



**Thirty-first
Annual Report
and Accounts**

2024

April, 2025

**THE RT. HONOURABLE SPEAKER OF PARLIAMENT
PARLIAMENT HOUSE
ACCRA.**

Dear Honourable Speaker,

By the provisions of Section 20 of the National Commission for Civic Education Act of 1993, (Act 452), which mandates the Commission to submit to Parliament an annual report detailing its operations for the preceding year, I have the honour to submit this report for the period January 1 to December 31, 2024.

This document constitutes the 32nd Annual Report and Accounts of the National Commission for Civic Education (NCCE) to Parliament.

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

Yours sincerely,

**KATHLEEN ADDY (MS.)
CHAIRMAN**

A Publication of the National Commission for Civic Education

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ABOUT THE NCCE

The National Commission for Civic Education is one of the Independent Governance Institutions (IGIs) created under Article 231 of the 1992 Constitution of the Republic of Ghana. It is formally established by an Act of Parliament; the National Commission for Civic Education Act, 1993 (Act 452) of Parliament in June 1993.

The Commission considers civic and public education as a critical strategy for promoting awareness of democratic governance values, instilling the spirit of patriotism, and enhancing citizens' participation in national development and governance processes. The NCCE maintains a nationwide presence in all 16 regions and 263 Districts, Municipalities, and Metropolises across the country.



Message from the Chairman

Kathleen Addy (Ms.)

The National Commission for Civic Education (NCCE), in the year under review, undertook a wide range of key activities, public engagements, media initiatives, and strategic collaborations under the theme: “**Together, We Can Build Ghana: So, Get Involved.**” These activities were executed through the Commission’s three-tier administrative structure—national, regional, and district levels.

In line with its constitutional mandate, the Commission remained committed to promoting civic values and actively engaging citizens on pertinent national issues. The overarching goal was to positively influence public attitudes and behaviors, foster responsible citizenship and deepen the understanding of civic rights and responsibilities.

Given that 2024 was an election year, the Commission’s primary objective was to reduce voter apathy, enhance citizens’ participation and promote informed voting for the collective good of the nation. In the context of Ghana’s entrenched political duopoly between the NDC and NPP, and the tensions often associated with Ghana’s electoral landscape, the Commission adopted a proactive approach. Emphasis was placed on **national security, peaceful elections, and social stability**, particularly targeting the **youth, opinion leaders, and political and religious stakeholders**.

In 2024, the NCCE conducted **112,649 face-to-face engagements** through its Head Office, 16 Regional Offices, and 263 Metropolitan, Municipal, and District Offices. These activities directly impacted **10,207,640 citizens**:

- **Males:** 5,071,689 (49.7%)
- **Females:** 5,135,351 (50.3%)

Throughout the year, the Commission focused its civic engagements on four thematic challenges:

- Misinformation, disinformation, and fake news surrounding the 2024 elections.
- Vote buying and the undue influence of money in politics.
- Religious and political intolerance.
- Electoral violence and national peace.

These challenges shaped the Commission’s operational theme and informed its strategic direction. The Commission successfully implemented several notable programmes, including:

- The Fourth, Fifth, and Sixth National Dialogues on Preventing and Countering Violent Extremism (PCVE) with support from the EU
- Consultative visits to relevant

- stakeholders and political parties
- Annual Constitution Week
- Annual Citizenship Week Celebrations
- Civic Fest on Peaceful Elections with support from the EU
- Inter-Party Dialogue Committees
- Parliamentary Candidates' Dialogues
- Youth and women-focused engagements (in partnership with IFES)
- Media engagements the thematic areas and general civic and voter education

These engagements provided platforms to interact with various stakeholders, including security agencies, students, traditional leaders, faith-based organisations (FBOs), political party leaders, parliamentary candidates, women, youth (both in and out of school), members of identifiable groups such as traders, artisans, small enterprises, okada riders, and other community groups.

The Commission's work in 2024 was significantly enhanced through productive collaborations with both State and Non-State actors. These partnerships were instrumental in delivering impactful civic education ensuring **peaceful and credible elections**. Notable collaborators in 2024 included:

- The Government of Ghana
- The European Union
- The French Embassy
- UNESCO
- USAID and the Consortium for Elections and Political Process Strengthening (CEPPS), comprising IFES, the International Republican Institute (IRI), and the National Democratic Institute (NDI)
- UNDP

The NCCE expresses its profound gratitude for the financial, logistical, and technical support provided by these partners.

Beyond physical engagements, the Commission amplified its reach through a robust media campaign. This included:

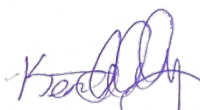
- Social Media communication: Facebook, X (Twitter), Instagram, TikTok, WhatsApp Channel
- Traditional Media: Television, radio, print media, online portals, and Community Information Centres
- Grassroots outreach: Dawn and dusk broadcasts and community sensitisation

The media played a crucial role to spread the Commission's messages and increase public awareness. The NCCE looks forward to strengthening these partnerships in the coming year.

On behalf of the Commissioners of the NCCE, I extend sincere appreciation to all staff across the country for their dedication and commitment to civic education delivery. The Commission also remains deeply grateful to its partners, collaborators and stakeholders for their continued support.

Looking ahead to 2025, the NCCE is poised to deepen its civic education mandate, with a renewed focus on patriotism, consciousness and active citizenship. The Commission remains committed to building an informed, peaceful, and engaged society for the benefit of all.

May God bless our homeland Ghana and make her great, and strong!



Kathleen Addy (Ms.)
Chairman

PART I: OUR COMMISSION MEMBERS



Ms. Kathleen Addy
Chairman

Kathleen Addy is Chairman of the National Commission for Civic Education (NCCE).

She is a seasoned communications professional with over 25 years' working experience, working in policy and communications for development. She is a former lecturer of the GIMPA Law School, where she taught Communications for Law.

Previously, she served as the Afrobarometer Communications Manager of the Centre for Democratic Development (CDD) with oversight responsibility for seven (7) countries across East and West Africa.

Prior to Afrobarometer, she was with the Centre for Policy Analysis (CEPA), where she focused on Economic Partnership Agreements, as well as Women's Economic Empowerment. As a research and communications officer at CEPA, her focus was on the Economic Partnership Agreement between Ghana and the European Union, as well as women's economic empowerment.

She has also consulted on a wide range of issues for different Development organisations and Partners, including Star Ghana, GIZ, and ILO.

Kathy is highly regarded as an activist with a keen interest in civics, women's empowerment, as well as accountable and responsive governance and has supported different civil society groups fighting for good governance and women's rights in Ghana.

Ms. Addy is also a Reagan-Fascell Democracy Fellow of the of National Endowment for Democracy in Washington, DC.



Mr. Samuel Akuamoah
Deputy Chairman, Operations

Mr. Samuel Akuamoah holds a Master's Degree in African Studies from the University of Ghana, Legon and a Bachelor of Arts in Political Science from the same University. He also holds a Diploma in Journalism from the Ghana Institute of Journalism (GIJ) and a Certificate in Project Management and Strategic Leadership from General Training Consulting (GTC), Putney Bridge, London, United Kingdom.

Prior to joining the NCCE in 1994, Mr. Akuamoah worked as a Freelance Journalist with a number of media houses, including the Ghana News Agency (GNA). He is one of the pioneer staff of the NCCE, beginning his service at the Accra Metropolitan Office and rising through the ranks to become the Director of Programmes and currently the Deputy Chairman of Operations.



Victor K. Brobbey (Esq.)
Deputy Chairman, Finance & Administration

Mr. Victor Brobbey is a lawyer and a law lecturer. Prior to his appointment to the National Commission for Civic Education, he served as the Head of the Department of Private Law at the Faculty of Law of the Ghana Institute of Management and Public Administration (GIMPA), and as the Head of the Law Department of the Ghana campus of Lancaster University, UK.

He was first appointed to the Commission as a Commission Member and later appointed as the Deputy Chair in charge of General Services (formerly Finance and Administration) of the National Commission of Civic Education, he was a Commission.

Mr. Brobbey's primary areas of research and teaching are Alternative Dispute Resolution, Constitutional Law, Private International Law, and Business and Human Rights. He is also the founding partner of Benchmark Lawyers and Consultants, a law firm located at Roman Ridge, a suburb of Accra. Mr. Brobbey received his primary and secondary education at the Christ the King International School in Accra, Hartmann House (St George's College) in Harare, Zimbabwe, and the Ghana International School in Cantonments, Accra, where he received his 'O' and 'A' level certificates.

He subsequently graduated from the Faculty of Law of the University of Ghana with a Bachelor of Laws degree and obtained a Master of Laws degree from Harvard Law School in Cambridge, Massachusetts, USA. Mr. Brobbey was called to the Ghanaian bar in October 2000.

He has consulted on governance, human rights, and democratic development for a number of international organizations, including the African Union, the African Peer Review Mechanism, the World Bank, the United Nations Development Program, and the African Development Bank. He is the co-author of "The Law and Practice of Alternative Dispute Resolution in Ghana" a treatise on alternative dispute resolution published in 2022.



Dr. Mrs. Philomina Abena Anyidoho
Commission Member

Mrs. Anyidoho holds a Master's 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, Kumasi. She also holds a Post Graduate Certificate in International Higher Education from Coventry University, UK and 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 joined the Ghana Technology University College (GTUC) in March 2009 and worked as Coordinator of Research & Consultancy till December 2015. In January 2016, she moved to the faculty of IT Business of the same University as a lecturer, a position she currently holds.



Mrs. Hajara Mohammed Rufai
Commission Member

Hajia Hajara Mohammed Rufai (Mrs.) is a youth, women, and leadership development practitioner with over 2 decades of practical experience in youth/women/political leadership training and capacity building programming and implementation having worked with the Friedrich-Ebert-Stiftung - Ghana Office in the design and implementation of several capacity building programmes for various partner institutions which included Parliament of Ghana, the Electoral Commission, Political Parties, Youth and Women groups.

She has long years of voluntary activities with several Muslim youth and women organisations such as the Federation of Muslim Women Association of Ghana, Ghana Muslim Ladies Association, Youth Peace Brigades, Rayhan Yakub Foundation, and the Ghana Muslim Mission women's wing where she volunteers to speak on a plethora of issues at various second cycle schools to mentor young girls, takes part in soft skills training as well as various speaking engagements. She was a Steering Committee Member of the STAR-Ghana Programme, which ended in November 2018.

Currently, Hajia Hajara Mohammed Rufai is a Commission Member of the National Commission for Civic Education and a Governing Council Member of the STAR-Ghana Foundation, where she chaired the second sitting of the Nominations Committee of the foundation.

Hajia Hajara Mohammed Rufai obtained her BA Hons Degree (Political Science and Study of Religions) and Master of Philosophy (MPhil) Degree from the University of Ghana in 2002 and 2010, respectively. She also holds a Master's in Public Sector Management (MPSM) Degree and a Bachelor of Laws (LLB) Degree from the Ghana Institute of Management and Public Administration in 2016 and 2022, respectively. She is a trained and Certified ECOWAS/KAIPTC Election Observer with the Kofi Annan Peacekeeping Training Center (2013).



Mr. Bright Kwabla Agbodeka
Commission Member

Mr. Bright Kwabla Agbodeka is a professional teacher with two decades of teaching and administrative experience. He holds a Master of Arts Degree in Communication Studies from the University of Cape Coast, a Bachelor of Arts in English Language Education from the University of Education, Winneba, and a Teacher Training Certificate from Ada College of Education. He attended Mafi Kumase Senior High Technical School in the North Tongu District. He started his teaching profession at Mafi Akyemfo D.A Junior High School in 2003 until 2015 when he was transferred to the Krachi Senior High School in the Krachi West Municipality.

He is a member of the International Literacy Association and the Board of Governors of Krachi Senior High School. In Krachi Senior High School, he is the head of the Department of Languages and the Head of Yaw Donkor Library. He is an advocate for literacy and a key trainer for various capacity development and technical improvement projects by the Ghana Education Service, including the Ghana Accountability for Learning Outcomes Project (GALOP) and Common Core Programme (CCP) in the Krachi West Municipality.

Mr. Bright Kwabla Agbodeka has served in other capacities as the Local Secretary of the Ghana National Association of Teachers (GNAT) in Adidome, Sports Secretary for Mafi-Adidome Circuit, and Secretary for the Parent-Teachers Association at Krachi Senior High School. He was also instrumental in the training, facilitating, and supervising personnel for the 2021 Population and Housing Census by the Ghana Statistical Service. Again, he is an occasional poet and a multi-lingual person who speaks Ewe, Ga, Twi, Fanti, and Adangbe.



Dr. Simon Ofori Ametepey
Commission Member

Dr. Simon Ofori Ametepey is a professional and Senior lecturer in Construction, Project Management, and Sustainable Development with over 18 years of experience. He is the founding Director of the Centre for Sustainable Development at Koforidua Technical University. Simon played the role of Project Manager for notable construction projects in Ghana's construction industry and consulted for several public and private entities in project management, construction audit, and sustainability implementation.

He has vast experience in the capacity building of professionals in Project Management, Sustainability implementation, Environmental Management, etc. Simon is a fellow of the International Society for Development and Sustainability, a member of the Project Management Institute (PMI), and a Certified Project Management Professional (PMP).

He is also a Professional Engineer with the Institution of Engineering & Technology (IET). Dr. Ametepey holds a Ph.D. in Civil Engineering from the University of Johannesburg, South Africa, and MPhil in Construction Technology from the University of Education, Winneba. He also holds an M.A. in Environmental Management and Policy from the University of Cape Coast, a BTech. Degree in Building Technology from Cape Coast Technical University/ KNUST and an LLB (Law) from Ghana Institute of Management and Public Administration (GIMPA). Simon is the author of three (3) peer-reviewed books and over thirty (30) journal, conference, and book chapters. His interests are in the areas of Sustainable Development, Sustainable Infrastructure Development, SDGs, Sustainable Education, and Project Management.



Lucille Hewlett Annan
Commission Secretary / Right To
Information (RTI) Officer

Lucille Hewlett Annan (Esq.) is the Commission Secretary and Right To Information (RTI) Officer of the National Commission for Civic Education, with over 20 years of experience in Civic Education, especially on democracy and electoral issues under the 4th Republic.

She is also a Barrister and Solicitor of the Supreme Court of Ghana. She was previously educated at the University of Ghana with a Master of Philosophy (Political Science) in African Studies and other degrees. Lucille is a Lawyer and a Civic Educator. She also has the required qualifications and experience in Strategic Management, Public Administration and Education.

Lucille is very passionate about family issues and an advocate for human rights, especially on child protection issues. She has also received training on family welfare and child protection issues. She is married with children and loves hanging out with friends and family and enjoys travelling.

Our Management



**Ms. Kathleen Addy
Chairman**



**Mr. Samuel Akuamoah
Deputy Chairman, Operations**



**Victor K. Brobbey (Esq.)
Deputy Chairman, Finance &
Administration**



**Lucille Hewlett Annan
Commission Secretary / Right
To Information (RTI) Officer**



**Mrs. Joyce Afutu Director,
Communications and
Corporate Affairs (Until May,
2024)**



**Dr. Imurana
Mohammed Director,
Programmes**



**Dr. Mrs. Henrietta Asante
Sarpong Director, Research
and Gender Equality**



**Ms. Monica Mamattah
Director, Finance**



**Mrs. Dora Hammond Director,
Administration**

**Ms. Peace Kondo Director,
Human Resource (Ag.)**

PART II: OVERVIEW OF COMMISSION

Our MANDATE

The National Commission for Civic Education is an Independent, Constitutional Commission established under Chapter 19 (Articles 231-239) of the 1992 Constitution of the Republic of Ghana and the National Commission for Civic Education Act, 1993, (Act 452).

Our MISSION

To promote and sustain Ghana's democracy and inculcate in the Ghanaian citizenry the awareness of their rights and obligations, through civic education.

Our VISION

The NCCE's vision is to be an effective Independent Governance Institution delivering civic education to all Ghanaians and working towards sustaining Ghana's democracy.

Our VALUES

INTEGRITY. PRESENCE. INDEPENDENCE

We apply *integrity* in all our dealings. We are *present* in every Region, District, Municipality and Metropolis across the country with 270 offices nationwide. We are *independent* in the performance of our work.

Our STRUCTURE

The Commission is made up of a Chairman, two Deputy Chairmen and four other Commission Members. The seven Commission members constitute the governing body of the Commission. The Commission members are supported by six (6) Line Directors who have direct responsibility for the departments of the Commission. These are:

- Finance
- Administration
- Programmes
- Communications and Corporate Affairs
- Research, Gender and Equality
- Human Resource

The Commission has one (1) Head Office, sixteen (16) Regional Offices headed by Regional Directors and two hundred and sixty-three (263) District, Municipal and Metropolitan offices, all headed by District, Municipal and Metropolitan Directors who coordinate and supervise the Commission's work in our Regional and District offices nationwide.

PART III: EXECUTIVE SUMMARY

In 2024, the Commission's work was anchored on the theme “**Together, We Can Build Ghana: So, Get Involved.**” This theme reflected the Commission's strategic focus on fostering national unity and promoting active citizenship through civic education and public engagement. Citizens were sensitised on key democratic values such as **religious tolerance, the rejection of vote-buying, and the dangers of information disorder, including misinformation, disinformation, and hate speech.**

Media institutions were also urged to uphold the principles of responsible journalism, encouraging the avoidance of **hate speech and provocative language.** **These efforts aimed at reducing** political tensions and enhancing citizens' ability to make informed electoral and civic decisions.

To reach diverse population groups, the Commission intensified its outreach efforts through nationwide advocacy campaigns, incorporating strategic messaging and inclusive engagement approaches. A total of **112,649 civic education activities** were implemented across the country. These activities were designed to increase citizen participation in governance, promote collective responsibility in nation-building and empower communities with accurate civic information.

The 2024 Annual Report presents a detailed account of key achievements and outcomes recorded by the Commission during the reporting year. It captures programmes undertaken by the **Head Office, sixteen (16) Regional Offices, and two hundred and sixty-three (263) Metropolitan, Municipal, and District Offices.** The report also outlines the **challenges and constraints** that affected programme implementation by the Commission in executing its civic mandate across the country.

Through these efforts, the Commission reaffirms its commitment to **strengthening Ghana's democratic culture** by building a well-informed, tolerant and united citizenry.

PART IV: ANNUAL FLAGSHIP PROGRAMME

The flagship programmes of the NCCE are designed to actively engage the citizenry on pertinent national issues with a particular focus on key stakeholder groups. These include youth groups (in-school and out-of-school youth), security services, religious leaders, political parties, traders, artisans, and identifiable groups, among others.

The Commission's flagship programmes include:

- Annual Constitution Week
- Annual Citizenship Week
- National Stakeholder Dialogues
- Civic Education Clubs Activities
- Social Auditing

These activities are carried out annually across all levels of the Commission; national, regional and district offices. Through these programmes, the Commission promotes active citizenship, strengthens democratic values, and fosters public participation in governance and accountability processes.

1.0 NATIONAL DIALOGUES

The Commission's Stakeholder Dialogues were introduced in 2014 under the theme **"Engage, Educate and Empower"** to provide a platform for constructive discourse on critical national issues. These dialogues aim to sustain and strengthen Ghana's democracy by empowering citizens with civic skills and insights needed to contribute meaningfully to nation-building. The Dialogues are designed to deepen the public's understanding of inclusive governance and participatory democracy. During the national dialogue sessions, the Commission engages experts and resource persons from diverse professional and academic backgrounds to discuss critically pertinent national issues. The platform allows participants to share their views and which the Commission reviews for consideration and integration into future civic education activities related to the topics discussed.

1.1 Fourth National Stakeholders' Dialogue on Preventing and Containing Violent Extremism (PCVE)

The Commission on 26th March, 2024, held the Fourth PCVE Dialogue in the Upper West Region at the Ghana Library Board Conference Room. It was organised under the theme; **"Encouraging a Culture of Tolerance: A Spark for Calm Elections Despite the Danger of Violent Extremism."** The main goal of the dialogue was to discuss the dynamics of intolerance and how it may contribute to the rise of violent extremism, given the upcoming 2024 elections in Ghana.

Participants were sourced from various sectors, including Ministries, Departments and Agencies (MDAs), Security Services, Educational Institutions, the Ghana Federation of

Disability Organisations (GFD), Youth Organisations, Traditional Authorities, Political Parties, Faith-Based Organisations (FBOs), the Media, among others.

The dialogue provided a platform for participants to engage in comprehensive discussions on the theme and to allow participants pose questions for the right responses. The panel included Dr. Tobias Tseer from the University of Business and Integrated Development Studies (UBIDS) in Wa, Mr. Daniel Osei Bonsu, Deputy Director of the National Counter Terrorism Fusion Center at the Ministry of National Security in Accra, and Mr. Alhassan Abu Dokuwie, Executive Director of Capacity Enhancement and Community Support (CAPECS). The discussion was moderated by Mr. Seidu Ibrahim Bomanjo, a broadcast journalist with GBC/Radio Upper West.

Ms. Kathleen Addy, Chairman of the NCCE, stressed the importance of promoting tolerance, especially in election years. She further asserted that promoting tolerance during an election season is crucial to prevent violent extremists and other factions from exploiting citizens' vulnerabilities stemming from political discord.

Ms. Addy said violent extremists thrive in environments characterized by conflict, and create divisions within communities and states. Such conditions render societies vulnerable to external influences and manipulations. It is imperative for citizens to foster a culture of tolerance to preserve peace and stability, Ms. Addy added.

There was a consensus that identifying extremists can be challenging; however, certain behaviours, statements, and sentiments, particularly those related to ethnicity, religion, can serve as early warning signs. To foster a culture and resilience against radicalisation, panelists underscored the need for governance systems to intentionally promote inclusivity. Some key takeaways from the dialogue were:

- Inclusion of all citizens in every aspect of life is vital in combating terrorism, particularly as the nation approached the 2024 general elections.
- Elimination of the prevailing winner-takes-all mentality, as it fosters exclusivity and breeds division.
- A call for constitutional review of the 1992 Constitution, especially regarding the excessive powers held by the Executive.

Photo Gallery at the 4th PCVE Dialogue



From left: Ms. Kathleen Addy, NCCE Chairperson, Mr Samuel A. Akuamoah, Deputy Chairman, Operation, Mr. Victor Brobbey, Deputy Chairman, General Services, Mrs. Hajara Mohammed Rufai, Commission Member, and Mrs. Lucille Hewlett Annan Esq, Commission Secretary



Some physically challenged individuals paying attention at the dialogue



Group photograph of participants at the event



NCCE Chairperson delivering her remarks



Deputy Chairman, Operations, Mr. Samuel Asare Akuamoah speaking at the event



Panel discussion moderated by broadcast journalist, Seidu Ibrahim Bomanjo

1.2 Fifth National Stakeholders' Dialogue on Preventing and Containing Violent Extremism (PCVE)

The Commission with support from the European Union held the 5th National Dialogue in Nalerigu, North East region under the theme **“Promoting a Culture of Tolerance: A Catalyst for Peaceful Elections Amidst Threats of Violent Extremism.”** The dialogue focused on the urgent need to foster a culture of tolerance in order to ensure peaceful elections in December amidst the growing threat of violent extremism. The Commission called on political parties, youth groups, Traditional Authorities amongst others to refrain from actions that would attract violent extremists within the country.

The Chairman of the Commission, Ms. Katheleen Addy acknowledged Ghana's proven record of holding successful elections under the Fourth Republic. She however pointed out that these electoral processes have often been characterized by heightened tensions.

She charged citizens to remain vigilant, pay close attention to their surroundings and actively foster a culture of tolerance in the lead-up to the 2024 general election. She cautioned against the use of violence in political processes: *“Let's not shed blood because of elections. It is not worth it,” she stressed.*

Reverend Father Clement Aapengnuo, Team Leader, CONGINTA-Ghana, a Swiss Non-Governmental Organisation, indicated that issues of tribalism could fuel activities of violent extremism, adding “there is only one humanity in this world. Let's all be right and let the community spirit thrive.”

Mr. Seidu Bismark, National Security Officer, Savannah Region, spoke against vote buying and called on the public not to exchange their votes for cash or gifts, but rather, demand accountability from political leaders.

Dr. Yidana Zakaria, the North East Regional Minister, commended the NCCE for its effort in raising public awareness about security and civic responsibility. He emphasized the importance of national unity over partisan interest, stating *“Ghana is bigger than any political party, and we must all act together to preserve the peace of this country.”*

Mr. Suleman Steven Sullaey, Chief of Youth Affairs, Nayiri, expressed appreciation to the Commission for its effort in promoting peace. He called on the youth to be peace mediators and desist from acts that will destabilize the country.

