

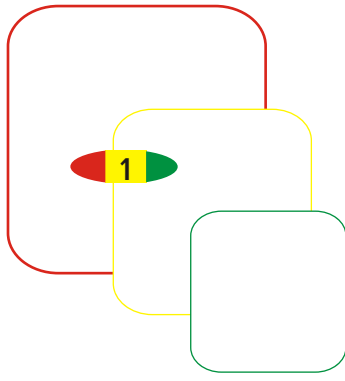


**NATIONAL COMMISSION
FOR CIVIC EDUCATION**

ANNUAL REPORT

**20
11**

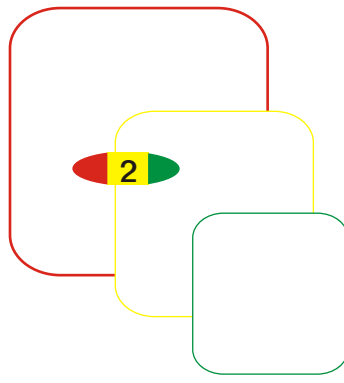




Ghana

Eighteenth Annual Report and Accounts **2011**





**The Rt. Honorable Speaker of Parliament,
Parliament House,
Accra.**

Madam Speaker,

We present our Eighteenth Annual Report and Accounts of the Commission for year 2011 to Parliament in accordance with Section 20 of our establishment statute, the National Commission for Civic Education Act of 1993, (Act 452). Act 452 enjoins us to submit a report to Parliament annually indicating our operations in respect of the preceding year.

Please accept Madam Speaker, the assurances of our highest esteem and consideration.

Very truly yours,

**Charlotte Osei (Mrs.)
Chairman**

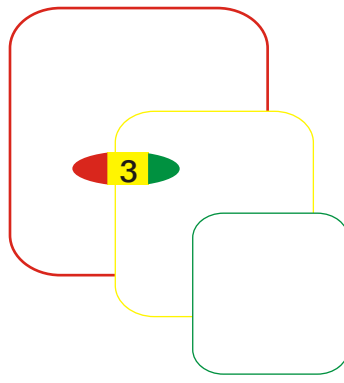
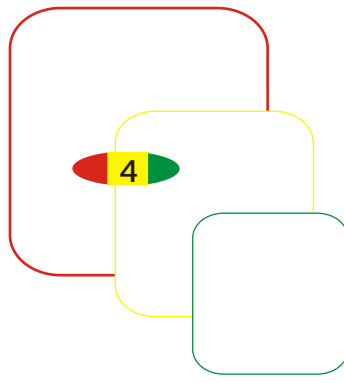


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PART I GOVERNING BODY OF COMMISSION

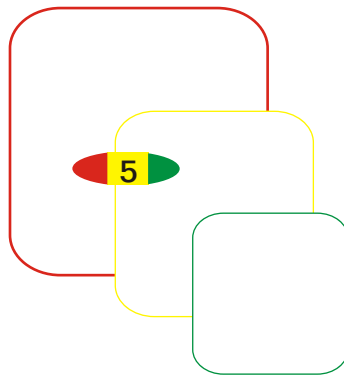
a. Our Commissioners



*Ambassador Farhan Larry Bimi
Chairman (until July 22, 2011)*

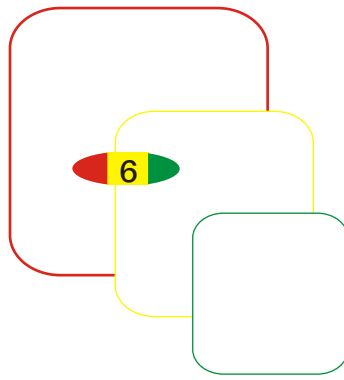
Ambassador F. L. Bimi holds a LL.B Degree and Professional Law Certificate from the University of Ghana. Prior to his appointment as the Commission's Chairman, he was the Solicitor Secretary for the Upper Regional Development Corporation and later the Acting Manager. In 1979, Ambassador Bimi founded and managed his own private legal practice, Liberty Law bureau in the Upper Region of Ghana. In 1985, the Provisional National Defence Council (PNDC) under the leadership of H.E Flight Lieutenant Jerry John Rawlings President of the Republic of Ghana, appointed him as Ghana's ambassador to the Republic of Guinea. He served as Ghana's ambassador in Guinea for fourteen (14) years.

Ambassador Bimi was subsequently appointed as Ghana's ambassador to the Arab Libyan Jamahiriya for four (4) years. In July 1998, Ambassador Bimi was appointed the Chairman of the National Commission for Civic Education by H.E. Jerry John Rawlings, a position he held until he passed away on Friday, 22nd July 2011.



Mrs. Charlotte A. Osei
Chairman (from October 26, 2011)

Mrs. Osei holds a LL.B (Hons) Degree from the University of Ghana (Second Class Upper Division) and was admitted to the Ghanaian Bar in 1994. In 1996, she obtained a Master of Laws degree (LL.M) with specialization in Gender & Equality from Queen's University, Canada. She also holds a Masters in Business Leadership (MBL) from the University of South Africa, with specialization in Negotiations and Conflict Resolution. In year 2005, Mrs. Osei founded and managed a boutique business law firm in Ghana. Prior to being appointed to head the NCCE, she held senior positions in banking and is a published writer in different areas of law and jurisprudence. She is also a Notary Public and has served on the boards of several companies and international Institutions.



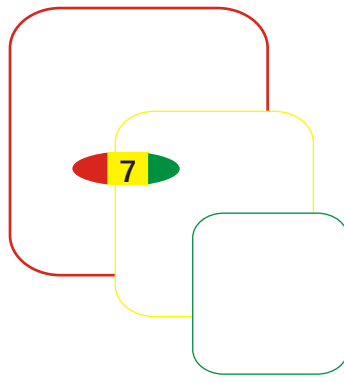
Mrs. Augustina Akosua Akumanyi
Deputy Chairman, Finance and Administration

Mrs. Akumanyi obtained a degree in English Language from the University of Ghana in 1972. She also holds a diploma in Public Administration from the Ghana Institute for Management and Public Administration (GIMPA) and a Diploma in Local Government Studies from the Weimar Institute, Germany. Prior to her appointment to the Commission in 2003, she worked in several senior capacities with the Civil Service of Ghana between 1972 and 1983. From 1984 to 2003, she worked as a senior officer in several London Borough Councils including Waltham Forest, Islington, Lewisham and Southwark.



Mr. Baron Yaw Amofo
Deputy Chairman, Programmes

Mr. Amofo was called to the Ghanaian Bar in 1987. Before 1987, he was a teacher and



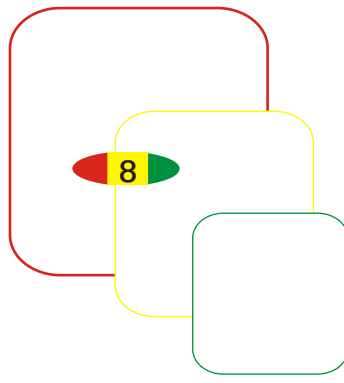
taught at various schools in the Eastern Region, rising to the rank of Superintendent in the Ghana Education Service. Following his call to the Bar, he went into private legal practice until he was appointed to the Commission in 2006.



