

**Ghana Beyond Aid:
Effective local revenue
mobilisation game changer**

— Page ss02

2021 May Day Message

**Let's all help economy
recover from COVID-19 impact**

• **ICU to workers**

— Page ss32

Friday, April 30, 2021

Visit www.graphic.com.gh

Special Supplement



FLASHBACK:
Activities
marking May
Day celebrations



• **President Nana Addo
Dankwa Akufo-Addo**

Impact of **COVID-19** on Ghanaian worker



Ghana Beyond Aid: Effective local revenue mobilisation game changer

By Mary Mensah

THE Executive Secretary of the Civil and Local Government Staff Association (CLOGSAG), Mr Isaac Bampoe Addo has indicated that the

association is to come up with interventions and measures aimed at improving revenue collection in all Metropolitan, Municipal and District Assemblies (MMDAs).

To this end, CLOGSAG has put together a technical team of consultants to come up with programmes and initiatives tailored towards improving and increasing revenue generation at the local level.

In a message to commemorate May Day celebrations in the country, he said CLOGSAG believed that the Ghana Beyond Aid Agenda must be visible at the local governance level through effective and efficient mobilisation of Internally Generated Funds.

Increased wages

"The association is not only interested in shouting and stampeding the government for increased wages, salaries and other benefits, but would come up with interventions and measures aimed at improving revenue collection in all Metropolitan, Municipal and District Assemblies (MMDAs)," he said.

He said the team of consultants were assembled to advise as part of efforts to shore up revenue collection in all MMDAs.

"Members of the Association who are within the MMDAs must be ready to support effective revenue mobilisation



• Mr Isaac Bampoe Addo (left), Executive Secretary of CLOGSAG, exchanging pleasantries with President Akufo-Addo

programmes that would soon be introduced. In this regard, if members are able to assist the government to increase its local revenue, it will obviously place members in a better position to demand better working conditions," he noted.

The executive secretary reiterated that, "the government's ability to increase local

revenue mobilisation is key towards achieving the Ghana Beyond Aid agenda".

CLOGSAG neutrality project and election of DCEs

He announced that CLOGSAG has embarked on a Neutrality Project to sensitise its members and general public to the implications of the Supreme Court ruling dated June 14, 2017 on political neutrality within the Civil Service.

CLOGSAG believes that neutrality should be the foundation of our local government structures. Therefore, President Nana Akufo Addo's desire to have district chief executives elected is a step in the right direction.

"It is the strong opinion of CLOGSAG that election of DCEs must be devoid of

partisanship. Currently, the partisan nature of our elections at various level

"CLOGSAG believes that the Ghana Beyond Aid Agenda must be visible at the local governance level through effective and efficient mobilisation of Internally Generated Funds."

has made citizens to look at issues politically leading to indiscipline within our communities. For example Galamsey stoppage being politicised hence making it very difficult for issues on Galamsey to be addressed properly.

"CLOGSAG is of the view that when politics is ruled out at the local governance level then a lot of developmental programmes would be achieved within the MMDAs."

Brief history of the association

CLOGSAG is a Registered Trade Union and the mouthpiece of workers in the Civil and Local Government Services as well as other establishments. It was founded in Sekondi in 1918 with to main objectives. To provide better representation for government workers and to serve as a recognised channel of communication with government upon matters affecting the service. It promotes the universal struggle of workers for a shorter work day, better salaries and conditions of service and the right to organise.

The Civil and Local Government Staff Association originated from the

African Civil Servants' Association which has its roots in the colonial civil service, during which time the juniors were wholly Africans and the seniors exclusively all "Europeans" (i.e. whites).

For one reason or the other the senior positions in the service (formerly European posts) collectively symbolised "Management" and therefore members did not get involved in the affairs of the association.

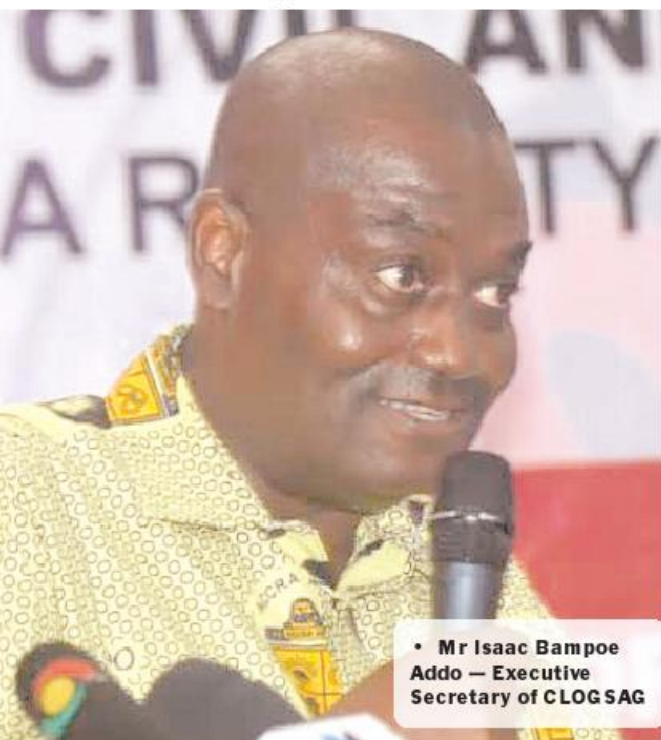
Junior Civil Servants

The juniors had traditionally always been more active, vocal and militant, while the senior grouping was simply a forum for discussing promotions and protection of interest of persons holding senior positions in the service. It was no surprise therefore that the association was referred to as "Junior Civil Servants' Association".

It is interesting to note that the association was recognised by the colonial government as a result of the establishment of the Civil Service Negotiating Machinery under General Orders 136 and 137 and the Whitley Council.

Unfortunately all final decisions reached at such negotiations with regard to conditions of service were always at the mercy and within the prerogative of the colonial government.

With the attainment of Independence on March 6, 1957 and the promulgation of the Industrial Relations Act and the Civil Service Act 1960 (Act C.A.5), membership of the TUC was made compulsory for virtually all civil servants under section 24 (1) of the Act.



• Mr Isaac Bampoe Addo — Executive Secretary of CLOGSAG



Newmont[™]
GHANA



HAPPY MAY DAY

Newmont Ghana salutes all workers in Ghana for their immense contributions to the nation's development.



BOOST ENGINE PERFORMANCE WITH SUPER XP **RON95**



Fuelling Ghana with Higher Grade Fuels fortified with multifunctional XP3 additive, more efficient and eco-friendly and sold at **NO EXTRA COST**

AVAILABLE AT EVERY GOIL STATION





SSNIT

We appreciate your hard work and efforts towards building mother Ghana

This is why SSNIT commits to pay your pension regularly when the time comes

Ayekoo to all Ghanaian workers



Happy May Day





TEWU wants frank, open govt-labour negotiations

By Emmanuel Bonney

THE Teachers and Educational Workers' Union (TEWU) has called on the government to exhibit frankness, openness and trust in negotiating outstanding issues with labour unions.

That, it said, was to forestall turbulence on the labour front so as not to further worsen the situation created by COVID-19.

"TEWU will like to urge the government and its agencies to appreciate the havoc wreaked by COVID-19 and not

do anything against the interest of workers unions to disturb the industrial harmony prevailing in the country," the General Secretary of TEWU, Mr Mark Dankyira Korankye, said in a May Day Message to the Daily Graphic.

Salute

The message commended Ghanaian workers for going all length to sustain national development efforts in the past years, adding that "the situation was even dire last year with the havoc wrecked on the global economy by the COVID 19 pandemic, but in all these, workers are still the pillars getting things back on track."

Workers, it said, needed to be saluted because when it mattered most, they always sacrificed to save the bigger situation.

The message said one noticeable impact of the COVID-19 on the labour front was the suspension of most negotiations for review of conditions of service for public sector workers.

It said it was the position of TEWU that negotiations pending, in this new normal era of COVID-19, should not give government and its agencies any ego to try to take workers for granted by displaying attitude with comments such as "this is what we can offer you, take or leave it".

"What we want government and its agencies to note is that a well-motivated workforce is what guarantees quality service delivery and enhances productivity. It is no secret that all the efforts by global leaders and

Ghana inclusive at getting the world economy back on track will materialise only through innovations from the workforce," it said.

Conditions of service

The message expressed the frustration of members over the delay in implementing the reviewed conditions of service for Ghana Education Service (GES) staff, since any further foot dragging will provoke workers.

