



**Commission on Human Rights  
And Administrative Justice  
CHRAJ, Ghana**

**Twenty-ninth Annual Report**

**2022**



The Rt. Hon Speaker of Parliament  
Parliament House  
Accra

Mr. Speaker,

In accordance with the provisions of Article 218 (g) of the 1992 Constitution, and Section 7 (1) (h) of the Commission on Human Rights and Administrative Justice Act 1993 (Act 456), I am pleased to present the Twenty-ninth Annual Report of the Commission for the period January 1 to December 31, 2022.

Yours sincerely,

**Joseph Whittal**  
Commissioner

## **Commission Members**



**Joseph Whittal, Commissioner**



**Richard Quayson, Deputy Commissioner**



**Mercy Larbi, Deputy Commissioner**

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## **LIST OF ACRONYMS**

|         |  |
|---------|--|
| AAACA   | Association of Anti-Corruption Agencies in Commonwealth Africa             |
| ACHPR   | African Commission on Human and Peoples' Rights                            |
| ACT     | Anti-Corruption and Transparency   |
| AG      | Attorney General's Department  |
| AU      | African Union  |
| CHRAJ   | Commission on Human Rights and Administrative Justice                      |
| CEDAW   | Convention on the Elimination of all Forms of Discrimination against Women |
| CEPS    | Customs Excise and Preventive Service                                      |
| CEFM    | Child, Early, and Forced Marriages   |
| CHRI    | Commonwealth Human Rights Initiative                                       |
| CCM     | Country Coordinating Mechanism   |
| CAGD's  | Controller and Accountant General Departments                              |
| CHRAJSA | CHRAJ Staff Association  |
| CSOs    | Civil Society Organisations  |
| ECOWAS  | Economic Community of West African States                                  |
| EOCO    | Economic and Organised Crime Office  |
| ICT     | Information Communication and Technology                                   |
| FIC     | Financial Intelligence Centre  |
| FIDA    | International Federation of Women Lawyers                                  |
| GARID   | Greater Accra Resilient and Integrated Development                         |
| GBV     | Gender Based Violence  |

|        |  |
|--------|--|
| GAC    | Ghana Aids Commission  |
| GES    | Ghana Education Service  |
| GSS    | Ghana Statistical Service  |
| GIMPA  | Ghana Institute of Management and Public Administration            |
| GANHRI | Global Alliance of National Human Rights Institutions              |
| IAA    | Internal Audit Agency  |
| IACD   | International Anti-corruption Day                                  |
| ICESCR | International Covenant on the Economic, Social and Cultural Rights |
| IHRD   | International Human Rights Day                                     |
| ILO    | International Labour Organisation                                  |
| KAIs   | Key Accountability Institutions                                    |
| LGBT   | Lesbian, Gay, Bisexual, and Transgender                            |
| LGBTQ+ | Lesbian, Gay, Bisexual, Transgender, Queer, and others             |
| LI     | Legislative Instrument   |
| MDAs   | Ministries, Departments, and Agencies                              |
| MMDAs  | Metropolitan, Municipal, and District Assemblies                   |
| MOGCSP | Ministry of Gender, Children and Social Protection                 |
| MLNR   | Ministry of Lands and Natural Resources                            |
| MoF    | Ministry of Finance  |
| MoU    | Memorandum of Understanding  |
| NACAP  | National Anti-Corruption Action Plan                               |



|          |  |
|----------|--|
| NACIWA   | Network of African Anti-Corruption Institutions in West Africa                             |
| NACOC    | Narcotic Control Commission  |
| NDPC     | National Development Planning Commission   |
| NHRIs    | National Human Rights Institutions   |
| NMRF     | National Mechanism for Review and Follow-Ups   |
| NGO      | Non-Governmental Organisation  |
| NMRF     | Mechanism for Review and Follow-Ups  |
| NPM      | National Preventive Mechanism  |
| NNHRI-WA | Network of National Human Rights Institutions in West Africa                               |
| PLHIV    | Persons Living with HIV  |
| PSAT     | Prevention Self-Assessment Tool  |
| PSRRP    | Public Sector Reform for Result Project  |
| OHCHR    | Office of the High Commissioner for Human Rights   |
| RTI      | Right to Information   |
| SOGIE    | Sexual Orientation, Gender Identity, and Expression  |
| SAVE     | Sustained Action on Violence Prevention Enhanced   |
| SDGs     | Sustainable Development Goals  |
| SMI      | Strategic Management and Innovation  |
| TI       | Technology and Innovation  |
| UNCAC    | United Nations Conventions Against Corruption  |
| UNCAT    | Convention against Torture and Other Cruel, Inhuman, and Degrading Treatment or Punishment |

|        |  |
|--------|--|
| UNDP   | United Nations Development Programme       |
| UNICEF | United Nations Children Fund               |
| UNODC  | United Nations Office on Drugs and Crime   |
| UPR    | Universal Periodic Review                  |
| WAPCAS | West Africa Project to Combat AIDS and STI |

# CHAPTER ONE

## INTRODUCTION

### 1.1 THE COMMISSIONER'S MESSAGE



It is with great delight that I present to the Parliament of Ghana the 2022 Annual Report of the Commission on Human Rights and Administrative Justice (CHRAJ).

As required by the 1992 Constitution and the CHRAJ Act, 1993 (Act 456), the annual report records the Commission's achievements of implemented activities and projects. It presents the status of indicators, baselines, targets, and implementation in line with the 5-year strategic plan (2021–2025) aimed at fulfilling the Commission's mandates for advancing human rights, accountability, and good governance. Significant achievements were made toward advancing human rights. The CHRAJ made notable progress in addressing the basic human rights of vulnerable and marginalized groups in society. This progress was achieved through the principles of non-discrimination, equality and protection from all forms of violence, as well as addressing issues faced by those impacted by activities of businesses and enterprises. The Baseline Assessment Report on Business and Human Rights (BHR) in text and braille was launched. The Commission also served on the Steering Committee tasked to develop a National Action Plan on BHR for Ghana, with funding from United Nations Development Programme (UNDP), OXFAM and Fredrich Ebert Stiftung (FES). The Online Stigma and Discrimination Reporting System (SDRS) was fully operationalized to receive complaints from all vulnerable and marginalized persons. This is in fulfilment of the SDGs aspiration of leaving no one behind. In safeguarding integrity of public officers to promote administrative justice, the Commission engaged consultancy services for Grievance Redress and Complaints Handling for Administrative Services. It is worth mentioning that the World Bank funding provided the Commission with the opportunity to carry out reforms in line with the Public Sector Reform for Results Project (PSRRP). Most striking is the processes leading to development of the Electronic Case Management System (ECMS) for the Commission. The Commission in its efforts to building a corruption free society concluded the Corruption Risk Assessment for the Ghana Health Service and Ministry of Fisheries and

Aquaculture Development. Moreover, a Technical Committee was inaugurated to draft Standard Operating Procedures for Whistle blower Protection in Ghana.

The Commission was selected as the Focal Institution to review the implementation of the 1<sup>st</sup> and 2<sup>nd</sup> Cycles of the United Nations Convention Against Corruption (UNCAC), pursuant to paragraph 13 of the “Guidelines for Governmental Experts and the Secretariat in the Conduct of Country Reviews”.

The Commission has the capacity to achieve even more if adequately resourced. I am grateful to the government of Ghana and Development Partners for their funding support. My heartfelt appreciation also goes to the staff whose work is evident in these success stories. Our goal is to make power accountable, governance transparent and realize a society that is free, just, and fair.

## **1.2 THE YEAR AT A GLANCE**

The Commission received a total of 10,574 complaints and resolved 9,612. This represents an increase of 20.4% in complaints received and a 15.3% increase in complaints resolved compared to the previous year. In respect of public education campaigns and activities, 12,292 were conducted depicting an increase of 40.8% over the year 2021.

### **1.2.1 HUMAN RIGHTS**

#### ***Case Management***

The Commission received and classified a total of 9,909 complaints under the Human Rights mandate and resolved 9,254 complaints, representing 93.4% of the total complaints received.

#### ***Public Education***

Seven thousand six hundred and seventeen (7,617) public education programmes on fundamental rights and freedoms were organized. The activities were in the form of seminars, symposia, lectures, and media engagements.

#### ***Collaborations and Participations in Meetings/Workshop***

The Commission collaborated and participated in human rights activities with the following local and international institutions/organisations during the reporting year.

- Ghana AIDS Commission
- Ministry of Gender, Children and Social Protection

- the Office of the Attorney General and Ministry of Justice
- National Council for Persons with Disability
- National Commission for Civic Education
- Commonwealth Human Rights Initiative (CHRI) Africa Office
- National Peace Council
- West African Program to Combat AIDS and STI (WAPCAS)
- Legal Resource Centre
- ActionAid Ghana
- UNICEF
- NANHRI
- Mind Freedom Ghana
- Media Foundation for West Africa,
- United Nations in Ghana
- The European Union

### ***Access to Justice Project***

CHRAJ in partnership with Crossroads International, Canada instituted a project titled, “Access to Justice Project on Gender Based Violence Against Elderly Women Alleged as Witches in Ghana” which commenced in 2021. Specific activities implemented under the project in 2022 were:

- Baseline Study on GBV
- Validation of the draft baseline report
- Development and printing of promotional materials
- Launch of the Baseline Report and Information Sharing Session
- Capacity Building Training Workshops for Gender Equality Champions

### ***Commemoration of International Landmark Days***

The Commission commemorated the under-listed international landmark days to raise awareness of human rights issues in the country;

- International Women’s Day

- World Day Against Child Labour
- International Day of the African Child
- International Day in Support of Victims of Torture
- International Day of Older Persons
- International Human Rights Day

### **National Action Plan on Business and Human Rights**

The Commission in collaboration with the Office of the Attorney General and Ministry of Justice launched the Baseline Assessment Report on Business and Human Rights. Consequently, an eighteen (18) member Steering Committee was inaugurated and tasked to develop a National Action Plan (NAP) on Business and Human Rights for Ghana

### **1.2.2 ADMINISTRATIVE JUSTICE**

#### ***Case Management***

A total of 330 complaints received were classified under the Administrative Justice mandate as compared to 333 in the previous year showing a marginal decrease of 0.9%. Three hundred and twenty-eight (328) complaints were resolved representing an increase of 14.3% with respect to the previous year's figure of 287.

#### ***Public Education***

The Commission organized 2,160 education programmes. The topics covered include code of conduct for public officials, good administrative principles and procedures, conflict of interest, unfair treatment by public officers, and oversight responsibilities of the Commission over the public officials and institutions. These activities were in the form of seminars, symposia, lectures, and media engagements.

#### ***Strengthening the Grievance Handling Procedure at CHRAJ***

The Commission engaged Taylor Crabbe (TCL) to provide consultancy services for “Grievance Redress and Complaints Handling for Administrative Services” under the World Bank Public Sector reform for Result Project (PSRRP). Consequently, a validation workshop on Taylor

Crabbe's Assessment Report was held and the final validated report has been submitted to the Commission and approved for implementation.

### **1.2.3 ANTI-CORRUPTION**

#### ***Case Management***

Three hundred and thirty-five (335) cases recorded were classified under the Anti-Corruption mandate of the Commission and 40 were resolved.

#### ***Public Education***

The Commission conducted a total of 2,515 public awareness campaigns during the year. These activities were to sensitize the public on the Commission's anti-corruption mandate as well as the evils of corruption.

#### ***Coordination of NACAP and Implementation Public Sector Integrity Programme (PSIP)***

As the NACAP coordinating secretariat, the Commission, through the Monitoring and Evaluation Committee (MONICOM), monitored the progress made in its implementation and compiled the 2021 Annual Progress Report.

The Commission facilitated a number of training and sensitization activities for selected staff of the underlisted Ministries, Departments and Agencies of State. These programmes aimed at enhancing the knowledge and understanding of beneficiaries on NACAP, Public Service Integrity and Work Ethics, Assets Declaration, Gifts Policy, Conflict of Interest and Code of Conduct for Public Officers.

- Bank of Ghana
- the Office of the Head of Civil Service
- National Identification Authority
- Ministry of Roads and Highways
- Institute of Technical Supervision

### ***Corruption Survey***



The Commission in partnership with the Ghana Statistical Service (GSS) and UNODC conducted the Ghana Integrity of Public Services Survey (GIPSS) during the reporting period. The overall objective of the survey was to obtain evidence-based information on the forms of corruption affecting the Ghanaian population in order to determine the prevalence and develop strategies to combat it.

### ***Corruption Risk Assessment***

The Commission carried out Corruption Risk Assessment for the Ghana Health Service and Ministry of Fisheries and Aquaculture Development.

### ***Celebration of International Anti-Corruption Day***





The 2022 International Anti-Corruption Day was observed on 09 December under the theme “Curbing Corruption in Ghana through a Robust Conduct of Public Officers Law”.

#### ***1.2.4 MANAGEMENT AND ADMINISTRATION***

##### ***Staff Strength***

The Commission had a staff strength of 1,059 comprising 667 males and 392 females. One hundred and eighty (180) staff made up of 107 males and 73 females were recruited during the year.

##### ***Capacity Development***

In the year of reporting, seven (7) capacity-development training workshops were organized for staff.

##### ***Corporate Affairs and Visibility***

- The Commission secured spots in the Daily Graphic and Ghanaian Times newspapers where articles on CHRAJ mandates and election-related issues were published;
- The Commission created an online whistle-blower complaint form which was made available on [www.chraj.gov.gh/blower-complaint](http://www.chraj.gov.gh/blower-complaint) where complaints could be lodged confidentially.

### 1.2.5 FINANCE

The Commission's estimated budget to carry out its operation in respect of Goods & Services and Non-Financial Assets stood at GH¢54,454,500.00 However, GH¢49,564,636.96 was allocated, being 91% of the budgeted.

### 1.3 CHRAJ IN NUMBERS

| DETAILS   | NUMBERS | DETAILS  | NUMBERS       |
|---|---------|--|---------------|
| Total Complaints Received                         | 10,574  | Estimated Budget (Goods, Service & Non- Financial Assets | 54,454,500.00 |
| Total Complaints Resolved                         | 9,612   | Actual Releases  | 49,564,636.96 |
| Human Rights Complaints                           | 9,909   | Staff Strength   | 1,059         |
| Administrative Justice Complaints                 | 330     | Females Staff  | 392           |
| Allegations of Corruption                         | 335     | Males Staff  | 667           |
| Human Rights Complaints Resolved                  | 9,254   | Staff Recruited  | 180           |
| Administrative Justice Complaints Resolved        | 328     | Commission's Offices (Nationwide)                        | 154           |
| Allegations of Corruption Concluded               | 30      | Number of CHRAJ Departments                              | 11            |
| Total Public Education Campaigns                  | 12,292  | Number of Regional Offices                               | 16            |
| Human Rights Public Education Campaigns           | 7,617   | Number of Sub-Regional Offices                           | 2             |
| Administrative Justice Public Education Campaigns | 2,160   | Number of District Offices                               | 136           |
| Anti-Corruption Public Education Campaigns        | 2,515   | Meetings/Workshop: International                         | 11            |
| Meetings/Workshop: local                          | 30      | Capacity Building (Training of Staff)                    | 7             |
| Commemoration of International Landmark Days      | 8       | Lectures/Presentations                                   | 11            |

## CHAPTER TWO

### ABOUT THE COMMISSION

#### 2.1 Vision statement

A Free, Just, and Equitable Society where Human Rights and Dignity are respected, where Power is Accountable and Governance is Transparent.

#### 2.2 Mission statement

The Commission on Human Rights and Administrative Justice is an independent constitutional body that ensures respect for Human Rights, holds power accountable and makes governance transparent for all. We do these through:

- **Investigation Services** – These include mediation, negotiation, case management, case referrals, court actions, systemic investigations and panel hearing.
- **Advisory Services** – These comprise opinions given to government, government agencies, and individuals.
- **Monitoring and Research** – This consist of dissemination, advocacy and training, statistics and data management as well as documentation and library services.
- **Public Education** – This includes creating public awareness on the mandates and services of the Commission through seminars, symposia, lectures, media engagements, debates, quizzes, essay competitions etc.
- **Integrity Management** – This consist of gift management, conflict of interest, assets declaration and ethics.

