. The IMF and the World Bank continue to encourage our government to embrace neo-liberalism. This has made the industrial relations environment more conducive for investors at the expense of labour. It is, therefore, becoming more difficult for workers to exercise their right to freedom of association and collective bargaining. The insecurity of employment, depressed wages, poor working conditions, health and safety challenges, inadequate terminal benefits and wage inequalities are some of the challenges facing workers and their unions.

It is true that the trend towards gender equality has been positive within the trade union movement and in Ghana at large in the past decades. But we need to do more during the quadrennial to encourage more women to participate in union activities. We also need to encourage the youth to take interest in trade unionism.

From the foregoing, it is abundantly clear that the challenges facing trade unions are many, varied and enormous. The Labour Act which came into force in 2003 and the establishment of the Fair Wages and Salaries Commission (FWSC) have introduced new challenges for unions and their members. Trade unions have to re-strategise to face these and many other recurring challenges.

As we enter this quadrennial (2012-2016) the TUC and its affiliates reaffirm our commitment to the economic, social and political development of Ghana and to the cause of workers. We do so within the context of human development and democracy as discussed below.

### ***Human Development and Democracy***

The TUC envisions a Ghanaian society where, collectively, we create opportunities that enhance individuals' ability to enjoy satisfying or fulfilling lives by contributing meaningfully to their own development and the development of the entire society, according to their abilities and capabilities, through co-operation and strong partnerships with others in the society.

The trade union movement is not only interested in the outcome of development but also the process of development, since that is the means by which individuals can fully express their full potentials. We do not accept the neo-liberal ideology of unbridled competition as a means of tapping human potentials. Instead, it is our strong conviction that, co-operation with one another is the ultimate instrument for tapping the individual human potentials towards the achievement of individual aspirations and societal goals. Indeed cooperation and solidarity are the very basis of trade union existence and practice.

The commitment of the labour movement to the development of the human person has been the basis for TUC's resistance to all development

policies that seek to attain a high growth of the gross domestic product (GDP) per capita as if that is an end in itself without regard to how that growth is achieved and who benefits from such growth.

We have always criticized the international financial institutions (IFIs) for their policies and conditionalities because they are usually at variance with the universal social development principles that place emphasis on human beings (women, men, youth, children and the aged) as both the agents and beneficiaries of development. Their policies over-emphasize growth (no matter how the growth is achieved) under the illusion that economic growth will automatically translate into improved living standards for all the people.

The structural adjustment programme in Ghana (and related economic policies) implemented in the 1980s and 90s showed that policies which do not focus on the expansion of human capabilities and the fulfilment of human potentials do not yield sustainable benefits, if there are any benefits at all. The fact that Ghana is still grappling with high incidence of poverty, low adult literacy, high infant and maternal mortality and morbidity rates, poor sanitation, poor nutrition and low life expectancy is a clear manifestation of policies that place too much emphasis on economic growth regardless of their social consequences.

The Ghanaian economy still faces high degree of vulnerability as demonstrated by the volatility of the exchange rate of the Ghana Cedi in recent times and the prevailing high levels of cost of borrowing. The end of the vulnerability is not in sight given our governments' commitment to free market and free trade ideologies which disadvantage Ghana in every sphere of international economic relations.

Trade Unions must lead civil society to ensure that Ghana changes course. We should first draw the attention of the managers of the economy to the social and economic woes that await the country should we continue to be preoccupied with policies that emphasize economic growth without due consideration to the plight of the ordinary people under the false pretext that the benefits of economic growth will, in the long-term, trickle down to the large and increasing sections of the population who suffer abject poverty and social exclusion.

The TUC has pledged to “seek the fulfilment of our aspirations and the achievement of our objectives through democratic processes and within the framework of constitutional government and concern for the welfare of the country”. As we enter a new quadrennial, we renew our commitment to the cause of ordinary Ghanaian workers, children, the youth, the poor women and men, the aged and people with disability whose future is otherwise bleak. We believe firmly that Ghana has enough resources to meet our needs. It is the responsibility of civil society, including the trade union movement, to ensure that every Ghanaian benefits from our vast natural resources including gold, diamond, timber and oil.

These perspectives on human development are intended to signal to Government and to the entire Ghanaian society our determination to ensure that human development issues are integrated in all Government policies for the utilization of the full potential of the human and natural resources in Ghana. We are now convinced that the expansion of human capabilities combined with efficient allocation of resources is the only way we can mitigate the social ills. We are by these perspectives, advocating policies, programmes and projects that facilitate the inclusion of all individuals in the development process so as to help build a society where people lead high quality and fulfilled lives through hard work, dedication and loyalty to their country.

The TUC and its member unions reaffirm our commitment to the following as our human development objectives and stand ready to support all policies, programmes and projects that promote these objectives.

### ***Human Development Objectives***

Food security and adequate nutrition for all;

Adequate and affordable housing for all;

Adequate sanitation for all;

Universal access to potable water;

Access to affordable health care service and facilities in all regions and for all residents in Ghana;

Complete eradication of avoidable maternal and infant morbidity and mortality rates;

Complete eradication of Malaria and HIV/AIDS ;  
Improved safe road, air, sea and rail transport;  
Absence of drug abuse;  
Improved personal and national security;  
Respect for human rights (with special reference to the rights of children, women);  
Adequate care for the aged, the sick and the handicapped and social protection in general;  
Respect for workers' rights;  
Absence of child labour;  
Decent work;  
Eradication of poverty; and, ultimately  
Long, healthy and fulfilling lives for all.

### ***Recommended Strategies for Achieving Human Development Objectives***

We recommend the following strategies as means of achieving the human development objectives:

A shift from free-market ideology to a more socially-friendly economic and social policies;  
Recognition and support for the family which is the basic unit of society;  
Involvement of all stakeholders in decisions that affect them;  
Extension of social protection/social security to cover all workers in both formal and informal segments of the economy and the introduction of additional contingencies including unemployment insurance, child care, care for the aged and the disabled;  
Intensified public health education and increased public financing to prevent people from being infected with HIV;  
Provide treatment and support for people living with HIV/AIDS;  
Health insurance for all;  
Ratification of all relevant conventions and international treaties and the introduction of appropriate legislation that guarantee human rights with special reference to the rights of workers,

women and children;

Repeal of the laws that permit death penalty;

Offer equal opportunities for every citizen (men and women) to participate in the wealth creation process (through the generation of productive and decent jobs), in a humane working environment where workers and trade union right are respected.

Implementation of policies that ensure adequate incomes for individuals and households;

Equitable distribution of incomes;

Efficient tax system;

Clean and safe environment for all;

Efficient use and allocation of human and natural resources;

Increased government expenditure on social and economic infrastructure agreed as priorities by all stakeholders in the economy to facilitate private investment;

Commitment to regional economic integration in all spheres of our economic, social and political lives as African people);

Increased budget allocation for agricultural sector (the backbone of the economy) in the form of subsidies loans and grants to individual farmers and co-operatives and investment in infrastructure that will ensure national food security and decent incomes for farmers;

Development of efficient and effective financial intermediation (banking, insurance, stock markets etc.)

Encouraging Employees Share Ownership Plans (ESOPs) to ensure loyalty of workers to their companies;

Prevention /avoidance of mass retrenchment of workers;

Development of skills of both the workforce and potential workforce (the youth) as means of increasing productivity;

Creation of special opportunities for groups (women, youth, physically and mentally handicapped, etc) to enable them contribute meaningfully to the economic and social development process;

Avoidance of privatization of state-owned enterprises based on ideological consideration. In particular, avoid divesting utilities based on profit and other financial considerations but encourage provision of utilities by private companies to supplement the

existing public ones;

Strengthening the institutional framework for the provision of education at all levels (with special reference to the administration of education institutions);

Provision of incentives to teachers at all levels of the educational system as a means of improving quality of education and ensuring adequate number of teachers;

Provision of guidance and counselling for career choices and development;

Provide special incentives to improve rural school enrolment;

Provide special incentives for female enrolment in schools;

Make pre-school education the full responsibility of Government;

Encourage the active involvement of civil society organizations in the provision of education for the entire population;

Encourage private sector involvement in education and skill development;

Provide support for the poor to have unhindered access to all levels of education;

Reduce the high degree of dependence of education on foreign funding;

Provide relevant education for people with disability and the aged through either the formal or non-formal education; and

Provide incentives for expanding access to modern information technology (computers) in all schools, workplaces and homes.

### ***Democratic Participation in Decision-Making***

Participation in decisions that affect one's life and the lives of one's family is an essential indicator of human development. This view is embodied in TUC's pledge which states among others, that we shall:

**“Resolutely defend and uphold the democratic foundations on which the future of our Nation must be built and seek the fulfilment of our aspirations and hopes and the achievement of our objectives, through democratic processes and within the framework of constitutional government and concern for the welfare of the country”**

In furtherance of the above resolution, we re-affirm our commitment to

ensuring that our country is governed democratically. In other words, we envision a society whose affairs are run democratically with full participation by all its citizens in their communities, workplaces and at the national level.

The democracy we envisage for the Ghanaian society, of which we are part, as individuals and as a group, will have the following characteristics:

- The existence of and respect for the National constitution;
- Respect for Rule of Law and the Bill of Rights;
- Consolidation of multi-party system of government;
- Universal adult suffrage and the respect for the views of minority;
- Respect for the views and the rights of women and men;
- Separation of powers (with special reference to independence of the judiciary and parliament)
- Freedom of the media
- Free, fair and regular elections; and
- Freedom of expression

Bearing in mind the above essential elements of democratic participation, we commit ourselves to and pledge our support for the following factors/measures that promote democratic participation at the national level, in the communities and the workplace. They are:

- Independence of the Electoral Commission;
- Free, fair and regular elections;
- Accountability and transparency in our national life especially in management of public funds in particular and fair allocation of national resources in general;
- Respect for Law and Order;
- The existence of efficient law enforcement agencies;
- The expeditious dispensation of justice;
- Tolerance of divergent views;
- Existence of well-organised civil society pressure groups capable of resisting or opposing policies that are inimical to the Ghanaian society; and



Encouraging all citizens to exercise their voting rights.

By the same token we shall discourage all policies and actions that militate against democratic participation in Ghana. We shall particularly discourage, resist or oppose the following:

Violation of human rights;

Media censorship;

Any form of interference in the judicial and parliamentary processes;

Inappropriate economic policies (i.e., policies not determined through mass and popular participation)

Wide spread apathy in national political processes;

Divisions and conflicts (tribalism, sectionalism and sexism);

Active involvement of traditional rulers in political parties;  
and

Coup d'états and disrespect for constitutionalism.

It is against this backdrop that we adopt these policies to guide the operations of the TUC and its affiliated national unions during this quadrennial (2012-2016).

The policies cover a broad spectrum of social and economic issues including: employment, incomes, labour relations, workers' education and training, organising (in both formal and informal economy), internal democracy, restructuring, trade union activism, gender equality, social protection, occupational health and safety, HIV/AIDS, child labour, youth, and international relations.

# ORGANISING

### Background

The National Constitution and the Labour Act (Act 651, 2003) guarantee the rights of workers to form or join trade unions and to bargain collectively. However, some employers resort to several illegal tactics to prevent workers from freely forming or joining trade unions. In some cases, workers who opt to form or join trade unions are victimised by their employers. Some practices by some unions also drive away existing and potential members.

The Ghanaian labour market itself has undergone tremendous changes in the last three decades. These changes have made organizing difficult. The large scale privatization of state enterprises and the redundancies that went with it have reduced the membership of the unions that make up the TUC (Ghana). The continued net employment freeze in the public service has reduced the pool of workers that were once available to be unionized.

The private sector which was to replace the public sector as the provider of decent jobs has failed to live up to expectation. Nearly all new jobs are being created in the informal economy. Organizing workers in the informal economy has proved to be very challenging. Within the formal sector, the growing levels of casualisation and outsourcing present special challenges for organizing. The new crop of workers joining the formal sector are often very skilled and do not see the need to join established unions. Enterprise unions and workplace welfare associations are becoming the preferred option for young workers.

