

***INTERNAL GENDER
AND INCLUSIVE
POLICY FOR THE
CONVENTION
PEOPLE'S PARTY***

CPP



CONVENTION PEOPLE'S PARTY

FREEDOM

Forward Ever, Backward Never

PREFACE

The Convention People's Party (CPP) has consistently shown commitment to entrenching democracy in Ghana. It is in this context that the CPP partnered UNDP Ghana and other political stakeholders to put together the Joint Party Support and Strengthening (J-PASS) project to serve as a useful platform for political parties in Ghana to cooperate and share ideas on how to improve the democratic process. One of the priority areas of the J-PASS has been the broadening of political participation and the deepening of political inclusion.

This has been to ensure that various sections of society that are often under-represented are equitably represented around the decision making tables in Ghanaian political circles. Essentially, CPP has been in the forefront of efforts to collaborate with political parties and other political stakeholders in Ghana to cure the disproportionate participation, in terms of gender, in higher echelons of power. Significantly, CPP subscribes to UNDP's broadened conception of gender in terms of political inclusion to include in addition to women; Persons with Disability (PWD) and the youth.

In practicalizing the said objective, CPP's partnership with UNDP Ghana, through the J-PASS project commissioned in the first quarter of 2016, a comparative study on international best practices on gender policies in political parties. This study noted that, almost all parties have in place an awareness of the challenges of women in politics and some efforts to ameliorate such challenges. However, in the case of the youth and Persons with Disability (PWD), the case was very dissimilar, as there was a lesser level of consciousness and support. The study basically concluded that a lot had to be done to institutionalize gender inclusion-seeking policies within Ghanaian political parties.

This present study headlined as the Development of Internal Gender and Inclusive Policy for Political Parties in Ghana comes on the back of the recommendation of the aforementioned study for the institutionalization of gender policies within political parties. The laudable approach to this new study is the emphasis on ensuring that the political parties own the final policy outcome as this makes it easier to be accepted and put into actual use within the ranks of the CPP.

CPP's efforts to help in entrenching political inclusion in Ghana fits in a global context where countries across the world have engendered deliberate steps to achieve political inclusion, leading to remarkable results in some instances. Even in Africa, countries such as Rwanda provide a stellar example, where it holds the record of having the highest female representation, in percentage terms, in its parliament. Other African countries including Seychelles, Senegal and South Africa are in the top ten countries around the world with the highest female proportional representation.

The experiences of many successful countries of political inclusion, including some of those listed above, have shown that inclusion is best achieved through the establishment of quota systems. In cases of Rwandan, Senegal and Kenyan, for instance, national constitutions have been used to reengineer political participation. The Kenyan example can hold more value as the national constitution does not only entrench quotas for women but also for the youth and PWDs. Aside nationally-mandated quotas, a number of political parties around the world have on their own accord instituted quotas to deepen internal party inclusion. For example, in Germany, the Social Democratic



Party mandates at a minimum, the presence of 40% of each gender on party boards and lists. The African National Congress (ANC) in South Africa adopted a 50-50-gender quota in local elections and rolled out same for national elections and all party structures in 2009.

Notwithstanding, a few countries have internalized inclusive participation enough such that they do not need quotas. This is especially the case in the Scandinavian countries as women have over time, come to have an equitable chance in gaining political portfolios. This is the same for PWDs as one's physical limitations are not socio-culturally such a hindrance. Effectively, such society-wide internalization of the values of fairness and equity must be the aspiration both in the context of access to political leadership and beyond for political parties in Ghana. Hopefully, this policy document would provide good foundations for the pursuit of such an internalization of the value of inclusive political participation within political parties and the broader governance space.

INTRODUCTION

The socio-economic and cultural barriers that militate against the effective participation of more than half of the populations of most countries led to the development of global interventions aimed at mitigating the challenge and guaranteeing broader participation of all eligible citizens in the political processes of countries. The interventions have included legally binding frameworks such as the 1979 Convention on Elimination of All Forms of Discrimination Against Women (CEDAW), the 2003 Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa as well as other guidelines such as the Beijing Declaration and Platform for Action (1995); the Millennium Development Goals (2000), the Solemn Declaration on Gender Equality (2003); and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003) among others.

