

Year report FNV Mondiaal

Indicators of Decent Work, Trade Union Strengthening and Sustainability

Report 2010

Country: Ghana

Date: January 2011

This report should be filled in from a country perspective; only those DW objectives will be addressed that are indicated in the country grid (see annex).

Names of the FNV Partner organizations active in country (please include names of GUF affiliates involved as well) over the report year.

Labour NGO's:	Central:	Trade union (mention also GUF to which affiliated):	Membership based organizations:	Other (network, university, NGO):
	Ghana Trades Union Congress	Timber and Woodworkers' Union (TWU) affiliated to Building and Woodworkers International (BWI) ;		African Labour Research Network (ALRN) (currently hosted by Ghana TUC)
		Ghana Mine Workers' Union (GMWU) affiliated to International Federation of Chemical, Energy, Mines and General Workers' Union (ICEM)		
		General Agricultural Workers Union (GAWU)		
		The Health Services Workers Union (HSWU) affiliated to Public Services International (PSIO)		
		Construction and Building Materials Workers Union (CBMWU) affiliated to BWI		

Decent work

Output

If any, describe at least 3 examples of significant actions by partner organizations as a result from projects that have been supported by FNV over the past year? Please use the format below and indicate clearly under which DW-objective you classify each example. (for orientation see annex for country grid and description of the DW objectives)

Trade union action/ actions of partner organisations

DW objective	Rights to Organise and Bargain Collectively		
Name of partner organisation	Ghana Trades Union Congress		
Sector	Civil Society		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	Sensitisation and Organising		
When was the action carried out	Month: March	Year: 2010	
Who else participated in the action	Students of the University of Ghana		
Number of people involved (distinguish between men and women)	Total 150	Men	Women
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Students aged 18 years and above		
What makes you or the FNV partners say the action has been successful?	About 66 students signed up to join the TUC/Student Club		
Can you describe how FNV has supported the action	FNV Mondiaal provided the financial support for the organisation of the programme. The funds provided were used to hire facilitators and refresh participants at the workshop.		
Additional comments:	The project sensitized students on trade unionism in Ghana. Facilitators made presentations on various themes that sought to create awareness on workers' rights to join trade unions. Discussions were also held on other labour market issues to prepare the students for entry into the labour market. It was also an initiative to organize young people into trade unions even before they enter the job market.		

DW objective	Rights to organise and bargain collectively		
Name of partner organisation	Ghana Trades Union Congress		
Sector	Civil Society		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	Sensitisation and Organising		
When was the action carried out	Month: April	Year: 2010	
Who else participated in the action	Students Central University College		
Number of people involved (distinguish between men and women)	Total 300	Men 152	Women 148
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Students aged 18 years and above		
What makes you or the FNV partners say the action has been successful?	100 students made up of 47 males and 53 females signed up to join the TUC/Student Club		
Can you describe how FNV has supported the action	The FNV provided the financial support for the organisation of the programme. The funds provided were used to hire facilitators and refresh participants at the workshop.		
Additional comments:	The project aims to create awareness among students on their rights to belong to trade unions when they enter the job market. It was also an initiative to organize and groom young people into trade unions even before they enter the job market		

DW objective	Rights to Organise and bargain collectively		
Name of partner organisation	Ghana Trades Union Congress		
Sector	Civil Society		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	Sensitisation and Organising		
When was the action carried out	Month: November	Year: 2010	
Who else participated in the action	Students of Regent University		
Number of people involved (distinguish between men and women)	Total 250	Men	Women
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	The beneficiaries of the programme were students between the ages of 18 years and above.		
What makes you or the FNV partners say the action has been successful?	A total of 150 students signed up for the TUC/Students club at the end of the workshop		
Can you describe how FNV has supported the action	The FNV provided the financial support for the organisation of the programme. The funds provided were used to hire facilitators and refresh participants at the workshop.		
Additional comments:	The project aimed to create awareness among students on their rights to belong to trade unions when they enter the job market.		

