

# **National Commission for Civic Education**

## **Sixth Annual Report 1999**

# COMMISSION MEMBERS



**MR. LAARY BIMI**  
*Chairman*



**MS. DORIS OCANSEY**  
*Deputy Chairman, Programmes*



**DR. J. E. OPPONG**  
*Deputy Chairman, F&A*



**MR. E. K. T. ADDO**  
*MEMBER*



**MAMA ADOKUWA-ASIGBLE IV**  
*Member*



**MR. KWAME OPOKU-AFRIYIE**  
*Member*

## **From the Chairman**

It may be recalled that the Chairman of the Commission was very upbeat about the efforts the Commission had made in addressing the internecine personality inertia that had plagued the Commission. My hopes and expectations that the Commission was set for a take-off were dashed almost as soon as I was about to open full throttle.

I must report here that the apparent calm at the Commission was achieved by the Chairman constantly having to practice containment and appeasement either on their own or sometimes together. The lesson I learned is that appeasement and containment do not always work- that is if they work at all.

On the last day of the Commission's working day in 1998, Dr. Jacob Emmanuel Oppong, Deputy Chairman, Programmes, aborted the take-off of the Commission. It was the last straw that broke the back of the proverbial camel. His conduct on that day showed unmistakably that the inertia in the Commission had not been overcome and that something drastic needed to be done if the Commission was not to lose its focus. The Chairman petitioned the President of the Republic and cited Dr. J. E. Oppong for conduct that was not in conformity with his high office and conduct that was threatening to derail the Commission. The outcome of this petition is contained on page 24 of this report.

Apart from this hiccup, the Commission continued to stabilise its operations and organisational structure to make it more functional and relevant. It undertook a restructuring and rationalisation exercise which was designed to arrest a creeping despondency and the spate of resignations from the Commission. The exercise reinvigorated the staff to their task as mandated in the 1992 Constitution.

While the Commission continued to smart under a number of constraints, main among them the lack of office accommodation and 'tools' necessary to optimally carry out its functions, we nevertheless stoically performed our duties and functions as can be seen from the 1999 report.

It is my hope, as well as that of the Members and Staff of the Commission, that the year 2000 will be a truly epochal year that it is. We shall not relent nor pause to rest in the discharge of our functions.

May I take this opportunity to thank all our major partners in the business of Civic Education: the Press, the Churches, the Schools, the Traditional Authorities and the Political Parties for all the support, sympathy and collaboration that

they graciously accorded us. We also wish to thank all state actors, especially the Security agencies, the Judiciary, the Legislature and the Executive for their understanding and encouragement. Much as we appreciate all, we would, in the mould of Oliver Twist, 'ask for more': in this case our more is just to make us barely able to perform effectively.

I must, in conclusion, thank my colleagues on the Commission and the staff for their support and their patience in understanding my failing (human that I am) and my strengths. I pray that all the 1,500 strong men and women of the Commission to continue with their resilience and patriotism that they have exhibited all these years.

As my favourite by-line goes, '*We cannot and we must not fail*', the present generation and generations yet to come.

May God Bless us all in the year 2000.



**Laary Bimi**  
**(Chairman)**

# Introduction

**T**he Fourth Republican Constitution that created the NCCE also gives it a pivotal role in the building of a sustainable democracy for the country. The functions of the Commission can be found in Article 233 of the 1992 Constitution and Section 2 of its establishment act, Act 452 of 1993 .

In brief, the NCCE is to create and sustain awareness of constitutional democracy for the achievement of political, economic and social stability through civic education. In other words, the Commission is to carry out these civic education programmes on a sustainable basis in order to ensure that the entire populace becomes aware not only of the existence of the Constitution and its provisions but also of the principles and objectives underlying it and the general principle of good citizenship, good governance and the maintenance of civil society.

It is to attain these goals that the Commission has put in place a three-tier structure: the National Headquarters, Regional offices and District offices. At all three levels two major divisions-Programmes and Finance & Administration provide the platform for work.

This report is presented along these lines. Section A covers activities of the Programmes Division and Section B, Finance and Administration Division.

# SECTION A

---

## Programmes

This Report under Programmes covers activities undertaken by the Public Education and Research Departments supported by the Public Affairs Department under the guidance of the Commission.

### A1 Public Education

During the year under review a number of Civic Education activities were undertaken. These included:

1. National Forum on Repentance, Forgiveness and Reconciliation.
2. Civic Education on Directive Principles of State Policy (Political and Religious Tolerance).
3. Seminar for the Ghana Armed Forces.
4. Seminar for the Ghana Police Service.
5. National Consultative Body Meeting.
6. Activities of Civic Education Clubs.
7. Seminar on Political Tolerance.
8. NCCE/Media Relations.
9. Collaborative Activities.

#### A1.1 National Forum on Repentance, Forgiveness and Reconciliation

From the political activities of the pre-independence era to the present day, all our governments have in diverse ways, through action or inaction, omissions or commissions, formulated or executed certain policies that have left feelings of hatred and bitterness in some individuals, families and groups of people in this country.

The bitterness, hatred and rancour that these generated are embedded in our society and are gradually eating away the strands that bind us together as a people or a nation. This bitterness, suspicion and hatred constitute a very ominous and serious threat to our national unity and stability.

In recognition of this fact, the NCCE, together with its partners: the Christian Council of Ghana, the National House of Chiefs, the Ghana Muslim Council, the Ahmadiyya Muslim Mission, the Federation of Ghana Muslims, the Ghana Pentecostal Council, the National Catholic Secretariat and the National Council on Women and Development came out with the idea to organise a National Forum on repentance, forgiveness and reconciliation.

It was planned to last for four days and to have come out with a final document, a pledge. His Excellency, the President, assisted by the Leaders of all registered Political Parties, was to perform the national launching of the Conference in Accra at which function, representatives of Identifiable Bodies would be present. The UN Secretary-General, His Excellency, Mr. Kofi Annan, was expected to deliver the keynote address.

While it was not intended to be a Commission of Enquiry the forum was to provide Ghanaians from all walks of life, especially political and religious leaders, chiefs, public opinion leaders and other identifiable groups a platform to do a thorough introspection, a soul-searching and healing process to, among others:

- make the present generation conscious of the political history of the country;
- encourage and promote the character and culture of Ghanaians to willingly seek the path of reconciliation and forgiveness;
- forestall the possibility of the country being plunged into civil strife by people who may want to use past bitterness to settle scores; and
- enable Ghana to enter the 21st century with peace and unity.

On March 4, 1999 the NCCE and other co-organisers of the forum met for the first time at the NCCE conference room to discuss the background document and proposals prepared by the NCCE. Thereafter meetings were held almost every other week to discuss the proposal in detail. On May 18, May 26 and June 2, 1999 the NCCE and the co-organisers met the leaders of the following Political Parties: People's National Convention (PNC), United Ghana Movement (UGM), EGLE, Ghana Consolidated Convention Party (GDCP), Convention Peoples Party (CPP), New Patriotic Party (NPP) and National Democratic Congress (NDC).

Unfortunately the NCCE and other co-organisers were not given the expected support from the key players especially the political parties. The Political Parties, when contacted individually agreed to the idea, but at public meetings they opposed the idea with all forms of arguments.

Given the lukewarm attitude of the key stakeholders towards the proposal, the NCCE and the co-organisers were compelled to put the forum on Reconciliation on hold.

It is our expectation and desire that the NCCE and its co-organisers will find the necessary financial support and encouragement to organise the forum in the near future.

## **A1.2 Civic Education on Directive Principles of State Policy (Political and Religious Tolerance)**

When it became apparent that the programme for reconciliation could not be organised as planned, the NCCE under the provisions of the Directive Principles of State Policy organised public fora on Political and Religious Tolerance throughout the country.

The exercise was designed to:

- enable Ghanaians to understand the importance of the Directive Principles of State Policy and how its implementation would enhance and consolidate democracy in Ghana;
- set in motion the process of regular civic education and respect for the principles; and
- ensure that some reconciliation process was set in motion to lead to the peaceful resolution of differences and conflicts among political, religious and economic players in our society.

It was the objective of the NCCE that activities under the Directive Principles of State Policy will help to:

- i. promote the culture of tolerance among Ghanaians;
- ii. cultivate among Ghanaians the respect for each others' basic rights and freedoms irrespective of ethnic origin, religion gender, age or political affiliation. etc, and
- iii. foster unity and integration through self discipline, dialogue, cooperation, consultation, accommodation, compromise and reconciliation.

The target groups for the educational activities were political parties, religious bodies, public office holders, institutions of state and government, GPRTU, Co-operative Transport Union \Society, Nurses' Association, TUC, Civil Servants' Association, opinion leaders, chiefs, market women and traders, farmers/fishermen and District Assembly members and citizens in general.

The Regional and District offices of the NCCE, between August and November, organised seminars, meetings and other fora to educate the various target groups on the Directive Principles of State Policy. Below are the details of activities undertaken by the Regions and District Offices on the educational programme.

### **A1.2.1 Volta Region**

The region organised fora in all the districts. The fora recorded an average of 200 participants. The participants came from all sectors of society. The regional forum was organised at Jasikan where Mr. Laary Bimi, Chairman of the NCCE, was the guest speaker. He also addressed similar fora in Nkwanta and Kete Krachi Districts. The Deputy Chairman, Ms. Doris Ocansey, also addressed a forum at Agotime Afegame in the Ho District, whilst Mama Adokuwa Asigble IV, a Commission Member, addressed another forum at Akatsi. The region organised a total of 20 fora on the issue.



### **A1.2.2 Ashanti Region**

The Ashanti Region organised over 15 fora on the theme. The high point of the Regional activities on the issue was the regional forum held at SSNIT Conference Hall in Kumasi on August 25, 1999. The theme was *Moving into the new Millennium in Peace, Harmony and Stability-Achieving Real Democracy Through Tolerance*. About 100 people participated in the forum. Prominent among personalities present were Nana Osei Agyemang Teatoa, Juasohene and Nana Ofori Agyemang II, who represented the Asanteman Council. The Catholic Bishop of Kumasi, Rt. Rev. Dr. Peter Akwasi Sarpong, was the Guest speaker for the occasion. He spoke on *Building a Lasting Democratic Culture Through the Exercise of Political and Religious Tolerance*. The Chairman of the forum was Nana Aboagye Agyei II, Ejisuhene and member of the Council of State. The forum was very successful. Participation was active and very high.

### **A1.2.3 Upper West Region**

The Regional office, in collaboration with the Regional Co-ordinating Council, organised a three-day regional forum on Peace and Tolerance at Wa from May 31 to June 2, 1999. The Konrad Adenauer Foundation sponsored the forum. The objective of the forum, among others, was to bring together all major stakeholders in the region to contribute to discussions on issues affecting the region's development. A total of 114 people attended the forum. The participants included Chiefs, Members of Parliament, Youth Organisers, Security Personnel and staff of the NCCE. In their appreciation, participants recommended that the NCCE organised similar fora at the districts to identify the peculiar problems that hamper peace and development in the region. Consequently, two of such forums were held at Hamile on August 23, 1999 and Wa from December 6 to 7, 1999.

### **A1.2.4 Central Region**

The region organised a total of six fora on the theme of Political and Religious Tolerance. The highpoint of the regional programme occurred at Cape Coast Town Hall on August 27, 1999. Participants were drawn from Religious Bodies, Traditional Authorities and Civil Society Organisations. Among the Speakers at the forum were:

- Most Rev. Peter Appiah Turkson, Metropolitan Archbishop of Cape Coast and President of the Ghana Catholic Bishops' Conference;
- Rev. Canon D.S.A. Allotey, Principal, St. Nicholas Theological College, Cape Coast;
- Mr. E.K.T. Addo, Commission Member; and
- Mr. Barton Odro, a Private Legal Practitioner.

The speakers treated the theme expertly and to the satisfaction of participants. The Central Regional Secretary of the NPP presented a position paper on the topic on the theme of the seminar leading to further follow-up meetings with the NPP executives.

### **A1.2.5 Greater Accra Region**

The district offices organised a total of 10 fora on the theme. On September 21, 1999 the regional forum was organised at the AMA main hall. Over 800 representatives of various identifiable groups were present. Two resource persons addressed the gathering. They were:

- Rev. Dr. A.A. Akrong, Research Fellow, Institute of African Studies, University of Ghana, Legon, who spoke on *Peaceful Co-existence In Pluralistic Religious and Political Society*.
- Dr. Ken Attafuah, Director of Operations and Chief Investigator of CHRAJ, who spoke on *Realising the Promise of Belonging; Political and Religious Force in Democratic Society*.

From the contributions and questions from the audience it was evident that the audience was satisfied with the work done by the NCCE. It was the general opinion that the NCCE should organise more of such fora in future.

### **A1.2.6 Brong Ahafo Region**

A One-day regional forum was held at the Sunyani Civic Centre on August 19, 1999. Papers were delivered by:

- The Rev. Felix Doni-Kwame who spoke on *Religious Tolerance: Preparations Towards the year 2000 Elections*;
- Mr. E. Asafo-Adjei spoke on *Political Tolerance*.

