



GHANA FEDERATION OF LABOUR

**A Policy Memorandum on
Employment, Housing and
Labour Governance in Ghana**

Submitted to His Excellency
John Dramani Mahama
President of Republic of Ghana

GHANA FEDERATION OF LABOUR (GFL)

SUBMISSION TO THE PRESIDENT OF THE REPUBLIC OF GHANA

Strengthening Employment Outcomes, Worker Welfare, and Labour Governance in Ghana

EXECUTIVE SUMMARY

This Policy Memorandum is presented by the Ghana Federation of Labour (GFL) as a constructive contribution to *national policy dialogue on employment creation, housing affordability, and labour governance, situated within Ghana's broader development objectives and labour governance framework, and informed by the Government's current economic policy direction as articulated in the 2026 Budget Statement and Economic Policy.*

Employment, Domestic Production, and Labour Governance

The 2026 Budget places job creation, domestic production, and economic transformation at the centre of national policy. It identifies agribusiness, value addition, import substitution, the 24-Hour Economy, and targeted tax reliefs as key drivers of growth and employment. GFL situates its engagement within this framework and emphasises that effective job creation depends not only

on policy intent but on implementation, enforcement, and governance.

The Memorandum underscores the strategic role of the National Tripartite Committee (NTC) as a statutory economic governance forum, grounded in section 113 of the Labour Act, 2003 (Act 651). The recognition of tripartism beyond wage determination is therefore not an expansion of mandate, but an operationalisation of existing law. GFL supports the regular use of the NTC to coordinate employment outcomes, labour-market reforms, productivity, and industrial peace.

The Memorandum further highlights the employment potential of agro-industrial value chains, particularly oil palm, which offers year-round, scalable, and formal employment opportunities across production, processing, logistics, and manufacturing. It stresses that the success of the 24-Hour Economy must be measured by net job creation, predictable work organisation, and adherence to labour standards, rather than excessive overtime or casualisation.

Targeted tax reliefs, including VAT zero-rating for textiles and garments, are recognised as legitimate employment-enabling instruments. GFL emphasises that such fiscal measures should translate into measurable job protection and expansion, particularly in labour-intensive sectors. The Memorandum also identifies illicit cross-border trade as a major threat to domestic industry, employment, and revenue, and supports strengthened

enforcement measures, including expanded tax stamp regimes.

Finally, the Memorandum urges the expeditious passage of the Labour Bill currently before the Attorney-General, as a necessary step to modernise labour regulation, strengthen job security, and reinforce orderly industrial relations.

Housing Affordability and Worker Welfare

Housing affordability is identified as a major structural pressure on workers' real incomes and productivity. Evidence from the Ghana Housing Profile (UN-Habitat, 2024) indicates a housing deficit of approximately 1.8 million units, heavy reliance on rental accommodation in urban employment centres, and limited access to formal housing finance, with mortgage usage below 1 percent.

The Memorandum proposes a set of **evidence-based policy options**, including:

- Expansion of affordable rental and rent-to-own housing schemes;
- Carefully regulated use of provident funds to support housing access without compromising retirement security;
- Strengthening welfare-based and cooperative housing models;

- Strategic release of serviced public land for worker-oriented housing;
- Improved institutional coordination and social dialogue to align housing policy with worker income realities.

These measures are presented as cost-conscious, phased, and collaborative, aimed at reducing housing-related pressure on wages while improving labour mobility, productivity, and industrial harmony.

Institutional Infrastructure for Labour Governance

The Memorandum also addresses the institutional capacity required for effective labour governance. It recalls the historical precedent whereby the State provided permanent accommodation for national labour institutions and submits that similar provision for GFL is consistent with principles of institutional equity and governance parity.

GFL therefore requests consideration of permanent institutional accommodation and core logistical support, including official vehicles, to enable the Federation to discharge its national mandate effectively. Practical options are proposed, including allocation of existing Government facilities or public–public institutional arrangements, implemented through a phased and fiscally responsible approach.