(for additional tables on actions copy/paste the above table)

DW objective	Eradication of Discrimination		
Name of partner organisation	General Agricultural Workers Union (GAWU)		
Sector	Agriculture		
Type of action:			
- strike	The staff of Golden Exotic Limited (members of GAWU) embarked on one (1) week strike action to protest against the employer, for paying them for 21.7 working days instead of 27 working days		
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:			
When was the action carried out	Month: August	Year: 2010	
Who else participated in the action			
Number of people involved (distinguish between men and women)	Total	Men	Women

Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Workers, both men and women
What makes you or the FNV partners say the action has been successful?	The case was sent to the National Labour Commission for ruling
Can you describe how FNV has supported the action	
Additional comments:	

Outcome

In case these or **other** actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective	Eradication of Discrimination		
Name of the government authorities involved	National : National Labour Commission (NLC)	Local	
Qualify the effects as:	Positive	Negative X	
Indicate the type of effects: -approval of new labour legislation	The NLC gave judgement on the case between GAWU and Golden Exotic on the staff salary, but the ruling created more confusion.		
-implementation of approved labour legislation	The ruling of the National Labour Commission created more confusion and gave way for more consultation.		
-changes in existing labour legislation	The ruling was presumably based on the existing labour regulations		
-other:			
Describe the major issues that are addressed through the acts of government	There was confusion in the interpretation of the ruling.		
Name the principles of the policies that are formulated	Fair and Equitable Pay Structure		
No. of people who will benefit from or are affected by this	Total	Men	Women
Describe if and how women will particularly benefit from this or will be affected	All workers including women workers may see a rise in their salaries if paid for 27 working days instead of 21.7 working days.		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected			
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	The workers with the support of GAWU embarked on a one (1) week strike which finally received an affirmative response from the employer.		
Additional comments:			

DW objective	Eradication of Discrimination		
Name of the government authorities involved	National : Fair Wages and Salaries Commission (FWSC)	Local	
Qualify the effects as:	Positive X	negative	
Indicate the type of effects: -approval of new labour legislation			

-implementation of approved labour legislation	Re-evaluation of health services jobs under the implementation of Single Spine Salary Structure		
-changes in existing labour legislation	<p>The Single Spine Salary Structure (SSSS) is to replace the existing Ghana Universal Salary Structure (GUSS) which has over the years been characterised by distortions in the pay of public sector workers.</p> <p>The SSSS was designed subsequent to a job evaluation exercise that sought to ensure that jobs of equal value receive equal pay.</p>		
-other:			
Describe the major issues that are addressed through the acts of government	<p>Some affiliates of the Ghana TUC (The Health Services Workers Union (HSWU), Teachers and Education Workers Union (TEWU) and the Federation of University Senior Staff Association (FUSSAG) called for a halt of the implementation of the Single Spine Salary Structure. Their concerns bothered on lack/inaccurate evaluation of jobs within the various sector. The unions believed that such inaccurate evaluation of jobs have resulted in inappropriate placement of their members on the new scale (the SSSS).</p> <p>The Fair Wages and Salaries Commission commissioned re-evaluation of the said jobs. Re-evaluation of jobs within the Health Services Union (HSWU) was completed and validated by the union. The HSWU is at the final stage of completing processes required to be migrated on the Single Spine Salary Structure.</p>		
Name the principles of the policies that are formulated	Fair and Equitable Pay Structure		
No. of people who will benefit from or are affected by this	Total	Men	Women
Describe if and how women will particularly benefit from this or will be affected	All workers including women workers would see a rise in their salaries on the new pay structure (the SSSS).		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	The Pay Structure is exclusively for Public sector workers		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	The Health Services Workers Union as targeted beneficiaries of the Single Spine Salary Structure submitted a petition to the Fair Wages and Salaries Commission (FWSC) demanding for fair evaluation of their jobs. Their petition was accepted and acted upon by the FWSC.		
Additional comments:			

(for additional tables on reactions government authorities copy/paste the above table)

Reactions of companies/employers

DW objective	Eradication of Discrimination	
Name of company/ employer	Golden Exotic Limited	
What are the measures taken by the companies? Describe:	1 . Paid the workers for 27 working days instead of 21.7 working days as was the practice	
	2. The employer withheld the production bonus earned by the workers previously.	
	3	
Qualify the effect as:	Positive X	Negative
Type of company: Multinational	Y	N
National	Y	N
Local		
Sector	Agro-processing	
Number of fixed employees that benefit		
Number of outsourced employees that benefit		
% women employees		
What are the factors that have influenced the company into taking these measures?	The company's reactions followed a one week (1) strike action by the union in support of their members involved.	
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	GAWU engineered a one week strike action to elicit favourable response from the employer.	
Additional comments:	The employer responded positively by paying the workers for 27 days.	

