



GHANA FEDERATION OF LABOUR

(Affiliate of the International Trade Union Confederation (ITUC))

Headquarters: Palma House, Adabraka, P.O. Box TF 509, Trade Fair, LA – Accra

Tel: +233 302 252105, Cell: +233 244 289 293, 0555902999, website: www.gflghana.org, email: gfl@gflghana.org, gflgha@gmail.com

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FOR THE ATTENTION OF ALL GFL AFFILIATES

Dear Colleagues,

PARTICIPATION IN THE 2026 MAY DAY EVENT

The leadership of the Ghana Federation of Labour (GFL) wishes to provide the following update to its affiliates concerning participation in the 2026 May Day event.

Objective and Significance of May Day

May Day is a historic workers' occasion observed internationally to reflect on the struggles against the exploitation of labour, including the sacrifices that led to the recognition of the eight-hour working day.

The celebration also serves as a platform for workers' solidarity, reflection on the continuing challenges confronting labour, and a collective call on governments and employers to address workers' concerns.

Concerns Regarding the 2026 May Day Programme

Unfortunately, recent developments regarding the 2026 May Day programme have not promoted the united front expected of Ghanaian workers.

It must be noted that Ghana's labour relations framework has changed significantly. Under the Industrial Relations Act, 1965 (Act 299), the TUC occupied a dominant position within the labour movement. However, the Labour Act, 2003 (Act 651) introduced a plural labour regime which recognises multiple labour centres, independent unions, and workers' associations.

In that context, May Day cannot properly be treated as the exclusive platform of any single labour centre. It must reflect the collective voice and ownership of organised labour.

Prior to the meeting of 23rd April 2026, concerns had been raised regarding the programme for the 2026 May Day parade. These concerns were subsequently considered at a meeting of the three labour centres held at the GNAT Hall, where an agreed arrangement was reached.

The agreed arrangement provided, among others, that:

1. The Chairman of FORUM would deliver the Welcome Address; and
2. The TUC would deliver the principal May Day address.

This arrangement was accepted for the 2026 May Day celebration.

It is, however, relevant to note that at a subsequent meeting of Organised Labour leadership held on **27th April 2026 at the Ministry of Labour, Jobs and Employment, the TUC leadership indicated that the arrangements agreed at the GNAT Hall on 23rd April 2026 had been rejected by the TUC Management Committee, also referred to as the Steering Committee.** This development effectively undermined the decisions reached and reinforced the absence of a mutually sustained and collectively endorsed programme for the 2026 May Day celebration.

Position of the GFL Leadership

Under these circumstances, the leadership of the GFL, in consultation with its counterparts, has taken the considered decision **not to participate at the leadership level** in the May Day ceremony as presently structured.

This decision is guided by principle and by the need to protect the **collective ownership, inclusiveness, and dignity of Organised Labour within Ghana's current plural labour relations framework.**

Guidance to Affiliate Members

Meanwhile, GFL rank-and-file members who wish to attend the parade are encouraged to do so peacefully and in solidarity with fellow workers.

Members are further encouraged to uphold discipline, defend unity within the labour movement, and continue to call for accountable, inclusive, and collective leadership in the face of the numerous economic challenges confronting Ghanaian workers.

At a time when workers face mounting economic pressures, unity within Organised Labour is not optional, it is essential. May Day must remain a platform for all workers, reflecting unity, shared responsibility, and collective voice.

For further information on the work and activities of Ghana Federation of Labour(GFL), affiliates members may visit: www.gflghana.org

Yours faithfully,

FOR: GHANA FEDERATION OF LABOUR



Abraham KOOMSON

Secretary General