In recognition of the formidable barriers posed by gender, age and disability to participation, Ghana under the leadership of the Convention People's Party (CPP) became a pioneer in the promotion and protection of inclusive participation. The Nkrumah government made some noteworthy efforts to improve the situation of women. In relation to formal employment, the first Republic saw the abolition of pay discrimination against women and the granting of maternity leave with full pay and the opening up of new avenues of employment for women, sometimes in male-dominated professions. It was in the first Parliament of the first Republic that (10) women were elected to special women's seats in 1960. It was a form of Affirmative Action and the first of its kind in Sub-Saharan Africa.

In line with its history on inclusion, Ghana's constitution contains anti-discriminatory provisions that eschew prejudicial treatment based on sex, gender, socio-economic status¹ and disability² among others. In addition to the constitutional provisions, the Political Parties Act reinforces the need for inclusion.³ Article 1 of the 2006 Persons with disability Act also prohibits exclusion of a Person with Disability from participating in political activities.

Other instruments that promote inclusion include the National Youth Policy, which promotes the participation of the youth in decision making; as well as the National Gender Policy and the Draft Affirmative Action Bill that seek to promote women's political participation at all levels.

As a Party founded on the principles of equity and social justice, the CPP reiterates its commitment to promote broad participation of Ghanaians and aligns itself to international and national good practices on participation. This Gender Policy is therefore a reflection of our promise to guarantee inclusion and deepen the pursuit and realization of the ideals of equitable participation in the CPP's internal democracy by women, the youth and persons with disability.

¹ Article 17 (2) and (3) 1992 Constitution

² Article 29 (1), (4)

³ See in particular, Article 2(1), Political Parties Act.



Vision

A party that promotes equal opportunity and institutionalises measures for broad participation of all its members, irrespective of gender, age and ability.

Goal

This Policy institutionalises the practices of the CPP on broad participation and inclusion and provides further guidance on ways to enhance intra-party inclusion for all members.

Objectives

Broadly, the objectives of the Gender Policy include the following;

- Provide a framework for the systematic and structured promotion of the ideology of broad participation and inclusiveness.
- Stimulate the conscious integration of the principles of inclusion in policy development, planning and implementation in the Party.
- Ensure that the CPP's policies aimed at inclusion are consistent throughout the various levels of the party and easily referable.

Methodology

This Policy was developed through a consultative process led by a team of Consultants and funded by the UNDP. For the purposes of this Policy, gender is conceptualised as the sociologically assigned roles of persons on the basis of their sex, age and abilities. Two main data collection approaches –a survey and Interviews- were used for gathering the information that formed the basis of the provisions herein. Sub-national executives of the Party in the Greater Accra region were the target of the survey while the national executives were interviewed. The selection of the first group was based on the fact that as persons who hold contested positions in the party at the sub-national level, they have practical experiences of the effects of gender dynamics on opportunities within the party, the party's efforts at mitigating the challenges to equal participation and the changes they would like to see in the Party.

The interviews, which were held with the national executives of the party, sought to ascertain the CPP's strategic outlook on broad participation and inclusion and to distil policy options for enhancing the Party's efforts at the promotion of the participation of women, the youth and people with disabilities.

GUIDING PRINCIPLES

- Participation is a central tenet of democracy.
- Participation and inclusion are inalienable rights.
- Social justice and equity are fundamental pillars of the party.

POLICY PROVISIONS

The CPP aspires to rope in women, the youth and PWDs in our everyday work and importantly, into the party's decision-making structures. The policies that follow from here are meant to serve as the guidelines for all CPP members particularly those holding official positions in our bid to deepen practical inclusiveness within the ranks of the party.

1. Enhancing access to physical structures of the party

The CPP is fully aware that the provision of an enabling environment that makes it possible for all persons including people with disability to access physical structures of institutions is critical to guaranteeing effective participation and inclusion. In recognition of this fundamental need, we have made efforts to make our party headquarters disability friendly by providing ramp access.