DW objective	Rights to Organise and Bargain Collectively	
Name of company/ employer	African Concrete Ltd (ACP)	
What are the measures taken by the companies? Describe:	1 . Dismissed entire union membership of its workforce	
	2	
	3	
Qualify the effect as:	positive	Negative X
Type of company: Multinational	Y	N
National	Y	N
Local	YES	
Sector	Construction and Manufacturing	
Number of fixed employees that benefit		
Number of outsourced employees that benefit		
% women employees		
What are the factors that have influenced the company into taking	The company's reactions followed a strike action by members of the union. The company described the strike as illegal and	

these measures?	dismissed all workers involved
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	The workers were members of the Construction and Building Materials Workers Union (CBMWU) of Ghana TUC. A complaint has been lodged at the National Labour Commission. The workers are being represented at the National Labour Commission by the Legal Officer of Ghana TUC.
Additional comments:	The case is still pending

(for additional tables on reactions government authorities copy/paste the above table)

DW7 Social Security

DW objective	Social Security		
Name of partner organisation	Ghana Trades Union Congress		
Sector	Informal Sector		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other: Sensitisation	<p>The informal Sector Desk of the Ghana TUC organised a sensitisation programme on the third voluntary tier of the New Pension Act (Act 766, 2008) which began implementation in January 2010.</p> <p>The Act established a three tier pension scheme. The third tier is voluntary and opened to informal sector members.</p>		
When was the action carried out	Month: May-September	Year: 2010	
Who else participated in the action	Members of informal Sector Associates of the Ghana TUC and informal sector members of affiliates of TUC such as General Agricultural Workers Union (GAWU), Timber and Woodworkers Union (TWU) and Ghana Private Road Transport Union (GPRTU) etc		
Number of people involved (distinguish between men and women)	Total 150	Men	Women
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	The beneficiaries of the programme were informal sector workers		
What makes you or the FNV partners say the action has been successful?	Some participants reported back that they had registered with the Social Security and National Insurance Trust (SSNIT) Informal Sector Fund.		
Can you describe how FNV has supported the action	The programme was supported by Realising Rights.		
Additional comments:	Ghana TUC in collaboration with the African Labour Research Network initiated a study on Social Protection in Ghana. Findings of the study would inform the TUC's advocacy strategies on social protection. The study is currently being prepared for publication.		

DW objective	Social Security		
Name of partner organisation	Ghana Trades Union Congress		
Sector	Informal Sector (Domestic Workers)		
Type of action:			
- strike			
- demonstration			

-recollection of signatures			
-writing letters to politicians			
-other: Sensitisation	The Ghana TUC organised a stakeholders workshop to sensitise stakeholders on the situation of domestic workers in Ghana with regards to social protection.		
When was the action carried out	Month: November Year: 2010		
Who else participated in the action	Ministry of Employment and Social Welfare, Ghana Employers Association (GEA), private employers of domestic workers, the National Labour Commission (NLC), International Union of Food (IUF), the Social Security and National Insurance Trust (SSNIT) etc.		
Number of people involved (distinguish between men and women)	Total 50	Men	Women
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	The beneficiaries of the programme were domestic workers in Ghana		
What makes you or the FNV partners say the action has been successful?	The workshop reviewed the draft ILO Convention on domestic workers and collated recommendations as inputs into the proposed ILO Convention.		
Can you describe how FNV has supported the action	The programme was supported by the Global Union through the Labour Research Services (LRS), Cape Town South Africa.		
Additional comments:	The stakeholders' workshop followed a study conducted on social protection situation of domestic workers in Ghana.		

DW objective	Social Security		
Name of partner organisation	General Agricultural Workers Union (GAWU)		
Sector	Agriculture		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other: Sensitisation	The GAWU on separate occasions held meeting with its members at Volta River Estate and Golden Exotic Limited to sensitize them on provisions for provident fund under the new three tier pension scheme. This was necessitated by workers expressed fear over the implications of the new law on their accumulated contributions		
When was the action carried out	Month: May-September	Year: 2010	
Who else participated in the action	GAWU's members at the two local enterprises and their employers		
Number of people involved	Total	Men	Women