In addition to these challenges, issues of organizing and membership drive have not received adequate attention from unions. Organising strategies have not reflected the current realities of the labour market. Commitments in terms of resources and other logistics for recruitment and membership retention have not matched the challenges involved in organizing.

The springing up of enterprise-based unions and other independent unions

constitute a danger to the status of the TUC as the most representative workers organization in Ghana. These unions are competing with member unions of the TUC for members.

Recognizing the numerous problems on jurisdiction and demarcation, coupled with the new demands posed by the Labour Act (Act 651, 2003), it is imperative that the TUC and its member unions develop measures to avoid or minimize intra union conflict, disunity and disintegration. As the space for organizing dwindles jurisdictional and demarcation challenges are likely to increase. These challenges are likely to be reinforced by a seeming lack of worker consciousness and activism for collective action, an issue that has not attracted much attention.

### Objectives and Strategies

The broad objective of this policy is to increase trade union membership in both formal and informal sectors of the economy. The specific objectives and strategies are:

<b>Objectives</b>	<b>Strategies</b>
<i>Improvement in recruitment drive</i>	<ol style="list-style-type: none"> <li>1. The TUC (Ghana) and its member unions to develop programmes and campaign materials on organizing.</li> <li>2. The TUC (Ghana) and its members create a budget line for organizing and related activities.</li> <li>3. The TUC (Ghana) support its member unions in organising by identifying unorganized enterprises.</li> <li>4. The Regional and District Councils of Labour are trained and re-oriented to</li> </ol>

	<p>support the recruitment efforts of the National Unions.</p> <ol style="list-style-type: none"> <li>5. Improving on the union's image through innovative programmes.</li> <li>6. Explore and establish labour community radio for education on unionization.</li> <li>7. The TUC (Ghana) and its affiliates must develop standardized brochures for workers.</li> <li>8. The TUC (Ghana) should set aside a date to take stock on organising activities.</li> </ol>
<p><b><i>Strengthen the Organisation Department of the TUC (Ghana)</i></b></p>	<ol style="list-style-type: none"> <li>9. Recruitment of 4 more organizers.</li> <li>10. Train organizers in new modes of organizing.</li> <li>11. Develop and maintain a network of organizers.</li> <li>12. Develop standardized manual for trade union organizing.</li> <li>13. Reorient all staff members of the TUC (Ghana) and affiliate unions on organizing.</li> </ol>

<p><b><i>To identify and organize the unorganized groups in all sectors</i></b></p>	<ul style="list-style-type: none"> <li>14. Run sensitization programs for senior staff and unorganised formal sector workers</li> <li>15. Organise training for the informal sector operators</li> <li>16. Campaign for the review of section (1) of the Labour Act (Act 651) which does not allow certain group of workers to form unions.</li> </ul>
<p><b><i>To achieve greater unity and cohesion at the union front.</i></b></p>	<ul style="list-style-type: none"> <li>17. Clearly define the role for the TUC in the mediation of inter and intra union disputes as regards organizing</li> <li>18. Adopt policy on poaching of members;</li> <li>19. Re-demarcate and realign the operational areas of national unions to prevent conflicts;</li> <li>20. Strengthen the jurisdictional dispute resolution mechanism to expeditiously deal with disputes among national unions.</li> <li>21. The application for bargaining certificates should continue to be routed through Congress as an additional avenue for addressing possible encroachment</li> </ul>

	<p>22. Adopt a comprehensive approach for TUC (Ghana) to maintain contact with factions with the view to reuniting such factions with original unions;</p> <p>23. Mount intensive education for members and employers (including Government) on the dangers and demerits of multiple unions.</p> <p>24. Encourage existing enterprise unions to affiliate with the respective member unions of TUC (Ghana)</p>
<p><i>To sustain the interest of existing members</i></p>	<p>25. Improve the services provided by unions for their members</p> <p>26. Offer continuous education for members</p> <p>27. Improve the internal workings of the unions</p>

# LABOUR RELATIONS AND SOCIAL DIALOGUE

## Background

Labour or industrial relations refer to the system of conventions, laws, rules, regulations, norms, and practices associated with organizing and collective bargaining. It is also concerned with the avoidance and resolution of industrial conflicts or disputes.

Ghana has witnessed systematic improvements in labour relations since it became a member of the International Labour Organisation (ILO) in 1957. Ghana has ratified 50 conventions. These include the eight core conventions namely Conventions 28, 29, 98, 100, 105, 111, 182 and 138. To a greater extent the provisions of these Conventions have been incorporated into the Ghana's labour laws including the National Constitution. Besides, Ghana has got relatively well established legislative and institutional frameworks for the conduct of industrial relations.

Currently, the Labour Act, 2003 (Act 651) is the main instrument governing labour relations in Ghana. Act 651 largely incorporates the provisions of the conventions ratified by Ghana and are, thus, enforceable. The Labour Act covers a broad spectrum of labour-related issues including collective bargaining, the establishment of National and Regional Tripartite Committees (NTCs), the establishment of the National Labour Commission (NLC) with regional offices to facilitate the prevention and resolution of industrial disputes and grievances. The Act also has provisions on a wide range of issues including:

- Protection of employment;
- General conditions of employment;
- Employment of persons with disability;
- Employment of young persons;
- Employment of Women;
- Fair and unfair termination of employment;
- Protection of remuneration;
- Temporary and casual workers;
- Collective Agreement;

National Tripartite Committee;  
Forced labour;  
Occupational health, safety and environment;  
Unfair labour practices; and  
The establishment of the National Labour Commission to settle industrial disputes.

These established institutional and legal frameworks have contributed to the relatively peaceful industrial atmosphere that currently prevails in the country. The social partners namely government, employers and Organised Labour have shown commitments and mutual respect to one another especially at the national level.

Social dialogue has enabled the social partners to negotiate and manage the change towards achieving their economic and social goals in a sound industrial environment. It has also promoted the direct working relations between the social partners at both the bipartite and tripartite levels. This has facilitated social dialogue and consensus building on difficult national issues.

Despite, the relative improvements, labour relations and social dialogue in Ghana is fraught with several challenges. The national orientation towards a free market ideology and the quest for global competitiveness, fuelled by the Bretton Woods institutions has re-ignited tensions on the industrial front. Additionally, the proliferation of enterprise-based unions has the potential to undermine trade union solidarity and labour relations in general. The large number of unions bringing together a large contingent of the workforce that remains outside the TUC family poses a danger to collective action and solidarity. The tendency for these unions to take positions on national issues contrary to the position of the TUC does not inure to the benefits of the labour movement and the working class.

Industrial relations and social dialogue is further challenged by the inability or the failure of the state to enforce labour laws and regulations. This has created a situation where labour rights are abused with impunity at the enterprise level. The national institutions for social dialogue such as the Ministry of Employment and Social Welfare and its agencies (Labour Department, Factories Inspectorate), the National Tripartite Committee and the National Labour Commission are too weak to play their roles



effectively. This reflects a pattern of neglect and under-investment in social dialogue.

Again the growing informalisation of employment has meant that a large swathe of the Ghanaian workforce remains unorganized despite recent efforts by the TUC and its Member Unions at organizing them. While these workers have greater need for dialogue they have been denied the opportunity to participate and contribute to decisions that affect them. In this quadrennial, the TUC and its Member Unions will deal with these and many other challenges in their relations with the social partners.

**Objectives and Strategies**

The broad objective of this policy is to ensure peaceful industrial atmosphere for the working people of Ghana. The specific objectives and strategies are:

<b>Objectives</b>	<b>Strategies</b>
<p><i>Strengthened labour management relations including relations with government as employer and policy-maker;</i></p>	<ol style="list-style-type: none"> <li>1. Encourage government to resource the National Labour Commission to ensure the prompt resolution of industrial conflicts.</li> <li>2. Advocate for the establishment of regional offices of the National Labour Commission.</li> <li>3. Advocate for the establishment of a secretariat for the National Tripartite Committee.</li> <li>4. Advocate for the establishment of Regional Tripartite Committees.</li> <li>5. Organize other programmes besides the normal or formal tripartite discussions to</li> </ol>

	<p>increase dialogue among the partners.</p> <p>6. Create a liaison with Parliament on the issues of labour relations and all matters of interest to labour.</p>
<p><i>Achieve greater compliance with the International Labour Standards, national labour laws and regulations including effective enforcement that promote harmonious industrial relations, decent work and social dialogue</i></p>	<p>7. The TUC and national unions should create a demonstration effect by complying with the labour standards, laws and regulations in the management of their own staff.</p> <p>8. Campaign for adequate resources for the institutions of social dialogue.</p> <p>9. Strengthen the bargaining capacity of member unions through research and policy analysis as well as improved education and training.</p> <p>10. Work with government and employers to educate workers and employers on labour laws of the country.</p> <p>11. Work closely with the Fair Wages and Salaries Commission to ensure that the principle of equal pay for work of equal value is strictly adhered to in reward management in the public sector.</p> <p>12. Encourage affiliates to extend collective bargaining to cover temporary and casual workers.</p>

	<ul style="list-style-type: none"> <li>13. Work closely with Member Unions to organize the unorganized.</li> <li>14. Encourage member unions to educate their members on grievance handling procedures.</li> <li>15. Campaign for the ratification of Convention 158.</li> <li>16. Campaign and work with Government and Employers for the review of the Labour Act.</li> </ul>
<p><i>Advocate for government to adequately resource National Labour Commission (NLC), Commission on Human Rights and Administrative Justice (CHRAJ) as well as the Fair Wages Salaries Commission (FWSC) to discharge their mandate;</i></p>	<ul style="list-style-type: none"> <li>17. Work with the labour market institutions to assess their needs.</li> <li>18. Embark on a national campaign for Government to provide adequate resources for the institutions of social dialogue.</li> </ul>
<p><i>Improved collective bargaining at the enterprise, sector and national levels.</i></p>	<ul style="list-style-type: none"> <li>19. Equip and resource the unions to improve service delivery to their members.</li> <li>20. Provide relevant information through research and policy analysis for effective collective bargaining.</li> <li>21. Educate workers on the</li> </ul>

	<p>dangers of Enterprise based unions.</p> <p><b>22.</b> Establish a mechanism for engaging and maintaining operators in the informal economy in the social dialogue processes.</p>
<p><i>Strengthen trade union solidarity at the national and international levels;</i></p>	<p><b>23.</b> Strengthen collaboration with other trade unions in other countries.</p> <p><b>24.</b> Strengthen collaboration with international trade union organizations.</p> <p><b>25.</b> Review TUC affiliation to international trade union organizations.</p> <p><b>26.</b> Encourage and strengthen Member Unions to participate effectively in Global Union Federations (GUFs).</p>

# EDUCATION AND TRAINING

## Background

Strong human resource base is a prerequisite for the development of the trade union movement and for national development, generally. Education and training are the key instruments in human resource development.

Over the years, the TUC and its Member Unions have complemented the efforts of government in the provision of education and training. Education and training have been important services that unions provide for their members. Unions have used these services in raising awareness among workers on issues bordering not only on the labour movement but on the economy and society of Ghana. Again workers are provided with the requisite skills needed to address the challenges that confront the trade union movement, especially at the enterprise level.

In the past decade the TUC has, in collaboration with the Institute for Development Studies of University of Cape Coast, run programmes at various levels of labour studies including Certificate in Labour Studies (CLS), Diploma in Labour Studies (DLS) and Executive Post-Graduate Certificate in Labour Policy Studies (LPS). In addition, the TUC has signed a Memorandum of Understanding with the Kwame Nkrumah University of Science and Technology to promote research in labour issues. Considerable efforts have also been made in holding workshops and policy discussion seminars for union leaders on various labour market, economic and social issues. These education and training programmes have not only raised worker consciousness on the need for collective action but, equally importantly, they have helped to inculcate right attitudes and improved productivity.