Mr. George Charles Quaynor-Mettle
Commission Member

Mr. Quaynor-Mettle holds a BA degree in English from the University of Ghana, Legon and a Diploma in Pedagogy from the Pushkin Institute, Moscow State University. Between 1979 and 1983, he was a lecturer at the Ghana Institute of Journalism, Accra. He also served as Deputy Minister for the Greater Accra Region from 1982 to 1993.

From 1993 to 1997, he was a Member of Parliament and a Member of the National Media Commission and the Judicial Council. He is currently involved in private business and also manages Development Challenge, a policy research and advocacy group.



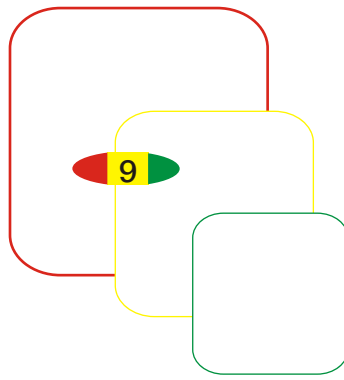
Ms. Philomina Abena Offe
Commission Member

Ms. Offe holds a Masters degree in Development Studies from the Institute of Statistical, Social and Economic Research (ISSER), University of Ghana, Legon and a BSc (Land Economy) from the Kwame Nkrumah University of Science and Technology. From March 2006 to February 2009, she was the Programmes Coordinator at the Institute of Economic Affairs (IEA), Ghana, a public policy think-tank. She is currently in charge of Research & Consultancy Services at the Ghana Telecom University College Accra, Ghana.



Mr. Augustine Dzineku
Commission Member

Mr. Dzineku holds a BA degree in Integrated Development from the University for Development Studies, Tamale, Ghana. He also holds a Masters degree in Development Management from the Ghana Institute of Management and Public Administration

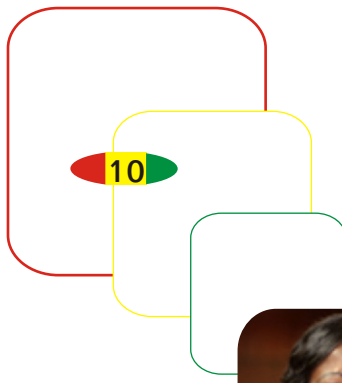


(GIMPA) and a Masters degree in Investment Promotion and Economic Development from the Edinburgh Napier University, Scotland. He taught for a number of years at Bolgatanga Senior High School and was an Assistant Superintendent of Immigration with the Ghana Immigration Service (GIS) from 2001 to 2005. Since leaving the GIS, he has been a private business consultant.



Mrs. Hajara Mohammed Rufai
Commission Member

Mrs. Rufai holds a BA in Political Science and the Study of Religions from the University of Ghana. She also obtained a Master of Philosophy (MPhil) degree in the Study of Religions at the University of Ghana in 2002. She joined Friedrich Ebert Stiftung (FES) as a Programme Assistant in March 2005 and is currently the Programmes Coordinator at the FES Ghana Country Office.



b. Our Management



MRS. CHARLOTTE A. OSEI
Chairman (from October 26, 2011)



MRS. AUGUSTINA AKOSUA AKUMANYI
Deputy Chairman (Finance and Administration)



MR. BARON YAW AMOFO
Deputy Chairman (Programmes)



MR. KOJO TITO VOGBORLO
Commission Secretary



MR. NAPOLEON KWADZO AGBOADA
Director, Administration



MR. MICHAEL DADZIE
Director, Finance



MR. SAMUEL ASARE AKUAMOAH
Director, Public Education



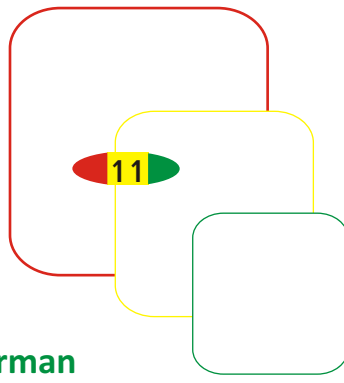
MRS. GERTRUDE ZAKARIAH-ALI
Director, Research



MRS. FANNY KUMAH
Director, Literature and Material Dev.



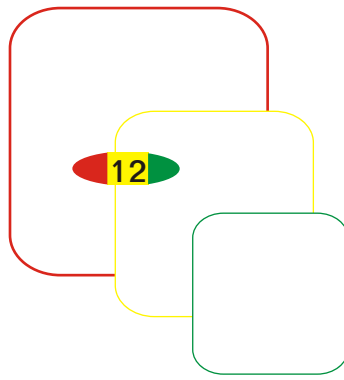
MR. PAAPA NKETIA
Director, Public Affairs



c. Message From The Chairman



The year 2011 was a challenging year for the Commission. We however remained focused on our mandate and objectives, especially during the difficult times and the year ultimately became a great milestone in the Commission's history. The European Union (EU) in supporting the National Commission for Civic Education (NCCE) approved a € 1,500,000.00 (1.5 million Euros) grant to enable the Commission carry out its planned activities and programmes towards ensuring a peaceful and incident free general election in December 2012. €1,300,000.00 (1.3 million Euros) is being released from June 2011 to January 2014 directly to the Commission to support its operations (to help build its institutional and human resource capacity, support public education and engagements to promote peaceful general elections). € 200,000.00 (two hundred thousand Euros) deducted from source, went to the National Authorising Officer (NAO) of the Ministry of Finance and Economic Planning (MoFA) to purchase operational equipment for the Commission.

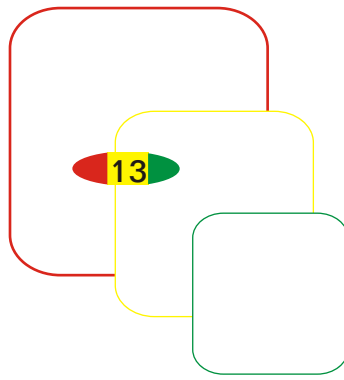


The Commission began the year with some of its Regional and District Offices playing key roles in organizing orientation courses for newly elected Assembly Members. We carried out two surveys, *“Election Conflicts in Ghana: Case Study of Constituency By-Elections”* and *“The Role of Women in Traditional Governance in Ghana: A Case Study of the three Northern Regions”*.

