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Lawyers & Consultants

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Did Someone Say Alexa?

Innovation in Artificial Intelligence (“AI”) continues to transform our daily lives. From smart homes to autonomous vehicles, simply put, AI is the creation of intelligent machines that work and react like humans to capture and ‘understand’ the environment and its dynamics; ‘see’, decide and act in real-time, towards well defined optimization objectives. There is clear evidence that AI is effective in handling complex activities — those requiring processing of multiple signals, data streams and accumulated knowledge in real time. The underlying concept of AI is to co-exist and be used in a collaborative manner with humans as a manifested ‘aide-mémoire’.

The legal profession has not been left out. In recent times, law firms have used AI to increase efficiency for automated document review with startling results. Hours of legal work reviewed by lawyers can be reduced to seconds by AI.

Are humans soon to be replaced by smart robots in the work force? What does that mean for the current global framework and

understanding of labour? Among others, two issues come to the fore when discussing the AI revolution. The first is that the future workforce will have to adapt to a new set of skills in order to align with an inevitably AI-supported work environment. The second is the need for regulation addressing the technical intricacies and ethics of AI.

The Google AI Research Centre which has recently been opened up in Accra, is expected to partner with academia and policy makers both in Ghana and across Africa on how to exploit AI in support of multi-industry development. These collaborations should offer essential opportunities for Ghana to broaden its sustainable development toolkit. Proven worldwide cases demonstrate that AI can be harnessed to improve health and wellbeing, education, safety and emergency services, agriculture and food resources, supply chain management, and countless other applications. Finally, it is hoped that highly skilled, home-grown AI talent will be nurtured to take on the challenges of utilizing this technology in a

responsible and ethical manner for the benefit of Ghana.

Techopedia Definition

<https://www.techopedia.com/definition/190/artificial-intelligence-ai>

<https://medium.com/innovation-machine/artificial-intelligence-3c6d80072416>

Construction Industry



The FIDIC Suite

FIDIC is a French language acronym for Fédération Internationale Des Ingénieurs-Conseils, which means the international federation of consulting engineers. It is the global representative body for national associations of consulting engineers and represents over one million engineering professionals and 40,000 firms in more than 100 countries worldwide.

Over the years, FIDIC has produced a number of standard form of contracts, also known as the 'FIDIC Suite of Contracts' for producing international standard form contracts for the construction and

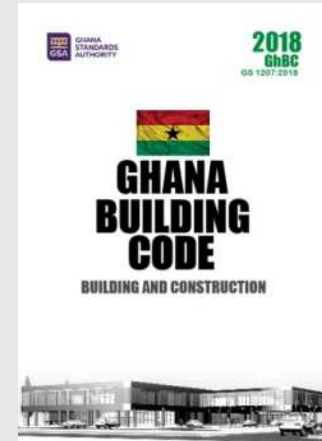
engineering industry, deemed to be suitable in all cases, for several successful construction projects around the world, popularly used in Africa.



FIDIC signs a five-year agreement with the World Bank

FIDIC has recently executed a major agreement with the World Bank, a vital source of financing and technical assistance to developing countries around the world. The World Bank has a non-exclusive licence to refer to the six major FIDIC contracts for projects they finance and the documents will be used as part of the bank's standard bidding documents.

The contracts cover a wide range of International Construction and Infrastructure Work. This development signifies a major endorsement for the FIDIC contracts from a major international funding organisation, to bridge the infrastructural gap in developing countries.



Improving Efficiency in the Construction Industry

Vice President Dr Mahamudu Bawumia has unveiled the Ghana Building Code GS1207:2018 ("the Code")

which covers all essential areas necessary for the smooth and safe operation of the building and construction industry in Ghana.

The Code is modelled on the existing International Building Code and lays down the essential requirements for building and structural conformity.

It is Ghana's first comprehensive Code that sets out conditions and approval procedures for efficiency standards for both Residential and Non-Residential buildings; covers planning, management practices in the construction of buildings.

The Code stipulates that materials used in construction, buildings, schools, roads, hospitals and all types of public construction works must be in line with the standards specified, with legally enforceable provisions to encourage compliance. It is envisaged that this Code will enforce standards of efficiency and quality within the Construction industry.

#Healthcare



The Government of Ghana has launched the largest medical drone delivery network, 'Fly to Save a Life Project'. The project will be spearheaded by the Silicon Valley start-up, Zipline.

The Zipline Drone Technology service will operate 24 hours a day and seven days a week, from the four distribution centres. The drone network is set to deliver blood, essential medicines and vaccinations across the country.

Each centre of the four centres in Ghana will be equipped with 30 drones and deliver to 2,000 health facilities, serving 12 million people across the country.

Energy Update



World Bank provides US\$200m for electricity in Ghana and other West African countries

Ghana is one of the 18 other West African countries to benefit from the World Bank Group's Regional Off-Grid Electrification Project (ROGEP). ROGEP includes USD150million in the form of credit and grants from the International Development Association (IDA) and a US\$74.7million contingent recovery grant from the Clean Technology Fund. The Fund will help the West African Development Bank and ECOWAS' Centre for Renewable Energy and Energy Efficiency expand off-grid access to electricity.

The project is expected to benefit about 1.7 million people currently living without electricity connection or with unreliable supply, as well as businesses and public institutions who will use modern stand-alone solar systems to improve their living standards and economic activities.

Firm News

B & P ASSOCIATES was a Facilitator at CCIFG Business Breakfast in Accra.

Our Managing Partner, Adelaide Benneh Prempeh, had the pleasure of presenting at the Chamber of Commerce and Industry France Ghana (CCIFG) Business Breakfast, "Legal Aspects of Human Resources", held on 18th April 2019 at the Accra City Hotel. She discussed the legal approach to Employment Contracts, Trade Unions, Collective Bargaining and Employee and Employer Rights within the general legal regulatory framework outlined in the Labour Act 2003, (Act 651).

She also addressed key issues in relation to Gender Discrimination and Sexual

Harassment in the workplace and employment standard laws that apply to them. Her presentation was in light of the existing local laws as well as Ghana's obligations under international laws and treaties.

She encouraged employers to promote diversity and inclusion and ensure that employees are trained on a regular basis



Key Take-Aways for Employers

(a) Know and comply with standard employment laws as a starting point, for example, Labour Act 2003 (Act 651) and Labour Regulations, 2007 (L.I. 1833);

(b) Provide a safe work place for your employees, i.e. occupational health and safety laws, appropriate raw materials, machinery equipment and tools;

(c) Be legally compliant e.g. pay an employee the agreed remuneration;

(d) Develop human resources through training and retraining;

(e) Provide a written procedure for internal disciplinary procedures and adhere to it;

(f) Put an employment contract in writing and furnish a worker with a copy;

(g) Keep channels of communication open with workers;

(h) Protect the interests of your employees;

(i) Accommodate your employees' human rights as it pertains to sexual harassment and discrimination and establish written work policies in this regard;

(j) Invest in an Employee Handbook for your company with Code of Ethics, Disciplinary procedures among others; and

(k) Record Keeping and Documentation is key. The issue may not be what happened but whether you can prove what happened or was done!

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This publication may provide a summary of legal issues but is not intended to give specific legal advice. If you require legal advice, please speak to a qualified lawyer, which may include a qualified member of our legal team at

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