Photo Gallery of 5th PCVE Dialogue



Commission members, Mrs. Hajara Mohammed Rufai and Mr. Bright Kwabla Agbodeka, present at the event



Deputy Chairman, Operations, speaking at the event



North-East Regional Minister, Hon. Dr Yidana Zakari, speaking at the event



NCCE Deputy Director, CCA, Rita Amparbin serving as MC at the event



Some security personnel present at the dialogue



Group photograph of some NCCE staff from the North East at the dialogue

1.3 Sixth National Stakeholders' Dialogue on Preventing and Containing Violent Extremism (PCVE)

The Commission held the sixth dialogue on PCVE activities on 25th September, 2024, at the Community Centre in Damongo, Savannah Region on the theme, “The Threat of Violent Extremism and Electoral Financing.”

The primary objective was to equip citizens with knowledge and awareness to foster peaceful coexistence, inclusivity, and resilience against extremist ideologies. The panel included Mr. Daniel Kwabena Bonsu, a National Security Operative; Fr. Clement Aapengnuo, Team Leader of COGINTA-Ghana; and Jamila Jakalia (Esq.) a Governance and Human Rights Analyst at the National Centre for Coordination of Early Warning and Response Mechanism (NCCRM). The session was facilitated by Mr. Mark Kwesi Ahumah Smith, a broadcast journalist and marketing and digital analyst.

Ms. Kathleen Addy, Chairman of the NCCE, underscored the perils of financial influence in politics, asserting that it undermines democracy and jeopardizes state stability. She stressed that the criteria for elevating an individual to power should be grounded in credibility, a proven track record, and other commendable attributes.

Mr. Seidu Bismark the Savannah Regional National Security Coordinator, commended the NCCE for organising the dialogue and creating a platform for open engagement on national security concerns. He highlighted several pressing **security challenges facing the region**, including the **influx of foreign herders**, the **emergence of radical youth groups**, and the **growing incidence of drug abuse** among young people in both schools and communities.

Significant outcomes from the dialogue included the establishment of a Political Donor Register to monitor funding sources for political parties, the alignment of existing laws regarding political financing, proposals to transfer some of the Electoral Commission's responsibilities to the Auditor General's Department, and a concerted effort to educate citizens about legal frameworks and empower them to hold political parties accountable.

Photo Gallery of 6th PCVE Dialogue



A section of participants at the dialogue



Sketch
A drama on the project theme



A section of the Audience



Aerial view of audiences at the dialogue



NCCCE Chairperson, Kathleen Addy, delivering Her remarks at the dialogue



Group picture of NCCCE Management

1.4 Police / Community Dialogue on PCVE Programmes Project

In the year under review, the Commission and the Ghana Police Service organised dialogue sessions in eight (8) regions namely Bono, Bono East, North East, Northern, Oti, Savannah, Upper East and Upper West. The dialogues were sponsored by the European Union under the Preventing and Containing Violent Extremism in Ghana aimed at creating platforms where the Ghana Police Service and communities would interact to defuse suspicion and build trust to improve police community relations and confidence.

The programme brought together stakeholders, including traditional and political leaders, women, youth, the police, and community members, to discuss concerns and propose solutions to promote peace and security. The police community dialogue brought together nine thousand, nine hundred and seventy-seven (9,977) participants with five thousand and sixty-eight (5,068) being male participants and four thousand, nine hundred and nine female participants (4,909).

2.0 ANNUAL CONSTITUTION WEEK

The Commission believes that understanding the 1992 Constitution of Ghana is essential for **responsible citizenship, accountable governance, and the protection of democratic rights**. The Commission has therefore established some flagship programmes through which it engages identifiable groups on the Constitution, as well as entreat citizens to own a copy of the 1992 Constitution, either a hard or soft copy.

2.1 Launch of Annual Constitution Week

The Commission launched the 2024 Annual Constitution Week celebration in the Ashanti Region. The glamorous launch with a touch of tradition and culture took place at the Akwamuhene's Palace (Asafo Ahenfie) in Kumasi. The theme for the celebration was **'Together we can build Ghana, so Get Involved'**.

The Chairperson of NCCE, Ms. Kathleen Addy, reminded the gathering and the general public about Ghana's constitutional journey and congratulated Ghanaians on how far we have come as a country and as a democratic state. "Practicing democracy is not easy. Let us commit to our democracy and uphold the tenets of the 1992 Constitution. Our democracy must stand and hold," she stated. Ms. Addy mentioned that the celebration of Constitution Week is a time for all citizens to go back to the Constitution, read and familiarise themselves with its content. She urged every Ghanaian to **own a copy of the Constitution**.

The Otumfour's Akwamuhene, and chief of Asafo Akyemfuor Asafo Boakye Agyeman Bonsu, was honoured to host the NCCE in his Asafo Ahenfie for the launch of the 2024 Annual Constitution Week celebration. He congratulated the Chairman of the NCCE, Ms. Kathleen Addy, the management and staff of the Commission for working hard over the last 30 years.

Nana Agyemang Bonsu described the NCCE as an indispensable and independent institution whose mandate is critical to the success of Ghana's constitutional democracy. He said the Chieftaincy institution is one of the architectures in democratic governance and gave the assurance that the NCCE can count on Nananom to discharge its duties. Otumfour's Akwamuhene, Akyamfuo Asafo Boakye Agyeman Bonsu, threw his weight behind the Commission's Constitution Week and wished the Commission great success.

On the 2024 elections, Akyemfuor appealed to citizens to actively participate in the national exercise, saying, 'This year's election is an opportunity for us to prove ourselves as a country that believes in democracy.'

The Deputy Chairman in charge of Operations at the NCCE, Mr. Samuel Asare Akuamoah, in his closing remarks, also highlighted the importance of the celebration, calling on all Ghanaians to actively participate in the Annual Constitution Week celebration.

The event in the **Ashanti Region** was well-attended by a diverse group of stakeholders, including **officers and personnel from the Security Services, Traditional Leaders, Religious Leaders, as well as students and patrons of the NCCE's Civic Education Clubs.** Commission Members and Senior Management. The occasion was further enriched by a vibrant **display of culture and tradition**, reflecting the rich heritage of the region and reinforcing the importance of civic education within the context of Ghana's cultural identity.

Photo Gallery of Launch of Constitution Week



Ms. Kathleen Addy, NCCE Chairman giving her opening remarks



Otumfour's Akwamuhene, Akyemfour Boakye Agyeman Bonsu giving his remarks



NCCE Chairman with Otumfour Akwamuhene



NCCE Chairman presenting a hardcopy of the Constitution



Mr. Samuel Asare Akuamoah, Deputy Chairman, Operations giving a statement at the launch



Section of the students at the launch



A group picture of Otumfour's Akwamuhene, some traditional leaders, NCCE Commissioners, Management, Regional Staff and invited Guests at the launch

2.2 Engagements with Security Services

The Commission during the 2024 Annual Constitution Week Celebration, engaged four (4) out of the six (6) security services in the country. They were the Ghana Armed Forces (GAF), the Ghana Prisons Service, the Customs Division of the Ghana Revenue Authority (GRA), and the Ghana National Fire Service. Details of the engagements with the Security Services include:

2.2.1 Quiz Competitions

A quiz segment was conducted before the main lectures on the theme **‘Together, We Can Build Ghana: So, Get Involved’**. The questions included both sector-specific inquiries and general questions derived from the 1992 Constitution. The quiz sessions elicited a mixture of anxiety and excitement among the officers and personnel from various security services involved. Overall, the participants demonstrated remarkable performances during the quiz segments. Additionally, they acquired new insights regarding the Constitution and related legislation. As recognition for outstanding performances, twenty (20) copies of the pocket-sized Constitution were awarded to the participating institutions.

2.2.2 Lecture

The year 2024 marked a significant election period, and the purpose of the engagement was to emphasize the essential role that security services play as key stakeholders in fostering the nation's peace and security. Given the high stakes that political parties have associated with the 2024 elections—whether to "break the eight years in power" or to "stage a comeback", the Commission took the opportunity to highlight the contributions of

security personnel. Their involvement was crucial in ensuring a peaceful electoral process, as they uphold citizens' rights while maintaining law and order. By enforcing law and order, security services facilitate an environment where citizens can exercise their voting rights without fear. They were encouraged to continue safeguarding the nation's stability while maintaining professionalism in their duties to promote free, fair, and peaceful elections. The Commission also pointed out potential threats to a peaceful electoral process in 2024 and urged security personnel to remain vigilant regarding these threats as the elections approach.

One other dimension of focus drummed home to the officers and men of the security agencies was in the area of their roles on **the Election Security Task Force**, which is chaired by the Inspector General of Police (IGP), Dr. George Akuffo Dampare. The Commission, among other discussions, drew the attention of the officers to the operational /strategic roles they play during elections. This was classified under five main areas, namely:

- Constituency and media mapping;
- Public order regulation (enforced Public Order Act 1994, (Act 491) Vigilantism and Related Offences -Act 2019, (Act 999);
- Protection of key installations
- Securing of conflict zones.
- Public Education

The Commission urged security personnel to play their part in ensuring that the 2024 general elections remain peaceful.

2.2.3 Open Forum

Some of the issues expressed during the open forum with the Security Services were:

I. Prison Service

- A detailed explanation was sought on the meaning of **misinformation** and **disinformation**.
- An appeal was made to the NCCE to endeavour to extend the engagements to the general public
- What is NCCE doing to empower women who are contesting the elections?
- What role is NCCE playing to ensure that the incidence of monetary influences in the electoral space is addressed?
- An appeal was made to NCCE to reach out to more youth, both in and out of school, not to allow themselves to be manipulated by politicians to cause violence in the upcoming elections

II. GRA (Customs Division)

- Elections in Ghana have become too expensive and out of reach of qualified individuals who have the penchant to run for positions in high public offices.
- What role did NCCE play since the murder of those eight (8) souls during the 2020 General Election?

- Wanted to know of NCCE's position on the Constitutional Review Exercise.
- Invoke the Traditional Leaders to be at the centre of sensitization on the Constitution. Contents should be brought down to the comprehension of the citizenry.

III. Ghana National Fire Service

- To what extent is the NCCE engaging stakeholders, especially, the youth on the ramifications of election violence?
- Assurance of quenching any 'undesirable fire' that may disturb the peace of the nation before, during and after the elections.

In all four hundred and forty-three (443) security officers were engaged. Out of the number, two hundred and sixty-three (263) were males and the remaining one hundred and seventy (170) were females.

2.3 Engagements with Industrial and Commercial Workers Union under Annual Constitution Week

As part of the Annual Constitution Week Celebration during the year under review, the Commission, from its headquarters, explored innovative ways to engage new target groups. Broad invitations were extended to labour unions within the informal sector, including the GPRTU Greater Accra Regional Secretariat (Kinbu), OA Travel & Tours, and the Odawna Garages Association. The Commission held interactive sessions with members of these groups to promote constitutional awareness and civic engagement.

3.0 CITIZENSHIP WEEK CELEBRATION

The Commission's 2024 Annual Citizenship Week Celebration (CWC) with students and pupils was held under the Commission's annual theme '**Together we can build Ghana, so Get Involved**' with the sub-theme for the celebration being "**Children, Let Us Build Ghana Together.**" This week-long event took place from Monday, May 27, to Friday, June 3, 2024. The Annual Citizenship Week Celebration (ACWC) serves as a mentorship initiative aimed at instilling values of good citizenship, civic responsibility and national pride in basic school students across the country.

The programme was designed to empower children to become agents of change by fostering peaceful elections and responsible citizenship. Throughout the programme, resource persons from diverse professional and occupational backgrounds across the nation engaged with students, educating them on their voting rights and responsibilities within the electoral process. They also emphasised the importance of peaceful coexistence and patriotism. Furthermore, schools without existing Civic Education Clubs were encouraged to establish them as a way to sustain civic awareness and engagement among students.

A total of **eight thousand, one hundred and thirty (8,130)** schools were visited during the Citizenship Week celebration. The Head Office planned twenty (20) activities under this programme and implemented fifteen (15).

Photo Gallery of Citizenship Week Engagements



Berekum East Citizenship Week celebration



Osino Citizenship Week Celebration



Sekyere Central Citizenship Celebration



Ekumfi District Citizenship Week celebration



Awutu Senya East Citizenship Week Celebration



Biakoye NCCE Citizenship Week celebration

4.0 CIVIC EDUCATION CLUB ACTIVITIES

Throughout the year under review, a total of **Six Thousand, One Hundred and Thirty-Two (6,132)** CEC activities were carried out nationwide. These engagements focused on raising awareness among club members regarding pressing issues, including national values and child protection matters related to kidnapping, child trafficking, child labour, child sexual exploitation, peer verbal abuse, teenage pregnancy, and particularly child cybersecurity, concerning online protection and internet fraud.

Additionally, club members were urged to avoid websites that do not contribute positively to their academic development. They were encouraged to use the internet responsibly,

primarily for legitimate research purposes that support their studies and foster personal growth. Furthermore, they were encouraged to study the 1992 Constitution of Ghana diligently and to internalise its fundamental principles, thereby becoming responsible and conscientious citizens in the future.

Table 2.0 Number of Regional CEC Activities

REGIONS	NUMBER OF ACTIVITIES
ASHANTI REGION	770
AHAFO REGION	42
BONO REGION	187
BONO EAST REGION	138
GREATER ACCRA REGION	575
EASTERN REGION	1625
CENTRAL REGION	820
SAVANNA REGION	130
NORTHERN REGION	191
NORTH EAST REGION	152
UPPER EAST REGION	334
UPPER WEST	67
VOLTA	147
OTI	425
WESTERN	324
WESTERN NORTH	205
TOTAL	6,132

Table 3.0 Number of CECs' activities including excursions, debates, meetings and games

REGIONS	NUMBER OF CLUBS	NUMBER OF EXCURSIONS	NUMBER OF DEBATES	NUMBER OF MEETINGS	CONSTITUTION GAMES COMPETITION
AHAFO	48			139	
ASHANTI	506			230	
BONO EAST	217	10	5	211	23
BONO	173	12	1	132	7
CENTRAL	576			146	
EASTERN	527			182	
GREATER ACCRA	1068			421	
NORTHERN	631			189	
NORTH EAST	98			56	
SAVANNAH	296			122	
UPPER EAST	213			113	

UPPER WEST	104	7	4	48	
VOLTA	368	4		54	13
WESTERN NORTH	135	9	8	72	15
WESTERN REGION	279			86	
OTI	208	55	62	67	27
TOTAL	5447	97	80	2268	85

4.1 Coordination of Civic Education Club Activities

The Civic Education Club (CECs) are non-partisan voluntary associations primarily focused on the study and discussion of the Constitution of Ghana, which serves as the fundamental law of the land. During the year under review, the Commission facilitated educational excursions for four (4) Civic Education Clubs from junior high schools located in the Eastern and Greater Accra regions of Ghana. Participating schools included SDA Basic School in Asamankese, Bawaleshie JHS in Kpone, Dankam F JHS in Katamanso, and Saasibi JHS, all in the Greater Accra Region. As part of these excursions, students visited notable national institutions such as the Parliament House of Ghana, TV3, and the National Museum. A total of four hundred and sixteen (416) students participated in these activities.

The Commission also facilitated educational visits for six (6) basic schools to various key national institutions. These included the Ghana Broadcasting Corporation (GBC), the Supreme Court, Council for Scientific and Industrial Research (CSIR), the Castle (Osu) and the Tema Harbour. A total of **five hundred and twenty-two (522)** students visited.

Table 4.0 Breakdown of Participating Schools in Institutional Working Visits

Date	School	District	Region	Institution Visited	Male	Female	Total
8/5/2024	SS Peter & Paul	Mfantseman Municipal Ass.	Central	Airport	43	23	66
8/5/2024	T I Ahmadiya	Mfantseman Mun. Assembly	Central	Airport	31	12	43
9/5/2024	Beauticians & Hair Dressers Association	Fosu	Central	Tema Harbour	58	9	67
11/6/2024	Comboni Voc. Inst.	South Tongu	Volta	Cast/SC	31	26	57
14/06/24	Bishop Larmie Ang	Saltpond	Central	GACL	47	33	80

14/06/24	SS Peter & paul	Saltpond	Central	GACL	43	39	82
18/06/24	Akatsi R/C Basic School	Akatsi South	Volta	SC/CSIR	39	27	56
20/06/24	Saint International Sch.	Kpone Katamanso	Gt. Accra	GBC	42	29	71
Total					334	198	522

Photo Gallery of some CEC Activities



An excursion to the coaltar district court with the CEC of Coaltar R/C JHS in the Eastern Region



A cross section of students of Holy Child school during the presentation during the civic education club engagement



A group picture of members of Tamale College of Education CEC members, tutors and NCCE Regional team



Introducing the NCCE CEC to students of Ideal College, Ho in the Volta Region

5.0 SENSITISATION ON NACAP / SOCIAL AUDITING

In the year under review, the Commission undertook public education activities to raise awareness about the vision and mission of the NACAP. The vision of NACAP is to build a sustainable democratic Ghanaian society rooted in good governance and high standards of integrity. It was emphasised that the fight against corruption persisted, as such, anti-corruption institutions in the country must collaborate with the NCCE in sensitising the public on the canker. A total of **Two Hundred and Thirty-Six (236)** activities were carried out across selected regions.

PART V: COMMUNICATIONS AND CORPORATE AFFAIRS

The Communications and Corporate Affairs Department of the NCCE serves as the eyes and ears of the Commission, playing a critical role in managing communications between the Commission, the general public and key stakeholders. The department is responsible for shaping and maintaining a positive public image of the NCCE through effective communication strategies, media relations, visibility and publicity actions for all activities of the Commission.

Through its media relations functions, together with strategic production of audiovisual and graphic content, as well as the development of Informative, Communication, and Educational (ICE) materials, the department spearheads promotional campaigns to amplify the Commission's initiatives throughout the election year. These efforts are aimed at reaching a wider audience and making the necessary impact in advancing the Commission's civic education mandate.

1.0 CORPORATE COMMUNICATIONS ACTIVITIES

Corporate communications strategies implemented during the year under review, are outlined as follows:

1.1 MEDIA RELATIONS

1.1.1 Press Briefing

In the first quarter of the year 2024, the CCA Department spearheaded the organisation of a press briefing to commemorate the 2024 Constitution Day celebration. The event also served as a platform for the Commission to unveil its 2024 theme: "Together We Can Build Ghana, So Get Involved" and its activities for the election year.

The media were asked to drive citizen-centred media discussions and were reminded about their role in promoting a peaceful and transparent general election. Media houses were urged to avoid the use of hate speech and provocative utterances in the lead-up to the elections, to prevent political tensions and support citizens to make well-informed choices.

In the second quarter of 2024, department facilitated another press briefing during which the Commission officially announced the commencement of its Inter-party Dialogue Committees (IPDCs) activities across the country. Held under the annual working theme "*Together we can build Ghana, so Get Involved,*" the event highlighted the Commission's commitment to fostering peaceful political engagement ahead of the 2024 general election.

The press briefing brought together key stakeholders such as the United Nations Development Programme (UNDP), the National Peace Council (NPC), the Ghana Armed Forces (GAF), the Ghana Catholic Bishops' Conference (GCBC), the Office of the National Chief Imam, and the Commission on Human Rights and Administrative Justice (CHRAJ) all of whom reaffirmed their support for the IPDC initiative and the broader goal of promoting peace and democratic consolidation.

In the fourth quarter of 2024, the Commission, organised the final press briefing for the year, which was aimed at apprising the citizenry through the media on key developments pertaining to the Parliamentary Candidates’ Dialogues carried out nationwide. It was also an opportunity to highlight other significant activities which were rolled out in the lead-up to the 2024 Presidential and Parliamentary Elections. These included civic engagements with religious groups, Political Party Youth Activists, and various other societal groupings, all aimed at fostering informed participation, peaceful conduct, and national cohesion during the electoral process.

These press briefings recorded optimum success and received massive media coverage from print and electronic media platforms. Excerpts from the event were shared on the Commission’s social media platforms, to further amplify the reach and impact of the messages delivered.



Photo Gallery of Press Briefings



NCCE Chairman, Ms. Kathleen Addy speaking a the press briefing



The Commission briefing the press

1.1.2 Press Statement

During the year under review, three (3) press statements were issued, with each titled as follows:

- ***“Disinformation threatens Democracy”***, addressing a misinformation agenda about the 2024 General Election, carried out by a Kumasi-based journalist, Oheneba Nana Asiedu.
- ***“The National Commission for Civic Education (NCCE) on Illegal Mining (Galamsey) and the need for Robust Action”***, a statement to express its concern over the continuous degradation of the environment through illegal mining activities.
- ***“Ensure Traditional/Cultural Practices are in Sync with the Laws and 1992 Constitution of Ghana – NCCE”***, highlighting the Commission’s appeal towards an announcement by the Nungua Traditional Council of a 12-year-old girl’s betrothal to a 63-year-old Gborbu Wulomo of Nungua, Nuumo Borketey Laweh Tsuru XXXIII.

These press statements were widely circulated across both traditional and digital media spaces, generating conversations among the public.