In April 2011, the Commission celebrated its Eleventh Annual Constitution Week. The theme for the week was *“The State of Ghana's Democracy - 2011”* with focus on five sub-thematic areas - ***The Judiciary and Justice System, Political Parties, Corruption, Decentralization, and the Media.*** The roundtable discussions and durbars held across the country as part of the celebration gave the public the opportunity to express their views on democracy in our Fourth Republic. The extensive media coverage of the activities greatly enhanced the Commission's image and work.

Unfortunately, the Commission lost its second Chairman, His Excellency Ambassador Farhan Laary Bimi, on Friday, July 22, 2011 after a short illness. Mr. Bimi was highly instrumental in institutionalising the Annual National Constitution Week, and introduced the Social Auditing Programme; both flagship programmes of the Commission. Following the sad passing of Ambassador Bimi, on October 26, 2011, President J.E.A Mills appointed Mrs. Charlotte Osei as the Commission's new Chairman. She was sworn in with four new Commissioners: Augustine Dzineku, Hajara Mohammed Rufai, George

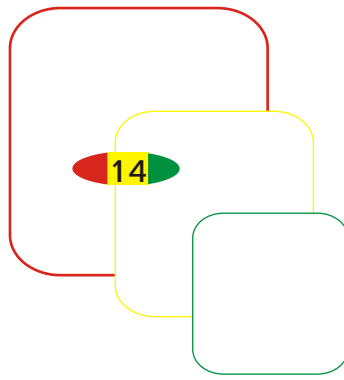




Quaynor-Mettle and Philomina Abena Offe. Together with the two deputy Chairmen, the Commission had its full complement of membership for the first time since 1999.

The Commission enters the next year with great optimism and hope that the promise by the President, His Excellency J.E.A Mills at the swearing-in of the new Commissioners to better resource the Commission, would materialise to enable the Commission play its pivotal role in the country.

Charlotte Osei (Mrs.)
Chairman



PART II

OVERVIEW OF NCCE

CONSTITUTIONAL MANDATE

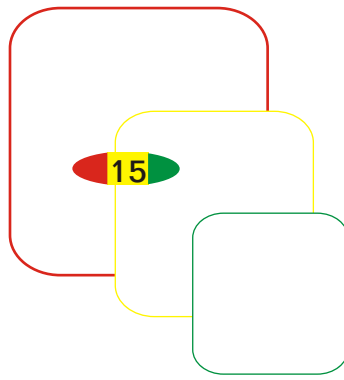
The National Commission for Civic Education is an independent, constitutional Commission set up under Article 231 of the Constitution of the Republic of Ghana. The Commission works to promote and sustain democracy and inculcate in the Ghanaian citizenry, the awareness of their rights and obligations, through civic education. The NCCE is mandated to create awareness and educate Ghanaians on the significance of the constitution, strengthen constitutional democracy and create the awareness of civic rights and responsibilities in Ghana.

OUR STRUCTURE

The Commission is made up of a Chairman, two deputies and four Commission members. The seven (7) Commissioners constitute the governing body of the Commission. The Commissioners are supported by six (6) Departmental Directors who have direct responsibility for the departments of the Commission, namely:

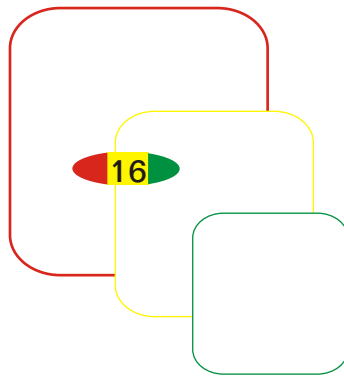
- Finance
- Administration
- Public Education





- Literature and Material Development
- Public Affairs
- Research

The Commission has ten (10) Regional Offices headed by Regional Directors who coordinate and supervise the Commission's work in our Regional and District offices across the country.



PART III

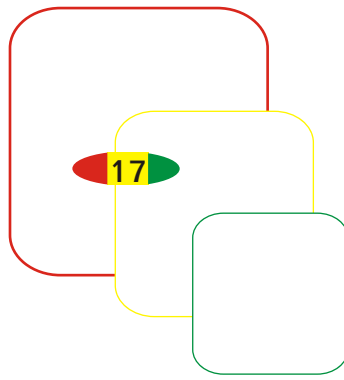
REVIEW OF 2011 ACTIVITIES

EXECUTIVE SUMMARY

The Commission's 2011 report is meant to achieve three main objectives. First, to present Parliament with an update on the activities organised by its Head office, 10 Regional offices and 170 Metropolitan, Municipal and District offices for the period January to December 2011. Second, to furnish Parliament with the various challenges that confront the Commission in its bid to realize its constitutional mandate and third, to offer some suggestions and recommendations for the realization of the objectives of the Ghanaian Constitution.

In the year 2011, the National Commission for Civic Education (NCCE), achieved many successes and initiated the process of reorganizing itself into a more vibrant, effective and modern constitutional Commission. Our Medium Term Development Plan (2010-2013) tasked us to help strengthen and deepen democracy in Ghana. We thus through our flagship programmes and thematic areas undertook several awareness and sensitization programmes to improve citizenship engagement in the country.



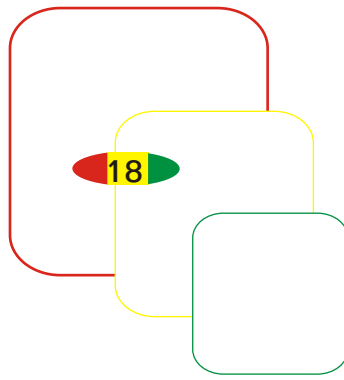


a. Engagement with Security Agencies

We had interactive programmes with the security agencies on “The State of Ghana's Democracy 2011: The Role of the Security Agency in Advancing Democracy in Ghana; Prospects and Deficits.” It gave 2,500 officers the opportunity to express their opinions on the performance of the country's democracy since 1992. The Ashanti Regional Directorate also introduced the Constitution game to security agencies in the Metropolis during the year to facilitate education and interest in the constitution. Competitions were held among the Security agencies as part of the 11th Annual Constitution Week celebration.

b. Engagements with Students and Youth Groups

Throughout the year, the Commission trained the youth on responsible citizenship through our Civic Education Clubs in Junior and Senior high schools. We facilitated several activities including debates and quiz competitions, trained members to play the Ghana Constitution Game, organised Constitution Game Competitions in schools (at the Zonal, Regional and National levels) and excursions for 4,576 students and teachers to key state institutions . The trips helped them to gain practical experience of the workings of the key organs of government, appreciate democratic practices, role of the three arms of government and interact with role models to encourage the students to emulate their example.

