

Abstract

Ethnical Discrimination Among Public Servants in Ghana

by: Bright Yeboah Owusu

The objective of the paper was to investigate ethnic discrimination in the public sector of Ghana. The research was conducted using qualitative methodology. In-depth interviews were conducted with managers, staffs and social workers. The data was analyzed using qualitative content analysis. The study found that ethnic discrimination in the public sector is apparent in deciding on who deserves promotion, the provision of safe and healthy working environment and the allocation of workload. Ethnic discrimination in the public sector is driven by actions and systems encompassing intentional marginalization, cataleptic prejudice, methodical activities and structural challenges. The study recommends that public organizations should organize diversity training for staffs. Diversity training can lead to culture shift towards a more inclusive and diverse work environment. Again, public organizations must start to publish diversity reports for their organizations. Monitoring and publishing data will result in self-consciousness of the need to accommodate every ethnic group in the public sector. Lastly, public organizations must commit to bringing an end to prejudiced actions leading to creating a more diverse group of employees with all- encompassing activities, ethnic balance-intended practices with translucent and diversity goals. The government can lead the charge by praising diversity campaigners in public organizations.