

POTENTIAL IMPLICATIONS OF COVID-19 ON WORK AND EMPLOYMENT IN GHANA

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ABSTRACT

COVID-19 is impacting the world of work and employment globally and nationally. Its impact has permeated the very fabric of life in multiple ways such as the following: the employee employer relationships, business continuity issues, health and safety (Preparing for a pandemic, responding to a pandemic, communicating during a pandemic), finance and cost implications, customer service issues. There must be an adjustment, and changes to the nature of work; and this also requires a rethinking of the social contract ("World Bank, 2020"). Additionally, there must be newer ways to protect people and invest in them irrespective of their employment standing. ("World Bank, 2020").

Keywords: Covid-19, Work and employment, Employee Employer Relationships, Human Resource Management

1. INTRODUCTION

The Novel Coronavirus 19 is a communicable disease which occurs through a severe critical respiratory disorder coronavirus 2 (SARS-CoV-2). It was initially recognized in Wuhan, China in December 2019. This has since resulted in a global spread, which is ongoing, causing a lot of fear, panic, anxiety and a pandemic. COVID-19, will have a huge impact in the world of employment, recruitment, and retention. Hundreds of thousands of jobs, could be lost to the coronavirus pandemic ("World Bank, 2020").

Covid-19

The new strain of Coronavirus (Covid-19), was stated to have initially appeared in Wuhan-China getting to the latter part of 2019 precisely December and has since travelled the world affecting about 199 territories and nations as of March 2020. ("Ministry of Health, 2020").

As an infectious disease, it can be spread via saliva droplets, discharge from the nostrils, coughs or sneezes from infected individuals. Many people affected by the Novel Coronavirus are likely to experience some slight to moderate illnesses that affect the respiratory system and get well without the need of any special treatment. On the other hand, the old folks with some primary health conditions such as diabetes, cardiovascular disease, chronic respiratory ailments and cancer have a higher chance of developing serious illnesses.

Ghana reported its first two cases of COVID-19 on March 12, 2020. The two reported cases were travel related from Norway and Turkey. There was therefore the urgent need to put in place workable control measures, physical and financial resources to stop the spread of the diseases whilst looking at the clinical management of those affected.

The president of the Republic of Ghana, President Nana Akufo-Addo, on March 15, 2020, barred all forms of social gatherings such as church activities, funerals, workshops, political rallies, conferences, festivals and other associated activities to regulate the spread of the COVID-19 virus.

In the same brief to the nation, Primary schools, high schools and tertiary, be it private or tertiary were asked to close down, with the exception of candidates preparing towards their Basic Education Certificate Examination (BECE) and West African Senior School Certificate Examination (WASSCE) who were permitted to stay in the schools premises under stern protocols of social distancing.