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### Future of Work in Ghana

The Ghanaian economy being one that has seen a “tectonic” shifts in industrial capacity. The emergence of new growth generating sectors has presented challenges and opportunities which policy makers continue to grapple with. Despite the high levels of graduate unemployment in the country, graduates take nearly a decade to secure their first job, while only 10 percent actually find jobs in their first year post graduation.

A confluence of global factors including; technological innovation, education and skill training, trade relationships between the global North and South, capital and finance, climate change, amongst others will continue to exert pressure and exacerbate the dynamics underlying the economy. Drastic measures and innovative thinking will therefore become the defining factors of work in the near future.

The profile of the Ghanaian labour force is under scrutiny and according to Ghana Think Foundation, Ghanaian workers risk losing their positions to expatriates who typically are on top of their jobs, in an ever changing and adaptive workplace.

The demand for long-term or sustainable jobs would mean that far reaching policies like those that reform the system of education must be put in place if government is to create the enabling environment for sustainable jobs now and in the future.

### All employers and policy makers are to note that:

1. The new and emerging industries are all technology enabled (Agriculture, Financial Services, Crude Oil, E-commerce and Education amongst others). And the skills sets being acquired must take due cognizance of this. Across the continent, ICT systems, and soft and hard Infrastructure, will strongly influence the nature of work in the short to medium and long term. Digital design, creation and engineering all must remain in focus.
2. Increasingly, language diversity can no longer be downplayed in what work will look like in the future, and computer language is ever critical. STEM education will be critical for job security in the near future, as less than 2% of African University students are STEM literate within the context of emerging work trends.
3. The evolving needs of the economy is demanding and will continue to demand technology creators and not only users. The assumption that one needs to move from a consumer of technology to being a creator is rather warped. This implies a refocus of technological education to creation rather than consumption if our labour force is to remain competitive in the future.
4. Most initiatives of governments may not be sustainable, and thus, entrepreneurs have a critical role to play in shaping the future of work and the economy.

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# FROM THE NATIONAL LABOUR COMMISSION: A CASE OF UNFAIR TERMINATION

In a case between

**ARYEE EMMANUEL** (*Complainant*) and **SIXTH SENSE MANIFESTO** (*Respondent*)

## BRIEF FACTS ABOUT THE CASE:

On 12<sup>th</sup> November, 2016, Aryee Emmanuel hereinafter referred to as Complainant filed a complaint at the National Labour Commission against Sixth Sense Manifesto hereinafter referred to as Respondent for unfair termination.

The two parties were invited to the Commission for facilitation. The facilitation failed and the matter was referred for the Commission's hearing on a subsequent date.

## CASE OF THE COMPLAINANT

The complainant indicated that he was employed as a creative designer on March 8, 2016 till his appointment was terminated on December 6, 2016 without notice.

According to him, he was assigned a task, which he specified requires a month to complete. However, in some few days later, he was asked to submit a completed assignment. That, he explained to his boss that he would have to work overtime to meet the deadline in which case he would have to be paid some overtime allowance, but this did not settle well with his boss.

Subsequently, his appointment was terminated for failing to execute the assignment within the stated time by the Respondent. He therefore considered the termination unfair since the respondent did not go by the disciplinary code in his appointment.

## CASE OF THE RESPONDENT

The Respondent indicated that on December 14, 2016, the complainant was given a cheque to cover his November salary but since he did not do any work in December, his two weeks salary was withheld.

## DECISION

The Commission, therefore, upon careful study of the complaint before it determined the termination as unfair, and ordered that the following be paid to the complainant:

1. GH¢1,800 as compensation for unfair termination
2. GH¢900 as payment of salary in lieu of notice
3. GH¢200 arrears of salary
4. GH¢900 as leave payment

## IR News to go on recession until February 2019

Members are informed that after next week's edition, the IR News will go on recession until February 2019. We therefore take this opportunity to wish all esteemed members of GEA and readers of IR News a Merry Christmas and prosperous business in the year 2019.

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