On the whole the function was very successful and it was the general opinion that it needed to be repeated at least annually: Similar fora were held at Wenchi, Jaman, Berekum and the other district capitals.

### **A1.2.7 Northern Region**

The region held 50 meetings, fora, workshops and durbars on the theme. The fora at Zabzugu-Tatale District which was held on September 7, 1999 was attended by about 100 people mainly assembly members, teachers, religious leaders and students. A similar high turnout was recorded at East Gonja and West Gonja Districts. In the Nanumba District, towns in which fora were held included Nasanba, Nakpayilli, Wulensi, Lungsi and Chamba. The regional forum was held in Tamale on August 18, 1999 and was attended by over 200 representatives from various identifiable bodies and groups.

### **A1.2.8 Eastern Region**

Each district Office organised a one-day forum on the theme. The regional forum was held at the SSNIT Conference Hall, Koforidua, on August 26, 1999. Speakers at the forum were:

Mr. A.H. Awortwi, New Juaben Municipal Director of Education, who spoke on *Fostering National Unity and National Integration in the Midst of Polarisation of Aspirations and Conflicts of Interest in Multi-Party Democratic System*. Mr. Justice G.E. Twum, High Court Judge, spoke on *Collaboration, Consultation, and Compromises as a Means for Ensuring Sustained Democracy in Ghana*, and Mohammed Kamil Ahnied Tijani, Ahmadiyya Mission, spoke on *Political and Religious Pluralism and Sustainable Development*.

On the whole the fora and symposia organised in the region were very well attended.

### **A1.2.9 Western Region**

The Regional forum was organized on August 25, 1999 at the Youth Centre, Sekondi. Over 200 representatives of various identifiable groups were present. Three papers were delivered at the forum.

- 1) *The Quest for Peaceful Co-existence and a Stable Civil Society* was the paper delivered by the Rev. J.Y. Kissi-Twum, Sekondi-Takoradi Industrial Mission and representative of the Local Council of Churches;
- 2) *Religious Tolerance: The Islamic Perspective* by Aihaji (Dr.) M.B. Ibrahim, Regional President, Ahmadiyya Mission and Regional Director of Health Services;
- 3) *Political Tolerance: The Role of Political Parties in the Sustenance of Democracy in the Next Millennium* by Mr. Albert Amedzo.

The papers were followed by a lively question and answer session. Mr. Ayensu, the Presiding Member of Shama Ahanta East Metropolitan Assembly, chaired the function. The participants commended the NCCE for organizing such a useful forum. Similar ones in the districts followed the regional forum. In the Districts field officers went to churches, mosques and shrines to meet groups to explain to them the need for religious and political tolerance as a prerequisite for development in the region and the country as a whole.

### **A1.3 Seminar for Ghana Armed Forces**

The Ghana Army in October 1996 embarked on a bi-annual outreach programme named Special Troops' Education Programme designed to educate officers and men under its command in matters relating to the Military and the nation as means of enhancing Military Professionalism and keeping them abreast with current national issues and exposing soldiers to matters of the Constitution. The programme for 1999 was scheduled for February 15 to March 3, 1999.

In pursuance of the programme, the Army Commander, Major-General Smith, invited a representative of the NCCE to deliver a paper on the topic *The Role of the Armed Forces under the Fourth Republic Constitution*.

Mr. Napoleon Agboada, Acting Director of Public Education, who undertook the task, became a part of a team of resource personnel drawn mainly from the Ghana Armed Forces.

The team delivered lectures in all Army garrisons/units in Tamale, Sunyani, Kumasi, Accra, Achiase, Takoradi and Tema. Topics treated were:

- Health and family life of the soldier;
- the importance of training to a professional soldier;
- payment of compensation in times of injury or death of a soldier;
- Garrison rules and regulations; and
- the role of the soldier under the Fourth Republican Constitution.

The exercise was useful as it educated officers and men on matters relating to the military under a constitutional dispensation and the need for a harmonious military — civilian relationship at all times.

### **A1.4 Seminar for Ghana Police Service**

To strengthen the Police in their efforts to protect the rights of citizens, specialised lectures were organised on January 14, 1999 for them. The lectures sponsored by the Konrad Adenauer Foundation were organised for the 33rd Cadet Corp of the Ghana Police College. The theme was: *The Police and the Protection of Human Rights*. The lectures were designed to strengthen the capacity of the Police in the understanding of their role in protecting the citizens against violations of their human rights. Papers were presented on the following topics:

- *Lawlessness and Indiscipline in Society: A Challenge to Consolidating Democracy* by Ms. Doris Ocansey, Deputy Chairman (F&A);
- *The Role of Civic Education in the Consolidation of Democracy* by Napoleon K. Agboada, acting Director Public Education, NCCE.
- *Strengthening Police—Citizen Relationship* by Kwame Amankwa Bosompem, Greater Accra Regional Deputy Director.

Participants at the end of the Seminar requested that the programme be institutionalised. This was an indication that the programme was successful.

### **A1.5 National Consultative Body**

Within the year under review, no NCB meeting was held. Only one Subject Matter Committee, the Law and Order Committee, held a meeting on February 9, 1999, with the main agenda being the Growing Incidence of Lawlessness and Indiscipline in the Ghanaian Society. The NCCE, having observed this disturbing trend, called for the meeting to help find out, among others, the causes of lawlessness and indiscipline in our society and to suggest ways to deal with the menace, with specification of responsibilities of individuals, institutions and government and/or state.

The chairperson for the meeting was Mrs. Justice Agnes Dordzie of the Judiciary. She made reference to the terms of reference of Law and Order Committee and pointed out that the NCCE was right in calling the Committee to discuss the issue at hand. Members also unanimously agreed that there was a disturbing rising trend in the incidence of lawlessness and indiscipline in the Ghanaian Society in recent years. This situation, they agreed, could disturb the security, peace and stability that are vital ingredients in the sustenance of our fledgling democracy.

Members identified, among others, the many faces of lawlessness and indiscipline. These included the lawless behaviours of drivers and mates on our roads leading to avoidable accidents on our roads and highways, corruption in the public and civil life, violence at the least provocation, environmental degradation/pollution, violation of town planning layouts, selling on pavements meant for pedestrians, the unlawful assault of teachers by aggrieved parents, serial killings of innocent citizens, incidence of rape of children and minors etc.

The meeting identified, among others, the following causes:

- Pressure of urbanization.
- Unemployment, especially among the youth.
- Absence of any meaningful parental control and discipline.
- Breakdown of the traditional family system.
- Influence of foreign lifestyles and cultures.
- Absence of civic and moral education in our schools and society generally.

- The lacklustre enforcement of the laws of the land.
- General ineffectiveness of some of the laws themselves.

On what must be done, the meeting suggested the following measures:

- Civic/Moral Education should be intensified at all levels of society but with emphasis on the youth.
- Strengthen laws that ensure discipline and lawfulness.
- Strengthen the arms of law enforcement in Ghana.
- Ensure equity and fairness before the law.
- Government to work hard to improve upon the economy to reduce incidence of unemployment.
- National plan of development to ensure equal and fair distribution between rural and urban areas to reduce rural-urban drift.
- Law enforcers (individuals and institutions) to re-orient themselves in the face of current socio-political dimensions of our development.
- The Media to be circumspect in what they put out.
- NCCE to collaborate with the Churches, Mosques, the Media, the Police etc. to expand civic education on the need for lawfulness and discipline in society.
- The Courts to develop new performance criteria in dealing with crimes and lawlessness generally.
- All citizens to be sensitised against lawlessness and indiscipline in Society. This, the members contended, could be done if the NCCE collaborates with all the relevant bodies/institutions—the Churches, Mosques, Schools, the Judiciary, Parliament. CHRAJ, the Police, the Prisons etc.

### **A1.6 Activities of Civic Education Clubs**

Regional and District Offices of the Commission continued to form Civic Education Clubs, which have been identified as powerful vehicles for civic education, in schools, workplaces and communities. As of December 31, 1999 the following numbers of CECs had been formed in the regions.

<b>Region</b>	<b>Number of CECs in Schools</b>	<b>Number of CECs in Communities</b>	<b>Total Number of CECs</b>
Greater Accra	52	-	52
Brong Ahafo	67	144	211
Eastern	121	305	426
Northern	63	152	215
Ashanti	150	73	223
Upper East	55	--	55
Upper West	36	20	56
Central	250 -	222	472
Volta	150	52.	202
Western	31	78	109
Northern	20	-	-
Upper West	12	7	5
Upper East	11	3	9
Eastern	16	1	15

Recognising the importance of nurturing civic skills and virtues in the students, the NCCE encouraged CECs to make excursions to observe the parliamentary system and also acquaint themselves with other places of interest. During the year under review, the focus of work of CECs in communities was communal work whilst those in institutions were on exposing members to the workings of the constitutional democratic system. Though the CECs have chalked up a lot of successes, enthusiasm is waning in some places due to a number of reasons, namely:

- Lack of regular visits to the school by officials of the NCCE owing to operational difficulties facing the Commission.
- The absence of needed logistics like booklets, brochures, T-shirts etc. to support programmes and activities of CECs.
- Un-cooperative attitude of some school authorities and tutorial staff to the concept.
- Day-school system does not afford free time for meeting of the clubs since students are naturally anxious to go home after close of school, after the heavy schedule of school activities in the day.
- Some school authorities and/or tutors have put political colour to the concept and by their attitude tend to discourage all students from embracing the concept.
- In some schools, the club has been associated with the subject of Government and hence only students with inclination to or interest in the subject find it worthwhile joining as it would enhance their knowledge and help them pass their exams well.
- Authorities in some schools expect the NCCE to be responsible for the programmes and funding of activities of the club. As a result of this misconception, patrons of such schools also expect material rewards for their patronage.

Below are some activities organised by Civic Education Clubs in some regions.

### **A1.6.1 Volta Region**

The region recorded a high dormancy rate of CECs. A number of CECs however remained active. One hundred and fifty students drawn from basic schools in Jasikan visited Parliament, Tema Harbour and the Kwame Nkrumah Mausoleum on June 10, 1999, another group made up of 80 students from Dzogadze S.D.A. JSS in the North Tongu District in the Volta Region also visited Parliament to witness Parliamentary proceedings on July 13, 1999. The Ho District staff in conjunction with Tanyigbe SSS CEC organised an excursion to Wli waterfalls in the Hohoe District on March 3, 1999.

Quiz competitions were held at Kadjebi where on August 27, 1999 the Kadjebi GES contested the Kadjebi District Administration. The GES won the contest.

Though many groups and communities welcomed the quiz competitions, it has not been sustainable because of the lack of funds to provide appreciable prizes to contestants.

### **A1.6.2 Central Region**

On June 3, 1999 two CECs were inaugurated in the Asikuma-Odoben-Brakwa District. Other CECs revitalised during the year were St. Monica's JSS, AME Zion JSS, and Philip Quarcoe JSS all in Cape Coast. The CEC members of Ahmadiyya Secondary School, Saltpond, undertook a trip to Accra and Tema. In Accra they visited the Kwame Nkrumah Mausoleum and Parliament House. The club's members were privileged to see Parliament in session and the club's members were delighted to see how the house works.

In Cape Coast a quiz competition was organised for CECs in SSSs. Four schools qualified for the semi-finals; they were Mfantshipim School, Holy Child School, Adisadel College and Wesley Girls' High School. The programmes had to be terminated at the semi-final stage because of financial problems. The termination of the programme has tremendously affected activism of CECs of schools in the regional capital.

### **A1.6.3 Brong Ahafo Region**

One hundred and fifty students from basic schools in Techiman made an educational tour to Parliament House in June 1999. CECs of junior secondary schools organised quiz competitions. A quiz competition was organised at Wenchi Cultural Centre on November 5, 1999 for four schools. Poly International Schools emerged as winners and took away a large size wall clock and copies of the Abridged Constitution.

### **A1.6.4 Western Region**

The year under review saw great efforts to enhance the growth and sustenance of civic education clubs. Officers were assigned to interact with CECs so as to ginger them into action. As a result of that effort, many CECs that were otherwise dormant became active. They organized debates, quiz competitions and educational tours.

The CECs of the Sekondi Secondary School and Ghana Secondary Technical School CECs visited Accra. While there they visited Parliament House and the Kwame Nkrumah Mausoleum.

### **A1.6.6 Greater Accra Region**

The Regional Office and the Accra Metropolitan Office of the Commission in conjunction with the Youth for Christ Association organised a series of lectures in the schools of Osu Clotney Area from May 26 to July 14, 1999. The programme was intended to create awareness in the youth of the area to become responsible members of the society.

In commemoration of the 42nd Independence Anniversary of Ghana, the Civic Education Club of Accra High School organised a lecture on March 5, 1999 at the School's premises on the topic *The Independence of Ghana is Meaningless unless it is linked up With the Total Liberation of the African Continent, How True is this?* Mr. Napoleon Agboada, acting Director of Public Education, spoke on the topic.

### **A1.6.6 Eastern Region**

In the year under review great efforts were made in the region to enhance the growth and sustenance of Civic Education Clubs.