Despite these initiatives and the modest successes that have been achieved, a number of challenges remain. First, most unions do not allocate enough resources to trade union education and training. Second, access to education and training has been limited to union leaders and a very small fraction of the rank and file union members. There is also inequality in accessing trade union education in favour of male unionists. Poor coordination of educational programmes and activities between the

TUC and its Member Unions and the over-dependence on external funding of education and training programmes are some of the main challenges that need to be dealt with during this quadrennial.

## Objectives and Strategies

The broad objective of this policy is to have an enlightened membership and union leaders and activists who are capable of dealing with the challenges facing workers, especially at the enterprise level and influence national policies and programmes on education and training.

Objectives	Strategies
<p><i>A well-structured framework for coordination and cost-effective delivery of trade union education;</i></p>	<ol style="list-style-type: none"> <li>1. Develop a framework for the coordination of education and training programmes of all Member Unions</li> <li>2. Develop a standard curriculum for trade union education at the various levels;</li> <li>3. Strengthen the network of trade union educators;</li> </ol>
<p><i>Strengthen the delivery and effectiveness of trade union education and training and academic programmes</i></p>	<ol style="list-style-type: none"> <li>4. Re-introduce basic, intermediate &amp; advance level trade union education programmes on regular basis at the Ghana Labour College;</li> <li>5. Re-introduce Study Circles at workplaces</li> <li>6. Extend trade union schools to all regions</li> <li>7. Intensify mass media (TV/Radio) education on labour and socioeconomic issues</li> </ol>

- 8.** Expand the coverage of education on important labour, social and economic issues through the 'Ghanaian Worker' and the Policy Bulletins and through the publication and printing of booklets, posters and leaflets;
- 9.** Hold regular policy discussion seminars for union leaders;
- 10.** Update the existing educational and training manuals and develop additional teaching and learning materials for the various levels;
- 11.** Hold regular mass educational programmes in all regions during Regional and District Councils of Labour meetings;
- 12.** Train more recruitment and organizing officers;
- 13.** Liaise with the Pensioners' Association to introduce specialized programmes for workers to prepare them for retirement;
- 14.** Introduce entrepreneurial skill development and business and financial management in the educational curriculum of the Ghana Labour College for union members.
- 15.** Introduce entrepreneurial skill development and business and financial management for

	<p>workers about to retire.</p> <p><b>16.</b> Publicize the CLS, DLS and LPS programmes</p> <p><b>17.</b> Review existing MOUs between TUC and IDS of UCC</p> <p><b>18.</b> Operationalise the MOU between the TUC and KNUST</p> <p><b>19.</b> Explore international education and training collaborations</p>
<p><i>Greater dependence on internally-generated funds to finance trade union education and training</i></p>	<p><b>20.</b> Establish an Educational Endowment Fund in collaboration with employers and Government to finance workers' education programmes as a means of reducing financial dependence on external funding;</p> <p><b>21.</b> Explore funding from the GETFund.</p>
<p><i>Participation in the Development of National Education policy</i></p>	<p><b>22.</b> Continue to participate in policymaking towards the improvement in education and training for the youth at the national level through representation on various decision-making bodies and ad hoc committees such as the National Vocational Training Institute (NVTI).</p>
<p><i>Increase the participation of women in trade union education and training</i></p>	<p><b>23.</b> Raise the quota for women participation to 50 percent</p>



# INTERNAL DEMOCRACY

## Background

The TUC has continually reaffirmed its commitment to defend and uphold the principles of democracy in Ghana and in the trade union movement. This commitment is rooted in the conviction that unions derive their strength from their membership. Therefore, it goes without saying that the full participation of members in the union's decisions and actions is an important source of the union's strength. In fact, the extent to which union members participate in the union's decisions is a good measure of the union's strength and its ability to survive in turbulent times. The lack of internal trade union democracy is a sign of weakness which can lead to the fragmentation of the union movement.

But we cannot deny the fact that there is internal democracy deficit in the trade union movement. Even though unions pride themselves of their democratic credentials the practices in some unions seriously undermine our collective claim to democracy.

In an era of trade union pluralism, undemocratic tendencies can have negative consequences for trade union unity. The rising tide of enterprise unions may be partly explained by the way unions are perceived by some workers. Retaining existing members and attracting new members will depend on the ability of unions not only to give voice and space to their members but it also depends crucially on their willingness to demonstrate accountability and transparency in the management of the unions' resources.

Union leaders must therefore deepen consultation with their rank and file members. Democracy requires that people believe in the decision-making structures that have been created to deepen democracy. The rank and file members must have faith in the structures.

Unions must know and accept the fact that their strength is derived wholly from how internally democratic they are. Union members must feel that they own the union. Internal democracy, if deepened within the labour movement, will engender greater respect for democratic principles to ensure unity, integrity and stability of unions.

## Objectives and Strategies

The overall objective of this policy is to ensure that the TUC and its Member Unions continue to uphold and to practice democracy in the trade union movement. The specific objectives and strategies are:

Objectives	Strategies
<p><i>To have regular meetings between the TUC leadership and the national unions</i></p>	<ol style="list-style-type: none"> <li>1. Establish a monitoring system to ensure regular meetings of the structures of the TUC and the National Unions;</li> <li>2. Establish a simple feedback mechanism through which individual union members and groups could easily engage their leadership;</li> <li>3. TUC leadership should continue to participate in national executive committee meetings of affiliate national unions;</li> <li>4. Develop a clear leadership succession plan within the TUC family.</li> </ol>
<p><i>Improve on information flow between the TUC and national unions</i></p>	<ol style="list-style-type: none"> <li>5. Ensure regular flow of information on activities of the structures to members;</li> <li>6. Regularly publish the 'Ghanaian Worker', leaflets, discussion papers, newsletters, policy bulletins, as a means of disseminating information within the union movement;</li> </ol>

***Create adequate space  
for membership  
participation***

7. Consciously encourage self-expression and a healthy culture of debate within the union structures;
8. Organise mass meetings on union affairs and important topical national issues;
9. Initiate exchange programmes among Councils of Labour;
10. Widen the space for mass participation of the rank and file in decision-making and activities of the unions at the centre;
11. Encourage the national unions to pay the percentage of union dues to local unions as a way of reactivating the councils of labour at the regional and district levels;

# SOLIDARITY

## Background

Solidarity is central to trade union work. Solidarity anchors the unity of the working class based on our shared interest, objectives and values. The essence of solidarity is “Touch One Touch All”.

Over the years, trade unions have relied on both local and international solidarity to improve the conditions of workers and the working class. The TUC has actively engaged in both local and international solidarity through affiliation with local and international trade unions. Currently, the TUC has 18 member unions and nine associate members. Locally, under the banner of Organised Labour, the TUC (Ghana) has provided leadership to the labour movement and worked closely with other unions and trade associations.

At the Africa regional level, the TUC is currently affiliated to the Organisation of Trade Unions of West Africa (OTUWA) and the Organisation of African Trade Union Unity (OATUU). TUC is also one of the members of the Trilateral Alliance that include the Nigeria Labour Congress (NLC) and the Congress of South African Trade Unions (COSATU). At the global level, the TUC is affiliated to the International Trade Union Confederation (ITUC) and its Africa regional organisation ITUC-Africa. Some affiliates of the TUC are affiliated to various Global Union Federations (GUFs) including the International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco & Allied Workers' Association (IUF), International Federation of Chemical, Energy, Mine & General Workers' (ICEM), Union Network International (UNI), Education International (EI), Public Services International (PSI), and Building and Wood Workers' International (BWI).

The TUC has also developed bilateral relations with national trade union centres and solidarity support organisations. Currently, the TUC has cooperation agreements with LO/FTF of Denmark, Trade Union Solidarity Centre (SASK) of Finland, FNV of the Netherlands and Trade Union Confederation of Norway (LO-Norway). The TUC has, over the years, received support from friendly organisations/Foundations such as Friedrich Ebert Stiftung (FES) of Germany, Rosa Luxemburg Stiftung

(RLS) also of Germany, Oxfam America and from Solidarity Centre of the USA. Along with other trade union centres, the TUC is a member of the African Labour Research Network (ALRN) and the Global Network.

As mentioned above, TUC continues to provide leadership to Organised Labour. But so far Organised Labour's solidarity activities have been limited to the negotiation on the national minimum wage and the base pay and relativity on the Single Spine Salary Structure (SSSS) for public sector workers. Since 2003, we have witnessed a fragmentation of unions and an upsurge of enterprise-based unions. This development at the labour front undermines the solidarity and strength and influence of trade unions in the struggle to promote and improve the conditions of the working class.

Some attempts were made in the past to create formal structures to facilitate and strengthen solidarity among the labour groups. But those efforts were discontinued due partly to disagreements on leadership. With the introduction of the Single Spine Pay Policy (SSPP) and rampant abuse of workers' rights in all sectors of the economy, it is obvious that the only way unions in Ghana can effectively protect the interest of the working people of Ghana is to come together. Unions in Ghana should also strengthen their cooperation with the international trade union movement, civil society organisations and solidarity support organisations for inspiration and for solidarity support needed for local struggles.

## Objectives and Strategies

**The overall objective of this policy is to strengthen cooperation and solidarity among labour unions in Ghana and abroad. The specific objectives and strategies are:**

Objectives	Strategies
<p><i>To strengthen cooperation and solidarity among all labour unions in Ghana.</i></p>	<p>1. Work with other major labour organisations to revive efforts towards the formalisation and institutionalisation of Organised Labour.</p>

	<ol style="list-style-type: none"> <li>3. Encourage closer collaboration and mergers among unions and trade association which organize in the same sectors.</li> <li>4. Encourage enterprise-based unions to affiliate to TUC member national unions.</li> </ol>
<p><b><i>Strengthen cooperation and solidarity with international trade union organisations and solidarity support organisations</i></b></p>	<ol style="list-style-type: none"> <li>5. Work closely with OATUU and ITUC-Africa toward reviving and strengthening OTUWA</li> <li>6. Strengthen cooperation with our international partners including our trilateral partners and solidarity support organisations</li> <li>7. Identify new partners in Africa and beyond</li> </ol>

# EMPLOYMENT

## Background

Decent employment (or lack of it) remains the single biggest macroeconomic and social problem in Ghana. The past three decades of modest but consistent economic growth has failed to translate into job creation in their right quantities and quality. Government's reliance on international support from the IMF/World Bank with its accompanying conditionalities led to mass redundancy in public sector employment.

Nearly all new jobs are being created in the informal economy. Employers have resorted to casualization and outsourcing as cost-cutting measures. The informal sector where 80 percent of the workforce earns a living is characterized by high levels of underemployment, low productivity, low earnings and high incidence of poverty.

In spite of the link between decent employment and poverty reduction, various governments have failed to prioritize job creation even as they pursue poverty reduction strategies. Employment has been treated as if it is a residual outcome of economic growth and macroeconomic stability.

The assumption has been that once the macroeconomic fundamentals, in particular inflation is set 'right' and the economy grows at a certain rate, job creation will follow, automatically. But the consistent growth of the Ghanaian economy at the average annual rate of five percent in the last three decades has failed to provide decent jobs for the people of Ghana, especially the youth. But the managers of our economy have stuck faithfully to the policy despite its failure.

Ghana is yet to adopt a nationally-owned employment policy. Employment data continue to be missing from our national statistics. The most recent data on employment in Ghana dates back to 2006. Employment-related targets are still missing from Ghana's macroeconomic agenda. The government of Ghana has largely abdicated its role in employment creation to the private sector including in areas where the private sector has no or little incentives to invest.

The same private sector which is expected to create jobs for the teeming

youth has been over-exposed to unsustainable competition, in the name of trade liberalization. The national trade policy is inconsistent with the employment objectives of the country.

Ghana's investment policy orientation appears too focused on attracting foreign investment in areas/sectors that do not create jobs. Non-enforcement of investment and immigration laws allows foreign nationals to take up jobs that could be performed by Ghanaians.

The TUC has advised government to adopt a more active approach to the employment challenge. This approach can come in two forms. First, government can and must offer jobs in priority sectors of the economy such as education, health, water and sanitation, and national security by directly employing people to fill vacancies in those sectors. Government must offer support to struggling but promising domestic firms that could be important source of decent employment. The TUC has also urged policymakers to move away from the inflation-targeting framework to policy initiatives that target employment.