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SECTION I

COLLABORATION ON JOB CREATION, DOMESTIC PRODUCTION, AND EMPLOYMENT GOVERNANCE

In reaffirming its commitment to constructive national dialogue, the Ghana Federation of Labour situates this engagement within the practical governance of employment outcomes, industrial relations, and economic transformation. For Organised Labour, social dialogue is not an abstract principle, but a functional mechanism for implementing national policy priorities particularly job creation, protection of domestic industry, and the promotion of orderly industrial relations in Ghana.

1. CONTEXT AND POLICY ANCHOR

The Ghana Federation of Labour (GFL) situates this engagement within *Ghana's broader national development objectives, constitutional commitment to social justice, and established labour governance framework*, while recognising the 2026 Budget Statement and Economic Policy as the current expression of Government's economic and employment priorities.

The 2026 Budget places job creation, economic transformation, and domestic production at the centre of national policy, **identifying agribusiness, tree crops**

development, value addition, import substitution, industrial expansion, targeted tax reliefs, and the 24-Hour Economy as key drivers for growth and employment.

These policy commitments, read together with Ghana's long-standing industrialisation agenda and tripartite governance system, provide a clear and legitimate basis for structured collaboration between Government and organised labour on policy implementation and employment outcomes.

As a statutory social partner and governance actor within Ghana's labour and employment framework, GFL considers it both appropriate and necessary to engage Government on how these policies translate into secure, decent, and sustainable jobs, not only in the immediate fiscal context, but over the medium to long term.

2. STRENGTHENING NATIONAL TRIPARTISM AS ECONOMIC GOVERNANCE

The 2026 Budget explicitly recognises the **National Tripartite Committee (NTC)** as a platform for broader economic dialogue beyond minimum wage and base pay determination. This repositioning is fully grounded in *section 113 of the Labour Act, 2003 (Act 651), which mandates the NTC to advise on employment and labour market issues, including labour laws, international labour standards, industrial relations, and occupational safety and health, and to consult with*

partners in the labour market on matters of social and economic importance.

In this context, the Budget's emphasis on employment creation, income protection, productivity, and industrial peace represent an operationalisation of the NTC's existing statutory functions, rather than an expansion beyond the law. GFL therefore considers the strengthening of the NTC as a **standing economic governance forum** not only appropriate but legally anchored.

GFL supports the regular and systematic use of the NTC as a platform for engagement on employment outcomes, labour-market reforms, and policy coordination, consistent with both the 2026 Budget and the statutory intent of Act 651.

3. JOB CREATION THROUGH AGRIBUSINESS AND INDUSTRIAL VALUE CHAINS

Agribusiness and industrial value chains have long been recognised as central to Ghana's employment creation, industrialisation, and rural transformation objectives. Successive national development frameworks have consistently identified agriculture-linked industrial activity as a critical pathway for absorbing labour, reducing regional inequalities, and strengthening domestic production.

Within this broader context, the 2026 Budget Statement and Economic Policy reinforces agribusiness and value

addition as priority areas for growth and employment, particularly in rural and peri-urban Ghana. The Budget's emphasis reflects not a new policy direction, but the current operationalisation of a long-standing national strategy to move beyond primary production toward integrated agro-industrial systems.

Within this framework, the oil palm value chain occupies a strategic place due to its capacity to generate year-round, scalable, and employment-intensive activity across multiple segments of the economy, including:

- Plantation development and maintenance
- Harvesting and aggregation
- Milling and primary processing
- Logistics, storage, and transportation
- Downstream manufacturing and value-added processing

Unlike seasonal agriculture, oil palm and similar agro-industrial value chains support permanent and formal employment, with strong potential for unionisation, skills development, and productivity growth. These characteristics align with national objectives on job security, domestic value addition, and import substitution, while contributing to stable rural livelihoods and reduced urban migration pressures.