#### 2.3 Core Values

- Human Dignity
- Integrity
- Accountability
- Transparency

- Privacy and Confidentiality

## **2.4 Mandate Areas**

CHRAJ has triple thematic mandates comprising Human Rights, Administrative Justice and Anti-Corruption. Thus, the Commission is:

- a National Human Rights Institution;
- an Ombudsman;
- an Anti-corruption Agency; and
- a National Preventive Mechanism.

The Commission draws on these foregoing thematic mandates as well as its operational/functional mandates areas, including investigations, legal services, research, and public education in the implementation of its programmes.

### **2.4.1 Human Rights**

Article 218 (a), (c) and (f) of the 1992 Constitution and Section 7(1) (a) (c) and (g) of the Commission on Human Rights and Administrative Justice Act, 1993 (Act 456) mandates the Commission to protect universal human rights and freedoms relating to civil, political, economic, social and cultural rights and other International Human Rights instruments which Ghana has ratified. The Commission's human rights functions are divided into two broad categories:

- (i) Protection and Enforcement, and
- (ii) Promotion and Prevention.

In protecting and enforcing fundamental human rights, CHRAJ investigates complaints of human rights violations by persons and institutions, both private and public. The Commission resolves complaints through various methods such as mediation, negotiation, formal hearings and by instituting actions and proceedings in court. Additionally, the Commission carries out special investigations into human rights abuses that are systemic, cultural or in other areas of public interest. In such instances, the Commission conducts research, field investigations, as well as public hearings.

CHRAJ is mandated by Article 218 (f) of the 1992 Constitution to conduct public education programmes in promoting human rights. The Commission has the discretion to use a wide variety of methods including mass media, publications, lectures, and symposia.

In order to prevent human rights abuses, the Commission monitors and assesses the observance of human rights situation particularly of vulnerable persons in Ghana. These monitoring visits ensure that the Commission can detect early warning signs of human rights abuses to prevent violations from taking place.

#### **2.4.2 Administrative Justice**

The Commission is mandated to protect and promote Administrative Justice to ensure that the government and public officials are accountable and transparent. This mandate is contained in Articles 218 (a) and (b) of the 1992 Constitution and Section 7(1) (a) and (b) of Act 456. As the Ombudsman of Ghana, the Commission has an oversight responsibility over the Public Service.

The Commission works to ensure that the administrative organs of the State provide equal and fair access to employment. In particular, this function is to ensure that public officials avoid arbitrariness and discrimination in their decisions and actions. It also investigates “complaints concerning the functioning of the Public Services Commission, the administrative organs of the State, the Armed Forces, the Police Service and the Prison Service in so far as the complaints relate to the failure to achieve a balanced structuring of those services or equal access by all to the recruitment of those services or fair administration in relation to those services”.

#### **2.4.3 Anti-Corruption**

The Commission’s Anti-Corruption powers are derived from Article 218 (a) and (e); 284-288 of the 1992 Constitution and Section 7(1) (a), (e) and (f) of Act 456. The Commission investigates and works to prevent corruption. Under this mandate, the Commission:

- (i) Investigates abuse of power and “all instances of alleged or suspected corruption and the misappropriation of public monies by officials”;

- (ii) Investigates allegations of breaches of the Code of Conduct under Chapter 24 of the 1992 Constitution;
- (iii) Promotes integrity and ethics in the public service; and
- (iv) Conducts training and public education to sensitize public officials and the public on matters of corruption and corruption prevention.

## **2.5 Functions of the Commission**

### **2.5.1 Original functions**

The functions of the Commission as set out in Section 7 of Act 456, pursuant to Article 218 of the 1992 Constitution are:

To investigate and remedy complaints arising from:

- violations of human rights and freedoms, injustice, corruption, abuse of power and unfair treatment of any person by a public officer in the exercise of his official duties;
- the functioning of the Public Services Commission, the administrative organs of the State, the offices of the Regional Coordinating Council and the District Assembly, the Armed Forces, the Police Service and the Prison Service in so far as the complaints relate to the failure to achieve a balanced structuring of those services or fair administration in relation to those services;
- practices and actions by persons, private enterprises and other institutions where those complaints allege violations of fundamental rights and freedoms under the 1992 Fourth Republican Constitution of Ghana; and to take appropriate action to call for the remedying, correction and reversal of instances specified in paragraphs (a), (b), and (c) of this subsection through such means as are fair, proper and effective, including:
  - ✓ negotiations and compromise between the parties concerned;
  - ✓ causing the complaint and its finding on it to be reported to the superior of an offending person;

- ✓ bringing proceedings in a competent Court for remedy to secure the termination of the offending action or conduct, or the abandonment or alteration of the offending procedures; and
- ✓ bringing proceedings to restrain the regulation by challenging its validity if the offending action or conduct is sought to be justified by subordinating legislation or regulation which is unreasonable or otherwise ultra vires.
- ✓ to investigate allegations that a Public Officer has contravened or has not complied with a provision of Chapter 24 of the Constitution to wit Code of Conduct of Public Officers;
- ✓ all instances of alleged or suspected corruption and the misappropriation of public moneys by officials and to take appropriate steps, including reports to the Attorney-General and Auditor General resulting from such investigation.
- ✓ to educate the public as to human rights freedoms by such means as the Commissioner may decide, including publications, lectures and symposia;
- ✓ to deal with confiscated properties as provided by Section 35 (2) of the transitional provisions of the 1992 Constitution;
- ✓ to report annually to Parliament on the performance of its functions.

### **2.5.2 Additional Functions**

The Commission has been granted additional functions in subsequent pieces of legislation including:

- Office of the Administrator of Stool Lands Act, 1994 (Act 481)

*Section 7 provides as follows:*

“A beneficiary of stool land revenue aggrieved by the apportionment of the stool land revenue, may submit a complaint to the Commission on Human Rights and Administrative Justice.”

- Children’s Act, 1998 (Act 560);

Section 48(2) provides that:

“The following persons may apply to a family tribunal for a maintenance order ...(d) The Commission on Human Rights and Administrative Justice”

- The Juvenile Justice Act 2003 (Act 653);

Section 42(2) provides that:

“...the Commission on Human Rights and Administrative Justice may visit and inspect any centre.”

- Human Trafficking Act, 2005 (Act 694);

Section 6 of Act 694 provides as follows:

“A person with information about trafficking

(a) Shall inform the police, or

(b) The Commission on Human Rights and Administrative Justice...”

- Whistle-blower Act, 2006 (Act 720).

The Act confers additional mandate on the Commission to investigate disclosures of impropriety (economic crime, waste, mismanagement, misappropriation of public resources, environmental degradation) and complaints of victimization of whistle-blowers.

Section 3(1) (h) provides as follows:

“Disclosure of impropriety may be made to any one or more of the following ... the Commission on Human Rights and Administrative Justice”.

Section 13(1) provides as follows:

“A Whistle-blower who honestly and reasonably believes that that whistle-blower has been subjected to victimisation or learns of a likely subjection to victimisation because a disclosure has been made, may in the first instance make a complaint to the Commission”

These enactments have broadened the power and authority of the Commission to improve and deepen the standards for promotion and protection of fundamental human rights and freedoms and to instil discipline, ethical values and integrity in public administration.

## **2.6 Special Powers of Investigation**

The Commission may, for the purposes of performing its functions, (Sec. 8(1) of CHRAJ Act 456):



- issue subpoenas requiring the attendance of a person before the Commission and the production of a document or record relevant to an investigation by the Commission;
- cause a person contemptuous of a subpoena issued by the Commission to be prosecuted before a Court;
- question a person in respect of a subject matter under investigation before the Commission;
- require a person to disclose truthfully and frankly any information within the knowledge of that person relevant to an investigation by the Commission.

## **2.7 Limitation on Powers of Investigation**

While no institution, body, or person in Ghana is excluded from the Commission's mandate generally, the Commission has no power to investigate:

- A matter that is pending before a court or judicial tribunal;
- A matter involving relations between the government and any other government or international organisation; or
- A matter relating to the exercise of the prerogative of mercy.

## **2.8 Structure of the Commission**

The Commission, based on its operational and thematic mandates, currently has the following organizational structure:

### **2.8.1 The Commission**

The Commission is the governing body of CHRAJ. The Commission is made up of the Commissioner, who is the Chairman, and two Deputy Commissioners. The three (3) Commission members are responsible for taking strategic decisions that will drive the Commission towards achieving its mandate, which is expressed in its vision and mission statements. Constitutionally, CHRAJ is an independent body and must be so in both form and functions as shown in the governing council. The Commission Members are supported by Senior Management (Departmental Directors) and autonomous Units Heads who have direct responsibility for the departments and units within the Commission.

### **2.8.2 Senior Management**

This comprises 11 departmental directors, and the departments are as follows:

- **Human Rights:** As a thematic mandate, this department promotes and protects the fundamental human rights and freedoms of all persons in Ghana through investigation, enforcement, public education, research.
- **Administrative Justice:** This department ensures the government, and public officials uphold the administrative justice provisions in the Constitution and are accountable and transparent.
- **Anti-Corruption:** This department investigates abuse of power, corruption, conflict of interest situations, Code of conduct of public officers, impropriety, and complaints of victimization of whistle-blowers.
- **Research:** This department supports both the thematic and operational mandates by ensuring that research projects of the Commission are well coordinated, sustained and supported with the requisite concerted efforts and relevant documentation.
- **Public Education:** This department is responsible for awareness creation on the mandates of the Commission as well as generally educating the general public on their rights and freedoms.
- **Investigations:** As an operational mandate, the Commission is to investigate cases that fall within its mandate areas. This department is responsible for coordinating the investigation activities of the Commission but focuses its energy on high-profile cases that come to the Commission.
- **Legal Services:** This department is responsible for enforcing the decisions that the Commission takes on cases. They go to court on behalf of clients to secure judgment as well as give legal advice on cases.
- **Human Resources and Administration:** This department is responsible for staff welfare, day-to-day operation of the office and logistics.
- **Finance:** This department handles the financial planning to support operations of the Commission and meeting internal and external financial reporting obligations on the finances of the Commission.
- **Budget:** This department plans and prepares budgets for the Commission's activities.
- **Strategic management and Innovation (SMI):** The SMI department, established in September 2021, oversees strategy development, strategy implementation, strategic review, strategy coordination and communication, strategy evaluation, ICT management, and managing new initiatives.

### **2.8.3 Autonomous units**

The autonomous units are:

- i. International Cooperation.
- ii. Corporate Affairs and Communications.
- iii. Programmes and Projects.
- iv. Policy Planning, Monitoring and Evaluation.
- v. Procurement and Logistics.
- vi. Technology and Innovation.

The Commission has its Head Office located in Accra and 16 Regional Offices that coordinate its work across the 16 administrative Regions of Ghana. In addition, the Commission has two (2) sub-Regional and 136 District Offices spread across the country. This is to ensure that services of the Commission are accessible by the ordinary person in Ghana.

## **CHAPTER THREE**

### **STRATEGIC OBJECTIVE PERFORMANCE**

#### **3.1 Strategic Objective 1 (SO1): Human Rights situation in Ghana improved by 10% by 2025**

##### **3.1.0 Introduction**

The Commission is mandated as a National Human Rights Institution (NHRI) to promote, protect and enforce fundamental human rights and freedoms guaranteed under the Constitution as well as International and Regional legal frameworks.

In 2022, activities carried out included investigation human rights complaints and providing appropriate remedies for victims of human rights violations and abuse. The Commission partnered with various stakeholders, including Office of the Attorney-General's Department and Minister of Justice, Ghana Aids Commission, Ministry of Gender, Children and Social Protection, the United UNDP, Office of the High Commissioner for Human Rights (OHCHR), and the United Nations Children and Education Fund (UNICEF).

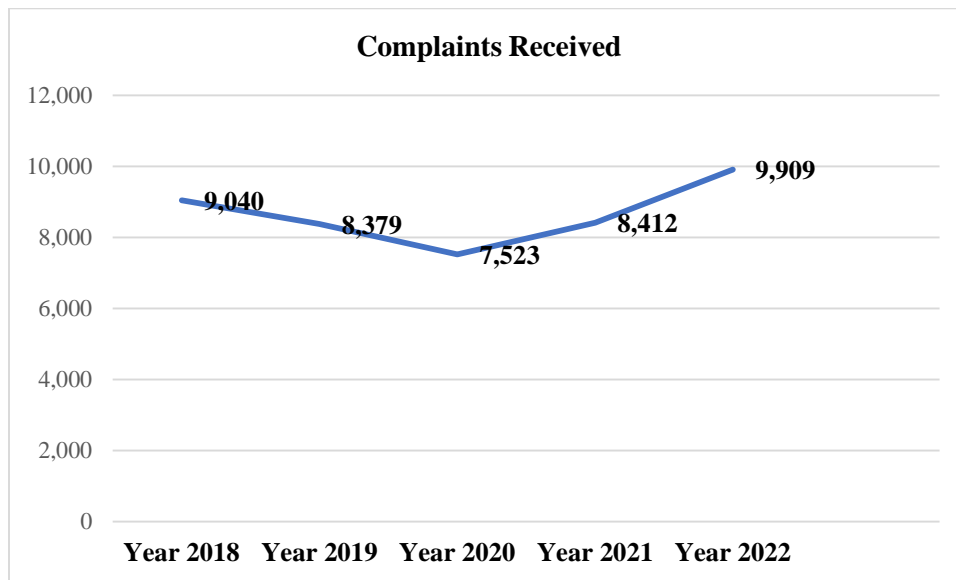
Details of activities undertaken during the reporting period are presented in the ensuing paragraphs.

##### **3.1.1 Investigations - Human Rights Complaints**

###### **Receipt of Complaints**

The Commission received 9,909 complaints, a 17.8% increase from the previous year. Complaints received in the reporting year were the highest in the past five years. The number of complaints decreased from the year 2018 to 2020 at an average rate of 8.8% but increased from 2020 to 2022 by 14.8%. See Figure 1 for the trend.

*Figure: 1 Trend of Human Rights Complaints Received: 2018-2022 (5 years Period)*

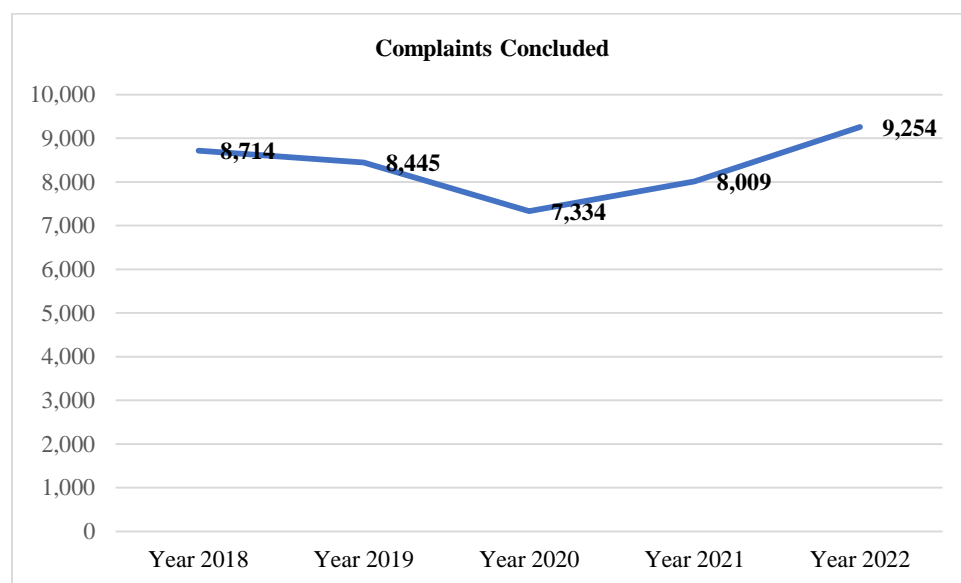


### **Complaints Concluded**

Nine thousand two hundred and fifty-four (9,254) complaints were concluded. This number was higher than the previous year's figure by 15.5%.