1.1.3 Media Coverage

As a department committed to enhancing the reach and visibility of the Commission, media coverage remains a key avenue through which we leverage to throw more light on the Commission’s activities. The department in line with this facilitated media coverage of activities at all levels through liaising with the media outlets including, television, radio, print, and online platforms. The support of these media houses has been instrumental in amplifying the Commission’s civic messages and ensuring that its programmes receive the necessary public attention. The table below provides a quarterly breakdown of media coverage at the national level:

Table 5.0. Number of Media Coverage at the Head Office

NO.	QUARTER	NUMBER OF COVERAGE
1.	1 st Quarter	39
2.	2 nd Quarter	53
3.	3 rd Quarter	68
4.	4 th Quarter	58
Total		218

Below is a table outlining the types of media channels utilized and the corresponding number of coverage of activities carried out by the various regional and district offices of NCCE:

Table 6.0. Number of Media Coverage Across the Country

NO.	MEDIA CHANNELS	NUMBER OF COVERAGE
1.	Print	101
2.	Electronic	213
3.	TV	60
4.	Radio	333
Total		707

1.1.3 Media Tracking

As a follow-up action, the media tracking is undertaken to track all media reportages on the Commission. In the year 2024, a total of 310 media reports were recorded on the Commission. This reflects growing interest of the media fraternity in the Commission's work and further consolidates our collaborative partnership with media stakeholders. The table below shows the dissemination of the number of reports by the four media channels:

Table 7.0. Number of Media Stories Tracked in 2024

NO.	MEDIA CHANNELS	NUMBER OF COVERAGE
1.	Print	133
2.	Online	79
3.	TV	44
4.	Radio	54
Total		310

Below are a few news stories as reported and published by various media outlets:

- NCCE launches 2024 Annual Constitution Week in Kumasi – myjoyonline.com

<https://www.myjoyonline.com/ncce-launches-2024-annual-constitution-week-in-kumasi/>

- Election 2024: NCCE to name and shame promoters of insults and religious conflict – 3news

<https://3news.com/news/election-2024-ncce-to-name-and-shame-promoters-of-insults-and-religious-conflict/>

- Election 2024: NCCE engages Fire Service personnel – atinkaonline.com

<https://atinkaonline.com/election-2024-ncce-engages-fire-service-personnel/>

- NCCE to collaborate with GNA to promote civic education – ghanaweb.com

<https://www.ghanaweb.com/GhanaHomePage/NewsArchive/NCCE-to-collaborate-with-GNA-to-promote-civic-education-1208545?gallery=1>

- Stop Demanding Money from Politicians – NCCE To Electorate – peacefmonline.com

<https://hellofm.peacefmonline.com/pages/local/202405/503600.php>

TABULAR REPRESENTATION OF ONLINE ELECTION 2024 RELATED NEWS STORIES

NO.	DATE	NAME OF THE PORTAL	STORY ANGLE	LINKS
1.	17/11/24	GNA	Let’s preserve Ghana’s peace beyond election 2024 - NCCE	https://gna.org.gh/2024/11/lets-preserve-ghanas-peace-beyond-election-2024-ncce/#google_vignette
2.	17/10/24	GNA	Election 2024: NCCE’s campaign against fake news is critical for safe democracy	https://gna.org.gh/2024/10/election-2024-ncce-campaign-against-fake-news-is-critical-for-safe-democracy/
3.	11/11/24	GNA	2024 Elections: NCCE urges youth to maintain peace.	https://gna.org.gh/2024/11/2024-elections-ncce-urges-youth-to-maintain-peace/
4.	21/11/24	GNA	2024 Election: NCCE Chairperson confident of 70 per cent voter turnout	https://gna.org.gh/2024/11/2024-election-ncce-chairperson-confident-of-70-per-cent-voter-turnout/

5.	18/11/24	GNA	NCCE Chairperson urges Ghanaians to exercise caution in sharing election information	https://gna.org.gh/2024/11/ncce-chairperson-urges-ghanaians-to-exercise-caution-in-sharing-election-information/
6.	11/11/24	GNA	NCCE urges citizens to stem misinformation spread	https://gna.org.gh/2024/11/ncce-urges-citizens-to-stem-misinformation-spread/
7.	27/11/24	GNA	Election 2024: NCCE engages political party activists in peace games	https://gna.org.gh/2024/11/election-2024-ncce-engages-political-party-activists-in-peace-games/
8.	03/10/24	Newsghana.com	Ga Traditional Council charges NCCE for peace in coming 2024 Election	https://www.newsghana.com.gh/ga-traditional-council-charges-ncce-for-peace-in-coming-2024-elections/
9.	26/11/24	Myjoyonline.com	NCCE urges youth to adhere to electoral rules	https://www.myjoyonline.com/ncce-urges-youth-to-adhere-to-electoral-rules/
10.	22/08/24	GNA	NCCE trains students, youth on leadership tolerance.	https://gna.org.gh/2024/08/ncce-trains-students-youth-on-leadership-tolerance/
11.	07/11/24	GNA	Election, not a do or die affair - NCCE	https://gna.org.gh/2024/11/election-2024-not-a-do-or-die-affair-ncce/
12.	08/04/24	Businessghana.com	NCCE called upon to collaborate with media on SOC education	https://businessghana.com/site/news/general/304906/NCCE-Called-Upon-To-Collaborate-With-Media-On-SOC-Education
13.	02/12/24	Modernghana.com	Election 2024: We need peaceful election, Nothing else - NCCE	https://www.modernghana.com/news/1361622/election-2024-we-need-peaceful-election-nothing.html
14.	02/12/24	GNA	Election 2024: NCCE advocates for peace through street march	https://gna.org.gh/2024/12/election-2024-ncce-advocates-for-peace-through-street-march/#google_vignette
15.	20/06/24	The daily searchlight	NCCE empowers students to promote peace ahead of election 2024	https://www.thedailysearchlight.com/ncce-empowers-students-to-promote-peace-ahead-of-election-2024/

16.	21/11/24	Thefreelibrary.com	South Dayi NCCE organises peace walk ahead of December 7 polls	https://www.thefreelibrary.com/South+Dayi+NCCE+organises+peace+walk+ahead+of+December+7+polls.-a0817183873
17.	20/05/24	GNA	Drawing religion into politics, dangerous development-NCCE	https://gna.org.gh/2024/05/drawing-religion-into-politics-dangerous-development-ncce/
18.	26/11/24	Ghanamma.com	Let's shun violence ahead of polls - NCCE	https://www.ghanamma.com/2024/11/26/lets-shun-violence-ahead-of-polls-ncce/
19.	23/11/24	GNA	Kofi Adams accounts, outline policies at NCCE parliamentary Dialogue	https://gna.org.gh/2024/11/kofi-adams-accounts-outlines-policies-at-ncce-parliamentary-dialogue/
20.	23/09/24	Graphiconline.com	Education, employment and health lead voter concerns for 2024 Election s NCCE report	https://www.graphic.com.gh/news/general-news/education-employment-and-health-lead-voter-concerns-for-2024-elections-ncce-report.html
21.	09/10/24	GNA	Eschew violence before, during and after the elections-NCCE to Ghanaian	https://gna.org.gh/2024/10/eschew-violence-before-during-and-after-elections-ncce-to-ghanaians/
22.	09/10/24	GNA	NCCE engages Ashaiman youth on political financing and electoral violence	https://gna.org.gh/2024/10/ncce-engages-ashaiman-youth-on-political-financing-electoral-accountability/
23.	05/09/24	GNA	NCCE charges IPDC members to address potential election violent issues	https://gna.org.gh/2024/09/ncce-charges-ipdc-members-to-address-potential-election-violent-issues/
24.	20/11/24	Ghanaweb	2024 Election: NCCE staff equipped with necessary tools to combat mis/disinformation	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/2024-Election-NCCE-staff-equipped-with-necessary-tools-to-combat-mis-disinformation-1960702
25.	21/11/24	Ghanaweb	2024 Election: NCCE projects 70 per cent voter turnout based on historical trends	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/2024-Election-NCCE-projects-70-percent-voter-turnout-based-on-historical-trends-1960897

26.	19/12/24	Ghanaweb	Atiwa West District NCCE stages inter-party dialogue	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/Election-2024-Atiwa-West-District-s-NCCE-stages-inter-party-dialogue-1964679
27.	13/11/24	Ghanaweb	Vote beyond money and ethnicity – NCCE urges Ghanaian voters	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/Vote-beyond-money-and-ethnicity-NCCE-urges-Ghanaian-voters-1959740
28.	07/11/24	Ghanaweb	Election 2024: Ghanaians must work in collaboration with the security agencies - NCCE	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/Election-2024-Ghanaians-must-work-in-collaboration-with-the-security-agencies-NCCE-1959079
29.	22/11/24	Ghanaweb	Adentan NCCE holds parliamentary dialogue to ensure peaceful 2024 elections	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/Adentan-NCCE-holds-parliamentary-dialogue-to-ensure-peaceful-2024-elections-1961018
30.	24/10/24	Ghanaweb	NCCE warns of rising voter willingness to engage in violence ahead of Dec. 7 polls	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/NCCE-warns-of-rising-voter-willingness-to-engage-in-violence-ahead-of-Dec-7-polls-1956849
31.	16/10/24	Ghanaweb	2024 Election: Resist offers that come to you to take up arms - NCCE educates voters	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/2024-Election-Resist-offers-that-come-to-you-to-take-up-arms-NCCE-educates-voters-1955632
32.	15/11/24	Ghanaweb	NCCE refutes reports that suggest extremists are targeting the 2024 elections	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/NCCE-refutes-reports-that-suggest-extremists-are-targeting-the-2024-elections-1960133
33.	15/11/24	Myjoyonline.com	NCCE denies media report on extremist targeting 2024 elections	https://www.myjoyonline.com/ncce-denies-media-report-on-extremists-targeting-2024-elections/#google_vignette
34.	24/11/24	Ghanaweb	Ask politicians where the money they share is from - NCCE chair pushes against monetisation in politics	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/Ask-politicians-where-the-money-they-share-is-from-NCCE-chair-pushes-against-monetisation-in-politics-1960836
35.	20/11/24	Ghanaweb	2024 Elections: NCCE holds parliamentary debate for 3 candidates in Offinso North amid tensed atmosphere	https://www.ghanaweb.com/GhanaHomePage/NewsArchive/2024-Elections-NCCE-holds-parliamentary-debate-for-3-candidates-in-Offinso-North-amid-tensed-atmosphere-1960753

36.	06/09/2024	Daily Graphic (Graphiconline)	NCCE campaigns on peaceful, informed electioneering	https://www.graphic.com.gh/news/general-news/ghana-news-ncce-campaigns-on-peaceful-informed-electioneering.html
37.	14/10/2024	Daily Graphic (Graphic Online)	NCCE educates Ashaiman on civic rights	https://www.graphic.com.gh/news/general-news/ghana-news-ncce-educates-ashaiman-youth-on-civic-rights.html
38.	04/09/2024	GNA	NCCE charges Ghanaian youths to demand accountability, peace in election 2024	https://gna.org.gh/2024/09/ncce-charges-ghanaian-youths-to-demand-accountability-peace-in-election-2024/
39.	09/10/2024	GNA	NCCE engages Ashaiman youth on political financing, electoral accountability	https://gna.org.gh/2024/10/ncce-engages-ashaiman-youth-on-political-financing-electoral-accountability/
40.	10/10/2024	GNA	Ghanaians must safeguard integrity of electoral register – IFES	https://gna.org.gh/2024/10/ghanaians-must-safeguard-integrity-of-electoral-register-ifes/
41.	19/09/2024	Ghanaian Times	Don't engage in vote buying during December polls... NCCE to youth	https://ghanaiantimes.com.gh/dont-engage-in-vote-buying-during-december-polls-ncce-to-youth/
42.	20/09/2024	Daily Guide Network	NCCE Preaches Peaceful Coexistence	https://dailyguidenetwork.com/ncce-preaches-peaceful-coexistence/
43.	16/10/2024	Ghanaweb	2024 Election: Resist offers that come to you to take up arms - NCCE	2024 Election: Resist offers that come to you to take up arms - NCCE educates voters
44.	16/10/2024	Ghanaweb	NCCE educates some Madina residents on election related matters	Video NCCE educates some Madina residents on election related matters
45.	16/10/2024	Ghanaweb	NCCE educates some Madina residents on election related matters	Video NCCE educates some Madina residents on election related matters
46.	14/11/2024	The Chronicle	Reject violence and misinformation – NCCE to Madina youth	NCCE urges Madina youth to reject violence and misinformation - The Ghanaian Chronicle
47.	15/10/2024	TV3	Onua Kase3bo (Evening News) - Click from 24:20 to 27:52	https://www.facebook.com/share/r/14QdPY93Ta/
48.	21/10/2024	TV AFRICA	Atumpan Evening News Bulletin - Click from 18:50 to 21:12	https://www.facebook.com/share/v/1883e1HhWa/

49.	10/08/2024	Yfm	NCCE amplifies peaceful election campaign activities at Civic Fest 2024	https://yfmghana.com/ncce-amplifies-peaceful-election-campaign-at-civic-fest-2024/
50.	10/08/2024	GNA	20224 Election: Don't be a medium for mis/disinformation	https://gna.org.gh/2024/08/2024-election-dont-be-medium-for-spreading-mis-disinformation-ncce-to-ghanaians/
51.	10/08/2024	Ghanaweb	NCCE's Civic Fest will help young ones to know and understand their civic rights	https://youtu.be/qzf-0HHwSpA?si=IC64bTn4_7E9uzMr
52.	10/08/2024	Yfm	#CivicFest 2024: Desist from sharing fake news – NCCE Chairperson urges Ghanaian youth	https://yfmghana.com/civicfest2024-desist-from-sharing-fake-news-ncce-chairperson-urges-ghanaian-youth/
53.	12/08/2024	Myjoyonline	2024 Election: Don't be medium for spreading mis/disinformation	https://www.myjoyonline.com/2024-election-dont-be-medium-for-spreading-mis-disinformation-ncce-to-ghanaians/
54.	10/08/2024	3news.com	NCCE intensifies youth engagement in Senior High Schools to promote religious tolerance	https://3news.com/news/ncce-intensifies-youth-engagement-in-senior-high-schools-to-promote-religious-tolerance/
55.	10/08/2024	GBC-Radio	NCCE promotes peace and intensifies education on misinformation	Radio Broadcast
56.	10/08/2024	Asaase Radio	Election 2024: NCCE Intensifies Education -on Mis/disinformation	Radio Broadcast
49.	10/08/2024	Yfm	NCCE amplifies peaceful election campaign activities at Civic Fest 2024	https://yfmghana.com/ncce-amplifies-peaceful-election-campaign-at-civic-fest-2024/
50.	10/08/2024	GNA	20224 Election: Don't be a medium for mis/disinformation	https://gna.org.gh/2024/08/2024-election-dont-be-medium-for-spreading-mis-disinformation-ncce-to-ghanaians/
51.	10/08/2024	Ghanaweb	NCCE's Civic Fest will help young ones to know and understand their civic rights	https://youtu.be/qzf-0HHwSpA?si=IC64bTn4_7E9uzMr
52.	10/08/2024	Yfm	#CivicFest 2024: Desist from sharing fake news – NCCE Chairperson urges Ghanaian youth	https://yfmghana.com/civicfest2024-desist-from-sharing-fake-news-ncce-chairperson-urges-ghanaian-youth/
53.	12/08/2024	Myjoyonline	2024 Election: Don't be medium for spreading mis/disinformation	https://www.myjoyonline.com/2024-election-dont-be-medium-for-spreading-mis-disinformation-ncce-to-ghanaians/

54.	10/08/2024	3news.com	NCCE intensifies youth engagement in Senior High Schools to promote religious tolerance	https://3news.com/news/ncce-intensifies-youth-engagement-in-senior-high-schools-to-promote-religious-tolerance/
55.	10/08/2024	GBC-Radio	NCCE promotes peace and intensifies education on misinformation	Radio Broadcast
56.	10/08/2024	Asaase Radio	Election 2024: NCCE Intensifies Education -on Mis/disinformation	Radio Broadcast
49.	10/08/2024	Yfm	NCCE amplifies peaceful election campaign activities at Civic Fest 2024	https://yfmghana.com/ncce-amplifies-peaceful-election-campaign-at-civic-fest-2024/

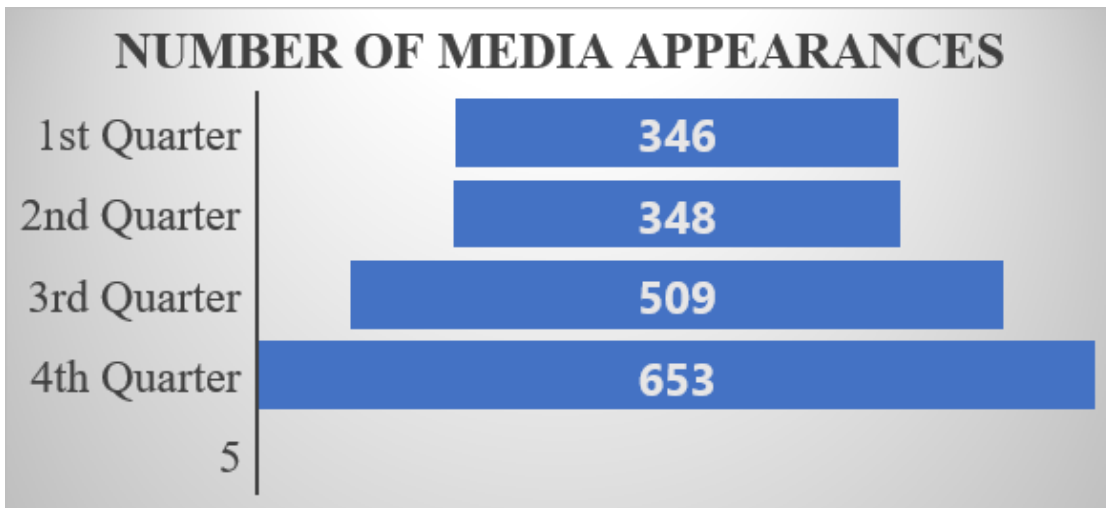




1.1.4 Media Appearance

The Commission, as a result of the well-established and healthy relationships with the media outlets nationwide, it made several appearances on various platforms, particularly radio and television, either as interviewees or pundits/discussants. The Chairman and her deputies, and members of staff frequently honoured these invitations to share their informed perspectives with the general public, especially on programmes focused on civic issues or national interest that required authoritative insights. The chart below shows a cumulative quarterly analysis of media appearances at all levels:

Figure 3.0 Number of Media Appearances at the Head office





2.0 DIGITAL COMMUNICATION

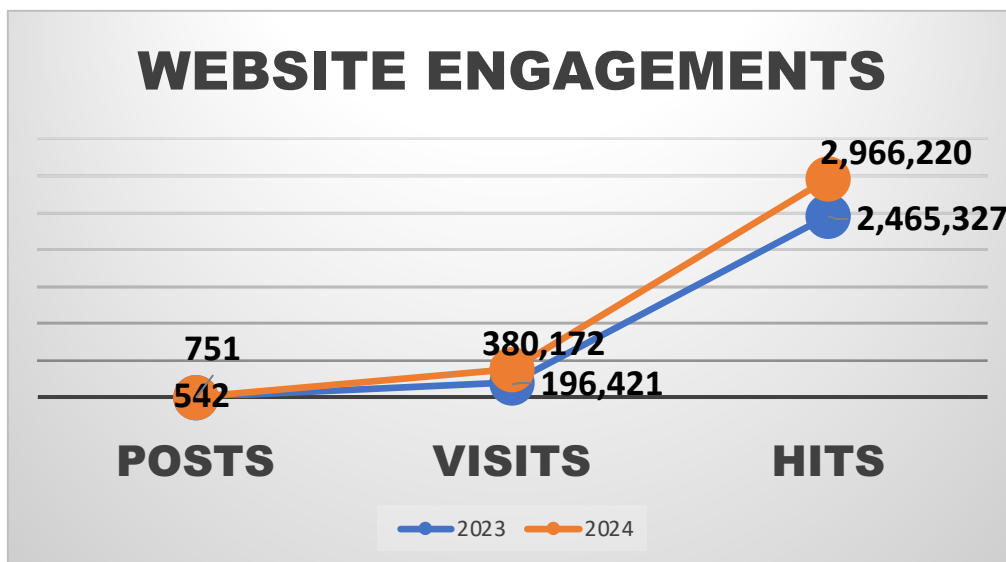
2.1 Website

The Commission’s website, www.nccegh.org, serves as a key digital platform and a central hub for all official NCCE content, including publications, press releases, articles, and research documents, among others.

In the year 2024, a total of seven hundred and fifty-one (751) pieces of content were uploaded to the site. These primarily consisted of news stories detailing civic education activities executed at various levels of the Commission. The site also hosted a wide range of audio-visual and graphic content, some designed for publicity, others showcasing highlights of events and public engagements.

The chart below illustrates the progress made on the website in 2024 compared to the previous year:

Figure 1.0 Website Engagements



2.2 Social Media Communication

The Commission can boast of six (6) different social media platforms where civic education activities are posted for public education purposes. These are Facebook, X, Instagram, YouTube, Tiktok and WhatsApp Channel.



SOCIALS



nccegh



nccegh



nccegh



nccegh



nccegh



NCCE GHANA

Channels

Contact Numbers



0302905198

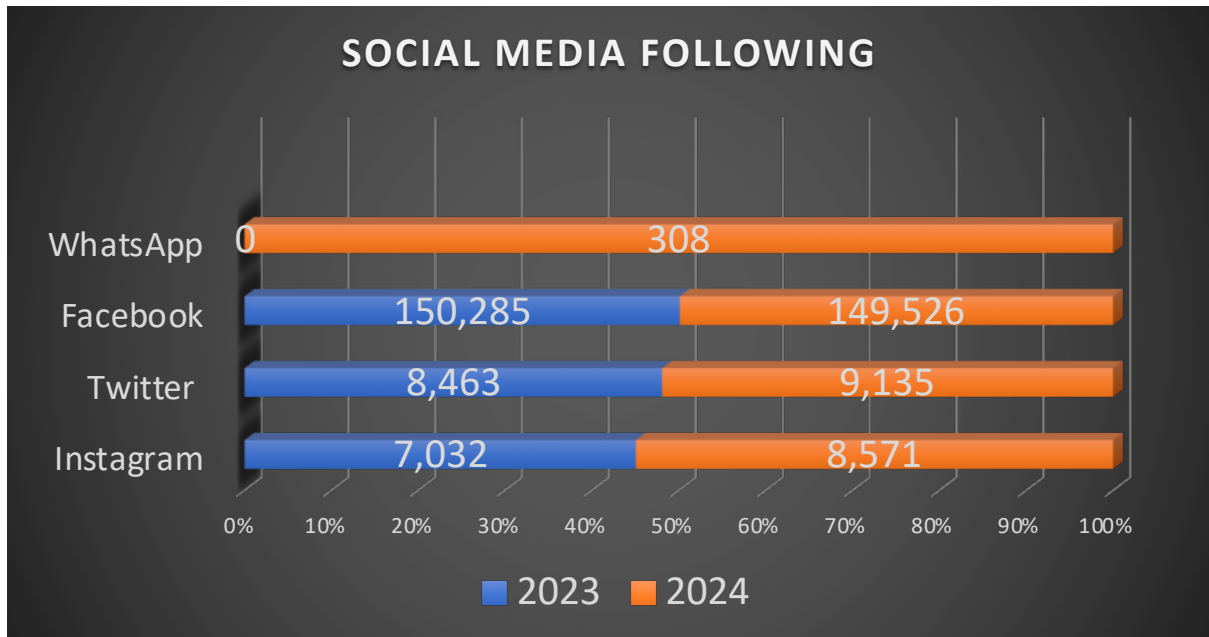


0502979569

www.nccegh.org

The chart below draws a comparison of the following between 2023 and 2024:

Figure 2.0 Social Media Following



4.0 CORPORATE COLLABORATIONS

During the period under review, the Commission, through its relevant department, coordinated and fostered collaborations with a number of institutions, both local and international. These strategic partnerships played a vital role in advancing the Commission's objectives and fulfilling its mandate. The following are some of the key institutions the Commission engaged with:

- **European Union (EU)**
- **International Foundation for Electoral Systems (IFES)**
- **French Embassy**
- **IRI**
- **USAID**
- **UNDP**
- **UNESCO**

These collaborations enhanced the Commission's capacity and contributed significantly to the implementation of key initiatives and reforms.

4.1 NCCE/USAID/IFES: Political Accountability Programme

Under the USAID-funded Political Accountability activity the Commission empowered in-school and out-of-school youth with the requisite knowledge to prepare them towards the upcoming December 7 General Election. The department facilitated visibility and publicity actions for the project. The project was organised with the financial support of the US Agency for International Development (USAID) and its partners; the Consortium for Elections and Political Process Strengthening (CEPPS), made up of IFES, the International Republican Institute (IRI), and the National Development Institute (NDI).

Photo Gallery of IFES Engagements



Engagement with youth groups at The Church of Pentecost, Ashaiman



Engagements with youth at the Institute of Islamic Studies

4.2 NCCE/UNESCO: Intergenerational Dialogue on Youth Development and Civic Engagement

This was a three-day workshop held from 10th to 12th of September, 2024 together with Ghana's Mission to UNESCO, with sponsorship from UNESCO. The workshop which was themed **“Intergenerational Dialogue on Youth Development and Civic Engagement”**, brought together thirty (30) participants, including young leaders, marginalized group advocates, as well as individuals and representatives from the civil society community and various institutions who are directly or indirectly involved in civic engagements and the concerns or development of youth.

These included policy-makers from youth-related authorities and institutions, youth organisations, UN Agencies, Civic Educators, Media Personnel, Political Party Youth Activists, persons with disabilities, traditional leaders, CSOs, peace advocates, Civic Education Club members, students, religious leaders, and academia. The workshop also emphasized collaborative dialogue, knowledge-sharing, and practical skill-building, with a focus on real-world applications of civic engagement strategies across various sectors.

Photo Gallery of UNESCO Engagement



4.3 NCCE/French Embassy: A Civic Education Initiative on Combating Mis/Disinformation

Within the year in focus, the French Embassy in Ghana partnered with the Commission with the aim of combating misinformation, disinformation and hate speech, as they pose a threat to Ghana's democracy. The capacity of staff of NCCE was enhanced by facilitators from Dubawa-Ghana, Penplusbyte-Ghana and some management members of the Commission in line with this project. Under the theme, *'Well Informed Citizens for Election 2024: a Civic Education Initiative on Combating Mis/Disinformation and Hate Speech'*, members of staff were exposed to the root causes of this menace and how to decipher information disorder from authentic ones, as well as measures that could be adopted to ameliorate its impact. The long-term goal is to equip members of staff with the requisite knowledge and skills to subsequently pass on insights gained to our target audience.

Picture Gallery of Information Disorder Training





4.4 NCCE/European Union: Civic Festival

The NCCE organised a Civic Festival dubbed “*Civic Fest*”, the first of its kind, for 11 selected Civic Education Clubs (CECs) in the Greater Accra region. The festival sought to bring together young people in NCCE’s Civic Education Clubs (CECs) to promote peaceful elections through the use of drama, music, dance, quizzes, as well as creative and visual arts. Additionally, the event sought to empower the youth with knowledge, skills, and motivation to actively engage in political processes and exercise their democratic rights and responsibilities. As part of visibility tactics, the event auditorium was adequately branded with materials to enhance corporate visibility for the Commission and its donor-partner.