We shall continue our efforts at working towards the progressive realisation of the provisions of Article 6 of the Disability Act (2006) by ensuring that all Party offices are disability friendly. Until the Party is able to make the needed modifications and additions to its structures to facilitate disability access, all staff of the Party shall provide required assistance to people with disability to enable them effectively access our offices.

The Party will also work at ensuring that persons with disability have access to information and are able to communicate effectively with Party staff at all party offices.

2. Mainstreaming inclusion into the design and development of the Party's Plans Programs

Men, women, the youth and persons with disability play different but useful roles in the design, development and implementation of plans, programs and activities. The different roles played by the different groups means that they may also have different needs. It is therefore imperative to take cognizance of the different roles and needs of the different groups in planning, programming and execution of Party activities.



The CPP shall ensure that gender considerations are systematically integrated into the design and development of the Party's plans, programs and activities at all levels of the party.

The party shall take the specific needs of women, the youth and persons with disability -such as access to the venue; time of the activity and the physical security among others- for party activities.

a. Gender-disaggregated membership databases

The CPP is conversant with the utility of disaggregated data for mainstreaming gender into the Party's plans, programmes and activities; for developing campaign strategies and canvassing votes and has begun the development of a gender-disaggregated membership database. The Party shall therefore continue the development of gender-disaggregated membership databases at all levels of the Party.

b. Party reports inclusive of gender analysis

Given the different needs and roles played by women, the youth and people with disabilities in activities they participate in, it is imperative to assess the effect of the participation of the various groups on plans, programs and activities on the one hand and how the same affects the groups on the other. This is to allow for necessary adjustments to be made to enhance the role of the various groups.

The CPP shall therefore incorporate a segment on gender analysis in reports generated at all levels of the Party.

3. CAPACITY-BUILDING

The CPP recognises that the ability to translate its political commitments into the lives of its members is dependent on the possession of the right knowledge by all party members and the requisite skills and tools by party officials as well as the direct beneficiaries of the processes of inclusion. To this end, we shall continue to sensitize our members on the need for inclusion and broad participation. We shall also actively create awareness and sensitize all party members on the content of this policy.

a. Training for party executives and office holders on gender and inclusiveness

We will actively seek opportunities for building the capacity of the Party's office holders at all levels on the integration and mainstreaming of gender and inclusion – especially in the areas of gender-sensitive planning and programming- into all activities of the Party.

b. Provision of training opportunities, mentoring and Capacity-Building for Women, Youth and PWDs

As a demonstration of our commitment to participation, the CPP shall provide training opportunities for the various groups and also ensure that equal opportunities are given to women, the youth and people with disabilities to participate in Partner organised training opportunities.

We recognise the invaluable contribution of mentoring to confidence building and shall develop a structured mentorship programme that provides the opportunity for members of the various groups to benefit from the lessons of experienced party members.

4. Participation in Decision-making

The CPP has provided an enabling environment for the participation of the youth in the decision making structures of the party. It shall continue to provide opportunities for its youth to effectively participate in the activities of the party and particularly encourage young females to play a more active role in the activities of the party.

As a Party that is well aware of the fact that due to the historical injustices against certain sectionalities, it is impossible for members of those sectionalities to compete on an equal footing with those who have traditionally received privileged treatment. The party will therefore put in place measures to facilitate the participation of those who are lagging woefully behind.

a. Quotas

As a party with a history of providing quotas, the Party aligns itself to the set national provisions on quota and shall ensure that women form 40% of its decision-making structures at all levels. The party shall also provide quotas for up to 10% of the population of Persons with Disability to be represented in the decision-making structures of the Party.

b. Elections Support

In our effort to sustain the participation of women, youth and people with disabilities, the mechanisms in place shall be strengthened and re-configured where possible, to provide practical support

To encourage women, youth and PWDs to participate more in the CPP's activities, the party will put in place and/or sustain mechanisms of practical support to persons from these sectionalities who contest in the CPP's internal elections. This will include filing fee rebates to degrees that will be determined periodically.

5. COMMUNICATION

Communication is an essential tool for political parties as it is used in the transmission of information both to party members as well as the wider population. Guaranteeing that the relevant audiences receive and understand the Party's communication is therefore critical to ensuring that all persons are able to make informed decisions.

