



MINORITY CAUCUS

PARLIAMENT OF GHANA

Parliament House – Accra (Ghana)

30th October, 2026.

PRESS STATEMENT

FOR IMMEDIATE RELEASE

MINORITY CONDEMNS PALTRY 9% SALARY INCREMENT; EXPOSES HYPOCRISY OF SUB-INFLATIONARY WAGES AMID UNRELENTING UTILITY HIKES

The Minority Caucus on Employment, Labour Relations and Pensions in Parliament has received with utter shock and dismay the details of the newly signed Multi-Year Public Service Remuneration Agreement for 2027 and 2028, finalized on October 28, 2026.

To offer Ghanaian public sector workers a meager 9% total remuneration increase for 2027 (8% base pay and 1% conditions of service) and 10% for 2028 is nothing short of an insult. This miserly adjustment is a direct assault on the dignity of workers, especially when juxtaposed with the compounding burden of utility tariff increases imposed on citizens across 2025 and 2026.

While public sector workers are shackled with sub-inflationary salary increments, following 10% in 2025 and 9% in 2026, the cost of living has skyrocketed under relentless compounding adjustments administered by the Public Utilities Regulatory Commission (PURC).

1. Wage Suppression vs. the Rising Cost of Living

A side-by-side examination reveals the extreme economic injustice inflicted on Ghanaian households by contrasting suppressed wages with the adjustments in electricity, water, rent, transport, cooking gas and other regular household expenditure imposed since 2025:

The Stagnant Wage Squeeze: Public sector workers have faced suppressed annual adjustments of 10% in 2025 and 9% in 2026, and are now locked into 9% for 2027. These adjustments drastically lag behind cumulative inflation and erode purchasing power.

The 2025 Electricity Tariff Trajectory: Throughout 2025, electricity consumers absorbed compounding quarterly adjustments: a 14.75% increase effective May 2025, a 2.45% increase effective July 1, 2025, and a 1.14% increase effective October 1, 2025. Compounded, this is an increase of nearly 19% in a single year, almost double the 10% wage adjustment granted for that year.

The 2026 Electricity Tariff Trajectory: Households entered 2026 with a further 9.86% electricity tariff increase effective January 1, 2026. A 4.81% reduction on April 1 offered only brief relief before a 3.49% upward adjustment took effect on July 1, 2026. The net result is that electricity now costs roughly 29% more than it did at the start of 2025, against a cumulative wage adjustment of about 20% over the same period.

The Water Tariff Shock: Water, the most basic necessity of life, has not been spared. Following a 4.02% increase in May 2025, PURC approved a staggering 15.92% water tariff increase effective January 1, 2026, nearly double the 9% wage adjustment granted for the whole of 2026. A 3.06% reduction in April was followed by a further 0.85% increase on July 1, 2026, leaving water tariffs roughly 18% higher than at the start of 2025.

Rent and Housing Pressures: Residential rents rose by an estimated 8% to 14% year-on-year as of January 2026, with Accra at the upper end of that range. Traders at Makola No. 2 Market were confronted with a proposed 2026 rent increase of nearly 58%, and in June 2026 the Acting Rent Commissioner was compelled to order hostel operators to withdraw rent increment notices. Despite the six-month cap on rent advance under the Rent Act, 1963 (Act 220), reports persist of tenants being asked for one or two years' rent upfront, a lump sum no public servant on a 9% increment can realistically raise.

Transport Fares and Cooking Gas: Public transport fares went up by a further 8% from September 26, 2026, with some short-distance fares rising by 10% to 12%. Industry projections for the October 16, 2026 pricing window put the increase in the price of LPG at about 18.5%, to roughly GH¢20.60 per kilogramme, double the 9% wage adjustment, for a commodity on which millions of households depend every day.

Other Regular Household Expenditure: Mobile data, now essential for work, schooling and mobile money, went up by 15% from July 2025, while school fees, food and other recurrent

household costs continue to climb. Each of these expenses is paid out of the same suppressed salary.

Unfair Fiscal Burden Shifting: Government demands that workers accept wage restraint for economic recovery, yet permits relentless increases in electricity and water tariffs, rent, transport fares and cooking gas, effectively picking the pockets of teachers, nurses, and civil servants from both ends.

2. A Deal Signed Over the Heads of Workers

The Minority Caucus is equally compelled to ask whose interests were represented at the negotiating table. Only two weeks ago, leaders within Organised Labour publicly assured workers that they would argue strongly for a significant increase in 2027 base pay. They have instead put their signatures to 9%, and gone further to bind workers to a two-year framework that extends into 2028.

This is not the first time. When the 9% increase for 2026 was agreed in November 2025, union leaders themselves described it as “woefully inadequate”, yet accepted it and then urged agitating workers to remain calm. Some unions declared that they were highly disappointed in both Organised Labour and Government, and complained that some labour bodies had been shut out of the negotiations altogether. A year on, the same leadership has delivered the same outcome, this time for two years at once.

The feedback reaching the Minority Caucus from rank-and-file members of the unions across the country is one of deep disappointment, not only with Government but with those who signed on their behalf. Workers are asking, and rightly so, whether their leaders went to the table to defend their wages or to deliver industrial peace for Government. The Minority Caucus urges the membership of Ghana's labour unions to demand a full account from their leadership of what was tabled, what was conceded, and why.

3. Key Concerns of the Minority Caucus

Disregard for Cost of Living: While Ghanaian workers grapple with skyrocketing electricity bills, transport fares, and essential goods, the government hides behind optimistic inflation projections of $8\% \pm 2\%$ to justify impoverishing public sector employees.

Bad Faith in Negotiations: Forcing a restrictive two-year framework under the guise of providing predictability for the transition of the Fair Wages and Salaries Commission (FWSC) to the Independent Public Emoluments Commission (IPEC) is a clear tactic to tie the hands of workers.

Economic Hypocrisy: Expecting workers to tighten their belts with a 9% pay deal while utility tariffs compound quarterly is economic wickedness that the Minority Caucus will fiercely resist.

4. Our Demands

The Minority Caucus accordingly demands:

- a) **Immediate Review of the Remuneration Framework:** An immediate reconvening of the Public Services Joint Standing Negotiating Committee (PSJSNC) to establish a living wage that accounts for real compounding utility and commodity price inflation;
- b) **Holistic Cost-of-Living Protection:** Wage negotiations can no longer be conducted in a vacuum while utility regulators greenlight constant tariff increases that wipe out nominal pay adjustments;
- c) **True Respect for Organised Labour:** We urge the government to cease using institutional transitions (such as the IPEC switch) as leverage to impose poverty wages on Ghanaian workers; and;
- d) **Accountability to the Rank and File:** The leadership of Organised Labour must publish the proposals it tabled and explain to its members the basis on which it accepted a two-year deal opening at a mere 9%.

Conclusion

The Minority Caucus stands in absolute solidarity with the rank and file of Organised Labour and the suffering workers of Ghana. We reject this insulting 9% pay deal in the face of relentless electricity tariff hikes. The Ghanaian worker deserves dignity, economic justice, and a fair share of national prosperity.

SIGNED

HON. MAVIS NKANSAH BOADU, MP,

**RANKING MEMBER, COMMITTEE ON EMPLOYMENT, LABOUR RELATIONS
AND PENSIONS**