(distinguish between men and women)			
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Members of GAWU , both men and women		
What makes you or the FNV partners say the action has been successful?	<p>An agreement was reached to allow workers to access their part of their accumulated provident fund contribution. The monies were paid into the individual bank accounts of the workers. Contributions towards the provident fund were re-started.</p> <p>At Volta River Estate, the workers were only allowed to draw their part of the contribution, leaving that from the employer until the agreed contingencies occur (e.g. retirement, invalidity, redundancy or death). The meeting also agreed on Fund manager (Unique Life Insurance Company) to manage the</p>		
Can you describe how FNV has supported the action			
Additional comments:			

(Questions below only apply for Colombia, Peru, China, Belarus, Zimbabwe, Mexico, Guatemala, Burma, Indonesia, Palestine, Serbia, Kosovo)

(Have any or more Core labour standards of the ILO been ratified in the past year ? Refer to conventions: 87,98,29,105,138,182,100,111.		
Yes	No	
If yes mention here		
Convention	When approved	No. of workers who benefit
Observation:.....		
Which part of national legislation has been elaborated complies with ILO core conventions ratified by the country?		0% 0-25% 25-50% 50-75% 75-100%

DW8: Social Dialogue

(only applicable for Colombia, Peru, India, Ghana, Brazil, Guatemala, Bangladesh, Nepal, Serbia, Kosovo and Nigeria)

Active involvement of partner organizations in Social Dialogue over the past year

Name of partner	Name of social dialogue structure partner is involved in	What is the reason for the partner to take part in this	Contribution of partner within the social dialogue structure over the past year
Ghana TUC	National Tripartite Committee	The Ghana TUC is represented on the National Tripartite Committee established by the Labour Act (Act 651, 2003) to negotiate on annual basis, the Daily National Minimum Wage.	The Ghana TUC is a member of a five member representatives of organised labour on the National Tripartite Committee. The Ghana TUC as the largest trade union centre leads the representatives from organised labour in negotiating the National Daily Minimum Wage. The 2010 Daily National Minimum wage was concluded and announced on 25 January 2010.

Can you give one or more examples of social dialogue (that are both effective and highly regarded by unions) with governments and/or companies/employers (per type) involving FNV partner organizations, over the past year?

Name of structure for dialogue	The Public Services Joint Standing Negotiating Committee (PSJSNC)
Actors involved	1. Organised labour including Ghana TUC 2. Government (represented by the Fair Wages and Salaries Commission (FWSC))
Division of actors in percentages	1. Government - 10 representatives from FWSC 2. Organised labour - One (1) member each from all the Unions/Associations relevant to the implementation of the Single Spine Pay Policy (SSPP).(These included Ghana TUC and its 8 affiliates, the Ghana Federation of Labour and 8 independent

	unions/associations)
Agreed objective(s) of the social dialogue	<ol style="list-style-type: none"> 1. To negotiate the base pay and relativities for the implementation of the Single Spine Pay Policy 2. To develop the road map for the implementation of the Single Spine Salary Structure (SSSS)
Themes discussed	<ol style="list-style-type: none"> 1. Implementation of the Single Spine Pay Policy
Year in which social dialogue was started	2010
Describe how the social dialogue is organised	<ol style="list-style-type: none"> 1. A stakeholders consultation forum was held between Fair Wages and Salaries Commission (FWSC) and Organised labour 2. A Memorandum of Understanding (MOU) outlining the framework and guidelines for negotiating the base pay and relativities for the implementation of the SSPP was signed between the FWSC and organised labour at the stakeholders' consultation forum 3. The forum agreed that negotiations between the two parties would be held annually from July to August to enable agreements reached to be included into the national budget
Frequency of meeting	
Products and results of the dialogue this year	<ol style="list-style-type: none"> 1. The Single Spine Pay Policy became effective in July 2010 2. The Public Services Joint Standing Negotiating Committee (PSJSNC) concluded on 10 percent across board salary increases for Public Servants effective January 2010.
Problems	<p>Mapping and migration of institutions onto the pay structure has been slow. By the end of 2010, 28 out of 80 institutions have completed their mapping and were being migrated onto the Pay Structure.</p> <p>Some institutions have also raised concerns about the implementation of the SSPP, citing anomalies in the job evaluation exercise</p>

	conducted. These included unions /associations in the educational sector including those in the Universities, civil and local government staff and splinter groups within the health services.
Additional comments:	The unions/association objecting to the implementation have requested for re-evaluation of their jobs. Re-evaluation of 280 out of 300 expected jobs in the public services was completed.