Some measures have been initiated with the aim of addressing the employment challenge. Prominent among them is the National Youth Employment Programme (NYEP). The NYEP has been implemented for about five years. It is obvious that more efforts and programmes are needed to deal with the employment challenge.

**Objectives and Strategies**

The broad objective of this policy is to intensify our campaign for the creation of decent jobs in Ghana. The specific objectives and strategies are:

<b>Objectives</b>	<b>Strategies</b>
<p><i>To campaign for clear, time-bound employment targets in national annual budgets and other development programmes.</i></p>	<p>1. Initiate a national campaign on job creation. Labour Research and Policy Institute (LRPI) to continue to conduct labour market research to</p>



	<ol style="list-style-type: none"> <li>2. support job creation campaigns</li> <li>3. Continue to make input into national annual budgets based labour market research results</li> <li>4. Actively participate in the implementation, monitoring and review of the employment-related programmes and projects in the national development framework</li> </ol>
<p><i>To campaign for up-to-date and accurate employment statistics</i></p>	<ol style="list-style-type: none"> <li>5. Support and actively participate in the establishment of a labour market information system (LMIS)</li> <li>6. Campaign for annual Labour Force Survey (LFS)</li> <li>7. Provide adequate resources to the Labour Research and Policy Institute to conduct labour market research on a regular basis</li> </ol>
<p><i>To campaign for a shift in economic policy from inflation-targeting to employment-targeting</i></p>	<ol style="list-style-type: none"> <li>8. Link up with Civil Society and Community-based organizations to campaign for employment targeting in government policy.</li> </ol>
<p><i>Work with government to ensure the adoption a national employment policy</i></p>	<ol style="list-style-type: none"> <li>9. Initiate a campaign for the adoption and implementation of national employment policy which addresses supply and demand side constraints</li> </ol>

	<p>such as low quality education, skill mismatch, low level of investments in labour-intensive sectors, etc.</p> <p><b>10.</b> Actively participate in the formulation and implementation of national employment policy when adopted.</p>
<p><i>Work with other CSOs to bring the national trade policy and investment policies in line with the national employment objectives</i></p>	<p><b>11.</b> Campaign and lobby for state support for domestic industries and SMEs that can serve as important sources of employment.</p>
<p><i>Work to support the formalization of employment and the creation of decent employment.</i></p>	<p><b>12.</b> Promote cooperatives as a means of employment creation, formalisation of employment and improvement in productivity.</p> <p><b>13.</b> Promote initiatives that provide credit and other forms of financial and nonfinancial support to SMEs (including those in agriculture) for job creation, training and entrepreneurship development;</p> <p><b>14.</b> Campaign for the simplification of business registration procedures</p> <p><b>15.</b> Campaign for registration of businesses to be decentralized at the District levels</p>

***To promote job security***

- 16.** Continue to campaign and lobby for the ratification of ILO Convention 158;
- 17.** Intensify organizing in all sectors of the economy;
- 18.** Campaign/lobby for the enforcement of labour standards.
- 19.** Campaign/lobby for the review of the Labour Act (651,2003)
- 20.** Campaign against Casualisation and Flexibility of employment
- 21.** Campaign for Labour Market Institution such as the labour Commission and Inspectorate Division to be adequately resourced.

# INCOMES

## Background

After nearly three decades of consistent economic growth, incomes in Ghana remain low in both absolute and relative terms. A large proportion of the workforce, particularly those in the informal economy, continues to earn incomes that are below the poverty line. Even among public and private formal sector workers, a significant proportion earns wages that are below the poverty line. Incomes in Ghana are not only low in absolute terms (as measured by the proportion of workers earning below the national poverty line) but also they are relatively low (compared with incomes in other countries in the Sub-Saharan African Region at similar levels of economic development).

Directly linked to the low level of incomes in Ghana is the high and growing level of inequality. In 2005/06, Ghana ranked 67<sup>th</sup> in the world in terms of income inequality with a gini coefficient of 39.4. The gains from the economic growth of the past three decades have largely benefited a small proportion of the population. The national agenda to reduce poverty continues to be hampered by the rising income inequality.

The wage policies implemented in the 1980s and 90s reinforced the pattern of low levels of incomes/earnings in Ghana. These policies regarded wages as cost and failed to appreciate the role wages in particular and motivation of workers can play in the national efforts towards poverty reduction, productivity improvement, and improved service delivery.

Government's fiscal, monetary and trade policies are not consistent with the poverty reduction agenda. The tax efforts, for example, continue to emphasize (direct) personal income tax and the high levels of regressive consumption taxes including the Value Added Tax and Petroleum tax. The general tendency has been for governments to lower corporate taxes and at the same time grant large tax concessions in the belief that such measures will create jobs. Tax concessions that are not tied to employment and productivity levels in enterprises and/or to investment in rural and deprived regions and communities is not an effective way to reduce poverty.

The attainment of a middle-income status provides opportunity for government and indeed the social partners to implement policies that address the problem of low incomes and high level of inequality. The Single Spine Pay Policy (SSPP) is expected to address the challenge in the public sector. So far the SSPP has succeeded in raising salary levels for a significant proportion of public sector workers. But there is still a long way to go in terms dealing with low levels of salaries and pay inequities across the public service.

However, earnings in the informal sector remain particularly low partly because of non-compliance with the national minimum wage legislation.

The TUC holds the view that implementing a living wage policy in Ghana will help raise incomes in both the public and private sectors. The social partners agreed on the definition for a living wage and its determinants in 2005. The process should continue so that, together, the social partners can determine a wage level which is consistent with Ghana's middle-income status.

**Objectives and Strategies**

The broad objective of this policy is to work towards increased incomes for workers in both private and public sectors of the economy as a means of reducing income poverty among workers and their families. The specific objectives and strategies are:

<b>Objectives</b>	<b>Strategies</b>
<i>To work for the adoption and implementation of a living wage</i>	1. Continue to work with the social partners (government and employers) to achieve a Living Wage for all workers;
<i>To increase incomes for workers (through collective bargaining)</i>	2. Provide support for national unions to bargain more effectively for improved wages through research, training and education;

<p><i>To streamline our tax regime to reduce pressures on personal incomes</i></p>	<p>3. Campaign and lobby for a pro-poor, pro-employment, progressive and equitable tax system (e.g. to reduce taxes on overtime and petroleum products);</p>
<p><i>To reduce income inequality in both the public and private sectors.z</i></p>	<p>4. Work with government and employers to adopt and implement a national income policy</p>

# INFORMAL ECONOMY

## Background

The Ghanaian economy is dominated by the informal sector in terms of its share in total employment. In recent times, the growth of the informal economy has been phenomenal. Latest labour market estimates indicate that out of a total of about 12 million workforce only about 1.5 million representing 12.5 percent work in the formal economy. The remaining 10.5 million people or 87.5 percent are engaged in informal economic activities.

The informal economy has become a dumping ground for the large army of jobseekers who are unable to secure employment in the formal sector. The formal sector has continued to dwindle in terms of its share of employment. Nearly all new jobs are being created in the informal sector. The rapid informalisation of employment means that not only does the majority of Ghanaians work under poor conditions but also more and more people are joining this segment of the economy. This state of affairs is partly attributable to structural adjustment policies such as mass retrenchment, privatization of state enterprises, downsizing and casualisation of jobs among others.

Fifty-five percent of the total workforce is self-employed. Among those who earn their living from the informal sector, 63 percent is self-employed. A small fraction of informal economy workers (4%) is in self-employment employing just about 4 percent of the workforce. About 20 percent of workers in the informal economy are contributing to family enterprises and usually do receive regular payment for the work they do. Thus, four categories of informal economy workers can be clearly identified: self-employed (without employees), self-employed (with employees), wage employees and unpaid workers.

The dominant sectors in the informal economy are agriculture, trade and manufacturing (including food processing). Women dominate the informal economy, particularly in the retail trade and food processing sectors. This categorisation has implications for organising in the informal economy.

Informal economy workers face a number of challenges. These include low earnings, unsafe working conditions, lack of employment and income security, lack of social protection, non-recognition in national policy-making, harassment by public authorities and lack of access to credit. They have lower level of education; they are unorganised, and they are voiceless. The labour laws are supposed to regulate employment in both the formal and informal sectors but the degree of compliance with the labour laws in the informal economy is very low due partly to the low level of organisation in the sector and the inability of government agencies to enforce the law and regulate activities in the sector.

These challenges have persisted partly due to the low level of organizing, the low degree of compliance with the Labour Law, 2003 (Act 651), and the inability of government agencies to enforce and regulate activities in the sector.

The TUC holds the view that organizing informal economy workers will not only increase union membership but more importantly it can empower informal economy workers to deal with the numerous challenges facing them. TUC first adopted a policy on organizing in the informal economy in 1996. Since then, some new unions/organizations/associations have been granted associate member status by the TUC. TUC's efforts towards the unionisation of workers in the informal/non-traditional union sector have yielded some positive results but a lot more needs to be done.

## Objectives and Strategies

The overall policy objective is to increase union membership in the informal economy. The following are the specific objectives and strategies:

Objectives	Strategies
<p><i>Work more closely with the existing associate members to sustain their interest in the trade union movement and increase the number of associate</i></p>	<ol style="list-style-type: none"> <li>1. TUC leadership to hold regular meetings with the leadership and rank and file members of the associate member unions.</li> <li>2. Organise more training workshops and seminars for</li> </ol>



<p><i>member unions from nine (9) to twenty (20).</i></p>	<p>associate member unions on leadership, organizing, negotiation, etc</p> <ol style="list-style-type: none"> <li>3. Encourage associate member unions to form one umbrella union</li> <li>4. Work with existing associate member unions to develop links with more informal economy associations and to organize more workers in the informal/non-traditional union sectors</li> <li>5. Support member national unions to adopt policies and review their constitutions to integrate informal economy workers;</li> <li>6. Establish and maintain a network of informal economy Desk Officers in the National Unions;</li> <li>7. Work with social partners to adopt a National Policy on the informal economy</li> </ol>
<p><i>Promote a more rigorous application of minimum labour standards in the informal economy;</i></p>	<ol style="list-style-type: none"> <li>8. Work closely with the Ministry of Employment and Social Welfare and its agencies to extend the enforcement of labour legislations to the informal economy.</li> </ol>
<p><i>Encourage more informal economy workers to join pension scheme</i></p>	<ol style="list-style-type: none"> <li>9. Sensitization programs for informal economy workers on pension scheme in collaboration with appropriate state agencies</li> </ol>

# SOCIAL PROTECTION

## Background

Social protection consists of a set of benefits provided by the state, the market or a combination of both to individuals or households to mitigate hardships resulting from reduction or loss in income. The reduction or loss of income may be the result of sickness, maternity, employment injury, invalidity, old age and death among other contingencies. Social protection could be a social security/pension or social assistance. While social security is usually provided through social insurance programmes, social assistance comes in the form of state-sponsored social benefits to the beneficiaries.

The concept of social protection draws its strength from social solidarity. It is generally agreed that it is important to pursue a goal of universal protection for all members of the society irrespective of their natural and acquired abilities and fortunes. The underlying principle of social protection is that the burden of supporting social risks must be shared by all in society.

Ghana, like most countries in Africa, has relied on social insurance or what is traditionally called contributory social security to extend social protection and to provide income security to contributors when they retire or if they cannot work because of invalidity or to their survivors in case a contributor dies before retirement.

The Bismarck model of social security as currently exists in Ghana was set up on the assumption that as the economy grows, more people will find job in the formal economy and will have the capacity (savings) to contribute towards their retirement income security. This has been the basis of past approaches to social protection.

However, and as it turned out, growth in the past three decades has failed to generate enough formal/salaried jobs. Nearly all new jobs are being created in the informal economy. Productivity and earnings in the informal economy are too low to enable them (workers) to cover the cost of a contributory social security scheme. As a result, the coverage of social insurance schemes in Ghana has been low. Less than 10 percent of

the population has effective access to any form of social security. And given the changing dynamics of the labour market in Ghana, a consensus is emerging that a contributory social insurance cannot be relied upon to increase coverage of social protection.