Five thousand five hundred and sixty-three (5,563) complaints representing, 60% were successfully mediated. Also, three thousand and forty-eight (3,048) (33%) complaints were decided by the Commission whereas the remaining 643 (7%) were either referred or the complainants were advised to seek redress at the appropriate forums.

*Figure 2: The Trend of Human Rights Complaints Concluded: 2018-2022 (5 years Period)*



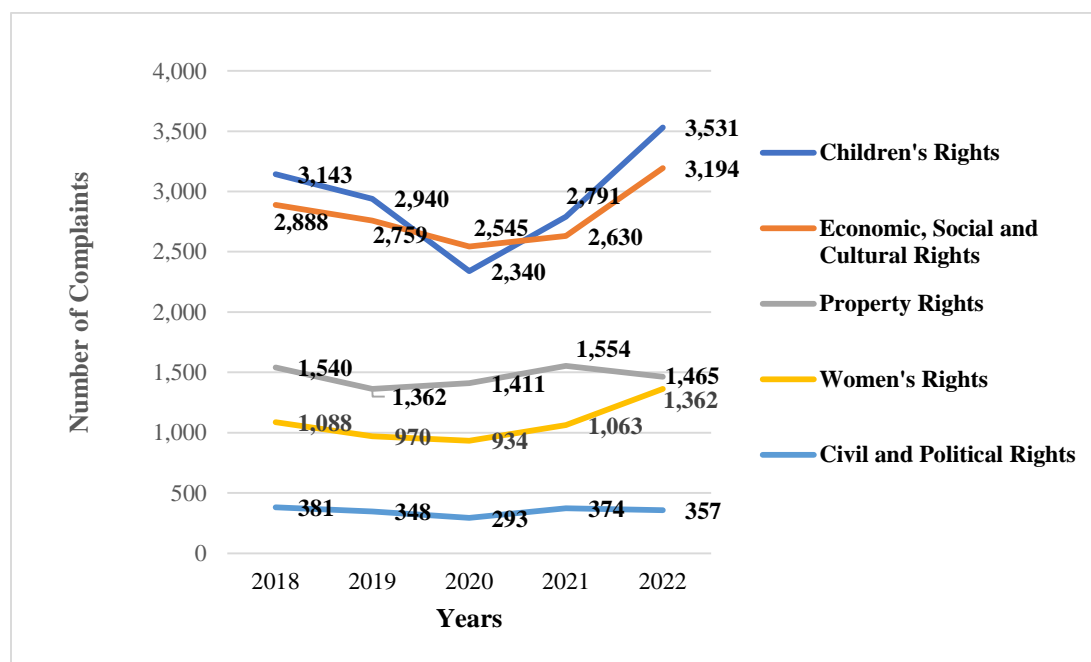
### **Types of Human Rights Complaints**

Human Rights complaints received were classified into Children's Rights, Women's Rights, Property Rights, Economic, Social and Cultural Rights (ECOSOC), and Civil and Political Rights (CPR).

- **Children's Rights:** Complaints were mainly on failure to pay remittances for the provision of necessities of life for the child in respect of food, education, health, clothing and shelter. Issues related to right to paternity, custody, dignity, and early and forced marriage were also relatively high. In all, 3,531 complaints were classified under children's rights, representing 35.6% of all human rights complaints, which was the highest among the categories.
- **Women's Rights:** Complaints predominantly involved violence against women, reproductive health rights, and maintenance. One thousand three hundred and sixty-two (1,362) complaints were received.

- **Property Rights:** One thousand four hundred and sixty-five (1,465) complaints constituting 14.8% of total human rights complaints were classified under property rights.
- **Economic, Social, and Cultural Rights (ECOSOC):** Complaints reported were mainly associated with labour rights in private organizations, forced eviction and landlord/tenancy-related issues, environmental rights and right to health. Complaints received were 3,194 (32.2%).
- **Civil and Political Rights:** Complaints received under this category were mostly harassment and right to dignity.

*Figure 3: Trend of Types of Human Rights Complaints: 2018-2022*



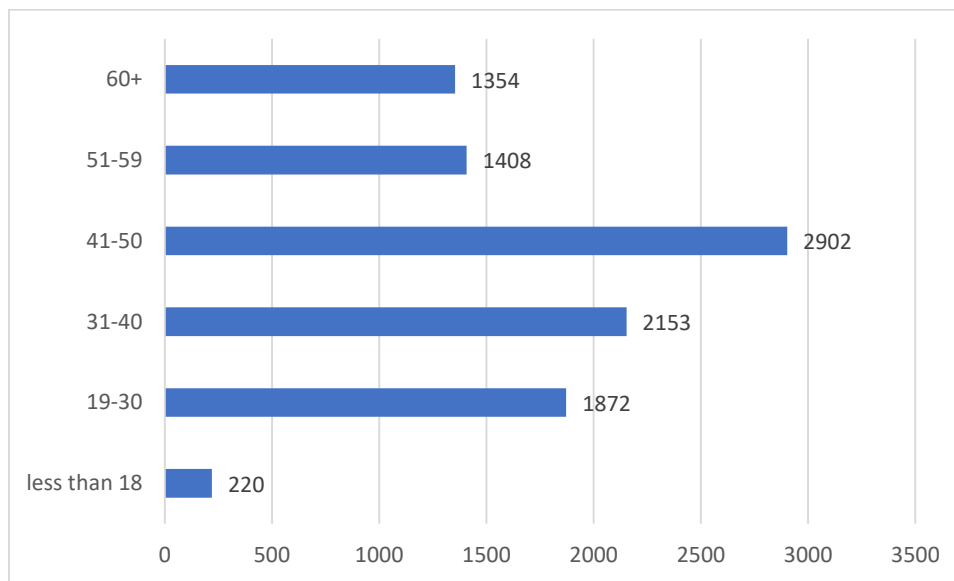
### Sex Distribution of Complainants

Out of 9,909 complaints received under human rights, 3,920 (39.6%) were made by males whereas 5,989 (60.4%) were made by females.

### Age Distribution

The ages of 9,909 human rights complainants and their respective percentages have been illustrated in Figure 4.

*Figure 4: Age Distribution of Complainants*



### **Respondent Bodies in Human Rights Complaints**

Nine thousand six hundred and thirty-five (9,635) which represents 97.2% of human rights complaints were lodged against private individuals whereas the remaining 274(2.8%) were against private organizations and enterprises. Refer to appendix 5 for details.

### **3.1.2 Special Groups**

Guided by the International Covenant on Economic, Social and Cultural Rights (ICESCR), the 1992 Constitution of Ghana and the Sustainable Development Goals; the Commission contributes to addressing the basic human rights of vulnerable and marginalized groups in society through receiving and investigating human rights and related complaints.



### **National Preventive Mechanism (NPM)**



In November, CHRAJ organized a Stakeholder Consultative Workshop in Greater Accra to solicit input into the amendment of its enabling Act (Act 456) to function as the NPM. While CHRAJ has been performing the role of an NPM by monitoring human rights compliance at the various detention centres in the country; Act 456 is in processes of being amended to provide for legislation on the establishment, composition, and function of an NPM.

### **Capacity Building on Child Rights Protection**



With funding support from UNICEF, the Commission organised a workshop to build the capacity of staff in the three Northern Regions on the theme “*International Human Rights Instruments and Child’s Rights Monitoring and Data Collection*”.

## **Access to Justice Project**

CHRAJ in partnership with Crossroads International, Canada instituted a project titled, “Access to Justice Project on Gender Based Violence Against Elderly Women Alleged as Witches in Ghana” commenced in 2021. Specific activities implemented under the project in 2022 were:

- *Baseline Study on GBV*

In January, a baseline study was conducted on women and children experiencing or at-risk of being accused of witchcraft in two (2) municipalities (Yendi and East Mamprusi) in the Northern and North-East regions of Ghana.

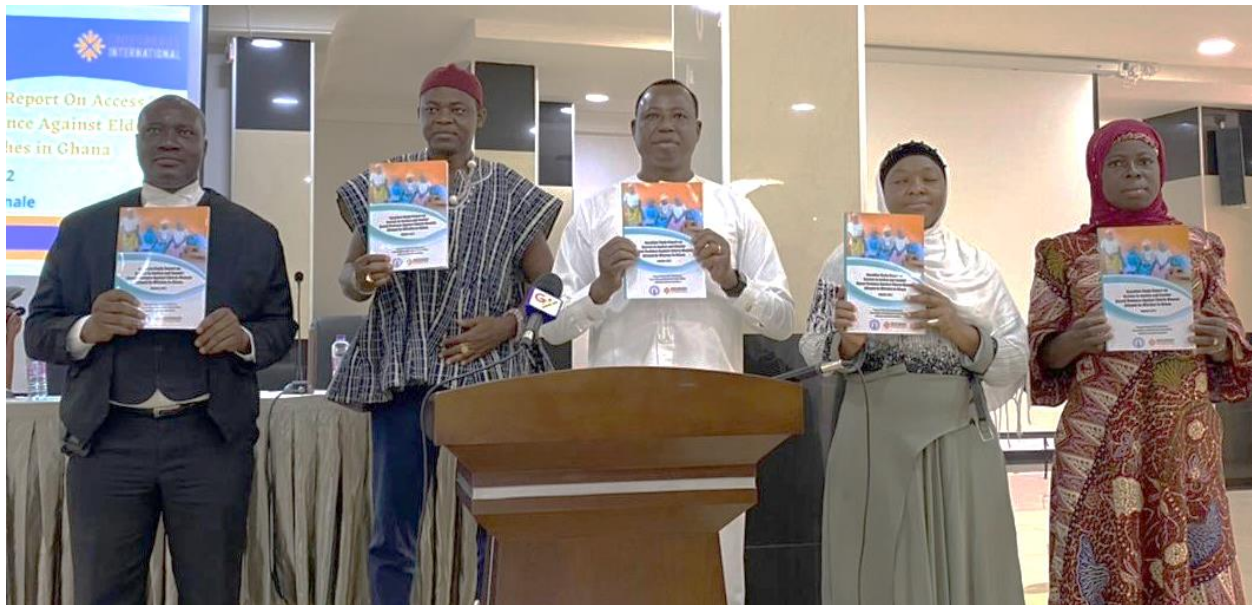
- *Validation of the draft baseline report*

In February, the Commission in collaboration with various stakeholders, organized a validation workshop on the draft baseline study report. The workshop attracted 27 participants made up of eight (8) females and 19 males. The participants included managers of and women living in the Gambaga and Nyani camps for alleged witches, representatives of Department of Gender, NCCE, CSOs, assembly members, the consultant, staff of CHRAJ and traditional leaders. The workshop generated significant contributions and input toward finalization of the draft report.

- *Development and printing of promotional materials*

In March, the Commission developed Information, Education, and Communication (IEC) materials on available support services concerning Gender-Based Violence (GBV) and access to justice for women and children experiencing or at-risk of witchcraft allegations, to promote advocacy on the issue. In April, copies of the baseline report and the IEC materials were printed and subsequently distributed to relevant partners during the launch of the baseline report and at the capacity building training workshops.

- *Launch of the Baseline Report and Information Sharing Session*



In April, the Commission launched the baseline report with relevant stakeholders in Tamale. The event was attended by 38 participants, comprising 11 females and 27 males. Copies of the baseline report and the IEC materials on GBV prevention and access to justice for women accused of witchcraft were shared to participants to be utilized at their institutional level toward the overall goal of remedying the practice of witchcraft accusations.

- *Capacity Building Training Workshops for Gender Equality Champions*

Two capacity building training workshops were organized in May at Yendi and Nalerigu in the Northern and North-East regions respectively to increase capacity of community members and local CSOs on available support services and GBV prevention. Overall, 60 participants were trained to serve as gender equality champions in their various communities to help in awareness creation and sensitization. Participants included traditional leaders, youth and community leaders, gender activists, local CSOs, media and CHRAJ staff in the target areas.

### **Online Stigma and Discrimination Reporting System**

The Commission fully operationalized and expanded the online stigma and discrimination reporting system to cover all vulnerable and marginalized persons, aligning with the SDGs' of leaving no one behind and reaching the farthest first.

### **3.1.3 Collaborations**

The Commission collaborated with a number of local and international institutions within the reporting year, including:

#### **Ghana AIDS Commission**

The Commission collaborated with the Ghana AIDS Commission on various initiatives including:

- Providing an update on the implementation of its Strategic Plan for a Comprehensive Response to Human Rights-Related Barriers to HIV & TB Services in Ghana.
- Participating in a two-day programme to commemorate the 20<sup>th</sup> anniversary of the Ghana AIDS Commission and the 2022 World AIDS Day on the themes “Equalize” and “20 years of a Multi-Sectoral HIV Response: Accelerating Progress to End AIDS”.
- Attending a one-day workshop organised by the Ghana HIV & AIDS Network (GHANET) on the theme “Rethinking HIV Intervention Strategies for Key and Priority Populations”.
- Participating in a dissemination meeting among fishermen along the Abidjan-Lagos corridor with the objective to gather knowledge on the HIV epidemic among the said fishermen.

#### **Ministry of Gender, Children and Social Protection**

CHRAJ as part of the National Children and Social Protection Committee, participated in a number of activities by the Ministry of Gender, Children and Social Protection:

- Attended a National Stakeholders’ meeting to review the operational plan for ending child marriage in Ghana.
- The Commission participated in the bi-annual tracking meeting on the implementation of the Adolescent Pregnancy Strategy and made a presentation on the status of implementation of the strategy.
- In July, the Commission participated in the celebration of the World Day Against Human Trafficking. The occasion also served as an avenue for the launch and dissemination of the new National Plan of Action (NPA) for the elimination of Human Trafficking in Ghana (2022-2026).



- The Commission participated in a national dialogue organised to celebrate the National Children’s Day, 2022 under the theme: *“Improving Street Children’s Access to Social Services”*;
- CHRAJ participated in the validation of the National Framework for engaging traditional authorities and faith-based leaders to address gender inequalities and harmful cultural practices in Ghana;
- CHRAJ took part in a national stakeholders’ consultative meeting to review the Domestic Violence Act, 2007 (Act 732) and validation of the Domestic Violence Legislative Instrument (L. I. 2237).

### **National Council for Persons with Disability**

CHRAJ as member of a Technical Committee led by the National Council on Persons with Disability reviewed the Persons with Disability Bill. This process included validating responses from the Office of the Attorney General and Ministry of Justice regarding questions raised on the Bill.

### **National Commission for Civic Education**

The Commission contributed to the following programmes organised by the National Commission for Civic Education (NCCE):

- In June, the Commission joined the NCCE to launch a Gender Policy on the theme *“Gender for Effective Civic Education”*. The Policy is based on the National Legal Framework designed to promote gender equality and mainstreaming; and in July attended a round-table discussion under the theme: *“Three Decades of Uninterrupted Constitutional Rule: Revisiting the Agenda for Reforms”*.

### **Commonwealth Human Rights Initiative (CHRI) Africa Office**

The Commission participated in the following activities organised by Commonwealth Human Rights Initiative Africa Office:

- In March, the Commission in conjunction with CHRI, held a national conference on the theme *“Decriminalizing Petty Offences in Ghana”*.

- In May, the Commission participated in a stakeholder meeting to review the Alternative Dispute Resolution (ADR) Act and the Legal Aid Commission Act to include petty or minor offences in Ghana.
- In June the Commission received Three Hundred (300) copies of Frequently Asked Question (FAQs) on the Right to Information Act, 2019 (Act 989) and ten (10) t-shirts to aid public education awareness creation, promoting understanding and usage of Act 989.
- In July, a staff of the Commission served as a resource person on Unique FM programme dubbed, Ghana Today. The programme was under the USAID Justice Sector Support Activity under the theme: *“Using Alternative Dispute Resolution to Resolve Minor/Petty Offences within Justice System”*.