During the Regional Farmers' Day celebrations held at Suhyen - Koforidua in the Eastern Region on December 3, 1999, the Abase Civic Education Club of the West Akyem District was presented with one pair of Wellington Boots, one stereo radio\ tape recorder, one pair of hand gloves and six crocodile machetes as its prize for being one of the region's Best Farmer's Groups. The West Akyem Directorate of the NCCE organised the youth into a civic education club and besides teaching them about their civic responsibility and the need to be good citizens, acquired a land for them and the club is now the main producer of vegetables in the area.

### **A1.6.7 Ashanti Region**

The region devoted some time to reactivating CECs in second cycle institutions. The active CECs engaged mainly in quiz competitions and debates. One notable competition organised was the one in the Ashanti Akyem North District where three schools—Owerriman, Agogo State and Collins Commercial—competed. The Agogo State School emerged the winners of that competition. The District Chief Executive who was the Special Guest of Honour, on behalf of the District Assembly, awarded a scholarship to a JSS 1 student of Owerriman Secondary School who excelled in answering questions.

### **A1.6.8 Upper West Region**

The Regional Office of the Commission organised an excursion for the CEC members of the Wa Workers College to the Mole National Park, Damango, from February 26 to 27, 1999. The group also took time off to visit the Laribanga to interact with the chief and people of the locality to learn about the Laribanga Mosque and Stone, which are both areas of tourist attraction in the country: The excursions aroused the spirit of environmental awareness and protection among the students.

### **A1.6.9 Northern Region**

CECs in the region were active in the organization of quizzes. At Yendi three SSSs competed among themselves. In Savelugu-Nanton two quiz competitions were held for six basic schools and two SSSs on September 12 and 17, 1999 respectively. Prizes made up of copies of the Abridged Constitution and wall clocks were presented to winners.

An inter school competition was held at Savelugu SSS on September 21, 1999 for seven JSSs. Raudatu Atful JSS won the competition. For their prize they took away a globe and 40 copies of Abridged Constitution.



## **A1.7 Seminar on Religious Tolerance**

An inter-faith forum on the theme: *Religious Tolerance and Co-existence in a Democracy* was held at the NCCE Conference Room on September 15 — 16, 1999. Four papers were delivered:

- i. The Role of Religions in the Consolidation of Democracy in Ghana* by Dr. Elom Dovlo, Department of Religions, University of Ghana, Legon;
- ii. Religions as a Relationship Between People and God* by Rev. Fr. Anthony Kornu, Deputy General Secretary, National Catholic Secretariat;
- iii. Religious Tolerance and Co-existence in the Society* by His Holiness Osofo Kofi Ameve, Afrikanian Mission; and
- iv. Reconciliation as a Religious Duty* by Maulvi Bin Salih, Deputy Ameer and Head of the Ahmadiyya Mission in Ghana.

Participating Religious bodies included the Presbyterian Church, the Catholic Church, AME Zion, Faith Evangelical, Assemblies of God, Baptist Church of Ghana, Ahmadiyya Mission, Moslem Mission, Afrikania, Eckankar, Bahai, Hare Krishna, Anglican Church, Word Miracle Church International, and Action Christian Faith Ministries. Also in attendance were the Nai Wulomo, five Paramount Chiefs and five high priests from the Ga Traditional Council, among others.

The forum created the platform for the first time for a useful interaction among religious groups of diverse backgrounds and in a spirit of tolerance and respect. The meeting achieved a broad consensus on how religious bodies could reach out to one another in a tolerant and respectable manner to strengthen Ghana's constitutional democracy.

## **A1.8 NCCE/ Media Relations Meet the Press**

The NCCE on April 13, 1999, took its turn on the meet the press series. The series is a regular session organised by the Ministry of Information for state and public institutions to throw light on their activities. The Chairman of the Commission, Mr. Laary Bimi, used the opportunity to highlight activities of the Commission since its establishment in 1993. He reiterated that the success of democracy in Ghana would depend on how the important role of civic education assigned to the NCCE by the 1992 Constitution was carried out successfully. The Chairman mentioned the Commission's strength and weakness and bemoaned the lack of resources and low funding for the Commission. He therefore called upon all stakeholders to show more interest in its activities.

He also called on the State to address the perennial problem of inadequacy of funds for the Commission. He announced that the NCCE in collaboration with some religious leaders, traditional authorities and NCWD was far advanced with plans to organise a forum on reconciliation in the country.

### **A1.8.1 Media Soiree**

The NCCE considers the media both print and electronic, private and public as one of its principal collaborators. In view of the media's capacity for shaping public opinion, the NCCE organised a working lunch for some Media Practitioners on Tuesday, January 19, 1999 at the Grand Restaurant, Osu, to discuss how the NCCE and the media could strengthen their collaboration in civic education. Journalists who attended the function were from the Musicians Association of Ghana, PRINPAG, Ghana Broadcasting Corporation, *Ghanaian Times*, *Daily Graphic*, *Statesman Newspaper*, *Crusading Guide*, *Democrat*, *Ghanaian Voice*, *Joy FM*, *Choice FM*, *Radio Gold*, *Vibe FM*, *Radio Universe*, *TV3*, *Metro TV*, *Ghana Palaver*, *Ghanaian Chronicle*, *Free Press*, *Weekly Spectator*, *The Mirror*, *Public Agenda* and *The Independent* etc.

While the Media recognised the importance of civic education and the contribution they could make to enhance civic education in society, they were however constrained by the limitations imposed on them by the economic conditions that require them to perform and remain in business. They however pleaded to charge the Commission concession rates for its educational activities.

## **A1.9 Collaborative Activities**

### **A1.9.1 National Development Planning Commission**

The NDPC commenced the implementation of the Public Education and informative Programme on *Ghana Vision 2020 and the Medium — Term Development Plan*. This Programme was jointly designed by the NDPC, the NCCE, the Ministry of Information in collaboration with Information Services Department.

The first one-day seminar for Chief Directors and Chief Executives in the Governmental Public Services was held on May 25, 1999 followed immediately by a two-day workshop for Directors and staff (Planning and Budget Officers) in the PPMEDES of government Ministries and their Department/Agencies (MDA) on May 27, 1999.

On July 12, 1999 the NDPC held another seminar for MPs and collaborative institutions at the Accra International Conference Centre. The one-day seminar for MPs. was meant to sensitize the legislators and policy makers not only to their role in achieving the goals of *Ghana Vision 2020* but also on how to monitor and evaluate the Plan Programmes and Project of each MDA by asking the right questions and demanding the appropriate answers. The seminar was attended by Napoleon Agboada, acting Director of Public Education.

### **A1.9.2 Justice and Peace Commission of the Catholic Church**

The Justice and Peace Commission of the Catholic Church in Ghana organised a series of zonal civic education seminars for their members throughout the country from July to September 1999. The aim was for the broad membership to seek knowledge and skill in civic and electoral matters and to make them responsible and effective participants in the democratic process particularly in the 2000 general election. Topics treated by the NCCE and Electoral Commission officials were (i) The preparations by the Electoral Commission

towards free, fair and peaceful 2000 General Election and (ii) What to look for in a candidate or Political Party at general election. Mr. Napoleon Agboada, acting Director of Public Education, in his paper stressed that leadership qualities to be looked for in candidates must include reliability, responsibility, honesty, good human relations and responsiveness to the needs of the electorate.

### **A1.9.3 Orientation Programme for District Chief Executives on District Assemblies Common Fund Documentation**

On Tuesday, October 5, 1999 the District Assemblies Common Fund Secretariat organised a workshop for selected District Chief Executives at the Institute of Local Government Studies, Madina, to discuss documents on various aspects of the Common Fund.

The Commission was invited by the Administrator of the District Assemblies Common Fund to serve as a resource organisation. The acting Director of Research, Kojo Tito Voegborlo, who represented the Commission presented a report on *An Assessment of the Performance of District Assemblies*, which was a survey undertaken by the Commission in April 1997. Among others the survey focused on the general public information on knowledge of projects funded from their District Assembly's share of the Common Fund. The Survey also collated views on ways to enhance the utilisation of the Common Fund.

The acting Director's paper was followed by a lively discussion session. At the end of the presentations, the DCEs highly commended the Commission for a good work done, especially on the District Assemblies Common Fund.

### **A1.9.4 National Tailors and Dressmakers Association of Ghana**

The National Tailors and Dressmakers Association of Ghana held a national forum for over 2000 members at the Church of Pentecost premises in Community Four, Tema, on October 4, 1999. The NCCE was invited to deliver a lecture on civic rights and responsibilities of the citizen as enshrined in the 1992 Constitution. Mr. Napoleon Agboada, acting Director of Public Education, who addressed the gathering, stressed that as good citizens members of the association must be law abiding and must pay their taxes regularly and promptly. Open discussions that followed the lecture showed that the speech was well received and went down well with the members of the association.

## **A1.10 Regional Programmes**

The Regional offices ensured that the district offices followed the national programmes drawn for the year. All the regional and district offices undertook public education on the national programmes. Aside these national programmes the regions executed specific programmes. The table below provides information on these activities:

### **A1.10.1 Volta Region**

The region organised a workshops in the 12 district capitals for drivers on the misapplication of alcohol and drugs. The drivers were cautioned against dependence on alcohol and drugs in driving. Some district offices collaborated with District Assemblies and NGOs in their areas to organise seminars for Assembly Members. At Kadjebi, the Sankofa Programme, an NGO, collaborated with the NCCE to organise a two-day workshop on the Role of Assembly Members. In Jasikan, the district office with the support of DANIDA organised a sensitisation session for Unit Committee and Assembly Members on the function of the Committees. Ho, Denu and Keta District offices organised similar fora.

The fora provided an opportunity to educate Assembly and Unit Committee members on their respective roles so as to avoid conflict situations arising as a result of opportunities of other functions. The fora in most cases provided opportunity for the discussion of local problems and necessary remedial action to be taken. In some places, they provided avenues for communication and monitoring of the implementation of self-help development projects of their communities.

The region also focused its attention on environmental degradation. Seminars were organized at Kete-Krachi and Ho districts for chain saw operators on the need for forestation and protection of water bodies.

The Kpando District was privileged to be one of the first districts chosen nationwide and the only one in the Volta Region for the launching of NIRP\UNDP programme on *awareness of some institutions of good governance*. Agudzi, a suburb of Kpando, was chosen as a pilot village. The programme which lasted from March to April 9 1999 involved the selection of twenty citizens for training in the use of drama/role plays to explain the functions of four governance institutions — CHRAJ, NCCE, NMC and Public Tribunals.

Before the drama a team of NCCE staff undertook a pre-evaluation survey. Another team comprising staff of the NMP, ISD, NFED and NCCE also went round educating the citizen on such issues as:

- Functions of Unit Committees, Urban and Town Area Councils and the DA in the Decentralization Programme.
- Responsibilities of good citizens.
- Property Rights of Spouses, Women and Children.

The drama was followed by public education on the role and functions of the institution on April 9 1999.

A post evaluation survey revealed that:

- Many more people were hearing of the institutions for the first time.
- Many more people, after the drama, appreciated the role and functions of the organizations and hence where to send their problems.
- The drama was a very effective tool for education of the people.

A documentary which was provided on the programme capturing scenes from pre-evaluation was subsequently shown on GTV in November 1999.

### **A1.10.2 Greater Accra Region**

The focus of activities in the districts of the region was Adolescent Reproductive Health, Environmental Sanitation and Poverty Reduction.

The AMA and the Dangme West District offices collaborated with their District Assemblies to undertake programmes on Poverty Reduction, Adolescent Reproductive Health and Sanitation. The programmes involved identification of groups and the use of drama to educate residents on strategies for poverty reduction. Ten communities and five groups benefited from the programme.

In February 1999 there was an outbreak of cholera in the Tema Municipality. The NCCE collaborated with the MOH and ISD to undertake public education on the need for good personal hygiene. The exercise succeeded in stemming the tide of the spread.

A series of civic lectures were organised in conjunction with the Youth For Christ Association, an Accra based NGO, for some schools within the Osu Clotley Area of the Accra Metropolitan Assembly from May 26, 1999 to July 14, 1999. Schools visited included: Osu Ringway JSS; Osu Salem Presby JSS; Osu Presby 1 JSS 1; Osu Presby 2 JSS; St. Barnabas Anglican A; St. Barnabas Anglican B; Liberty Avenue 2 JSS; St Joseph RJC; Castle Road Methodist; All Saints Anglican; Amusadia, JSS; Adabraka Presby JSS; Boundary Road 1 JSS; Boundary Road 2 JSS; Gray Memorial JSS; Liberty Avenue I JSS; Osu Salem Road JSS; Osu St. Peter's R/C JSS; Osu Manhean 1 JSS; Osu Manhean 1 JSS.

The region continued its education on VAT. Topics treated included *The Rights and Duties of the Consumer under the VAT Regime*, and *VAT and the Consumer*.

### **A1.10.3 Ashanti Region**

The focus of the regional programme was environmental and sanitation issues. The people were educated on the proper disposal of waste.