Photo Gallery of Civic Fest Youth Programme





5.0 PROTOCOL SERVICES & GUEST RELATIONS

In 2024, the Commission hosted a number of delegations and personalities who paid working visits, with the sole mission to understudy its operations. Management, also called on several high-powered personalities as part of actions towards striking and establishing camaraderie with said personalities. Prominent among them was the courtesy call on the Asantehene, Otumfour Osei Tutu II. The rest are:

- The Speaker of Parliament
- Ya-Na Abukari Mahama II
- His Royal Majesty Yagbonwura Bii Kunuto
- The Catholic Bishops' Conference
- Consultative visits to Political Parties
- Consultative visits to members of Ghana Pentecostal and Charismatic Council

Photo Gallery: Courtesy Call the Asantehene, Otumfour Osei Tutu II.





Photo Gallery: Courtesy Call on Otumfour Akwamuhene



Photo Gallery: Courtesy Call on the Speaker of Parliament, Rt. Hon Alban Sumani Bagbin



Photo Gallery: Courtesy Call on His Royal Majesty Yagbonwura Bii Kunuto in Damongo



Photo Gallery: Courtesy Call on the Overlord of Dagbon, Ndan Ya-Na Abukari Mahama II





Photo Gallery: Courtesy call religious bodies



Photo Gallery: Courtesy call on political parties



The underlisted is indicative of some important Guests and delegations hosted by the Commission in the year 2024:

- The International Foundation for Electoral Systems (IFES)
- ECOWAS Election Observer Mission
- **Commission by** the European Union Election Expert Mission
- 2024 Delegates of Shaping Futures Academy facilitated by CDD-Ghana
- Spanish Delegation
- **Electoral Commission** / Political Parties' collaborations

Photo Gallery of Delegations and Guests Received by the Commission



ECOWAS Delegation and NCCE Management



NCCE Management with a delegation from UN-Ghana



NCCE Deputy Chairman, Mr. Samuel Asare
Akuamoah Youth Leadership Parliament-Ghana



NCCE Management with Delegation from the
Centre for Civic Education in Somaliland

6.0 VISIBILITY ACTIONS FOR ELECTION 2024

The Commission plays a vital role in national elections. As mandated by the 1992 Constitution of the Republic of Ghana, the NCCE is charged with promoting and sustaining democratic governance in the country. In line with its constitutional mandate, the Commission continues to encourage citizens to recognise and uphold their civic responsibility in preserving democratic stability.

In fulfilling its mandate, the Commission dedicates substantial resources and employs innovative strategies to deliver impactful civic and voter education activities, particularly during election years. It is in this spirit that the Department championed peaceful election campaigns to achieve the overall goal of sustaining peace before, during and after the General Election. Below elaborates on the two campaign strategies championed by the Department.

6.1 Production of Information, Communication and Educational (ICE) Materials

A number of information, communication and educational materials were produced to support the Commission’s community engagements and public education. These included audio jingles, television advertisements, miniature billboards, human billboards, docu-dramas, GIFS, infographics, e-flyers, brochures, wall posters, car stickers, T-shirts, door stickers, among others. These materials were disseminated through multiple channels to effectively reach and engage with the general public.

6.1.1 Graphics Produced

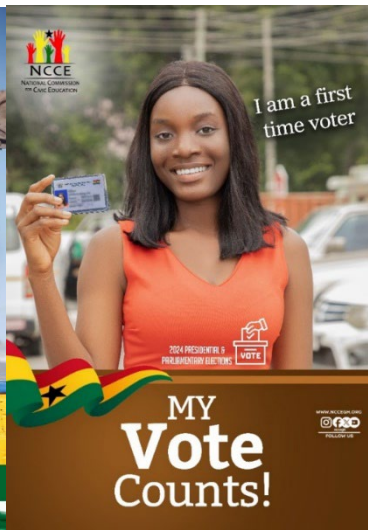
Graphic publications are strategically adopted by the Commission to reinforce civic messages and enhance public engagement. In line with this approach, the Commission produced Information, Communication, and Educational (ICE) materials, including e-flyers, posters, stickers, brochures, and infographics. These materials served as valuable complements to the Commission’s civic education efforts. The ICE materials were widely circulated both physically and across various digital platforms.

Table 8.0. Number of ICE Materials Produced

NO.	QUARTER	NO. OF DESIGNS
1.	First Quarter	28
2.	Second Quarter	56
3.	Third Quarter	85
4.	Fourth Quarter	90
	Total (2024)	259
	ICE Materials produced in 2023	206
	Variance	53

Photo Gallery of E-flyers Designed





6.2 Production and Airing of Jingle

The Commission through its Communication's department developed a total of two (2) separate jingles translated 17 local languages to support education at the community level. Animations, short videos on voter education, motion graphics, illustrations among others were also produced for social media campaigns. Content of the jingles sought to emphasise on the Commission's four (4) thematic areas for the Commission's 2024 activities. Others focused on promoting a peaceful and participatory election.

Also embedded in the messaging was a direction on how citizens will exercise their franchise the right way, towards reducing the number of rejected ballots usually recorded. The first jingle aimed to educate voters on the proper procedures for casting their ballots, seeking to reduce the number of rejected ballots. The second jingle emphasised proper conduct and expected behaviour at polling stations, intended to prevent violence and unnecessary altercations on election day. Both jingles were aired on radio, distributed to support community broadcast at the district level and widely shared across the Commission's social media platforms for the benefit of the target audience.

The following is a tabular summary of the number of audio-visual coverages provided for the Commission's activities in 2024 compared to the previous year, 2023.

Table 9.0 Number of Audio-Visual Productions

NARRATION	2023	2024	Variance
Videography and Photography	54	119	65

7.1 Human Billboard

The Department identified an opportunity to leverage the traffic build-up on the major streets of Accra and densely populated areas of Accra to carry out a strategic outdoor civic education activity. Staff from the Head Office, along with volunteers, positioned themselves at key vantage areas and along the streets to display placards bearing impactful electoral messages aimed at educating and sensitising the public. This initiative was not limited to the capital city; it was replicated across both regional and district levels, with NCCE staff nationwide actively participating.





Mounting of Mini Outdoor billboards

In partnership with Indomie Ghana, the Commission designed and mounted 178 mini outdoor billboards in the Accra Metropolis and Kumasi Metropolis as well. The mini billboards communicated civic and voter education messages mostly promoting peace, tolerance and stimulating voter participation.



7.2 Dance to the Beat of Peace

As part of efforts to promote political tolerance ahead of the 2024 General Elections, the Commission launched a creative communication campaign called “Dance to the Beat of Peace.” This initiative aimed to raise awareness among the public, especially the youth, through a lively and engaging approach based on entertainment and energy, designed to attract their attention and interest.

Targeting key vantage points across the city of Accra, staff members and volunteers took part in an energetic street campaign, wearing paraphernalia representing all thirteen (13) presidential candidates contesting the December 7 polls. Participants danced to popular

African music, fostering an atmosphere of unity and excitement, while others held placards displaying various peace and election-related messages. This innovative outreach strategy used music, movement, and visual communication to promote the values of peace, tolerance, and responsible participation in the democratic process.



Media Advocacy Workshop-EU Sponsored Event

With support from the European Union under the Preventing and Containing Violent Extremism Project, the Commission organised an advocacy workshop for 40 Media Practitioners in the five Northern Regions of Ghana. The NCCE engaged the 40 participants to support its public education efforts to prevent and contain violent extremism in Ghana.

There were discussions on how the media can create content to sustain and support public education on violent extremism, the threat it poses to our democracy and how NCCE/ Media can rely on effective communication to heighten awareness on violent extremism.

The programme was organised with support from the European Union.



Press Conference ahead of December, 7 elections

During the period under review, the Commission facilitated a series of press conferences during which the Chairman of the Commission, Ms. Kathleen Addy addressed members of the media, and by far, the whole populace, on some of the activities the NCCE had in place in the run up to the 2024 General Election, calling on citizens to actively participate in the elections, adhere to voting rules, promote peace throughout the election year and general civic and voter education. The Chairperson, Ms. Kathleen Addy and her management team highlighted the reactivation of the Inter-Party Dialogue Committees (IPDC), the Parliamentary Candidates' Dialogue, and others, all at the district level.



Tour of Polling Stations

The Commission on election day, facilitated a tour of some polling stations by the Chairperson, Regional Directors, District Directors and some staff members to assess firsthand happenings on the ground as elections were ongoing. The tour was necessary to gauge the impact level of the election campaign embarked upon by the Commission. To appreciate the wider picture, the Commission touched base with members of staff at the district level. This activity revealed a general adherence to the laws, rules and regulations governing the electoral process.



Chairperson of NCCE interacts with EC officials

7.3 Election Situation Room

The Commission formed an interim team of staff members sourced from various departments at the Head Office to monitor happenings at polling stations across the country. This team was to carry out this task by connecting with the staff deployed to the field, as well as monitoring media reports and social media commentaries. The Communication played a crucial role in setting up the space used for this purpose and the monitoring of media and social media spaces.



PART VI: PROGRAMMES

During the year, the Commission conducted 112,649 direct community engagements, reaching a total of 10,207,640 citizens. It is important to note that these figures exclude audiences reached through the Commission's mass media strategies, such as television, radio, community information centres, and dawn and dusk broadcasts. The table below is the breakdown of the annual planned, implemented activities, and total population reached for the year in focus, 2024:

Table 10.0 Breakdown of Activities:

	PLANNED ACTIVITIES	ACTIVITIES IMPLEMENTED	VARIANCE	MALE	FEMALE	TOTAL
HEAD OFFICE	140	109	46	9,976	10,229	20,205
AHAFO	2,022	1,613	229	25,761	39,555	65,316
ASHANTI	16,045	17,565	1440	874,000	875,104	1,749,104
BONO EAST	3,723	3,201	118	82,055	82,255	164,310
BONO	5,875	6,779	904	140,739	233,691	374,430
CENTRAL	9,119	14,436	3251	698,129	698,929	1,397,058
EASTERN	7,632	11,766	4816	237,306	437,305	674,611
GREATER ACCRA	13,952	17,278	2271	486,037	506,636	992,673
NORTH EAST	2,000	2,339	375	67,302	88,178	155,480
NORTHERN	7,253	6,394	308	667,781	267,533	935,914
OTI	3,194	3,507	662	124,610	155,357	279,967
SAVANNAH	3,257	3,371	114	131,239	131,196	262,435
UPPER WEST	4,058	3,993	70	109,929	129,949	239,878
UPPER EAST	7,461	6,632	800	144,651	187,830	332,481
VOLTA	5,553	4,830	372	1,002,597	984,239	1,986,836
WESTERN	3,994	5,605	2108	72,744	87,242	159,986
WESTERN NORTH	3,598	3,231	3244	196,833	220,123	416,956
TOTAL	98,876	112,649	13,773	5,071,689	5,135,351	10,207,640

Figure 4.0: Breakdown of Gender Demographic

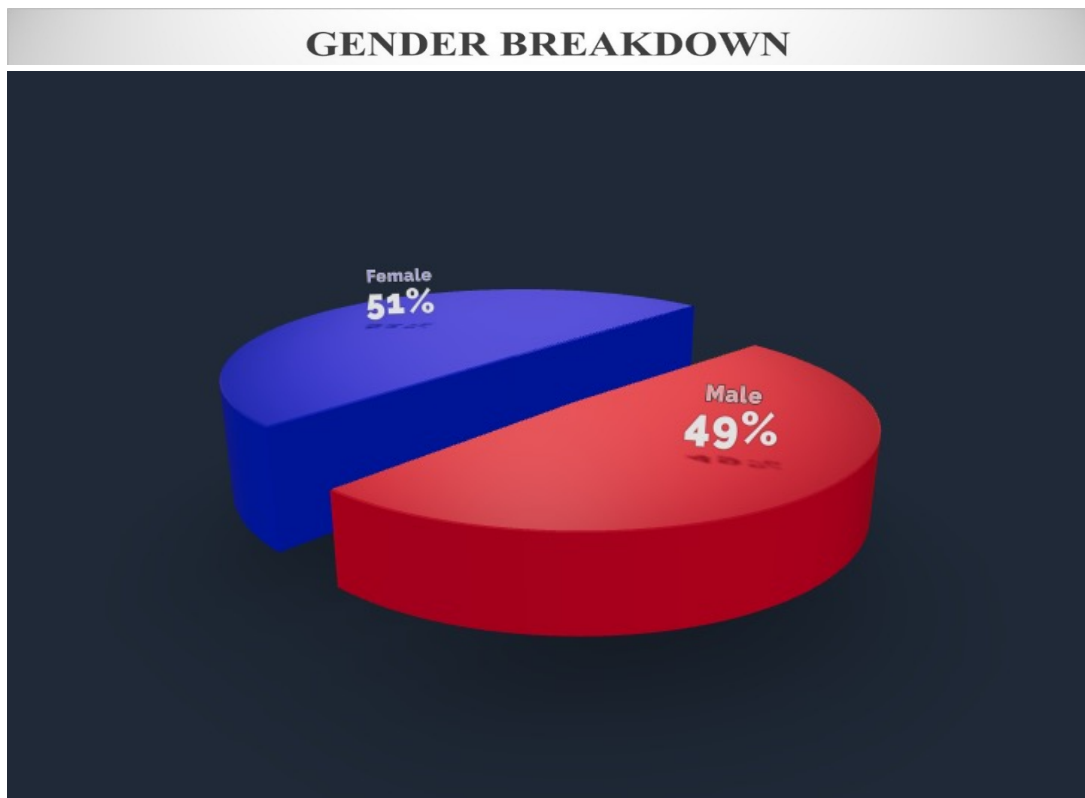
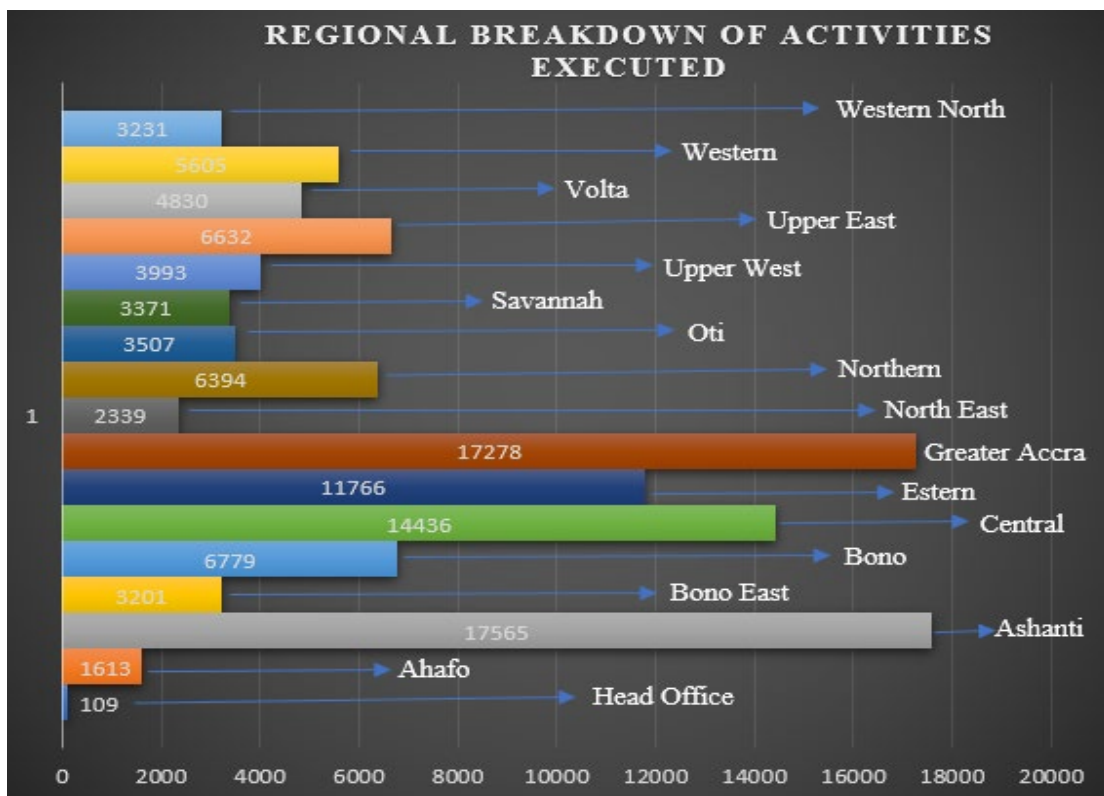


Figure 5.0: Breakdown of Regional Activities



1.0 ACTIVITIES UNDERTAKEN

1.1 Sensitisation on Limited Voter Registration Exercise

The NCCE launched a public education campaign to raise awareness about the limited Voter Registration exercise conducted by the Electoral Commission. Over 15 days, staff at the headquarters carried out street announcements and engaged with various community groups to sensitise the public on the importance of participating in the registration process. The 21-day registration period targeted individuals who had turned eighteen years old, as well as those who had previously been unable to register, encouraging them to take advantage of this opportunity.

Throughout the campaign, the general public was sensitised on key aspects of the registration exercise, including eligibility requirements, locations of registration centres within the Greater Accra region, and other relevant information. Street announcements were particularly effective in reaching areas such as Korle Klottey, Ablekuma West, Central, Ga East, and neighbouring communities. The registration exercise was widely regarded as successful, not only due to its smooth and peaceful execution but also because of the NCCÉ's active support through targeted outreach initiatives. These efforts were carried out both at the Head Office and across all regional and district offices. In total, a combined **Three Thousand, One Hundred and Forty-Eight (3,148)** activities were implemented nationwide in support of the registration process, as detailed in the table below.

Table 11.0 Number of Sensitisation on Limited Voter Registration Exercise

REGION	IMPLEMENTED ACTIVITIES
ASHANTI	333
GREATER ACCRA	213
AHAFO	5
WESTERN	238
WESTERN NORTH	101
VOLTA	68
OTI	208
NORTH EAST	95
NORTHERN	79
UPPER WEST	13
UPPER EAST	159
SAVANNAH	49
BONO EAST	54
BONO	172
CENTRAL	241
EASTERN	1120
TOTAL	3,148

1.2 First-Time Voter Education

The regional and district offices of the Commission played a pivotal role in educating the nation's youth, many of whom were participating in the electoral process for the first time. The initiative provided first-time voters with a clear understanding of both the responsibilities and privileges of voting, as well as the significant role their participation plays in shaping the country's democratic future. Participants received comprehensive training on various facets of the electoral process, including how to cast their votes, the importance of making informed decisions, and the legal frameworks that govern elections in Ghana.

Moreover, they were informed about various electoral offences, such as voter fraud, bribery, and intimidation, along with the serious repercussions of such misconduct. The programme also addressed essential themes, including the significance of elections in a democratic society, the value of civic engagement, and the long-term advantages of active participation in the electoral process. By imparting this knowledge, the initiative sought to instil a sense of civic responsibility and motivate these young individuals to become informed, responsible, and engaged citizens within their communities.

In addition, The programme focused on addressing the vulnerabilities of first time voters, they are potential for recruitment by violent extremist agents to perpetuate violence. The engagement therefore included training on voting procedures and the principles of non-violence, with a strong emphasis on the importance of peaceful participation in elections. The educational materials were aligned with constitutional principles, including the Supremacy of the Constitution (Art. 1(1)), the Rights and Freedoms of Individuals (Chapter 5, Art. 21(e)), and the Duties of Citizens (Art. 41(a, b, c, d, f, g, i)). It also emphasized the right to vote (Chapter 7, Art. 42), alongside guidelines from the NCCE Handbook and Manual (Pg. 46, No. 7) and the Sustainable Development Goals (SDG 16.1 & 16.3). **A total of 6,296 engagements were undertaken as part of this initiative.**

Table 12.0 Number of Sensitisation on First Time Voter Registration Exercise

REGIONS	NUMBER OF ACTIVITIES
AHAFO	125
ASHANTI	556
BONO EAST	217
BONO	206
CENTRAL	1015
EASTERN	527
GREATER ACCRA	1018
NORTHERN	631
NORTH EAST	158
SAVANNAH	296
UPPER EAST	263
UPPER WEST	144
VOLTA	368
WESTERN NORTH	185
WESTERN REGION	279
OTI	208
TOTAL	6, 296

1.3 Election Observation

The NCCE deployed **One Hundred and Fifty (150)** officers to oversee the 2024 presidential and parliamentary elections. These staff members conducted field visits to selected polling stations nationwide, utilising a standardised checklist developed by the Commission's Research, Gender, and Equality department. This tool was designed to guide data collection for subsequent online analysis and reporting. Additionally, the Commission established a situation room to compile real-time issues occurring throughout the country.

During the observation process, on-site data was collected regarding the opening times of polls, with a particular focus on the availability of voting materials and reports of any incidents of violence involving vigilante groups at polling centres. The exercise also tracked the orderliness of voting queues and documented reasons for any disruptions. Additionally, the presence and roles of various security personnel and observer groups at the polling stations were recorded throughout the polling period.

The report compiled at the end of the polling period offered valuable insights into closing times of polling stations, the endorsement of the poll statement, and the results declaration forms submitted by Presiding Officers and Party Agents. It detailed the activities of vigilante

groups during the elections. To support this process, the Commission's "Situation Room" to facilitate real-time transmission of field information via an online portal, which was subsequently analysed by the Research, Gender, and Equality department. On December 7, 2024, staff of the Commission conducted nationwide observation, visiting a total of **Two Thousand Three Hundred and Seventy-One (2,371)** polling stations. Situational reports were received from **Three Hundred and Forty-One (341)** polling stations.

1.4 Inter-Party Dialogue Committees' Engagements with emphasis on Modalities of holding peaceful elections, Political and Religious tolerance

Inter-Party Dialogue Committees' (IPDC) engagements took centre stage in the second quarter of the year in retrospect largely among the northernmost regions implementing the EU-sponsored programme of PCVE (Preventing and Containing Violent Extremism). Actions in the Northern Regions and other hot spots in Ghana.

The activity sought to undertake peacebuilding consultations and work with other stakeholders in averting violent extremism and promoting peaceful coexistence and national cohesion. Committee members and Guests, including the media, were educated on:

- Mediation and resolution of local conflicts
- Monitoring and reporting threats and vulnerabilities to violent extremism
- Ways to detect youth radicalization and signs of recruitment.

It was heart-warming to note that most of the IPDC meetings at the district level were monitored by the management of the Commission.

Again, executives and Youth Activists Of Political Parties, Faith-Based Organisations, Civil Society Organisations, Independent Governance Institutions, Security Agencies, Traditional Authorities, PWDs, and the selected invited media houses all expressed their commitment to work to sustain peaceful co-existence in the regions. A total of **One Hundred and Eighty-Two (182)** activities were implemented by the various regions, reaching out to **Twelve Thousand, Eight Hundred and Twenty** participants, of which **Four Thousand and Sixty (4,060)** were Females and **Eight Thousand, Seven Hundred and Sixty** were males (8,760).

A tabular presentation on IPDC Engagements held within the year under review can be seen below:

Table 13.0 Number of IPDC Engagements

Regions	Number of activities	Male	Female	Total
BONO	41	450	1890	2340
BONO EAST	21	950	1250	2200
OTI	10	320	710	1030
SAVANNA	14	450	1000	1450
NORTH EAST	14	620	520	1140
UPPER EAST	30	360	960	1320
UPPER WEST	22	490	880	1370
NORTHERN	30	420	1550	1970
TOTAL	182	4,060	8,760	12,820

Table 14.0 Other Regional IPDCS Engagements

Regions	Number of activities	Male	Female	Total
ASHANTI	4	65	73	138
AHAFO	10	172	201	373
CENTRAL	38	77	90	167
EASTERN	14	134	152	286
GREATER ACCRA	43	242	685	927
VOLTA	19	22	122	144
WESTERN NORTH	16	19	24	43
WESTERN	26	23	34	57
GRAND TOTAL	170	754	1381	2,135

1.5 Parliamentary Candidates' Dialogue

The Parliamentary Candidates' Dialogue Provides an opportunity for candidates to respond to key findings for the matters of concern to the voter, a research work the commission undertake every election year, an initiative of the National Commission for Civic Education (NCCE). Its main aim is to empower citizens to make well-informed choices during election periods by facilitating direct interactions with those seeking parliamentary representation. The programme offered a platform for candidates to articulate their visions, policies, and strategies for the constituency, while simultaneously enabling citizens to engage in substantive discussions with these aspirants.

