

**NATIONAL LABOUR CONFERENCE**  
**COMMUNIQUE FOR THE NATIONAL LABOUR CONFERENCE**  
**THE KWAHU DECLARATION**  
**1<sup>ST</sup> MARCH, 2022**

**INTRODUCTION**

The National Labour Conference held under the theme “Strengthening Tripartism for Building Peaceful Labour Relations and a Resilient Economy” on 28<sup>th</sup> February and 1<sup>st</sup> March, 2022, was attended by representatives of Government, Organised Labour and Members of Employers organisations.

The conclusions reached at the Conference are as follows:

**STATE OF THE ECONOMY**

1. Organised Labour and Employers should work with Government for the maintenance of macroeconomic stability and building and sustenance of a resilient economy for the achievement of national development objectives. In this regard:
  - a. Government should take immediate steps to eliminate waste in Government expenditure, including completing existing projects, enforcing sanctions in the Public Financial Management Act, and plugging loopholes in subsidies, particularly, on energy and water;
  - b. Government should continue to pursue a positive primary balance and embark on fiscal consolidation to enhance fiscal and debt sustainability;
  - c. Organised Labour and Employers should support the implementation of a National Fiscal Consolidation Plan to enhance sustained macroeconomic stability for the promotion of growth, development and wellbeing of Ghanaians;
  - d. Ultimately the creation of fiscal space and achieving debt sustainability will translate to universal gains for all Ghanaians.

- e. Government should take pragmatic steps to address issues relating to influx of cheap and counterfeit products and promote domestic production. Government should also address the issues of the depreciation of the Cedi, the high utility tariffs, and the high cost of doing business in Ghana;
  - f. Consistent with the Irish model, the outcome of the National Labour Conference should bring us to the point where we find a good balance that enables us to meet the demands of labour without compromising macroeconomic stability, growth and social protection.
2. The Government of Ghana is committed to involving its social partners in economic decision making. The Tripartite Constituents (Government, Organised Labour and Employers) should work together, at all times, through social dialogue towards peaceful industrial relations, as a prerequisite for the maintenance of macro-economic stability.
3. The current Social Partnership Council (SPC) should be strengthened as a platform for building consensus on development policies and programmes.
4. Social partners should support Government to create more decent jobs, particularly for the youth, through the implementation of programmes such as the Ghs10 billion, 1 million jobs over 3 years YouStart Programme.
5. Government should enhance the capacity of the Ghana Statistical Service and the Ministry of Employment and Relations Labour (MELR) to produce quarterly labour market information reports to inform critical decision-making.
6. Social Partners should support Government to speed up the establishment and implementation of the National Unemployment Insurance Scheme.

7. Government will facilitate the establishment of the requisite frameworks and continue to create the necessary environment to support private sector transformation, business growth & development, strengthen SME financing and skills development, and harness the potential of African Continental Free Trade Agreement (AfCFTA) towards transforming Ghana into a continental trade and investment hub. Government to ensure a conducive and financial eco-system with the promotion of the Development Bank to provide long-term and affordable financing for a regional financial services hub.
8. Social Partners should support Government to implement productivity enhancement programmes in the public services and reduce the cost of doing business through enablers such as technology, access to power, energy, water and roads, efficient transportation, attitudinal changes and training and retraining programmes.
9. The National Tripartite Committee, in collaboration with key actors and stakeholders, should institute the celebration of an annual national productivity week to promote productivity in both the private and public sectors.

#### **A. SALARIES, CONDITIONS OF SERVICE & PRODUCTIVITY**

10. Government should review the Single Spine Pay Policy to address the current issues of Salary inequities/inequalities, weak salary administration, and weak management of conditions of service. In this regard, Government should constitute a Technical Committee by end of March 2022 to undertake a preliminary review of the SSPP including cost implications and advise Government on addressing these issues. The review should be aligned to the next budget cycle. Thereafter, Government should develop a road map of the implementation of the revised pay policy;