GFL's engagement in this area is therefore directed at ensuring that employment generated through agribusiness expansion is formalised, protected, and governed by clear labour standards, including occupational safety and health, skills upgrading, social security coverage, and predictable employment relationships. This approach ensures that agribusiness-led growth translates not only into output expansion, but into sustainable and decent employment outcomes over the medium to long term.

4. THE 24-HOUR ECONOMY AND EMPLOYMENT QUALITY

Government's vision of a 24-Hour Economy is a central employment strategy in the 2026 Budget. By extending production hours in manufacturing, agro-processing, logistics, and services, the

policy has the potential to significantly expand employment through multi-shift operations.

However, the success of this policy depends on how work is organised and governed. Expanded production must translate into:

- Additional jobs rather than excessive overtime
- Predictable and regulated shift systems
- Protection against casualization
- Compliance with occupational safety and labour standards

The economic policy of government should address the fundamental challenges faced by the local manufacturers, i.e., dumping, smuggling, counterfeiting, etc.

Organised Labour therefore has a legitimate governance role in ensuring that the 24-Hour Economy delivers employment expansion with dignity and predictability, consistent with Ghana's labour laws and industrial relations framework.

5. TAX POLICY, COST OF DOING BUSINESS, AND EMPLOYMENT EXPANSION

The 2026 Budget deploys targeted tax removals, VAT reforms, sector-specific reliefs, and tax rationalisation measures to reduce the cost of doing business and improve enterprise cash flow.

These fiscal measures are intended to:

- Support business expansion
- Improve competitiveness of domestic firms
- Enable job retention and new hiring.

GFL recognises tax policy as a legitimate employment-enabling instrument and considers it appropriate that tax reliefs and removals translate into **measurable employment outcomes, particularly in labour-intensive sectors such as manufacturing, agro-processing, construction, and services.**

5A. PROTECTION OF DOMESTIC MANUFACTURING: TEXTILES AND GARMENTS

The protection and expansion of domestic manufacturing remain central to Ghana's employment creation and industrial transformation objectives. The textile and garment sector is particularly significant due to its labour-intensive nature, strong absorptive capacity for women and youth, and relatively short skills acquisition cycle, making it a strategic vehicle for rapid and inclusive job creation.

The 2026 Budget Statement and Economic Policy demonstrates Government's commitment to sustaining employment in this sector through targeted tax interventions, notably **the extension of VAT zero-rating for the textile and garment industry to December 2028**. Government directly links this measure to the protection of over 2,000 direct employee jobs, underscoring the deliberate use of fiscal policy to safeguard domestic manufacturing capacity in the face of import competition.

Beyond job protection, Government policy signals a clear intention to scale up employment creation within the garment industry. **Recent public statements by the Minister for Trade, Agribusiness and Industry and Minister for Foreign Affairs**, indicate that Government plans to support the private sector to establish three large garment factories, with an **estimated long-term**

employment potential of approximately 27,000 direct jobs. This initiative reflects a strategic focus on labour-intensive manufacturing that can absorb large numbers of workers with minimal pre-employment training, while strengthening Ghana's industrial base.

Within this broader manufacturing strategy, the revival of Juapong Textiles presents a concrete opportunity to deepen domestic value addition and anchor employment-intensive industrial growth.

Historically, Juapong Textiles functioned as a major industrial employer and upstream supplier within Ghana's textile ecosystem, at peak times employing tens of thousands of workers. Current policy indications point to strong Presidential backing for its revival, supported by modernisation of equipment, private sector investment under a public-private partnership (PPP) arrangement, and integration into a guaranteed domestic procurement framework.

Proposals to channel uniform production for the Prisons Service, Armed Forces, Immigration Service, Fire Service, and public schools to Juapong Textiles, alongside Akosombo Textiles, would provide assured and sustained demand, addressing a key historical vulnerability of domestic textile manufacturing. Such demand anchoring would enhance commercial viability, strengthen domestic supply chains, and reinforce employment creation at scale.