At the same time, a significant proportion of Ghana's population is trapped in endemic poverty even though official statistics suggest a falling trend. Currently over six million (29 percent) of Ghanaians are living in poverty. Poverty is most endemic in rural communities. The three northern regions have a disproportionate share of poverty in Ghana. For example, more than eight out of every ten people in the Upper West region live below the national poverty line. For most families poverty has become generational passed on from parents to children and to their children. Breaking the poverty cycle will require external stimulus that helps families caught in such situations to make the quantum leap forward in life.

It is a common knowledge that most workers survive at the margins of subsistence and are unable to secure the necessities of life for themselves and their families. The situation is worse among retirees. The majority of workers (particularly those in the informal economy) suffer poverty and destitution soon after retirement because they do not have access to pension.

The majority of workers in the formal economy are contributors to the Social Security in accordance with the Pensions Act. The Act provides for a three-tier pension scheme, the first two of which are compulsory with an optional third tier. The third tier allows informal economy operators to join and contribute to formal social security. However, the low levels of earnings in the informal economy make it difficult for the majority of workers there to contribute and participate in the scheme. Consequently just a tiny fraction of them is currently members of the national social security scheme. Workers in the formal economy also enjoy some level of protection against employment injury under the Workmen's Compensation law (1987), PNDC Law 187. But informal economy workers are practically not covered by this law.

Government has implemented a number of initiatives that are intended to provide income and employment security to members of society that

require such assistance. These include pension reforms, the National Health Insurance Scheme (NHIS), the Livelihood Empowerment against Poverty Programme (LEAP), and a significant expansion of the National Youth Employment Programme (NYEP).

The coverage of the NHIS has increased significantly since it was established even though the services under the scheme leave much to be desired. However, the coverage of the national social security scheme remains low covering just about a million contributors out of the estimated 12 million people in the working-age population. The number of contingencies covered is also very limited.

The ILO has been at the forefront in the search for new ways to expand social protection. In June 2012, the ILO adopted a Recommendation that calls on countries to establish Social Protection Floor (SPF) that guarantee a minimum level of income and access to essential services including education and health to all who require such assistance.

The combination of income support and access to essential services should help alleviate poverty and destitution. For those able and willing to work, but are currently without jobs, the SPF recommends a combination of income support and employment guarantees along with other labor market policies to shield them from poverty and preserve their human capital.

Ghana's Constitution has provisions that underscore the necessity of social security for all, particularly for the poor. Article 37, Clause 6, Sections (a) and (b) under the Directive Principles of the State Policy state that:

The State shall:

- a. Ensure that contributory schemes are instituted and maintained that will guarantee economic security for self-employed and other citizens of Ghana; and
- b. Provide social assistance to the aged such as will enable them to maintain a decent standard of living.

## Objectives and Strategies

The broad objective of this policy is to promote social protection to ensure that as many Ghanaians as possible have access to improved Social Protection. The specific objectives and strategies are:

Objectives	Strategies
<p><i>Increased proportion of workers covered by social security with special focus on workers in the informal economy</i></p>	<ol style="list-style-type: none"> <li>1. Intensify campaign for the ratification of ILO Convention 102 – the Social Security Convention</li> <li>2. Campaign for the adoption and implementation of a national Social Protection Floor</li> <li>3. Ensure that social protection issues are covered in collective agreements;</li> <li>4. Encourage the setting up of cooperative and credit unions at workplaces as a means of offering additional social protection for workers;</li> <li>5. Intensify worker education on the three-tier pension scheme</li> </ol>
<p><i>Strengthened and expanded LEAP to cover all persons that require assistance.</i></p>	<ol style="list-style-type: none"> <li>6. Advocacy for legislation of LEAP as a major Social Protection Floor.</li> </ol>
<p><i>Secured maternity protection.</i></p>	<ol style="list-style-type: none"> <li>7. Campaign against discrimination against pregnant women' in employment</li> <li>8. Encourage member unions to ensure that maternity</li> </ol>

	<p>protection including paternity leave are covered in Collective Agreements;</p> <p>9. Explore the possibility of cost-sharing of enhanced maternity protection between employers and the Social Security Funds.</p>
<p><i>Increased coverage in terms of the number of contingencies covered by the social security scheme;</i></p>	<p>10. Campaign for the ratification of Convention 102.</p> <p>11. Advocate for the review of the Pension Act to cover more contingencies.</p>
<p><i>Reduction of poverty among pensioners through increased monthly pension</i></p>	<p>12. Sustain advocacy for the improvement of monthly pension.</p> <p>13. Campaign for enhanced minimum pension guarantees schemes</p>

# HOUSING

## Background

Housing is one of the basic necessities of life. Yet, the housing situation in Ghana is in crisis. The housing stock, particularly in the rural areas, is deteriorating. The majority of citizens live in dilapidated structures that hardly qualify as 'houses' for human beings.

The current housing deficit is estimated at close to one million (1,000,000) units. The annual requirement is about 140,000 units whereas supply is about 45,000 units. A greater proportion of the supply is in the very high end of the housing market where house prices are well above what the average Ghanaian can afford. Consequently, most workers and their families, especially those in the urban centres, face enormous housing difficulties.

The acute housing situation has pushed rents to unsustainable levels for most workers and their families. The housing market is now firmly in the grips of landlords and landladies. They charge whatever rent they deem fit and ask for advance payments well beyond what the Rent Act stipulates. In most case the rent advance demanded by landlords range from one to three years or 12 months to 36 months. With the acute shortage of housing, the Rent Act has become impossible to enforce.

In the past, national efforts at addressing housing deficits in Ghana included the establishment of the State Housing Company (SHC) and the Tema Development Corporation (TDC). Also, SSNIT initiated a programme in 1988 to provide affordable housing at “social” and not market price levels. A significant number of workers and their families were provided with decent housing by SSNIT.

Addressing the current acute housing situation in Ghana requires direct state involvement. There is, therefore, the need for a well-formulated national housing policy with an implementation plan. Governments must also consider it a duty to provide shelter for all Ghanaians.

Government has initiated some measures to address the housing deficits.

This has included the formulation of a Draft National Housing Policy, and the review of the Rent Act. Government has also initiated a number of housing projects in some parts of the country to provide affordable housing to workers. These include the housing projects at Borteyman-Nungua; Kpong-Tema; Asokore-Mampong, Tamale, Koforidua and Wa. The unsuccessful STX-Korea affordable project was a notable example of government's commitments to provide affordable housing to Ghanaians.

The housing projects dotted across the country and are yet to be completed. The cost of housing provided by private real estate developers keep soaring. The prices of basic raw materials such as land and cement are also increasing beyond the means of the majority of Ghanaians. The land acquisition process is becoming ever more cumbersome and costly and adding to the rising house prices and rent. The reality is that the majority of Ghanaians, including workers, need decent housing.

### **Objectives and Strategies**

The overall objective of this policy is to achieve affordable and decent housing for workers and their families. The specific objectives and strategies are:

<b>Objectives</b>	<b>Strategies</b>
<p><i>Adoption and implementation of a National Housing Policy to ensure that there are affordable houses for workers and their families.</i></p>	<ol style="list-style-type: none"> <li>1. Campaign for the adoption and implementation of a national policy on housing;</li> <li>2. Actively participate in the development and implementation of a National Housing Policy</li> <li>3. Campaign for government to continue and/or complete all affordable housing projects in the country for workers (eg., Kpone, Borteyman etc.)</li> <li>4. Lobby for SSNIT to re-enter</li> </ol>



	<p>the affordable housing market</p> <p>5. Campaign for the recapitalisation of the State Housing Company (SHC) and Tema Development Corporation (TDC) to enable them to produce affordable houses for workers;</p>
<p><i>To ensure decent housing for union members</i></p>	<p>6. Encourage national unions to negotiate with employers to provide housing for their employees including guaranteeing mortgages for staff</p>
<p><i>To ensure effective implementation of the Rent Act,</i></p>	<p>7. Campaign for a review of the Rent Act and the resourcing of the Rent Control Department to effectively carry out its mandate</p>
<p><i>Improvement in the mortgage system</i></p>	<p>8. Campaign to ensure that the current mortgage system is accessible to the ordinary worker</p>

# GENDER EQUALITY

## Background

Gender refers to the social implications of being male or female. It encompasses social roles, responsibilities, status, expectations, opportunities and expected behaviour patterns that arise from being female or male in a particular society at a particular point in time.

Gender equality is understood to mean fair and proportionate attention to the differential needs and interests of women and men as well as opportunities for representation and participation.

The TUC and its Member Unions are concerned about gender mainly because it can be used as basis, albeit subtle, to treat males and females differently in the labour market and in productive activities generally, usually in favour of males at the expense of females.

Over the years, some progress has been made in Ghana and in the trade union movement towards achieving gender equality particularly women's representation in leadership structures. The TUC, for instance, has put in place structures and programmes that promote women's interests and rights and ultimately, gender equality. These structures and programmes include the creation of a Women's Desk and Women's Committees at the district, regional and national levels. Additionally, specific educational programmes targeting women have been implemented. The TUC has achieved the 30 percent target for women's participation in its educational programmes.

But the gender imbalance in the trade union movement still exists in favour of males. A lot more needs to be done to improve women's participation in trade activities and for the involvement of women in the trade union movement. The women's structures need to be revamped and better integrated into the decision-making processes. Women need to be supported in a special way to climb up the leadership structures of the unions beyond the positions that have been preserved for them. Most importantly, women should be properly represented in the trade union leadership at all levels – local, district, regional and national.

## Objectives and Strategies

The broad objective of this policy is to ensure gender equality in the union movement. Specifically, the policy seeks to achieve the following objectives:

Objectives	Strategies
<p><i>Increased women's representation in the leadership of the labour movement at all levels of decision-making;</i></p>	<ol style="list-style-type: none"> <li>1. Offer continuous education and training on leadership skills to empower women on union activism as well as workplace advancement.</li> <li>2. Campaign to intensify Affirmative Action in favour of women at all levels.</li> <li>3. Encourage the 40 percent of women participation in all trade union activities including educational programmes</li> </ol>
<p><i>Increased participation of women in all trade union structures and activities</i></p>	<ol style="list-style-type: none"> <li>4. Encourage unions to commit more resources/logistics to gender mainstreaming and equality programmes</li> <li>5. Encourage unions to commit more resources for the regional and district women's structures</li> <li>6. Re-orienting unions to view gender equality and women's empowerment as strategic investments for their relevance and survival,</li> <li>7. Increasing workers' awareness of gender issues, including</li> </ol>

	<p>support for family life, and encouraging more male participation in family responsibilities through education and training</p> <ol style="list-style-type: none"> <li>8. Providing special support for women within male dominated unions and other labour sectors</li> <li>9. Organising women and men in rural and vulnerable sectors</li> <li>10. Soliciting union leadership to support gender mainstreaming and equality -oriented change</li> </ol>
<p><b><i>Enhance the labour movement's contribution to gender-sensitive and sustainable national development</i></b></p>	<ol style="list-style-type: none"> <li>11. Strengthen alliances with progressive and like-minded Civil Society Organisations (CSOs) and Non Governmental Organisations (NGOs)</li> <li>12. Campaign for the ratification of conventions to support women (e.g. ILO Convention 186 &amp; 156 – Maternity Protection and Workers with Family responsibilities)</li> </ol>
<p><b><i>Create and resource women's committees and structures for effective participation</i></b></p>	<ol style="list-style-type: none"> <li>13. Build a strong core of women activists including retirees mentor and support other women in trade union</li> <li>14. Building the capacities of interested and capable female individuals through formal and informal meetings in such areas as lobbying skills, public</li> </ol>

	<p>speaking and emerging issues</p> <ol style="list-style-type: none"> <li>15. Mentoring and growing the next generation of women union/labour leaders</li> <li>16. Improving gender-related communication, information dissemination and monitoring in between the regional and district committees –</li> <li>17. Encouraging more local level/organizational gender related learning – e.g. Study Circle concept</li> <li>18. Enhancing collaboration between national unions and TUC (Ghana) on gender-related capacity building, information-sharing, monitoring and evaluation.</li> </ol>
<p><i>Enhanced Negotiation Skills for Women</i></p>	<ol style="list-style-type: none"> <li>19. Continuing education and training on special skills to equip women to be effective negotiators</li> <li>20. Encourage affiliate unions to include trained women negotiators on their negotiation teams at all levels.</li> </ol>
<p><i>A database that captures all women in leadership of the labour movement at all levels of decision-making</i></p>	<ol style="list-style-type: none"> <li>21. Undertake a base line survey of women in leadership structures at all levels of the union movement.</li> </ol>

# CHILD LABOUR

## Background

Child labour is widespread in Ghana. The latest estimates indicate that 13 percent of children between the ages of 7 and 14 are economically active. The Children's Act, 1998 (Act 560) defines a child as a person below the age of eighteen. The UN Convention on the Rights of the Child (CRC) has the same definition. This is reinforced by the ILO Convention 182 concerning the elimination of the worst forms of child labour which defines a child as 'all persons under the age of 18 years'.