Women, men and persons with disability access information differently and as a result, their specific needs must be taken into consideration in the design and transmission of information. We have made some considerable efforts at addressing the communication needs of different audiences and



commit ourselves to strengthening those efforts to reach all members of our party. In particular, we shall ensure that our communication times is sensitive to gender and inclusiveness at all. The Party's communication structure would also be more sensitive to the needs of Persons with Disability.

a. Internal communication

We shall work progressively to ensure that beyond the Party manifesto, other party materials are put into braille and recorded formats.

We shall employ the use of sign language professionals during meetings that have persons with hearing impairments in attendance.

Unaided communication systems shall be employed in all party offices to assist persons with communication disabilities.

We will employ various transmission methods that guarantee that all members of the party, irrespective of gender, are able to access the information communicated.

b. External communication

In communicating to our external audiences, the commitments relating to intra-party communication shall be mirrored. In addition, captions would be used in audio-visual communications.

6. COMPLIANCE

As a demonstration of our commitment to implementing the principles of inclusion generally and specifically as provided in this Policy, we shall establish oversight structures for facilitating the participation of the identified groups and for the general implementation of this policy.

a. PWDs Relations Officer

We recognize that irrespective of their gender, persons with disability face peculiar challenges that arise from the disabilities they suffer. Being able to integrate the concerns of persons with disability therefore requires sensitivity. However, due to the fact that the concerns of persons with disability have not been internalized widely, some dedicated effort must be made to integrate and mainstream such concerns.

We shall therefore seek to create a position for a PWD Relations Officer who will be the focal person primarily in charge of issues concerning PWDs and help promote their peculiar needs and interests.

b. Gender and Inclusion Desks

The CPP recognizes that there must be designated focal points created within the party structures to address the concerns of excluded groups. In that regard, the CPP will create Gender and Inclusion Desks especially at the Regional and National Levels of the CPP.

The role of the Gender and Inclusion Desk is to see to the implementation of inclusion policies at all levels of the CPP. In effect, the gender desks will on a day to day basis ensure the implementation of inclusion policies to achieve effective mainstreaming.

c. Cross-Party Gender Committees

The CPP is ready to share an inter-party gender and inclusion platform to confer with other political parties, and to share experiences on how best the inclusion of women, youth and PWDs can be mainstreamed



GENDER AND INCLUSION STRATEGY FOR THE CONVENTION PEOPLE'S PARTY

What	Who	How	When	Assumptions	Mitigating Factors
The acceptance of the Policy and its mainstreaming into the activities of the Party by the top decision making body	The Secretariat	Tabling the discussion of the policy as an agenda item for the meeting of the National Executive Committee.	At the next NEC meeting after the adoption of the policy by the secretariat.	Given the participatory approach utilized in the development of the policy, the Secretariat would be able to gain political buy-in with the NEC.	The UNDP J-PASS may be invited to share insights on the need for the policy to back the internal advocates for the adoption of the policy and present the opportunities for support in the implementation of the policy.
Access to physical structures/offices of the party	The Party	The provision of ramps to aid movement for those in wheelchairs accessing current party offices	Short term	<ul style="list-style-type: none"> • There is wheelchair access to the national headquarters of the Party. As such, improving this and also replicating it in other branch offices falls in line with the party's position. • It is cost-intensive to put in place ramps and especially elevators at party offices. • The CPP offices are mostly not in buildings owned by the party. This limits the party's say in the (re) engineering of the building to facilitate access. • The design of permanent party offices would be able to cater for the requirements for disability access organically. 	<ul style="list-style-type: none"> • The staff at CPP offices must always be conscious of the differences in accessibility needs and must be alert to provide required assistance. • Until the necessary engineering are in place, meetings at the party office involving PWDs must be held on the ground floor.
		In future, disability access should be a consideration in renting facilities for use as party offices	Medium Term		
		The design of permanent party offices must conform to the provisions of Article 6 of the Disability Law. This means that storied buildings must have elevators.	Long term		
The inclusion of indicators and a simplified system for the collection of gender, age and disability as part of the disaggregated membership data	Party Secretariat (Led by General Secretary and National Organizer)	<ul style="list-style-type: none"> • Development of the relevant electronic membership registration software /platform for the collection of disaggregated data. • Training of relevant party officers on the use of the membership registration platform. 	Short term to medium term	The CPP website has a tool for online membership registration which already has indicators for sex and age. UNDP is working with the CPP to enhance the electronic membership registration platform, which is expected to facilitate the collection of disaggregated data on sex, age and disability among others.	The UNDP is assisting the CPP to improve the existing membership registration platform. Once completed, requisite training would be provided for relevant party officials.

