



A CALL FOR RATIFICATION OF ILO CONVENTION 190 ON VIOLENCE AND HARASSMENT AT THE WORK IN GHANA

COMMUNIQUE

At an event held on Wednesday, February 21, 2024, at the Hall of Trades Union in Accra, to kickstart a nationwide campaign for the ratification of ILO Convention 190 in Ghana, the TUC, together with key stakeholders, including labour unions, government representatives, Civil Society Organizations and international partners deliberated on the issue of Workplace Violence and Harassment in Ghana.

On the basis of the deliberations, the TUC (Ghana) wishes to communicate to Government as follows:

- That violence and harassment at the workplace are real. That not only do they violate the individual's fundamental human rights but also hinder productivity, damage morale, and undermine the well-being of workers.
- In Ghana, evidence of workplace violence and harassment is prevalence in all sectors including formal and informal and particularly among women and vulnerable groups. Available data indicates that 71.7% of respondents in a survey of 20,279 reported that they had experienced one form of violence or harassment in workplaces. Women constituted 53% while persons within the age group 22-35 years account for 67.9%.
- We recognise the efforts by the government through the Ministry of Employment & Labour Relations (MoELR) and other stakeholders towards the ratification of the Convention 190, such as research surveys, sensitization of constituents, media engagements among others.
- That various legal statutes such as the 1992 Constitution of Ghana; Labour Act, 2003 (Act 651); Children's Act, 1998 (Act 560); Criminal Offences Act, 1960 (Act 29); Criminal and Other Offences (Procedure) Act, 1960 (Act 30); Domestic Violence Act, 2007 (Act 732); Labour Regulations, 2007 (LI 1833); Youth Employment Agency Regulations, 2016 (LI 223), and the Labour (Domestic Workers) Regulations, 2020 (L.I. 2408), were promulgated to address issues of violence and harassment in the country. However, these statutes are limited in scope to deal comprehensively with issues of violence and harassment in the world of work.
- The adoption of ILO Convention is to create safer workplaces for all workers, and to end Gender-Based Violence. Like all ILO Conventions, it is only effective when ratified and properly implemented and enforced.

Having taken all the above into account, we, the Trade Union Congress (Ghana), as the representative body for workers in Ghana is urging Government to prioritise the ratification of ILO Convention 190 on Violence and Harassment in the Workplace to protect the dignity of all workers in Ghana.

FOR: TRADES UNION CONGRESS (GHANA)



**MR. JOSHUA ANSAH
DEPUTY SECRETARY GENERAL**

DATE: FEBRUARY 21, 2024

CC:

- **MINISTER OF EMPLOYMENT & LABOUR RELATIONS**
- **THE CHAIR, PARLIAMENTARY SELECT COMMITTEE ON EMPLOYMENT, SOCIAL WELFARE AND STATE ENTERPRISES**
- **REGIONAL MINISTER, NORTHERN REGION**
- **REGIONAL MINISTER, ASHANTI REGION**
- **REGIONAL MINISTER, BONO REGION**
- **REGIONAL MINISTER, UPPER EAST REGION**
- **REGIONAL MINISTER, UPPER WEST REGION**