In Ghana, the legal age for entry into the labour market is 15 years. Therefore, child labour is work done by children under the age of 15 years and which restricts or harms a child's physical, mental, emotional, intellectual, social growth and development.

Many children are engaged in aquaculture, farming, poultry, household services (for long hours), retail trade, hawking and in the transport sector (as drivers' mates). In recent times, child labour in the cocoa sector in Ghana and child trafficking have attracted significant attention. There have been reports of worst forms of child labour in fishing where children below ten years are forced by their social circumstances to dive into large rivers to untangle fishing nets to earn a living. Some of the children have perished as a result. There have been cases where very young children have been sold into slavery and prostitution.

Some traditional and cultural practices in some parts of Ghana constitute worst forms of child labour and a violation of children's rights. These include child slavery (domestic servants) and debt bondage ("Trokosi") which are harmful to the health, safety and the development of children.

Most of the children who are currently working are losing the opportunity to develop their human capital through schooling. They are not acquiring the skills that are necessary for their future development.

Mass poverty, culture and tradition have been identified as the leading factors contributing to the high incidence of child labour in Ghana. Children are, therefore, forced by these social and economic

circumstances to engage in economic activities to earn income to supplement family income. In some cases girls, mostly from the northern parts of the country, are forced to migrate to the cities in the southern parts to earn income to supplement family income back home. The effect of these have been low enrolment in basic schools (especially for girls), high rate of school drop-outs, high illiteracy rate among children, high failure rates among pupils, retarded physical development of children, high rate of teenage pregnancy and drug abuse among children.

## Objectives and Strategies

The overall objective of this policy is to support the national efforts towards the elimination of all forms of child labour in all parts of the country. The Specific Objectives and Strategies are:

Objectives	Strategies
<p><i>Elimination of child labour in all parts of Ghana</i></p>	<ol style="list-style-type: none"> <li data-bbox="535 624 972 802">1. Encourage National Unions to use bipartite agreement with employers (through collective bargaining) to prevent employment of children.</li> <li data-bbox="535 847 964 1026">2. Lobby and campaign for the enforcement of the Children's Act (Government, markets, NGO, MMDAs, households, Traditional Authorities);</li> <li data-bbox="535 1070 953 1249">3. Lobby and campaign for the enforcement of the Labour Act (Government, markets, NGO, MMDAs, households, Traditional Authorities)</li> <li data-bbox="535 1294 953 1433">4. Get involved in mass sensitisation and awareness creation to families/households on child</li> </ol>

labour issues

5. Campaign against all forms of child labour in the formal and informal economy
6. Campaign for the application of the provisions of the ILO Convention 182 and Recommendation 190 (i.e. the Convention and Recommendation concerning the immediate prohibition and immediate action for the elimination of worst forms of child labour) and Convention 138 and its recommendation 146;
7. Provide relevant information and education to assist union engagement with state agencies on child labour
8. Intensify education of rank and file members on the need to support the elimination of worst forms of child labour in Ghana.
9. Cooperate with International partners, the International Trade Union Confederation (ITUC), ITUC-Africa, and the Organisation of African Trade Union Unity (OATUU) to



ensure the total elimination of all worst forms of child labour in Africa;

- 10.** Collaborate with Governments and partners to develop effective labour inspection systems and strong sanction regimes especially for the informal economy
- 11.** Promote the concept of integrated area-based approaches towards the creation of child labour free zones
- 12.** Removing child labour must be linked to the unionisation of the informal economy
- 13.** Strengthen social dialogue towards the elimination of all forms of child labour in line with ILO Convention 144

# OCCUPATIONAL SAFETY, HEALTH AND ENVIRONMENT

## Background

The importance of occupational health and safety for workers and their families cannot be overemphasized. Work cannot be decent if it is not safe. The TUC and its Member Unions have always attached importance to safety issues at work not only for their members but also for the generality of Ghanaian workers. The establishment of the Occupational Safety, Health and Environment (OSHE) Desk testifies to the importance the TUC attaches to health and safety issues at work. The TUC and its Member Unions have also undertaken a number of educational and training programmes on health and safety at work. Additionally, unions have incorporated health and safety issues in their Collective Agreements (CAs).

Internationally, a number of ILO Conventions have been adopted to promote health and safety at work. However, data from the ILO, regrettably, indicate that, each day, 6,300 people die as a result of occupational accidents or work-related diseases, representing more than 2.3 million deaths per year. Also, it is estimated that about 317 million accidents occur on the job annually with many of these accidents resulting in extended absence from work.

The lack of occupational health and safety data in Ghana makes it difficult to accurately estimate occupational accidents in Ghana. However, media reports suggest high rate of occupational accidents in Ghana. The lack of occupational disease list in Ghana also makes it difficult to get accurate data on work-related diseases. These factors hinder efforts at securing compensation for workers who suffer from work-related diseases.

Statistics, from the Factory Inspectorate Division dating back to 2005 indicates that twenty workers died and 62 sustained various degrees of injuries as a result of workplace accidents. In 2011 about eleven workers of the Special Steel Limited at Tema sustained various degrees of injury in an explosion.

Ghana has ratified the ILO Convention on Occupational Health, Safety and Environment (OSHE) as part of efforts towards making workplaces safe. However, ILO Convention 155 which covers all sectors of the economy has not been ratified. The 1992 Constitution of the Republic of Ghana, Article 24(1) states; “Every person has the right to work under safe and healthy conditions.....” and Article 41 (k) states “it shall be the duty of every citizen to protect and safeguard the environment.” In addition, the Labour Act, 2003 (Act 651) has elaborate provisions to protect workers and communities from safety, health and environmental hazards. The Labour Department, the Occupational Unit of the Ministry of Health, Factories Inspectorate and Mine Department as well as the Environmental Protection Agency (EPA) are mandated to enforce laws relating to occupational safety, health and environment.

In spite of the existence of these institutions and laws many Ghanaian workers are exposed to risks and the rate of occupational injury and death are still high. The majority of workplace accidents are not reported. Some workers, for the fear of victimisation, keep their injuries and diseases to themselves. In some cases injured workers are not compensated for their losses.

The rising spate of industrial accidents in recent times in Ghana warrants the formation and implementation of national policy on OSHE. Health and safety must, therefore, be at the heart of trade union work.

## Objectives and strategies

The main objective of this policy is to ensure that all workers in Ghana work in safe and healthy environment. The specific objectives and strategies are as follows:

Objectives	Strategies
<p><i>Model clauses on health, safety and environmental issues developed for inclusion in all collective agreements.</i></p>	<ol style="list-style-type: none"> <li>1. Support national unions to negotiate OSHE issues in collective agreements;</li> <li>2. Collaborate with national unions to launch occupational health and Safety awareness campaign for all members;</li> </ol>

	<p>3. To get <b>OSHE</b> committees established at workplaces and in communities</p>
<p><i>To have the Workmen's Compensation Law reviewed</i></p>	<p>4. Advocate and participate fully in the review of Workmen's Compensation Law, 1987 PNDC Law 187.</p>
<p><i>To compile data on OSHE cases and to have a List of occupation diseases</i></p>	<p>5. Conduct more comprehensive studies into OSHE</p> <p>6. Campaign and lobby for a comprehensive list of occupational diseases</p> <p>7. Work with the social partners to form bipartite OSHE Committees at all locals/branches and at the district, regional and national levels;</p> <p>8. Collaborate with Labour Inspectorate Division of the Ministry responsible for labour and employment for regular factory inspection.</p> <p>9. Lobby for the Labour Department to be resourced financially and materially to play its role.</p>
<p><i>Have a well-trained OSHE committee members within the TUC family</i></p>	<p>10. Support affiliates to train their OHSE Officers.</p>

<p><b><i>Campaign for the ratification of ILO Convention 155 on OSHE</i></b></p>	<ol style="list-style-type: none"> <li><b>11.</b> Campaign actively for the ratification of ILO Conventions 155 and related laws</li> <li><b>12.</b> To educate Member Unions on the benefits of ILO Convention 155</li> <li><b>13.</b> To sensitize and lobby policy and law makers on ILO Convention 155</li> </ol>
<p><b><i>To work with Government and other stakeholders to develop a holistic National Policy on OSHE</i></b></p>	<ol style="list-style-type: none"> <li><b>14.</b> Lobby policy makers and contribute effectively to the development of a National Policy on OSHE</li> <li><b>15.</b> Work with like-minded organizations on climate change and reduction of global warming</li> <li><b>16.</b> Work to safeguard the remaining pristine environment and the proper management of natural resources;</li> <li><b>17.</b> Institute measures to ameliorate effects of climate change on workers and communities</li> </ol>

# HIV/AIDS

## Background

The HIV and AIDS epidemic remains a threat to the health of many Africans as well as the economies of many nations particularly in the Sub-Saharan Africa. HIV and AIDS is destroying the human capital base of these countries and retarding their economic and social development. Most of those infected with the virus are in the working-age population. According to the International Labour Organisation (ILO), 65 percent of all people infected with the HIV virus are aged between 15 and 49 years. Six out of every 100 people living in Sub-Saharan Africa are infected with the virus. In 2006 alone, an estimated 2.1 million people died from the disease in Sub-Saharan Africa.

In Ghana, the prevalence rate is among the lowest in Sub-Saharan African region and it has been falling in recent years. The adult prevalence rate declined from a high rate of 3.2 percent in 2006 to 2.2 percent in 2008. The rate declined further from 2.2 percent to 1.8 percent in 2010. The prevalence rate differs across the ecological zones and administrative regions. It also differs across gender and age. In 2008, for instance, the Northern Region recorded the lowest (1.2%) while the Eastern region had the highest rate (4.7%). The rate is high among women between the ages of 35 and 39 years and men between the ages of 40 and 44 years.

HIV/AIDS is an important workplace issue because it affects the fundamental rights of workers and their families particularly with respect to discrimination and stigmatization. It also affects the supply of skilled and experience workers and productivity.

It is against this background that the TUC and its Member Unions reaffirm our commitment to contribute our quota in the efforts towards prevention, spread, proper care and the elimination of stigmatization and discrimination against workers infected and affected with HIV and AIDS.