Name of structure for dialogue	Technical committee for review of utility tariff
Actors involved	<ol style="list-style-type: none"> 3. Ghana Trades Union Congress (TUC); 4. Government (Public Utility Regulatory Commission (PURC) , Energy Commission, Utility companies (Volta River Authority (VRA), Electricity Company of Ghana (ECG) and Ghana Grid Company Limited (GRIDCo))and ; 5. Employers (Association of Ghana Industries (AGI))
Division of actors in percentages	One representative each from the above mentioned organisations.
Agreed objective(s) of the social dialogue	<ol style="list-style-type: none"> 3. Review the basis for PURC's computation of Special Load Tarrifs to clarify percentage increases in utility announced 4. Consider the re-introduction of the Automatic Adjustment Formula 5. Assess the impact of 10 % utility subsidy or 10 % reduction in the utility companies expected revenue and how this could be distributed in an acceptable manner to the TUC and AGI
Themes discussed	<ol style="list-style-type: none"> 2. PURC's computation of Special Load Tariff 3. Distribution of the 10 % utility subsidy 4. Re-introduction of Automatic Adjustment Formula for tariff reviews.
Year in which social dialogue was started	2010

<p>Describe how the social dialogue is organised</p>	<p>The Ghana TUC held a meeting with the PURC to explain the astronomical increases in utility tariffs announced on 31 May 2010.</p> <p>The Ghana TUC not convinced by the PURC's explanation, held a press conference to reject the PURC's new tariffs. (The Association of Ghana Industries (AGI) also gave a press release to reject the new tariffs).</p> <p>The Vice President of Ghana following the Ghana TUC's press conference and a press release by the AGI to reject the increases in utility tariff as announced by the Public Utility Regulatory Commission held two meetings on July 28 and 30 2010, with representatives of TUC, AGI, PURC , the Energy Commission and the utility companies.</p> <p>The meeting was to hear the concerns of the TUC and the AGI regarding the new utility prices announced by the PURC.</p> <p>On July 30, the Vice President formed a Technical Committee made up of representatives from the organisations mentioned above. The committee held meetings and made recommendations to the Vice President.</p> <p>The committee considered three (3) proposals for the apportionment of the 10 % subsidy. A working group was established to compute the implication of each proposal.</p>
<p>Frequency of meeting</p>	<p>Four meetings held between 30 July and 17 August, 2010.</p>
<p>Products and results of the dialogue this year</p>	<ol style="list-style-type: none"> 1. The Technical Committee submitted a report to the Vice President on August 17, 2010. 2. The utility companies committed to give 10 % of their expected revenue to non-residential customers and industry. The revenue implication of the 10 % was GH¢ 113 million per annum (GH¢ 67 million for June-December 2010) 3. The utility companies also agreed to commit GH¢ 2 million subsidy for some

	<p>customers in the residential class</p> <p>4. The government also provided a subsidy of GH¢20 million to be applied to certain categories of consumers.</p> <p>5. The subsidies were applied to bring to consumers. The final increases were as follows</p> <p>Residential consumers – 38.9 %</p> <p>Non-residential – 94.0 %</p> <p>SLT-MV- 115.0 %</p> <p>SLT-HV-144.2 %</p>
Problems	The AGI though agreed to the distribution found those of SLT-MV and SLT-HV (industries) too high. The AGI stated that acceptable increase for industries should be 90 %.
Additional comments:	The subsidies were to be applied with immediate effect. The Automatic Adjustment formula was to be implemented in December, 2010.

(for additional tables on reactions government authorities **copy/paste the above table**)

Democratic Processes

Can you give one or more examples of improving democratic processes with the involvement of partner unions.

Name of structure that promotes the process	Constitution Review Commission
Actors involved	Constitution Review Commissioners, Ghana TUC, GAWU and other organised labour
Objective	To make submissions to Constitution Review Commission for the review of the 1992 Constitution
Results	<ol style="list-style-type: none"> 1. The Ghana TUC generated comments and suggestions on some Articles in the 1992 constitution 2. The Ghana TUC presented its submissions to the Constitution Review Commission 3. The Ghana TUC together with other organised labour held a consultation forum with the Constitution Review Commission 4. The Ghana TUC, GAWU and other trade unions presented their inputs for the consideration by the Constitution Review Commission during the forum
Problems	The event was successfully organised
Year in which process was started	2010
Additional comments:	A Ghana TUC was a member of Civil Society Coalition on the Constitution Review process in Ghana. The aim of the Coalition is to review the activities of a Secretariat established to collate inputs from vulnerable groups (e.g. the disabled, women, rural communities) whose views were not captured by the national exercise facilitated by the Constitution Review Commission. The Secretariat is hosted by the Institute of Economic Affairs (IEA), a civil society organisation.