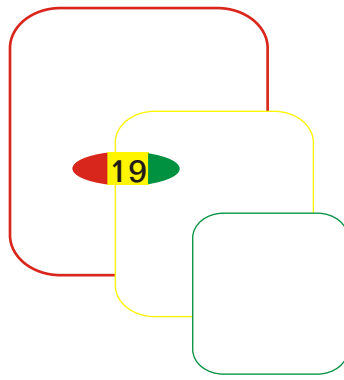


The Commission intensified its efforts at demystifying the 1992 Constitution and facilitate its understanding by the average citizen by sustaining the eight-year old Ghana Constitution Game competition. The competition graduated from the zonal level to the national with prizes awarded appropriately to motivate contestants. Anlo Senior High School was adjudged the national champions for 2011.

The Commission continued building the capacity of the youth for effective participation in local and national governance through the implementation of Project Citizen, a research and presentation programme focused on community challenges that provides the youth with the necessary tools for effective citizenship. We organised four (4) teacher training workshops in four (4) regions at the beginning of the year and a training of trainers' workshop for selected teachers and civic educators in May, 2011.

As part of the Project Citizen programme, the Commission also organized regional showcases in the ten (10) regions where students and pupils from the participating schools presented their research findings on selected problems that needed public policy solutions. These presentations gave us the platform to publicize the project and remind the public and policy makers of identified problems and suggested solutions. The national competition was held in Accra on November 30, 2011 and St. Francis Xavier Senior High School/Minor Seminary, Wa won the first position. The first Project Citizen documentary featuring students from Accra High School was developed.



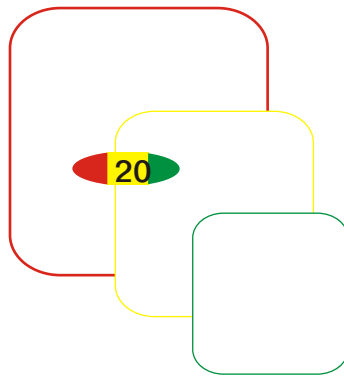


Towards deepening the knowledge of in-school youth on the constitution, we introduced another dimension to sustaining youth interest in the constitution by introducing quiz competitions on radio and television for schools at the national level. Accra Girls Senior High School emerged winners of the contest. The Commission also held several quiz competitions in the Eastern region for both basic and senior high schools on the Constitution.

To support our educational programmes nationwide and for visibility of the Commission, we produced a series of educational materials as manuals for the Project Citizen which are brochures, pamphlets, leaflets and calendars most of which were sponsored by the Hanns Seidel Foundation.

c. Research Work

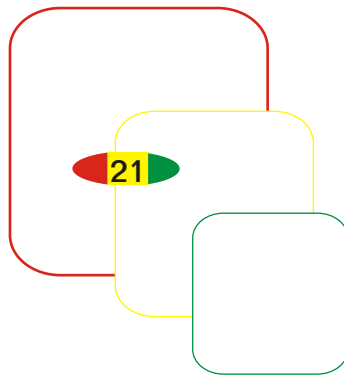
In May 2011, the Commission undertook a study into Election Conflict in Ghana: Case Study of Constituency By-Elections in ten (10) out of the twenty two (22) constituencies where by-elections had been held since 1993. The research sought to ***ascertain the nature and causes of by-election conflicts, the role of political parties in by-election conflicts, the main factors behind by-election conflicts, and how to curb or minimise such conflicts.*** The findings were expected to guide the NCCE in particular and others generally to effectively address the unwanted situation of violence and conflicts during by-elections.



We successfully conducted a second survey in November, 2011 on ***The Role of Women in Traditional Governance in Ghana: A Case Study of the three Northern Regions***. The research covered twenty (20) Constituencies in the three northern regions of Ghana, namely the Northern, Upper East and Upper West regions. It sought to find out specific leadership roles played by women in traditional governance in northern Ghana, the factors preventing women from playing important leadership roles in modern governance and what leadership roles women play or can play in current modern governance system. The study also suggested ways to increase women's participation in political leadership.

d. Media Engagements

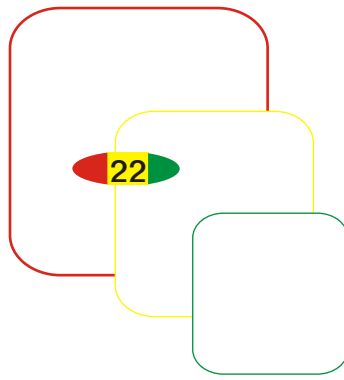
The Commission's strengthened relationship with the public (both internal and external audiences) remained crucial to its effectiveness. We ensured media visibility of our programmes and succeeded in having a total of three hundred and fifteen (315) NCCE related stories published in the national newspapers within the year. As a Commission, it is our aim to strengthen our efforts at deepening our partnership and relationship with the Ghanaian media.



e. Exhibitions and Fairs Organised

The Commission also participated in the Second National Policy Fair organised by the Ministry of Information in July 2011. We used the opportunity to showcase several publications, which included the Abridged and Simplified version of the 1992 Constitution, District Assembly Brochures, Project Citizen Textbooks and Teachers' Guide. Also displayed were several pictures showing the activities of the Commission.

Our Volta and Ashanti Regional offices also put up very impressive exhibitions at the Ho and Kumasi policy fairs held from August 21 to 25, 2011 and September 25 to 30, 2011 respectively.



PART IV

PUBLIC EDUCATION PROGRAMMES

a. ANNUAL CONSTITUTION WEEK

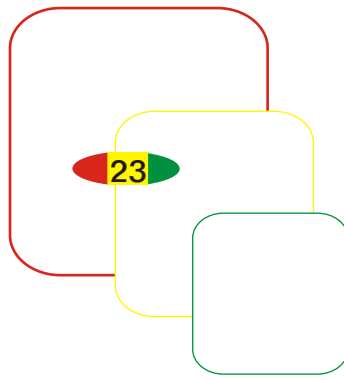
To ensure that the Constitution generates a democratic political culture among the people of Ghana, the Commission in 2001 introduced and institutionalised the Annual National Constitution week. In 2011, the Commission's Eleventh Annual National Constitution Week was celebrated across the country from April 28, 2011 to May 5, 2011.

Activities organised during the week included event launches, radio and roundtable discussions, community durbars, stakeholders' fora, civic education engagements at worship centres and clean-up exercises. We diversified organisation of the celebration by introducing roundtable discussions at regional capitals and durbars at the district level.



11th ANNUAL CONSTITUTION WEEK





b. ANNUAL CONSTITUTION GAMES COMPETITION

The Annual Ghana Constitution Game Competition, a public education programme organised for junior and senior high students was held at zones or district levels in all the ten (10) regions. Other Civic Education Club activities included debates, quizzes, and excursions to Parliament House, the Supreme Court, the Castle-Osu and other centres of Governance. Some inactive clubs were reactivated and new ones inaugurated. In total, the Commission currently manages over 600 civic education clubs.