In the Ejura-Sekyedumase District, the NCCE in collaboration with the District Assembly and the District Health Directorate organised a forum for Unit Committees Assembly members and opinion leaders to discuss Sanitation Byelaws of the District Assembly.

The Sekyere West and Bosumtwi-Atma- Kwanwoma districts also organised similar programmes.

For some districts, the focus was on the Unit Committees. Their efforts brought to light that there was a sort of power struggle between the Unit Committees, Chiefs, and Assembly members. It was also noticed that sometimes the work of Unit Committees was politicised to the extent where members' opinions were influenced by open partisan tendencies. To address the issue, the NCCE organised fora with Unit Committees and District Assembly members. Where conflicts came to the fore, the office helped with a fair resolution. Thus the Mampong office helped to resolve a conflict between the Unit Committee and Town Development Committee of Aframso No. 2 over the transfer of the accounts of the former to the latter.

#### **A1.10.4 Central Region**

The focus of activities of the region was on fundamental human rights with emphasis on children's rights, environmental sanitation, and functions of structures below district assemblies.

The Twifo-Heman-Lower Denkyira district office played a pivotal role in the *Send Your Child to School* campaign launched by the Central Regional Coordinating Council. Officers of the office went from village to village to educate parents on the need to send their children to school.

The Assin District office on March 24, 1999 organised a day's seminar on Child Abuse, Child Neglect, or Child Care and Child Maintenance. The programme, organised in conjunction with CHRAJ, Department of Social Welfare and the District Tribunal with sponsorship from the District Assembly discussed topics like Children's Rights, Education of Children etc. The editorial comment in the Daily Graphic of March 30, 1999 was recognition of the significance assigned to issues at the seminar.

#### **A1.10.5 Northern Region**

The focus of work of the region was ensuring peace and reconciliation for effective integration. Officers of the Commission in their activities stressed the need for social integration, pointing out that consolidating the peace was much more challenging than the peace agreements. It was important therefore to ensure that any differences or conflicts with anybody did not result in the taking up of arms. People were encouraged to use a civil approach to resolve differences and approach law enforcement agencies to handle any such matters.

The Commission was also actively involved in mediation between the Nawuris and the Gonjas to find a solution to outstanding problems. The Regional Office, in collaboration with Northern Regional Youth and Development Association (NORYDA) and the Inter NGO Consortium in West Africa (WANAP), facilitated negotiation between the two groups over Kpandai.

There was the general consensus that a lot has been achieved in terms of restoration of peace after the 1994 conflicts and the remaining areas of differences: The Konkomba repossessing their home in Yendi and Tamale, and a separate Traditional Council for the Konkomba will both be achieved through negotiations and meditations.

The NCCE played a leading role in the establishment of Northern Region Peace Committees. The NCCE District Civic Advisory Committees were used as focal points for the organisation of such committees. The objective of the committees is to get people who can intervene to restore peace and calm anytime it is threatened and encourage the use of the due process or civic approach in resolving differences.

The region's other major focus was on improving sanitation. The Civic Club of Zabzugu on August 27, 1999 organized a public education forum on sanitation. Over 100 people drawn from Civic Education Clubs in schools attended. Another forum was held on sanitation for chiefs and leaders of Nanumba on September 28, 1999. Over 35 people, made up of chiefs, opinion leaders, teachers and members of the general public, attended.

The ZabzugulTatale office in collaboration with some NGOs organized a one-day seminar on Immunisation and Army Worm Invasion Control. It was attended by 60 people from the Ministry of Health and Agriculture and the general public.

#### **A1.10.6 Eastern Region**

As a follow up to last year's public education on the Value Added Tax (VAT), officers visited VAT registered businesses in their districts. The idea was to find out problems faced by people in the implementation of the new tax system. The staff members involved in the exercise sought to find out a number of things:

- i. Customers' complaints about the introduction of VAT.
- ii Problems faced by the VAT operator's.
- iii. VAT receipts issued to customers.

The monitoring team noticed a number of problems, including non-display of VAT Certificates. All observations made were compiled and forwarded to the VAT Secretariat. Aside the programme on VAT, the Region carried out public education activities on 16 different issues. They included:

- Civilian/Police relationship.
- Road Traffic Regulations and prevention of road accidents.
- Bush fires and their effect on the country.
- The Rights of Children.
- Fundamental Human Rights.
- Ghana: Vision 2020.

#### **A1.10.7 Upper West Region**

The region focused on four areas as their public education efforts: protection of nature, education on the environment, the intensification of work with CECs and public education on VAT. The Regional office organised a series of seminars for the general public. Topics treated included VAT offences and sanctions.

The District Offices continued to collaborate with DA to organise seminars for Unit Committee Members. In Wa the office organised a one-day seminar on the theme *Unit Committees as a Tool for Development*. The Seminar was well attended.

The untimely death of the Member of Parliament for the Lambussie Constituency, Hon. Luke Koo, created a vacancy. The Electoral Commission in April announced dates for the conduct of the bye-elections in the Constituency. To sensitize the electorates to their democratic rights and to freely and willingly exercise their franchise during the Election Day so as to ensure maximum participation in the election, the Regional Directorate organized a 15-day continuous public educational programme from May 17 to 31, 1999. The 59.4 per cent turnout of registered voters even though the elections were at a time when the rains had just started falling to attract the electorate to the farms is indicative of the level of work done by the NCCE.

### **A1.10.8 Upper East Region**

The emphasis of the regional Public Education was on VAT: To ensure its proper operation in the region, public education activities were carried out in collaboration with ISD throughout the region. Public Education activities were also carried out on how to avoid Cerebro-Spinal Meningitis (CSM), cholera and the need for good sanitation practices.

### **A1.10.9 Brong Ahafo Region**

The region within the period of review focused its public education on Fundamental Human Rights, Duties of the Citizen; Women and Children's Rights and Family Life Education.

Officers of the Regional Office served on various sub-committees in connection with the 40<sup>th</sup> Anniversary celebrations of the creation of the Brong Ahafo Region.

Some staff of the Regional and District Offices found themselves on education committees set up at regional and district levels to help uplift the falling standards of education in the region, especially girl-child education.

### **A1.10.10 Western Region**

District offices selected topics that they found relevant to their people. The Mpoher Wassa East, Shama Ahanta East, Sefwi Wiawso, Jomoro and Ahanta West Districts focused their attention on educating the people on the functions of Unit Committees, Area Council and District Assemblies. The objective here was to help people appreciate the work of Unit Committees in order to help abate the spate of petty squabbles among chiefs, elders, opinion leaders and District Assembly members.

The Aowin Suaman District focused its attention on girl-child education and need for environmental cleanliness to prevent diseases such as cholera, malaria and TB.

## **A1.11 Radio Programmes**

The Commission continued to utilize the Radio to reach a large section of the society. As mentioned in the 1998 Annual Report because of the Commission's inability to sponsor programmes which it had hitherto been running, some of the programmes have been taken off the air waves. Below are activities undertaken with those spots that are still running.

### **A1.11.1 Ashanti Region**

The Ashanti Regional office within the period under review utilized the two radio spots *Omanba Pa* and *Civic Forum* on Garden City Radio to educate citizens on issues such as:

- Bushfires, Environmental Preservation, Sanitation and Preservation.
- Political Violence.



- Directives Principles of State Policy.
- Economic, Political, Social, Educational\Cultural Objectives, Duties of a Citizen, Rights of the Disabled.
- Unit Committees.
- Political Tolerance.
- Religious Tolerance.
- Corruption and fraud.

NCCE officials either presented the programme or acted as resource persons to answer questions put to them by contributors. The programmes contributed tremendously to the growth of civic awareness among the populace of the region. The successes that the two programmes had chalked can be gleaned from the participation they enjoy from the general public. The programme is however facing a threat of being taken off the air as the management of the FM Station is asking for sponsorship that is, the NCCE should pay for the airtime

### **A1.11.2 Western Region**

The Metropolitan office of the Western Region NCCE initiated regular civic education programmes on Twin-City Radio within the year. The programme christened *Yeshieshia* is aired on Tuesdays between 7.30a.m. —8.30 a.m.

Topics treated within the period included:

- The 1992 (Fourth) Republican Constitution.
- Territories of Ghana.
- Citizenship,
- The Laws of Ghana.
- Fundamental Human Rights
- The Directive Principles of State Policy.
- Representation of the People.
- The NCCE.
- Decentralization and local Government.
- The Executive.

The Regional NCCE office also had the privilege to discuss civic issues on the *Twin-City Radio* on programmes like *Y'abo Ngu* on Wednesdays, *Fie Asetsena Mu Tse Den?* on Thursdays and *Matters of the Moment* on Saturdays.

On *SKY Power FM*, the NCCE appeared on *Social Agenda*, a programme that enables citizens to learn about issues of participation in democracy.

*Radio Dyanmite* is in Tarkwa in the Wassa West District in the region. The NCCE in the district initiated a programme *Civic Education* in March 1999. The one hour long programme aired on Fridays within the year treated and discussed issues including

- Citizenship.
- Corruption and Abuse of Power.

- The Judiciary.
- Property Rights of Spouse.
- Fundamental Human Rights and Freedom.
- Decentralisation and Local Government.
- Functions of the Police.
- Laws of Ghana.
- Intestate Succession Law.
- Cabinet and functions.
- Chieftaincy.
- Political Parties.
- Children's Rights.
- The Role of the CHRAJ.
- Electoral Commission.
- Political Tolerance.

The resource person is an NCCE staff.

Programme was however suspended in November when the Radio Stations Management put in a demand for ₵ 112,000 for the airtime.

### **A1.11.3 Eastern Region**

The Regional office continued with their education on Constitutional and related issues on *Radio Z*, a private FM Station in Koforidua.

Issues dealt with included:

- The Role of the NCCF in ensuring sustainable and stable democracy.
- The essence and meaning of Fundamental Human Rights and Freedoms.
- Rights of women, children, the disabled and the sick.
- Political, Economic, Social and Cultural Rights under the Constitution.
- Duties of a citizen.
- The Wills Act.
- Public Order Act.
- Decentralisation and Local Government.
- Directive Principles of State Policy.

#### **A1.11.4 Upper West Region**

The *Civic Agenda*, the spot run by the Upper West Regional office of the NCCE on the local FM radio station *Radio Progress*, at Wa, continued to address social, political and cultural concerns from the civic responsibility point of concern.

Focus of discussion within the year was on the following:

- Drug Abuse and Alcoholism.
- Girl-Child Education.
- Polygamy—Views from African, Islamic, and Christian Traditions.
- Rising cost of funerals.
- Political and Religious Tolerance.
- The Intestate Succession Law.
- Effect of high bride price in the Ghanaian Society.
- The Socio-economic prospects of the extended family system.

Resource persons included experts from CHRAJ, the various ministries, the Religious bodies, the NCCE and other specialised agencies.

## **A2 Research Activities**

At the beginning of the year the Department submitted to the Commission three major research projects which it planned to undertake. These were (i) A survey to *Assess the Performance of the Police Service*; (ii) A survey to carry out an *Assessment of the Performance of the Parliament of the Fourth Republic*; and (iii,) *Public Opinion on VAT*.

The Commission decided that in view of lack of funds, it could undertake only two of the projects. The first project undertaken was on VAT. Money was released to the Deputy Chairman (Programmes) to undertake the Opinion Poll. Unfortunately, the Commission has not been apprised of the outcome of the survey. The other project was a survey to assess the Performance of the Parliament of the Fourth Republic. Due to delays in the release of funds by the Ministry of Finance, the survey was rescheduled and was to be completed in the year 2000.

### **A2.1 Survey on Assessment of the Performance of the Parliament of the Fourth Republic**

The main objectives of the survey were to appraise the Second Parliament of the Fourth Republic in terms of its ability to:

- (a) make new laws and review existing ones;
- (b) monitor and review executive financial programmes to ensure accountability and transparency;
- (c) ensure attendance of Members and their general participation in the debates of the House;
- (d) focus on assessing the performance of individual Members of Parliament in terms of the extent to which they have been able to improve the socio-economic conditions of their constituencies; and
- (e) Determine the quality of relationship between Members of Parliament and Metropolitan/District Chief Executives, Assembly men and women, and constituents as a whole.

### **A2.2 Collaboration with the National House of Chiefs and the Chieftaincy Secretariat on Research into Customary laws and Practices in Ghana**

The 1998 NCCE Annual Report mentioned a workshop with traditional rulers on the theme *Borrowing from our Traditions to Enrich Constitutional Democracy*. A follow-up workshop was held in August at which NCCE and the National House of Chiefs and the Chieftaincy Secretariat agreed to collaborate to research into customary laws and practices.

In April 1999 another follow-up meeting was held. At this meeting Prof. Max Assimeng, the Honorary Coordinator of the Research Project, in a presentation on the *Practical Steps Forward*, identified four important areas that had to be dealt with. These were: (a) the choice of subject for research. (b) The size of the field to be covered (c) Costing—in terms of personnel, material and equipment. (d) Accessing funds, that is, the preparation of a systematized credible and marketable research proposal.

