



JOINT STATEMENT BY THE GHANA EMPLOYERS' ASSOCIATION AND THE TRADES UNION CONGRESS OF GHANA ON ADVANCING PRODUCTIVITY, EMPLOYMENT, AND INCLUSIVE GROWTH IN GHANA

Introduction

As key social partners committed to Ghana's economic transformation and the realization of decent work, the Ghana Employers' Association (GEA) and the Trades Union Congress (TUC) of Ghana jointly affirm our support for productivity as a strategic driver of sustainable development, enterprise competitiveness, decent job creation, and improved livelihoods. The recent national report on productivity, employment and growth by the Ghana Statistical Service (GSS) with support from the ILO Productivity Ecosystems for Decent Work Project, underscores Ghana's slow and uneven economic transformation. Based on these findings, Employers and Workers in Ghana present this unified call for bold, targeted, and inclusive policy interventions to drive micro, meso and macro-level productivity, as well as growth and earnings in Ghana.

1. Foster a Stable and Growth-Oriented Macroeconomic Environment

We jointly call on the Government of Ghana to prioritize macroeconomic stability as a foundation for productivity, enterprise development, and decent work. Exchange rate volatility, inflation fluctuations, and credit constraints undermine long-term business planning, cost control, and employment sustainability. We therefore call for a coordinated macroeconomic policy framework that supports domestic production and expands access to capital. We urge government to ensure that fiscal frameworks provide for productive investment and incentives in the short, medium and long term.

2. Drive Sectoral Transformation and Enterprise-Level Productivity

Employers and workers recognize the urgent need to shift Ghana's productivity base from the low-employment extractive industries to key sectors for productivity and job growth such as manufacturing, agro-processing, transport, health, education, utilities and digital services. We call for deliberate public-private sector coordination in developing tailored sectoral action plans. These plans must include value chain support, industrial clusters, targeted financing, and infrastructure investment. At the enterprise level, we urge the government to support productivity audits, innovation adoption, and MSME transformation programs.

3. Promote Equitable Distribution of Productivity Gains and Fair Wage Systems

We jointly underscore the importance of aligning wage growth with enterprise and sector-level productivity gains. However, we recognize that sustainability and competitiveness must remain the guiding principles. Wage determination processes should reflect data-driven productivity performance, especially at the enterprise level, to ensure that wage adjustments are both fair and sustainable. We therefore advocate for the institutionalization of a national wage-productivity adjustment model that integrates disaggregated productivity data into sectoral wage negotiations and minimum wage reviews. We entreat the government to expedite work to reduce pay differentials in the public sector.

While aiming to improve worker compensation, policies must avoid undermining enterprise survival or decent employment creation. We support the promotion of performance-based pay systems in both public and private sectors that reward output, innovation, and efficiency. Collective bargaining frameworks should incorporate enterprise-level realities and allow for productivity-based differentiation across industries. To facilitate this, social partners must have timely access to productivity and earnings statistics and tools for enterprise-level productivity tracking.

4. Reform Skills Development and Employment Systems

Skills mismatches and youth unemployment remain structural bottlenecks to productivity and decent work creation. Both GEA and TUC Ghana advocate for a well-coordinated Technical and Vocational Education and Training (TVET) system anchored on industry needs and workplace-based learning models. We support the scaling of national apprenticeship programmes, digital skills development, and demand-driven curricula co-developed by employers and workers. In addition, labour market intermediation services must be strengthened to support career guidance and job matching.

5. Support Inclusive Formalisation and Enterprise Resilience

With over 80% of the workforce in the informal economy, inclusive productivity gains are impossible without reforms that extend support to informal workers and enterprises. We jointly support the implementation of the National Roadmap for the transition from informal to formal economy.

6. Strengthen Social Dialogue and Accountability Mechanisms

We reaffirm our commitment to social dialogue as a cornerstone of national productivity and decent work strategies. We urge government, through the Ghana Statistical Service (GSS) to ensure timely release of national productivity data, disaggregated into various sectors to inform collective bargaining, investment planning, and wage-setting processes.

Conclusion

Ghana's productivity potential is vast, but its realization depends on shared responsibility and coordinated action. As leading voices for employers and workers, GEA and TUC stand ready to partner with government, development partners, and stakeholders to ensure that productivity gains translate into decent work, enterprise growth, and inclusive national development so that no one is left behind.

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ALEX FRIMPONG

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