"TEWU will like to state emphatically that it is unhappy with the way some GES directors want to use rough tactics, by holding onto the old conditions of service, with the excuse

that they do not have the signed hard copy of the reviewed document, though the soft copy of the document is available. We must state that the outbreak of COVID-19 has stretched workers all over to their limits and any attempt to prevent them from enjoying what their national leaders have secured for them under the reviewed

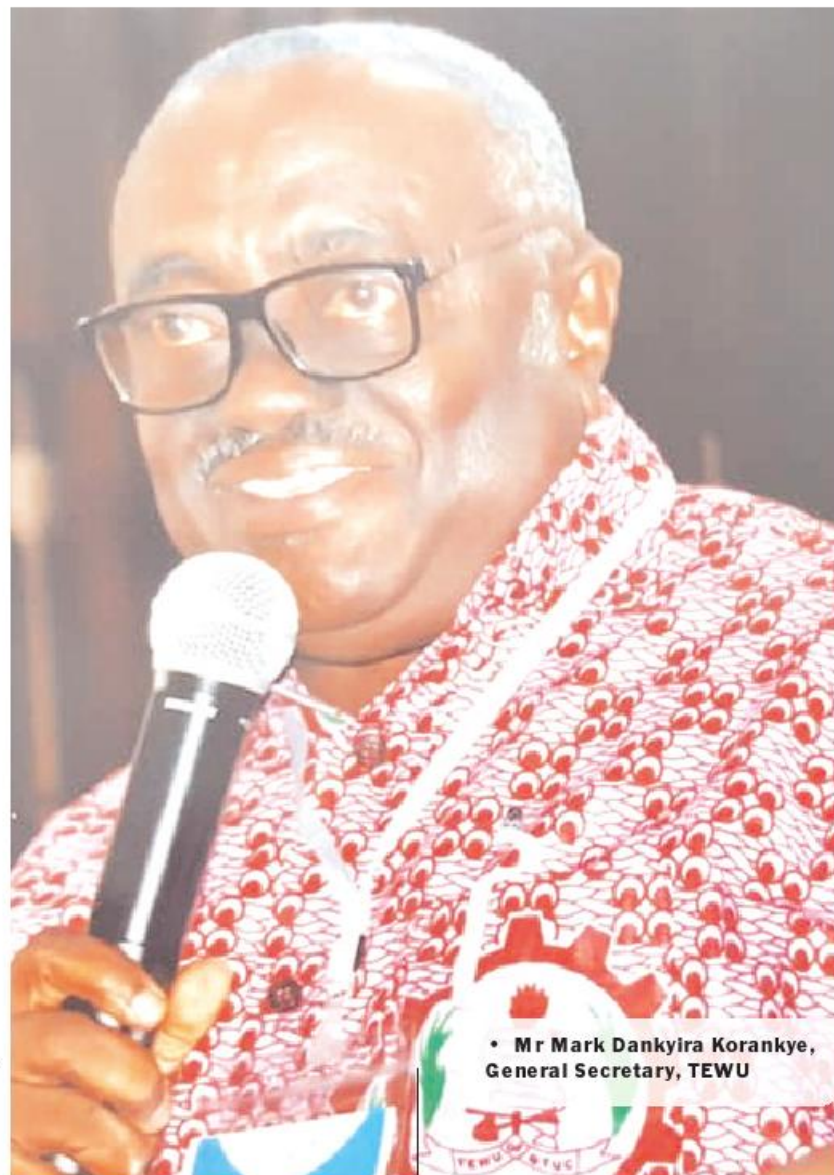
TEWU urges the government and its agencies to appreciate the havoc wreaked by COVID-19 and not do anything against the interest of workers unions to disturb the industrial harmony prevailing in the country.

conditions of service will provoke anger and create tensions on the labour front," it said.

Professional development allowance

Its non-teaching staff continued to give of their best in ensuring quality environment for teaching and learning while the union's members were also professionals operating in a professional environment.

"Unfortunately, some stakeholders' attitude towards the non-teaching staff is disheartening. One such case is how the Professional Development Allowance announced last year by the former Minister of Education, Dr Mathew Opoku Prempeh, and re-stated by the President during the State of the Nation's Address, is yet to be paid to the non-teaching staff, though their colleagues in the teaching class were paid in November 2020. We want to reiterate that the intentional or unintentional sidelining of issues concerning non-teaching staff is unhealthy for the education sector, as both teaching and non-teaching staff play complementary roles in ensuring



• Mr Mark Dankyira Korankye, General Secretary, TEWU

conducive teaching and learning environment," it said.

It expressed the hope that an audience with the new Minister of Education, Dr Yaw Osei Adutwum, would resolve the issue once and for all, so that TEWU members would also benefit from the Professional Development Allowance, that was announced last year.

Also, it said it was hopeful that the recruitment exercise that had started, though limited would give priority to those who had been engaged on temporary basis for a long time in order to absorb them into the system.

"In addition, it is the expectation of TEWU leadership that all the bottlenecks on promotions and upgrade in the GES will be removed so that deserving members can be promoted and upgraded," it said.

Outstanding concerns

Another area of concern to TEWU on this memorable 2021 May Day, it said, was the non-conclusion of negotiation on the conditions of

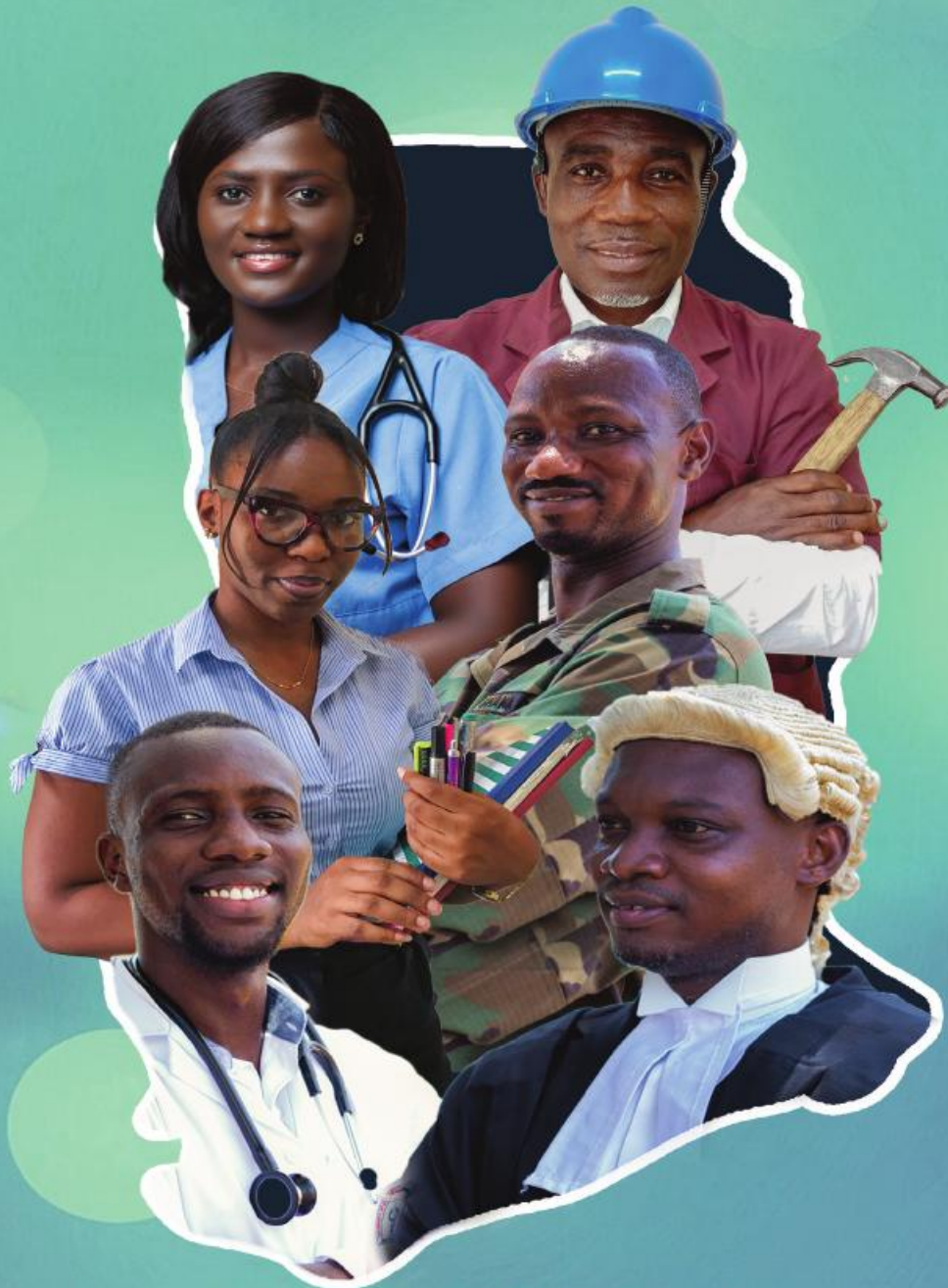
service for the public universities, adding that leadership of TEWU would like to assure all rank and file of the union, that, there was hope to bring finality to the conditions of service issue for the public universities in the coming days.

"We hope to have a clear indication on the way forward when the National Labour Commission makes pronouncement on the issue and, it is the view of TEWU national leadership that the government agencies concerned will respect the outcome to sustain industrial harmony in our tertiary institutions.

"We are expecting the National Tripartite Committee to fast-track the process for the necessary upward review of salary for the year 2021. Prices of goods and services are increasing on a daily basis but salaries have not been increased and it is putting pressure on our members. We, therefore, expect some pronouncements to be made and action taken for our members to feel some economic relief in these hard times that we find ourselves," it said



Happy Workers' Day



Today, we celebrate YOU the hands and minds that build up Mother Ghana for your momentous work.

FROM SIC INSURANCE PLC



Talk to us today about your insurances

Head Office
0302-780-600 - 9

Ring Road West
0302-228-922

Tema Area Office
0303-202-263

Kumasi Area Office
03220-23341

Takoradi Area Office
03120-22048



WORKERS,



WE



SALUTE



YOU



This May Day we would like to express our deepest appreciation to all workers for your tireless endeavours.

Your hard work throughout this past year has been a source of inspiration and pride for the whole country.

Ayekoo, Happy Workers' Day!



HAPPY WORKERS' DAY

“We celebrate our great teams at the Tarkwa and Damang mines, whose hard work and dedication have enabled us to sustain our operations during these challenging times.

On this special occasion of International Workers’ Day, we applaud our people for adhering to the COVID-19 prevention protocols and adapting to changes to keep our workplace safe.”

- Alfred Baku, Executive Vice President
& Head of Gold Fields West Africa



safety



integrity



respect



responsibility



delivery



innovation



Rededicate cause to Ghana

• GNAT urges workers

By Emmanuel Bonney

THE Ghana National Association of Teachers (GNAT) has called on Ghanaian workers to rededicate themselves to the cause of their motherland and eschew rancour, bitterness and divisiveness among their ranks.