What	Who	How	When	Assumptions	Mitigating Factors
The inclusion of gender analysis in reports of the Party.	General Secretary Secretaries from the regional to the constituency level	<ul style="list-style-type: none"> Party reports must have a sub-section for analysis on gender and inclusion that presents observations from both quantitative and qualitative perspectives 	Short to medium term	Party officers have capacity challenges for undertaking gender analysis.	<ul style="list-style-type: none"> The party could collaborate with the UNDP-JPASS program to identify competent partners willing to provide capacity building for party officers for gender and inclusion analysis. The development of reporting templates and guidelines that provides pointers for gender and inclusion analysis. Given the fact that the executive positions are elected positions, there is the possibility of a turn over of elected representatives. The training program(s) must be delivered periodically, in line with the Party's election cycle.
Enhance the knowledge and skills of party executives on gender and inclusive sensitive planning, programming and budgeting.	The Party	Education, awareness creation, sensitization and training.	Short to medium term	<ul style="list-style-type: none"> The Party already undertakes training on inclusivity for its executives and collaborates with partners to provide similar training. The top echelons of the Party hierarchy do not always have the time to participate in the available training programs due to the length of time and the target audience. Challenges with funding for education, awareness creation, sensitization and training. 	<ul style="list-style-type: none"> There is a need for the Party to collaborate with interested partners to develop different forms of targeted training that meets the needs of both the strategic members of the executive as well as the operational members. In particular, it would be useful to design and deliver strategic level policy dialogues that delivers need-to-know information on the need for gender and inclusivity. The training must be delivered periodically.
Provision of training opportunities, mentoring and capacity-building for Women, Youth and PWDs	The Party	The development of iterative and coherent training and a well-structured mentoring programme	Short to medium term	<ul style="list-style-type: none"> There are already existing training opportunities for capacity building. Some non-formal mentoring goes on within the party Challenge with funding for capacity development activities. 	<ul style="list-style-type: none"> The party can collaborate with competent Non-Governmental Organizations (NGOs), Civil Society Organisations (CSOs) and International Non-Governmental Organisations (INGOs) to provide training for party officers. Party members who already mentor within the party must be consulted to put together the structured mentorship programme. Before such a mentorship programme is put in place, experienced persons within the CPP have to be consciously encouraged to mentor.



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Participation in decision making	National Executive Committee	The party must commit to voluntary quotas	Medium term	<ul style="list-style-type: none"> The CPP backs the National Gender Policy and the Affirmative Action Bill and is a leader in the promotion of inclusive politics. It has the highest number of women in top decision making positions in the party. The 40% quota for women as suggested by the National Gender Policy and the Affirmative Action Bill in the short term may lead to some significant opposition. 	<ul style="list-style-type: none"> The Party must progressively pursue the 40% quota for women. The PWD official numbers may not warrant a fixed percentage. Until this is no longer the case, one (1) person to represent them on various committees should suffice.
		The party must institute an obligatory representation quota percentage at the various decision making levels. The party constitution must reflect such.	Long term		
Election Support	Party (National Election Committee, the Campaign and Fundraising teams and Party Organizers)	<ul style="list-style-type: none"> The party should institutionalize the rebates provided for filing fees given to certain contestants for internal positions The party must provide material support for persons within the above-mentioned categories wishing to participate in external elections. 	Short to medium term	<ul style="list-style-type: none"> As some among the selected groups have the means to pay, making the rebate policy one that is across the board may not be well received by the majority of the party. The Party's capacity to provide assistance is challenged by the financial implications 	<ul style="list-style-type: none"> Advocacy to explain the rationale for the rebates should encourage those who are able to make full payment for their filing fees. The Party must actively seek collaborations with various partners to develop innovative ways of providing material support to contestants within the limits of the existing laws among others to attract some material support. Party itself must first show some level of financial commitment by putting in place a dedicated gender and inclusion support fund.

