

Strengthening national police structures

Support to the reform process of the Ghana Police Service

What is the initial situation?

Compared with other West African countries, Ghana is relatively safe, secure and stable. Engaged in a process of democratic consolidation since the early 1990s, Ghana is seen as a pioneer in sub-Saharan Africa in terms of its democratic and economic development.

These positive trends are also reflected in some areas of its security governance. However, the **public's image of the police is not only positive as cases of corruption and unprofessional behaviour** amongst police officers are a recurring theme. The investigation and complaints processes of the Ghana Police Service are not yet effective enough to combat these comprehensively. For instance, it takes a long time for a complaint to be dealt with and there is little transparency when it comes to handling officer misconduct. Even though the police is becoming more responsive to citizens' needs, progress has been limited and is not being backed up by any broad-based PR work.

Nevertheless, the Ghanaian police instigated an extensive and ambitious **reform** in 2017. This Transformation Programme is geared towards creating a **professional police service that is responsive to citizens' needs** and serves as a role model for other countries. Even though the gradual implementation of this Programme is still in an early stage, the route to be taken is clearly marked.

What is the goal?

As part of its Transformation Programme, the Ghanaian police has improved its training system, and is strengthened in the areas of accountability and community policing. Thus enhancing public safety and security.

Programme title	Programme to build and strengthen the police structures in selected partner countries in Africa
Country component	Strengthening national police structures in Ghana
Commissioned by	German Federal Foreign Office
Lead executing agency	Ghana Ministry of the Interior
Overall term	July 2019 to December 2022
Budget (2019-2022)	Approx. EUR 2.4 million

How do we work?

GIZ has been supporting police reform processes in Africa on behalf of the German Federal Foreign Office since 2009. The programme is currently implementing **11 country- and region-specific components** on the continent. All processes are devised in close consultation with the partner institutions to meet their respective needs. The activities are based on existing national or international strategies and are implemented complementarily, focusing on compliance with legal standards and especially the **International Bill of Human Rights in police work**. The programme's measures place particular emphasis on **gender equality**. Our partners are given support in the following areas: **infrastructure and equipment, basic training, in-service and advanced training as well as organisational advice**.



Both photos:

Planning workshops at the start of the programme

Left: The General Director of the Criminal Investigations Department

Right: Group photo of participants

Both photos:

The police engaging with the public – community policing in action

Marina Mdaihli
Marina.Mdahili@giz.de



The **country component Ghana** is assisting the country's police authorities with strengthening their training system and continuing professional development. It is also focusing on improving the police internal complaints mechanism. With this in mind, the programme is intended to help further develop the community policing strategy and its implementation in rural areas.

What have we achieved so far?

Ghana was added to the programme as a partner country in mid-2019. The cooperation kicked off with a participatory workshop, involving all implementing partners that resulted in the drawing up of joint operational plans. The first tangible measures are currently at the planning stage.

In other countries, the programme can draw on achievements in the fields of activity on which the country component Ghana is focused. For instance, police training capacity has already been increased in numerous country components, e.g. at the national police schools in Côte d'Ivoire and Nigeria.

What more do we want to do?

The Ghanaian police authorities are to be supported in further professionalising their training system. This will mean review of existing curricula, developing new training modules and courses as well as training of trainers.

A comprehensive strategy is set to be developed and the relevant officers trained in order to ensure community policing. For instance, the introduction of standard operating procedures is intended to adjust internal workflows and thus make them more efficient and transparent. There are also plans to involve civil society in producing information material, facilitating broad-based communication.

The police internal complaints mechanism is to be improved by developing and applying standardised processes. In selected areas, the relevant units will need to be provided with equipment. Involving the general public and engaging in dialogue with civil society stakeholders intends to increase public trust in the police. Altogether the aim is for the national police to be seen as a strong and transparent actor that obeys the law.

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Programme to build and strengthen the police structures
in selected partner countries in Africa
Potsdamer Platz 10
10785 Berlin, Germany
T +49 30 338424 - 475
F +49 30 338424 - 22475
marina.mdaihli@giz.de
www.giz.de/en/worldwide/15637.html

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Text

Ruth Langer

GIZ is responsible for the content of this publication.

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Federal Foreign Office
Werderscher Markt 1
10117 Berlin, Germany
T +49 (0)3018 17 - 0
F +49 (0)3018 17 - 3402

poststelle@auswaertiges-amt.de
www.auswaertiges-amt.de