## Objectives and Strategies

The broad objective of this policy is to help eradicate HIV/AIDS in Ghana

through continuous awareness creation and behavioural change among workers. The specific objectives and strategies are:

<b>Objectives</b>	<b>Strategies</b>
<p><i>To achieve total eradication of HIV in Ghana.</i></p> <p><i>Help eliminate discrimination and stigmatization against workers infected and affected with HIV and AIDS</i></p>	<ol style="list-style-type: none"> <li>1. Work with employers to adopt a policy to eradicate HIV in Ghana</li> <li>2. Negotiate provisions in collective agreements to protect workers infected and affected with HIV and AIDS from stigmatization and discrimination by employers;</li> <li>3. Encourage the formation of Committees and HIV clubs at workplaces and communities as a means of intensifying HIV awareness and prevention</li> </ol>
<p><i>Special provisions to be made in the social security law to support and protect the interests of contributors living with HIV and AIDS</i></p>	<ol style="list-style-type: none"> <li>4. Lobby SSNIT, NHIA and NPRA to make provision for care and support for workers infected and affected with HIV and AIDS</li> </ol>
<p><i>Union members infected with the virus receive support from their unions</i></p>	<ol style="list-style-type: none"> <li>5. Encourage workers to go for Voluntary Counselling and Testing (VCT) as a means of behavioural change;</li> <li>6. Organise regular Voluntary Counselling and Testing as a means of behavioural change</li> <li>7. Increase the number of HIV</li> </ol>

	<p>awareness programmes for union members</p> <ol style="list-style-type: none"><li data-bbox="535 177 908 320">8. Distribute condoms at workplaces, workshops, seminars and trade union meetings</li><li data-bbox="535 363 908 469">9. Work with employers to ensure that workers' HIV status is kept confidential</li></ol>
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# ENERGY AND POWER

## Introduction

This policy is in two parts. The first part covers the down- and mid-stream energy and power focusing on the pricing of petroleum products and electricity. The second part focuses on the upstream oil and gas industry.

### *Part 1: Down-Stream Energy and Power Sector*

#### **Background**

In 2005 government implemented a policy to deregulate the down-stream petroleum sector. The policy entailed allowing market forces to determine prices of petroleum products in the country with the aim of eliminating government subsidies on petroleum products. The central objective was to achieve cost recovery in the marketing of petroleum products. This, in the view of government, will free resources that will allow government to prioritize spending in the productive and social sectors of the economy. The stated objectives of the deregulation and automatic adjustment of petroleum prices were:

- To achieve full cost recovery;
- To generate additional revenue for government;
- To unify petroleum pricing throughout the country;
- To free resources to enable government to increase allocations to other vital social services;
- To cut down on government borrowing to free resources to the private sector;
- To encourage private sector participation in the sector.

The TUC opposed the policy of deregulation and automatic adjustment of petroleum prices. TUC's position on the deregulation was based on the following:

- Petroleum price hikes tend to depress economic activities in the short term because of the shock it introduces into the economy;
- Price hikes have differential impact on different socio-economic groups and localities. Since middle and upper-income groups are more likely to use larger amounts of petroleum products, they

tend to bear the brunt of the price hikes;  
 Petroleum price hikes are significantly and positively correlated with non-food inflation;  
 Rural households are more likely to respond to the price hikes by switching to or consuming less of other products. Demand for charcoal and firewood (for household and business activities) increases when prices of petroleum products increase. The environmental consequences of such price hikes are obvious;  
 Household expenditure on health and education increase when prices of petroleum products increase (due to increased transport fares);  
 Generally, the poor are likely to suffer more than the non-poor when prices of petroleum products are increased especially when the increases affect kerosene which is used mainly in rural areas;  
 The possibility of a cut in supplies to remote areas of the country as a result of the deregulation;  
 The potential for the formation of a cartel and predatory pricing since a few powerful multinationals dominate the petroleum sector;  
 High tariffs increase cost of production in industries;  
 High tariffs also have negative effects on real value of earnings

## Objectives and Strategies

The overall objective of the policy is to ensure accessible and affordable energy and power for Ghanaians.

Objectives	Strategies
<p><i>Price adjustments do not cause social and economic hardships for the population, particularly the poor;</i></p>	<ol style="list-style-type: none"> <li>1. Continue to engage government on petroleum sector deregulation and on petroleum pricing;</li> <li>2. Campaign for the reduction of taxes and levies on petroleum products;</li> <li>3. Campaign and lobby for a stabilisation mechanism in petroleum pricing in order to</li> </ol>

	<p>avoid unexpected price hikes and the shocks that usually follow such price increases;</p> <p>4. Continue our participation in all decisions that affect the petroleum sector through our representation on the boards and through campaigns;</p>
<i>Continuous access to petroleum products in all parts of the country;</i>	5. Campaign for uninterrupted supply of petroleum products to all parts of the country
<i>Local institutions in the petroleum sector are not weakened by the deregulation;</i>	6. Campaign for local content regulation to ensure that Ghanaians benefit from the oil industry
<i>State-owned companies in the sector (Tema Oil Refinery, Ghana Oil Company, BOST) remain public assets;</i>	<p>7. To campaign against the privatisation of the strategic state enterprises in the energy sector (with particular reference to the Tema Oil Refinery);</p> <p>8. Campaign for resourcing of TOR</p>
<i>Government should look at other alternative sources of electricity generation such as solar, wind and Bio – Gas;</i>	9. To campaign for the development and use of alternative sources of energy such as solar, nuclear, wind and bio-gas.
<i>Government should ensure a sustainable and reliable source of power production</i>	10. Join other Civil Society Organisations (CSOs) to ensure government put in place a sustained programme for electricity generation, distribution and maintenance of equipment

## ***Part 2: Upstream Oil and Gas***

### **Background**

Ghana discovered oil in commercial quantities in 2007 and started oil production in December 2010 amidst the expectation that revenues from petroleum will enhance national development in a significant manner. Amidst the hope that oil and gas will change Ghana in a positive way, caution must be exercised to avoid the resource curse which has plagued many countries, particularly in Africa.

The oil and gas industry poses numerous challenges to labour rights, occupational health and safety and the physical environment as well as community livelihoods and rights. As conditions in many African countries with significant oil and gas resources show, populations in and near oil production installations have been plagued by the 'curse' of oil and the Dutch disease, labour unrest, environmental disasters and in some instances armed conflicts.

The challenges associated with the oil and gas industry require continuous and genuine dialogue on policy involving all stakeholders and continuous monitoring of the physical and social environment impact as well as revenue flows from oil and gas and their judicious utilisation.

The TUCs sees it as a duty to engage actively in the policy dialogue and the monitoring of petroleum-related activities in Ghana at all times. This is to ensure the sustainable management of Ghana's oil and gas for the good of the workers and people of Ghana. The TUC has engaged in the ongoing policy dialogue on oil and gas in Ghana through submissions to Parliament in respect of the Petroleum Revenue Management Bill (which Parliament passed into law as Act 851 of 2011) and the Petroleum Exploration and Production Bill. The TUC had also made recommendations to the Ministry of Finance and Economic Planning through its annual submission of inputs for consideration into the National Budget and Economic Policy. The following are the key issues of concern in TUC's engagement in the oil and gas policy dialogue:

#### ***Freedom of association***

The Constitution of Ghana and the Labour Act (651) guarantee the rights

of workers to form or join trade unions of their choice to protect their social and economic interests. These legal provisions notwithstanding, abuse of trade union rights in Ghana is not uncommon. The Ghana TUC is therefore concerned that designating the oil and gas industry as an essential service sector will compromise some rights of workers as well as block access to information and thus undermine the nation's efforts to enhance transparency in the sector.

### ***Occupational Health and Safety***

The Labour Act (651) requires employers to ensure that their employees work under satisfactory, safe and healthy conditions. The Labour Department, the Occupational Unit of the Ministry of Health, Factory Inspectorate and Mine Department and the Environmental Protection Agency (EPA) are mandated to enforce laws relating to occupational safety, health and environment in Ghana. In spite of the legal and institutional framework, many Ghanaian workers are exposed to risks and occupational injury and death. The TUC is concerned with occupational safety, health and environment in the oil and gas sector given that this sector, due to its nature, is prone to high occupational health and safety risks.

### ***Environmental Issues***

The oil and gas industry is noted for high environmental risks. These environmental risks could have significant adverse affects on the livelihoods, health and the ecosystems of communities within oil-producing areas. Averting the environmental effects of the oil and gas industry requires effective monitoring by the relevant public bodies in collaboration with local communities.

### ***Regulating the Oil and Gas Industry***

As in other resource-rich countries, the operations of oil companies have implications for revenues that will accrue to Ghana as well as the environmental impact. There is, therefore, the need for effective monitoring and regulation of the operations of oil companies. It is important to ensure that the operations of oil companies conform to our national and international labour standards, financial and environmental laws and international best practices.

### ***Local Content***

The effective and meaningful participation of Ghanaians in all phases of the oil and gas industry requires the availability of Ghanaians with relevant skills. Therefore, the Government of Ghana, training and education institutions, and oil companies must through concerted efforts, ensure that training given to Ghanaians match the skill needs of the oil and gas industry. It is also important to ensure that applicable local content laws and provisions in oil agreements are appropriate and are effectively implemented.

### ***Sustainable Management of Oil and Gas Resources***

Given that oil and gas are finite resources, the TUC and its affiliates are concerned with sustainable management of Ghana's oil and gas resources. The TUC is especially concerned about making sure that Ghana's oil and gas resources last long and benefit future generations. Ghana should, therefore, position itself to avoid the problems that arise with accelerated exploitation which may be falsely based on the notion of acquiring revenues quickly. The TUC and its affiliates are also concerned with the high temptation for oil companies to focus on prolific wells to the neglect of marginal wells. It is, thus, important to phase the rate of extraction over a long period. This will ensure that not only will future generations benefit from the oil resources but it will also, equally importantly, provide time to build national institutional capacity to regulate operations and to minimize the environmental and fiscal adverse effects.

### ***Oil Revenue Management***

Generally, Ghanaians received the news of the oil and gas discovery with hope and expectation. To avoid the resource curse which has plagued many African states, Ghana needs a good fiscal regime backed by political commitment anchored in deep seated public engagement by all oil and gas public bodies, especially those overseeing the payment and utilization of monies. There ought to be strong discipline in spending with emphasis on prioritized infrastructural development and social investment with a strong preference for intergenerational, gender and social equity and the avoidance of the “Dutch disease” and other undesirable social outcomes.

### ***Transparency and Accountability***

The oil and gas industry is characterized by high secrecy often embedded in confidentiality clauses aided by claims to “proprietary” rights that

inhibit transparency. These practices undermine transparency and public trust. The absence of laws on disclosure can impede access to information and public oversight. These are threats to the realization of the full benefits of oil and gas for the people of Ghana.

**Objectives and Strategies**

The overall objective of this policy is to ensure that Ghana's oil and gas resources become a blessing to the people of Ghana.

<b>Objectives</b>	<b>Strategies</b>
<p><i>To protect the rights of workers to freedom of association and safe working conditions in the oil and gas industry</i></p>	<ol style="list-style-type: none"> <li>1. Organizing workers in the oil and gas industry to expand trade union rights to this new sector</li> <li>2. Campaign for the respect of occupational health and safety and environment protection in the oil and gas industry in line with Ghana's laws and best international practices.</li> <li>3. Advocate for the ratification of all ILO conventions on occupational safety, health and environment pertaining to the oil industry</li> </ol>
<p><i>To ensure effective regulation in the oil and gas industry with respect to oil production and revenue management and usage</i></p>	<ol style="list-style-type: none"> <li>4. Campaign for the respect of the rights of communities within oil and gas- producing zones</li> <li>5. Sensitize communities within the catchment areas of the oil and gas producing zones on their rights and responsibilities</li> </ol>
<p><i>To ensure effective regulation in the oil and gas industry with respect to oil production</i></p>	<ol style="list-style-type: none"> <li>6. Campaign for the effective regulation of the activities of oil companies in Ghana</li> <li>7. Take advantage of the TUC</li> </ol>

<p><i>and revenue management and usage</i></p>	<p>membership of the Public Interest and Accountability Committee (PIAC) to promote transparency in oil revenue utilization.</p> <p>8. Advocate for transparency in the issuance of oil licenses through an enhanced role of Parliament whose express approval of contracts should be made a prerequisite for valid oil contracts in Ghana</p> <p>9. Advocate for transparency in the management of oil and gas revenue</p>
<p><i>To promote local skill development, capacity building and technology transfer in oil and gas</i></p>	<p>10. Campaign for skills development in oil and gas and local content</p>
<p><i>To promote the sustainable management of Ghana's oil and gas resources.</i></p>	<p>11. Advocate for intergenerational and gender equity in the use of Ghana's oil and gas resources</p>
<p><i>To promote efficient oil revenue management and spending on the following critical social and economic infrastructure:</i></p> <p><b>1. Economic: Transport, Energy and Power and Agriculture</b></p>	<p>12. Advocate for spending of the oil and gas to improve basic infrastructure, especially electricity, water and public transportation including road and rail</p> <p>13. (a). Advocate for the spending of oil and gas revenue in the development of a petrochemical industry as a feedstock for other</p>



<p><b>2. Social:</b>  <b><i>Education, Health, Job Creation and Housing</i></b>  <b><i>Poverty reduction to enhance social equality and peace in the nation and to avert conflict in the oil producing parts of Ghana.</i></b></p>	<p>industries in order to achieve a broader national development</p> <p>14. (b). Advocate for spending of the oil and gas revenue to improve access and quality of education, healthcare, and social protection</p>
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# INTERNATIONAL RELATIONS

## Background

International relations is an important aspect of trade union work. Over the years, the TUC and its affiliates have benefited tremendously from international relations. Currently, the TUC is affiliated to a number of trade union organisations including the Organization of Trade Unions of West Africa (OTUWA), Organisation of Africa Trade Union Unity (OATUU), the International Trade Union Confederation (ITUC) and ITUC-Africa. A number of its affiliates are also affiliated to various Global Union Federations (GUFs) such as International Union of Food, Agricultural, Hotel, Restaurant and catering, Tobacco and allied workers Association (IUF), International Federation of Chemical, Energy, Mine and General Workers' (ICEM), Union Network International (UNI), Education International (EI), Public Services International (PSI) and Building and Wood Workers International (BWI).