In addition to employment creation, the textile and garment sector is central to Ghana's import-substitution and foreign-exchange conservation objectives. Continued reliance on imported fabrics, uniforms, and finished garments results in the externalisation of jobs and persistent foreign-exchange outflows. Targeted support for domestic textile manufacturing—including VAT reliefs, assured public procurement for uniforms, and the revival of strategic facilities such as Juapong Textiles, allows Government to retain value within the domestic economy, conserve foreign exchange, and ensure that public expenditure directly supports Ghanaian jobs.

From an employment and labour governance perspective, the revival and expansion of domestic textile and garment manufacturing offer a strategic opportunity to *embed modern labour standards from inception, including formal employment relationships, occupational safety and health compliance, structured skills development, and social security coverage.* When aligned with effective trade enforcement against illicit imports and structured tripartite oversight, the sector can function as a cornerstone of Ghana's manufacturing-led employment and import-substitution strategy, delivering secure, scalable, and sustainable jobs

6. ILLICIT CROSS-BORDER TRADE AND THE THREAT TO JOB CREATION

The objectives of job creation, domestic production, and industrial expansion cannot be realised if cross-border illicit trade and smuggling continue to undermine local enterprises.

The unchecked inflow of smuggled goods particularly in edible oils, textiles, and other agro-processed products:

- Destroys Ghanaian jobs.
- Undercuts compliant domestic producers.
- Erodes the tax base.
- Drives significant foreign exchange outflows.

This directly contradicts Government's policy objectives under the 24-Hour Economy, import substitution, and domestic value addition.

In this regard, GFL considers the Budget's commitment to strengthened trade enforcement, including the introduction and expansion of tax stamps beyond edible oils and enhanced customs controls, as a necessary intervention to protect domestic industries and safeguard employment.

7. LABOUR LAW REFORM AND EMPLOYMENT GOVERNANCE

The effective delivery of Government's job-creation and industrial transformation agenda requires a clear, modern, and enforceable labour law framework.

The Ghana Federation of Labour notes that the Labour Bill, which updates and consolidates Ghana's labour legislation, is currently before the Office of the Attorney-General. GFL considers the passage of the Labour Bill into law within the current year as a priority measure to strengthen job security, improve regulatory certainty for employers, and reinforce orderly industrial relations.

Organised Labour therefore urges that the passage of the Bill be expedited as part of Government's commitment to sustainable employment and effective labour-market governance.

8. LABOUR GOVERNANCE AND STRUCTURED COLLABORATION

Effective delivery of national job-creation and industrial transformation objectives requires policy coherence across industrial policy, tax measures, trade enforcement, and labour governance. Employment outcomes are shaped not by isolated interventions, but by the interaction of these policy domains within a predictable and coordinated governance framework.

GFL therefore emphasises that structured collaboration between Government, Employers, and Organised Labour, anchored in Ghana's established tripartite architecture is essential to ensuring that employment growth is sustainable, protected, and aligned with national development objectives. This collaboration provides the institutional mechanism through which policy choices are translated into secure jobs, orderly industrial relations, and long-term economic stability.

GFL therefore proposes structured collaboration with Government through established institutional mechanisms to:

- Monitor employment outcomes of key Budget policies.
- Prevent job losses arising from unfair competition and illicit trade.
- Ensure that job creation is accompanied by job security and decent working conditions.
- Strengthen predictability and discipline in industrial relations.

This engagement reflects GFL's responsibility as a co-governor of the labour market, working with Government to translate policy commitments into sustainable employment outcomes.

The 2026 Budget presents a comprehensive framework for job creation, industrial expansion, and economic transformation. Its success depends on effective

implementation, enforcement, and coordination across institutions.