The initiative held particular importance as it enhanced civic awareness and education, promoted voter engagement, and ensured transparency within the electoral framework. The Regional Directorates were tasked with monitoring and evaluating the effectiveness of this programme. While the overall execution was considered successful, certain challenges regarding participation were noted, which impacted the seamless conduct of dialogues in specific constituencies. The dialogues were conducted across multiple constituencies,

aiming to ensure a comprehensive representation of political perspectives, incorporating candidates from major political parties, smaller parties, and independent contenders.

1.6 Inter-Faith Engagement on Peaceful Election

The Inter-Faith Platforms Dialogue was established to promote peaceful elections by fostering understanding and cooperation among different religious groups. These platforms played a crucial role in discouraging intolerance, fake news, money in politics, and violence during Ghana's 2024 elections. By encouraging dialogue and collaboration, they helped mitigate potential conflicts and contributed to a harmonious electoral environment. The platforms' efforts in combating fake news and misinformation were vital in maintaining an informed electorate, reducing the spread of false information that could incite violence or unrest. The strategy involved collaborating with various religious bodies to engage in activities such as peace walks, football galas, and cinema van shows, using these events to sensitise the citizenry about the need to stay peaceful before, during, and after the elections. Overall, the Inter-Faith Platforms Dialogue significantly contributed to the peaceful and transparent conduct of the 2024 elections in Ghana. A total of **Eight Thousand Five Hundred and fifty-five (8,550)** activities were implemented.

Table 15.0 Number of Sensitisation on Inter Faith Engagement on Peaceful Election

REGIONS	NUMBER OF ACTIVITIES
AHAFO	581
ASHANTI	1008
BONO EAST	644
BONO	238
CENTRAL	497
EASTERN	1015
GREATER ACCRA	1088
NORTHERN	301
NORTH EAST	701
SAVANNAH	140
UPPER EAST	140
UPPER WEST	812
VOLTA	345
WESTERN NORTH	245
WESTERN REGION	875
OTI	
TOTAL	8,550

2.0 PARTNERSHIP PROJECTS

The Commission, in the year under review, partnered key development-partners to undertake projects that centred on elections, women and youth political participation, among others, in selected locations across the country.

2.1 Civic Fest-EU Sponsored Programme

The Commission convened youth representatives from ten (10) Senior High Schools in the Greater Accra Region to promote peaceful coexistence as a foundation for effective nation-building in anticipation of the December general elections. Alumni from various NCCE civic clubs, along with numerous other young individuals, gathered at the Ghana National Association of Teachers (GNAT) Hall to participate in a range of activities aimed at promoting exemplary leadership and instilling positive values among citizens of Ghana, particularly during the electoral season. The event, under the theme **“Together We Can Build Ghana, So Get Involved,”** focused on four key areas: Religious Tolerance, Misinformation, Disinformation and Fake News, Money in Politics, and Violence.

Ms. Kathleen Addy, NCCE Chairman, alongside Silvia Tizzi, a representative from the European Union, served as Guests of Honour. The festival celebrated the establishment of new clubs and the formal induction of new members into the civic clubs affiliated with the NCCE. Participating Senior High schools included Accra Academy, Saint Mary’s, Achimota, Saint Thomas Aquinas, Accra High, Presbyterian Boys, PRESEC (Legon), Accra Girls, Odorgonno, Armed Forces, and Labone Senior **High Secondary School**.

2.2 UNESCO / NCCE Partnership

The NCCE, in collaboration with the UNESCO Accra office, conducted a significant three-day non-residential workshop titled “Intergenerational Youth Development and Civic Dialogue Engagement.” The workshop took place from Tuesday, September 10, to Thursday, September 12, 2024, at the Oak Plaza Hotel in Accra. Its primary objective was to foster comprehensive youth development and enhance civic participation in Ghana. The event sought to establish an engaging platform for intergenerational discussions, emphasizing the vital contributions of Ghanaian youth within the national framework.

Participating stakeholders included representatives from various organisations such as Youth in Leadership Transformation (YILT) Africa, the Office of the Chief Imam, **the Christian Council of Churches, Ghana**, the National Democratic Congress (NDC), the New Patriotic Party (NPP), the Institute for Democratic Governance, the Ministry of Employment and Labour Relations, the Trade Union Congress, The Church of Pentecost, and the National Peace Council, among others. Participants were encouraged to examine youth development from a holistic viewpoint, identify essential elements for comprehensive growth, and develop priority recommendations for the future political leadership of Ghana. The workshop underscores the shared commitment of both the NCCE and UNESCO to empower the youth and enhance active civic participation.

2.3 NCCE & IFES - Pilot Civic Education Programme on Political Accountability for the Youth in Greater Accra Region, Ghana

Training workshops and town hall meetings were organised in the Greater Accra Region to engage members of civic clubs and young people outside the formal education system. The primary objective was to create dialogue platforms that educate the youth on the dangers of political exclusion to promote democratic values, particularly youth inclusiveness, as a foundation for ensuring political accountability. Participants received education on various critical topics, including:

- Voter education, electoral processes, and procedures.
- Influencing voters and holding elected leaders accountable.
- The dangers of youth involvement in vigilantism.
- The negative impact of monetization on Ghana's democracy.
- Abuse of incumbency and the divisive effects of ethnic or tribal rhetoric.

The discussions emphasised adherence to democratic principles, particularly tolerance of divergent views, to foster a culture of constructive engagement and reduce the risk of conflict.

The town hall meetings targeted youth outside formal education, such as 'Area Boys' and Girls', Okada riders, drivers' mates, apprentices of artisanal professions, and members of social or recreational clubs. These groups are often vulnerable to recruitment by political parties for election-related violence.

The project directly engaged a total of **1,500** young people and indirectly reached many through traditional and social media publicity. The project reinforced the importance of youth inclusiveness in governance by empowering young people to demand accountability and participate actively in democratic processes.

Table 16.0 Number of Public Accountability Youth Engagements

No.	Institutions	Description of Core Activities	Location	Date (2024)	Attendance
1.	Nima Technical and Vocational Institute	Computer Training, Typing, Dressmaking	Ayawaso East, Accra, Nima 441	27th August	67
2.	Don Bosco Training Institute	Technical and Vocational education	Ashaiman	30th August	78
3.	Young Women Catholic Associations (YMCA) & 2nd Image Vocational School	Vocational education	Korle Klottey	4th September	89
4.	Institute of Islamic Studies	Technical and Vocational education	Ayawaso East, Kanda - Accra	10th September	107
5.	Senior Correctional Center	Young offenders and juveniles	Ayawaso West Airport	24th September	157
Town hall meetings					
7.	Ashaiman	vulnerable groups e.g. Okada Riders, Drivers' mates, Youth Associations	Ashaiman Municipal	8th October	156
	Nima		Ayawaso East, Accra	10th October	148
8.	Madina Zongo		La Nkwantang Municipal Madina	14th October	170
9.	Ashiedu Keteke		Ashiedu Keteke, Accra Metropolis	16th October	201
10.	Accra Zongo		Ashiedu Keteke, Accra Metropolis	18th October	197

3.0 OTHER ELECTION-RELATED ACTIVITIES

Other election-related public education activities carried out across the country were:

3.1 Engagements with Factory Workers on Peaceful Election 202

As part of its stakeholder engagements ahead of the 2024 General Election, the NCCE engaged with a cross-section of factory workers at Ghana Rubber Products Ltd, Memot Company Limited, Eskay Therapeutic Limited, and Dizengoff Factory Limited. The objective of these engagements was to reinforce the critical role of the labour force as key stakeholders in promoting peace and security before, during, and after the elections. During the sessions, workers were encouraged to exercise their civic responsibility by participating peacefully in the electoral process and contributing to a stable democratic environment.

Key discussion points centred around the Commission's four thematic areas, namely:

- **Misinformation/Disinformation, and fake news,**

The team stressed the importance of fact-checking information through credible sources to combat false narratives.

- **Money in Politics/Vote buying:**

A significant concern was raised regarding money in politics, specifically, vote buying. The factory workers were educated on the laws prohibiting this practice, including the Representative of the People's Law, PNDC Law 284.

- **Religious/Political Tolerance:**

The team encouraged respect for diverse views and peaceful co-existence irrespective of the faith/religion a Presidential flagbearer professes.

- **Election Violence:**

Strategies for preventing electoral violence were explored, promoting peaceful electoral processes.

Notable feedback gathered from the open forum session, which preceded the presentations, was that participants desired to sell their votes for money, arguing that such monies are the taxpayers' money being looted from the state coffers. One of the workers disclosed to the team that a political party had gone to her community to offer money in exchange for the voters' voter ID codes. Facilitation of the factory workers' engagements was carried out by the Head Office programmes department and the Greater Accra Regional office/directorate.

3.2 Consultative Meetings with Political Parties

In the year under review, the Commission continued its consultative engagements with political parties in preparation for the upcoming Presidential and Parliamentary elections scheduled for 7th December 2024. The commission met with the leadership of the Progressive People's Party (PPP), the Liberal Party of Ghana (LPG), and the All-Progressives Party (APP) in Accra. The purpose of this meeting was to foster collaboration with these parties at all levels of governance, with a shared commitment to promoting peace. Through this engagement, the Commission sought to encourage the parties to amplify messages of peace among their supporters, thereby reinforcing public awareness and complementing the NCCE's broader civic education initiatives.

During these discussions, the Commission highlighted its ongoing activities and strategic plans. Additionally, political parties were encouraged to take proactive measures to ensure peaceful elections this year and to advocate for civility throughout the campaign process.

3.3 Cinema Van Shows on PCVE Project

Throughout the year under review, the Commission continued the implementation of its EU-funded initiative aimed at Preventing and Containing Violent Extremism (PCVE). The primary activity involved the deployment of a cinema van to screen films and facilitate discussions regarding the threats posed by Violent Extremism and its repercussions. The objective was to emphasize the importance of peaceful coexistence, tolerance, and national unity, particularly as the year 2024 holds significant importance for Ghana. The Commission sought to close any gaps that violent extremists might exploit to undermine the peace and stability of the nation.

Under the PCVE Project, the NCCE organised a cinema van engagement in the Northern Regions of Ghana during the first quarter of 2024. The initiative covered twenty-two (22) districts and focused on addressing the threats of violent extremism, its impacts, and the necessity for peaceful coexistence, tolerance, and national unity, especially in light of the upcoming elections. Ghana remains acutely aware of the persistent threat of sub-regional terrorism, which has led to numerous fatalities, the destruction of both public and private property, and the displacement of millions. Countries such as Burkina Faso, Mali, Guinea, Nigeria, and Gabon have underscored the ongoing dangers that violent extremism poses to neighbouring nations.

The engagement took place in four (4) PCVE operational regions, namely Upper West, Oti, North East, and Northern Region, underscoring the critical need for national unity and tolerance. The initiative targeted both community members and Senior High School students as key audiences for the sensitisation efforts. Community discussions were held in various locations, including market areas, school parks, chief palaces, and lorry parks, providing a platform for individuals to express themselves and share ideas during interactive sessions. Students participated in the event at their respective campuses.

In all, **Five Thousand, Two Hundred and Twenty-One (5,221)**, persons were covered **out** of which **Three Thousand Two Hundred and Ninety (3,290)** were male and **One Thousand Nine Hundred and Thirty (1,930)** were female.

3.4 National Faith Leaders Consultative Meetings on Ghana's 2024 Elections

The NCCE played an active role in a consultative meeting with stakeholders on March 19, 2024, to discuss the upcoming General Election in Ghana. The event saw participation from various religious groups, including the Christian Council of Ghana, the Ghana Pentecostal and Charismatic Council, the Office of the National Chief Imam, the National Catholic Secretariat/Caritas Ghana, the Ahmadiyya Muslim Mission, the Knights and Ladies of Marshall, the Federation of Muslim Women Associations in Ghana, Catholic Religious Women, and the Council of Independent Churches. The programme which was organized by the Faith in Ghana Alliance had a key component of the meeting was a panel session that focused on the importance of civic engagement in the 2024 general election. Insights were gathered from relevant stakeholders in the electoral process, including representatives from the Electoral Commission, CODEO, NCCE, Star Ghana, and others.

3.5 Lecture at the Army Combat Training Centre - Course 101, Teshie

In the year under review, the Commission honoured an invitation from the Army Headquarters at Burma Camp to serve as a Guest lecturer for a course titled "Citizens' Rights, Duties and Responsibilities," organised for students of the Advanced Non-Commissioned Officers Tactical Course. Mr. Samuel Asare Akuamoah, the Deputy Chairman NCCE, in charge of Operations (DCOP), led an interactive session on the topic. His presentation covered key areas, including the definition and significance of a Constitution, a historical overview of the Constitutions Ghana has adopted since gaining Independence in 1957, and the roles and responsibilities of citizens. The engagement served as a valuable platform for deepening civic awareness among military personnel and reinforcing the principles of constitutional governance.

Emphasising the significance of a national Constitution, Mr. Akuamoah highlighted its purpose and the potential repercussions of neglecting it, urging the officers to defend the 1992 Constitution at all times. He stressed the crucial role of the military in safeguarding the Constitution and ensuring that citizens can fully enjoy their rights and freedoms, noting that soldiers play a vital part in maintaining law and order and ensuring security against any external aggression. Further, he encouraged the military to continue to submit themselves to civilian authority, allowing elected governments to tackle issues and propose solutions, while also advocating for a non-partisan approach among military personnel to foster trust and confidence within the civilian population.

Mr. Akuamoah urged the military course participants to perform their responsibilities impartially, thereby fostering trust and confidence among the citizens in the military institution. In response, the course participants recommended that the NCCE enhances its outreach efforts, particularly targeting in-school youth, to ensure they are well-informed about the provisions of the 1992 Constitution as they prepare to become future leaders. Additionally, they expressed a strong interest in having debates and e-quizzes related to the 1992 Constitution broadcast on national television, which would allow a wider segment of society to benefit from this educational initiative. Significantly, the young soldiers were **very confidence** in the expression of their unhappiness about key deficits in our democracy which negatively affects morale of the rank and file

Photo Gallery on Activities on Army Combat Training



Deputy Chairman, Operations Mr. Samuel Asare Akuamoah, on the floor giving a lecture on the topic: 'Citizen, Rights, Duties & Responsibilities' as a Guest Lecturer at the Class of the 'Advanced Non – Non-Commissioned Officers' Tactical Course' of the Army Combat Training School – Teshie.



One of the course participants volunteered to read out the duties of a citizen from the 1992 Constitution, Article 41.



A cross section of the course participants listening attentively to the lecture delivery from the DCOP

3.6 Street Broadcast on Election 2024 Jingle

The Programmes department engaged with residents of the Greater Accra Metropolis to enhance voter education and promote peaceful behaviour in the 2024 general elections. The nationwide initiative employed street broadcasts featuring jingles designed to generate enthusiasm and encourage a significant voter turnout for the presidential and parliamentary elections.

The Commission provided essential voter education to communities in areas such as Mallam Atta, Nima, Mamobi, Ashaiman, Tema, Mallam, Kasoa, Korle Gonno, and surrounding regions. During these outreach efforts, staff members motivated citizens to participate actively in the elections and also emphasized the importance of each vote, explaining that a single vote can determine the fate of our nation, as it can decide who leads us. In its commitment to enhancing voter participation, the Commission also conducted prior visits to various locations, including market centres, youth organisations, schools, mosques, and community hubs, as well as lorry stations.

4.0 OTHER CIVIC-RELATED PUBLIC SENSITISATION

4.1 World Environmental Day Celebration

The NCCE commemorated the 2024 World Environment Day with tree planting activities in Senior High Schools. World Environmental Day is celebrated worldwide on June 5 annually, led by the United Nations Environment Programme (UNEP), to create awareness about the environment and enhance political attention and action. The theme for the 2024 celebration was “**Land restoration, desertification, and drought resilience.**” The Commission’s head office, together with members of selected Civic Education Clubs, marked the day with the tree planting exercise. The schools were: Presbyterian Boys Senior High School-Legon, Labone Senior High School, and Accra High School. The exercise aimed to promote and sustain good environmental practices among citizens, especially in-school youth.

4.2 Green Ghana Day

The NCCE observed the **2024 Green Ghana Day** through tree planting initiatives on June 7, 2024. The event, which was initiated in 2021 under the Ministry of Lands and Natural Resources, aimed to rehabilitate the country's deforested areas, significantly impacted by illegal small-scale mining and logging activities.

The theme for the initiative was “**Growing for a Greener Tomorrow,**” with an ambitious goal of planting 10 million trees nationwide. Ms. Kathleen Addy, Chairperson of the NCCE, participated in the celebration by planting seedlings at both Accra Girls' High School and Achimota School in Accra.

Ms. Addy emphasized the significance of this initiative in promoting awareness and educating the youth about pressing environmental issues, as well as encouraging proactive measures to address critical environmental challenges. She concluded by stating that the Commission is committed to enhancing educational efforts aimed at restoring the environment to its original state.

Photo Gallery on Green Day Activities



Chairperson of the NCCE, Madam Kathleen Addy observing Green Ghana Day with some staff of the Commission at Achimota School

4.3 Sensitisation on Laws Against Tax Evasion, Non-compliance and Avoidance

To enhance revenue generation for both the Central government and the District Assemblies, the regions launched awareness campaigns addressing tax evasion, non-compliance and avoidance. These campaigns aimed to educate the public on the critical importance of fulfilling their tax obligations. The campaigns highlighted that taxation serves as the primary source of revenue for both the government and district assemblies, which in turn funds essential social services such as schools, hospitals, roads, markets, and various developmental and infrastructural projects.

Citizens were informed about different types of taxes, including income tax, tax stamps, gift tax, capital gains tax, property rates, market tolls, and other levies and fees. They were reminded that every citizen must declare their income accurately and meet all tax obligations, as stipulated in Article 41(j) of the 1992 Constitution. Special attention was given to individuals engaged in electronic commerce, emphasizing that anyone involved in a revenue-generating business is legally required to declare their income truthfully and comply with all tax obligations. A total of **Five Thousand, Four Hundred and Eighty (5,480)** engagements were carried out by the regions.

Table 17.0 Number of Tax Education Activities Undertaken

REGION	NUMBER OF ACTIVITIES
ASHANTI REGION	82
AHAFO REGION	254
BONO REGION	413
BONO EAST REGION	330
GREATER ACCRA REGION	1002
EASTERN REGION	719
CENTRAL REGION	324
SAVANNA REGION	163
NORTHERN REGION	258
NORTH EAST REGION	278
UPPER EAST REGION	350
UPPER WEST	153
VOLTA	297
OTI	159
WESTERN	377
WESTERN NORTH	321
TOTAL	5,480

4.4 Sensitisation on Child Protection against Cyber-bullying

Public education initiatives addressing child protection issues were implemented in the year under review. The primary aim of the programme was to motivate citizens to safeguard children from harm or abuse across all sixteen regional directorates. The initiative concentrated on reducing or eradicating child marriage, teenage pregnancy, child trafficking, and all forms of child neglect.

Participants in the programme were urged to enhance children's welfare by establishing child protection committees within their communities, in partnership with the Ghana Police Service and the Social Welfare Department at the district level. Additionally, parents were cautioned against exploiting poverty and economic challenges as reasons for neglecting their children; they were encouraged to utilize the Ghana Education Service's policy on girl-child education, specifically the back-to-school initiative.

Three Thousand, Nine Hundred and Seventy-Six (3,976) activities were implemented by the sixteen (16) regional offices of the Commission.

Photo Gallery on Sensitisation on Child Protection



The Municipal Director, Mr. John Tadare at Nkwanta educating students of the Community Day Sec. Tech. on child protection, national cohesion, tolerance and peaceful coexistence.



Samuel Odai Botchwey (PFO) educating students of Konadu Yiadom Senior high school on child protection in the Ashanti Region

Table 18.0 Number of Engagements on Child Protection

REGION	NUMBER OF ACTIVITIES
ASHANTI REGION	783
AHAFO REGION	156
BONO REGION	173
BONO EAST REGION	206
GREATER ACCRA REGION	792
EASTERN REGION	343
CENTRAL REGION	331
SAVANNA REGION	89
NORTHERN REGION	163
NORTH EAST REGION	71
UPPER EAST REGION	255
UPPER WEST	108
VOLTA	74
OTI	92
WESTERN	238
WESTERN NORTH	102
TOTAL	3,976

4.5 Engagement on Sustainable Management of the Environment

A significant number of activities were carried out on issues related to good environmental governance, with emphasis on sanitation. The general public was reminded of the negative effects of poor management of the environment, such as bush fires, floods during the rainy season in communities with poor drainage systems, resulting in diseases such as malaria, cholera, etc. The citizenry was further sensitised to keep their surroundings clean, desist from throwing rubbish indiscriminately, i.e. inside open drains, and avoid open defecation, etc., to protect the environment from pollution. A total of **Five Thousand, Five Hundred and Thirteen (5,513)** activities were undertaken on the subject matter in the year under review.

Table 19.0 Number of Public Education on Sustainable Environmental Management

REGION	NUMBER OF ACTIVITIES
ASHANTI REGION	875
AHAFO REGION	159
BONO REGION	165
BONO EAST REGION	209
GREATER ACCRA REGION	1318
EASTERN REGION	642
CENTRAL REGION	566
SAVANNA REGION	151
NORTHERN REGION	227
NORTH EAST REGION	168
UPPER EAST REGION	257
UPPER WEST	127
VOLTA	137
OTI	60
WESTERN	184
WESTERN NORTH	268
TOTAL	5,513

4.6 End-of-Year Review and Information Sharing Meeting

The NCCE held its End of Year Review Meeting from Thursday, 12th December to Saturday, 14th December 2024, at the Hill View Event Centre, Abokobi-Accra. The meeting brought together key stakeholders, including the Chairperson, **Deputy Chairman**, Commission Members, Management, Regional Directors, EU Team, Union Representatives, and staff.

The 3-day programme was convened to review the Commission's activities, challenges, and achievements over the year. All Directors presented comprehensive reports, outlining their accomplishments, obstacles, and future plans. The Chairperson commended the Directors for their efforts, particularly during the election season, and encouraged them to continue working hard.

Some key highlights of the event include:

- Comprehensive reports from all Directors on their activities, challenges, and achievements
- Acknowledgement and commendation of Directors' efforts
- Selection of the theme for the year: "Ghana's Future: Our Collective Responsibility"
- Encouragement and motivation of Directors to continue delivering their best

The Commission's commitment to promoting civic education and democracy in Ghana was evident throughout the meeting.

PART VII: RESEARCH, GENDER AND EQUALITY

The Research, Monitoring and Evaluation Department plays a vital role in achieving the mandate of the National Commission for Civic Education (NCCE), as outlined in the 1992 Constitution of Ghana and the Commission's Establishment Act 1993, Act 452.

The department's primary function is to conduct empirical studies on key thematic areas and provide a scientific basis for the Commission's activities and programmes. Additionally, the department monitors and evaluates the Commission's programmes and activities. Further, the department undertakes other activities assigned to it by the Commission, such as mainstreaming gender and equality issues, ensuring that these concerns are integrated into the Commission's work.

This report thus presents activities undertaken by the department for the year 2024. It presents details on the key functions and auxiliary activities undertaken by the department.

1.0 RESEARCH-RELATED ACTIVITIES

1.1 Conduct of Study on Election 2024: Matters of Concern (MoC) to the Ghanaian Voter

In January 2024, the department commenced preparatory activities for the study titled "Election 2024: Matters of Concern to the Ghanaian Voter." The study aims to comprehensively investigate the primary issues of concern to Ghanaian voters as the country approaches the 2024 General Elections. Below are some of the activities undertaken in brief:

- Development of Concept Note
- Development of the Budget
- Designing of Gantt chart outlining the study's implementation schedule
- Development of Questionnaire
- Pre-testing of Questionnaire
- Validation of Questionnaire
- E-questionnaire Development
- Production of Invitation Letters, training programme and Research Assistants list
- Developed RA's fieldwork reporting and monitoring templates
- Training of Research Assistants
- Data Collection on the MOC study
- Data Management, Analysis, Report Writing, and Dissemination of findings.

A brief description of the above-mentioned activities is presented as follows.

1.1.1 Development of MoC Concept Note

The concept note for the study was developed, finalized, and shared with Management in February 2024. The note captures succinctly the study's objectives, justification, methodology, sample size distribution, modalities for training field officers, data analysis, and reporting procedures.

1.1.2 Development of Study Budget

The department developed a budget for the MoC study, highlighting activities to be undertaken on the study. These activities included pre-testing the study questionnaire, training Research Assistants, field data collection, monitoring and supervision of the data collection exercise, data analysis, report writing, and the launch of the report. The overall draft budget and an activity-based budget were finalized and submitted to management.

