

PETITION TO THE PRESIDENT OF THE REPUBLIC OF GHANA

REQUEST FOR REVIEW OF SECURITY SERVICES RECRUITMENT PROCESS AND RELATED FEES

Date: 19/03/2026

To: His Excellency the President of the Republic of Ghana

PETITION BY RIGHTS ACCOUNTABILITY NETWORK - AFRICA (RANA)

Your Excellency,

We write, on behalf of the Rights Accountability Network Africa (RANA), to respectfully draw your attention to serious concerns arising from the recent security services recruitment exercise in Ghana.

Available public reports indicate that approximately 500,000 young Ghanaians applied for about 5,000 positions across the security services. It is further alleged that the sale of recruitment forms generated over GH¢100 million from applicants.

This situation raises urgent questions of fairness, transparency, and the protection of the economic rights and dignity of citizens, particularly unemployed youth.

1. Nature of Concern

For many young Ghanaians, recruitment into the security services represents one of the few viable opportunities for stable employment. In this context, requiring applicants to pay fees to participate in a highly limited recruitment process places a significant financial burden on individuals who are already economically vulnerable.

The scale of participation suggests that hundreds of thousands of applicants paid for forms despite having little realistic prospect of success.

Each applicant had only a 1% chance of success, meaning 99% (495,000) paid and failed.

Where such a practice occurs repeatedly on an annual basis, it risks creating the perception of a systemic extraction of funds from unemployed youth.

2. Human Rights and Constitutional Considerations

Ghana is a State Party to the **International Covenant on Economic, Social and Cultural Rights**, which recognises the right to work and obliges states to ensure fair access to employment opportunities. In particular : Article 6, Article 2(2), Article 2(1).

Additionally, the **1992 Constitution of Ghana** guarantees fundamental rights including dignity, equality, and protection from unfair administrative practices. In particular: Article 23, Article 17 and Article 296.

While the State is not required to guarantee employment to all citizens, it bears a duty to ensure that public recruitment processes are fair, transparent, and do not impose disproportionate burdens on vulnerable populations.

3. Issues Requiring Urgent Attention

This petition respectfully raises the following concerns:

- The financial burden placed on unemployed applicants through recruitment fees.
- The disproportionate ratio of applicants to available positions.
- The lack of public transparency regarding total funds generated from recruitment forms.
- Concerns regarding equity and fairness, including allegations of “protocol” recruitment.
- The recurring nature of this practice across multiple recruitment cycles.

4. Requests

In light of the above, RANA respectfully petitions Your Excellency to:

1. Order a full audit of all funds generated from the sale of recruitment forms in the recent security services recruitment exercise.
2. Direct the immediate refund (whether full or partial) of recruitment fees to applicants, particularly in light of the extremely limited number of available positions.
3. Commission an independent review of the security services recruitment process, including:
 - the necessity and legality of charging recruitment fees
 - the transparency of selection processes
 - safeguards against unfair practices
4. Introduce policy reforms to ensure that future public service recruitment:
 - is accessible without undue financial barriers
 - is strictly merit-based and transparent
 - does not create the perception of economic exploitation
5. Engage Parliament and relevant oversight bodies to establish clear guidelines governing public sector recruitment processes.

5. Conclusion

Your Excellency, Ghana's young people are a vital national resource. Their aspirations for employment and dignity must be protected through policies that inspire confidence, not concern.

A recruitment system that requires hundreds of thousands of unemployed citizens to pay for limited opportunities risks undermining public trust and raises legitimate human rights concerns.

We respectfully urge your office to take decisive action to restore fairness, transparency, and public confidence in the recruitment process.

We respectfully invite your attention to this matter and would be grateful for a response within a reasonable time.

Respectfully submitted,

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CC:

The Vice President of the Republic of Ghana

The Chief of Staff, Office of the President

The Minister for the Interior

The Minister for Defence

The Minister for Finance

The Attorney-General and Minister for Justice

The Chairman, Parliamentary Select Committee on Defence and Interior

The Commission on Human Rights and Administrative Justice (CHRAJ)

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