It said workers should rather promote a more stable, tranquil and peaceful industrial front to guarantee the country's march into progress and prosperity.

"We use this day to call on the employer to address the concerns of our teachers: their upgrading, provision of housing for them, especially in underserved areas, and all other ancillary challenges facing them.

Message

"Textbooks and other logistics must be made available to them to ensure they deliver smoothly, efficiently and effectively in the classrooms," a message from GNAT made available to the Daily Graphic on the occasion of May Day, said.

It said the health of teachers was also critical to the success of the education enterprise and that they should, therefore, be supplied the required personal protective equipment

(PPE) as well as for the learners in their care, to save them from the ravaging COVID-19 pandemic.

"We on our part would continue to stand up for our members, strive for better conditions of service for them, enhance their lifestyles through the services of the Teachers Fund, and assure them of good health, through the services of the Sweden Ghana Medical Centre and believe they would also not waver in their efforts to educate our children to assume the mantle of leadership, and ensure Ghana's continued existence and growth in the years ahead," it said.

Salute

The message commended teachers across the country for their tireless efforts and sacrifices to educate Ghanaian children in every nook and cranny of the country.

It lauded teachers for their hard work and dedication to duty as the world marks May Day today, May 1, 2021.

"That our teachers continue to mould and shape the futures of our children is an undeniable statement, and we shall continue to contribute our quota towards the betterment of fellow compatriots and the progress of Ghana in general," it said.

Forebears

On the auspicious day, GNAT paid

glowing tribute to its forebears who participated in the struggle for independence.

"We remember the 'bottom-tree' railway workers of old and their leaders such as Pobi Biney and others, and our own teacher colleagues at St.

Augustine's College and Mfantshipim both in Cape Coast who lost their jobs, and their students who were sacked from the schools, for their commitment to the cause and participation in the struggle, and recognise them.

"On our own front, we cannot forget the untiring efforts of J.T.N Yankah, E.B Caulley, V.C Aggrey-Fynn to bring teachers together, and the Georgina Baidens, Penroses, Nimakos, Bediakos, and Osei-Mensahs of our time, who became the vanguards of the association and helped steer it to our own era," it said.

The message acknowledged the past leaders of the association for their selflessness, foresight and optimism, and assured the rank and file that "we won't waver in carrying GNAT to the more loftier heights they envisaged for it".



• Mr Thomas Musah — General Secretary, GNAT

GOIL, recognising the strength of Ghanaians

THE past, present and future of GOIL Company limited has been nothing short of patriotism, hard work and the spirit of togetherness which has been the strength of good energy behind the Ghanaian work force.

Through the dynamic leadership of the board, management and the commitment and efforts of workers, GOIL has maintained its market leadership in the petroleum downstream sector.

As a result of diligence and attention to standards, GOIL has been awarded the ISO 9001:2015 on quality management systems and ISO14001:2015 on environmental management systems.

The greater and priceless support has been from Ghanaians who have patronised quality fuels, lubricants and services from GOIL over the years.

As a result of diligence and attention to standards, GOIL has been awarded the ISO 9001:2015 on quality management systems and ISO14001:2015 on environmental management systems.

Fuel the nation

Embracing GOIL Super XP RON95 has been remarkable since its introduction unto the Ghanaian market. So has the public welcomed DIESEL XP and our quality lubricants.

GOIL pledges to continue to fuel the nation with quality fuel as it enjoys the cooperation of regulators, including

the NPA, EPA, THE GNFS, GSA, THE AOMC and

the Ministry of Energy.

On the occasion of May Day, we salute all Ghanaians and our regulators for the immense support and continued collaboration.

Ghana Oil Company Limited GOIL, is engaged in the marketing and distribution of petroleum products. It offers fuel retailing, lubricants, LP gas, aviation, bunkering, and GOCARD. The company was founded on June 14, 1960 and is headquartered in Accra, Ghana.

Range of products

The company markets a range of products which includes diesel, gasoline, premix, kerosene, bitumen, aviation fuel, liquid petroleum gas (LPG), lubricants, grease and special products such as brake fluids, mosquito coils and a multi-insect repellent called Goiltox.

Ghana Oil Company Limited provides a bunkering service for ocean vessels as well as builds storage tanks and lays pipelines to transport fuel and LPG across Ghana and other

countries in sub-Saharan Africa.

Outlets

Its retail division is marketed under the brand name GOIL and comprises 85 filling stations, 61 services stations and 138 consumer outlets located in major towns and cities in Ghana. Ghana Oil Company Limited targets companies, schools, hospitals, factories, hotels, banks and major parastatals.

Several retail outlets have been set up to market premix fuel and kerosene to the rural areas and LPG filling stations have been installed in a few filling and service stations.

Beacon of hope

We trust that with the purchasing power of Ghanaians, the company will continue to be a pacesetter and a beacon of hope as a proud, successful indigenous oil marketing company of choice in Ghana and on the African continent. Ayekoo To All Ghanaian Workers. Goil, Good Energy, Goil, Yaayendeem!



COMPUGHANA

PASSION FOR TECHNOLOGY

**40%
BIG SALE**



- 1.5HP Smart Inverter - GHC 2,599
- 2.0HP Dual Inverter - GHC 3,499
- 2.5HP Dual Inverter - GHC 4,499



Dryer 8KG
- GHC 4,299



LG DAY

- 277L GC-269VL - GHC 2,499
- 258L GL-C322RLBN - GHC 2,959
- 333L GN-G382SLCB - GHC 3,299
- 335L GC-B399NLJM - GHC 3,649
- 374L GC-B459NLHM - GHC 4,049
- 418L GL-F682HGHL Plus Dispenser - GHC 4,399
- 418L GC-F682HLHL Plus Dispenser - GHC 4,499
- 515L GN-H722HLHU - GHC 5,249
- 668L GC-X257CVVV Instaview - GHC 10,999

- 32" FHD Satellite - GHC 999
- 32" Smart Satellite - GHC 1,249
- 43" FHD Satellite - GHC 1,799
- 43" FHD Smart Satellite - GHC 2,199
- 49" FHD Satellite - GHC 2,349
- 43" UHD Smart 4K - GHC 2,599
- 49" FHD Smart Satellite - GHC 2,699
- 49" UHD Smart 4K - GHC 3,149
- 50" UHD Smart 4K - GHC 3,299

- 55" UHD Smart 4K - GHC 3,899
- 49" SUHD Smart 4K - GHC 3,999
- 60" UHD Smart 4K - GHC 4,949
- 55" SUHD Smart 4K - GHC 4,999
- 65" THING AI | 65UN7340PVC UHD Smart 4K - GHC 5,949
- 65" SUHD Smart Sat. - GHC 6,849
- 65" 65NANO79VND SUHD Smart 4K - GHC 6,599
- 70" UHD Smart Satellite - GHC 7,399
- 75" UHD Smart 4K - GHC 10,999



OLED TV'S

- 55" HDR Smart 4K - GHC 8,799
- 55" Alpha 9 4K - GHC 8,999
- 65" Smart 4K - GHC 13,999
- 65" Gallery Sig. Smart4K - GHC 15,999

Washing Machines



- 5kg P761NONT - GHC 859
- 9kg T9585NDHVVH - GHC 1,749
- 6.5kg FH2J3WDNPO - GHC 2,199
- 10kg T1066NEVFV - GHC 2,299
- 6kg F2J5NNP7S - GHC 2,399
- 7.5kg FH2J3QDNPO - GHC 2,449
- 7kg F4J5GNP7S - GHC 2,599
- 8kg F4J5TNP3W - GHC 2,899
- 8kg F2J5TNP7S - GHC 2,959
- 16kg T1666NEFTFC - GHC 3,149
- 9kg F4V5VYP2T - GHC 3,199
- 7kg / 4kg F2J4HOP2S - GHC 3,299
- 10.5kg F4V5RYP0W - GHC 3,759
- 10.5kg F4V5RYP2T - GHC 3,849
- 10.5kg / 7kg F4V5RGP0W - GHC 5,099
- 10.5kg / 7kg F4V5RGP2T - GHC 5,149

Gas Cookers



- 4 Burners FA211RMA - GHC 3,299
- 5 Burners FA415RMA - GHC 4,099

Microwaves



- 20L Solo MS2042DB - GHC 469
- 25L Solo MS2535GISW - GHC 749
- 25L Neochef MH6535GISW - GHC 799

XBoom | Audio HT | Sound Bars



Audio Home Theatres

- HT CJ44 - GHC 879
- HT CL65 - GHC 1,099
- HT LHD667 - GHC 1,299
- HT LHD655BT - GHC 1,349
- HT LHD657M - GHC 1,449
- HT LHD675BG - GHC 1,699
- HT LHD756 - GHC 1,749
- HT CL87 - GHC 1,799
- HT LHD687BG - GHC 1,899
- HT CLS98F - GHC 3,549
- HT CKS99F - GHC 5,299

Sound Bars

- SK1 - GHC 549
- SJ3 - GHC 1,049
- SN5Y - GHC 1,699
- SNH5 - GHC 1,759
- SN9Y - GHC 3,399

Audio XBOOM

- GO PK5 - GHC 749
- GO PK7 - GHC 1,149
- ON5 - GHC 1,249
- ON7 - GHC 1,549
- ON9 - GHC 2,349

DVD Home Theatre

- LHD457B - GHC 1,099



• FLASHBACK: Workers of NCCE marching at a May Day parade

Make May Day relevant to workers' causes — GFL

By Timothy Ngenbe

THE Ghana Federation of Labour (GFL) has expressed concerns about what it described as the gradual loss of relevance of May Day, a day set aside to celebrate and address the challenges confronting workers.