1.1.3 Designing of MOC Study Gantt Chart

A detailed Gantt chart with a schedule of twenty-five activities to be undertaken as part of the MOC study was developed for management's approval. The Gantt chart spanned from the 4th week of February to June 2024. However, the implementation of activities was subject to the availability of funds. Despite this, the duration of the study was proposed to span four months.

1.1.4 Pretesting and Validation of Questionnaire

The questionnaire, after its development, was pretested in six (6) constituencies in the Greater Accra region, namely Odododiodio, Ashaiman, Tema Central, Krowor, Madina and Ayawaso West. To ensure a diverse and representative sample, these constituencies were selected based on specific criteria relevant to the study's focus, namely migration, affluence, and the indigenous or industrial nature of the areas. Emphasis was placed on inclusivity, encompassing various demographic backgrounds, socio-economic statuses, and geographical locations.

The questionnaire was further validated by an external validator, and feedback was submitted to the department, which helped to finalize the questionnaire for actual data collection. The questionnaire was designed into an electronic version using Microsoft Excel Spreadsheet (XLS) forms and the Open Data Kit (ODK) application.

1.1.5 Selection and Training of Research Assistants

The department finalized the list of Research Assistants (RAs) who were trained to carry out the field data collection exercise. To gather experiences, best practices, challenges encountered and ascertain compliance during the data collection process, a fieldwork reporting template was designed to enable RAs to provide feedback on the field data collection exercise.

A two-day in person training workshop for two hundred and ninety (290) Research Assistants (RAs) in four batches was organised from August 6th to 18th, 2024, at the Public Services Union Centre in Adiembra, Kumasi. Participants were taken through the study methodology, modalities for questionnaire administration, and the Field Officer's

responsibilities. Further discussions on the questionnaire included translation of key words and concepts into local languages, role-play on the questionnaire, e-questionnaire discussions, and hands-on practice using Personal Digital Assistants (PDAs). The two hundred and ninety (290) RAs were trained to collect data in 276 constituencies, including the newly created Guan district.

1.1.6 Data Collection, Data Management, Analysis and Report Writing on MoC Study

A 17-day data collection exercise was carried out concurrently in the 276 districts across the country from August 12th to 28th, 2024. All interviews were conducted in person at the household level, mostly in the homes or convenient places of the study respondents. Interviews were largely conducted in the major languages of the respondents.

The field officers or Research Assistants (RAs) synchronized their interviews and sent them to the ODK aggregate database at pprmenccesurveys.appspot.com, hosted by the NCCE. Data were then downloaded onto MS Excel software (version 19) and further exported into IBM SPSS Statistics (version 26.0) for data cleaning to check for inconsistencies, blanks, and re-coding.

The report was mainly descriptive, with cross-tabulation used to establish relationships between selected background characteristics of the study respondents and election-related issues such as key concerns of voters, vote-buying, election-related violence, and voter participation, behaviour and influence. The department produced and submitted the research report on September 27th, 2024.

2.0 Conduct of End-line Study on Preventing and Containing Violent Extremism (PCVE) in Eight Regions in the Northern Part of Ghana

The department, with funding from the European Union, undertook an End-line study on Preventing and Containing Violent Extremism (PCVE) in eight regions in the Northern part of Ghana in November 2024. The study was a follow-up to the Baseline study conducted in 2023.

The End-line study was carried out in fifty-nine (59) districts across the eight (8) project operational regions, with 1,334 out of an estimated 1,353 participants willingly participating. Additionally, forty-eight (48) key Informant Interviews were conducted with senior-level officers from selected state and non-state institutions to assess the impact of the project's interventions and the contributions of these actors in preventing and countering violent extremism in the regions.

The following key research process activities were carried out by the department for the smooth implementation of the activities.

- Validation of study instruments
- Pretesting of study instruments
- Training of Research Assistants (RAs)
- Data collection
- Data management and analysis, and report production

A brief description of each activity is presented as follows:

2.1 Validation and Pre-Testing of Study Instruments/Questionnaire

The department developed a questionnaire and key informant guide, which were validated by Dr. Festus Aubyn of the West African Network for Peace-building (WANEP). Feedback from the validator helped finalize the questionnaire for actual data collection. Pretesting of the study instruments was undertaken in two districts (Madina and Ashaiman) in the Greater Accra region.

Draft letters were submitted to state and non-state institutions, inviting them to participate in the key informant interviews. The state institutions included the Ghana Immigration Service, Customs Division of the GRA, Ghana Police Service (GPS), Ghana Armed Forces (GAF), Ghana Prisons Service, and National Investigation Bureau (NIB). The non-state institutions included CSOs, the Office of the Regional Chief Imam, the Office of the Regional House of Chiefs, the Christian Council of Ghana, the National Peace Council, and media organizations.

2.1.1 Training of Research Assistants (RAs)/Field Officers

The department conducted a two-day in person training exercise for sixty-one (61) Research Assistants from the eight (8) project operational regions on November 7th and 8th, 2024, at the Radach Memorial Conference Centre in Tamale, Northern Region. The training workshop focused on establishing a foundational understanding of the study's objectives and equipping RAs with responsibilities and techniques for engaging communities on issues related to violent extremism.

Participants were guided through the study methodology, questionnaire administration, and the RA's responsibilities. A team from the department further facilitated discussions on the questionnaire, translation of key words and concepts into local languages, role-play on the questionnaire, e-questionnaire discussions, and hands-on practice with Personal Digital Assistants (PDAs).

Participants were also engaged in interactive group work and translation exercises led by the training team. Nine local groupings discussed keywords and concepts in the questionnaire and translated them into their local languages, including Kusal, Frafra, Dagbani, Gonja, Dagare, Bimoba, Likpakpa, Ewe, and Twi. The 61 RAs were trained to collect data in 59 districts, including the newly created district, Guan.

2.1.2 Data Collection on the PCVE Study

A seven-day field data collection exercise was conducted simultaneously across fifty-nine (59) districts in eight (8) project operational regions from November 11th to 17th, 2024. All interviews were conducted in person at the household level, primarily in the homes or convenient locations of the study respondents. The interviews were mostly conducted in the major languages spoken by the respondents.

2.1.3 Data Management, Analysis, and Report Writing

Interviews with key Informants were audio-taped, transcribed into text format for ease of analysis, and imported into the Atlas-ti application (version 7.5.7) for thematic analysis. Patterns of meanings, addressing the study's objectives, were identified through a rigorous process of familiarization, data coding, and theme development.

For the quantitative phase, data were synchronized and uploaded to the ODK aggregate database at pprmencce-surveys.appspot.com, hosted by the NCCE head office. The data were then downloaded into MS Excel and subsequently exported to IBM SPSS Statistics for data cleaning (which included checking for inconsistencies, blanks, and re-coding), analysis and reporting. The report was mainly descriptive. The draft report on the study was submitted on 20th December, 2024.

3.0 MONITORING AND EVALUATION (M&E) ACTIVITIES

The department undertook a series of comprehensive Monitoring and Evaluation (M&E) activities throughout the year 2024.

For the review period, two major field monitoring exercises were conducted to assess the implementation and progress of the PCVE project activities. These were the second and third Performance Monitoring of Implementation of PCVE project activities. The monitoring covered PCVE activities that were carried out across the eight project operational regions: Upper East, Upper West, North East, Northern, Savannah, Oti, Bono and Bono East.

To effectively carry out the monitoring exercises, the department carried out the following preparatory activities.

3.1.0 Development and Implementation of Monitoring Plans

The department developed a monitoring plan to help facilitate the effective implementation of the second and third field monitoring of the PCVE project in the project areas. The plan outlined the monitoring approach, indicators for monitoring, activities to be monitored, monitoring instruments and the role of the monitoring officer. The department utilized the plan in carrying out field visits in the respective districts and regions.

3.1.1 Revision and Finalization of Monitoring Templates, PCVE Monthly and Quarterly Templates

The department reviewed the PCVE monitoring templates earlier developed to reflect and capture information on activities undertaken for the period. The templates captured key outcome and output indicators, including activities undertaken. Monitoring templates were revised and updated to reflect project activities and ensure efficient data collection. These included: District Monthly Reporting Template, District Quarterly Monitoring Template and Regional Quarterly Monitoring Template.

3.1.2 Developed Monitoring & Evaluation Tools

To support the monitoring process, the department designed M&E tools. One of the tools was the interview guides to gather feedback from beneficiaries. In addition, a monitoring

checklist was developed to track activities, challenges, and successes across districts and regions. Also, a 'To-Do List' was developed to guide monitoring officers during field visits. These tools were instrumental in ensuring consistency and accuracy in data collection and reporting.

3.1.3 Conduct of Second Performance Monitoring of Implementation of PCVE Project

The department undertook field monitoring visits to assess implementation of the PCVE project. It was conducted from February 6 - 16, 2024. The field monitoring exercise, which was carried out by officers from the Head office who assessed compliance with schedules for implementation of planned activities, documented challenges encountered and how they were being managed, and lessons learnt. In addition, progress monitoring reports produced by regions and districts on activities undertaken were reviewed and updated where necessary. A cross-section of beneficiaries of the cinema van shows media engagements and PCVE jingles were also contacted to assess knowledge gained on the subject of PCVE in the thirty (30) districts monitored.

The production of the second PCVE progress monitoring report was finalized and shared with relevant stakeholders for review and further action.

3.1.4 Conduct of Third Performance Monitoring of Implementation of PCVE Project

The monitoring team utilized revised templates and tools to track progress on activities carried out between January and June 2024. The production of the third PCVE progress monitoring report was finalized and shared with management and relevant stakeholders in September 2024.

3.1.5 Monitoring and Supervision of Primary Data Collection Exercises

Two field monitoring and supervision of research data collection exercises were carried out in 2024. These were the field monitoring and supervision of the MOC data collection exercise undertaken by the Executive body and management of the NCCE, staff of the RM&E Department, and Regional Directors of the Commission from August 19th to 28th, 2024. The second was the field monitoring and supervision of the PCVE End-line study data collection exercise carried out between November 11th and 17th, 2024.

These exercises ensured the smooth take-off of the fieldwork by supporting community entry processes, carrying out spot checks, and observing ongoing interviews.

Photo Gallery of RM&ED Department Activities



Deputy Chairmen, Mr. Samuel Asare Akuamoah (Operations), Lawyer Victor Kofi Brobbey (General Services), along with the Director of Research, Dr. Henrietta Asante-Sarpong, in a group photograph with Research Assistant



Ms. Kathleen Addy, NCCCE Chairman observing participants during the 2024 MoC group work session



The Research Team in a photograph during 2024 MoC report writing



Dr. Henrietta Asante-Sarpong, the Director of Research, delivered a presentation on the findings at the launch of the 2024 Matters of Concern (MoC) report.



RM&E team in a photograph with Dr. Henrietta Asante-Sarpong at the launch of the Matters of Concern (MoC) report



Ms. Kathleen Addy, NCCE Chairman, at the 5th Dialogue PCVE Project



Dr. Henrietta Asante-Sarpong, Director of RM&ED



Dr. Henrietta Asante-Sarpong (Director of RM&ED) with the Regional Commander of Police during the PCVE End-line key informant interview at Tamale



Officers from RM&ED with an officer from the Customs Division of GRA during the PCVE End-line key informant interview Buipe, Savanna region



Mr. Samuel Asare Akuamoah, Deputy Chairman, Operations giving an opening remark at the PCVE End-line training session at Tamale



Dr. Henrietta Asante-Sarpong, Director of RM&ED PCVE End-line training



RAs working in language groupings during the PCVE in End-line training at Tamale



Training session with RAs during the PCVE End-line Tamale



RM&ED officers monitoring Research Assistants' fieldwork during PCVE End-line data Collection at Techiman



Research Assistants' fieldwork during PCVE End-line data Collection in the Oti Region



Status of NCCE office at Salaga during monitoring by RM&ED



Mrs. Dora Hammond (Director of Administration) and Dr. Henrietta Asante-Sarpong in conversation during her monitoring visit at the PCVE End-line Report writing



Mrs. Dora Hammond (Director Admin.) with the Research team during her monitoring visit at the PCVE End-line Report writing at Koforidua

PART VII: ADMINISTRATION

This report is a summary of activities undertaken by the four (4) units under the Administration Department for the year 2024.

Following approval for the implementation of the NCCE's new organogram by the Public Services Commission, and subsequent decoupling of the Human Resources Unit from Administration and addition of new Units, there has been a modification in the structure of the NCCE's Administration Department. It now comprises Estates, Transport, Records, Information Technology and Procurement (with Stores)

1.0 ESTATES UNIT

1.1 Office Accommodation:

The Commission operated from 278 premises during the year under review. A tabular presentation of the distribution is as follows:

Table 20.0 Operational Offices

Offices	Rented	Non-Rented	Commission – Owned	Total
District	13	244	4	261
Region	1	14	1	16
Head – Office			1	1
Total	14	258	6	278

1.1.1 Ownership of the Commission's Office Premises

These are as indicated below:

Table 21.0 Offices Owned by the Commission

S/N	Institution	Number	Location
Regional Offices			
	Regional Co-ordinating Councils	11	
	SSNIT	1	Eastern
	NCCE	1	Volta
	East Mamprusi Municipal Assembly	1	North East
	World Vision	1	Oti
	West Gonja Municipal Assembly	1	Savannah
	Total	16	
District Offices			
	District, Municipal and Metropolitan Assemblies	235	Various
	Private Landlords	9	
	Ghana Cocoa Board	2	Kwahu -West Agona Swedru
	GCB PLC	1	Asuogyaman
	NCCE	1	Ho
1.	Accra Metropolitan Assembly	1	Accra
	National Commission on Culture	1	Ayawaso East
	World Vision International	1	Dambai
	Total		

1.1.2 Residential Accommodation

The Commission owns 8 units of 2-bedroom SSNIT flats located in Accra and Ho. Staff of the Commission are also accommodated in 60 facilities owned by MMDAs and Regional Co-ordinating Councils in the regions and districts.

Table 22.0 Number of Duty Posts

Regions	Number of Duty Posts
Ashanti	12
Greater Accra	8
Eastern	7
Bono	3
Volta	6
Bono East	3
Western	6
Ahafo	4
Upper East	2
Oti	2
North East	3
Western North	2
Savannah	3
Upper West	7
Total	68

1.2 Renewal of Tenancies

Table 23.0 Tenancy Renewals

REGION	DISTRICT	PERIOD
Bono	Jaman South	1st March 2024 - 28th February 2025
Ashanti	Atwima Nwabiagya	1st January 2024 - 31st December 2024
Eastern	Kwahu South	1st January 2024 - 31st December 2024
	Asogyaman	1st January 2019 - 31st December 2023
	Kwahu West	1st January 2024 - 31st December 2024
	Somanya & Koforidua	1st January 2023 - 31st December 2024
Greater Accra	Accra Metro	1st January 2024 - 31st December 2024
	Ayawaso East -Nima	1st January 2024 - 31st December 2026
Ahafo Region	Tano South	1st January 2024 - 31st December 2024
Volta Region	Hohoe	1st May 2024 - 30th April 2025
Western Region	Mpohor Wassa East	1st May 2024 - 30th April 2025

1.2.1 Site Visitations

The Estates Unit, together with other officers of the Commission, conducted several official site visits to inspect the under-listed offices for the stated reasons.

I. Ayawaso East Municipal Office - Nima

The Director of Administration and the Head of the Estates unit made an official visit on Friday, 1st March, 2024, to the Nima Office to engage the landlord VOICE Centre for Inclusive C to negotiate the office rent. A follow-up visit was made on Tuesday, 5th March 2024, to conclude discussions on the terms of occupancy.

II. Weija – Gbawe Municipal Office

The Team conducted an inspection of the premises of the office following complaints that their ECG meter had been tampered with, and as a result, they were unable to have constant power supply to their office. The situation was resolved.

III. South Tongu District Office (Sogakope)

The Head of Estates Unit, Mr. David Jnr. Kwame Domeh paid a working visit to the Sogakope Office of the Commission on 2nd April 2024 to inspect and assess the premises. He brought Management's attention to the activities of encroachers on the Commission's land and advocated the fencing of the land with immediate effect.

IV. Ledzokuku Municipal Office

A team from the Estates Unit conducted an initial inspection of the Commission's office at the Ledzokuku Municipal Assembly (LeKMA) on 3rd June 2024. This was after the Estates Office received reports on some defects and faults found on the Container serving as an office. The purpose of the visit was to invite the PWD to assess the office and prepare bills of quantities for renovation works.

This Inspection was followed up in August 2024 by another team led by the Commission's Director of Administration, along with the Municipal Director of NCCE Ledzokuku, to have discussions with the LeKMA Coordinating Director on providing the Commission with a suitable location for siting a new Container. The old container was found to be unfit for habitation.

Subsequent follow-up meetings were conducted in the month of September 2024 between the Estates Unit, Staff of NCCE Ledzokuku and the LeKMA Deputy Coordinating Director regarding the approval of the new location for the new NCCE Office.

V. Shiashie Land

A team from the Estates Unit, on 20th June, 2024 went to conduct an inspection on the land allocated to the Commission at Shiashie. This visit was necessary to enable the commission prepare estimate for the construction of a fence wall around the land to prevent encroachers.

VI. Taking over of Keys to Sakumono Flat E5 RM3

The Estates Unit sent a team on 4th April, 2024, to conduct a handover inspection and receive the keys of the Commission-owned Sakumono Estates Flat no. E5 RM5 from the Former Commission Secretary, Mr. Vieta Kojo Tito, on his retirement.

VII. Commission's Guest House, Adenta SSNIT Flats, Court 4

A team from the Estates Unit on 17th May, 2024, conducted an assessment and inspection at the Commission's owned Guest House at Adenta SSNIT Flats, Court 4.

VIII. Inspection of the Damaged fence wall at the Chairperson's Official Residence

On 26th June, 2024 a team from the Estates Unit went to inspect and assess the damaged fence wall located near the garage at the Official residence of the Chairperson.

1.2.2 Relocation Assistance to Greater Accra Regional Office

Following the completion of a new Regional Co-ordinating Council building and subsequent allocation of 4 rooms to the Greater Accra Regional NCCE, a team comprising officials from the Estates Unit visited the Commission's old Greater Accra Regional office at State Housing Corporation, to assist in the relocation exercise on 5th April, 2024. The Team comprised:

- Mr. David Jnr K. Domeh (Head of Estates Unit)
- Mr. Bernard Tsedzah (SCEO)
- Mr. Isaac Mensah (CFO)
- Ms. Dianne Owusu-Afriyie (NSP, Estates Unit)
- Mr. Felix Ametorku (Driver, Transport Unit)
- Mr. James Kattor (Driver, Transport Unit)
- Mr. Paul Dzinyakpor (Driver, Transport Unit)

1.2.3 Interim Completion and Handing over of 3-Storey Office Complex for the Commission

A team made up of underlisted officials from the Headquarters of NCCE attended the Interim handing over ceremony of the Volta Regional Office complex in Ho on Tuesday, 23rd April 2024. They inspected and agreed on outstanding work with timelines for completion with the contractor Messrs 2 Eddie and Sam Co. Ltd and Consultants, Architectural and Engineering Services Ltd, Ho.

- Mrs. Dora Hammond (Director, Administration)
- Ms. Monica Mamattah (Director, Finance)
- Mr. Isaac Opare Abrakwa (Deputy Director, Procurement Unit)
- Mr. David Jnr Kwame Domeh (Head of Estates Unit)
- Mr. Abednego Ocansey (Head of Audit Unit)

1.3 Repairs and Refurbishment

1.3.1 Residential Accommodation - Handing over of the Official Residence of the Deputy Chairman (General Services)

The Ministry of Water Resources, Works and Housing allocated a residential accommodation for a Deputy Chairman of the Commission. Renovation works were awarded to Evolve Construction Company. The Estates Unit, together with a team from the Public Works Department, Prestige (PWD) visited the property (block 4C, 1st Circular Road, Cantonments) for final inspection and handing over to the Commission after completion of renovation works on 13th February 2024.

- Mr. David Jr. Domeh (NCCE Head of Estates Unit)
- Mr. Isaac Opare Abrakwa (NCCE Deputy Director, Procurement Unit)
- Ms. Ruby Cleland (PWD Prestige Head of Quantity Surveying Unit)
- Mr. Moses Gaskin (PWD Prestige)
- Mr. Francis Adjei (PWD Prestige)
- Mr. Albert Stanley- Pierre (Evolve, Managing Director)
- Mr. Charles Tachie-Menson (Evolve, Project Manager)

1.3.2 Office Accommodation

A new Container was installed and handed over to the Commission in 2024 to serve as an office for Ledzokuku Municipal after the old one they were accommodated in became dilapidated.

1.3.3 Outstanding Renovations

I. Duty posts

The underlisted Duty Posts, which have been vacated by former staff of the Commission in Accra, are awaiting renovations:

- Adenta SSNIT flats block 77/B7
- Adenta SSNIT flats block 77/B3
- Sakumono SSNIT flats block E5 - R2 and R3

II. Regional Duty Posts

- Eastern Regional Director's Bungalow
- Upper East Regional Director's Bungalow
- Bono Regional Director's Bungalow
- Northern Regional Director's Bungalow
- Upper West Deputy Director's Bungalow
- Ahafo Regional Director's Bungalow

III. Metro / Municipal / District Duty Posts

- Jasikan District Director's Bungalow
- Efutu Municipal Director's Bungalow
- Tarkwa District Director's Bungalow
- Birim Central Municipal Director's Bungalow / Quarters No. 6
- Ahafo District Director's Bungalow

IV. Office Accommodation

About 80% of the Commission's offices nationwide need various levels of renovation with the most urgent ones being the following:

- Sogakofe District office
- South Dayi District office
- Abura Asebu Kwamankese District office (Essakyir)
- Birim Central District office (Akim Oda)
- Oti Regional office
- Nadowli Kaleo District office
- Nsawam Adoagyiri Municipal office
- Walewale
- Salaga District office
- Cape Coast Regional Office

- Cape Coast Metro office
- Agona West District (Agona Swedru)
- Agona East (Potsin)
- Gomoa Central (Afransi)

1.3.4 Accommodation Support

The Commission was fortunate during the year to receive support from some institutions by way of provision of office and residential accommodation. These are listed below:

Table 24.0 Institutional Support

S/N	Institution	Office	Location
Office Accommodation			
	Eastern Regional Co-ordinating Council	Eastern Regional Office	Koforidua
	Weija- Gbawe Municipal Assembly	Weija- Gbawe Municipal Office	Weija
	Sefwi Akontonbra District Assembly	Sefwi Akontonbra District Office	Akontonbra
	Asutifi South District Assembly	Asutifi South District Office	Bronikrom
Residential Accommodation			
	Eastern Regional Co-ordinating Council	Eastern Regional Office	Koforidua
1.	Ashanti Regional Co-ordinating Council	Ashanti Regional Office	Kumasi

1.3.5 Asset Situation

II. Assets Register

The Fixed Assets Coordination Unit (FACU), comprising Estates, Internal Audit, and Finance, compiled the Commission's Assets Register. This has been submitted to the Office of the Administrator General Department and the Controller and Accountant General's Department as statutorily required.

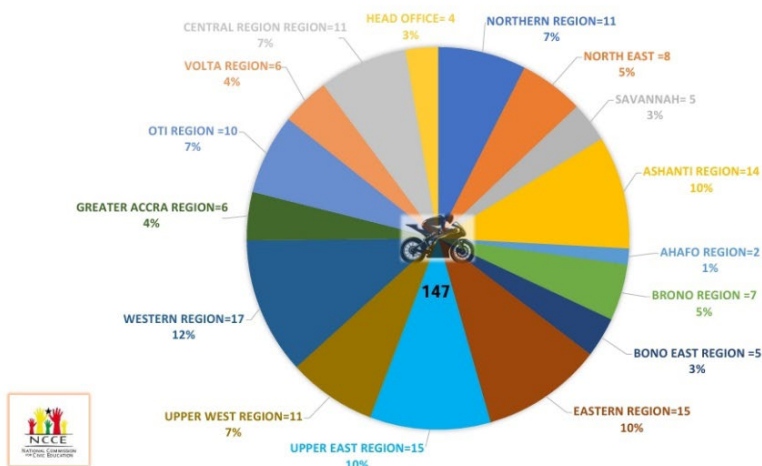
2.0 TRANSPORT

2.1 Fleet Status

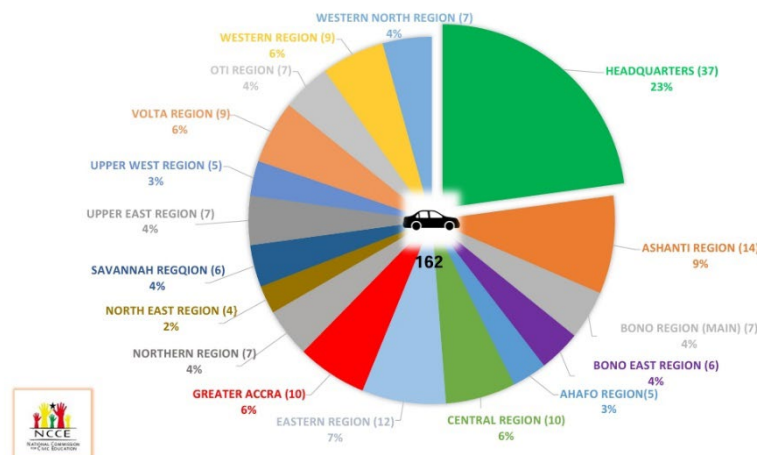
The Commission had a total of 162 cars and 147 motorbikes in the year 2024, as against its actual requirement of 367 cars and 247 motorbikes.

