

GHANA AIR TRAFFIC SAFETY ELECTRONICS ASSOCIATION

(MEMBER AFFILIATE, INTERNATIONAL FEDERATION OF AIR TRAFFIC SAFETY ELECTRONICS ASSOCIATION)

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OPEN LETTER TO HIS EXCELLENCY JOHN DRAMANI MAHAMA, PRESIDENT OF THE
REPUBLIC OF GHANA

**UNFAIR LABOR PRACTICES BY THE DIRECTOR-GENERAL OF THE GHANA CIVIL
AVIATION AUTHORITY, REV. STEPHEN WILFRED ARTHUR**

Your Excellency,

The Ghana Air Traffic Safety Electronics Association (GHATSEA) respectfully wishes to bring to your attention the persistent unfair labor practices being perpetrated by the Director-General of the Ghana Civil Aviation Authority (GCAA), Rev. Stephen Wilfred Arthur.

Over the past several months, our Association has faced numerous challenges in engaging management on matters affecting the welfare and working conditions of our members.

Unfortunately, the Director-General has consistently demonstrated an unwillingness to negotiate with the leadership of the Association in good faith, contrary to the principles of social dialogue, mutual respect, and the provisions of Ghana's labor laws.

Rather than fostering a collaborative environment for resolving industrial concerns, the director general has resorted to intimidation, coercion, and victimization of association leaders and members who seek to advocate for the legitimate interests of association members. These actions have created fear and mistrust among members and have undermined harmonious labor relations within the Authority.

GHATSEA firmly believes that members have the constitutional and legal right to

organize, associate, and negotiate for a better condition of service without fear of persecution. We are deeply concerned that the actions of the Director-General threaten these fundamental rights and could negatively impact staff morale, productivity, and ultimately the safety and efficiency of Ghana's aviation sector.

As it stands, the President of GHATSEA has been on interdiction since 3rd March 2026 and remains interdicted to date for allegedly threatening industrial action. We believe this action is unjust and disproportionate, particularly when the concerns raised by the Association were aimed at addressing legitimate workplace grievances affecting our members.

Furthermore, there was an incident in which National Security personnel, accompanied by the director general to the workplace at approximately 11:30 p.m. to intimidate members who were on duty. The details surrounding what we consider to be the unlawful involvement of National Security in labour related issue were comprehensively outlined in a letter addressed to your office dated 3rd February 2026.

Unfortunately, we have not received any response to that correspondence.

Your Excellency, we believe that industrial harmony can only be achieved through constructive dialogue, mutual respect, and adherence to the labour laws of Ghana. Unfortunately, the approach of the current Director-General has made meaningful engagement increasingly difficult and has heightened tensions within the Authority and members are currently living in a constant state of fear and uncertainty, with the genuine concern that the Director-General may resort to unlawful interdiction at will, without due process or any clear legal basis. This has created an atmosphere of intimidation among staff, as members fear that legitimate concerns or the exercise of their lawful rights could result in arbitrary disciplinary action.

We therefore humbly appeal to your office to intervene in this matter, investigate the concerns raised by GHATSEA, and ensure that the rights of workers are protected in accordance with the Constitution and the labor laws of Ghana.

Thank you. Respectfully Submitted



Engr. David Annan Mensah
(GHATSEA President)