The annual event is marked on May 1, but ahead of this year's celebration, the GFL is worried that although many pertinent issues have been raised on such occasions, not much has been done to improve the condition of workers.

Speaking to the *Daily Graphic* Thursday (April 29) the General Secretary of the GFL, Mr Abraham Koomson, said the rationale behind the May Day celebration had been distorted, making the event "a mere gathering for funfare."

"The annual ritual of May Day does not have any impact on workers lives because the whole idea behind the day has been reduced to funfare and an avenue for some people to make money without thinking about the general good of workers," he stressed.

Challenges

The labour advocate said many pertinent issues that affect workers had been raised on May Day celebrations, with successive governments pledging to address them "but the speeches have become mere rhetoric."

For instance, he said the eminent collapse of the country's textile industry had been a topical issue for discussion on all May Days but little had been done to save the workers in that sector.

Mr Koomson said the condition of workers had deteriorated as a result of the COVID-19 pandemic, leading to retrenchments and breaches of collective agreements by employers.

Additionally, he said the introduction of new taxes was worsening the plight of workers.

"Every year, we gather and talk about the myriad of challenges facing the labour force in Ghana but nothing happens, so it appears we are just wasting our time because the lack of implementation of the concerns defeats the purpose of May Day," he said.

Minimum wage

Touching on the ongoing processes to get a new minimum

wage, he called for expedited action to bring finality to the matter.

Mr Koomson said he was aware that a technical committee made up of a representative each from the Trades

without further delays.

"These processes for determining the minimum wage are usually done about three months before a year ends but now we are in the fourth month of a new year. We know that they are attributing the delay to the COVID-19 pandemic but we need to complete the process with some urgency because workers are also bearing the brunt of COVID-19," he stressed.

Unity is key

The labour leader said until the issue of disunity within organised labour front was resolved, they would not have the collective voice needed to demand what was due workers.

"It would be recalled that the GFL challenged in court the capacity of the Trades Union Congress (TUC) to unilaterally represent organised labour. The TUC eventually sought out of court settlement of the matter and the process of establishing the appropriate structure to represent the labour movement in Ghana started. Unfortunately, it appears the TUC has reneged on its commitment," he said.

He noted that the time had come for leaders of organised labour to shelve parochial interests and work together for the collective goal of protecting the welfare of workers.

In the spirit of unity, he said there was the need for inputs of leaders of organisations constituting organised labour to be captured in the address to be delivered by the TUC Secretary General.

Mr Koomson said there was also the need to consolidate the structure of organised labour "without further delay."

That, he said, would ensure the strengthening of collaboration between workers unions and associations in the country.

Union Congress (TUC), the Ghana National Association of Teachers (GNAT), the GFL, three from employers, as well as six representing the government had been constituted to come out with modalities for determining the minimum wage.

He, however, said the processes needed to be fast-tracked so that workers would earn what they deserved



• Mr Abraham Koomson — General Secretary, GFL



Time for a well-deserved break!

We wish you a restful May Day.

— Dream **Big** with us. —



Download the Enterprise Advantage App now



www.enterprisegroup.com.gh

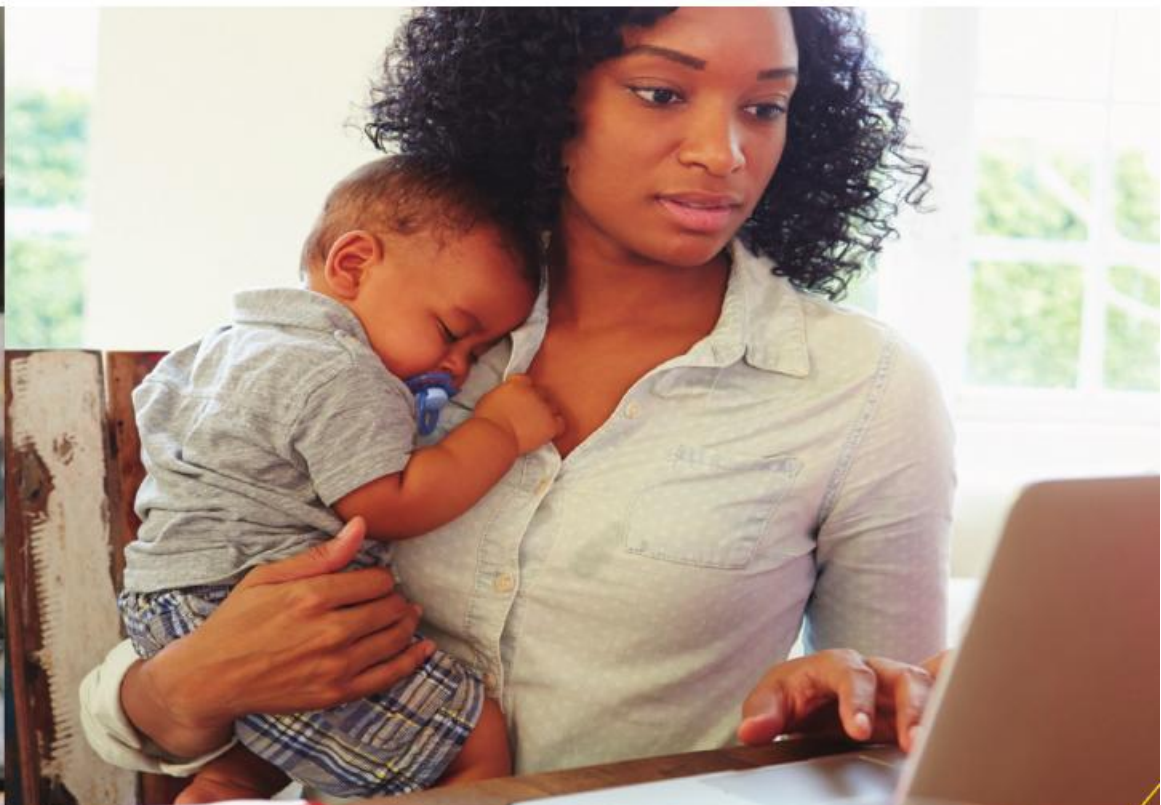


Enterprise Group



[enterprisegroupgh](https://www.instagram.com/enterprisegroupgh)





Happy Workers Day!

Today, we celebrate the valiant effort of all workers who have gone above and beyond throughout these challenging times.

You are truly heroes.

Forward Together

Contact us toll free on 0800 500 500
or visit www.calbank.net



CalBank



Happy Labour Day

CELEBRATE WITH YOUR **MOST PRODUCTIVE PARTNER** IN YOUR CORNER.

SELLING AT **GHS 135,000.00**

CREDIT OPTION AVAILABLE, **PAY 40%** AND SPREAD THE BALANCE FOR 12 MONTHS



Ts & Cs Apply



PEUGEOT PICK UP

Robustness is in its DNA
Double Cabin - 4 Wheel Drive - 815kg Payload

EXCLUSIVE DISTRIBUTOR



SILVER STAR AUTO

Hotline:
024 360 0664

[f Peugeot \(GH\)](#) [@ peugeotghana](#)
E: info@silverstar-gh.com
w: www.silverstar.com.gh
GPS: GA 176-6938

Our new Peugeot Showroom,
Graphic Road - Accra: **0244 335 558**
Tema: **0303 200 596-7**
Kumasi: **0556 490 450**





HAPPY MAY DAY

AS KEY STAKEHOLDERS IN THE PENSIONS SECTOR, THE NATIONAL PENSIONS REGULATORY AUTHORITY (NPRO) IS CONGRATULATING ALL WORKERS IN GHANA FOR THEIR IMMENSE CONTRIBUTIONS TO THE DEVELOPMENT AND GROWTH OF THE PENSIONS INDUSTRY.

NPRO WISHES ALL WORKERS, A HAPPY MAY DAY!!!



KEN OFORI-ATTA
(MINISTER, MINISTRY OF FINANCE)



HAYFORD ATTAH KRUFU
(CEO, NPRO)



HON. IGNATIUS BAFFOUR AWUAH
(MINISTER, MELR)



Happy Workers Day



Our people are our true competitive advantage. As we celebrate May Day, we honour the men and the women rising above this limiting environment and going beyond the call of duty to contribute towards our business growth and the development of our nation. To them, we say, **AYEKOO!**



Happy May Day

We salute you on your contribution to the development of Ghana.





COVID-19 pandemic reduces wages of over 770,000 Ghanaian workers

THE novel Coronavirus disease 2019 (COVID-19) which has become a global epidemic hit Ghana on March 12, 2020.

The shock caused by the COVID-19 pandemic has had considerable impact on Ghanaian businesses, forcing many firms to cut cost by reducing staff hours, cutting wages and in some cases laying off workers.

This is according to results from a new COVID-19 Business Tracker Survey conducted by the Ghana Statistical Service (GSS), in collaboration with the United Nations Development Programme (UNDP), and the World Bank. The results show that about 770,000 workers (25.7 per cent of the total workforce) had their wages reduced and about 42,000 employees were laid off during the country's COVID-19 partial lockdown. The pandemic also led to a reduction in working hours for close to 700,000 workers.

Digital solutions

The data also show that during the lockdown, about 244,000 firms started adjusting their business models by relying more on digital solutions, such as mobile money and internet for sales. Firms within the agriculture sector and other industries used relatively more digital solutions (56 per cent), with establishments in the accommodation and food sector being the least that adopted digital solutions (28 per cent).

"If businesses, especially SMEs are provided with the needed support to adopt best practices, particularly in the

use of digital solutions, this could go a long way to increase their productivity and resilience to future challenges", said Fredrick Mugisha, UNDP Economic Advisor for Ghana and The Gambia.