### **National Peace Council**

During the reporting year, the Commission took part in these activities under the auspices of the National Peace Council (NPC):

- In July, the Commission joined a training workshop organized by the NPC in collaboration with Global Action Against Mass Atrocity Crimes on establishing and managing national mechanisms for mass atrocity prevention.
- In August, the Commission was represented in a multi-stakeholder consultation and training on ADR for political parties in West Africa. The meeting aimed to enhance mediation capacities of political parties and Elections Management Bodies to resolve grievances and election-related disputes and to expand Ghana’s existing infrastructure for effectively managing disputes.
- In December, the Commission attended the validation workshop on the NPC’s gender policy and action plan development. This was under the theme: *“Gender Mainstreaming for Effective and Inclusive Conflict Resolution and Attainment of Sustainable Peace”*.

### **West African Program to Combat AIDS and STI (WAPCAS)**

- In May, CHRAJ participated in a Semi-Annual Human Rights Stakeholder meeting organized by WAPCAS to combat AIDS and STI among Persons Living with HIV (PLHIV) and other Key Population (KP) in Ghana. The meeting allowed stakeholders to discuss methods of scaling up capacity building of key human rights actors to enable them

assist project volunteers and community members to access justice in their outreach activities, and advocate for change to socio-cultural norms and work towards policy reforms at district and national levels.

- The Commission also participated in a workshop in November, organized by WAPCAS, to validate an e-Learning platform on HIV and human rights for personnel of the Ghana Police Service. The workshop aimed to improve their knowledge and service delivery in the subject area.

### **Legal Resource Centre**

CHRAJ signed a Memorandum of Understanding (MOU) with the Legal Resource Centre (LRC), as the lead implementer of the public education component of USAID Justice Sector Support (JSS) Activity. In April, the LRC organised a one-day training workshop for staff of the Commission towards the implementation of the project in Ghana.

### **ActionAid Ghana**

The Commission participated in a validation workshop organized by ActionAid Ghana under the theme “Combating Modern Slavery in Ghana”. The aim of the workshop was to conduct a review and assessment of Ghana’s legal and policy frameworks relating to human trafficking, forced labour, child labour and unfair contract practices in Ghana.

### **Fourth Cycle Universal Periodic Review Report**

- **UNICEF**



In June, the Commission, in collaboration with UNICEF, organized a training workshop on the Universal Period Review (UPR) for staff of the Commission. The workshop aimed to equip staff with the skills to incorporate child-sensitive issues into the preparation of shadow or alternate report for the UPR.

- **NANHRI**





In June, the Commission attended a training workshop organised by NANHRI in Accra for selected West African National Human Rights Institutions (NHRIs) on Alternate UPR Report Writing with an additional focus on business and human rights. Participants included representatives from Ghana (Office of the Attorney General and Ministry of Justice, CSOs) and other countries (Togo and Zambia).

- **National Mechanism for Reporting and Follow-Up**

CHRAJ, as a member of the National Mechanism for Reporting and Follow-Up (NMRF), contributed to the drafting and validating Ghana's fourth cycle UPR report, which was submitted to the Human Rights Council in October 2022.

- **Mind Freedom Ghana**

CHRAJ participated in a consultative meeting on mental health and psycho-social disabilities within the context of the Fourth Cycle UPR process. The meeting was organized by Mind Freedom Ghana, a CSO focused on mental health and human rights issues in Ghana. The aim of the consultative meeting was to assess human rights protection and safeguarding persons with psycho-social disabilities in Ghana.

- **CHRAJ Fourth Cycle Alternate Report**

In June, CHRAJ submitted an alternate report regarding the Fourth Cycle UPR to the Human Rights Council through the Office of the High Commissioner for Human Rights.

### **3.1.4 Commemoration of International Landmark Days**

The Commission commemorated international landmark days to raise awareness on human rights issues in the country through the following activities:

- **International Women's Day**



The Commission commemorated the 2022 International Women’s Day with a Stakeholder Meeting under the theme: *“Breaking the bias: Gender Equality Today for a Sustainable Tomorrow”*. Participants included representatives from the Ministry of Gender, Children and Social Protection; Ministry of Environment, Science, Technology and Innovation; Centre for Climate Change and Sustainability Studies- University of Ghana; Abantu for Development, CHRAJ staff and members of the media. The overall objective was to promote national discourse towards securing government’s attention and commitment towards protecting the rights and wellbeing of women in Ghana. In his address, Commissioner Whittal emphasized the importance of men and women playing their respective roles toward nation building.

- **World Day against Child Labour**

On June 12, the Commission observed World Day Against Child Labour by issuing a press statement under the theme, *“Universal Social Protection to End Child Labour”*. The statement focused on improving investments in social protection systems and schemes to ensure social protection avenues and the protection of children against child labour. It highlighted the prevalence of child labour in the country, including engaging in hazardous labour. Also, negative impact of the COVID-19 pandemic disrupted gains made during pre-pandemic period in eradicating child labour. Thus, the Commission advised the government to implement Target 1.3 of SDG 1 and implement relevant recommendations of the Third Cycle UPR of Ghana.

- **International Day of the African Child**

On June 16, the Commission issued another statement in commemoration of the 2022 International Day of the African Child under the theme, “*Eliminating Harmful Practices Affecting Children Progress on Policy and Practices since 2013*”. The statement noted that despite existence of legislation, policies and programmes, practices that are harmful to the child persist. This is evidenced by continuous receipt of complaints by the Commission regarding such child-related harmful practices. Also, Ghana’s National Strategic Framework on Ending Child Marriage 2017-2026 reports that 1 in every 5 girls in Ghana gets married before 18 years, which translates into a national prevalence rate of 21 percent. The Commission also called on the government to undertake national assessment on the status of legislations and policy framework and their implementation to address harmful practices against children. Additionally, it urged the government to reinforce its capacity to coordinate work across relevant sectors in the country working to prevent and eliminate harmful practices.

- **International Day in Support of Victims of Torture**

In celebrating the International Day in Support of Victims of Torture, CHRAJ released a press statement in commemoration of this day on 26 June 2022. The statement acknowledged the bravery of victims and survivors of torture, and further applauded the government for measures established in the prison service such as human rights training for prison staff and “Justice for All” programme, a system of in-prison court sittings, which has been instrumental in reducing population of pre-trial prisoners. In eliminating the issue of torture, the Commission urged the Security Agencies to respect art. 15 (1) and (2) of the Constitution of Ghana as well as State’s obligations under international law and avoid the use of torture in the performance of their duties. In addition, the Commission expressed its readiness to act as *de jure* National Preventive Mechanism (NPM) after the necessary statutory amendments to its enabling Act had been effected.

- **International Day of Older Persons**

In commemorating the 2022 International Day of Older Persons on October 1, the Commission issued a press statement focusing on the theme; ‘*Resilience of older persons in a changing world*’. The statement highlighted the need to recognize and celebrate contributions of older persons in Ghana, Africa and beyond, while calling on the Government of Ghana to reinforce programmes

and policies with particular attention to older persons. The Commission further called on the Government to pay more attention to negative stereotypes and misconceptions about older persons to enable them to realize their potentials by promoting policy dialogues.

- **International Human Rights Day**



In December, the Commission in collaboration with Media Foundation for West Africa, United Nations in Ghana and the European Union organised a Public Forum to mark International Human Rights Day under the theme: “The State of Human Rights in Ghana: Progress, Challenges and Way Forward”.

As part of the activities to commemorate the day, the Commission also called for articles on human rights related topics with focus on children, women, persons with disabilities, LGBT+, the aged, key population and other vulnerable groups. Some of these articles were subsequently published in the print and online media.



### 3.1.5 Business and Human Rights

#### National Action Plan on Business and Human Rights



The Commission in collaboration with the Office of the Attorney General and Ministry of Justice launched the Baseline Assessment Report on Business and Human Rights. The assessment report was printed in books and braille.

An eighteen (18) member Steering Committee was inaugurated and tasked to develop a National Action Plan (NAP) on Business and Human Rights for Ghana with funding support from United Nation Development Programme, OXFAM and Fredrich Ebert Stiftung.

A training workshop was organized to build the capacity of the Committee members. Following this, they rolled out the first phase of regional consultations in Accra, Koforidua and Ho to gather inputs from stakeholders into the NAP.

## African Business and Human Rights Forum



In October, CHRAJ participated in the first Business and Human Rights forum organized by UNDP in Accra-Ghana. The Commission also attended pre-sessions and side events of the forum organized by UNDP, the Network of African National Human Rights Institutions, Danish Institute for Human Rights, and the Friedrich Ebert Stiftung. The side event was under the theme; *“Prioritizing Business and Human Rights in the African Continental Free Trade”*.

### Voluntary Principles on Security and Human Rights

In June, the Commission participated in a number of working group meetings on the Voluntary Principles on Security and Human Rights. The Commission completed and presented on the first phase Baseline Assessment Report on the state of security and human rights in the extractive sector (Mining, oil and gas).

### 3.1.6 Implementation and Monitoring of SDGS

#### Voluntary National Review Report

The Commission as part of the Implementation Coordination Committee (ICC), contributed to the drafting of the 2022 Voluntary National Review (VNR) report on the status of implementation of SDGs in Ghana.

## **New Urban Agenda**

In collaboration with the National Development Planning Commission (NDPC), CHRAJ contributed to the Implementation of New Urban Agenda in consonance with the aspirations of the SDGs, Agenda 2063 of the African Union and Ghana's Development Agenda. The New Urban Agenda addresses the development of urban areas and takes into consideration the effects of climate change.

### **3.1.7 Other Activities**

#### **Report on Human Rights Situation in Ghana to Parliament**

In May, the Commission issued a report on the Human Rights situation in Ghana to the Parliament of Ghana for the First Ordinary Session of the Economic Community of West African States (ECOWAS) Parliament. The report highlighted issues such as discrimination and violence against women; child abuse; inhuman prison condition; LGBT+ rights, the general human rights situation, cases received by the Commission; and cases resolved.

#### **National Assessment on the Impact of COVID-19 on the Rights and Welfare of Children with Disabilities in Africa**

The Commission in collaboration with NANHRI, engaged Migration Rights Lab, a Non-Governmental Organization, to undertake a research project titled "National Assessment on the Impact of COVID-19 on the Rights and Welfare of Children with Disabilities in Africa". The Commission validated the report, which has been completed and published on the Commission's website.

#### **Community Based Human Rights Impact Assessment**

In April, CHRAJ participated in a training program on a tool for community based human rights impact assessment. The training was to impart skills, experiences and knowledge on how to use a specialized tool designed by Oxfam and other stakeholders to identify, map and use a human rights-based approach for purposes of advocacy.

#### **Gender Module Policy**

In June, CHRAJ participated in the validation meeting on gender module policy organized by Oxfam International. The meeting was aimed at soliciting inputs from stakeholders into the draft

module policy presented by OXFAM. The Commission also encouraged stakeholders to also develop sexual harassment policies in their various institutions.

### **Survey Report on Violence and Harassment in the Workplace**

In July and September, the Commission participated in a series of workshops organized by the Ministry of Employment and Labour Relations and the German Development Cooperation (GIZ). The workshops were aimed at validating a survey report on the incidence of violence and harassment in the world of work in Ghana.

### **Abolishing Medical Examination Bill**

In June, the Commission took part in a stakeholder meeting organized by Plan International on medical examination bill; under the theme: “*Abolishing of Medical Examination Bill for SGBV survivors: A call to Action*”. The purpose of the meeting was to reignite conversation and influence key stakeholders to totally scrap medical examination fees for rape and other sexual assault survivors.

### **Right to Information**

The Commission joined the Right to Information Commission to celebrate the Right to Information Week in September to discuss and review key cases and topical decisions of the Commission.

### **Country Coordinating Mechanism (CCM)**

The Commission attended a number of meetings during the year, relative to the activities supported by the Global fund. Additionally, the Commission was appointed a member of the Ethics Committee of the CCM.

### **3.1.8 Capacity Building**

- In July, the Commission, in partnership with the U. S. Department of Labour, and Verité, a Ghanaian based NGO organized a one-day capacity building workshop on child and forced labour for selected staff. The training was to strengthen staff capacity on handling issues relating to child and forced labour, and modern slavery.

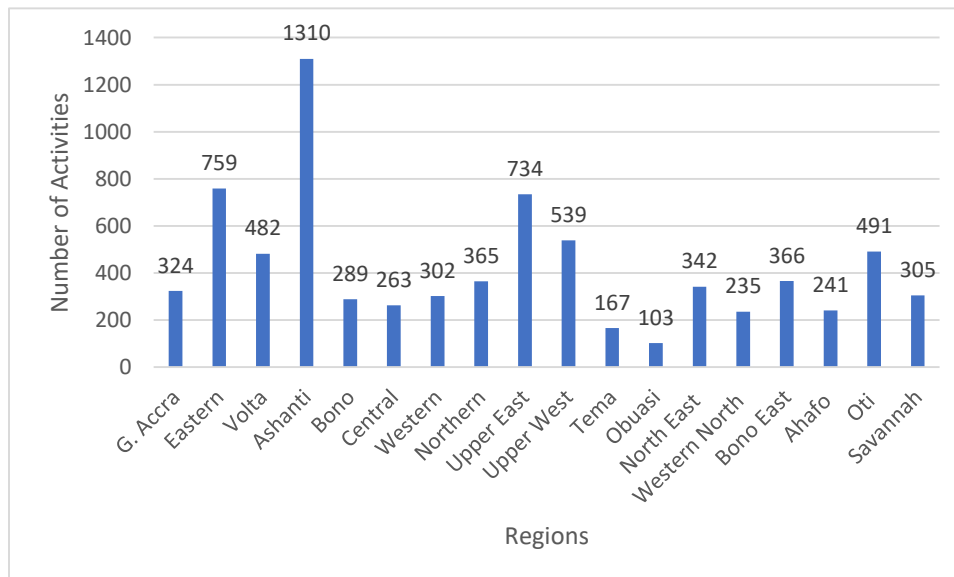


- Two training programmes were organised for selected staff to enhance their investigative capacities. Some of the specific areas for the training included; case handling procedures, the characteristics and skills of a good investigator and effective investigation report writing.

### 3.1.9 Human Rights Education

The Commission conducted a total number of 5,396 public education programmes on fundamental human rights and freedoms across the country (*See Figure 5 for the regional breakdown*). The broad topics covered included children rights, women rights, stigma and discrimination, and domestic violence. Specific topics included harmful cultural practices (early and forced marriages), torture, right to education and health, child neglect and parental responsibilities, property rights of spouses, and child labour.

*Figure 5: Regional Distribution of Human Rights Education Activities*



### 3.2 Strategic goal 2 (SO2): Administrative Justice in Ghana improved by 10% by 2025

### 3.2.0 Introduction

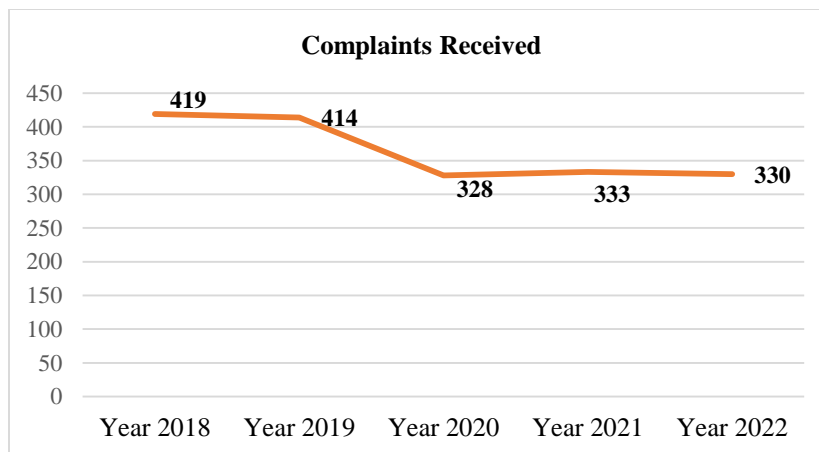
The Commission is mandated to enforce, protect and promote good administrative practices and principles in the public service. In fulfilling this mandate and improving Administrative Justice in Ghana by 10% in 2025, the Commission undertook a number of investigations into maladministration, workshops and public education activities among others.

