

Ghana

LABOUR REGULATIONS, 1969

PART II-EMPLOYMENT OF DISABLED PERSONS

23. For the purpose of this Part of these Regulations, there shall be Units administered by Disablement Resettlement Officers, or be attached to public employment centres, for the purpose of securing suitable employment for disabled persons.

24. (1) **Each Unit shall keep** a register of disabled persons in which shall be registered the names of all disabled persons applying for registration.

(2) On receipt of the application the person in charge of the Unit or any other person authorised in that behalf by him shall, forthwith, enter the name of the applicant in the appropriate register and shall cause to be issued to the applicant a certificate of registration in the prescribed form.

25. (1) Every employer shall have a quota of disabled persons equal to one half per cent of his total labour force to be employed in security jobs which may include clerical work, machine operating, typing, packing, telephone operating or other jobs requiring hiring skills.

(2) Vacancies occurring in the said jobs shall be notified by the employer to the appropriate public employment centre for the information of the officer in charge of the Disablement Resettlement Unit attached thereto.

(3) The provisions of this paragraph shall not be to displace able-bodied persons already employed by the employer.

26. (1) Every employer who wishes to employ a disabled person shall apply to the appropriate Unit for reference to a suitable applicant for employment.

(2) No employer shall employ any disabled person unless that person is in possession of the registration certificate referred to in the fore-going regulation.

27. Every employer shall forward to the appropriate Unit quarterly returns in the prescribed form giving particulars regarding

(a) the vacancies filled by the employment of disabled persons;

(b) the vacancies remaining unfilled and reasons therefor, and

(c) any other matter relating to the employment of disabled workers.

28. The agreement establishing an employment relationship with a disabled person shall contain among other things, the particulars of the job or post., the working hours, amount of remuneration, transport facilities, and any special privileges which that disabled person shall be accorded by virtue of the employment relationship.

29. Disabled persons who enter a public service shall be appointed on the same terms as able-bodied persons irrespective of whether they are allowed to work fewer hours and shall be classified in accordance with their previous period of qualifying service for the purposes of promotion and other public service awards.

30. The employment of a person who becomes disabled shall not cease if his residual capacity for work is such that he can be found employment in the same or some -other corresponding job in the same establishment without further vocational rehabilitation,so, however, that if no such corresponding job can be found the employment may be terminated by notice.

31. The length of notice of termination required to be given in the case of disabled persons shall not be shorter than one months.

32. A disabled person in employment may be transferred to another job within the same establishment if the other job can be regarded in the light of all relevant circumstances, as a corresponding job, the circumstances to be considered including

(a) his qualifications,

(b) physical condition,

(c) place of residence, and

(d) whether the transfer may worsen the conditions in which he entered the employment.

33. (1) The Commissioner may appoint a Disablement Advisory Board to advise and assist him in matters relating to the employment undertaking of work on their own initiative, or training, of disabled persons generally.

(2) There shall be a National Disablement Advisory Board consisting of members appointed by the Commissioner being

(a) one independent person who shall be the Chairman, and

(b) such number of persons as may be determined, selected after consultation with such organisations representing both employers and workers as the Commission thinks fit, and

(c) such number of independent persons as the Commissioner may appoint.

(3) In the absence of the Chairman, his functions may be performed by a member of the Board chosen by the other members of the Board.

(4) The Board shall draw rules to govern its proceedings such rules taking effect upon the approval of the Commissioner.