Shocks in supply Generally, the results indicate that during the country's COVID-19 partial lockdown, businesses received shortages in supply and demand for goods and services. Close to 131,000 businesses had challenges accessing finance and expressed uncertainty in the business environment.

The average decrease in sales, according to the findings, was estimated at 115.2 million Ghana Cedis, with firms in the trade and manufacturing sectors (including exporting firms) largely affected. More than half of these firms had difficulties in sourcing inputs due to non-availability or increase in costs, leading to challenges in covering revenue shortfalls.

Even though the lockdown measures have been relaxed, the survey results show a high degree of uncertainty in the expectations of firms regarding sales and employment over the next six months.

The survey

"The survey shows that COVID-19 has had a deep impact on Ghana's private sector, through several

channels. Firms are experiencing lower demand for their products, difficulties in accessing finance and sourcing inputs, and face an extended period of uncertainty.

The World Bank is working closely with the Government of Ghana to mitigate these negative impacts and assist businesses to survive the

The survey shows that COVID-19 has had a deep impact on Ghana's private sector, through several channels.

pandemic and build resilience in the face of the changed economic conditions", noted Pierre Laporte, World Bank Country Director for Ghana, Liberia and Sierra Leone.

To lessen the impacts of COVID-19, the survey results suggest the need for policies to support firms in the short and medium term. The most desired policies cited by the private sector include measures to improve liquidity such as subsidised interest rates, cash transfers and deferral of tax payments.

Many firms were not aware of the Government's support programmes, suggesting the need for increased awareness and clarity on the guidelines and requirements of current interventions.

Results of the survey

The results of the survey also suggest that efforts should be concentrated on re-establishing channels that were adversely affected

during the pandemic.

These should include re-establishing supply chains by providing credit guarantee schemes for those accessing finance, facilitating input procurement and access to foreign markets to boost demand.

The report also proposes support for firms with grants and business development services to upgrade technologies to increase productivity.

The Business Tracker Survey is part of a global Business Pulse Survey (BPS) initiative of the World Bank, surveying the impact of COVID-19 on the private sector in more than 40 countries.

In a related development a new survey also established that nearly 50 per cent of Ghanaians have lost their household's main source of income to COVID-19 which broke out in the country in March last year,

Researchers

In a related development, another survey, has revealed that the COVID-19 impact was acutely felt — more Ghanaians reported a decline in household income since the start of the pandemic, and an alarming percentage also lost their household's main income sources, which in most cases were derived from the labour market.

The survey was conducted by researchers from the United Nations University World Institute of Development Economics Research (UNU-WIDER) and the Institute of Statistical, Social and Economic Research (ISSER), University of Ghana, Legon.

They interviewed more than 600 workers in different cities throughout Ghana to assess the immediate and near-term impact of the COVID-19 pandemic on labour market outcomes.

These data have been analysed and published in a new report delivering novel insights on how the pandemic and related policy measures have impacted the livelihoods of workers and their families.

In the report, the researchers provided a comprehensive overview of their findings which can help inform future policies.

Outcome

Four main results stand out: The COVID-19 impact was acutely felt - 84 per cent of respondents reported a decline in household income since the start of the pandemic, and an alarming 42 per cent had lost the household's main income sources, which in most cases were derived from the labour market.

Not all workers were affected equally - job and earning losses were disproportionately reported by women and workers in informal self-employment, accentuating pre-existing inequalities.

In September 2020, employment and earnings were still remarkably below pre-pandemic levels, and the recovery has been slow to reach the most vulnerable. Despite these, respondents, the report said, expressed support for Ghana's COVID-19 policy response—both the early implementation of strict containment policies and the subsequent rollback.



• Some workers at a May Day celebration



Zoomlion Ghana Limited.



AD 1957

FREEDOM AND JUSTICE

ZOOMLION

Keep Ghana Clean

ZOOMLION

Keep Ghana Clean

Celebrating the Ghanaian
Labour in Nation Building:
Fifty Years and Beyond.

A worker is a creator and great asset
to every nation. Your hard work and dedication have
helped build our nation Ghana.

Happy
WORKER'S DAY
Ayekoo !!!





Accelerating gender balance within Trades Union Congress (Ghana)

In the last three decades, some progress has been made in Ghana and in the Trades Union Congress (TUC-Ghana) movement towards achieving gender equality, particularly women's representation in the decision-making bodies.

This is as a result of activities and programmes that promote women's interests and rights and ultimately, gender equality. Nevertheless, the gender imbalance in the trades union movement still persists in favour of males.

Gender balance

As part of efforts to accelerate gender balance, the TUC-Ghana with support from the Norwegian Confederation of Trade Unions (LO) conducted a Participatory Gender Audit (PGA) in March 2020. Prior to this, the TUC together with the Ghana Federation of Labour (GFL) conducted a similar exercise with the support of the International Trade Union Confederation (ITUC-Africa) in 2014.

The purpose of the gender audit was for organisational

self-assessment, action planning and monitoring. The audit revealed areas of strengths and weaknesses; assisted in defining a strategic entry point for gender mainstreaming and provided answers to the status of gender equality within the TUC-Ghana.

Gender audit

The Gender Audit provided a number of recommendations

and interventions to help promote gender mainstreaming and gender equality in the TUC and its affiliates. These recommendations include ensuring that fair and proportionate attention is given to the differential needs and interests of women and men as well as opportunities for representation, especially at leadership level.

The need for continuous education on gender issues

among leadership, technical staff (including middle and junior level staff) and gender coordinators ensure a gender analysis of the TUC constitution, policies and programmes before the quadrennial delegates congress which was scheduled for August 2020.

Develop a Protection Against Sexual Exploitation and Abuse (PSEA) Policy for the TUC or a Code of Conduct for all staff in line with the ILO



• Some women members of the Trades Union Congress with a foreign visitor

Convention 190.

Ensure an improvement in political will and a radical change in mindset towards gender equality among leadership of TUC and affiliates. Develop and institute a gender champion award to serve as an incentive for promoting the cause of women with the TUC and its affiliates.

Set up an interdepartmental gender task force with clear responsibilities to ensure a successful implementation of the Gender Action Plan (GAP).

Gender Action plan

One of the key deliverables of the 2020 Gender Audit was the development of a Gender Action Plan (GAP 2020-2024). The GAP is an important strategic plan which is expected to guide the TUC and its affiliates in their efforts towards the promotion of gender equality and women representation in the decision-making structures of the TUC and its affiliates

At the just ended 11th Quadrennial Delegates Congress, the TUC reaffirmed its commitment towards ensuring gender equality at all levels in the trades union, especially at the level of trades union leadership. It also resolved to continue to campaign for the ratification of some key ILO Conventions, in particular, Convention 190, concerning the elimination of violence and harassment in the world of work.

COVID-19 experiences, work life at GCGL

By William Ashaley
(Union Chairman)

WORK from home emerged as the pandemic proved to be longer than expected.

It is not that this is a new phenomenon, but with the COVID-19 pandemic last year, millions of workers shifted to working from home, adding up to the number that were already doing that.

Information Technology (IT) firms had the infrastructure for this kind of working mode and during the pandemic they became the early ones to adopt the practice.

New work mode

Following the new work mode, many tech giants have announced that they will let their employees work from home permanently. It has, therefore become clear that working from home is here to stay for long.

What this means for many other organisations is to adapt to a new work style. For the print media, and particularly the Graphic Communications Group Ltd (GCGL), it has to fashion out a new way of dealing with her external publics and employees.

According to some vendors, they lost customers because they held the view that the

newspapers had gone through many hands and therefore could be a source of infection.

This one reason drove sales of newspapers down and affected the company's profitability.

The newspapers did all they could to bring news to the general public in a safe way but they were rejected.

Apart from this affecting the remunerations of employees in the print media, other things affected the worker.

Challenges of new normal

The new normal was a kind of disruption of their private life. A natural conflict ensued between family and work.

A number of workers have reported health issues, citing work-from-home ailments such as back pain, difficulty sleeping and stiff neck, among others.

Similarly, work from home will further reinforce gender roles and women may be more burdened, balancing both office work and domestic chores.

Workers have also said that they missed everyday social interactions and casual conversations with colleagues at the office.

They have also emphasised the blurring of boundaries between work and personal life. Work from home will have an impact on the training of workers.

Furthermore there are logistic costs



• Mr William Ashaley

associated with working from home and this was at the core of the demands of workers who needed data, laptops, modem, tablets and others.

Working from home has digitally divided the workforce; on the one side are those that

have technological resources to work from home and on the other side are those who lack these resources.

Employees' effort

As a communication company, the GCGL was not prepared for the pandemic so it could not meet the demands of the times and that affected the number of pages that were printed.

Employees were able to bend their backs to see the company stand through the period and went through the lockdown and relaxation period without adjustments to their salary.

They sacrificed to ensure that the company was able to survive and live through the tough time.

I doff my hat for the hardworking employees of the GCGL. They are the pillar behind the brand.

Lastly, even though trade unions have also raised concerns on work from home and termed it as 'cheap for employment' and against the interest of the workers, employers and unions have to find some common ground to find a solution to all the inherent problems brought about by the pandemic in order to make work from home decent for all workers.






Happy Workers Day

Your strength, hard work and commitment to what you do as a Ghanaian worker even in these trying times is highly commendable.