11. To ensure sustainability in compensation payments, the Social partners must work together to agree on a medium-term framework for adjustment of public sector pay and to work collectively to improve revenue mobilization;
12. Government should resource the FWSC to build its capacity to perform its functions for pay administration in the public service more efficiently and effectively;
13. The Social Partners should work with Government to review the legislative framework for pay administration in the public sector to support the reforms towards addressing issues including salaries inequities/inequalities, weak link between pay to productivity, and sustainability of the payroll;
14. Improve coordination between FWSC and the Ministry of Finance and all other relevant agencies to determine clearly annual wage basket allowed for negotiations;
15. Support the FWSC to implement a framework for linking pay to productivity;
16. Develop a comprehensive framework to determine a uniform condition of service to ensure that all public sector workers are covered by conditions of service;
17. Embark on awareness creation on productivity among all workers in both private and public sectors. To this end, the Social Partners should work with Government to institute an annual productivity week where productivity matters are discussed;

18. Government should institute a scientifically-based comprehensive programme for the identification of critical skills needs, attract and retain the requisite skill sets to support national development initiatives.
19. Social Partners should work with Government to review the current interim market premium regime and implement the market premium in accordance with the Government white paper on Market Premium guided by market surveys.

## **B. DISPUTE PREVENTION & RESOLUTION**

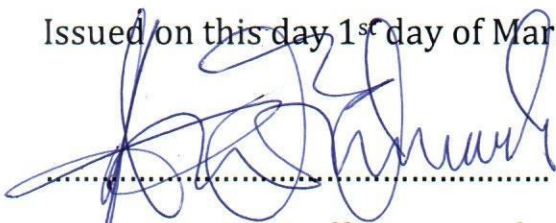
20. Government should strengthen the capacity of the Labour Department and the National Labour Commission to enforce the labour laws and regulations as well as directives for the settlement of disputes.
21. Government should enhance its commitment towards the effective and timely prevention of labour disputes by providing resources to the institutions established for the enforcement of labour laws/regulations and the resolution of disputes.
22. Organised Labour and Employers, in collaboration with Government and the National Labour Commission (NLC), should intensify education, sensitization and awareness creation on existing labour laws and regulations to facilitate compliance and enforcement.

## **C. PENSIONS**

23. Pensions are part of working conditions and must be prioritised by employers for the benefit of workers. The social partners should work together to consolidate these gains for better coverage, protection and compliance.
24. Government and organized labour should accelerate their engagement to ensure that all outstanding issues on the Temporary Pension Funds Account (TPFA) are resolved.

25. Government should redefine pensionable income to include allowances and non-cash benefits to enhance benefits after retirement.
26. NPRA should ensure regular actuarial assessment of SSNIT and all the pensions schemes for sustainability of the schemes.
27. SSNIT should deploy strategies to increase its enrolment base through the registration of self-employed workers and workers in the informal sectors.
28. Implement administrative reforms at SSNIT to reduce administrative cost, rebalance investment portfolios and ensure prudent management of investment as well as increase contribution rate.
29. NPRA should build the necessary capacity to regulate, monitor, and supervise all pension schemes to promote sustainability of the schemes.
30. The Tripartite Group (Government, Organised Labour, and Employers) should initiative a national discussion on pension scheme unifications.
31. It is, hereby, resolved that an annual National Labour Conference is instituted to be held in Kwahu in the Eastern Region of Ghana in February of every year.

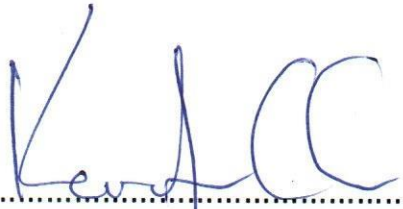
Issued on this day 1<sup>st</sup> day of March, 2022



**Hon. Ignatius Baffour Awuah**

Minister for Employment and Labour Relations  
(Representing Government)





.....  
**Hon. Ken Ofori-Atta**

Minister for Finance

(Representing Government)



.....  
**Dr. Anthony Yaw Baah**

Secretary-General of Trades Union Congress (Ghana)

(Representing Organised Labour)



.....  
**Mr. Daniel Acheampong**

President of Ghana Employers Association

(Representing Employers)