Figure 7.0

REGIONAL MOTOBIKE DISTRIBUTION ANALYSIS



REGIONAL VEHICLE DISTRIBUTION ANALYSIS



2.2 New Acquisitions

The Commission purchased fifty-eight (58) New Vehicles and twenty (20) new motorbikes from the Government of Ghana, funded to aid in its operations. They are:

Honda Accord - 1 for Deputy Chairman General Services

Suzuki Expresso - 1 for dispatch

Mitsubishi Pajero Sports - 15 For Regional Directors

Nissan Navara Pick-up – 41 for District Offices

Yamaha Motorbikes - 20 for District offices

2.3 Maintenance and Repairs

The Unit undertook 110 routine and emergency maintenance activities. These were carried out at approved vendors with whom the Commission has service-level agreements. They are as follows:

- Japan Motors Trading Company Limited
- CFAO Ghana Company Limited
- Toyota Ghana Company Limited
- Wiseterq Engineering Company Ltd
- Ghana Oil Company Limited
- Mac Ghana Company Limited
- Platinum Auto Company Limited
- Sterling Automobile Company Limited
- Lawpaw Engineering

2.3.1 Servicing Costs

The total costs of servicing the Commission's vehicles were Six Hundred and Ninety-One Thousand, three hundred and sixty-eight Ghana Cedis Ninety-Three pesewas (GHC691,368.93). Part of this cost is in arrears. Management is yet to reimburse some vendors for their services.

2.4 Accidents

No accidents were recorded during the year under review

2.5 Drivers

The Commission has 103 drivers, implying a shortfall in manpower required to operate the Commission vehicles. The gap is filled by other officers with requisite licences and drivers from MMDAs.

2.6 External Audit

External auditors verified the Unit's books for the year 2023. No adverse findings were recorded.

3.0 RECORDS UNIT

The Unit is mandated to manage, preserve, and facilitate access to institutional records in accordance with government policies and archival standards.

3.1 Overview of daily operations during the reporting period:

Activity	Quantity	Remarks
Files Retrieved	100	For audits and reviews
Incoming Mails Registered	2038	Received via post, Courier and hand delivery
Outgoing Mails Dispatched	1777	Sent through courier and internal delivery

Others

- Referencing of documents.
- File tracking

Dispatch is done through the courier company, AIS FedEx, for documents going outside Accra and through the commission's dispatch rider for documents in Accra.

3.2 Newspaper Distribution

The commission subscribes to both state- and privately-owned newspapers, namely Daily Graphic, Ghanaian Times, The Mirror, The Chronicle and The Daily Guide.

Newspapers Number Received from Jan-Date

Daily Graphic	2,160
Ghanaian Times	2,160
Chronicle	240
Daily Guide	288
Mirror	48

3.3 3.3 Challenges Encountered

- Inadequate storage space
- Delays in file returns

4.0 PROCUREMENT

The Public Procurement Act of 2003, Act 663, as amended, and the Public Procurement Manual enjoins Procurement Units to provide technical procurement service to Procurement Entities and their Tender Committees. This report highlights activities of the Unit for the period 1st January 2024 to 31st December 2024.

4.1 Procurement Plan

The Entity Tender Committee on 20th February 2024 approved the Commission's 2024 procurement plan. The procurement plan was updated twice during the year, on 14th June 2024 and 2nd September 2024.

4.2 Entity Tender Committee

The composition of the NCCE Entity Tender Committee (ETC) for the year under review is detailed in the table:

Table 25.0 NCCE Entity Tender Committee (ETC)

NO.	NAME	REMARKS	INSTITUTION
1	Ms. Kathleen Addy	Chairman	Chairman, NCCE
2	Hon. Charles Acheampong	Member	Member of Parliament, Lower West Akim Constituency
3	Hon Agnes Naa Momo Lartey	Member	Member of Parliament, Krowor Constituency
4	Ms. Monica Mamattah	Member	Director of Finance, NCCE
5	Mrs. Dora Hammond	Member	Director of Administration, NCCE
6	Mrs. Lesline Nyankson	Member	Principal State Attorney, Attorney General's Department
7	Mr. Raymond Kojo Hedidor	Member	Member, Chartered Institute of Procurement & Supply (CIPS)
8	Mr. Isaac Opare Abrakwa	Secretary	Head, Procurement Unit, NCCE

4.3 Procurement Contracts Awarded During the Year 2024

In line with the Commission's 2024 procurement plan, the following contracts were awarded by the Chairman and the ETC. These contracts comprise goods, work and services as summarised in the table below:

Table 26.0 Number of Contracts Awarded

No	Contract Package	Name of Company	Quantity	Contract Amount (GHC)	Date of Contract Award	Delivery/ Completion Date
1	Computers, Printers & Accessories	Docutech Limited	Various	673,238.71	13-12-2024	20-12-2024
2	Motorcycles - Yamaha YBR 125G	Japan Motors Trading Company Ltd	20 Pieces	834,200.00	04-09-2024	01-10-2024
3	Shipping Container for Ledzokuku Municipal Office	Wat Company Limited	1 Unit	99,320.00	25-10-2024	05-11-2024
4	Megaphones	Noble Max Logistics Limited	200 Pieces	130,000.00	24-06-2024	08-11-2024
5	Electrical Items	Oak -Van Ghana Limited	Various	35,940.40	28-08-2024	30-08-2024
6	Printing of T-shirts, Posters and Flyers (lot 1&2)	Wyse Print Supplies Limited	Various	332,884.52 (Final value)	25-10-2024	13-11-2024
7	Servicing and Refilling of Fire Extinguishers	Vital Supply Agency	Various	4,392.06	08-10-2024	28-10-2024

8	Printing of 2024 Matters of Concern to the Ghanaian Voter	JEB Solutions	500 Copies	72,800.00	21-10-2024	23-10-2024
9	Lawn Mower	Oak -Van Ghana Limited	1 Piece	7,020.00	28-08-2024	04-09-2024
10	Vehicles (Lot 1): Double Cabin Pick Up Vehicles & Vehicles Tyres	Japan Motors Trading Company Ltd	41 Pick Ups & 170 Pieces Tyres	30,613,100.00	06-08-2024	09-09-2024
11	Vehicles (Lot 2): Cross Country Vehicles	CFAO Ghana Limited	15 Units	12,684,800.00	26-08-2024	27-11-2024
12	Vehicles (Lot 3): Honda Accord 1.5 Turbo Elite Car	The Honda Place Ghana Limited	1 Unit	942,000.00	14-08-2024	23-08-2024
13	Vehicles (Lot 4): Suzuki S-Presso 1.0cc Hatchback (Compact Mini SUV)	CFAO Ghana Limited	1 Unit	222,060.00	06-08-2024	30-08-2024

14	29-Seater Foton Bus	Japan Motors Trading Company Ltd	1 Unit	1,158,000.00	07-11-2024	19-11-2024
15	245/70R16 Lassa tyres	Japan Motors Trading Company Ltd	132 Pieces	334,566.35	07-11-2024	19-11-2024
16	Renovation of Flat at Sakumono (Hse No. E5RM3)	Builders. Com Limited		309,538.63	25-10-2024	Work-In-Progress (82.5% completed)
17	Insurance Cover	SIC Insurance Limited	71 Vehicles & 146 Motorcycles	336,445.50	07-11-2024	Vehicles & Motorcycles covered
18	Insurance Cover	SIC Insurance Limited	24 Vehicles & 20 Motorcycles	597,177.15	05-12-2024	Vehicles & Motorcycles covered
19	Jingles for 2024 General Elections	Mustard Impression	Two (2) sets of jingles in 17 languages	18,102.15	07-10-2024	20-10-2024

5.0 STORES UNIT

The Stores unit undertook several activities alongside its usual duties which included the following:

- Receipt and distribution of Electoral Materials during the fourth quarter.
- Taking delivery of assets procured by the Commission which includes, vehicles, motorbikes, electrical items and sanitary ware (water closets, sinks and tap) for repair works at some selected washrooms at the Head Office.

5.1 Assets or Capital Items

The table below depicts assets that were received during the year 2024

Table 27.0 NCCE Assets or Capital Items

No.	ITEMS	Quarter re- ceived	Quantity	Balance as at 31 st Dec. 2024
1	Gree 2.5 Hp Air Conditioner	2 nd quarter	1 pc	Nil
2	HP All-In-One Desk Top Computer	3 rd quarter	1 pc	Nil
3	Hp Laser Jet Pro MFP 4103fdw Printer	3 rd quarter	1 pc	Nil
4	Lawn Mower	3 rd quarter	1 pc	Nil
5	Megaphone	4 th quarter	200 pcs	24 pcs
6	Lenovo All-in-One-Desk Top Computer	4 th quarter	16 pcs	Nil
7	APC UPS 1000va	4 th quarter	14 pcs	Nil
8	Hp Laserjet Pro 4003 Dn Printer	“	11 pcs	1 pc
9	Lenovo Thinkpad Laptop	“	6 pcs	Nil
10	Hp Scanjet pro	“	1 pc	1pc
11	Access point router	“	10 pcs	10 pcs
12	D-Link CAT 6 UTP Cable (indoor)	“	3 pcs	3 pcs
13	CAT 6 UTP Cable (outdoor)	“	3 pcs	3 pcs
14	EZ RJ45 Connector	“	3 pcs	3 pcs
15	Generic Cable Tester	“	4pcs	4 pcs

16	D-Link Patch Cord 1metre	“	94 pcs	94 pcs
17	USB Wireless Adaptor TP Link T2U	“	5 pcs	5 pcs
18	D-Link Crimping Tools	“	3 pcs	3 pcs
19	USB Wireless Adaptor TP Link Archer T3U	“	21 pcs	21 pcs
20	Honda Accord	3 rd quarter	1 pc	Nil
21	Nissan Navara Double Cabin	3 rd quarter	41	3pc
22	Suzuki Spresso	3 rd quarter	1 pc	Nil
23	Mitsubishi Pajero Sports	3 rd quarter	15 pcs	Nil
24	Yamaha YBR 125G motorbike	4 th quarter	20 pcs	3 pcs
25	Lassa 245/70/R16 Tyres	3 rd quarter	170 pcs	38 pcs
26	Motorbike Tyres 70/100-19	1 st quarter	29 pcs	26 pcs
27	Motorbike Tyres 90/100-16	1 st quarter	29 pcs	26 pcs
28	3.00 R18 Tyres	1 st quarter	96 pcs	92 pcs

5.1 5.2 Election Education Materials

During the fourth quarter of 2024, the Stores unit received a total of Twenty Thousand Six Hundred and Seven (20,607) posters, Twenty Thousand (20,000) flyers and a total of One Thousand Four Hundred and Eighty-Five (1,485) polo shirts and round neck shirts that were distributed to the various regions for the Commission's activities. In the same period, a total of 500 copies of Matters of Concern to the Ghanaian Voter, an election year research report, were also received and were distributed with the remaining 122 copies in stock.

Table 28.0 Election Education Materials

NO.	ITEM	Opening balance (Jan. 2024)	Closing (Dec. 2024)
Stationery			
1	A4 Sheet	1454 reams	539 reams
2	Foolscap Notebook	31 pcs	8 pcs
3	Arch File	47 pcs	NIL
4	Flat File	1874 pcs	1,154 pcs
5	A4 Brown Envelope	219 pks	154 packs
6	A3 Brown Envelope	302 pks	265 packs
7	Official White Envelope	1026 pks	949 pack
8	Hard Cover	3302 pcs	2202 pcs

9	Blue Pen	445 pcs	185 pcs
10	Black Pen	23 pcs	11 pcs
11	Red Pen	205 pcs	193 pcs
12	Binding Transparencies	3181 pcs	2081 pcs
13	16mm Comb Rings	1520 pcs	1500 pcs
14	14mm Comb Rings	1486 pcs	1286 pcs
15	12mm Comb Rings	1300 pcs	1276 pcs
16	10mm Comb Rings	807 pcs	709 pcs
17	8mm Comb Rings	637 pcs	237 pcs
18	Perforator S/S	6	4 pcs
19	Perforator M/S	3 pcs	3 pcs
20	Stapler (M)	6 pcs	1 pc
21	Giant Stapler	2	1 pc
22	Staple Pins S/S	152	163
23	Giant Staple Pins	1	1 pc
24	Paper Clips S/S	587	566 packs
25	Paper Clips L/S	100 packs	93 packs
26	Green Tags	106	93 packs
27	Twine	35	33 rolls
28	80A Toner	8 pcs	NIL
29	17A Toner	34 pcs	27 pcs
30	19A Toner	27 pcs	25 pcs
31	05A Toner	7 pcs	NIL
32	85A Toner	26 pcs	25 pcs
33	59A Toner	47 pcs	21 pcs
34	26A Toner	3 pcs	2 pcs
35	126A Toner	8pcs(2sets)	8 pcs
36	201A Toner	4pcs(1set)	4 pcs
37	131A Toner	8pcs(2set)	8 pcs
38	55A Toner	2pcs	2 pcs
39	EXV12 Toner	11 pcs	10 pcs
40	EXV 33 Toner	7 pcs	3 pcs
41	Head office letterhead	43 reams	36 reams
42	Continuation sheet	61 reams	60 reams
43	District letterheads	33 reams	33 reams

6.0 INFORMATION TECHNOLOGY (IT) UNIT

The IT Unit is responsible for the proper safekeeping of the Commission's IT equipment, replacement and repairs of faulty IT equipment and resolution of internet connectivity issues.

6.1 Work Schedule

The table below shows services rendered by the Unit in Year 2024.

Table 29.0 Services rendered by the Unit

IT SERVICES	QUANTITY
Computer Repairs	19
Internet Installations	16
Resolution of Internet Issues	28
Maintenance of IT Equipment	11
Installation of Operating Systems	18
Installation of Software Applications	24
Resolution of Software Issues	62
Resolution of Computer Networks Issues	29
Installation of Printer	12
Resolution of Printer Issues	33
Projector Setup	42
Setup New Device	12
Relocation of Computer	0
Setup PA System	20
GIFMIS	3
Replacement of IT Devices	4
Zoom Meetings	27
Facebook & You Tube Livestreaming	8
Installation of New Routers	2
Setup for Situation Room during Elections 2024	1

PART IX: HUMAN RESOURCE

This report presents activities undertaken by the Human Resource (HR) Department of the NCCE from January 1 to December 31, 2024. It highlights details on staff's numerical strength, attrition, appointments, grading, confirmation, transfer, training, key achievements and others.

1.0 APPOINTMENTS

Management made key appointments to strengthen its leadership team, assigning some staff members to various portfolios. Mr. Ayaala was appointed as the Upper East Regional Director, which took effect on May 1, 2024. Ms. Peace Kondo was appointed as Acting Director HR, while Ms. Abena Boadiwaa Darku assumed the position of Acting Deputy Director, Finance Department. Both appointments became effective on July 1, 2024.

In June 2024, Ms. Salvata Koku Mawulorm was appointed as Municipal Director for Ashaiman. Her selection followed her placement on the successful candidates waiting list, and got appointed when the vacancy arose. Management appointed two (2) members of staff, Mr. Samuel Aibi and Mr. Issahaque T. Angme, to oversee activities in the district offices of Ellembelle and Nandom, respectively, as Officers-In-Charge.

2.0 CONFIRMATION

Ms. Margaret Konama and Mr. Awudu Dramani Sam, who previously served as Acting Regional Directors for Ashanti and Western North, respectively, were officially confirmed as substantive Regional Directors. Their appointments were formalized on January 9, 2024.

3.0 GRADING

3.1 General promotion

A total of five hundred and eighty-four (584) staff members who met all the requisite criteria were promoted to the next level on the progression ladder. Additionally, staff who had previously been promoted and later acquired higher academic qualifications were granted lateral movements to higher grades accordingly.

3.2 Special dispensation promotions

Sixteen (16) staff members who were close to retirement, without formal degrees but with over 10 years of service, benefited from a special dispensation approved by management. In a similar vein, fourteen (14) staff members with over 15 years of service who presented higher academic qualifications were granted a two-level promotion beyond their current grade.

3.3 Change of grade step (incremental jump)

Staff members who remained on the same grade step for over a year were elevated to the next incremental level as appropriate.

4.0 TRANSFERS

A total of twenty-one (21) staff transfers were implemented, comprising sixteen (16) transfers based on management decision, one (1) voluntary request, and four (4) reposting.

5.0 NATIONAL SERVICE PERSONNEL DATA

A total of one hundred and ninety (190) National Service Personnel were assigned to the Commission in 2024 to undertake their mandatory national service.

6.0 CREATION OF NEW MANAGEMENT UNITS

The Commission reached a successful agreement with the Controller and Accountant General's Department (CAGD) to create new management units for newly established regions and selected districts from the former regions. The creation process is currently underway and is expected to be completed by February 2025.

7.0 COMPLETION OF SCHEME OF SERVICE

The Scheme of Service has been finalized and is currently awaiting approval from the Public Services Commission (PSC). This milestone provides a structured framework for job roles, career progression, and competency development across the Commission.

8.0 DUTY HOLDERS' HOUSING ALLOWANCE

Management, in collaboration with the Union, has secured approval for the payment of housing allowances to Duty Holders. Beneficiaries include District Directors, Deputy Directors (Head Office and Regional), Unit Heads, Accountants, Auditors, Programme Heads, System Administrators, and Administrators at both Regional and Head Office levels. This initiative affirms the Commission's commitment to recognize and support key leadership roles. In December, payments for arrears were processed and paid to three hundred and fifty (350) eligible staff.

8.1 Junior officers' Overtime Allowance

In recognition of their contributions, a total of three hundred and forty-three (343) junior staff members across the country were paid two months' overtime allowance for their roles over the year.

9.0 PROVIDENT FUND (TIER 3) - DELISTING AND REDEMPTIONS

Throughout the year, several staff members submitted requests for the redemption of their Tier 3 Provident Fund contributions. All eligible requests were successfully processed, and the corresponding funds were disbursed promptly to the respective individuals, ensuring a smooth and efficient payout process.

10.0 PAYMENT OF CAR MAINTENANCE ALLOWANCE

A total of two hundred and thirty-three (233) qualified staff beneficiaries were successfully processed and paid their car maintenance allowances for the reporting year.

Table 30.0 Presentation of Activities

		1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total	%of staff strength
Staff strength (1686)							
Staff attrition	Retirement	6	6	9	11	32	
	Resignation	6	4	6	3	19	
	Vacation of post		-	2	1	4	
	Death	1	1	-	1	3	
	Qtr. attrition	12	11	20	16	58	3.4
Promotion		25	459	45	85	614	36.4
Transfer	Transfer	13	31	11	16	71	
	Voluntary	14	-	13	1	28	
	Reposting	9	-	6	4	19	
Leave	Leave of Absence		1	4	-	5	
	Maternity	5	6	3	-	14	
	Study Leave with pay	2	-	2	1	5	
	Study leave without pay	-	-		2	2	
Bereavement		11	20	18	3	52	

11.0 SUMMARY OF STAFF RETENTION TREND (2022-2024)

The overall staff strength across the Commission's regions has seen a gradual decline over the past three years. From a total of one thousand seven hundred and ninety-three (1,793) staff in 2022, the figure dropped to one thousand seven hundred and forty-six (1,746) in 2023, and further to one thousand six hundred and eighty-six (1,686) in 2024, indicating a cumulative reduction of 107 staff.

Significant decreases were recorded in the Eastern (-17), Western North (-17), and Central (-14) regions. However, a few regions, such as the Northern Region, experienced slight growth.

Table 31.0 Staff Strength Across the Country

Region	2022	2023	2024	Cumulative increase or decrease
Head office	124	116	118	-6
Greater Accra	296	293	291	-5
Eastern	219	208	202	-17
Western	78	78	74	-4
Western North	49	44	41	-8
Central	168	165	154	-14
Volta	125	123	118	-7
Oti	54	49	48	-6
Ashanti	228	223	214	-14
Bono	65	64	61	-4
Bono East	56	57	55	-1
Ahafo	34	31	27	-7
Northern	88	88	86	-2
North East	33	34	32	-1
Savannah	40	36	35	-5
Upper East	71	72	68	-3
Upper West	65	65	62	-3
Total	1793	1746	1686	-107

11.1 Staff attrition analysis (2020-2024)

Between 2020 and 2024, a total of 107 staff members exited the Commission. Out of this number, 74 staff (69%) were recruited between 2020 and 2022, and 33 staff (31%) were recruited before 2020.

This indicates that a greater proportion of staff attrition occurred among more recently recruited employees.

Table 32.0 Staff Attribution Analysis

Recruitment period	Attrition (2020 – 2024)	Percentage of Total Attrition (107)
2020 - 2022	74	69%
Before 2020	33	31%

12.0 CHALLENGES

12.1 Staff Turnover

Staff turnover remains a significant challenge for the Commission. While commendable efforts have been made in recent years to recruit and replace staff, the rate of attrition, particularly across the regions, has exceeded expectations.

The root causes of this trend are still a cause for investigation, as the underlying factors vary across locations. The Commission is committed to developing effective retention strategies informed by ongoing analysis.

12.2 HRMIS System Challenges

The Human Resource Management Information System (HRMIS) occasionally undergoes resets without prior notice or consultation with relevant stakeholders. These resets disrupt critical processes such as staff promotions and often require external intervention from PSC to rectify. Unfortunately, some of these corrections often introduce new errors and this very often affects grade steps.

13.0 PROJECTION FOR THE YEAR 2025

13.1 Review of Salary Structure

Once the Scheme of Service receives approval from PSC, management will resume discussions with the consultant to finalize the salary structure review in collaboration with FWSC. This review aims to create a fair, competitive, equitable and enhanced salary for all members of staff.

13.2 HR Policy and Procedure

In 2025, the HR Department will prioritise the development and implementation of comprehensive HR Policies and Procedures. This initiative aims to establish clear guidelines, promote consistency and ensure compliance with best practices in human resource management.

13.3 Training and Orientation

A training workshop will be organised for the newly recruited staff from 2022 and 2023 to enhance their skills and integration into the Commission. Additionally, orientation sessions will be conducted for NSP across the country to ensure they are well-equipped to fulfil their roles effectively.

PART X: FINANCIAL PERFORMANCE

The National Commission for Civic Education (NCCE) is an Independent Constitutional Body (ICB) institution funded by the Government of Ghana (GoG) to carry out its operational activities. As a public entity, the Commission operates within a budgetary framework integrated into the Ghana Integrated Financial Management Information System (GIFMIS), which facilitates effective and transparent financial management.

The Commission's Financial Statements are prepared in accordance with Generally Accepted Accounting Principles (GAAP) and International Public Sector Accounting Standards (IPSAS), and the provision of the 1992 Constitution of the Republic of Ghana, the Public Financial Management Act, 2016 (Act 921), the Public Financial Management Regulations, 2019 (L.I. 2378), as well as relevant Tax Laws. These financial statements are prepared on a going-concern basis, reflecting the Commission's continued operations into the foreseeable future.

In line with its mandate, the Finance Department plays a critical role in ensuring sound financial stewardship. It is responsible for resource mobilization, financial planning, budget execution, reporting and compliance with financial regulations. Additionally, the department supervises the warehousing and nationwide distribution of educational materials to support the Commission's outreach activities and programmes delivery. Furthermore, for projects and programmes supported by Development Partners And Corporate Partners, the Commission adheres to agreed donor reporting frameworks and financial accountability standards.