The GFL stands ready to collaborate with Government as a governance partner to ensure that:

- Jobs created are secure and decent.
- Domestic industries are protected.
- Illicit trade is effectively curtailed.
- Labour standards are upheld.
- Employment growth is sustainable.

Through structured social dialogue and responsible engagement, GFL is prepared to support Government in delivering the productive, job-rich Ghanaian economy envisaged in the 2026 Budget

Through structured social dialogue and responsible engagement, GFL is prepared to work with Government to translate current economic policy priorities consistent with Ghana's broader development objectives into a productive, job-rich economy characterised by secure employment, industrial harmony, and sustainable growth.

SECTION II

Policy Options to Improve the Availability and Affordability of Housing for Ghanaian Workers

(Evidence-informed, collaborative policy partner submission)

Your Excellency,

The Ghana Federation of Labour (GFL) respectfully submits this proposal as a constructive contribution to Government's efforts to improve housing outcomes for Ghanaian workers. Available national data confirms that housing affordability has become one of the most significant cost-of-living pressures facing workers, particularly in urban employment centres.

Evidence from the Ghana Housing Profile (UN-Habitat, 2024) shows that Ghana faces a housing deficit of approximately 1.8 million units, with the deficit most pronounced in cities and towns where employment opportunities are concentrated. These conditions have direct implications for real wages, productivity, labour mobility, and industrial harmony.

2. Evidence Base: Ghana's Worker Housing Reality

Recent data highlights the scale and nature of the challenge:

- Ghana's total housing stock stands at approximately 5.86 million units, against an estimated deficit of 1.8 million units.
- Urban areas account for the largest share of the deficit, driven by rapid urbanisation and job concentration.
- Over 56% of Ghana's population lives in urban areas, while more than 60% of urban residents depend on rental accommodation.
- A significant proportion of workers spend well above the 30–35% affordability threshold of income on rent, eroding real wages.

Formal housing finance remains largely inaccessible:

- Less than 1% of Ghanaians access housing through mortgages.
- Over 90% of housing delivery is self-financed, incrementally, through personal or family savings.
- Average commercial lending rates exceed 30%, placing conventional mortgages beyond the reach of most workers.

Housing quality is also a concern:

- Only about 23% of households have access to decent domestic sanitation.
- Approximately 30% of housing stock is qualitatively inadequate, characterised by overcrowding and shared facilities.

These statistics suggest that housing unaffordability for workers is structural, not cyclical, and requires deliberate policy intervention.

3. Policy Rationale: Why Targeted Decisions Matter

The data confirms that market-driven housing delivery alone cannot meet worker needs. Without targeted Government decisions on land, rental supply, finance models, and coordination, housing costs will continue to undermine wage gains and productivity.

GFL therefore proposes policy options that prioritize affordable rental housing, rent-to-own pathways, and worker-aligned financing mechanisms, while reducing the key cost drivers of housing delivery.

4. Key Policy Options for Government Consideration

4.1 Expand Affordable Rental and Rent-to-Own Housing

Given that over 60% of urban residents are renters, GFL proposes that Government consider scaling up:

- Incentives for private developers to deliver affordable rental units.
- Rent-to-own schemes, allowing a portion of rent to accumulate toward eventual acquisition over time.

purpose:

Rent-to-own models lower entry barriers, stabilise housing costs, and offer workers a gradual path to acquisition without immediate mortgage exposure.

4.2 Strategic Use of Provident Funds

Recognising that mortgage usage is below 1%, GFL recommends exploring carefully regulated options for the use of Provident Funds to support housing access.

Options may include:

- Use of provident savings as partial equity, collateral support, or guarantees for rent-to-own or incremental acquisition schemes.
- Strong safeguards to ensure retirement security is not compromised.

Purpose:

Provident funds represent disciplined, long-term worker savings and can support housing access without new fiscal burdens when properly regulated.

4.3 Leveraging Welfare and Cooperative Schemes

Given that over 90% of housing is self-financed, *GFL proposes strengthening welfare-based and cooperative housing models, including:*

- Employer welfare schemes that support rental deposits or incremental acquisition.