### 3.2.1 Investigations – Administrative Justice Complaints

#### Receipt of Complaints

A total of 330 Administrative Justice complaints were recorded in 2022 as against 333 in the previous year. Within the period 2018 to 2022 (*5-year period*), the complaints received have been decreasing. See figure 6 for the trend;

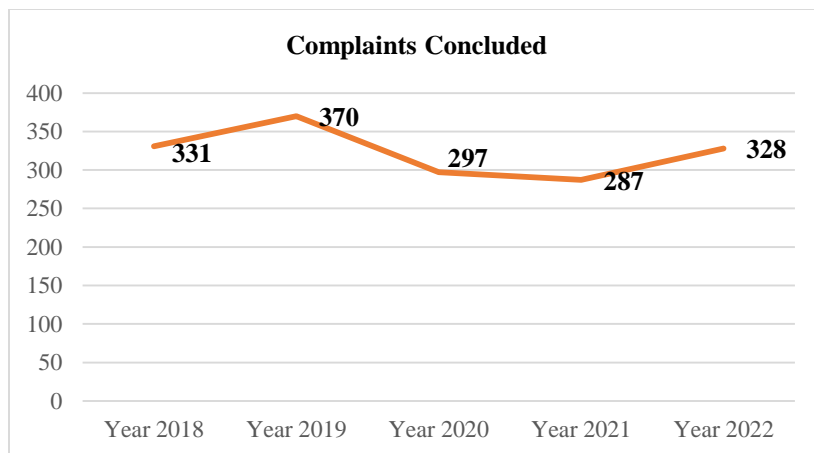
*Figure 6: Trend of Administrative Justice Complaints Received: 2018-2022 (5 years Period)*



#### Complaints Concluded

Three hundred and twenty-eight (328) complaints were concluded. Out of the total complaints concluded, 101 representing 31% were resolved through mediation, whereas 120 (36%) were decided by the Commission. The remaining 107 (33%) were either referred to appropriate institutions or complainant advised.

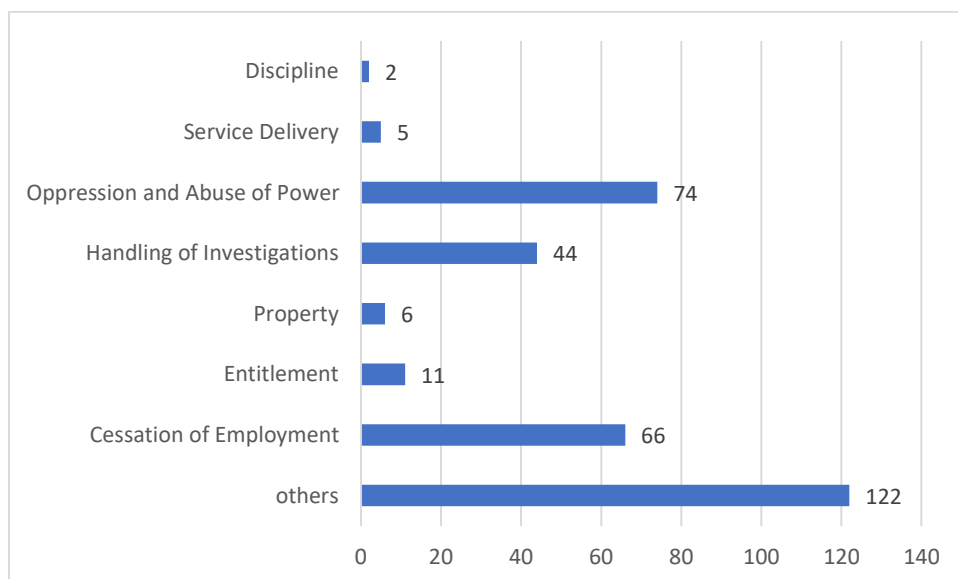
*Figure 7: Trend of Administrative Justice Complaints Concluded: 2018-2022 (5 years Period)*



### Nature of Administrative Justice Complaints Received

Most of the complaints were entitlement, abuse of office, improper handling of complaints (investigations), and cessation of employment. See figure 8 below for the various categories. For details under each category, see appendix 3.

*Figure 8: Categories of Administrative Complaints*



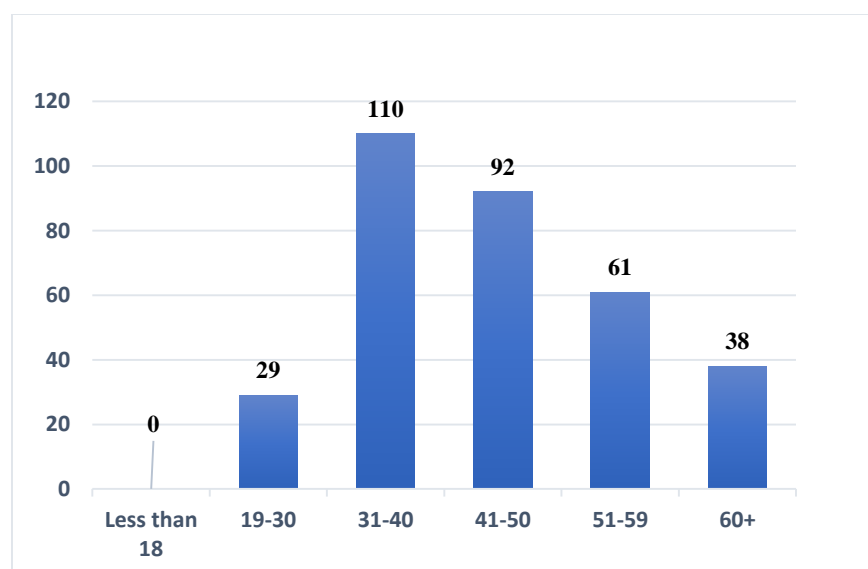
### Sex Distribution of Complainants

Two hundred and fifty-seven (257) complainants constituting 78% of total complainants were males whereas 73 (22%) were females.

### Age Distribution

The ages and the corresponding percentages of 330 complainants of Administrative Justice complaints have been represented in figure 9.

*Figure 9: Age Distribution of Administrative Justice Complainants*



### Respondent Bodies in Administrative Justice Complaints

Predominantly, complaints were received against the Ghana Police Service (GPS), Ghana Education Service (GES), Ghana Health Service (GHS), and Metropolitan Municipal and District Assemblies (MMDAs). For a full list and respective complaints under each, refer to Appendix F;

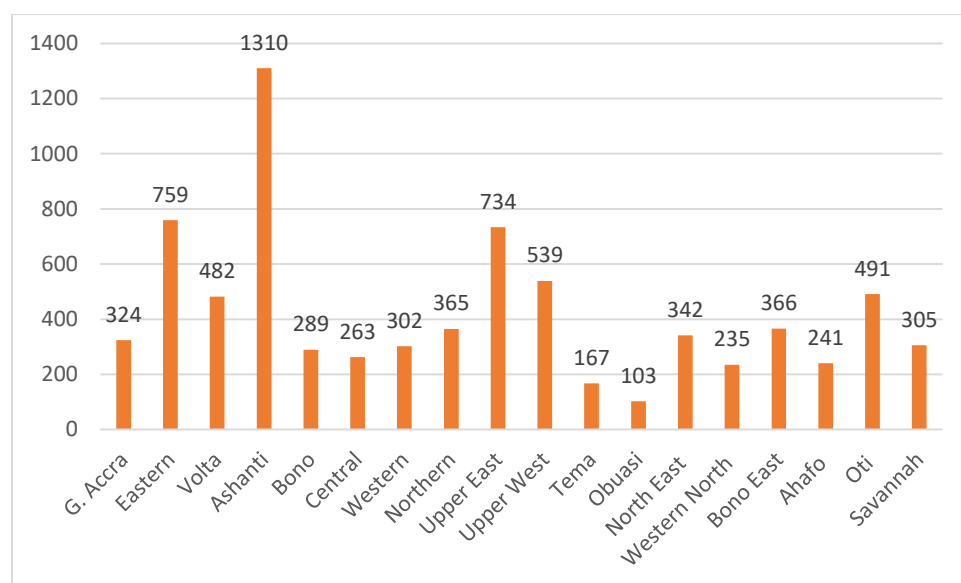
### Mode of Closure of Administrative Justice Complaints

A total of 328 complaints were concluded under Administrative Justice. Out of this figure, 101 representing 31% were resolved through mediation, whereas 120 (36%) were decided by the Commission. The remaining 107 (33%) were either referred to appropriate institutions or complaint declined on the ground of want of mandate.

### 3.2.2 Public Education Activities

The Commission organized 2,160 education programmes. The topics covered include code of conduct for public officials, good administrative principles and procedures, conflict of interest, unfair treatment by public officers and oversight responsibilities of the Commission over public officials and institutions. The activities were in the form of seminars, symposia, lectures and media engagements. See the figure 10 for the regional education activities.

*Figure 10: Regional Distribution of Public Education Activities*



### 3.2.3 Strengthening the Grievance Handling Procedure at CHRAJ

The Commission engaged Taylor Crabbe (TCL) to provide consultancy services for “Grievance Redress and Complaints Handling for Administrative Services” under the World Bank Public Sector reform for result project (PSRRP). Consequently, a validation workshop on Taylor Crabbe’s Assessment Report entitled “Draft Report on Recommendations and Costed and Sequenced Action Plan” was held in August. The final validated report has been submitted to the Commission and approved for implementation.

### **3.1.4 Summary of Selected Cases**

#### **Case No.: CHRAJ/96/2020**

The Commission received a complaint dated 25<sup>th</sup> day of June 2020 from Edward Sowah Adjetei (the complainant) captioned "Petition to Reverse Termination of Appointment". The Complainant alleged the unjust treatment meted out to him by his employer State Housing Company Limited (the Respondent) which eventually led to the termination of his employment.

The Complainant alleged that his appointment was terminated following series of investigation, which he conducted leading to the retrieval of several state lands and consequently exposing prominent political figures involved in dubious and questionable transactions.

The Complainant wrote a petition to the Ministry of Works and Housing to intervene in the management of the State Housing Company Limited on the 27<sup>th</sup> of February 2019. He subsequently sent another petition dated 3<sup>rd</sup> January 2020 to the same Ministry praying that the Ministry rescues him from the attacks he was encountering in the staff accommodation. This was after series of correspondence subsequent to the 27<sup>th</sup> of February 2019 petition. The Complainant further alleged that the Respondent kept transferring him to other Regions (Upper West and Central) notwithstanding insecurity situation he was exposed to as a result of responsibilities he was assigned by the Managing Director and his Deputy. He said the Respondent terminated his appointment eventually without addressing the harm his duty exposed him to although the Respondent was copied in all the life-threatening petitions.

The Complainant also alleged that prior to the termination of his employment, the Complainant was asked to embark on his five months accumulated leave because he evicted Santa Baron Ventures and Igizazi Properties Limited from the properties they fraudulently acquired at the Ringway Estates. The Complainant stated that upon his return from leave in November 2018, the Deputy Managing Director informed him of some disbursement from the Ministry of Finance and that he wanted him to handle the Upper West Region so that the two of them could benefit from the said money, but he refused. He also stated that, prior to the transfer, there were series of misunderstanding between him and management which led the Board

Chairman to call him on phone and asked him to apologize to the Managing Director and his Deputy which he obliged.

The Complainant further alleged that when he was transferred to the Western Zone (Cape Coast) he could not report because assassins were after his life and also raised issues of discrimination, demotion and disparate treatment and lack of emotional intelligence which had not been addressed before the said transfers. He therefore petitioned the Commission to reverse the termination of his appointment.

The Respondent in its comments dated 15<sup>th</sup> July 2020 admitted terminating the appointment of the complainant. In defence of its action, the Respondent explained that as part of an administrative exercise, members of staff took their accumulated leave to rejuvenate and return to work refreshed. The Complainant was also granted his accumulated leave from June 18, 2018, to November 8, 2018. The Respondent subsequently transferred the Complainant to head its Upper West Regional Office and officially informed him on 15<sup>th</sup> November 2018. The Respondent further explained that it was at this point that the Complainant informed management that he was pursuing his PhD at GIMPA and would like to be granted study leave in clear violation of the Code of Conduct for senior staff. Notwithstanding his refusal to abide by the Code of Conduct, management granted him study leave without pay. The Complainant appealed to the Board of Directors which intervened. The Board advised that the Complainant be transferred to a station close to Accra to enable him to attend his course as and when necessary, despite the fact that the Complainant had written to management indicating that it was a modular program made up of two sessions in a year. The Complainant further indicated that he intended to use his annual leave period to attend lectures. That having given the Respondent this information, it did not matter where he was transferred but management had to consider his petition, and he was transferred to Western Zone (Cape Coast). The Complainant was notified of his transfer to the Western Zone by a letter dated 19<sup>th</sup> December 2019 that the transfer was to take effect from 6<sup>th</sup> January 2020. Unfortunately, the Complainant failed or refused to report to his duty post without any explanation. The Respondent wrote to Complainant again dated the 21<sup>st</sup> of January 2020 notifying him to resume duty in Cape Coast but he did not oblige. The Respondent by a letter dated 8<sup>th</sup> May 2020 again demanded that the Complainant reports to his duty post in Cape Coast. He was given two

weeks to do so but he failed to report at Cape Coast office. The Respondent's management informed the Board of Directors about the Complainant's conduct, and the board suggested to management to invoke the necessary Articles in the Senior Staff Conditions of Service. The Respondent subsequently terminated Complainant's appointment for vacating post for a period of six (6) consecutive months, way beyond the 10 days stated in the conditions of service.

Pursuant to a request made by the Commission to the Respondent to address an issue the Complainant raised in his petition that, his transfer amount to demotion, the Respondent, submitted further comment in a letter dated 11<sup>th</sup> August 2022. In the said letter, the Respondent explained that the Complainant was employed as a land Surveyor on the 8<sup>th</sup> January, 2013 and placed on Job class 13 before his transfers. The Respondent stated that as regional head, he was going to be promoted to the level of manager since all regional heads are managers. That he was just an officer in the former position. He was also to be elevated to Job class 15/16 as it applies to all regional heads. He was also entitled to a fully furnished accommodation, responsibility allowance, payment of all utility bills like electricity, water and internet. He would have been entitled to a security and driver as well. That his duty was to take decisions in the Region and report to the head office.

The Complainant reacted to the Respondent's comments. Complainant explained that being a management member, he was not aware of any administrative exercise which informed the directive to embark on accumulated leave. That all was well until one management meeting when the Managing Director asked Complainant why the Respondent should not sack all staff of the survey section. The Complainant alleges that he suspects the remote cause to be the evictions he did in Ringway and the application for a land in Adenta which already had a file in the name of Larry Gbevlo Lartey that he did not agree to. That from 2015 he took his leave twice in a year, yet he was sent on an accumulated leave without his input. He also alleged that his transfer to Wa was mentioned to him after he returned from his leave in November 2018 which deemed not to be in the interest of the company but the Deputy MD who wanted to gain financially. Complainant also explained that he had his admission letter on the 13<sup>th</sup> August, 2018 during the five months leave period.