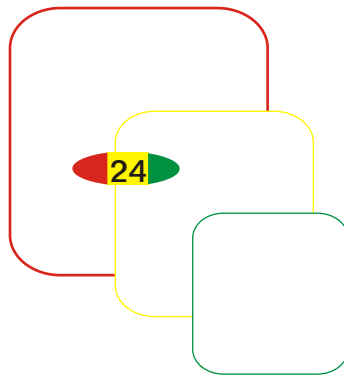
Illustration of Constitution Game



Students Playing The Game

c. PROJECT CITIZEN

One of the vehicles through which the Commission reaches out to the youth, a very vital segment of our population is the '*Project Citizen*' program. Project Citizen is a challenging

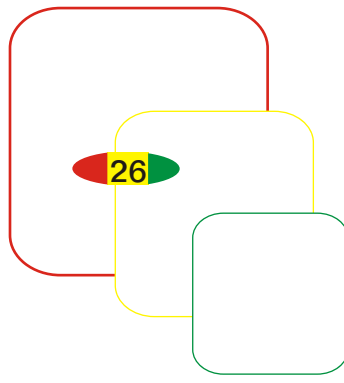


and engaging activity for students aged 11-18 years. Participants in the process of finding solutions to community and national problems, learn community involvement, teamwork and become part of the solution. In year 2011, we organised Project Citizen Showcases in all the ten (10) regions, culminating in the third annual national showcase at which St. Francis Xavier Senior High School / Minor Seminary, Wa in the Upper West region, emerged the national champion. The Project Citizen activities were sponsored by Hanns Seidel Foundation and supported by Promasidor Ghana Limited, RLG Ghana Limited and Sunlodge Hotel.

PROJECT CITIZEN NATIONAL SHOW CASE



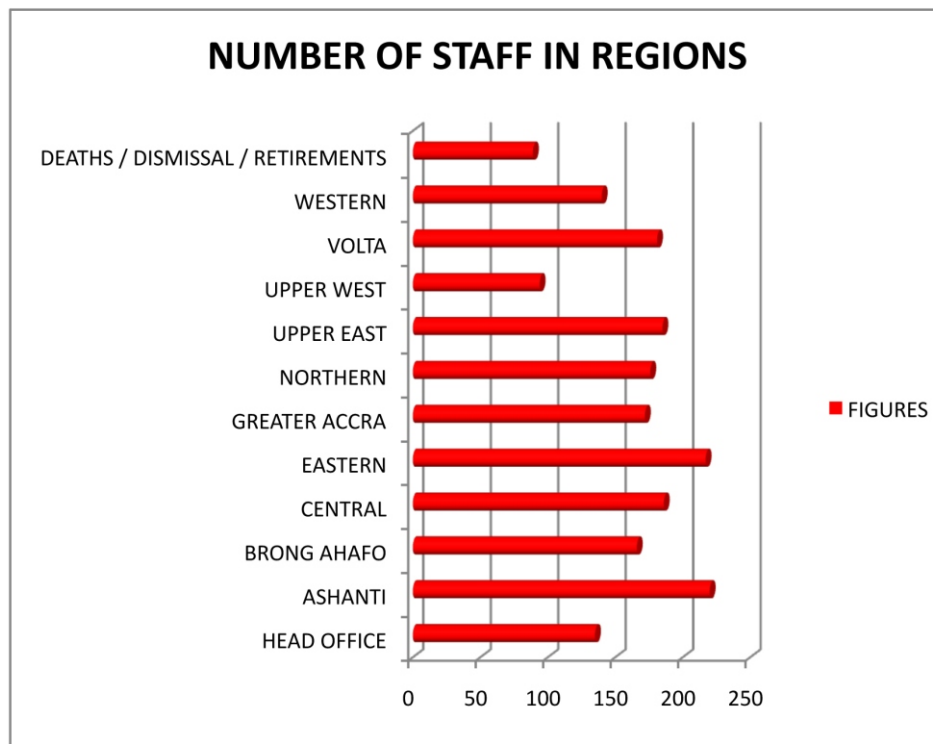


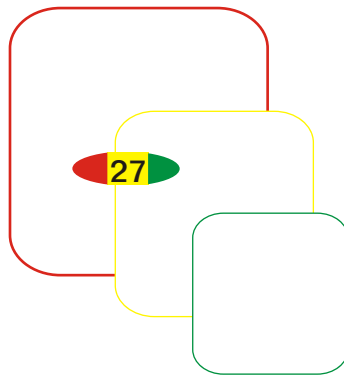


PART V HUMAN RESOURCE AND ADMINISTRATION

Our human resource strength at the end of year 2011 stood at 1,708 staff. The breakdown was: Headquarters (135), Ashanti Region (220), Brong Ahafo Region (166), Central Region (186), Eastern Region (217), Greater Accra Region (172), Northern Region (176), Upper East Region (85), Upper West Region (94), Volta Region (181) and Western Region (140). 89 staff left the Commission during the year through resignation, retirement, vacation of post, dismissal and death collectively. Our offices in the districts currently stands at 170 (one hundred and seventy) with 10(ten) regional offices and 1(one) head office nationwide.

Figure 1: Human Resource Strength of Commission



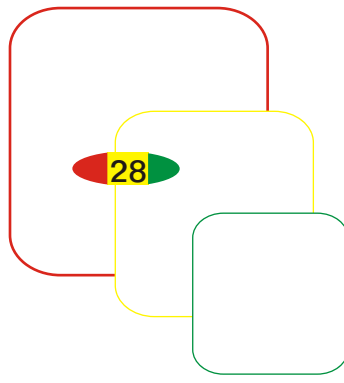


a. Staff Training and Capacity Building

In order to ensure that our staff worked effectively, twenty (20) members of staff were granted study leave to pursue various courses in higher institutions in 2011. We enhanced the capacity of staff by organising various workshops and training courses. Capacity building workshops were organised by the Commission with sponsorship from the European Union for 154 Assistant Civic Education Officers (ACEOs) at the In-Service Training Centre, Wa Upper West region, from September 25, 2011 to October 7, 2011.

With the announcement by the Electoral Commission of its intention to introduce Biometric Voters Register for the 2012 General Elections, the Commission with support from the UNDP organized a series of Training of Trainers Workshop on the Biometric Voters Registration (BVR) system. The training programme equipped officers with essential information and guidance on the BVR to enable effective education of the electorate.

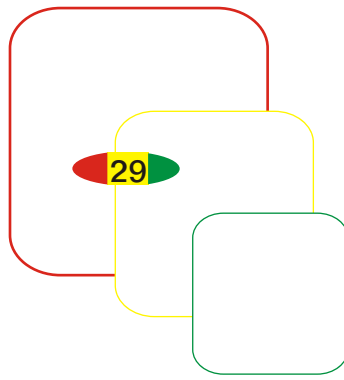
From October 17 to December 9, 2011 twenty (20) selected senior management level personnel obtained Certificates in Public Administration (CPA) from the Ghana Institute of Management and Public Administration (GIMPA) and Postgraduate Diploma Certificate in Public Administration with sponsorship from the European Union.