1.0 OPERATIONS

In the year under review, the Commission submitted Operational budget of **GH¢270,979,714.00** under GoG which comprises; Compensation of Employees **GH¢97,104,255.00**, Goods and Services **GH¢76,634,507.00**, Capital Expenditure (CAPEX) **GH¢97,240,952.00**, and Development Partner funds of **GH¢58,500,000.00**

However, a total of **GH¢171,388,135.43** was appropriated under GoG; Compensation of employees **GH¢100,945,198.43**, Goods and Services **GH¢21,821,985.00** and CAPEX **GH¢48,620,952.00** with unfavourable variance of **GH¢99,591,578.57**. Due to limited funding from the Government of Ghana, the Commission collaborated with development and corporate partners to raise **GH¢10,593,865.23**, representing unfavorable variance of **GH¢47,906,134.77**. This shows only 18.11% was raised from the budgeted figure of **GH¢58,500,000.00**.

In the year under review, a total revenue of **GH¢180,641,725.66** was recorded, representing a significant increase of **83.84%** compared to **GH¢98,260,450.18 in 2023**. This increment was primarily driven by a substantial rise in GoG subvention, which grew from **GH¢93,947,223.75 in 2023 to GH¢170,026,167.55 in 2024**. Despite this impressive growth, the performance fell short of the budget target by 21.43%. The increase in government allocation is attributed to enhanced funding for election-related activities.

Additionally, donor and corporate support was more than doubled, increasing from **GH¢4,301,966.28 in 2023 to GH¢10,593,865.23 in 2024**. This indicates stronger engagement and a relationship with our partners.

The Financial Performance of the Commission moved from a deficit of **GH¢4,147,608.25** in 2023 to a surplus of **GH¢31,911,264.94**, reflecting a positive swing of **GH¢36,058,873** in the year under review.

The total assets for the Commission in 2024 were GH¢103,491,315.51, compared to GH¢19,033,221.54 in 2023, showing an increase of 443.74 per cent. This was largely contributed by the rise in the Commission's purchases and revaluation of Property Plant & Equipment of **GH¢86,014,408.97** in 2024 as compared with **GH¢12,079,133.52** in 2023. Overall, the Commission performed well relative to the previous year.

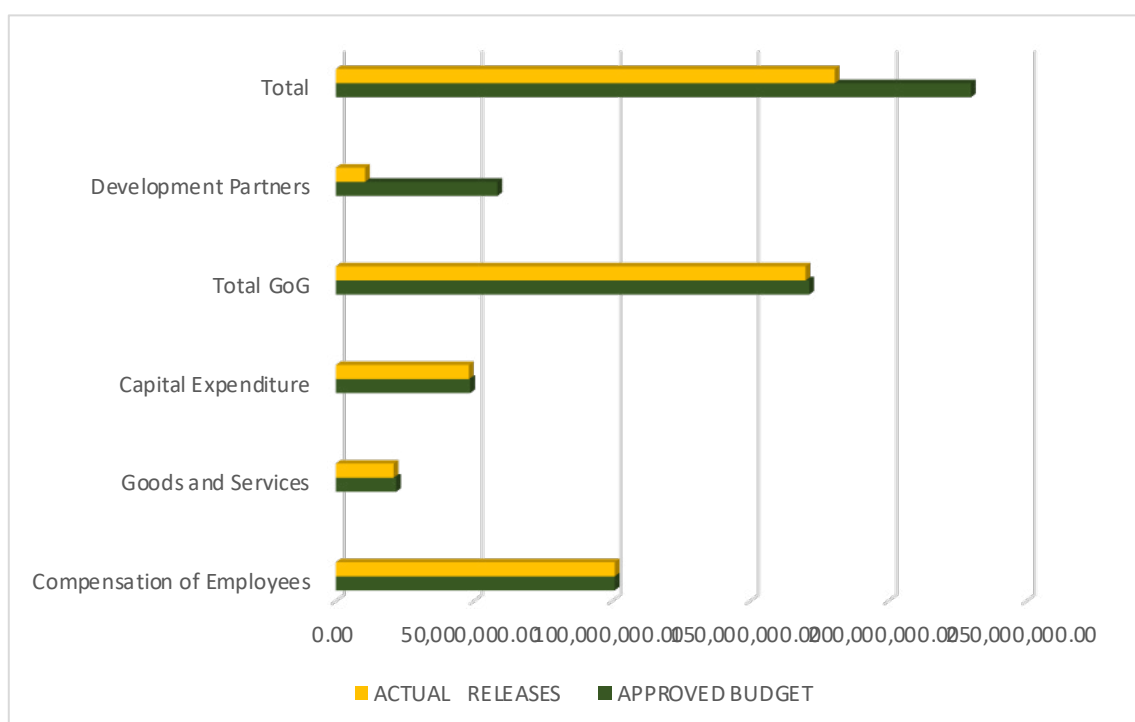
Table 30.0. Approved Budget - 2024

S/NO	ITEM	AMOUNT GHC
1	Compensation of Employees	100,945,198.43
2	Goods and Services	21,821,985.00
3	Capital Expenditure	48,620,952.00
	Total GoG	171,388,135.43
4	Development Partners	58,500,000.00
	Total	229,888,135.43

Below is a summary of the approved budget and actual releases from the Government of Ghana and Development Partners (unaudited account).

Table 31.0. Approved Budget and Releases - 2024

S/NO	ITEM	APPROVED BUDGET GHC	ACTUAL RE-LEASES GHC	VARIANCE GHC	VARI-ANCE %
	A	B	C	D(C-B)	E (D/B)
1.	Compensation of Employees	100,945,198.43	100,945,198.43	0.00	0.00
2.	Goods and Services	21,821,985.00	20,903,407.14	(918,577.86)	(4.21)
3.	Capital Expenditure	48,620,952.00	48,177,561.98	(443,390.02)	(0.09)
	Total GoG	171,388,135.43	170,026,167.55	(1,361,967.88)	(0.79)
4	Development Partners	58,500,000.00	10,593,865.23	(47,906,134.77)	81.89)
	Total	229,888,135.43	180,620,032.78	(49,268,102.65)	(21.43)

Figure 8.0. Approved Budget and Releases – 2024**Table 32.0 Statement of Financial Performance for the Year Ended December 31, 2024**

	ACTUAL 2024	ACTUAL 2023
Revenue	GHC	GHC
Compensation of Employees	100,945,198.43	85,397,162.31
Goods and Services	20,903,407.14	5,099,923.43
Capital Expenditure	48,177,561.98	3,450,137.51
Development Partners		
European Union (PCVE)	6,286,941.02	1,146,245.06
Corporate Partners	4,306,924.21	3,155,721.92
Other Income	21,692.88	11,260.15
Total Revenue	180,641,725.66	98,260,450.38
Expenditure		
Compensation of Employees	100,945,198.43	85,397,162.31
Goods and Services	20,903,407.14	5,099,923.43
Consumption of Fixed Assets	13,842,253.10	2,943,073.43
Development Partners		
Use of Goods and Services	13,039,601.85	8,967,899.26
Total Expenditure	148,730,460.52	102,408,058.43
Surplus	31,911,264.94	-4,147,608.25

Figure 9.0. Revenue for Year 2024 and 2023

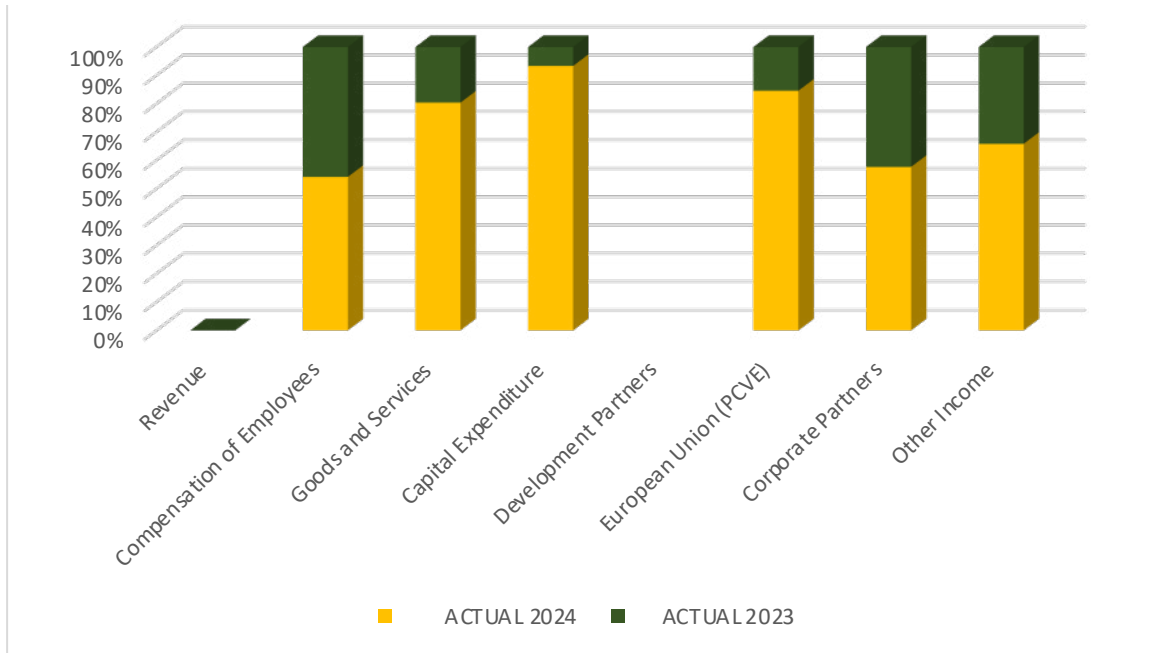
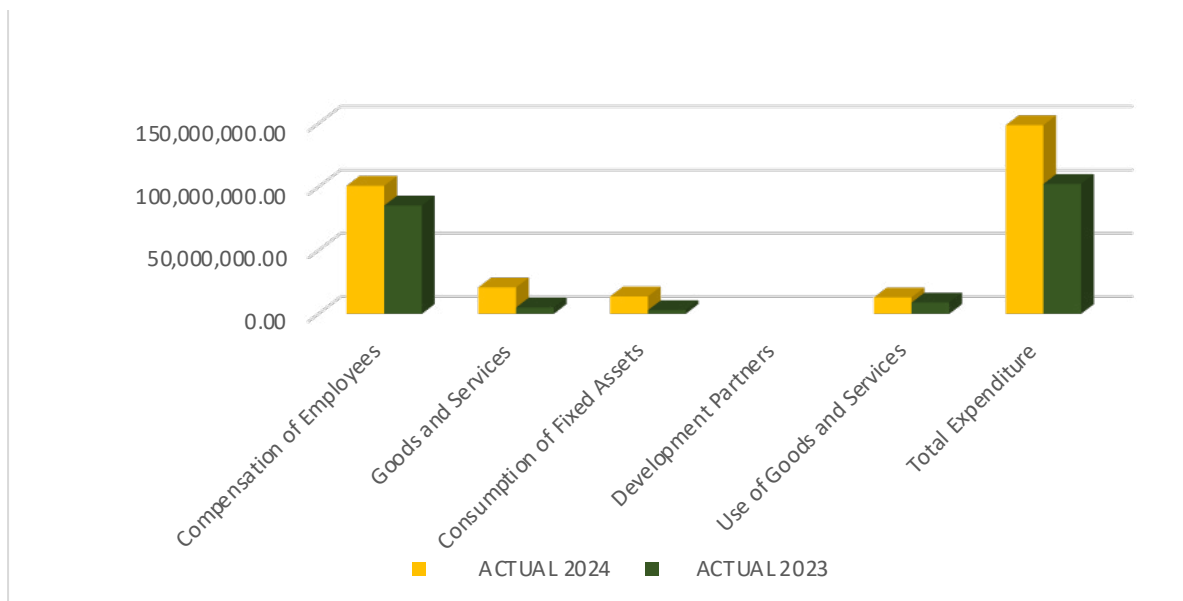


Figure 10.0. Expenditure for Year 2024 and 2023



2.0 DEVELOPMENT /CORPORATE PARTNERS

The Commission collaborated with the European Union and various Corporate Institutions to enhance its service delivery. These partnerships supported activities such as Preventing and Containing Violent Extremism (PCVE) project, workshops on citizens’ engagements for participation in the Compact for Ghana’s Political and Economic Transformation (ACET), Forty- Eight Marathon reading in twelve selected districts in Greater Accra, workshop on intergenerational dialogue among national stakeholders and youth constituencies, sensitization on mis/disinformation & hate speech ahead of 2024 general election, townhall meetings with Political Party Youth Activists (PPYA) in some selected districts in Ghana, and education on Pre & Post 2024 general election.

Table 33.0 Details of Development and Corporate Partners

DETAILS	AMOUNT GHC
HEAD OFFICE	
European Union (PCVE)	6,286,941.02
African Centre for Economic Transformation (ACET)	1,496,677.50
Accra World Book Capital (AWBC)	15,300.00
UNESCO	47,790.00
IGP	45,000.00
French Embassy	608,378.47
ECOWAS	1,591,200.00
UNDP	479,768.24
REGIONS	
GREATER ACCRA	
Church of Pentecost – <i>Ablekuman Central</i>	3,500.00
Ga Central Municipal	13,000.00
UCC Credit Union	1,000.00

3.0 OTHER INCOME

Other income received during the reporting period comprises rental income from residential facilities allocated to staff.

Major Partners and Sponsors for 2024



With Support from the European Union



Government of Ghana



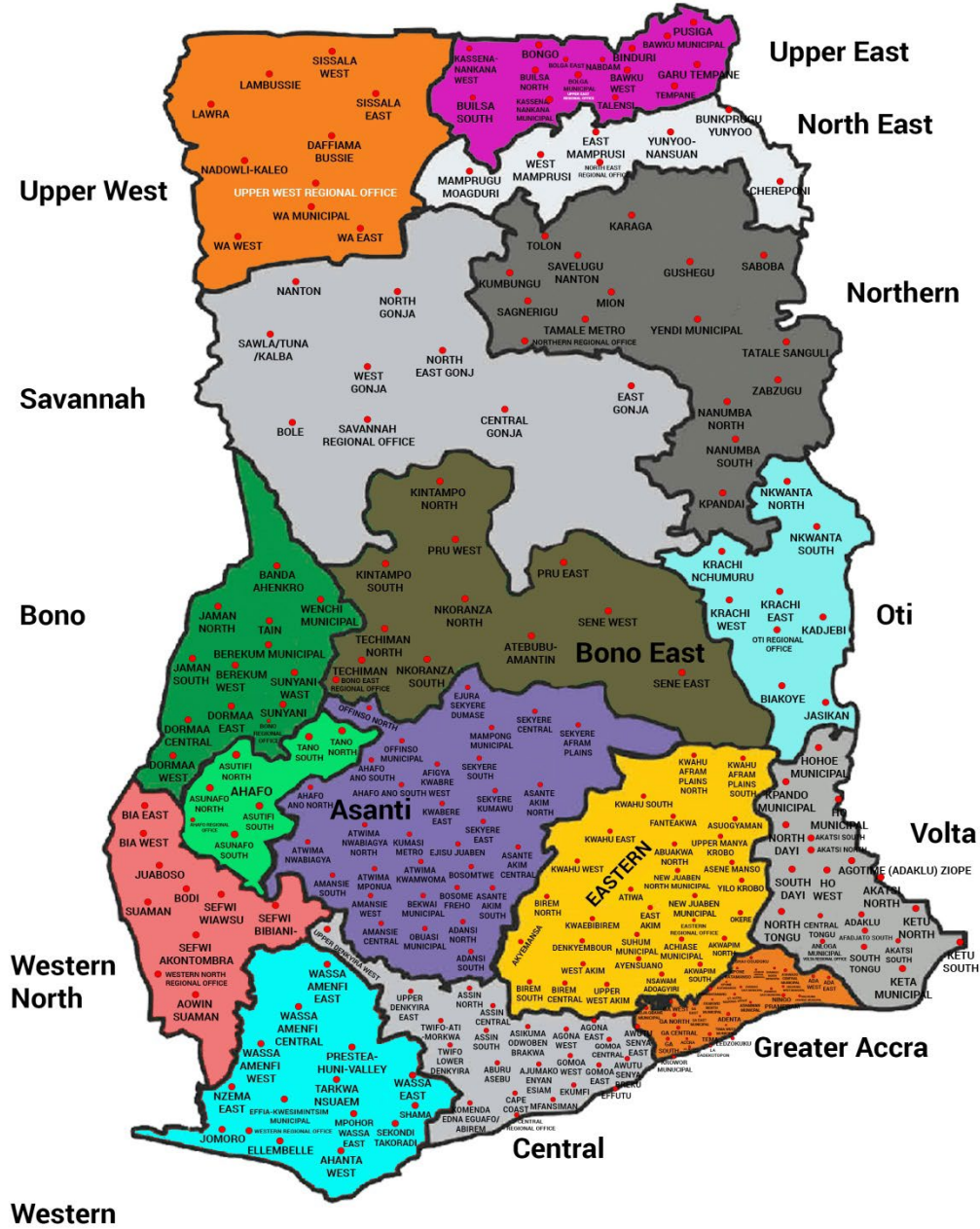
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THE CONSTITUTION OF THE REPUBLIC OF GHANA 1992

CHAPTER NINETEEN

THE NATIONAL COMMISSION FOR CIVIC EDUCATION ACT, 1993



THE FOUR HUNDRED AND FIFTY SECOND ACT OF PARLIAMENT OF THE REPUBLIC OF GHANA

ENTITLED

THE NATIONAL COMMISSION FOR CIVIC EDUCATION ACT, 1993

An act to establish the national commission for civic education to provide for its composition and functions and for other matters relating to its organisation

DATE OF ASSENT: 6TH JULY, 1993

BE IT ENACTED BY PARLIAMENT AS FOLLOWS:

1. There is established by this Act a National Commission for Civic Education referred to in this Act as “the Commission.”
2. The Functions of the Commission. The functions of the Commission are-
 - (a) to create and sustain within the society the awareness of the principles and objectives of the Constitution as the fundamental law of the people of Ghana;
 - (b) to educate and encourage the public to defend the Constitution at all times, against all forms of abuse and violation;
 - (c) to formulate for the consideration of Government, from time to time, programmes at the national, regional and district levels aimed at realising the objectives of the Constitution;
 - (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

*Establishment
of National
Commission
for Civic
Education.*

*The Functions
of the
Commission*

- (e) to assess for the information of Government, the limitations to the achievement of true democracy arising from the existing inequalities between different strata of the population and make recommendations for re-dressing these in-equalities.
3. Except as otherwise provided in the Constitution or in any other law which is not inconsistent with the Constitution, the Commission shall not be subject to the direction or control of any person or authority in the performance of its functions. *Independence of Commission.*
4. The Commission shall consist of- *Composition of the Commission.*
- (a) a Chairman;
- (b) two Deputy Chairmen; and
- (c) four other members.
5. Members of the Commission shall be appointed by the President acting on the advice of the Council of State. *Appointment of Members.*
6. (1) Members of the Commission shall be persons who are qualified to be elected as members of Parliament. *Qualification of Members.*
- (2) Members of the Commission shall be persons who do not hold office in any political party.
7. (1) The Chairman of the Commission shall enjoy the same terms and conditions 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. *Terms and Conditions of Service of Members of Commission.*
- (2) The other members of the Commission shall hold office on such terms and conditions as may be approved by Parliament.
- (3) The Chairman and the two Deputy Chairmen of the Commission shall not, while they hold office on the Commission hold any other public office.
8. (1) Where a member of the Commission other than the Chairman is incapacitated by illness or any other cause from performing the functions of his office, the President may, acting on the advice of the Council of State appoint another person to perform his functions until the member is able to resume the performance of his duties. *Filling Vacancies.*

(2) Where the Chairman of the Commission dies, resigns, is removed from office or is absent from Ghana for a continuous period exceeding three months or is by reason of illness unable to perform the functions of his office, one of the Deputy Chairmen as directed by the President shall act as Chairman until the Chairman is able to perform the functions of his office or until a new Chairman is appointed.

(3) Where a person is appointed as a member to fill a vacancy he shall hold office for the remainder of the term of the previous member and shall, subject to the provisions of this Act be eligible for re-appointment.

9. The Chairman or a member of the Commission may resign his office by notice addressed to the President.

Resignation.

10. (1) The procedure for the removal of the Chairman or a Deputy Chairman from office shall be the same as those applicable for the removal of a Justice of the Court of Appeal and a Justice of the High Court respectively under the Constitution.

*Removal of
Members of
Commission.*

(2) Any other member of the Commission may be removed from office by the President acting on the advice of the Council of State for inability to perform the functions of his office or for any just cause.

11. (1) The Commission shall meet for the despatch of business at a time and place determined by the Chairman but shall meet at least once in every month.

*Meetings of
Commission.*

(2) The quorum at a meeting of the Commission shall be four of the members of the Commission that includes the Chairman or a Deputy Chairman.

(3) There shall be given to members a notice of four clear days for every meeting of the Commission.

(4) The Chairman shall preside at each meeting of the Commission but in his absence one of the Deputy Chairmen shall preside.

(5) The validity of proceedings of the Commission shall not be affected by a vacancy in its membership or any defect in the appointment of a member.

(6) Questions before the Commission shall be decided by a majority of the members present and voting and where there is equality of votes the Chairman shall have a second or casting.

(7) The Chairman shall summon a special meeting of the Commission within fourteen days of the receipt of a written request signed by not less than four members of the Commission.

- (8) Except as otherwise provided in this Act, the Commission shall regulate the procedure at its meetings.
12. The Commission may co-opt any person to act as an adviser at its meetings but no co-opted person is entitled to vote at a meeting. *Power to Co-opt.*
13. The Commission may appoint committees made up of members or non-members or both and may assign to them such functions as the Commission may determine except that a committee consisting entirely of non-members may only advise the Commission. *Commission to Appoint Committees.*
14. (1) The Commission shall in consultation with the Public Services Commission appoint a Secretary to the Commission. *Secretary.*
- (2) The Secretary shall in consultation with the Chairman arrange the business, record and keep minutes of the meetings of the Commission.
- (3) The Secretary shall perform such other functions as the Commission may assign to him and shall be assisted in the performance of his functions by any of the employees of the Commission that the Commission may direct.
15. (1) The Commission shall employ such other officers and employees as may be reasonably necessary for the effective discharge of its functions. *Other Staff of the Commission.*
- (2) The officers and employees shall be appointed by the Commission in consultation with the Public Services Commission.
- (3) Other public officers may be transferred or seconded to the Commission or may otherwise give assistance to it.
16. (1) There shall be in each Region and District of Ghana regional and district branches of the Commission. *Regional and District Branches of Commission.*
- (2) There shall be appointed for each regional and district branch of the Commission such officers as the Commission shall determine.
- (3) The Commission may create such other lower structures as would facilitate its operations.
17. A regional or a district branch of the Commission shall perform in respect of the Region or District such of the functions of the Commission specified under this Act as the Commission may direct. *Functions of Regional and District Branches.*

18. The administrative and operational expenses of the Commission including salaries, pensions and allowances payable to or in respect of persons serving with the Commission shall be charged on the Consolidated Fund. *Expenses of Commission Charged on Consolidated Fund.*
19. Accounts. (1) The Commission shall keep proper books of account and proper records in relation to them and the account books and records of the Commission shall be in a form approved by the Auditor-General.
- (2) The books and accounts of the Commission shall be audited by the Auditor-General or by an auditor appointed by him within a period of six months after the end of the financial year.
20. The Commission shall, annually submit to Parliament a report indicating the activities and operations of the Commission in respect of the preceding year. *Annual Report.*
21. A person who wilfully obstructs the Commission or otherwise interferes with the Commission in the discharge of its functions commits an offence and is liable on conviction to a fine not exceeding c500,000 or to a term of imprisonment not exceeding six months or to both. *Offences.*
22. (1) The Commission may by Legislative Instrument make Regulations to carry out the provisions of this Act. *Regulations*
- (2) The exercise of the power to make regulations shall be signified by the personal signature of the chairman or in the absence of the chairman, a deputy chairman.
23. In this Act, unless the context otherwise requires,
"Auditor-General" includes an auditor appointed by the Auditor-General;
"Commission" means the National Commission for Civic Education established by article 231 of the Constitution. *Interpretation*
24. The National Commission for Democracy Law, 1988 (PNDCL. 208) is repealed. *Repeal*