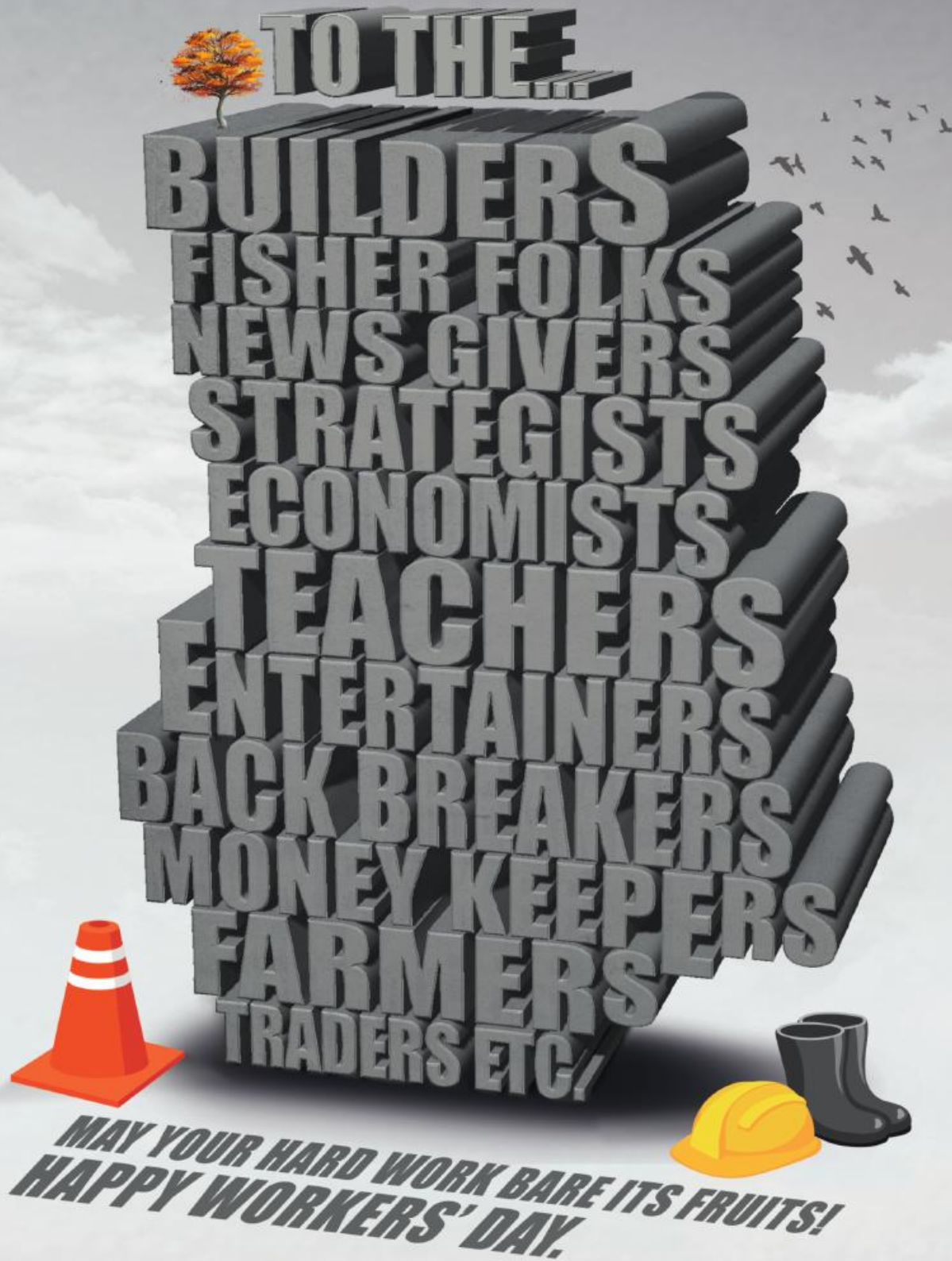
CBG celebrates you.

CBG...We Stand With You




 cbgbankltd
 Tel: +233 (0)302 21 6000
www.cbgbank.com.gh



CBG
CONSOLIDATED BANK GHANA LTD.



*MAY YOUR HARD WORK BARE ITS FRUITS!
HAPPY WORKERS' DAY.*



HEIDELBERGCEMENT Group

...The Nation Builder

Call toll free 0800-555555 or Tel: 0201000730



UNITED WE SERVE THIS MAY DAY



9²⁹
COCA-COLA /
SPRITE/FANTA
1.5L EACH



8⁹⁹
SIMBA POTATO
CHIPS ALL VARIANTS
125g EACH



12⁹⁹
ROYAL DANSK
DANISH BUTTER
COOKIES 125g



44⁹⁹
THICK PLAAS BOEREWORS
per kg



3¹⁹
BETA MALT
NON-ALCOHOLIC
MALT DRINK
330ml



3⁹⁹
STAR
BEER
330ml



BUY 3 FOR 16⁹⁹
RITEBRAND
DISPOSABLE PARTY
CUPS 10 PER PACK



8⁹⁹
RITEBRAND
PAPER PLATES
20 PER PACK



49⁹⁹
CHARKA
BRIQUETTES
5kg

SHOPRITE



GEA urges employers, workers to deepen culture of dialogue

By Emmanuel Bonney

THE Ghana Employers Association (GEA) has urged employers, workers and their unions to deepen the culture of dialogue, consultations and negotiations to resolve their differences.

That, it said, would ensure the sustainability of businesses in the country.

"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 threatens the sustainability of enterprises, job creation and investment attraction," the GEA said in a May Day Message made available to the Daily Graphic.



• Mr Alex Frimpong — CEO, Ghana Employers Association

increased, among other things.

"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 sets that are sought after in the market. It is important to point out that attitude plays a key role in getting vision and 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," it said.

Indeed, it said attitude was everything and believed that the success or otherwise of every organisation was inextricably linked to a peaceful industrial relations environment.

"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 threatens the sustainability of enterprises, job creation and investment attraction."

Promotion

The GEA said it was imperative for Ghanaians to remind themselves that workplace cooperation and harmony were the cardinal prerequisites for sustainable enterprises and national productivity growth that engendered wealth creation and higher living standards.

It expressed its heartfelt appreciation to organised labour and all Ghanaian workers on the occasion of May Day, adding that the GEA recognised the monumental role and enormous sacrifices made by Ghanaian

workers over the years and thus saluted them on this special occasion.

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

The message expressed the hope of GEA that sooner than later life and business activities in Ghana would return to normal and added that "as the government is working assiduously to ensure that enough vaccines are procured for Ghanaians to be vaccinated, the GEA will like to use this opportunity to entreat all workers and their families to make themselves available to be vaccinated against the COVID-19 pandemic."

"We believe that taking the vaccines is the surest and effective way to eradicate the pandemic from the country while boosting the confidence of employers and workers for rapid

business and economic recovery," it said.

Career

The GEA charged workers of Ghana to soberly and dispassionately reflect on the issue of career and skills development, saying that many workers might not survive the workplace of tomorrow if they were unable to train and retrain in order to be continuously relevant to the labour market.

It said workers must be forward looking and always anticipate skills that might be required in the future.

"What we acquired yesterday may not be needed or relevant tomorrow. Up-skilling yourselves will enhance your market value and the organisation's success and growth".

The message said the World Economic Forum in October last year indicated that 50 per cent of all employees would need re-skilling by 2025, as the adoption of technology

Antagonism

No organisation, the GEA said, could 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 organisation. We must also endeavour to open the channels of communication at all levels of the organisation. The GEA charges all employers to stimulate workers to inculcate the insatiable appetite for re-skilling and up-skilling, renew their minds and attitudes towards organisational effectiveness and prosperity that ultimately facilitate gain-sharing," it said.

It expressed its appreciation to organised labour and all workers for their hard work and dedication to the economic and social development of the country in these challenging times.

Friedrich Ebert Stiftung salutes workers



• Mr Johann Ivanov — Resident Director of the Friedrich Ebert Stiftung

THE Resident Director of the Friedrich Ebert Stiftung (FES) has congratulated all workers in Ghana for the efforts.

He has, however, pointed to greater tasks ahead for workers to achieve the state that they desire.

In a statement signed by the Resident Director, FES Ghana Office, Mr Johann Ivanov, he said, "Hurray! Today we celebrate the International Workers' Day! Since the inception of the organized workers' movement in the 19th Century, many struggles have been fought, many victories have been

achieved. We can be proud of these achievements."

But Mr Ivanov added that there was still a long way ahead of workers.

He said for many workers all over the world, the situation remained dire.

He mentioned informalization, exploitation, precarious and unsafe working conditions, as some of the challenges facing workers globally.

The Resident Director added that trade unions were the key players in the fight against these injustices in

the world of work.

In Ghana, he said, friends and comrades from the Trades Union Congress (TUC) remained an indispensable force for change and the advancement of workers.

"As Friedrich-Ebert-Stiftung (FES), we support free trade unions all over the world. The challenges remain huge but our motivation and dedication to tackle those challenges is even bigger. Solidarity forever!", he stated.



#HappyWorkersDay



It's great to get a day off!

We take pride in our jobs and strive to achieve perfection but nothing beats having time to be with friends and family on this day. GCB makes this day even more relaxing.

Order your food or hangout with family/friends and pay with any of our e-payment channels:



VISA



Readycash



*422#



Happy Workers' Day!



With your continued devotion
and hard work, we are certain
that **whatever we dream** and
desire for the future of this
country, **CAN BE!**



Melcom group

of companies

WISHES ALL

HAPPY MAY DAY

Today we celebrate all workers. We celebrate you because without you our nation would not exist, we celebrate you because without you our nation would not grow. We especially celebrate those that are part of our Melcom Family, as without you we wouldn't make it through this testing time.

All Melcom Shops will remain open on Saturday, Sunday and Monday (1st to 3rd May 2021). (Shop timings for Sunday - 12 noon onwards)

NOTICE:

Accra Central, Dansoman, Hohoe and Aflao Melcom Branches will not operate on Sunday 2nd May 2021. Sorry for any inconvenience caused.