We also sponsored five selected research staff to undergo a two-week training course on Data Management and Analysis at the Institute of Statistical, Social and Economic Research (ISSER) of the University of Ghana, Legon, from June 13 to 24, 2011 to sharpen their skills and enhance their service delivery.

b. Staff Welfare

The Commission continued to operate a Staff Welfare Fund to which all officers contributed a fixed amount every month. Apart from the National Welfare Fund which offers financial assistance to staff in times of need, other schemes were operated by some regional and district offices. We also operated a Staff Provident Fund Scheme to ensure improved welfare of our staff.



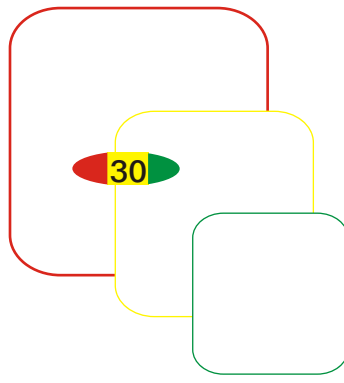
PART VI

FINANCIAL ADMINISTRATION

a. INTERNAL AUDIT

The Commission completed the audit of our Procurement System for the period January 2009 to June 2011. We ensured strict compliance with the internal control systems of the Commission laws and regulations governing the management of public funds, by pre-auditing Payment Vouchers on Administration, Service, Investment and Personnel Emoluments throughout the year. We further conducted an audit on Donor Funds for compliance with donor standards and policies.

Strict internal audit measures were applied to ensure the Commission's successful migration onto the pay roll of the Controller and Accountant General in the course of the year. Our internal audit unit participated in the Audit Agency training programme held from November 22 to 24, 2011. The programme introduced our staff to the Ghana Integrated Financial Management Information Systems (GIFMIS). This we hope would enhance their efficiency and the Commission's level of accountability.

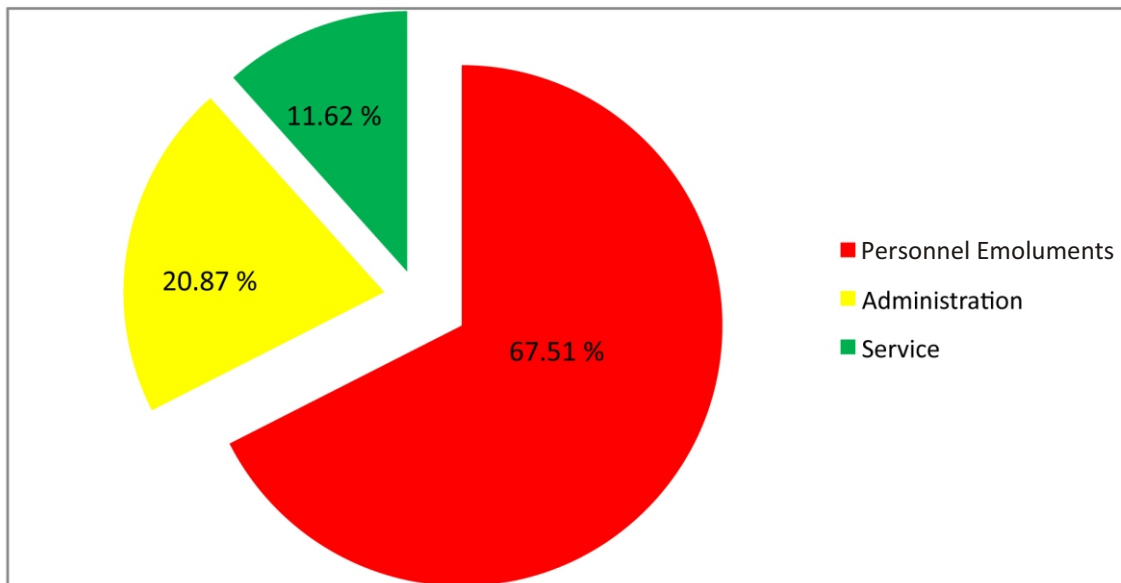


b. SUMMARY OF COMMISSION FINANCES

Releases from government for the Commission for the 2011 Financial Year totaling **GH¢17,713,956.18** was as follows: -

Personnel Emoluments	GH¢ 11,958,736.54
Administration	GH¢ 3,696,121.00
Service	GH¢ 2,059,098.64
Total	GH¢ 7,713,956.18

Figure 2: Percentage for each segment



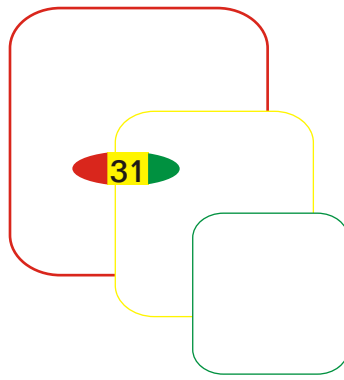
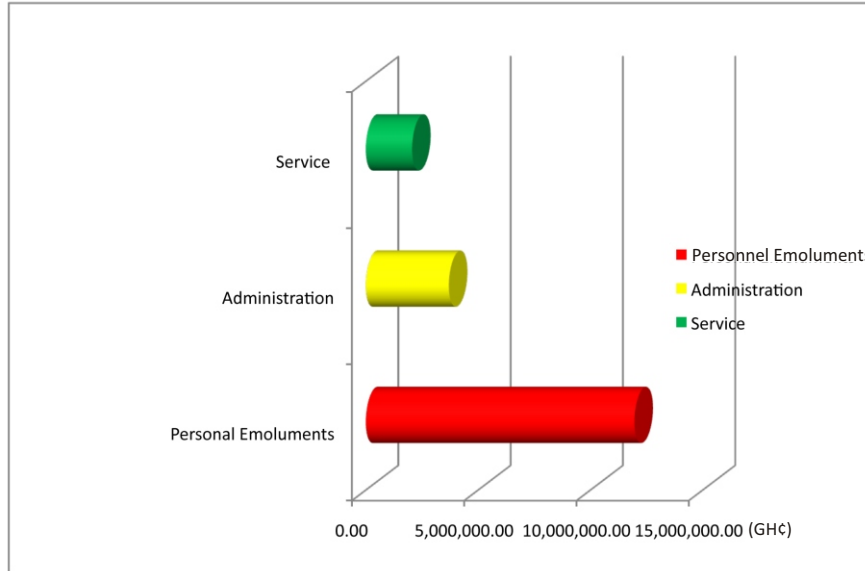


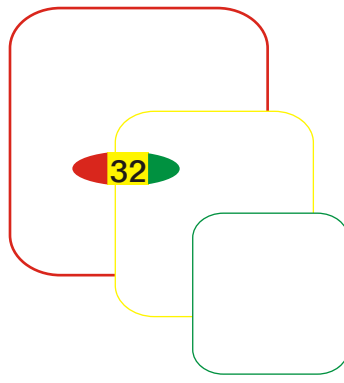
Figure 3: Amount Released for each Segment



c. INCOME AND EXPENDITURE FOR YEAR 2011

The income and expenditure during the year is based on Government of Ghana funds and other donor funds.