- Union-led cooperative housing initiatives that aggregate demand and reduce costs.
- Pooled savings arrangements aligned with worker income realities.

Purpose:

Welfare and cooperative models build on existing social structures, reduce risk, and improve affordability for low- and middle-income workers.

4.4 Land and Serviced Infrastructure for Worker Housing

Land costs remain a major contributor to housing unaffordability. GFL proposes that Government considers:

- Strategic release of suitable public lands for worker-oriented housing.
- Expansion of serviced land (roads, water, electricity, drainage) to lower construction costs.
- Government to partner with National House of Chiefs to identify and allocate litigation free lands to welfare schemes for development and distribution to beneficiaries.

Purpose:

Reducing land and servicing costs directly lowers rents and improves affordability.

4.5 Institutional Coordination and Social Dialogue

Housing delivery cuts across multiple institutions. GFL proposes:

- Stronger coordination among housing, land, finance, and labour institutions.
- Use of structured social dialogue to ensure housing policies reflect worker income realities.
- Monitoring housing affordability as part of broader labour-market governance.

5. GFL's Proposed Contribution

GFL offers its membership reach, union structures, and convening ability to support Government-led initiatives by:

- Facilitating worker engagement and information flow.
- Supporting pilot rent-to-own, provident-linked, and welfare-based housing schemes.
- Providing structured feedback from workplaces to inform policy refinement.

6. Expected Outcomes

These policy options, if implemented in a coordinated manner, could:

- Improve access to affordable housing for workers.
- Reduce housing-related pressure on wages.

- Enhance productivity and labour mobility.
- Strengthen industrial harmony and social cohesion.
- Create realistic, phased pathways toward housing acquisition.

Your Excellency, evidence confirms that Ghana's housing challenge, ***marked by a 1.8 million-unit deficit, heavy reliance on rental accommodation, and limited access to housing finance, has direct implications for workers and the economy.*** GFL respectfully submits these proposals as a basis for continued collaboration and stands ready to support Government in advancing worker-responsive housing solutions.

SECTION III

REQUEST FOR PERMANENT INSTITUTIONAL ACCOMMODATION AND CORE LOGISTICAL SUPPORT FOR THE GHANA FEDERATION OF LABOUR (GFL)

The Ghana Federation of Labour (GFL) respectfully submits this memorandum for your kind consideration regarding the provision of permanent institutional accommodation and essential logistical support to enable the Federation to effectively discharge its national mandate.

This request is firmly grounded in Ghana's labour governance history, established national precedent, and principles of institutional support. A necessary step toward strengthening the infrastructure of labour governance, industrial peace, and social dialogue in Ghana.

2. HISTORICAL AND INSTITUTIONAL CONTEXT

At independence, Ghana's first President recognised the central role of the Labour Movement in national development and governance by providing a permanent office building for the Trades Union Congress (TUC). This decision acknowledged organised labour as an essential institutional partner of the State.

Over the decades, successive governments have maintained and refurbished that facility, thereby affirming the provision of institutional accommodation to a National Labour Centre as settled national practice.

The Ghana Federation of Labour, as a National Labour Centre and statutory social partner within Ghana's tripartite governance framework, submits that its request follows directly and legitimately from this precedent.

3. INSTITUTIONAL ROLE OF THE GHANA FEDERATION OF LABOUR

The Ghana Federation of Labour (GFL) as a Labour Centre, represents organised workers across multiple strategic sectors of the Ghanaian economy, including:

- Manufacturing,
- Agro-industry,
- Mining,
- Hospitality,
- Services, and
- informal economy, notably cocoa farmers.

In this capacity, the Federation discharges an active institutional mandate in the following areas:

- National tripartite engagement and social dialogue

- Labour policy formulation, review, and implementation
- Wage and employment governance
- Industrial dispute prevention and resolution
- Capacity building, research, and labour administration

These functions are continuous, national in scope, and institutional in nature, requiring a stable operational base.