The Complainant further explained that he sent a whatsapp message to the Deputy MD to inform him about his admission and the Deputy MD congratulated him. The MD was also in the known of his admission to pursue the PhD programme because he presented a copy of his admission letter to the MD. That the MD and his Deputy knew the PhD programme was a modular course, but they just wanted to move him out of the head office to have their way with lands since he is the one protecting those lands from "encroachers" and "land grabbers" who were mostly high-profile politicians. That the Managing Director transferred him to Western Zone to commence work on 6<sup>th</sup> January, 2020 when he was preparing to write his exams. He then wrote a petition to the Ministry of Works and Housing to ask management to allow him work from the head office or allow him to enjoy his four-year study leave which he copied the Managing Director and the Board Chairman. The Deputy Managing Director gave him a reminder on the 21<sup>st</sup> day of January 2020, but it was delivered to him on the 27<sup>th</sup> February, 2020. He further explained that the reminder sent to him to report at the Cape Coast office got to him on the 21<sup>st</sup> day of February 2020 and he wrote to management registering his displeasure about management's failure to follow administrative process when the reminder was dispatched. The Complainant by his letter dated 18<sup>th</sup> May 2020 reiterated the reasons why he refused to report to his duty post.

The Commission is mandated under Article 218 of the 1992 Constitution and the Commission on Human Rights and Administrative Justice Act 1993, (Act 456) to investigate matters that bother on administrative justice violation by public officials. The Respondent is a public institution whose core responsibility is to provide housing units to Ghanaian population.

The Commission studied the documents received from the parties and concluded that the complaint falls within the Administrative Justice mandate of the Commission as it involves allegations of unfair treatment of a Public Officer on the part of a public institution. The Commission is thus vested with the mandate to investigate the complaint.

Upon a review of the complaint as well as comments from the Respondent and taking into consideration the relevant documents submitted by the parties, the following issues were germane into the determination of the complaint.

- i. Whether or not the transfer of Complainant to head a Regional Office constituted

ademotion.

- ii. Whether or not the Complainant was transferred because he exposed alleged instances of corruption on the part of the Respondent.
- iii. Whether or not the transfers of the Complainant were in accordance with the Senior Staff Condition of Service.
- iv. Whether or not the termination of the appointment of the complainant was fair.

Based on the available evidence, the Commission finds that:

- i. The Complainant was initially transferred to Wa and upon an appeal he was subsequently transferred to Cape Coast.
- ii. The Complainant was first granted study leave without pay to pursue his studies but upon appeal, the Board considered his plea and decided to transfer him to a place closer to Accra to enable him work and be paid and pursue his studies as well.
- iii. The transfers of the Complainant do not amount to demotion, discrimination or as a result of exposure of corruption activities in the respondent institution.
- iv. The Complainant failed or neglected to report at his duty post for almost 6 months. i.e. from 6<sup>th</sup> January 2020 to 18<sup>th</sup> June 2020.
- v. The Complainant's appointment was terminated for vacation of post.
- vi. That the termination of the Complainant's appointment was lawful.

Accordingly, the Decision of the Commission is that:

- i. The termination of appointment of the Complainant was fair and lawful.
- ii. The Complainant be paid all benefits due him, if any, in accordance with the Senior Staff Condition of Service.

### 3.3 Strategic goal 3 (SO3): Corruption in Ghana reduced by 5% by 2025

#### 3.3.0 Introduction

The Commission through its Anti-corruption department undertook various activities in the area of investigations, public sensitization and training in its efforts to reduce corruption to the barest minimum during the year under review. The Commission also conducted a number of surveys on certain thematic issues relating to the anti-corruption mandate and made recommendations for reforms.

#### 3.3.1 Investigations – Allegations of Corruption

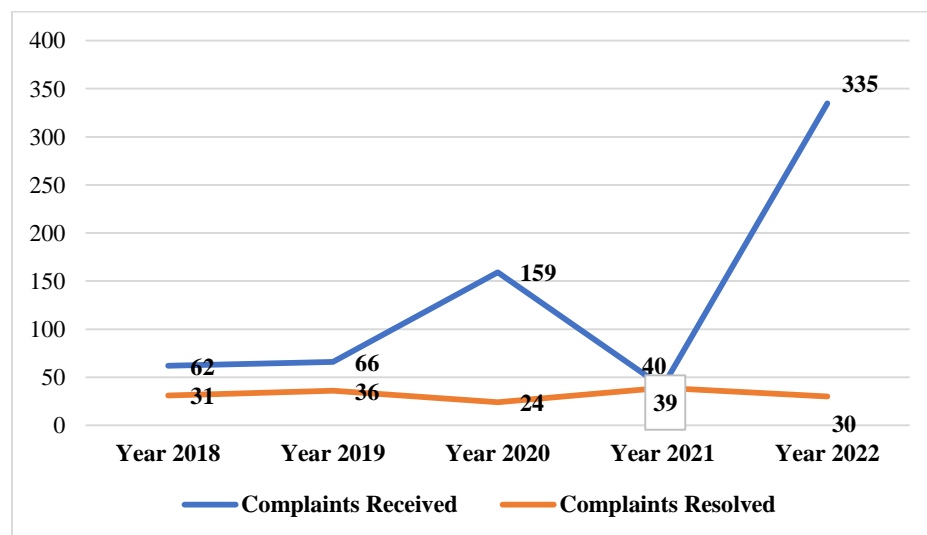
##### Investigations – Allegations of Corruption

##### Allegations Recorded and Concluded

Three hundred and thirty-five (335) cases were recorded under the Anti-Corruption mandate of the Commission out of which 30 were resolved.

The 5-year trend of cases showed that there was an astronomical increase in the cases in the years 2020 and 2022. This was due to non-declaration of assets complaints lodged against some public officers. In 2020, one hundred and nineteen cases (119) of non-declaration of assets complaints were recorded, and 285 in 2022. See the figure 11 for the past five-year trend.

*Figure 11: Trend of Complaints Recorded and concluded: 2018-2022 (Five Years Period)*



### **Nature of Corruption Allegations**

The nature of allegations of corrupt practices was mainly extortion, conflict of interest and misappropriation. See Appendix D for full details.

### **Respondent Bodies in Allegations of Corrupt Practices**

Complaints recorded under this category were mostly against officials holding positions in public institutions. See Appendix G for details.

### **Mode of Conclusion of Corruption Cases**

Out of the 30 cases concluded under corruption, 25 were decided by the Commission, while 5 were not investigated due to lack of mandate after an initial assessment of the case.

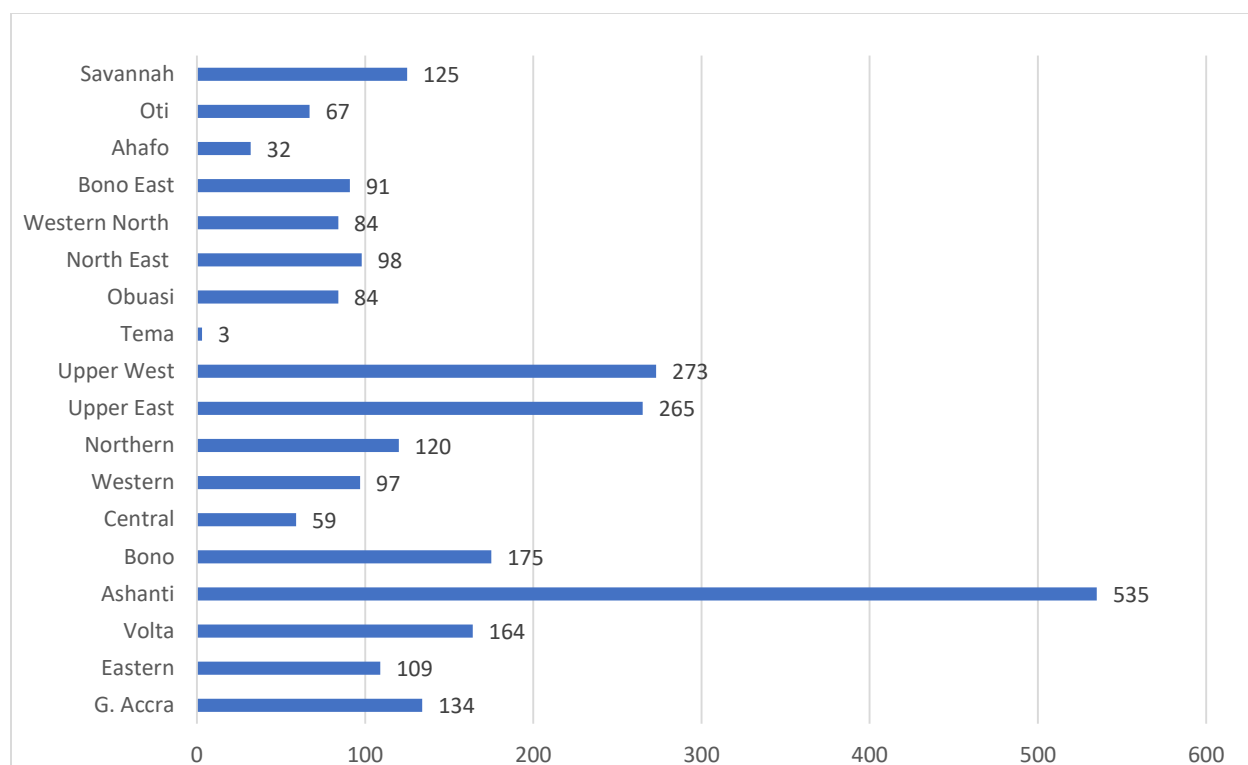
## **3.3.2 Public Education on Corruption**

### **Public Education Activities on Corruption**

A total of 2,515 programmes were carried out in respect of anti- corruption mandate. The mediums used include community outreach, radio and television and school programmes. Topics covered include; conflict of interest, bribery and extortion, whistle blowers Act, overview of NACAP, negative effects of corruption, ABC of corruption, gift policy and the anti-corruption mandate of the Commission.

The regional breakdown of the programmes conducted is shown in figure 12.

*Figure 12: Regional Distribution of Public Education Activities*



## **COORDINATION OF NAACAP IMPLEMENTATION**

### **3.3.3 Preparation of 2021 NACAP Progress Reports**

As the NACAP coordinating secretariat, the Commission through the Monitoring and Evaluation Committee (MONICOM) monitored the progress made in its implementation and compiled the 2021 Annual Progress Report. The monitoring provides a systematic and structured review of the implementation of earmarked actions under the NACAP.

### **3.3.4 Meetings of NACAP Implementation Structures**

During the year, the MONICOM and the High-Level Implementation Committee (HiLIC) held a number of meetings in relation to their respective roles under the NACAP implementation processes.

The MONICOM in its first meeting reviewed and adopted a new reporting framework “google forms” developed by the NACAP Implementation Support Unit (NISU) for all implementation partners (IPs) to report on activities executed in 2021.

Again, the committee discussed the draft NACAP Annual Progress Report for onward submission to HiLIC.

Similarly, the HiLIC, the highest policy-making body for the implementation of NACAP, met and adopted the 2021 Annual Progress Report.

### **3.3.5 Implementation of the Public Sector Integrity Programme (PSIP)**

Under the PSIP, the Commission facilitated a number of training and sensitization activities for selected staff of Ministries, Departments and Agencies of State. These programmes aimed at enhancing the knowledge and understanding of beneficiaries on NACAP, Public Service Integrity and Work Ethics, Assets Declaration, Gifts Policy, Conflict of Interest and Code of Conduct for Public Officers.

- Training of Bank of Ghana Staff

This training benefited a total of 47 participants made up of 30 males and 17 females. The training covered Assets Declaration, Gifts Policy, Conflict of Interest Code of Conduct and NACAP.

- Training for the Office of the Head of Civil Service Staff

This training was held virtually in June for 104 participants. Beneficiaries were drawn from the Institute of Technical Supervision, Government Secretarial School, Public Records and Archives Administration Department, Procurement and Supply Chain Management Department, Civil Service Training Centre and Office of the Head of Civil Service. Discussions focused on NACAP and the National Anti-corruption Reporting Dashboard (NACoRD).

- Training of National Identification Authority Staff

The Commission facilitated two separate training programmes organized by the Authority.

The first was during the induction training for newly recruited District Heads at the Civil Service Training School in July. The 54 officers consisting of 11 females and 43 males benefited from the Commission's presentation on Work Ethics and Public Service Integrity.

In a similar training held on in September for newly recruited staff at the Civil Service Training School, the Commission took the Eight (8) female and 16 male participants through lessons on NACAP and WorkPlace Integrity.

- Training at Ministry of Roads and Highways

The Ministry organised a training programme on NACAP and Public Sector Integrity for directors and other staff during the NACAP Week in September. On the whole, 50 females and 106 males participated in the training.

- Training for Institute of Technical Supervision Staff

The Commission facilitated two workshops under the auspices of the Institute in December on Conflict of Interest and Work Ethics for the staff. The programme was attended by 88 staff.

### **Assets Declaration by Staff**

The Commission assisted qualified staff to comply with the constitutional requirement to declare and file with the Auditor-General assets owned and liabilities owed. This was to uphold the provisions of the 1992 Constitution to regulate the conduct of public officers.

### **Validation of Draft Performance Report on the Implementation of United Nations Convention Against Corruption (UNCAC)**

Following Ghana's review and subsequent country visit in October 2019, the Reviewers requested additional information to enable them to complete their report. In view of this, the Commission drafted a report in 2019, which was validated in November 2022 through the UNCAC Steering Committee and submitted to the United Nations Office on Drugs and Crime (UNODC).

### **Corruption Survey**

The Commission, in partnership with the Ghana Statistical Service (GSS) and UNODC conducted the Ghana Integrity of Public Services Survey (GIPSS) during the reporting period. The overall objective of the survey was to obtain evidence-based information on the forms of corruption affecting the Ghanaian population in order to determine the prevalence and develop strategies to combat it.

The results of the Survey provide benchmark indicators to be used for policy reforms and monitor future progress while ensuring alignment with international standards, as seen in surveys conducted in other countries. The outcome of the Survey was released in July and has been published on the UNODC website and also available in print.

### **Corruption Risk Assessment**

The Commission carried out Corruption Risk Assessment for the Ghana Health Service and the Ministry of Fisheries and Aquaculture Development.

As a result, the Commission organized separate dissemination workshops and sessions for management of the two (2) institutions to commence implementation of recommendations arising from the assessment.

### **Technical Committee**

In August, the Commission inaugurated a Seven (7) Member Technical Committee to draft Standard Operating Procedures (SOP) for whistle blower protection in Ghana. The Committee had representation from the following:

- i. Narcotics Control Commission
- ii. Ghana Police Service
- iii. Office of the Attorney General
- iv. National Intelligence Bureau
- v. Ghana Revenue Authority
- vi. Economic and Organised Crime Office, and
- vii. CHRAJ

### **Meeting of Key Accountability Institutions (KAIs)**

The Commission convened a meeting of KAIs in November to deliberate on their role in the International Anti-Corruption Day Celebration and developed action plans for implementation in 2023.



### **Celebration of International Anti-Corruption Day**

The 2022 International Anti-Corruption Day was observed on 09 December under the theme “Curbing Corruption in Ghana through a Robust Conduct of Public Officers Law.”

The national event was attended by a Deputy Attorney General, the UN Resident Coordinator in Ghana, Heads of Public Institutions and Members of HiLIC. At a symposium to culminate the occasion, various speakers advocated for the speedy passage of the Conduct of Public Officers Bill, 2020 pending before Cabinet into law.

### **3.3.5 Summary of Selected Cases**

#### **Case No. CHRAJ/297/2019/769**

On 4<sup>th</sup> October, 2019 the Commission received a complaint from Ghana Integrity Initiative, a Local Chapter of Transparency International, alleging contravention of provisions of Chapter 24 of the 1992 Constitution, corruption and inappropriate conduct by Mr. Adjenim Boateng Adjei, former Chief Executive Officer of the Public Procurement Authority (PPA), members of the Board of the PPA Chaired by Prof. Douglas Boateng, and officials of Talent Discovery Ltd.

