



GEA'S MAY DAY STATEMENT TO GHANAIAN WORKERS

The Ghana Employers' Association (GEA) would like to express its heartfelt appreciation to Organized Labour and all Ghanaian workers on the occasion of the May Day. GEA recognizes the monumental role and enormous sacrifices made by Ghanaian workers over the years and salute you on this special occasion.

We say "Ayekoo" to your unrelenting efforts in ensuring the survival and socio-economic development of Ghana despite the ravaging impact of the COVID-19 pandemic since March 2020.

It is the hope of GEA that sooner than later, life and business activities in Ghana would return to normalcy. As Government is working assiduously to ensure that enough vaccines are procured for the vaccination of Ghanaians, GEA will like to use this opportunity to entreat all workers and their families to avail themselves to vaccinate against the COVID-19 pandemic. We believe that taking the vaccines is the surest, effective, efficient and certain way of eradicating the pandemic from the country whilst boosting the confidence of employers and workers for rapid business and economic recovery.

As you celebrate this great occasion, one key issue that must engage your attention is the increasing spate of industrial disputes in Ghana. Industrial disputes affect productivity, profits and workers' income. It also threatens the sustainability of enterprises, job creation and investment attraction. GEA therefore urges employers, workers and their unions to deepen the culture of dialogue, consultations and negotiations to resolve their differences, so as to ensure the sustainability of businesses in the country. It is imperative for us to remind ourselves that promotion of workplace cooperation and harmony are the cardinal prerequisites for sustainable enterprises and national productivity growth, that engender wealth creation and higher living standards.

GEA equally urges all workers of Ghana to soberly and dispassionately reflect on the issue of career and skills development. Many workers may not survive the workplace of tomorrow if they are unable to train and retrain in order to be continuously relevant to the labour market. Workers must be forward looking and always anticipate skills that may be required in the future. What we acquired yesterday may not be needed or relevant tomorrow. Upskilling yourselves will enhance your market value and the organization's success and growth. The World Economic Forum at its October 2020 conference indicated the following on skills development worth sharing with you on this occasion:

50% of all employees will need reskilling by 2025, as adoption of technology increases; critical thinking and problem-solving top the list of skills employers believe will grow in prominence in the next five years; newly emerging skills in self-management such as active learning, resilience, stress tolerance and flexibility; leadership and social influence; technology use, monitoring and control.

As workers we must take responsibility for our career development. Let us learn to acquire or cultivate knowledge so that we can harvest it in order to survive the workplace of the future.

Equally important is the need for attitudinal change. Attitude complements the right professional skill set that are sought after in the market. It is important to point out that attitude plays a key role in getting vision and policy directions duly implemented. Having the right and positive attitude to work is essential on the road to success. Let us imbibe the virtues of honesty, discipline, commitment, punctuality, diligence, integrity, among others. Indeed, attitude is everything.

GEA believes that the success or otherwise of every organization is inextricably linked to a peaceful industrial relations environment. No organization can thrive in an environment of antagonism, hostilities, mistrust and adversity. It goes without saying that in order to ensure stability at the workplace labour- management cooperation is paramount as well as the need to entrench the culture of dialogue in the social fabric of the organization. We must also endeavour to open the channels of communication at all levels of the organization. GEA charges all employers to stimulate workers to inculcate the insatiable appetite for reskilling and upskilling, renew their minds and attitudes towards organizational effectiveness and prosperity, that ultimately facilitates gainsharing.

Once again, on behalf of all employers in Ghana, the GEA would like to express its appreciation to Organized Labour and all workers for their hard work and dedication to the economic and social development of the country in these challenging times.

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