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Bundesministerium für
wirtschaftliche Zusammenarbeit
und Entwicklung

Research Centre Global Dynamics

Labour Turnover and Employment Biographies in Ghana – Results and Recommendations for Action

The two workshops (20th and 21st February, 2023) have the aim to present results from research in the project “Turnover in industrializing developing countries in West Africa (Ghana). New dynamics of employment biographies” (Project leader Prof. Marian Burchardt; project coordinator Dr. Florian Stoll/Leipzig University). This study is part of the Special Initiative “Decent Work for a Just Transition” and is funded by the German Federal Ministry for Economic Cooperation and Development.

Our project examined with a mix of qualitative and quantitative methods – mainly biographical interviews and a questionnaire – working conditions and reasons for job changes in different sectors in Ghana. We explored the social conditions and cultural contexts that shape people’s choices around income generation, employment, and motivations for turnover. We found biographical patterns and diverging dynamics of turnover in different fields. The study of biographies goes beyond a mere description of occupations and shows how people navigate through uncertain economic landscapes.

In addition to the presentation of results, we will offer advice for practical interventions. Our recommendations for action may be relevant for development actors and for entrepreneurs. Information on biographical patterns and sectoral characteristics from our research offers opportunities for improvement.

Monday, 20/02/2023
Tuesday, 21/02/2023
1:00 – 5:00 pm
(see pages 2 & 3)

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Labour Turnover and Employment Biographies in Ghana Results and Recommendations for Action

Day 1: Development Actors

Welcome and introduction

1:00 – 1:30 | Florian Stoll & Marian Burchardt, Leipzig

Biographical dynamics and turnover

1:30 – 2:00 | Marian Burchardt, Leipzig University

Job conditions and preferences of employees

2:00 – 2:30 | Florian Stoll, Leipzig University

Overview of the labour market in Ghana

2:30 – 3:00 | Priscilla Twumasi Baffour/ University of Ghana

3:00 – 3:15 | Coffee break

Push and pull factors for turnover. Results from biographical interviews

3:15 – 3:45 | Sylvia Ohene Marfo,
Union for African Population Studies/ University of Ghana

Final discussion

3:45 – 4:30

Monday,
20/02/2023
1:00 – 5:00 pm

GIZ Country Office
/German Development
Cooperation House,
7 Volta St, Accra





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Day 2: Entrepreneurs

Welcome and introduction

1:00 – 1:15 | Florian Stoll & Marian Burchardt, Leipzig

Greeting

1:15 – 1:30 | GIZ Ghana

Biographical dynamics and turnover

1:30 – 2:00 | Marian Burchardt, Leipzig University

Job conditions and preferences of employees

2:00 – 2:30 | Florian Stoll, Leipzig University

The German supply chain act law

2:30 – 3:00 | Stefanie Simon,
Delegation of German Industry & Commerce in Ghana, Accra

3:00 – 3:15 | Coffee break

Turnover in the IT sector

3:15 – 3:45 | Matthew Darkwa,
Director of Operations, Amalitech/ Takoradi

The Textile Sector

3:45 – 4:15 | Adjo Dede Assare,
CEO Alfie Design/ Accra

Final discussion

4:15 – 5:00

Tuesday,
21/02/2023
1:00 – 5:00 pm

GIZ/ Blue Building 1,
12 Agbaamo Street, Accra