The Commission investigated the matter and issued its Decision dated February 11, 2022. In the said Decision the Commission found among others that Prof. Boateng’s **excuse for not declaring his assets and liabilities was not reasonable**. The Commission subsequently disqualified him from holding appointment as Chair or Member of any Public Board or Council or Commission for a period of not less than two years from the date of the Decision, i.e. 11 February 2022.

Dissatisfied with the Decision of the Commission Prof. Boateng, through his Lawyers Gyandoh Asmah & Co, petitioned the Commission for a review of its said Decision in a letter dated 24 February 2022.

He commented that he had earlier communicated to the Commission on 09 October 2020 Comments in response to the Complaint that he was in the process of complying with the provisions of Article 286 (1) and Section 3 of the Public Office Holders (Declaration of Assets and Disqualification) Act, 1998 (Act 550). He made the point that as at 14 October 2020 he had completed the process of declaring his assets and liabilities in compliance with the relevant provisions, and had submitted evidence of same to the Commission on 16 October 2020, long

before the Commission completed its investigations and rendered a decision. He argued that the sanctions were excessive and harsh, and that if the Commission had adverted its attention to the evidence submitted on the 16<sup>th</sup> of October 2020, the Commission would have given a more proportionate sanction. Accordingly, he prayed the Commission to reconsider its Decision and sanctions.

Following further engagements with Prof. Boateng, it was confirmed that he had in fact submitted evidence of the written declaration of his assets and liabilities in the form of a receipt from the Office of the Auditor-General to the Reception of the Commission on 16<sup>th</sup> October 2020, unaccompanied by any forwarding letter. As a result, this important piece of evidence was not brought to the attention of the Commissioner or the Team of Investigators in charge of the case.

After careful investigation of all the circumstances, the Commission came to the conclusion that Prof. Boateng in fact submitted evidence of a written declaration of his assets and liabilities to the Reception of the Commission on 16 October 2020, and that that piece of evidence was material and relevant to the decision that was rendered, thereby bringing the said comments under the purview of Section 18(3) of the CHRAJ Act, 1993 (Act 456).

Section 18 (3) of the Commission on Human Rights and Administrative Justice Act, 1993 (Act 456) on **Procedure after Investigations** provides as follow:

(3) If within three months after the report is made an action which seems to the Commission to be adequate and appropriate is not taken, the Commission may, after considering the comments made by or on behalf of the department, authority or person against whom the complaint was made, bring an action before a court and seek an appropriate remedy for the enforcement of the recommendations of the Commission (emphasis added).

This denotes that has a duty to consider the comments of persons, departments or authorities affected by its Decisions if brought within three of the Decision, before taking steps to enforce the decision in Court, and where the Commission is satisfied that there is merit in the Comments, to take appropriate action in the circumstances.

In the light of the above and in accordance with Section 18(3) which gives the Commission a discretion to Comments received, the Commission has accordingly considered the Comments

and exercises its discretion to reverse the sanctions imposed on Prof. Boateng which disqualified him from appointment as Chair or member of any Board, Council or Commission for a period of two years, and to take the action that is appropriate in respect of the results of the investigation.

Accordingly, the Commission's Decision dated 11<sup>th</sup> February 2022 in respect of Prof. Boateng on page 154 of the said Decision to the effect that,

Prof. Boateng, PPA Board Chairman, failed to declaration of assets and liabilities as required by Act 550. The Commission finds his excuse for not declaring his assets and liabilities not reasonable, and hereby disqualifies him from appointment as Chair or member of any public Board, Council or Commission for a period not less than 2 years from the date of this decision; is hereby reversed.

Having carefully considered the Comments of Prof. Boateng and all the circumstances of the case, the Commission has come to the conclusion that submitting written declaration of his assets and liabilities to the Auditor-General on 16 October 2020, about three years after his appointment, does not negate the findings of the Commission that his excuse for not declaring his assets and liabilities is not reasonable.

However, the Commission has taken into consideration steps taken by Prof. Boateng to make a written declaration of his assets and liabilities under Article 286(1) (a) on declaration on assumption of office, and 286 (1) (c) on declaration at the end of his term of office. Accordingly, the Commission disqualifies Prof. Douglas Boateng from appointment as Chair or member of any public Board, Council or Commission for a period not less than 1 year with effect from the date of the original decision, 11<sup>th</sup> February 2022.

### **3.4 Strategic Objective 4(SO4): Working conditions in CHRAJ improved by 50% by 2025**

#### **3.4.0 Introduction**

The Management and Administration function is to enhance institutional capacity and performance to promote and protect human rights, national integrity, accountability, and ensure administrative justice. Activities were implemented to consolidate organizational focus, improve

working conditions and increase staff performance, thereby improving efficiency, effectiveness and adequacy in the assigned roles.

### **3.4.1 Staff Status**

#### **Staff Strength**

The total staff strength of the Commission stood at 1,059, with 667 males and 392 females. Currently, there are two (2) males and a female with disability. CHRAJ has office presence in all the 16 administrative regions, two (2) sub-regional and 136 district offices in Ghana. The Commission functioned with eight (8) substantive Departmental Directors, representing four (4) males and four (4) females at the Head Office. Out of the 18 operational Regional Directors, there are 15 males and three (3) females.

Turnover is accounted for in six (6) staff resignations, 11 compulsory retirements, one (1) termination and four (4) deaths.

#### **Recruitment**

The Commission recruited 180 staff to fill various vacant positions of which 107 were males and 73 were females. Out of the number, 87 were Investigators (48 males and 39 females), 31 Bailiffs (26 males and 5 females), 41 Registrars (22 males and 19 females) and six (6) Legal Officers (4 males and 2 females).

#### **Temporary Staff**

The Commission received 65 temporary staff, constituting 30 males and 34 females for national service, and one (1) male intern.

#### **Staff Capacity Development**

Staff capacity development was severely hampered due to budgetary constraints. This notwithstanding, staff participated in workshops and seminars with other organizations. Also, selected staff from various departments attended international conferences and workshops in different countries.

The Commission delegated directors and senior officers at the head office and regional offices to serve as resource persons for activities organized by other institutions.

There was opportunity for staff to acquire knowledge and develop capacity through further studies. Sixteen (16) staff, made up of 11 males and five (5) females were granted permission to pursue Bachelors and Master's Degree programmes in Law and other Social Sciences, out of which four (4) were granted study leave.

### **General Services**

The General Services supervises provision of logistics, establishes efficient systems and maintains high standard operative functioning of facilities. Programme of activities executed to ensure efficient support services for effective execution of CHRAJ mandates include.

- **Infrastructure and Construction**



There was slight progression in the reconstruction of the burnt section of the Head Office building. A Canteen Shed and pavement path were constructed at Head Office to serve staff. A contract was awarded for the construction of fence wall to secure acquired land for the construction of Tema sub-Regional Office accommodation.

- **Renovation**

Office accommodation for Tema West, Ga East (Abokobi), and La Dadekotopon districts offices were refurbished. Renovation works at the Madina District office was near completion by the close of year.

- **Transportation**

The Commission had eight (8) salon cars, 60 station wagons including 50 Toyota Hilux Pickups (two broken down) and 10 Honda Motorbikes.

- **Office Security**

The Commission purchased and installed fire extinguishers at the Head office to beef-up security.

- **Office Furnishes**

There were purchases of furniture comprising swivel chairs, workstations, tables and chairs.

- **Land Registration**

The Commission is in the process of registration of land title at the Lands Commission for an office land in the northern region. The Commission runs the risk of losing allocated office lands if legal documentation is not procured.

- **Corporate Email**

Corporate Email addresses were created for staff at the head office, Greater Accra and Tema Sub-Region offices to facilitate official correspondence. Microsoft Teams platforms were successfully launched and an IT needs assessments for the Greater Accra and Tema Sub Regional Office were conducted.

- **A Toll-free number:** The Commission re-activated its Toll-free number 0800330330 to enhance receipt of complaints. The process to renew National Communication Authority (NCA) license is ongoing.
- **Electronic data storage:** Over 1,000 closed cases were scanned signifying a new beginning for electronic data storage at the Commission.

- **On-line Library Management System:** The library in collaboration with Innovation and Technology Unit is currently using a trial version of an On-line Library Management System for the cataloguing of library materials at the Head Office. The System is used to store, search and locate information on the shelves.
- **Google Directory:** The Commission Offices nationwide have been pinned to Google maps.

### **3.5 Strategic Objective 5 (SO5): Corporate governance and reporting obligations in CHRAJ improved by 50% by 2025**

#### **3.5.1 Corporate Affairs and Visibility**

The Commission launched a nationwide Corporate Email and Microsoft Teams which provides for instant and timely information regarding the work of the Commission. Needs assessment on IT at the Head Office, Greater Accra, and Tema Sub-regional office was completed. The TOLL-free number 0800330330 of the Commission was re-activated. The locations of all CHRAJ offices nationwide including their contact numbers have been pinned to Google Maps and included on CHRAJ website. The Commission was vibrant on radio and television live discussions, and also published news stories and feature articles on print and online media sources. A CHRAJ Instagram page was created and a Telegram platform was set up for the social media core team. Other social media handles are Facebook, X, LinkedIn, and YouTube.

#### **3.5.2 Monitoring and Evaluation (M&E)**

The Commission developed and approved the composite annual work plan for implementation by management. Management has also approved the procurement plan with a record of suppliers for 2022. In line with statutory requirements, the PPME Unit coordinated the development of a CHRAJ MTDP (2022-2025) and submitted same to the NDPC for consideration and approval for the medium-term implementation. Additionally, the Commission submitted reports on the performance on selected indicators to NDPC, MoF and the Project Management Unit (PMU)/World Bank as requested.

The Legal Department continued to monitor and enforce legal suits in Court. Cases that could not be concluded in the previous year include:



- Maxwell Jojo Asare Vrs CHRAJ
- Liebherr-Mining Ghana Ltd Vrs CHRAJ
- CHRAJ Vrs Ghana Armed Forces & Attorney General Department
- CHRAJ Vrs Ghana Immigration Service & Attorney General Department
- CRAJ Vrs Information Service Department
- Republic Vrs CHRAJ Exparte: Kwame Agyapong Boafo among others.

Cases that were commenced in 2022 are:

- Daniel Norgbedzie Vrs CHRAJ
- The Republic Vrs CHRAJ (Exparte: Adjeinim Boateng Adjei)
- The Republic Vrs CHRAJ ( Exparte: Prof. Douglas Boateng)
- CHRAJ (Safari Motor Works) Vrs Lands Commission
- CHRAJ (Prof. A.K. Adae) Vrs Controller & Accountant General Department
- The Republic Vrs CHRAJ (Exparte: Georgina Agyare Kwabi)
- The Republic Vrs CHRAJ (Exparte: Rev. Dr. Sentim Adasi)

### **3.5.3 Formulation of National Policy and Legislation**

The Commission's composite annual work plan (AWP) was developed and approved by management for implementation. Management has also approved the procurement plan with a record of suppliers for 2022. In line with statutory requirements, the PPME Unit coordinated the development of a CHRAJ MTDP (2022-2025) and submitted it to the National Development Planning Commission (NDPC) for consideration and approval.

### **3.5.4 Reporting Obligations**

The Commission contributed immensely towards the drafting and validation of fourth cycle UPR report, which was submitted to the Human Rights Council through the Office of the High Commissioner for Human Rights (OHCHR) in June 2022.

The internet survey report was completed, and a comprehensive email directory for all Head Office staff was compiled. The internet survey report helped the TI office to resolve perennial internet issues and provided stable connectivity for Head Office staff. Additionally, the National Anti-Corruption Reporting Dashboard (NACoRD) Source Code has been released by the developer,



and the integrity of the database is being checked. The NACoRD platform is the major database for reporting and collating NACAP reports from implementing partners (IPs). The Quarterly Strategic Report (QSR) was launched as a lucid performance account and serves as a one-stop information hub that provides an overview of ‘Where we are’ this quarter and ‘Where we want to go’ next quarter.

### **3.5.5 International Cooperation Performance**

The Commission continues to have formal working relations with several International and Regional institutions/bodies. Through working with these bodies, CHRAJ shares experiences and best practices on the thematic areas of human rights, administrative justice, and anti-corruption from Ghana’s perspective and by so doing contributes to strengthening many other sister institutions<sup>1</sup> and global performance. The affiliations range from payment of subscription fees to undertaking flexible Memoranda of Understanding across the mandate areas. The ensuing paragraphs discuss the Commission’s affiliations and activities in accordance with the mandate areas.

#### **Human Rights**

The Commission continues to hold ‘A status’ membership with the Global Alliance of National Human Rights Institutions (GANHRI)<sup>2</sup>. GANHRI is an International Association of National Human Rights Institutions (NHRIs) across the globe with the primary aim of promoting and strengthening NHRIs to be in accordance with the Paris Principles while also providing leadership in the promotion and protection of human rights. The GANHRI supports NHRIs in many ways including: facilitating and supporting their NHRIs engagement with the UN Human Rights Council and Treaty Bodies; encouraging cooperation and information sharing among NHRIs; and promoting the role of NHRIs within the United Nations, and with States, and other international agencies.

The ‘A status’ accreditation by the GANHRI Sub-Committee on Accreditation makes the Commission compliant with the Paris Principles and it is therefore accorded speaking rights and seating at Human Rights Treaty Bodies and other related organs of the United Nations. Again, the

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<sup>1</sup> This includes National Human Rights Institutions (NHRIs), Ombudsman and Anti-Corruption Institutions

<sup>2</sup> Formerly known as International Coordinating Committee (ICC) established in 1993

Commission is a member of the Network of African NHRIs (NANHRI) based in Nairobi, (Kenya) and the Network of NHRIs in West Africa (NNHRI-WA) based in Accra (Ghana). The Commission continues to serve as Africa's Representative on the GANHRI Working Group on the United Nations Sustainable Development Goals (SDGs); and as an alternate member of the GANHRI Sub-Committee on Accreditation.

The Commissioner of CHRAJ was elected as Vice President of NANHRI in 2021 and continues to chair NANHRI Working Group on the 2030 Agenda for Sustainable Development and Africa's Agenda 2063. Additionally, the Commissioner has served as the President of NNHRI-WA since 2019.

Activities implemented during the period included:

- **CHRAJ Activity Report to the African Commission on Human and People's Rights (ACHPR)**

The Commission in accordance with the reporting guidelines for NHRIs activity reports, prepared and submitted CHRAJ's third report to the African Commission on Human and People's Rights (ACHPR), after its previous two reports in 2018 and 2020. CHRAJ was granted affiliate status on May 7, 2015 at the ACHPR's 56th Ordinary Session in the Gambia. The report specifically covered the period 2020 to 2021 and involved the institutional and functional overview of CHRAJ, national human rights situation in Ghana as well as highlights of activities undertaken in the reporting period among others.

- **AU Kampala Convention**

In July, the Commission participated in an in-country engagement with stakeholders to promote the domestication and implementation of the AU Kampala Convention for the protection and assistance of internally displaced persons in West Africa, Ghana.

- **UN Special Rapporteur to Ghana**

The Commission welcomed Mr. Marcos A. Orellana, a Special Rapporteur on Toxics and Human Rights; on his official visit to the Commission in July. This was part of the Special Rapporteur's engagement with relevant stakeholders to assess the country's human rights situation in relation to toxic and hazardous substances.

- Meetings attended

### **United Nations Forum on Business and Human Rights**

CHRAJ also participated in the United Nations forum on Business and Human Rights held in Geneva between 28<sup>th</sup> and 30<sup>th</sup> November 2022.

### **42<sup>nd</sup> UPR Pre-sessions**

CHRAJ participated at the 42<sup>nd</sup> pre-session of the fourth cycle UPR held at the UN offices in Geneva, Switzerland from 26<sup>th</sup> November to 3<sup>rd</sup> December. The pre-session event led by UPR Info with funding support from Friedrich Ebert Stiftung, was on the theme: “*National Human Rights Action Plan to incorporate SDGs, Human Rights and the Protection of Group Rights (Women and Persons with Disability)*”.