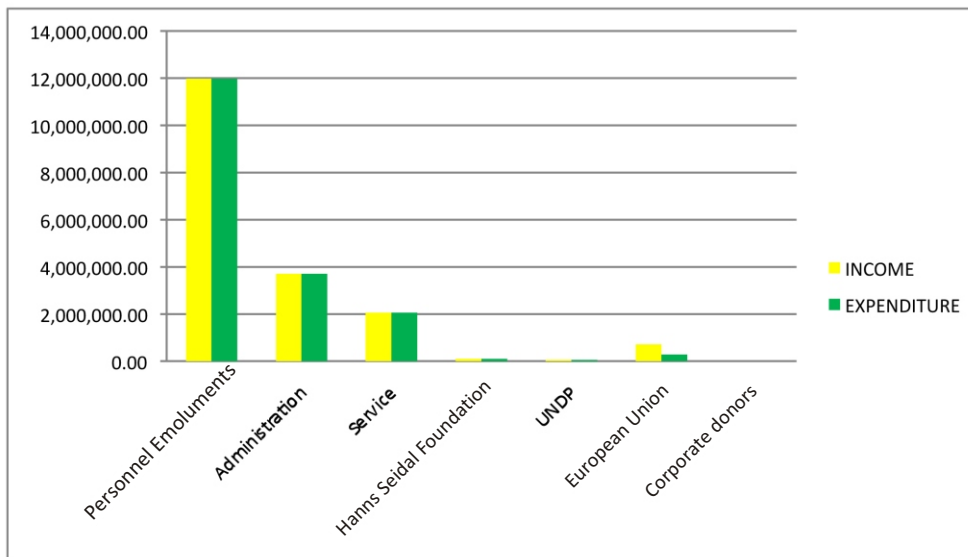
ITEM	INCOME GH¢	EXPENDITURE GH¢
Personnel Emoluments	11,977,265.47	11,976,574.53
Administration	3,696,121.00	3,695,479.00
Service	2,059,098.64	2,057,741.07

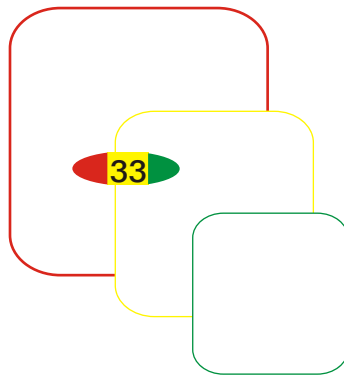


Hanns Seidal Foundation	91,998.71	91,998.40
UNDP	62,102.70	61,611.30
European Union	719,057.08	281,973.56
Corporate Donors	5,000.00	5,000.00
Total	18,610,643.60	18,170,377.86

The figure as presented shows a balance of GH¢ 440,265.74, to be used for European Union (EU) activities in year 2012.

Figure 4: Income and Expenditure





PART VII CONCLUSION

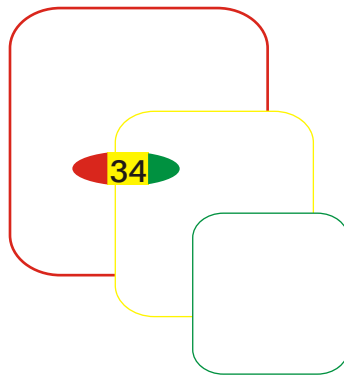
a. Challenges

We continued to face serious accommodation problems at our Accra head office as we still operate from five rooms in shared premises with the Electoral Commission. Though the Commission has procured property at South Legon Development Area, lack of funding made it impossible for us to realise our objective of commencing the construction of our new office building during the year.

Our regional and district offices also faced serious financial challenges due to accommodation. Out of the 180 regional and district offices, 38 were rented with significant impact on our funding.

Apart from the regional offices, most of the district offices rely on outmoded 'Olivetti' manual typewriters supplied to the offices when the Commission was established in 1994.

The Commission wishes to state the need for enhanced financial support, as our low funding status greatly inhibits our capacity to attain our vision and fulfil our constitutional mandate.



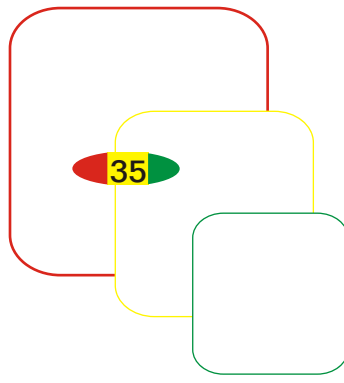
The Commission uses this opportunity to appeal to the government and other stakeholders for increased support for its activities. It is the hope of the Commission that next year would see enhanced support.

b. Conclusion

The Commission is thankful for all the support it received from the public, government, donor institutions and the media through the very challenging year. The Commission also commends its staff throughout the nation for their hard work and dedicated service during the year which enabled the Commission meet most of its objectives for the year.

We face the ensuing year stronger than before, with great confidence and optimism that with our new leadership, we shall make strides in our quest to deliver on our constitutional mandate.