4. NEED FOR PERMANENT INSTITUTIONAL ACCOMMODATION

Effective performance of GFL's mandate requires permanent, secure, and adequate office accommodation, this is to;

- House the Federation's secretariat and affiliate coordination units
- Preserve institutional records and memory
- Facilitate research, training, and policy work
- Enable sustained engagement with Government, Employers, and international partners

The absence of permanent accommodation undermines institutional effectiveness, creates operational inefficiencies, and weakens the overall labour governance framework.

5. CORE LOGISTICAL SUPPORT AS A GOVERNANCE REQUIREMENT

In addition to accommodation, the effective discharge of GFL's national mandate requires basic logistical capacity, particularly official vehicles, to support its nationwide operations.

GFL's responsibilities necessitate regular and time-sensitive engagement across all regions of the country, including:

- Participation in tripartite and statutory meetings
- Support to affiliate unions during negotiations and industrial disputes
- Engagement with MDAs, employers, and regional labour offices
- Policy outreach, inspections, and emergency response

Without dedicated logistics, these functions are constrained, delayed, and inefficiently executed. As with Ministries, Departments, Agencies, and regulatory bodies, mobility is an essential governance tool.

6. INSTITUTIONAL PARITY AND EQUITY

The State's continued support for institutional accommodation and logistics for National Labour Centres affirms the principle that organised labour is part of Ghana's governance architecture.

Established in 1999, the Ghana Federation of Labour (GFL) has, over more than two decades, made sustained and substantive contributions to sound labour governance and the maintenance of peaceful industrial harmony in Ghana. This record of continuous engagement, institutional maturity, and responsible participation in national labour administration, underpins GFL's request for Government support, which is advanced not as a matter of entitlement, but as a practical measure to strengthen the capacity of an established national institution to continue discharging its governance responsibilities effectively in the national interest.

7. OPTIONS FOR CONSIDERATION

The Ghana Federation of Labour respectfully invites Presidential direction on one of the following practical options:

- Allocation of an existing Government building for permanent and exclusive use by GFL and its affiliates, with refurbishment as required.
- Provision of a purpose-built facility within Government's infrastructure planning
- Public–public partnership arrangement, involving allocation of land or building by Government and fit-for-purpose development.

With respect to logistics, consideration may be given to:

- Allocation of official vehicles for national and regional operations
- Integration of GFL into existing Government fleet management arrangements
- Government support can be provided gradually, in stages, and within existing resource constraints, instead of all at once.

GFL remains open to engagement on the most practical and fiscally responsible option deemed appropriate.

8. ASSURANCE OF RESPONSIBLE USE

The Ghana Federation of Labour assures Your Excellency that:

- Any accommodation or logistics provided will be used strictly for institutional purposes.
- Assets will be responsibly managed, maintained, and accounted for.
- Facilities and logistics will serve national labour administration, social dialogue, and industrial peace objectives

Submitted respectfully,

Abraham KOOMSON

SECRETARY GENERAL

9. CONCLUSION

Your Excellency,

This submission reflects the Ghana Federation of Labour's commitment to constructive collaboration, institutional responsibility, and national development.

Across employment creation, housing affordability, and labour governance infrastructure, GFL's proposals are legally grounded, evidence-based, and aligned with the objectives of the 2026 Budget Statement and Economic Policy.

GFL stands ready to collaborate with Government as a governance partner to ensure that:

- Jobs created are secure and decent.
- Domestic industries are protected.
- Illicit trade is curtailed.
- Housing affordability supports real wages and productivity.
- Labour institutions are adequately resourced to sustain industrial peace.

The Federation respectfully seeks Your Excellency's guidance and direction on these matters, in the shared interest of building a productive, job-rich, and stable Ghanaian economy.



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