



250 CITIZENS' DEPRIVED OF THEIR END-OF-SERVICE BENEFITS

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“The Rights to Decent Job Termination is a Human Rights”



Formal employees at Statistics Sierra Leone

Unlawful dismissal at Statistics Sierra Leone

In Sierra Leone, more than half of the population is poor and dependent on earnings from labour income, jobs are critical for poverty reduction and inclusive growth but what happens when citizens are unlawfully sacked without any benefit? We share the story and look into the issues of three Sierra Leoneans who decided to show their identities for justice and rule of law to prevail. But what if these Sierra Leoneans are sacked lawfully? Are they not entitled to decent termination benefit? In the first half of 2019, we received more than 50 complains about Sierra Leoneans wrongly dismissed by their employers.

In law, wrongful dismissal, also called wrongful termination or wrongful discharge, is a situation in which an employee's contract of employment has been terminated by the employer, where the termination breaches one or more terms of the contract of employment, or a statute provision or rule in employment law.

On Thursday 3rd October 2019, three Sierra Leoneans, young men in their early thirties who identified themselves as Osseh J. Cole the assistant GIS officer, John Bismark Sesay-Assistant Statisticians and Nasiru Jalloh-Assistant Internal Auditor came to our office at 148 Circular Road, Freetown asking for justice to prevail on behalf of their colleagues who were unlawfully sacked at the Statistics Sierra Leone (a renowned government Institution).

In total, over 250 Sierra Leoneans were laid off their jobs on the 22nd May, 2019, without paying their benefits till date. Reasons provided was that the procedures used to recruit them were not justifiable and so they had to bear the cost of that. The procedure conducted to terminate them were not in conjunction of the Labour laws. At this critical moment, they are deprived, jobless and are not able to take care of their families.

As a national human Rights organization that envisions a Sierra Leone where human rights is promoted, respected and protected, we are duly calling on the authorities concerned to look into the issues of 250 Sierra Leoneans who are presently out of jobs and are presently traumatized.

According to section 75 (1b), of the sierra Leone employment act, states that “termination is consider unfair when all the circumstances of the case, the employer did not act in accordance with justice and equity in terminating the employee from service”.

We call on the authorities at Statistics Sierra Leone to look into the matter and take script action to pay the respective social benefits of former employees of the Institution.

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“Creating jobs and improving the quality and working conditions contribute to economic growth but at the same time, unlawfully dismissing workers undermines human rights and drives hardship”

**Abdul Karim Habib-
National Coordinator-
NMDHR**

“I was sacked from my job by the Human Resource person without receiving any prior notice and no tangible reasons were provided. Since then, I have not received my terminal benefit for the time I worked for. I have three children and a family”

Osseh J. Cole-Former Asistent GIS Offiver