(for additional tables on reactions government authorities **copy paste the above table**)

Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	
Training of leaders and staff	<ol style="list-style-type: none"> 1. Report writing workshop organised for project coordinators at the Ghana TUC (supported by FNV Mondial) 2. Project Management course organised for project coordinators at Ghana TUC 3. A workshop on decent work was organised for Central Regional Council of Labour of Ghana TUC 4. A training workshop was held for the executives of Informal Sector associates of the Ghana TUC 5. A sensitization workshop held on the Single Spine Salary Structure and the Constitution Review 6. 53 women negotiators were trained
Introduction of measures for management improvement	
Innovations of internal democracy	
Proposals for restructuring like unifications of company unions or unification of centrals	<p>The Ghana TUC established a restructuring committee to pursue a merger of some of its affiliates organising the same or similar class of workers. Four affiliates identified included :</p> <ol style="list-style-type: none"> 1. The National Union of Seamen (NUS) 2. The Maritime and Dockworkers Union (MDU) 3. The Railway Workers Union (RWU) 4. Railway Enginemen Workers' Union (REWU) <p>The proposed merger is between the MDU and NUS on one hand; and the RWU and REWU on the other hand.</p>
Other: Regional Collaboration	<p>The Ghana TUC hosted a trilateral conference with Congress of South Africa Trade Unions (COSATU) and Nigeria Labour Congress (NLC) participating.</p> <p>The Conference sought to identify areas of collaboration to strengthen trade solidarity on the</p>

	<p>African continent.</p> <p>The conference also developed a communiqué directed at the African Union, African governments and their development partners among others.</p>
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Examples of alliances

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	Ghana TUC
Name alliance that partner is involved in (mentioning names of organisations as well)	Civil Society Platform for Oil and Gas (members all existing of the Public What You Pay Coalition such as the Publish What You Pay-Ghana, Ghana TUC, ABANTU for Development, CASOLS, Forest Watch Ghana, Friends of the Nation (FoN), Integrated Social Development Centre, League For Environmental Journalist and the National Catholic Secretariat)
Year partner joined the alliance	2010
Main accomplishments of the alliance this year	<ol style="list-style-type: none"> 1. The Platform held meetings and press conference to agitate for a national consultation for the development of the proposed Draft Petroleum Bills and this was heeded by government. 2. The platform developed a Memorandum of Understanding to parliament on the Petroleum Exploration and Production Bill after a round table discussion with members 3. The platform also organised a workshop for the media to introduce them to the Petroleum Exploration and Production Bill and the Petroleum Revenue Management Bill to share its concern on the bill with the media. 4. The Platform held a press conference in protest against attempts by government and parliament to expunge critical provisions from the draft Petroleum Exploration and Production Bill and the Petroleum Revenue Management Bill. The press conference was held at the Ghana TUC's headquarters 5. The platform launched an e-petition to provide a platform for Ghanaians in and abroad to send petitions to parliament on the Bills through text

	<p>messages and emails.</p> <p>6. The platform held a meeting with the Ministry of Energy following submission of its e-petition. The meeting reached a number of agreements on the way forward.</p> <p>7. The platform participated in a meeting of the Parliamentary Committee on Energy in October 2010 to discuss the two bills. The meeting also discussed the platforms memorandum of understanding sent to parliament that seeks to ensure that transparency provisions are maintained in the bills</p>
Additional comments:	The platforms aims to promote transparency and accountability in the new Oil and Gas industry

(for additional tables on reactions government authorities **copy paste the above table**)

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	Ghana TUC
Name alliance that partner is involved in (mentioning names of organisations as well)	Right to Information Coalition
Year partner joined the alliance	
Main accomplishments of the alliance this year	The Coalition held a press conference to express its misgivings about government's violation of the procedure for passing bill. The Coalition condemned government's action to have the Right to Information Bill read in parliament without prior consultation with the public as the laws of passing bills demand. It called on government to re-withdraw the bill and initiate the necessary public consultation to ensure civil society organisations and other interest groups or individuals make inputs into the bill.
Additional comments:	

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	Ghana TUC

Name alliance that partner is involved in (mentioning names of organisations as well)	Coalition of Domestic Observers (CODEO) is made up of Ghana TUC, Centre for Democratic Development (CDD), Ghana National Association of Teachers, National Union of Students and Christian etc
Year partner joined the alliance	2000
Main accomplishments of the alliance this year	CODEO held a colloquium with the Electoral Commission (EC) in October 2010 to discuss the EC's preparedness for the district assembly elections. These were in context of some challenges identified by CODEO.
Additional comments:	The Coalition of Domestic Observers is made up of civil society organisations. It seeks to ensure free, fair and transparent elections.