The TUC also maintains bilateral relations with Unions in Africa and Europe including the Congress of South African Trade Unions (COSATU), Nigeria Labour Congress (NLC), LO/FTF of Denmark, Trade Union Solidarity Centre (SASK) of Finland, FNV of the Netherlands and Lo-Norway and the Canadian Labour Congress (CLC). The TUC also belongs to international networks. The most prominent among these networks is the African Labour Research Network (ALRN) where it is represented by the Labour Research and Policy Institute of TUC (Ghana). The TUC is also a member of the Global Network, the African Labour Educators' Network (ALEN) and the African Labour Radio Network.

The TUC and its affiliates maintain strong relations foundations such as the Friedrich Ebert Stiftung (FES) and Rosa Luxemburg Stiftung (RLS) both of Germany.

## Objectives and Strategies

The aim of this policy is to enhance international relations of the TUC and its affiliates. The following are the specific objectives and strategies of the policy:

Objectives	Strategies
<p><i>A more united African trade union movement at both international and sub-regional level;</i></p>	<ol style="list-style-type: none"> <li>1. Encourage collaboration between ITUC-Africa and OATUU on projects and programmes as well as the development of common policies on trade union issues towards a merger in the near future</li> <li>2. Ensure that TUC pays its affiliation fees regularly and punctually;</li> <li>3. Participate in international activities that promote international trade union solidarity for the defense of workers and human rights and for the application of international Labour Standards;</li> </ol>
<p><i>Stronger bilateral relations with trade unions in the Sub-Saharan African Region</i></p>	<ol style="list-style-type: none"> <li>4. Collaborate with trade unions in the sub-region on international trade and related issues and to develop joint appropriate trade union responses;</li> <li>5. Provide capacity building support for weaker trade unions in the sub-region</li> <li>6. Adopt a common position on ILO agenda with the social partners in Ghana.</li> </ol>

<p><b><i>Stronger relations with other trade unions and trade union-linked organisations in Europe, North and South America, Asia, and others;</i></b></p>	<ol style="list-style-type: none"> <li>7. Initiate exchange programmes with our partners to strengthen bilateral relations;</li> <li>8. Collaborate with our partners to facilitate links/exchanges between national unions and their counterparts in partner countries;</li> <li>9. Identify and establish new relations with other trade unions in Europe, North and South America and Asia</li> <li>10. Ensure that the financial support received from our partners are used efficiently and effectively to foster a stronger partnership;</li> </ol>
<p><b><i>More effective participation in international networks;</i></b></p>	<ol style="list-style-type: none"> <li>11. Participate effectively in international networks</li> <li>12. Update affiliates and their members on international labour issues regularly including the use of the TUC website.</li> <li>13. Campaign for the ratification of relevant ILO conventions.</li> </ol>

# YOUTH

## Background

The youth are the most vulnerable group in terms of precarious employment and unemployment. The youth also lack information about their rights and the role of trade unions in the fight for workers' rights and decent living.

The TUC is concerned about the seeming lack of interest on the part of the youth to join trade unions. The majority of trade union members in Ghana are aged between the ages of 35 and 40 years. This is due, partly, to the failure of the unions to organise new entrants in the labour market. It is also due to the failure of the unions to encourage the already existing young workers to be actively involved in trade union activities. There is also a growing apathy among the youth to union work.

With the growing proportion of the youth joining the labour market annually, it is imperative for unions to recognize the youth as the future of the trade union movement.

The TUC is addressing some of the challenges. The union believes that developing the youth is a necessary component of strong, vibrant and democratic trade unions. With the establishment of the Youth Desk and the implementation of youth programmes there seem to be some improvement in the participation of the youth in union activities. However, there is a huge gap to be filled in regard to the representation of young workers in the decision-making in trade unions.

Achieving full participation and involvement of the youth in the trade union movement will require sustained efforts. Among other measures, it will require the adoption of national and regional agenda for the youth to promote their representation and participation in all union activities.

In Ghana, the youth is defined to include all persons between the ages of 15 and 35 years. This age cohort constitutes a very significant proportion of the Ghanaian workforce and by implication they are an important source of trade union membership. This policy, therefore, focuses on the youth between the ages of 15 and 35 years.

For the purpose of easy identification and to design the right and appropriate programmes under this policy, the youth are categorised into two – those in school and those already working.

### Objectives and Strategies

The overall objective of this policy is to win more young workers into the trade union movement and to promote their active participation in the union at all levels. The specific objectives and strategies are as follows:

Objectives	Strategies
<p><i>To ensure that the youth understand the principles, vision, mission and political ideologies and values of trade unionism</i></p>	<ol style="list-style-type: none"> <li data-bbox="535 480 983 1214"> <p>1. Undertake orientation of the youth on the core values of trade unionism</p> <ul style="list-style-type: none"> <li data-bbox="678 592 983 807">Form district and regional caucuses to educate students in Senior High Schools (SHSs) and those at the tertiary level</li> <li data-bbox="678 815 958 1031">Involve young media workers to do stories, features, panel discussions, jingles and advertisements on trade union activities</li> <li data-bbox="678 1038 972 1142">Involve national service and students in union activities</li> <li data-bbox="678 1150 904 1214">Form TUC Youth Clubs</li> </ul> </li> <li data-bbox="535 1254 938 1366"> <p>2. To develop a special communication strategy for engaging the youth</p> </li> </ol>

<p><b><i>To increase the proportion of the youth in Member Unions of the TUC both in the formal and informal economies</i></b></p>	<ol style="list-style-type: none"> <li>3. To provide special training for union organisers to target and recruit the youth into the unions</li> <li>4. To institutionalize youth representations in all decision-making structures in the union</li> <li>5. Undertake youth education and recruitment campaigns in all the regions</li> </ol>
<p><b><i>To achieve decent work for youth</i></b></p>	<ol style="list-style-type: none"> <li>6. To campaign for enforcement of all ratified Conventions, protocols and laws on decent job</li> <li>7. To encourage the youth in employment to exercise their rights as workers</li> </ol>
<p><b><i>Improve and strengthen harmonious relations with students and national service persons</i></b></p>	<ol style="list-style-type: none"> <li>8. Work closely with the National Service Secretariat, Students and other relevant youth groups</li> </ol>
<p><b><i>To create opportunities for the youth to assume leadership positions in their unions</i></b></p>	<ol style="list-style-type: none"> <li>9. Encourage the youth to enrol in trade union education programmes such as the Global Labour University (GLU), Postgraduate Certificate in Labour Studies, Diploma in Labour Studies and Certificate in Labour Studies</li> </ol>
<p><b><i>Encourage the youth to take up leadership positions in the trade union movement</i></b></p>	<ol style="list-style-type: none"> <li>10. To identify and train potential trade union leaders</li> </ol>

	<p><b>11.</b> Educate and train the youth on trade unionism and leadership skills</p>
<p><i>To have gender perspectives integrated in youth programmes</i></p>	<p><b>12.</b> Incorporate TUC's affirmative action policy for women in all youth activities and structures</p>
<p><i>Support all national youth employment and development programmes that creates decent jobs</i></p>	<p><b>13.</b> Monitor the effective implementation of the National Youth Policy</p>
<p><i>To sustain the interest of the youth in the trade unions</i></p> <p><i>To give priority to young workers in union programmes</i></p>	<p><b>14.</b> Develop the capacity and skill of the youth</p> <p><b>15.</b> Encourage all member National Unions of TUC to establish Youth Desks and provide adequate resources for their activities</p> <p><b>16.</b> Encourage effective participation, representation and active involvement of the youth in trade union activities.</p> <p><b>17.</b> Introduce Youth Week Celebration in the TUC calendar</p> <p><b>18.</b> Create learning opportunities such as public speaking and development of IT skills for young workers</p>



<p><b><i>Encourage unions to formalize youth structures in the unions</i></b></p>	<p><b>19.</b> Encourage all member National Unions of TUC to establish Youth Desks and Youth Committees and provide adequate funds for their activities</p> <p><b>20.</b> National Unions to appoint focal persons for youth activities</p>
<p><b><i>To create strong networks with tertiary students, national service personnel and with other likeminded youth groups.</i></b></p>	<p><b>21.</b> Involve students and service personnel in union's activities</p>
<p><b><i>To have a database on the youth in unions</i></b></p>	<p><b>22.</b> To liaise with Labour Research and Policy Institute (LRPI) to conduct studies on youth in trade unions</p>
<p><b><i>To have a database on the youth in unions</i></b></p>	<p><b>22.</b> To liaise with Labour Research and Policy Institute (LRPI) to conduct studies on youth in trade unions</p>
<p><b><i>To have an empowered young entrepreneurs</i></b></p>	<p><b>23.</b> To liaise with the Informal Economy Desk to run entrepreneurship programmes for the youth in the Associate Member Unions</p>

# MERGERS

## Background

Trades unions rely on numbers for influence and legitimacy. Unions have traditionally organised along trades or industries. Currently, among the 18 Member Unions of the TUC it is not uncommon to find more than one union organizing in the same industry or trade and in some cases, organizing within the same enterprise. This has the tendency to engender unhealthy competition with serious implications for unity and solidarity.

The Constitution and Internal Regulations of the TUC encourage member unions which organize similar trades or industries to merge. This will help stem unhealthy competition and union rivalry. Above all, mergers will create stronger and financially sustainable unions to enable them to deal with the challenges that face their membership.

The TUC has made strenuous efforts to encourage some of the national unions to merge. A Restructuring Commission was established to encourage unions in the same industry to merge. So far the efforts have not yielded the expected fruits. More efforts are needed to ensure that unions operating in the same sector merge into stronger unions.

## Objectives and Strategies

The overall objective of this policy is to facilitate mergers of Member Unions of TUC which organize in similar trades and industries/sectors.

Objectives	Strategies
<i>Merging unions in the same sector</i>	<ol style="list-style-type: none"><li>1. Identify unions for mergers;</li><li>2. Facilitate discussion among leaders in the identified unions;</li><li>3. Develop a programme of mergers with specific time frame and transitional provisions;</li><li>4. Appoint a committee to facilitate the process towards mergers.</li></ol>

# **MONITORING AND EVALUATION OF THE POLICIES**

The TUC and its Members Unions will adopt an Action Plan that will guide the implementation of these policies. The policies will be monitored by the Executive Committee of the TUC and evaluated on yearly basis by the General Council.

The final evaluation and review of the policies will be undertaken at the 2016 TUC Quadrennial Delegates Congress.