In May 1999 another meeting was held. At this meeting a list of Traditional Areas was presented to the Steering Committee. These areas were located in Ashanti, Greater Accra, Eastern, Northern and Upper West regions. At the end of the discussions nineteen (19) traditional councils were selected for study.

From November 21 to 23, 1999, the National House of Chiefs and the Chieftaincy Secretariat in collaboration with the National Commission for Civic Education organised a workshop at the Abokobi Women's Training Centre. The workshop was to train interviewers to carry out the project on Customary Law and Practices Relating to Enstoolment/Enskinment of Chiefs in Ghana. The Konrad Adenauer Foundation (KAF) sponsored the workshop.

Twenty-three NCCE research officers from selected districts with three officers from the Research Department at the head office joined twenty-one traditional council registrars (from the areas selected from the pilot study), registrars of the National and Regional Houses of Chiefs for the exercise. Also taking part were seven Research Officers from Regional and National Houses of Chiefs, the Chieftaincy Secretariat, the Six National Houses of Chiefs and the Research Steering Committee members. At the end of the workshop a draft questionnaire was produced and finalised. The questionnaire was sent to the National House of Chiefs for approval. The researchers are expected to go to the field to begin data collection during the first quarter of the year 2000.

## **A2.3 Research Activities in the Regions and Districts**

### **A2.3.1 Ashanti Region**

The Amansie East office researched into the *insurgence of Political/Religious intolerance, Its Causes and Solutions*. Results from this research indicate that 28 per cent of respondents indicated that unhealthy arguments by party functionaries accounted for clashes; 24 per cent of respondents attributed the situation to abusive language used by leaders of some political parties; 20 per cent attributed the causes to the removal of party posters by followers of other political parties; most respondents wanted those who engage in creating avenues for such situations to be jailed to serve as deterrent to others. 12 per cent of respondents wished that the number of political parties was reduced to four.

It was suggested that education programmes should be mounted by all stakeholders to help nip such situations in the bud.

## **SECTION B**

---

### **Finance and Administration**

#### **B1 Administration**

##### **B1.1 Introduction**

The Commission's focus in 1999 under Finance and Administration Division was the promotion of financial prudence and capacity building to ensure efficiency at all levels of the organisation.

##### **B1.2 The Commission**

###### **B1.2.1 Meetings of the Commission**

During the year under review the Commission held 12 regular and one emergency meeting.

###### **B1.2.2 Suspension/Dismissal of Deputy Chairman (Programmes)**

At the beginning of the year the Chairman of the Commission petitioned the President and prayed that the necessary constitutional procedures should be invoked to remove Dr. J.E. Oppong, Deputy Chairman (Programmes) from office. The Chief Justice, in accordance with Article 236 of the Constitution, set up a Committee of Enquiry under the chairmanship of Justice Acquah, a Supreme Court Judge. Consequently upon the findings of the Committee, he petitioned the President Flt.- Lt. J.J. Rawlings in accordance with Article 236 of the Constitution to revoke the appointment of Dr. J.E. Oppong as Deputy Chairman of the NCCE. Whereupon Dr. Oppong commenced proceedings in the Supreme Court challenging the action of the President in removing him from office.

##### **B1.3 National Institutional Renewal Programme/National Governance Programme (NCCE 10-Year Strategic Plan 1999-2009)**

As part of the programme under the National Institutional Renewal programme from the third quarter of 1998 to the second quarter 1999 a series of workshops were organised by Harley Reeds Consultancy Limited, Management Consultants, for the Commission Members, Directors, Deputy Directors and some selected

Regional Directors.

The aim of the workshop was to assist the NCCE to produce a 10-year strategic plan. During these workshops members and staff of the Commission examined the Constitutional mandate of the NCCE, the goals, and objectives of the Commission, methods used in the past to achieve its goals, the problems of the NCCE and how best to achieve its mandate in a cost-effective manner.

At the end of the series of workshops, the Commission, assisted by the Consultants, prepared a 10-year strategic plan 1999 - 2009 for the NCCE. The Commission distilled the following as the mission statement: *The NCCE is a constitutional body mandated to create and sustain awareness of constitutional democracy for the achievement of political, economic and social stability through civic education.*

In pursuance of this, the Commission committed itself to:

- Collaborating with other institutions of civil society to share resources and skills to enhance our mandate in a cost-effective way.
- Developing the values of tolerance, fairness, pragmatism, co-operation and compromise for democratic governance.
- Observing the principles of impartiality and non-partisanship.
- Promoting a continuous and systematic development of our human resources.
- Conducting research and making analysis of factors militating against the achievement of true and real democracy in Ghana.

The Chairman of the NCCE, Mr. Laary Bimi, in the Executive Summary of the report stated that: To implement the Commission's Strategic Plan, we must assume the continued support of the State, the Private sector, the Public and the total involvement of all employees of the Commission in our efforts of realizing the noble objectives of the 1992 Constitution and the consolidation of democracy and good governance. (Refer to Appendix A).

## **B1.4 Personnel Matters**

### **B1.4.1 Staff Position**

During the year 1999, twelve (12) members of staff left the service of the Commission through resignation, dismissal or death. Twenty-four new appointments (both senior and junior grades) were made. The staff strength as of December 31, 1998 was 1,429. A total of 109 vacancies made up of 44 junior staff and 65 senior staff were identified as existing at the end of the year.

### **B1.5 SORRIP**

During the year the Chairman undertook a nationwide working visit to various district offices. He reported his observations to the Commission and proposed that the Commission should be restructured to (a) allow for both vertical and horizontal mobility, (b) make the Commission more functional, and (c) motivate the staff of the Commission and make them more efficient through capacity training. The Chairman's proposal was accepted. Thereafter the Commission embarked upon Staff Organisational Restructuring and Rationalisation Implementation Programme (SORRIP). Under the (SORRIP) positions of some offices were redesignated in accordance with the programme. (Refer to Appendix B for the new organogram). Officers in the Research, Public Education and Public Affairs

Departments were all given new designations as civic education officers. SORRIP also created new job designations within the Commission, first making it possible to have a clear line of promotion within the Commission. As part of the SORRIP exercise, a three-member committee headed by the member of the Commission, Mr. E.K.T. Addo, toured the regions to conduct interviews for the purpose of promoting qualified staff and ensuring proper placement in that direction. About 400 stall members were replaced, promoted or shifted from one station to another. A number of typists who passed their grading examinations were also upgraded. The effective date was to be January 1, 2000. (Refer to Appendix B1 to B4 for modified structure of the Commission at the National, Regional and District levels).

## **B1.6 Training**

### **B1.6.1 Study Leave**

Six Officers of the Commission were on study leave having been admitted into various institutions of higher learning. The breakdown is as follows: University of Ghana, Legon, 2; Kwame Nkrumah University of Science and Technology, Kumasi, 1; University of Cape Coast, Cape Coast, 1; and Polytechnics, 2.

### **B1.6.2 Medium Term Expenditure Framework (MTEF) -Ministry of Finance Organised Training**

As part of the budget preparation for 1999 the Ministry of Finance organised twenty- six workshops on strategic planning for about fifty-three organisations to sensitise approximately 700 top government officials to the new budgeting approach under the Medium Term Expenditure Framework (MTEF). The NCCE attended.

In March a two-day MTEF workshop was organised by the Ministry of Finance in conjunction with the MTEF consultants at the School of Administration, University of Ghana, on March 23 -24, 1999. The workshop's specific aim was to apprise top level senior personnel of the MDAs on how to start the preparation of work plans and cash flow forecast process.

From May 24 to 27, 1999 a meeting was held at the Food and Drugs Board Conference Room (opposite the Public Service Commission building) for MDAs. At this meeting Policy Review Reports of MDAs were examined. After that, a team of Consultants led the discussions to ensure the consistency of policies of MDAs with national goals and objectives, realism of planned outcome and outputs; analysis of policy/strategy options; review objective and their outputs.

From June 15 to 17, 1999 another three-day workshop was held at the same venue for review of policies and aggregate expenditure requirements.

In August 1999, the MTEF organised trainer of trainers' workshops. A strategic planning workshop was organised for NCCE, Ministry of Communications, Ghana Institute of Journalism and the National Media Commission. The Deputy Chairman (F&A), the Director and Deputy Directors at the National Headquarters and Regional Directors attended the workshops. The Resource persons were PUFMARP Finance Managers.



### **B1.6.3 Medium Term Expenditure Framework (MTEF) -Commission Organised Training**

The Commission organized a series of training courses for Regional Directors and their Deputies, District Directors, Regional Accountants, Regional Accounts Officers and District Accounts Officers on MTEF.

For the purpose of the training, the country was divided into five zones. Zone One comprised Central and Western regions, Zone Two, Northern, Upper East and Upper West regions; Zone Three, Brong Ahafo and Ashanti regions; and Zone Four comprised Eastern, Greater Accra and Volta regions.

The training for Zone One took place in Takoradi from August 8 — 12, 1999 that for Zone Two in Tamale from August 13 — 17, 1999 whilst that of Zone Three in Kumasi from August 18 — 22, 1999 and Zone Four in Accra from August 23 — 27, 1999. Resource persons for the training sessions were:

- Mr. Laary Bimi, NCCE Chairman.
- Ms. Doris Ocansey, Deputy Chairman (F&A).
- Mr. E.K.T. Addo, Commission Member.
- Mr. H.W. Tani-Eshon, Director (F&A).
- Mr. Michael Dadzie, Senior Accountant (Budget); and
- A Staff of the Controller and Accountant-General's Department.

Topics treated during the training session were:

- i. Background to the MTEF;
- ii. Overview of the MTEF Process;
- iii. Managing the MTEF Process;
- iv. An Overview of Strategic Planning and Management;
- v. Policy Review Process;
- vi. Updating and Reviewing of the Strategic Plan;
- vii. Planning, Outcome, Outputs and Activities;
- viii. Identifying Inputs and Costing Activities;
- ix. Budget Implementation and Monitoring Process;
- x. Financial Regulation.
- xi. Basic Accounting for New Professional Administrators; and
- xii. Staff Organisational Restructuring and Rationalisation Implementation Programme (SORRIP).

Documents used for the training course were:

- i. MTEF Draft Handbook;
- ii. NCCE Strategic Plan 1999—2009;
- iii. NCCE 1999 Approved Budget; and

- iv. Budgeting Preparation Formats. On the whole officers who participated in the training sessions were happy about the exercise and commended the Commission for helping them learn new things. They prayed for more of such training programmes in future.

## B1.7 Transport

### B1.7.1 Vehicles

The Commission has 52 vehicles. Of this number 16 are at the National Headquarters and the rest shared among the regions at an average rate of four per region. The majority of the vehicles are six years old or more with those inherited from the erstwhile National Commission for Democracy well over 10 years. The extensive use of the vehicles in carrying out activities and administrative duties has had a heavy toll on the vehicles with more than 30 per cent of them unserviceable. For those that are road worthy the maintenance cost is very high. At the end of the year under review almost all the Niva vehicles had been parked. The breakdown of the state of vehicles is presented below:

Location of Vehicle	No. of Vehicles	Serviceable	No. Not Serviceable
National HQ	16	11	5
Volta	4	2	2
Ashanti	4	3	1
Eastern	4	1	3
Greater Accra	3	1	2
Northern	4	1	3
Upper East	2	-	2
Upper West	3	-	3
Western	4	1	3
Brong Ahafo	4	1	4
Central	3	-	3

### B1.7.2 Motorbikes

In August 1996, the Commission received 130 Motorbikes from the Ministry of Finance. 102 of the Motorbikes were Honda JTL while the other 28 were Radjoot Motor Bike Excel 175. The distribution of the motorbikes and state as of the end of the year under review is presented below:

Region	Number of Motor Bikes in Schools	Number of Readworthy Communities	Total Number of CECs
Greater Accra	52	-	52
Brong Ahafo	67	144	211
Eastern	121	305	426
Northern	63	152	215
Ashanti	150	73	223
Upper East	55	--	55
Upper West	36	20	56
Central	250	222	472
Volta	150	52.	202
Western	21	78	100

Region	Number of CECs in Schools	Number of CECs in Communities	Total Number of CECs
Greater Accra	52	-	52
Brong Ahafo	67	144	211
Eastern	121	305	426
Northern	63	152	215
<b>B1.7.3 Bicycles</b>	150	73	223
Ashanti	35	20	55
Upper East	36	20	56
Upper West	250 -	222	472
Central	150	52.	202
<b>Region</b>	<b>Bicycles</b>	<b>Roadworthy</b>	<b>No. Not</b>
Western	31	78	109

Along side the Motorbikes the Commission also received 1,158 Hero Bicycles. The distribution of the bicycles and their state as of the end of the year under review is presented below:

Northern	20	-	-
Upper West	12	7	5
Upper East	11	3	9
Eastern	16	1	15
Greater Accra	9	-	9
Central	16	2	14
Western	14	2	12

			Roadworthy
Northern	-	-	-
Upper West	11	11	
Upper East	7	-	7
Eastern	19	8	11
Greater Accra	8	-	8
Central	16	-	16
Western	15	-	15