c. Key Partners



EU - European Union



HSF - Hanns Seidel Foundation



UNDP - United Nations Development Programme

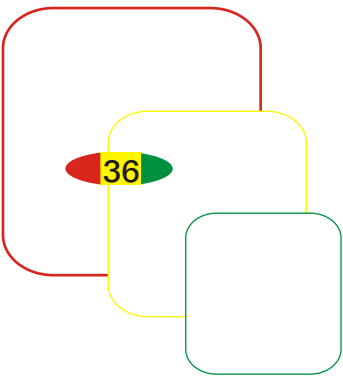
d. Key Collaborations



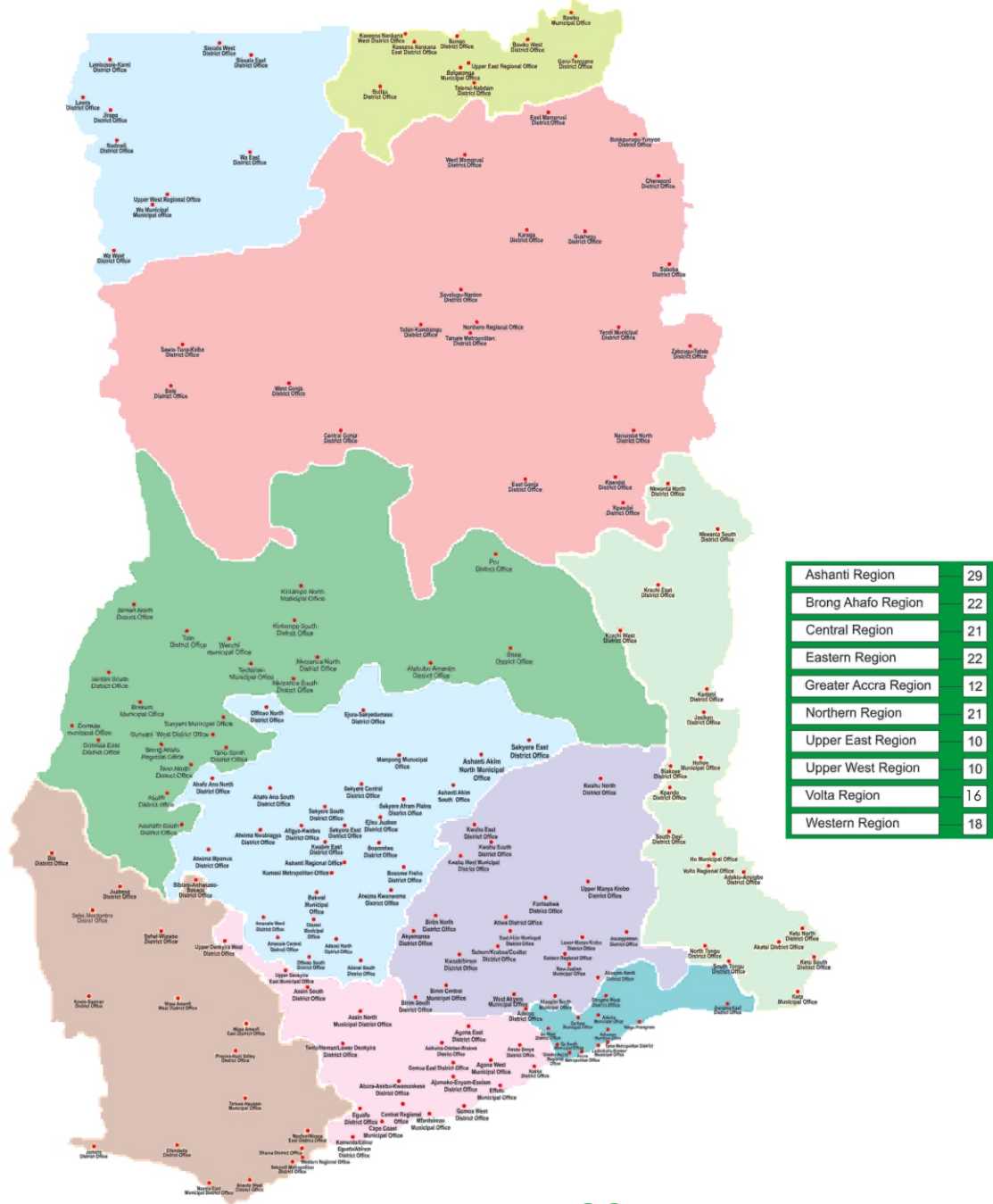
APRM - African Peer Review Mechanism



ILO - International Labour Organisation

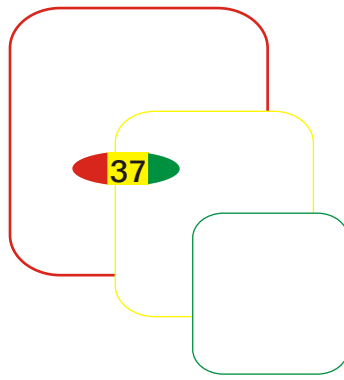


ANNUAL REPORT



Office Network



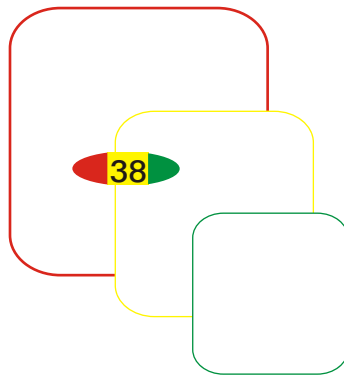


THE CONSTITUTION OF THE REPUBLIC OF GHANA 1992

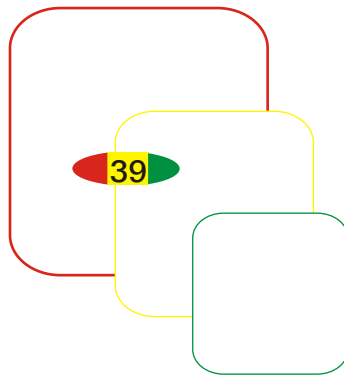
CHAPTER NINETEEN

NATIONAL COMMISSION FOR CIVIC EDUCATION

231	There shall be established by Act of Parliament within six months after Parliament first meets after the coming into force of this Constitution, a National Commission for Civic Education in this Chapter referred to as "the Commission".
232	(1) The Commission shall consist of a Chairman, two Deputy Chairmen and four other members. (2) Members of the Commission shall be appointed by the President acting on the advice of the Council of State.
	(3) Members of the Commission shall be persons who are qualified to be elected as members of Parliament. (4) Members of the Commission shall be persons who do not hold office in any political party.
233	The functions of the Commission shall be - (a) to create and sustain within the society the awareness of the principles and objectives of this Constitution as the fundamental law of the people of Ghana; (b) to educate and encourage the public to defend this Constitution at all times,



	<p>against all forms of abuse and violation;</p> <p>(c) to formulate for the consideration of Government, from time to time, Programmes at the national, regional and district levels aimed at realizing the objectives of this Constitution;</p> <p>(d) to formulate, implement and oversee programmes intended to inculcate in the citizens of Ghana awareness of their civic responsibilities and an appreciation of their rights and obligations as free people; and</p>
234	<p>Except as otherwise provided in this Constitution or in any other law which is not inconsistent with this Constitution, the Commission shall not be subject to the direction or control of any person or authority in the performance of its functions.</p>
235	<p>(1) The Chairman of the Commission shall enjoy the same terms and condition Of service as a Justice of the Court of Appeal, and a Deputy Chairman of the Commission shall enjoy the same terms and conditions of service as a Justice of the High Court. (2) The other members of the Commission shall hold office on Such terms and conditions as may be approved by Parliament.</p>
236	<p>The procedure for the removal of the Chairman or a Deputy Chairman from office shall be the same as that provided for the removal of a Justice of the Court of Appeal and a Justice of the High Court respectively under this Constitution.</p>
237	<p>Parliament shall, by law, provide for the establishment of Regional and District branches of the Commission.</p>



238	The officers and employees of the Commission shall be appointed by the Commission acting in consultation with the Public Services Commission.
239	The administrative expenses of the Commission, including salaries, allowances and pensions payable to, or in respect of, persons serving with the Commission, shall be charged on the Consolidated Fund.