Representation

Percentage of workers organised i.e. members of a trade union in the country	35.9 percent
Comments	Trade union density was believed to have declined from 50 percent in 1998/1999 to 35.9 percent in 2005/2006 (Ghana Statistical Services, 2008)

Negotiation capacity

Number of workers under collective bargaining agreement	Not known
Comments	The number of workers under collective agreements is not known. This is due to trade union plurality and lack of accurate database on the unionised workforce.

Democracy and transparency

Describe an example of a union or central that has implemented innovations in terms of democracy and transparency	
Describe in what way FNV-support has been important for this.	

(for additional tables on reactions government authorities **copy paste the above table**)

Sustainability

Membership

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	General Agricultural Workers Union
Number of members of trade union, confederation or central	50,323 (2010)
In/decrease in membership over de past year	<p>GAWU increased its membership in targeted communities under the GAWU/FNV/CIDA project by 900 to 1,459</p> <p>A total of 1702 farmers also filled membership forms to join GAWU</p> <p>A total of 200 members of GAWU at Twifo Oil Palm Plantation (TOPP) officially informed of intention to breakaway and join the Industrial Workers Union (ICU). Negotiations are still ongoing among Ghana TUC, the ICU and GAWU and the employers of TOPP.</p>

(for additional tables on reactions government authorities **copy paste the above table**)

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation:	GAWU
Sector/area/company:	Agriculture
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	
Number of women in that sector or area or company covered by the organization/ in your country	
Number of members of the organization / trade union members?	50,323 ¹
Number of female members of the organization?	15096 ²
Number of union leaders?	70
Number female union leaders?	21
In case of federation: Number of union leaders at federation level (of GUFs)?	<number>
In case of federation: Number of female union leaders at federation level?	<number>

(for additional tables on reactions government authorities **copy paste the above table**)

Membership trade unions/membership base organizations: youngsters

Name of organisation:	GAWU
Sector/area/company:	Agriculture
Number of employees/workers in the sector or area or company that is covered by the organization?	Not known
Number of youngsters(<35) in that sector or area or company covered by the organization?	Not known
Number of young (<35) members of the organization?	Not known
Number of young (<35) union leaders?	None
In case of federation: Number of young (<35) union leaders at federation level?	Not applicable

(for additional tables on reactions government authorities **copy paste the above table**)

¹ The figure is a provisional estimate of GAWU's membership (National Officers Report to the 63rd National Executive Council (NEC), 28 January 2011)

² GAWU estimates about 30 percent of its membership are women.

Legal position of the FNV partner organisation

(you can group those organizations to whom the same story is applicable)

Name organisation	
Describe the legal position	
Most important changes over the past year in the legal position of the organization	

(for additional tables on reactions government authorities **copy paste the above table**)

International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	Yes X	no
If yes, explain:	<p>Partnership with Solidarity Support Organisations such as between GAWU and FNV, CIDA, IUF, LO-Norway and the ILO have provided technical and financial support that saw through the implementation of many projects.</p> <p>Most notably, GAWU has through the support of FNV, CIDA and LO-Norway (in separate projects) has mobilised informal sector workers into its membership</p>	
Important changes in international solidarity over the past year:		

Priority in labour and trade union issues according to trade union leaders:

Issue	<u>Priority</u> indicate 1 st , 2 nd , 3 rd , 4 th and 5 th priority by putting 1, 2, 3,4 or 5 (you have to choose between 1, 2, 3, 4 and 5, you cannot repeat)	<u>Improvement</u> Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	<u>Activity</u> Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0).)You can fill in a number in each box)
Rights to organise and bargain collectively	1	4	2
Social security	2	2	2
Eradication of discrimination	3	4	3
Social dialogue	4	2	2
Trade union strengthening	5	3	2