What	Who	How	When	Assumptions	Mitigating Factors
Internal Communication	General Secretary and the Communication Team	<ul style="list-style-type: none"> Extend the provision of sign language translators, which is provided for the general convention to all other public meetings of the Party, which are likely to be broadcast. Have sign language translations during meetings involving persons with hearing challenges. Translate key party documents especially the party's constitution into braille and audio. Provide training for staff at the party's offices on how to communicate with PWDs, especially with hearing and vision impairments 	Medium term	The party may have challenges with the required technical expertise and financial wherewithal to make the necessary structural changes required to enhance access to communication by relevant PWDs within the party.	<ul style="list-style-type: none"> Work with organizations with the requisite expertise for the translation of essential documents into disability friendly formats. The UNDP should provide a convening platform for partner assistance in the area of translating the various resources into disability-friendly formats. The party should cooperate with the UNDP-JPASS project to identify partners with the capabilities to provide training for the relevant staff of the party on ways of handling and communicating with PWDs.
External Communication	General Secretary and the Communication Team	<p>Translate key party documents especially the party's manifesto into braille and audio.</p> <p>Have sign language translations and pre-recorded audio messages during campaign seasons for persons with hearing and visual challenges.</p> <p>Use large fonts on printed material for people with partial vision</p>	Medium term	<ul style="list-style-type: none"> The CPP had its 2008 manifesto translated into braille so does understand the need for and advantage of disability friendly materials. Party communicators may not have the needed technical expertise. 	<ul style="list-style-type: none"> Work with partners to identify and support the procurement of the requisite expertise for the translations. Involve party members with the needed expertise in the party's communication team.
The creation of a PWD Relations Officer Portfolio	National Executive Committee	The NEC sanctions the creation of such a position.	Medium term	<ul style="list-style-type: none"> Creating another position may not sit well with the bureaucracy of the party in the short term. Questions of it being electable may arise. 	<ul style="list-style-type: none"> If creating another portfolio will be challenging, additional oversight may rather be granted to another officer (the Organizers at the different levels of the party). The portfolio may be by appointment initially
Gender and Inclusion Desks	National Executive Committee	The NEC should sanction the creation of such a desk.	Medium to long term	The cost implications associated with creating these desks may be challenging in the short term.	<ul style="list-style-type: none"> Additional oversight may be granted to another officer (the General Secretary and Party Organizers at the various levels).



What	Who	How	When	Assumptions	Mitigating Factors
Ensuring that party plans, and programs are gender sensitive and inclusive.	National Executive Committee Party Organizers	Train the party's organizers and other officers at the various levels on gender sensitive planning and programming.	Short to medium term	There is a possible high turn over as most of the occupants of the positions are elected officials who hold tenured positions and would have to be replaced either at the end of their terms or when they lose elections.	<ul style="list-style-type: none"> Utilize the convening platform of the UNDP-JPASS project to identify partners with the capabilities to support the development of delivery of training for relevant party officials. To ensure the sustainability of the training programs, the partners could develop e-versions of the content of the training packages so that all elected officials of the party can undertake the training online. A gender and inclusion checklist of indicators can be put together as a reference point for those who plan the party's activities.
Cross-party Gender committees	The Party UNDP	The CPP will back UNDP's efforts to work with parties to put such a committee in place	Medium term to long term	<ul style="list-style-type: none"> UNDP may not immediately pursue the idea because of the challenge of cost and especially bureaucracy. Concerns of the platform being used as one for building electoral alliances may hamper gaining political buy-in. The fact that political parties have in the past had such cross-party platforms may make it possible to gain political buy-in. 	<ul style="list-style-type: none"> UNDP can rope this purpose into the activities of the already-existing J-PASS inter-party committee. The CPP can still go ahead and partner UNDP and other external organizations in the implementation of its own gender policy, in case the political parties do not show enough interest. The CPP must expressly instruct its representative on the committee on the extent of their powers.