**B2 Finance**

**B2.1 Opening Balance**

The Commission maintained five (5) Accounts. The balances in these accounts as at the beginning of the year were as follows:

Volta	-	-	-
Brong Ahafo	16	16	-
NCCF Main Account National Hq.	-	-	¢149,081,794.93
Car Loan Account Ashanti	19	5	¢8,647,033.03
NCCF Programmes Account (1) Volta	15	2	¢21,498,362.08
NCCF Programmes Account (2) Brong Ahafo	15	15	¢1,149,902.00
NCCF - US DOLLAR Account National Hq.	5	-	¢80,820,940.20

**¢261,198,032.24**

Personnel Emoluments	6,010,956,027.12	6,010,956,027.12	
Administration Expenses	707,262,000.00	707,262,000.00	
Service Expenses	294,629,050.00	294,629,050.00	
Investment Expenses	185,493,791.00	185,493,791.00	263

## B2.2 Subvention

### B2.2.1 Approved Budget

A sum of Seven Billion, Seven Hundred and Twenty-Eight Million, One hundred and Fifty-One Thousand cedis (07,728.151, 000.00) was approved and the breakdown of the subvention is as follows:

Personnel Emoluments	¢5,079,429,000.00
Administration	¢707,262,000.00
Service	¢928,510,000.00
Investment	¢1,012,950,000.00
	<b>¢7,728,151,000.00</b>

### B2.2.2 Actual Releases

The Commission continued to depend mainly on the consolidated fund of the state for its operations. The approved Budget Estimates for the Commission during the 1999 fiscal year. The statement of balance is follows:

1. Opening balance (1999)	¢253,418,032.24
2. Subvention	¢6,026,296,508.85
3. Administrative expense	¢707,262,000.00
4. Service expense	¢294,629,050.00
5. Investment expense	¢185,493,791.00
<b>Total</b>	<b>¢746, 7099,382.09</b>

## B2.3 Overall Income and Expenditure

The overall income & expenditure for 1999 stood as follows:

Region	Number of CECs in Schools	Release/Income (¢) Number of CECs in Communities	Expenditure (¢) Total Number of CECs
Greater Accra	52	-	52
Brong Abofo	67	144	211
Eastern	121	305	426
Northern	63	152	215
Ashanti	150	73	223
Upper East	55	--	55
Upper West	36	20	56
Central	250	222	472
Volta	150	52.	202
Western	31	78	109

As a result of a 23 per cent salary increment, the Commission received a sum of Six billion and twenty six million, two hundred and ninety six thousand, five hundred and eight cedis, eighty-five pesewas (¢6,026,296,508.85) from the consolidated fund.

Upper West	12	7	5
Upper East	11	3	9
Eastern	16	1	15
Greater Accra	9	-	9
Central	16	2	14

### **Administrative Expense**

The Commission received its full component of approved Administrative expense of ₦707,262,000.00.

### **Service Expense**

A total sum of two hundred and ninety-four million, six hundred and twenty-nine thousand and fifty cedis (₦294,629,050.00) was received as Service Activities, as against an approved sum of ₦928,510,000.00.

### **Investment**

Out of an approved sum of One billion, twelve million, nine hundred and fifty thousand cedis, only one hundred and eighty-five million, four hundred and ninety- three thousand, seven hundred and ninety-one cedis was released.

### **B2.4 Closing Balance**

The total closing balance of the Commission's Bank Accounts after adjustments for unrepresented cheques etc. stood at ₦549,532,313.69 the details are as follow:

Main subvention Account	₦259,253,736.61
Car Loans Account	₦10,000,015.00
NCCE Programmes Account	₦160,170,412.08
NCCE Programmes Account(2)	₦1,149,902.00
US Dollar Account (\$34,987.72) (Exchange rate ₦3,400.00/\$)	₦118,958,248.00
	₦ <b><u>549,532,313.69</u></b>

## SECTION C

---

### Conclusion

The NCCE has been mandated by the Constitution to perform some constitutional functions. The core of the work is the provision of adequate and relevant public education and awareness on constitutional provisions.

Several environmental factors affect the work of the NCCE directly or indirectly. The effect of these factors either present opportunities or threats to organisational survival.

Of the many threats that the NCCE faces, the greatest which directly affects the internal and external capacity of the organization is funding. The lack of office accommodation for National Headquarters and a number of the district offices also continues to hamstring the work of the Commission. More than 30 per cent of the Commission's fleet of vehicles has been rendered unserviceable and effectively parked as a result of extensive use in carrying out activities and administrative duties.

The poor funding is also affecting the capacity of the Commission to carry out its Civic Education and Research activities.

The advent of the information age reinforced by modern technology has revolutionised the way various organizations are operating. The spread of FM stations has given radio a major boost in its dissemination of information. Since the core work of the NCCE is civic education, it may be necessary for the authorities to consider equipping the Commission to enable it to reach FM stations especially those in the districts.

The segment of the report on Radio Programmes indicates that most of the spots which the NCCE was running on the various FM stations have gradually been taken away because of demand for sponsorship which the NCCE is neither able to meet nor secure from other organizations. Since the radio is a powerful means for dissemination of information, the Commission needs to be sufficiently resourced to sustain such spots on the FM stations, across the country.

The Commission recognizes that it can only be judged as being effective when the needs of its customers and other stakeholders, in relation to the Constitutional functions, have been satisfied. The NCCE remains determined to achieve its mission and ultimately contribute to the national aspirations under *Ghana: Vision 2020*. These, the Commission believes, it can do only by the development of its service delivery capacity by improving on the quality of staff; equipment and material resource, its physical infrastructure and financial capacity.

## **APPENDIX A**

### **National Institutional Renewal Programme - National Governance Programme (NCCE 10-Year Strategic Plan-1999-2009)**

#### **Executive Summary**

The NCCE, as you are no doubt aware, is a constitutional Commission set up by the 1992 Constitution with the mandate to produce a civic and civil population imbued with the democratic ethos. The Commission also has the mandate to assess, for the information of government, the limitations to the achievement of true democracy arising from existing inequalities between different strata of the population and to make recommendations for redressing these inequalities.

During the strategic planning sessions to produce the Strategic Plan for the Commission, management critically reviewed the Commission's performance since its creation and came to the conclusion that while an enormous amount of work had been done in the areas of research and public/civic education, little or no work was done in the area of advising government on the inequalities in development.

In addition, we lacked visionary focus and strategic direction as a result of which we spent a considerable amount of time and effort in internal management squabbles. Thus, the Commission assisted in creating negative public perceptions about itself.

For the future, the most critical issues we have to face are, in order of priority, the perceived equality of status of the Executives, low level of ability to source adequate funding both within and without the state coffers, lack of office accommodation and basic vehicular transportation.

The time spent during the strategic planning process assisted us to acknowledge these and other weaknesses and to develop our mission and the strategies to guide us in moving our activities forward to achieve our mission while avoiding past pitfalls.

Our mission and objectives were distilled from Chapter 19 Articles 231 —239 of the 1992 Constitution and Act 452 of 1993 against the backdrop of the national goals as contained in the Vision 2020 document.

We must, under our adopted Strategic Plan, erase any negative perceptions that public has about the Commission, increase public awareness of constitutional provisions, advise government on inequalities in the society, improve upon our internal organization and management system and secure, on a permanent basis, adequate office and residential accommodation.

## Strategic Direction

In this document, we have stated our strategic direction that will drive the organisation towards its mission achievement and its ultimate contribution to the national aspiration under Vision 2020. During the strategic analysis, it became evident that the driving forces in the strategic areas are the services offered customer needs and service delivery capacity. Methods of reaching customers and organisational image were also identified as the next most important strategic areas, in that order.

Our strategic direction shows clearly that during the period, the Commission intends to improve upon its services to nurture and consolidate a credible democratic culture, in line with the aspirations of the people of Ghana. The Commission will, therefore, place more emphasis on:

- the development of its service delivery capacity by improving the quality of staff, improving its internal management; improving equipment and material resource base; improving its physical infrastructure; and its financial resource and management capacity;
- client needs and services offered;
- the introduction and use of modern communication and information management technology;

As part of the on-going Public Services sector reform, strategic planning in the Commission shall be driven by the overall sector reform objectives, including;

- the creation of a dynamic performance-driven and cost effective service delivery that is democracy — oriented; and
- reduction of the state budgetary burden through promoting rationalization of our resources.

To implement the Commission's Strategic Plan, we must assume the continued support of the State, the Private sector, the Public and the total involvement of all employees of the Commission in our efforts of realizing the noble objectives of the 1992 Constitution and the consolidation of democracy and good governance.

As the Chairman of the National Commission for Civic Education (NCC E), I shall strive not to be unburnished in my ambition to achieve the goals of the Commission. Every individual in the Commission will be expected to pull his/her bootstraps up so that together we can push and pull as a team. We need the active and total involvement of everyone in the Commission for the realization of our long-term objectives.

The challenge before us is for all to see our Mission Statement as a commitment to duty and our guiding post. I expect and will demand all of the Commission's staff to thoroughly understand our Mission Statement, make it the bed rock of your aspirations, your decisions and your actions. We must all, at all times, be guided by the Strategic Plan.



The job entrusted to all of us is so important to our forebears, to the present generation and to our children and our children's children that *We Cannot and We Must Not Fail*. We must never pause to rest because "to rest is to rust".



**Laary Bimi**  
**Chairman**

**APPENDIX B1 (a)**

Appendix B1 (a) Re-designation of Positions Under Staff Organisational Restructuring and Rationalisation Implementation Programme (SORRIP) - Programmes Division of the NCCE

Rang	Public		Research		Lit & Mat.		Public	
	Old Desig.	New	Old Desig.	New	Old Desig.	New	Old Desig.	New
8	Directo	Directo	Directo	Directo	Directo	Directo	Old Desig.	New
7	Dep.Dir	Dep.Dir1	Dep.Dir	Dep.Dir1	Dep.Dir	Dep.Dir 1	Directo	Directo
7	Dep.Dir	Dep.Dir1	Dep.Dir1	Dep.Dir1	Dep.Dir	Dep.Dir1	Dep.Dir 1	Dep.Dir
7	Prin.PE	Prin.CE	Prin.PE	Prin.CE	Prin.P	Prin.CE	Dep.Dir	Dep.Dir1
6	Snr.PE	Snr.CE	Snr.R	Snr.CE	Snr.LD	Snr.CE	Prin.PA	Prin.CE
6	-	CEO	-	CEO	-	CEO	Snr.PA	Snr.CE
5	PE	CEO	R	CEO	LDO	CEO	-	CEO
5	Asst.PE	Asst.CE	Asst.R	Asst.CE	Asst.LD	Asst.	PA	CEO
4	Field	Field	Field	Field	Field	Field	Asst.PE	Asst.CE
3	Asst FO	Asst FO	Asst FO	Asst FO	-	-	Field	Field
2								

Key

CEO=Civic Education  
 FO=Field  
 FA=Field  
 CO=Clerical

**APPENDIX B1 (b)**

Appendix B1 (b) Re-designation of Positions Under Staff Organisational Restructuring and Rationalisation Implementation Programme (SORRIP) – **Finance and Administration**

RANGE	PERSONNEL		ADMIN		FINANCE	
	Old Desig	New Desig	Old Desig	New Desig	Old Desig	New Desig
83	Director	Director	Director	Director	Director	Director
79	Dep.Dir II	Dep.Dir II	Dep.Dir II	Dep.Dir II	Dep.Dir II	Dep.Dir II
75	Dep.Dir II	Dep.Dir II	Dep.Dir II	Dep.Dir II	Dep.Dir II	Dep.Dir II
70	Prin.PEO	Prin.CEO	-	Prin.AO	Prin.Acct.	Prin.Acct
67	Snr.PO	Snr.PO	-	Snr.AD	Snr.Acct.	Snr.Acct.
63	PO I	PO I	-	AO II	-	Acct I
57	PO II	PO II	-	AO II	Acct.	Acct II
53	Asst.PO	Asst.PO	-	Asst.AO	Asst.A	Asst.A
49	-	-	AO	Snr.AO	-	S.Accts.O
43	-	-	-	Acct.Asst	-	Acc.O
38	-	-	Snr.CO	Snr.CO	-	Snr.AA
34	-	-	CO	CO	Acct.Off	A.Asst
20	-	-	-	-	-	-
16	-	-	-	-	-	-

### APPENDIX B1 (c)

Appendix B1 (c) Re-designation of Positions Under Staff Organisational Restructuring  
Rationalisation Implementation Programme (SORRIP)-Audit and Secretarial