GOVERNMENT OF THE REPUBLIC OF GHANA
MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION (MoGCSP)
GHANA PRODUCTIVE SAFETY NET PROJECT



SPECIFIC PROCUREMENT NOTICE

SUPPLY AND DELIVERY OF ASSORTED OFFICE FURNITURE, VEHICLES AND LEAP IEC MATERIALS AND GNHR PARAPHERNALIA

1. The Government of the Republic of Ghana has received financing from the World Bank and intends to apply part of the proceeds toward payments under the contract for SUPPLY AND DELIVERY OF ASSORTED OFFICE FURNITURE, VEHICLES AND LEAP IEC MATERIALS AND GNHR PARAPHERNALIA. For this contract, the Borrower shall process the payments using the Direct Payment disbursement method, as defined in the World Bank's Disbursement Guidelines for Investment Project Financing, except for those payments, which the contract provides to be made through letter of credit.

2. The Ministry of Gender, Children and Social Protection now invites sealed Bids from eligible Bidders for Supply and Delivery of Assorted office Furniture, Vehicles and LEAP IEC Materials and GNHR Paraphernalia as shown below:

No.	Item Description	RFB No.	Quantity	Bid Security Amount (Bank Guarantee)	Delivery Period
1	Supply, Delivery, and Installation of Office Furniture	GH-MOGCSP-223852-GO-RFB	Assorted	2% of bid price	8 Weeks after Contract Signature
2	Procurement of Vehicles	GH-MOGCSP-223052-GO-RFB	3 No. Pick-Ups	2% of bid price	
			2 No. SUV's		
			1 No Saloon Car		
3	Designing, printing and dissemination of LEAP Information, Education and Communication (IEC) Materials and GNHR Paraphernalia	GH-MOGCSP-221504-GO-RFB	Assorted	2% of bid price	

NB: More details on the required specifications and lots are contained in the bidding documents. A margin of preference shall NOT apply. Bidders may quote for any lot. Each lot will be evaluated and awarded separately.

3. Bidding will be conducted through National Competitive Bidding procedures using a Request for Bids (RFB) as specified in the World Bank's "Procurement Regulations for IPF Borrowers ("Procurement Regulations") dated July 2016 and revised in November 2017 and November, 2020 and is open to all eligible Bidders as defined in the Procurement Regulations as defined in the Procurement Regulations.

4. Interested eligible bidders may obtain further information from the address below and inspect the bidding documents during office hours from 9:00 am to 4:00 pm on Friday, 30th April, 2021.

5. A complete set of bidding documents in English may be purchased and collected by interested eligible bidders at the address below upon submission of a written application and payment of a non-refundable fee of Two Hundred Ghana Cedis (GH¢ 200.00) cash to the Accounts Unit of the Ministry. Upon payment of the tender fee, bidders are required to obtain an official receipt from the Accounts Unit before collecting the documents from the Procurement and Supply Chain Management Unit in Room 13 of the Ministry of Gender, Children and Social Protection. No arrangements have been made for other methods of delivery of bidding documents.

6. Sealed Bids must be clearly marked WITH THE APROPRIATE PACKAGE NAME AS ABOVE and delivered to the address below and into the Bid Box placed at the Reception of the Ministry on or before 20th May, 2021 at 10:00 am and will remain valid for a period of 120 days after the bid submission deadline. Electronic Bidding will NOT be permitted. Late Bids will be rejected. Bids will be publicly opened in the presence of the Bidders' designated representatives and anyone who chooses to attend in the Conference Room of the Ministry on 20th May, 2021 at 10:30 am.

7. Attention is drawn to the Procurement Regulations requiring the Borrower to disclose information on the successful bidder's beneficial ownership, as part of the Contract Award Notice, using the Beneficial Ownership Disclosure Form as included in the bidding document.

8. For bidders' eligibility, bids must be submitted together with the following: -
a) Valid Business Registration Certificates
b) Evidence of Annual Company Registration Renewal
c) VAT Registration Certificates
d) Certificate of Incorporation
e) Valid GRA Tax Clearance Certificate
f) Valid SSNIT Clearance Certificate
g) PPA Registration Certificate
h) Most recent three (3) Year Audited Accounts

9. The address referred to above is:

The Chief Director
Ministry of Gender, Children & Social Protection
P. O. Box MBO 186,
Ministries Accra, Ghana
Tel: (+233) 0302 688181 / 0302 688187 / 0302 688184
Email: info@mogcsp.gov.gh



Newmont Ghana: Creating value, impacting lives

By Emmanuel Adu-Gyamerah, SUNYANI

NEWDMONT Ahafo Mine began commercial production in 2006 and

currently operates a mill, two pits and the Subika Underground Mine.

The company operates in two zones, the Ahafo North and the Ahafo South, with the Ahafo South being the zone where it is currently operating while preparations are far advanced to commence its operation in the Ahafo North area.

The 10 host communities of the company are Kenyasi No1, Kenyasi No2, Ntotosro, Wamahinso and Gyedu in the Ahafo South area and Susuanso, Yamfo Afrisipakrom, Techire and Adrobaa in the Ahafo North area.

Mining company

Being a responsible mining company, Newmont Ahafo Mine has established a cordial relationship with these host communities through the provision of social amenities and the establishment of an educational scholarship scheme as part of its Corporate Social Responsibility (CSR).

The cordial relationship did not come out of the blue as authorities of the Mine and the Ahafo Social Responsibility Forum, made up of representatives of traditional authorities, the youth, religious bodies, government and CSOs and NGOs within the host communities, had to rigorously deliberate on the matter for two years before coming out with three agreements.

These agreements were well formulated to govern how the host communities could benefit from the presence of the Mine.

Agreements

The first of the agreement bordered on employment and outlined how Newmont will provide employment opportunities for people within the host communities.

The second agreement, which hinged on relationship, was to ensure how the Mine and its host communities will relate to each other in order to



• Fatimatu Abdulai, a medical student of UDS, receiving the NADeF Liebherr Excellence Scholarship Award in 2020

resolve grievances and problems that will arise out of their relationship.

The third agreement, which was on the establishment of a foundation, gave birth to the Newmont Ahafo Development Foundation (NADeF) which has become the driver of the company's corporate social responsibility activities.

Newmont Ahafo Development Foundation (NADeF)

As stated earlier, the implementation of the company's CSR is being done through the Newmont Ahafo Development Foundation (NADeF), which has been established as the main driver of its sustainable development agent for the host communities.

Newmont Ahafo Mine contributes US\$1.00 per every ounce of gold sold and one per cent of its net pre-tax profit into the Foundation for the

implementation of various projects and programmes in these host communities. At the end of December, 2019, an amount of GH¢70.7 million had been accrued from the initiative.

Thematic areas

NADeF utilises funds received from the Newmont Ahafo Mines in seven thematic areas, namely Sports, (4 per cent), Natural Resources Protection (4 per cent), Human Resource Development (24 per cent), Infrastructure (23 per cent), Social Amenities (16 per cent), Economic Empowerment, (17 per cent) and Cultural Heritage (12 per cent).

The highest percentage of the fund has been allocated for the human resource development agenda because Newmont Ahafo Mine believes that developing the capacities of its host community members is the bedrock of any

sustainable development agenda.

The development of human resources within the host communities has thus been structured to target the youth to be educated and equipped with employable skills. It is because of this agenda that over 10,000 people from the company's 10 host communities have been awarded scholarships under the Human Resource Development thematic area to pursue various courses of study at the second cycle and tertiary education levels since the inception of the foundation.

Contractors support

Additionally, some of the contractors of the company have also joined in to support the Newmont's human resource development agenda to develop the capacities of members of the host communities. One such contractor of Newmont Ghana is Liebherr which sponsors a student every year to pursue a science-related course in a tertiary educational institution. The other contractors include Alexiboam Company Limited and Zen Petroleum.

Before the introduction of the government's flagship Free Senior High School Programme, NADeF and its partners had already taken the lead to ensure that thousands of students in the 10 Mine host communities enjoyed scholarships to lift the burden of the payment of school fees from the shoulders of parents.

Testimonies

Twenty-two year old Abdulai Fatimatu, a citizen of Kenyasi No.2 in the Asutifi South District, is a beneficiary of NADeF's Scholarship Scheme. The third year student of the University of Development Studies (UDS) who is studying to become a Doctor of Medical Laboratory is the second child of her parents' seven children. According to her, she is fortunate to have had the opportunity to use the scholarship scheme to finance her senior high school education while currently it is the scheme which is helping her to pay for her school fees, buy books and get pocket money at UDS.

One beneficiary

Another beneficiary, Boas Ameyaw Donkor, from Afrisipakrom in the Tano North Municipality, benefitted from the scholarship scheme while at the Opoku Ware Senior High School in Kumasi as well as the Kwame Nkrumah University of Science and Technology (KNUST) where he studied BSc Administration.

"Where would I be without NADeF?" he asked, when he spoke to this writer from the United Kingdom where he is currently pursuing further studies.

Mr Donkor explained that the benefits of the scholarship scheme were enormous since the development of the human resource capacities of beneficiaries would continue to trickle down of future generations even after Newmont had folded up its mining activities in the Ahafo area.

Knowledge is power

Indeed, knowledge is power and the Newmont Ahafo Mine human resource development effort has come as a catalyst for the building of the capacities of the youth in its host communities. The gesture will in no doubt trickle down to future generations after the company has ended its operation in the area.

The development of the human resource capacities of the people is the best legacy that the Newmont Ahafo Mine can provide to empower the youth in its host communities and ensure their future.



