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Ethnic Structure, Inequality and Governance of the Public Sector in Ghana

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ACRONYMS AND ABBREVIATIONS

ADA	-	Avoidance of Discrimination Act
AFRC	-	Armed Forces Revolutionary Council
AYO	-	Anglo Youth Association
CDD	-	Center for Democratic Development
CDR	-	Committees for the Defense of the Revolution
CDS	-	Chief of Defense Staff
CEPS	-	Customs Excise and Preventive Service
CPP	-	Convention People's Party
CSPIP	-	Civil Service Performance Improvement Programme
CSRP	-	Civil Service Reform Programme
CYO	-	Committee of Youth Organizations
DA	-	District Assembly
DACF	-	District Assembly Common Fund
DPP	-	Democratic People's Party
DCE	-	District Chief Executive
DCEP	-	District Capitals Electrification Project
EC	-	Electoral Commission
EGLE	-	Every Ghanaian Living Everywhere
ERP	-	Economic Recovery Programme
FCUBE	-	Free Compulsory Universal Basic Education
GA	-	Great Alliance
GAF	-	Ghana Armed Forces

GPRSP	-	Ghana Poverty Reduction Strategy Paper
GSS	-	Ghana Statistical Service
HIPC	-	Highly Indebted Poor Country
ICWU	-	Industrial and Commercial Workers' Union
IMF	-	International Monetary Fund
IPAC	-	Inter Party Advisory Council
JSS	-	Junior Secondary School
LI	-	Legislative Instrument
MP	-	Member of Parliament
MAP	-	Muslim Association Party
NAL	-	National Alliance of liberals
NCP	-	National Convention Party
NCBWA	-	National Congress of British West Africa
NCWD	-	National Council on Women and Development
NDC	-	National Democratic Congress
NIP	-	National Independence Party
NLC	-	National Liberation Council
NLM	-	National Liberation Movement
NPP	-	New Patriotic Party
OHCS	-	Office of the Head of Civil Service
PA	-	Progressive Alliance
PAMSCAD	-	Programme of Action to Mitigate the Social Cost of Adjustment
PCP	-	People's Convention Party

PDC	-	People’s Defence Committee
PFP	-	Popular Front Party
PIP	-	Public Investment Programme
PHP	-	People’s Heritage Party
PM	-	Presiding Member
PNC	-	People’s National Convention
PNDC	-	Provisional National Defense Council
PNP	-	Peoples National Party
PP	-	Progress Party
RCC	-	Regional Coordinating Councils
RESEC	-	Regional Security Council
SAP	-	Structural Adjustment Programme
SHEP	-	Self-Help Electrification Project
SSNIT	-	Social Security and National Insurance Trust
SSS	-	Senior Secondary School
TC	-	Togoland Congress
TOR	-	Tema Oil Refinery
UGCC	-	United Gold Coast Convention
UNDP	-	United Nations Development Programme.
UP	-	United Party
VORADEP	-	Volta Regional Development Corporation
WDC	-	Workers’ Defence Committee
WEREMUD	-	Western Regional Movement for Unity and Development

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ETHNIC STRUCTURE, INEQUALITY AND THE GOVERNANCE OF THE PUBLIC SECTOR IN GHANA

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Introduction and argument

Ghana, like most countries in Africa is a multi-ethnic, multi-religious and multi-cultural society. Its current population, which is estimated at about twenty million, is a vast mosaic of large and small ethnic groups. The major groups are the Akan, the Mole Dagbani, the Ewe, the Ga Adangbe, the Guan, the Gurma, the Grusi and the Mande-Busanga (Ghana Statistical Service, 2000).

Despite its rich ethnic diversity, easy geographical and social mobility have scattered people from various ethnic groups throughout the country without

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