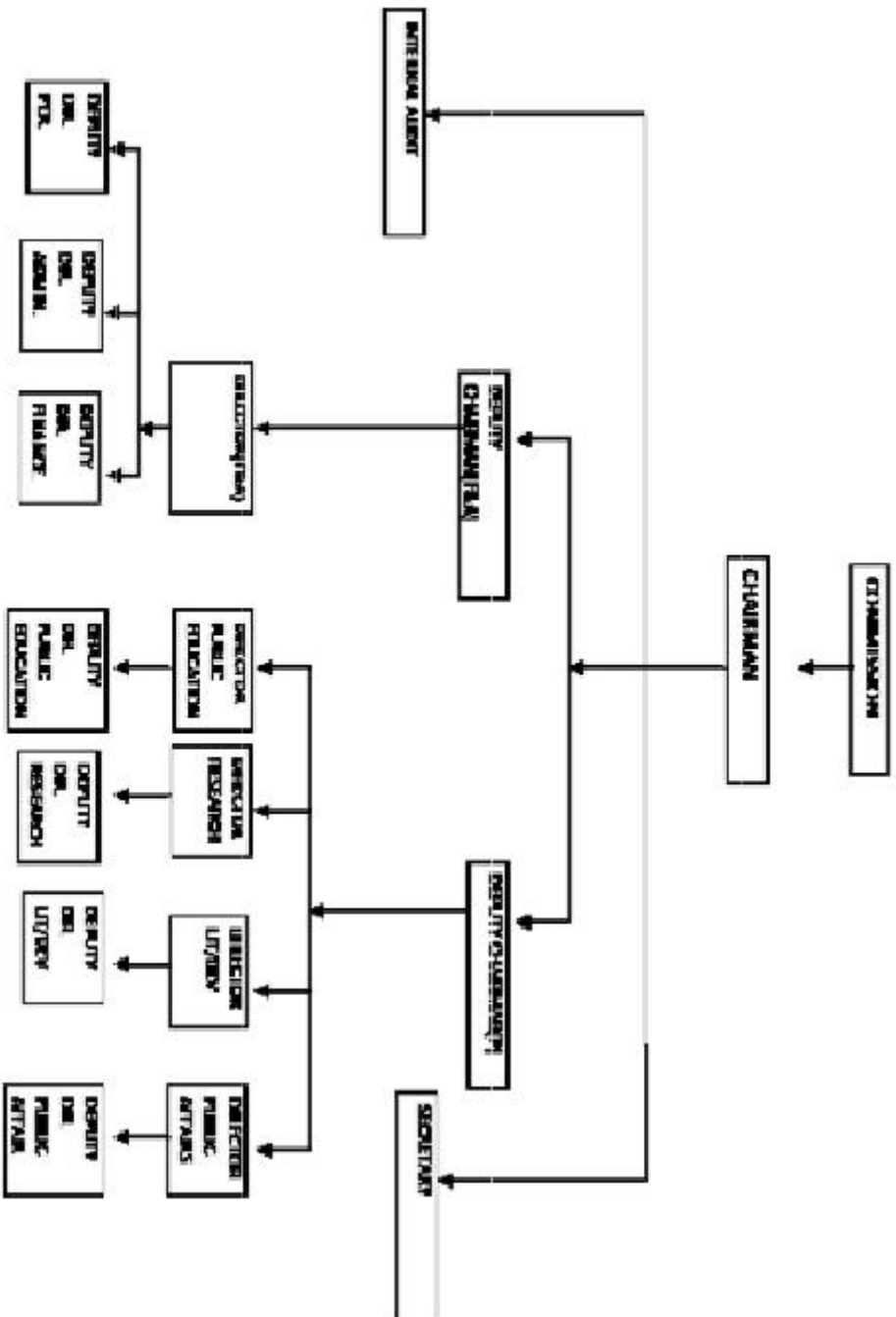
RANG	AUDIT		SECRETARIA		RESOURCE	
	Old Desig	New	Old Desig	New	Old Desig	New
6	Auditor	Auditor II	Snr.Private	Snr.Private		
5	Asst.Audito	Asst.	Private	Private Sec		
5	Snr.Aud.Asst II	Snr. Aud.	Snr.Sten.Se	Snr.Sten.Se		
4	Audit Asst.	Audit Asst.	Steno	Steno		
4			Sen. Typis	Sen. Typis		
3			Typist GD	Typist GD		Resource
3			Typist	Typist		Asst.
2						Resource Asst
2						Asst
1						Resource Asst
1						Asst

### **APPENDIX B1 (d)**

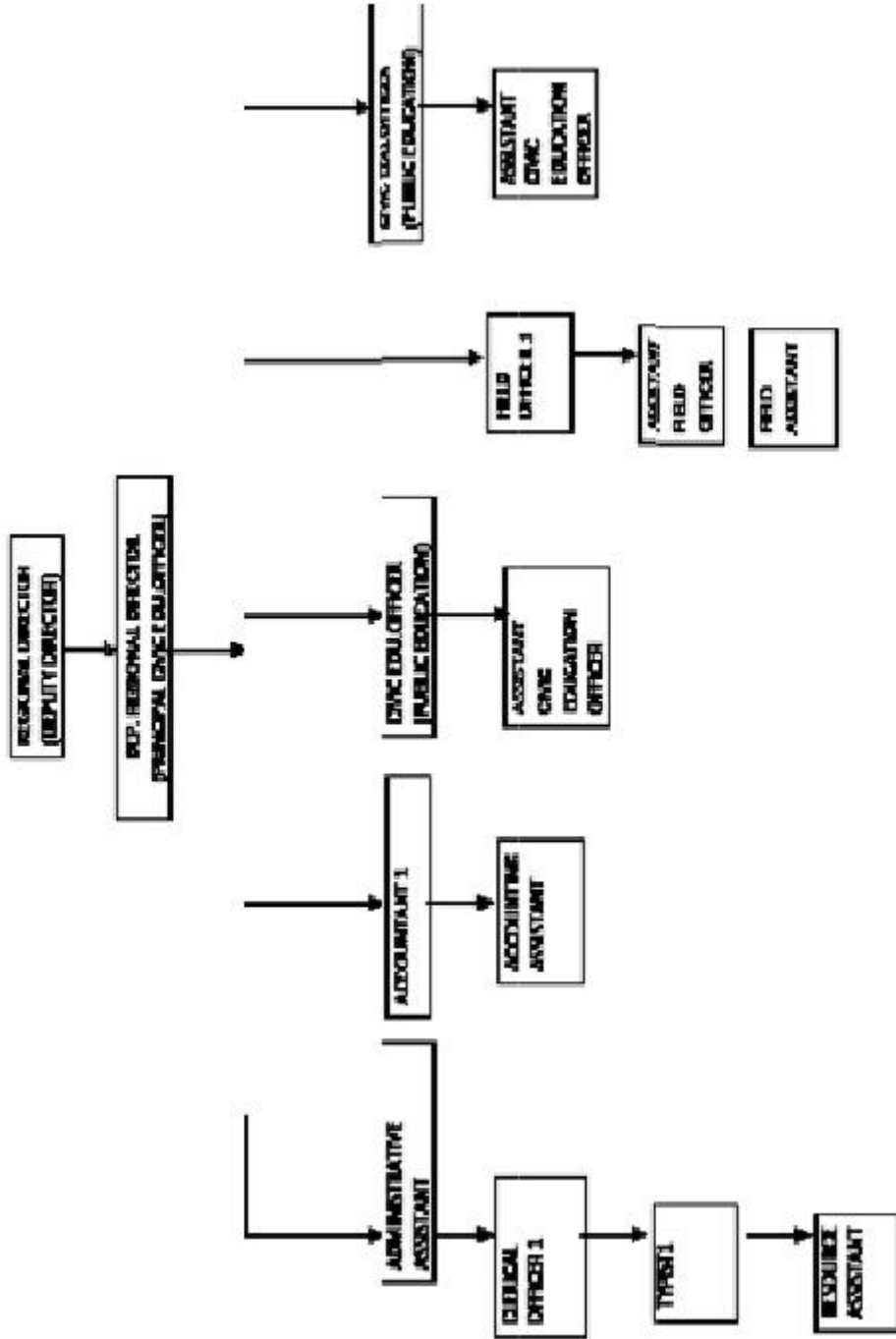
Appendix B1 (d) Re-designation of Positions Under Staff Organisational Restructuring and Rationalisation Implementation Programme (SORRIP)- Auxiliary Staff

Range	Stores		Transport		Cleaning/Grounds		Security	
	Old Desig	New Desig	Old Desig	Desig	Old Desig	Desig	Old Desig	New Desig
83								
79								
75								
70	Snr.SSO	Snr.SSO	Snr.TO	Snr.TO				
67								
63	SO	SO	TO	TO				
57	Snr.SO	Snr.SO	Asst.TO	Asst.TO			Prin.S.O	Prin.Sec.Off
53								
51	Snr.Off	Snr.Off	C.Driver	C.Driver			Snr.SO	Snr.SO
49	Snr.AS	Snr.AS	Snr.Driver	Snr.Driver	Head Lab.	Head Lab	Snr.SO	Snr.SO
43	Asst.S	Asst.S	D.GDI/Mech	D.GDI/Mech	LabourerII	Labourer II	Asst.SO	Asst.SO
38	Sos A	Sos.Asst	DriverII	Driver II				
34								
20								
16								

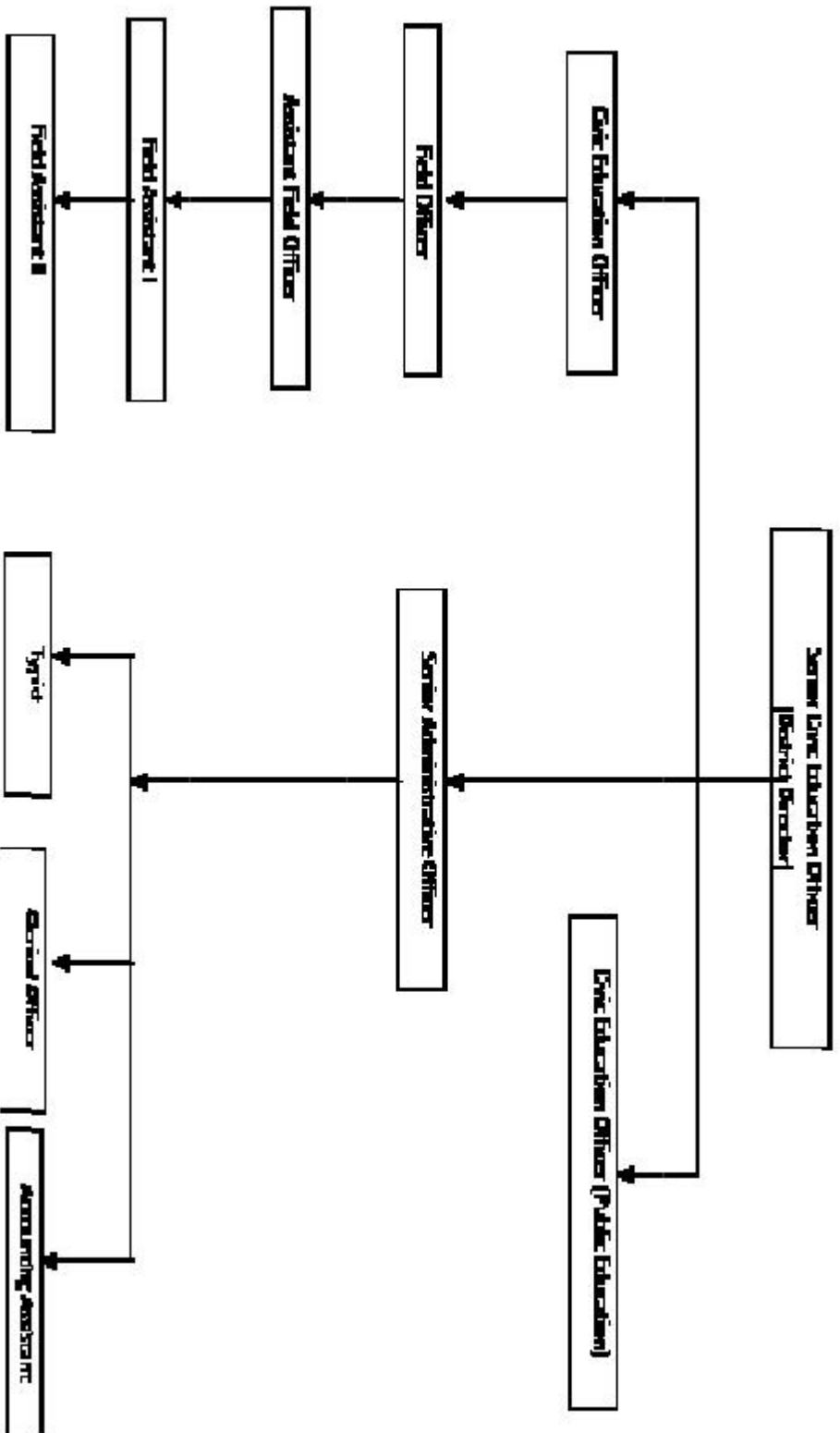
Appendix C: ORGANIZATIONAL STRUCTURE OF  
 -----  
 (National Headquarters Structure)