• Graduation of apprenticeship trainees from Global Institute of Mines & Safety



2021 May Day Message

Let's all help economy recover from COVID-19 impact

• ICU to workers

By Ebow Howksom

THE Industrial and Commercial Workers Union (ICU) has urged workers to sacrifice and work hard to propel the growth of the country's economy, especially in this era of COVID-19.

In his May Day message, the General Secretary of the ICU, Mr Solomon Kotei, said the scourge of the COVID-19 pandemic had negatively affected the economy, therefore, there was need for all workers to help in the recovery efforts.

"Fellow workers, the exigencies of the current business environment as imposed by the negative impact of the ravaging global COVID-19 pandemic has trusted upon both workers and employers the need for mutual sacrifices so as to sustain businesses and to retain our jobs.

We are duty bound to do this because we are not doing it for ourselves alone

"As workers, the growth and development of the national economy rest on our shoulders."

but also for posterity and posterity will not forgive us if we failed to work hard to resuscitate the national economy," he said.

However, he said the sacrifice this time from workers should not be one that would enrich business owners. "As workers, the growth and development of the national economy rest on our shoulders. "So is time to sacrifice not as of the time of undignified labour with no commensurate reward that went to enrich a class of business owners only but, this time round, as a patriotic duty to rebuild our economy and by extension our nation," he stressed.

Pandemic

Mr Kotei said the COVID-19 pandemic had wrecked havoc on the economy, destroying businesses and business growth.

"It is heart-breaking that since the advent of the novel coronavirus (COVID-19) pandemic some thirteen months ago, a lot of businesses have been operating at half their capacity, while others have been completely shutdown.

Similarly, a lot of workers have lost their jobs and means of livelihood, while other workers who have had the



• Mr Solomon Kotei
— General Secretary of ICU

privilege of being retained on their jobs have had their wages/salaries slashed by half.

This is having a very serious ripple effect on the ability of workers and their families to make ends meet. That apart, it is having a negative effect on the country's Gross Domestic Product (GDP), thus destabilising the national economy," he said.

Appreciation

The ICU general secretary thanked workers for their sacrifices in these difficult times, as well as employers who continued to keep faith with workers in spite of the negative impact of the pandemic on their businesses.

He, however, called on what he described as 'ungracious and high-handed employers' to be considerate in dealing with workers.

"We wish, however, to put on record that labour also has made huge sacrifices in terms of shelved negotiations of collective agreements since 2019 and workers going for zero percentage, resulting in workers forgoing wages/salaries increment and other contractual benefits over the period, all in the best interest of supporting to sustain enterprises.

We, therefore, trust that in the spirit of reciprocity, when better/normal times come, employers will do the needful by readily rewarding all the sacrifices workers have been making over the period with optimal contractual benefits when normal collective agreement negotiations resume," he said.

He further reminded workers to appreciate the difficult times and play their roles as social partners.

"I wish to appeal to my fellow workers to note that we are not in normal times and that business is now being conducted under the "new normal" exigencies, so we must play our role as social partners in business conscientiously so as to increase productivity and profitability for our mutual benefit," he said.



• Some Graphic staff at the Independence Square for a May Day celebration



• Mr John Kofi Tettegah, former Secretary General of the Ghana TUC and the All Africa Trade Union Federation (AATUF), having a chat with Osagyefo Dr Kwame Nkrumah and his comrades after a May Day parade

20th century, the events in Chicago inspired similar protests across Europe, establishing May 1 as the day to recognise the rights of workers across the world.

May 1 is celebrated as May Day in most countries around the world. In the United Kingdom and Ireland, the bank holiday isn't fixed on May 1 but instead is observed on the first Monday of May.

In the 20th century, the holiday received the official endorsement of the Soviet Union, and it is also celebrated as the Day of the International Solidarity of Workers, especially in some Communist states. Celebrations in communist countries during the Cold War era often consisted of large military parades, with the latest weaponry being exhibited as well as shows of common people in support of the government.

US labour day
Curiously (given the origin of the May 1 date), the United States celebrates Labour Day on the first Monday of September (May 1 is Loyalty Day, a legal but not widely recognised holiday in the United States).

There is some suggestion that for this was to avoid the commemoration of riots that had occurred in 1886. The adoption of May Day by communists and socialists as their primary holiday has been as another reason for the official resistance to May Day labour celebrations in America.

Ghanaian workers observed their first May Day in 1960 and Ghana's first President, Osagyefo Dr Kwame Nkrumah, was declared the "First Number One Worker" and decorated with a May Day Award by the Trades Union Congress.

Labour Day around the World
May 1 was also a pagan holiday in many parts of Europe. Its roots as a holiday stretch back to the Gaelic Beltane. It was considered the last day of winter when the beginning of summer was celebrated.

During Roman times, May 1 was seen as a key period to celebrate fertility and the arrival of spring. The Roman festival of Flora, the goddess of flowers and the season of spring, was held between April 28 and May 3.

Traditional English May Day rites and celebrations include Morris dancing, crowning a May Queen and dancing around a Maypole; festivities which made it a popular seasonal celebration in medieval England.

May Day in Ghana
By the time Ghana became independent in 1957 - leading the Gold Coast Trades Union Congress to become the Trades Union Congress of Ghana - there were splinter labour groups in all regions of the country.

Many were much more militant than the TUC and violent demonstrations and strikes were no rarity in Ghana. Employers responded by creating yellow unions. In 1958, the Ghanaian government responded as well by passing the Industrial Relations Act of 1958 in order to strengthen the TUC.

It not only gave legal recognition to the TUC - the only national centre to receive



• President John Evans Atta Mills acknowledging cheers from some workers at a May Day parade

recognition - for the first time but also provided it with buildings for a headquarters for its unions, but also made collective bargaining compulsory.

Ghana's First president
The Industrial Relations Act of 1965, which replaced that of 1958, forced anyone wishing to register a trade union to do so via the TUC, a move many considered to contravene the ILO Convention No. 87.

Ghanaian workers observed their first May Day in 1960 and Ghana's first President, Osagyefo Dr Kwame Nkrumah, was declared the "First Number One Worker" and decorated with a May Day Award by the Trades Union Congress.

The May Day celebration was suspended for a year in 1966 following the first military coup which toppled Dr Nkrumah's government in February of that year. The celebration was resumed a year later in 1967.

In 1969, Kofi Abofexi Busia came to power, replacing the military government. He expressed his support for the "existence of a free and independent labour movement" and promised the TUC he would help it in gaining power. Following heavy inflation, the TUC called on the Busia administration to raise salaries. Although it created a Salary Review Commission, the government did not implement the union's proposal.

Dissolution of the TUC
The Busia government introduced the development levy, a new tax on all workers. These moves angered the country's workers and the TUC. Heavy criticism of the administration by the unions led it to amend the 1958 Industrial Relations Act in September 1971.

The new Industrial Relations Act of 1971 dissolved the TUC and froze all of its assets. The dissolution did not, however, last long. Following a coup led by Ignatius Kutu Acheampong, the National Redemption Council military government repealed the 1971 act and restored the TUC in February 1972.

May Day evolution

By Mary Mensah

MAY Day, also called Workers' Day or International Workers' Day, is a day that commemorates the historic struggles and gains made by workers and the labour movement. It is observed in many countries on May 1.

In the United States and Canada, a similar observance, known as Labour Day, occurs on the first Monday of September. This year's May Day will be celebrated on Saturday, May 1, 2021.

In 1889 an international federation of socialist groups and trade unions designated May 1 as a day in support of workers in commemoration of the Haymarket Riot in Chicago (1886). Five years later, US President Grover Cleveland, uneasy with the socialist origins of Workers' Day, signed a legislation to make Labour Day (already held in some states on the first Monday of September) the official U.S. holiday in honour of workers. Canada followed suit

not long afterward.

History
In Europe, May 1 was historically associated with rural pagan festivals but the original meaning of the day was gradually replaced by the modern association with the labour movement. In the Soviet Union, leaders embraced the new holiday, believing it will encourage workers in Europe and the United States to unite against capitalism.

The day became a significant holiday in the Soviet Union and in the Eastern-bloc countries, with high-profile parades, including one in Moscow's Red Square presided over by top government and Communist Party functionaries, celebrating the worker and showcasing Soviet military might.

In Germany, Labour Day became an official holiday in 1933 after the rise of the Nazi Party. Ironically, Germany abolished free unions the day after establishing the holiday, virtually destroying the German labour movement.

When is Labour Day?
This international holiday is observed on May 1. It is most commonly viewed as a

commemoration of the achievements of the labour movement. The holiday may also be known as International Worker's Day or May Day and is marked with a public holiday in over 80 countries.

History of Labour Day
The first May Day celebrations focused on workers and took place on May 1, 1890 after its proclamation by the first international congress of socialist parties in Europe on July 14, 1889 in Paris, France, to dedicate May 1 every year as the "Workers Day of International Unity and Solidarity."

The date was chosen due to events on the other side of the Atlantic. In 1884, the American Federation of Organised Trades and Labour Unions demanded an eight-hour work day to come in effect on May 1, 1886. This resulted in the general strike and the Haymarket (in Chicago) Riot of 1886, but eventually also in the official sanction of the eight-hour workday.

The riots at Haymarket Square in Chicago had begun as peaceful demonstrations over the legal establishment of an eight-hour workday. At a protest rally on May 4, 1886, a bomb was thrown at the police as they tried to disperse the crowds, resulting in the deaths of several police officers and some civilians.

Establishing the day
Though the eight-hour workday was not fully adopted across America until the



• President John Agyekum Kufuor (middle) with some award winners at a May Day parade



• President John Dramani Mahama addressing a May Day parade