



# UNEMPLOYED

## GRADUATE BASIC SCHOOL TEACHERS

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20<sup>th</sup> July, 2020

HIS EXCELLENCY NANA ADDO DANKWA AKUFFO ADDO  
PRESIDENT OF GHANA  
JUBILEE HOUSE, ACCRA-GHANA

### **PETITION FOR EQUAL OPPORTUNITY FOR RECRUITMENT OF TEACHERS INTO BASIC SCHOOLS**

We the undersigned members of unemployed graduate who read basic education and or Childhood education at the university wish to draw your attention to the bias model of recruitment of teachers into basic schools by the Ghana Education Service and the intentional sideline and discrimination against university graduates during recruitment of teachers into basic schools.

We wish to humbly invite the proactive intervention of your office to direct the Ministry of Education and the Ghana Education Service to revise the recruitment method where only teachers from the college of education are recruited at the disadvantage of teachers from the university who holds same or even higher qualification.

#### **OUR POSITION AND DEMANDS**

1. It is our position that, the institution one attended should not be a barrier/limitation for not getting employed into the service
2. The qualification one possess should be the primary requirement for getting recruited into the Ghana Education Service as a teacher in the upcoming recruitment
3. If there be any priority, it should be for a licensed teacher and not a year group of college of education trainees in the upcoming recruitment
4. A thorough and more vigorous process of recruitment which gives even playing grounds for all licensed teachers should be used during the upcoming and subsequent recruitment.
5. A clear policy regarding recruitment of teachers into basic schools that covers all licensed teacher trainees from both the university and college of education should be made.

#### **RATIONAL AND JUSTIFICATION FOR OUR DEMANDS**

It is obvious that, colleges of education were established mainly for training teachers to teach in pre-tertiary schools. It is also obvious again that, over the years, colleges of education have been an affiliate of the University of Cape Coast which is an education oriented university to examine and award certificates. It is therefore in no

doubt that, teachers that are churn from both the university and the colleges of education are at least of equal quality and should reflect during recruitment.

### LICENSING OF TEACHERS

Education Act 2008 (Act 778) established the national teaching council to among its mandates issue professional license to Ghanaian teachers. As published on the national teaching council's website, to be issued a license by the teaching council means, you possess the minimum competencies needed to be able to teach in Ghana.

### ELIGIBILITY FOR EMPLOYMENT

The education act 2008 (Act 778) clarifies who is qualified to be employed into the education service as

- ✓ A person shall not be employed as a teacher in a pre-tertiary educational institution unless that person has been certified and registered as a teacher by the Teaching Authority.

This clause is clear and does not give priority to any institution or a year group as a requirement for being recruited into the service as the Ghana education service advertised last year during recruitment

### LIMITED RECRUITMENT

Limited recruitment has been a compensation for university trained teachers which is mostly targeted at recruiting teachers for the second cycle schools. This has made a chunk of our members who completed school since 2013 up to date denied recruitment into the service. The very few who had the opportunity to be recruited was due to the fact that, they knew someone or had connections or even paid their way through by way of 'protocol' (whom-you-know approach) . This has made some unscrupulous persons extort huge sums of money in promise of postings from most of our members.

We believe as rightly stated in the 2016 manifesto of the NPP which was themed **“an agenda for change, creating a prosperous and equal opportunity for job”**. It is in this spirit we ask that equality and equity should be served during recruitment of teachers in basic school. It is in no doubt that every Ghanaian has dreams and aspirations to turn into reality and that qualified graduate irrespective of institution attended should be given equal opportunity and access to job opportunities provided they meet the prerequisite qualification.

Signed

Johnson Fiifi Baffoe Essilfie  
(Convener)

Andy Confidence Avoka  
(Secretary)