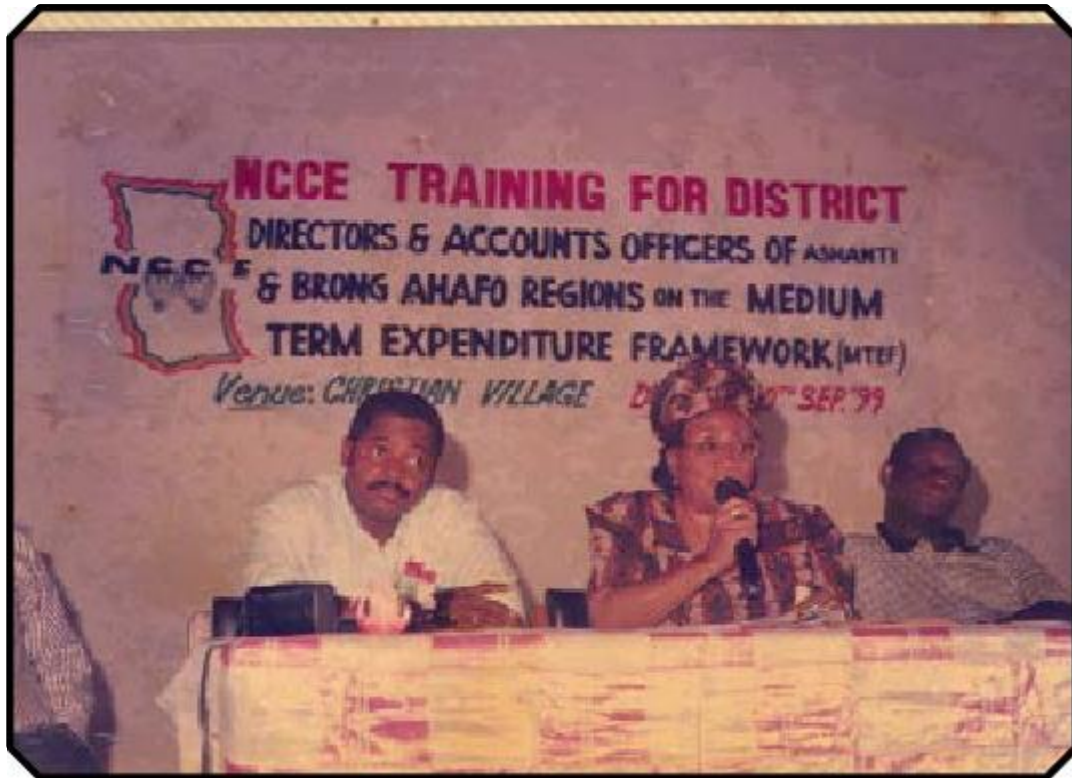
Appendix C: ORGANIZATIONAL STRUCTURE OF NCCE  
(Regional Office Structure)



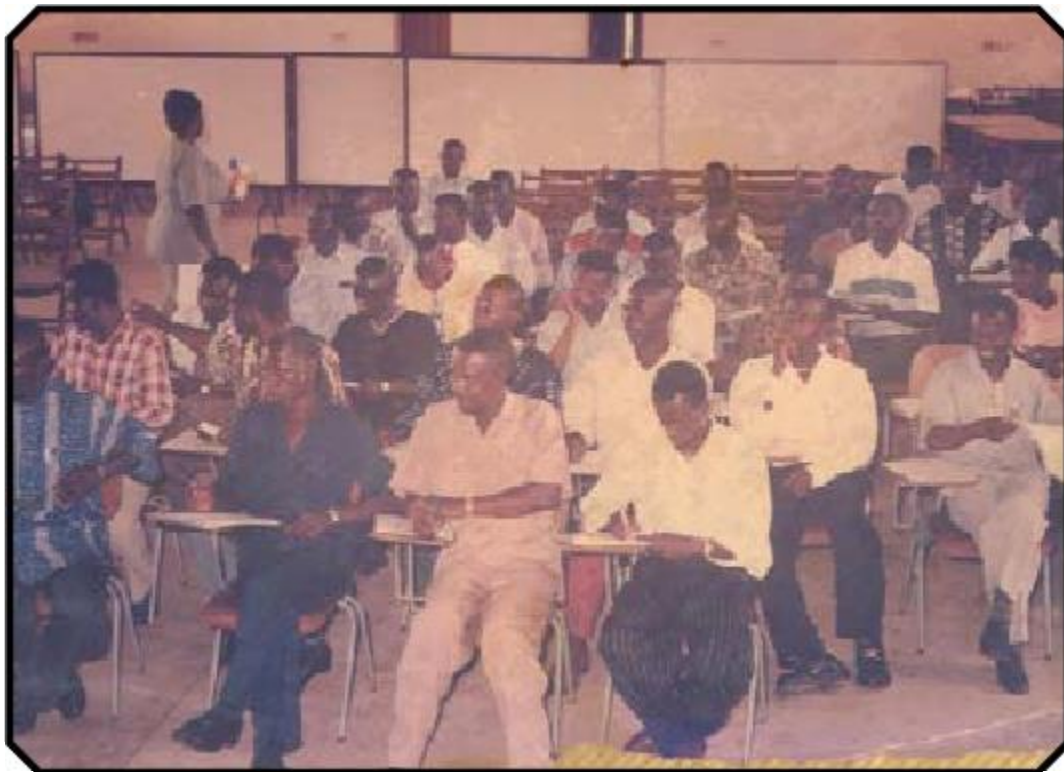
Appendix C: ORGANIZATIONAL STRUCTURE OF NCCE  
(District Office Structure)



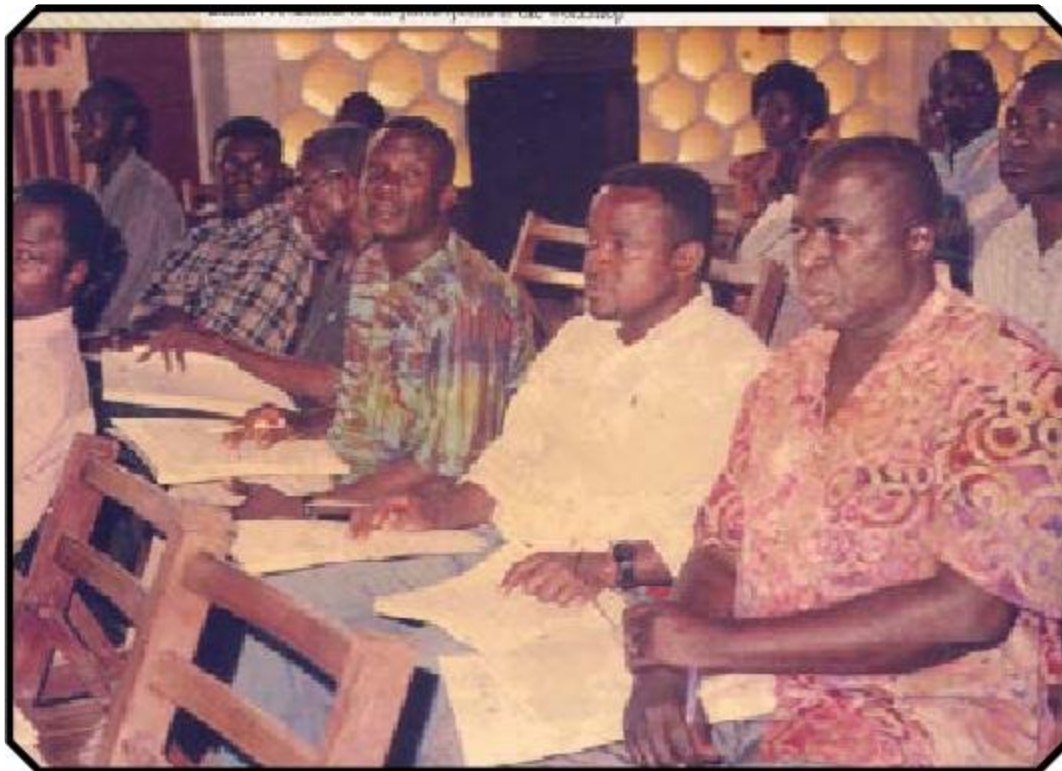




Ms. Doris Ocansey, Deputy Chairman (FA) of the NCCE, delivering her address at a seminar on MTEF for District Directors and accountants in the Ashanti, Brong Ahafo regions. Looking on is Mr. Laary Bimi, Chairman of the NCCE, and Mr. Kusi Aboraah, Brong Ahafo Regional Director.



A cross-section of participants at the MTEF seminar.



A cross-section of participants at the MTEF seminar.



A group picture of resource persons and participants who attended the MTEF seminar.



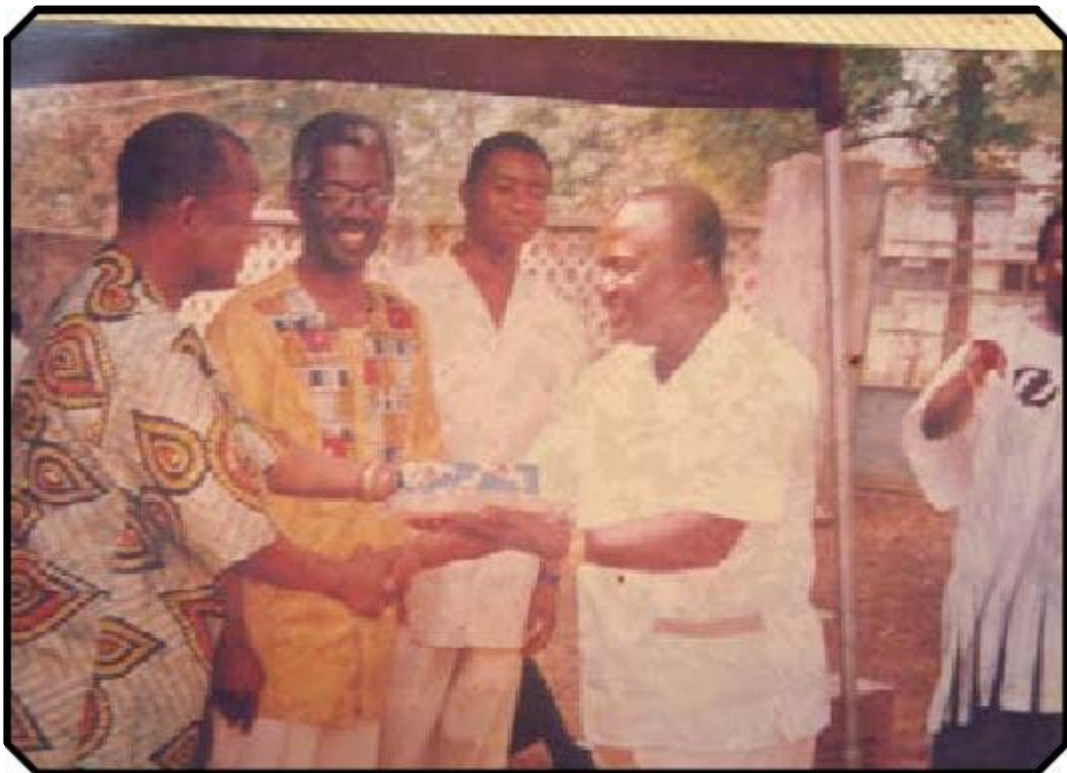
Mr. Laary Bimi, Chairman of the NCCE, addressing the Ashanti Regional Staff Durbar held in 1999. Seated at the high table and looking on are: Mr. Alex Bempong-Marfo, Ashanti Regional Director, and Mr. Kwadwo Yamoah, NCCE Staff Union Vice-Chairman at the HQ.



A cross-section of NCCE staff in the Ashanti Region at the durbar.



Mr. Laary Bimi, Chairman of the NCCE, presenting a parcel to Mr. K.A. Owusu, a former Deputy Ashanti Regional Director (F&A), while his wife gives him support.



Mr. Laary Bimi, Chairman of the NCCE, presenting the overall best worker of 1999 to Mr. Johnson Opoku, Regional Research Officer of the NCCE.



Mr. Laary Bimi, Chairman of the NCCE, addressing the opening session of an MTEF Training Workshop for NCCE Staff held at Ho on September 22, 1999.



Mr. Laary Bimi, Chairman of the NCCE, in a group picture with participants from the Volta Region who attended the MTEF Training Workshop for NCCE Staff held at Ho on September 22, 1999.



Mr. Laary Bimi, Chairman of the NCCE, congratulating an executive of the newly elected University of Ghana Civic Education Club. Looking on is Mr. Samuel Akuamoah, Senior Civic Education Officer at the NCCE Headquarters.



Mr. Laary Bimi, Chairman of the NCCE, in a group picture with members of the University of Ghana Civic Education Club moments after swearing in the new executives for the club at Legon.



Members of the Accra Girls' Secondary School Civic Education Club with the prize for emerging winners at the quiz competition organized for schools in Accra.



The Executives of the Civic Education Club of Takoradi Polytechnic moments after their inauguration.



Mr. Samuel Akuamoah and Edward (both officials of the NCCE) in a group picture with some northern chiefs, some porters and leaders and organizers of Porters from Agbogloboshie Market after a meeting with the Chairman of the NCCE at the NCCE headquarters.



Mr. Laary Bimi, Chairman of the NCCE, in a group picture with NCCE participants in a workshop on Research into Customary Law and Practices in Ghana held at Abokobi.