



GHANA MINeworkERS' UNION (TUC) GHANA

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The Chief Executive Officer
Minerals Commission
Accra

Dear Sir,

REJECTION OF CONTRACT MINING DIRECTIVE

The Ghana Mineworkers' Union (GMWU) has taken notice of a widespread public discourse and media circulations linking your office to a directive issued to Zijin, Newmont and AngloGold to transition to contract mining by December 2026.

The GMWU would like to state without equivocation that we disagree with the said directive and consequently reject it based on a number of reasons.

To start with, the GMWU notes with grave concern that for many years, the Commission and by extension the Ministry of Lands and Natural Resources has unilaterally pursued very aggressive and draconian policies in Ghana's mining industry without recourse to the voices of workers who ultimately bear the brunt of these policy decisions. Regrettably, most of these policies including contract mining under the local content regulations have fueled the ***rise in the fragmentation of production chains, created and increased precarious work, reversed decent work gains and pushed most mineworkers into the working poverty syndrome.***

To highlight the retrogressive nature of contract mining under local businesses and its impact on workers, it is a fact that ***workers always have their wages/salaries significantly reduced, mostly by at least half of what they were earning under an owner miner for the same job,*** and this immediately impacts negatively on ***household income, personal income tax, pension contribution and therefore their retirement income in the long run.*** Furthermore, almost every other benefit the worker enjoyed under the owner miner is either completely stripped off the worker under a local contractor or heavily diluted and inferior terms handed to them, thus, reversing every decent gain made.

Regrettably, this is the current case with local contractors like ***Engineers and Planners, BCM Ghana Limited, Rocksure, Electrochem, etc.,*** some of whom over time, have become heavily

notorious for their failure or refusal to meet statutory obligations such as *SSNIT, Tier 2, Provident Fund*, to workers *and even the payment of taxes (including corporate income tax) to the state*. Only a few days ago, we witnessed a major standoff between workers and Engineers and Planners over the blatant refusal of the company to meet these statutory obligations which have accrued for years. Astonishingly, other local contractors such as *Rabotec Ghana Limited* continues to show its revulsion and disregard for the constitutional rights of workers to form and join trade unions guaranteed by the laws of the Republic of Ghana. In contrast, these multinational businesses offer superior conditions of service, respect and promote workers' rights, and do not default or neglect to meet their statutory obligations to workers and also to the state.

The attempt therefore to impose a blanket transition from owner mining to contract mining under the guise of local content raises serious questions about the true beneficiaries of this policy, as the so-called "local" contractors being positioned as beneficiaries of this directive have consistently failed in their most basic legal and moral obligations not just to workers but also to the Republic of Ghana.

The attempt, therefore, to dismantle or undermine these relatively stable and accountable systems in favour of a contracting regime dominated by entities with questionable compliance histories is not only misguided but *dangerous, regressive, and economically unsound*.

We wish to state therefore without hesitation, that this path is injurious and inimical to the already fragile and precarious conditions of mineworkers in this country. It will inevitably open the floodgates to *further exploitation, abuse, casualization of labour, and the erosion of hard-won protections that workers have fought for over decades*.

The Commission cannot, in good conscience, ignore these realities, considering the obvious implications on workers and the state, and most especially when there is absolutely no business case at this stage to warrant such a Commission-imposed business model which we consider as only seeking to benefit a few at the expense of the greater majority of Ghanaians.

We therefore wish to serve notice that the Ghana Mineworkers' Union disagrees with this position and remains irrevocably opposed to this directive and further wish to state that any attempt to proceed with its implementation in its current form will be met with strong, coordinated, and sustained resistance from the GMWU and its entire membership across the mining industry.

Consequently, we demand the suspension of this directive and the initiation of a genuinely inclusive, transparent, and good-faith stakeholder engagement process that places workers at the centre of policy considerations.

It is important to note that resource governance in Ghana cannot and must not be pursued at the expense of the very workers whose labour sustains the industry. Workers' voices are not optional in this discourse; they are fundamental. We therefore expect the Commission to heed this call and act accordingly.

Respectfully submitted,



Abdul-Moomin Gbana

General Secretary

Cc: The Hon. Minister, Ministry of Lands and Natural Resources
The Chief Executive Officer, Ghana Chamber of Mines
The Vice President, Zijin Golden Ridge Limited
The MD and Senior Vice President, Newmont Ghana Gold Limited