### **• NNHRI-WA led Programmes**

#### **✓ NNHRI-WA Regional Consultations and Annual General Meeting**

In June 2022, the Commission as host of the NNHRI-WA Secretariat, successfully organized the fourth Regional Consultations and Annual General Meeting of the Network of National Human Rights Institutions in West Africa (NNHRI-WA) in Abidjan, La Cote D’Ivoire. The meeting was aimed at sharing experiences and strengthening regional cooperation for effective implementation of strategies concerning promotion and protection of human rights in the region. The Consultations generated greater participation from varied stakeholders, including Government of the La Cote D’Ivoire, NHRIs, UN Agencies (OHCHR-WARO, UNOWAS), ECOWAS Commission, ECOWAS Court of Justice, Network of African National Human Rights Institutions (NANHRI), CSOs and the media. The discussions ranged from safeguarding and/or promoting the independence, functionality and effectiveness of NHRIs, combatting hate speech through ensuring respect for human rights in electoral processes, to countering violent extremism and terrorism. A key outcome of the meeting was the issuance of a communique containing some recommendations and follow-up actions.

### **Administrative Justice**

The Commission is an active member of the International Ombudsman Institute (IOI) and the African Ombudsman and Mediators Association (AOMA). The role of Ombudsman institutions

generally is to protect people against violation of rights, abuse of power, unfair decisions, and maladministration. The IOI, which was established in 1978, has membership well over 190 independent Ombudsman institutions drawn from more than 100 Countries worldwide. In its effort to promote good governance and capacity building, the IOI supports its members in three ways: training, research, and regional subsidies for projects. Similarly, the AOMA prides itself as “a vehicle for promoting good governance and the rule of law in Africa”. Its mission statement is “to advance the development of the Ombudsman Institution for the furtherance of good governance, the Rule of law, and Human Rights in Africa.”

### **Anti-Corruption**

Again, the Commission is affiliated to the International Association of Anti-Corruption Authorities (IAACA), Association of African Anti-Corruption Authorities (AAACA), and the Network of Anti-Corruption Institutions in West Africa (NACIWA). The IAACA is an independent, non-political, anti-corruption organization, composed of institutions responsible for investigation, prosecution and prevention of corruption around the world. The objective of the Association is to promote the effective implementation of the United Nations Convention Against Corruption (UNCAC), fostering constructive collaboration among its members in the prevention and control of corruption, as well as asset recovery and international cooperation.

The following activities were implemented during the year;

1. Virtual Training in Public Procurement by Commonwealth Africa Anti-Corruption Centre (CAACC) based in Botswana supported by Partnership for Transparency in the United States of America from 31 January to 04 February 2022;
2. Training for African Anti-Corruption Cadres was organized by the Egyptian Administrative Control Authority in February 2022. Four (4) officers of the Commission attended the training in Egypt and were awarded certificates thereafter. The training was financed by the government of the Republic of Egypt;
3. In March 2022, the International Summit on the Protection of Whistleblowers was held in South Africa. The Director of Anti-Corruption Department attended this programme as a

facilitator where he made a presentation on the *Legal and Institutional Framework on Whistleblower Protection in Ghana: Implementation Gaps and Challenges*;

4. The Commission participated in a virtual training on Effective Leadership and Management by Commonwealth Africa Anti-Corruption Centre (CAACC) in March 2022;
5. The Commissioner and Director, Anti-Corruption attended the 12th Commonwealth Regional Conference of Heads of Anti-Corruption Agencies in Africa at Kigali, Rwanda, in May 2022. The Director was empanelled, and made a presentation on fighting corruption in Ghana;
6. In May 2022, the two staff of the Commission participated in a virtual training on money laundering and cryptocurrency by the Commonwealth Africa Anti-Corruption Centre;
7. The Commission took part in a training on how to review Guidelines on Asset Recovery and Borderless Investigations in May 2022. This was organized by National Anti-corruption Institutions in West Africa (NACIWA) and ECOWAS Civil Society Organisation Platform on Transparency and Accountability in Governance (ECSOPTAG);
8. In June 2022, two staff of the Commission participated in a Certificate Training on Corruption Risk Assessment organized by NACIWA in Lagos, Nigeria;
9. In July 2022, CHRAJ participated in a virtual training on Investigating Corruption in Multilateral Development Financed Projects in June 2022 organized by CAACC; and
10. The Director of Anti-Corruption attended a working session on the harmonization of the Commission on Human Rights and Public Administration with the Anti-Corruption Commission of the Kingdom of Eswatini as an expert from September 15 to 21, 2022. . During the visit, the Director had sessions with a number of interest groups in that country and produced a report thereafter to the United Nations Development Programme (UNDP) which co-financed the trip.

## **CHAPTER FOUR**

### **ACCOUNTABILITY REPORT**

#### **4.1 Transparency Standards**

Transparency refers to the freedom to seek, receive and impart information, which is integral to freedom of expression, transparency in election, among others. Rights such as the right to vote and seek election cannot be exercised meaningfully and fully without the observance and promotion of transparency standards.

The Right to Information (RTI) Act, 2019 (Act 989) promotes transparency and accountability. It is an Act passed to provide for the implementation of the constitutional right to information held by a public institution, subject to the exemptions that are necessary and consistent with the protection of the public interest in a democratic society to foster a culture of transparency and accountability in public affairs and to provide for related matters.

The Commission, as part of its transparency standards, receives requests bordering on the RTI Act which promotes transparency and accountability by empowering people to access information on both central and local government systems. In line with its quest to promote or encourage transparency, the Commission has an RTI desk officer.

#### **4.2 Downwards Accountability Standards**

Downward accountability standard refers to processes by which the senior managers of an organisation are held accountable to the people at levels within that organisation. These are stakeholders, including employees and their families, Complainants and Respondents, who are members of the communities within which the organisation operates. This contrasts with upward accountability through which senior managers are held accountable to higher-level boards of directors representing the interests of corporate principals. The shortcomings of upward accountability are seen to strengthen the case for incorporating downward accountability into corporate governance.

As part of measures to ensure good corporate governance at the Commission, the system of downward accountability is encouraged. One means of ensuring downward accountability at the

Commission is through staff durbars or open forums which usually take place at the end of every calendar year. At these durbars, there are frank and open discussions between senior managers and other employees. Senior managers account for their stewardship to the entire membership of the Commission. There is always a question-and-answer session during which issues and policies are explained.

Again, every year the Commissioner is invited as a special guest to the National Executive Committee (NEC) meeting of the CHRAJ Staff Association (CHRAJSA). At these meetings, the Commissioner addresses all grievances from the regional representatives. Additionally, the Commissioner attends the congress of CHRAJSA every four years to address matters pertaining to management of the Commission.

Another method of downward accountability is through workshops and programmes where staff have the opportunity to interact with management.

At the end of every national service year, service personnel at the Commission get the opportunity to meet with the Commissioner and other senior managers to discuss challenges and offer suggestions for future improvement.

## **CHAPTER FIVE**

### **ENVIRONMENTAL STATEMENT**

Human rights and the environment are intrinsically connected. A healthy and sustainable environment is essential to the enjoyment of human rights. Activities which interfere with sustainable environments potentially violate human rights.

The Commission has prioritized efforts to promote and protect the environment and human rights with the creation of the Strategic Management and Innovation (SMI) department. The department is a combination of Strategic Management and the Technology and Innovation (TI) unit. Among other responsibilities, the SMI department is responsible for leading the digitalization process of the Commission and rolling out programs to support the execution of the 2021-2025 strategic plan and similar plans.

The Commission's digital transformation brings new set of tools that enables staff to improve work processes through smart applications. The capability to use the Commission's limited resources efficiently plays a significant role in supporting to build a sustainable environment – in keeping with SDG Goal 15 of ensuring the conservation, restoration and sustainable use of environmental resources such as indiscriminate felling of trees for paper production.

The Commission since 2021,

- began a nationwide corporate email and Microsoft teams' rollout. This professional digital platform is projected to contribute to a paperless system of work processes and reduce non-essential travels for meetings.
- is championing a digital record keeping system through a case management system. This initiative is part of a broader digital transformation roadmap. Digitization of closed cases has been commissioned to support paperless investigation processes and safer record keeping. Over the period 1,020 cases were scanned and documented.
- continues to participate in stakeholder workshops on the SDGs which highlight the importance of maintaining sustainable environmental actions.



## CHAPTER SIX

### FINANCIAL REPORT

The Commission continued to receive a steady increase in its budgetary allocation from the Government of Ghana (GoG) for the past five years. In the year 2022, the Commission received Forty-Nine Million, Five Hundred and Sixty-Four Thousand, Six Hundred and Thirty-Six Ghana Cedis, Ninety-Six Pesewas (Gh¢49,564,636.96) to carry out its planned activities. This amount represented an increase of approximately 10.7% over the release in 2021. This increase was mainly attributable to the increase in the Compensation budget arising from new recruitment.

The table below indicates the Approved Budget, Revised Budget, Actual releases, and Variance.

| <b>Expenditure Item</b> | <b>Approved Budget-2022 (GH¢)</b> | <b>Revised Budget-2022 (GH¢)</b> | <b>Releases-2022 (GH¢)</b> | <b>Variance-2022 (GH¢)</b> |
|-------------------------|-----------------------------------|----------------------------------|----------------------------|----------------------------|
| Compensation            | 39,526,999.94                     | 39,527,000.00                    | 43,322,497.96              | 3,795,497.96               |
| Goods & Services        | 15,325,000.00                     | 10,727,500.00                    | 3,662,982.00               | (7,064,518.00)             |
| Capex                   | 6,000,000.00                      | 4,200,000.00                     | 2,579,157.00               | (1,620,843.00)             |
| <b>Total</b>            | <b>60,851.999.94</b>              | <b>54,454,500.00</b>             | <b>49,564,636.96</b>       | <b>(4,889,863.04)</b>      |

## Appendices

### Appendix 1: Classification of Complaints Received and Concluded According to Offices

| REGIONS           | CASES RECEIVED/RECORDED |           |          |             | CASES CONCLUDED |           |           |             |
|-------------------|-------------------------|-----------|----------|-------------|-----------------|-----------|-----------|-------------|
| Ahafo Region      | HR                      | ADMIN     | COR      | TOTAL       | HR              | ADMIN     | COR       | TOTAL       |
| BECHEM            | 78                      | 1         | 0        | 79          | 69              | 0         | 0         | 69          |
| KENYASI           | 217                     | 0         | 0        | 217         | 149             | 0         | 0         | 149         |
| GOASO             | 49                      | 2         | 0        | 51          | 43              | 1         | 0         | 44          |
| KUKUOM            | 46                      | 0         | 0        | 46          | 30              | 0         | 0         | 30          |
| HWEDIEM           | 16                      | 0         | 0        | 16          | 13              | 0         | 0         | 13          |
| <b>SUB-TOTAL</b>  | <b>406</b>              | <b>3</b>  | <b>0</b> | <b>409</b>  | <b>304</b>      | <b>1</b>  | <b>0</b>  | <b>305</b>  |
| Ashanti Region    | HR                      | ADMIN     | COR      | TOTAL       | HR              | ADMIN     | COR       | TOTAL       |
| OBUASI            | 139                     | 1         | 0        | 140         | 143             | 1         | 0         | 144         |
| KUMASI REG. OFF.  | 80                      | 19        | 0        | 99          | 64              | 31        | 3         | 98          |
| MAMPONTENG        | 23                      | 1         | 0        | 24          | 30              | 3         | 0         | 33          |
| BEKWAI            | 54                      | 1         | 0        | 55          | 48              | 3         | 0         | 51          |
| OFFINSO           | 255                     | 0         | 0        | 255         | 266             | 0         | 0         | 266         |
| MAMPONG           | 48                      | 2         | 1        | 51          | 44              | 2         | 1         | 47          |
| NEW EBUBLASE      | 31                      | 0         | 0        | 31          | 29              | 0         | 0         | 29          |
| EFFIDUASE         | 65                      | 1         | 0        | 66          | 69              | 0         | 0         | 69          |
| EJURA             | 73                      | 0         | 0        | 73          | 70              | 0         | 0         | 70          |
| KUNTANASE         | 175                     | 4         | 3        | 182         | 171             | 7         | 7         | 185         |
| MANKRANSO         | 64                      | 0         | 0        | 64          | 69              | 0         | 0         | 69          |
| NKAWIE            | 60                      | 1         | 0        | 61          | 67              | 2         | 0         | 69          |
| MANSO NKWANTA     | 54                      | 0         | 0        | 54          | 59              | 0         | 0         | 59          |
| AGONA             | 64                      | 0         | 0        | 64          | 3               | 0         | 0         | 3           |
| KONONGO           | 44                      | 2         | 0        | 46          | 47              | 2         | 0         | 49          |
| JUASO             | 32                      | 0         | 0        | 32          | 33              | 0         | 0         | 33          |
| ATWIMA            |                         |           |          |             |                 |           |           |             |
| TEPA              | 108                     | 2         | 0        | 110         | 111             | 1         | 0         | 112         |
| MANSO ADUBIA      | 42                      | 2         | 0        | 44          | 29              | 1         | 0         | 30          |
| ADANSI ASOKWA     | 22                      | 0         | 0        | 22          | 0               | 0         | 0         | 0           |
| ASIWA             | 27                      | 1         | 0        | 28          | 8               | 1         | 0         | 9           |
| KUMAWU            | 24                      | 1         | 0        | 25          | 18              | 0         | 0         | 18          |
| AKROFUOM-ADANSI   | 61                      | 0         | 0        | 61          | 57              | 0         | 0         | 57          |
| NYINAHIN          | 3                       | 0         | 0        | 3           | 35              | 0         | 0         | 35          |
| AKUMADAN          | 50                      | 1         | 0        | 51          | 47              | 1         | 0         | 48          |
| TWEDIE            | 39                      | 0         | 0        | 39          | 31              | 0         | 0         | 31          |
| <b>SUB-TOTAL</b>  | <b>1637</b>             | <b>39</b> | <b>4</b> | <b>1680</b> | <b>1548</b>     | <b>55</b> | <b>11</b> | <b>1614</b> |
| Bono              | HR                      | ADMIN     | COR      | TOTAL       | HR              | ADMIN     | COR       | TOTAL       |
| SUNYANI           | 303                     | 10        | 1        | 314         | 301             | 8         | 1         | 310         |
| WENCHI            | 146                     | 2         | 0        | 148         | 140             | 0         | 0         | 140         |
| DROBO             | 116                     | 0         | 0        | 116         | 128             | 1         | 0         | 129         |
| DORMAA AHENKRO    | 205                     | 0         | 0        | 205         | 220             | 0         | 0         | 220         |
| NSAWKAW           | 99                      | 0         | 0        | 99          | 100             | 0         | 0         | 100         |
| BEREKUM           | 103                     | 1         | 0        | 104         | 97              | 1         | 0         | 98          |
| BANDA             | 4                       | 0         | 0        | 4           | 3               | 0         | 0         | 3           |
| SAMPA             | 22                      | 0         | 0        | 22          | 19              | 0         | 0         | 19          |
| DORMAA WEST       | 13                      | 0         | 0        | 13          | 9               | 0         | 0         | 9           |
| <b>SUB- TOTAL</b> | <b>1011</b>             | <b>13</b> | <b>1</b> | <b>1025</b> | <b>1017</b>     | <b>10</b> | <b>1</b>  | <b>1028</b> |
| Bono - East       | HR                      | ADMIN     | COR      | TOTAL       | HR              | ADMIN     | COR       | TOTAL       |
| TECHIMAN          | 351                     | 6         | 0        | 357         | 375             | 5         | 0         | 380         |
| ATEBUBU           | 128                     | 0         | 0        | 128         | 120             | 0         | 0         | 120         |
| KINTAMPO          | 230                     | 0         | 0        | 230         | 147             | 2         | 0         | 149         |

|                       |             |              |            |              |             |              |            |              |
|-----------------------|-------------|--------------|------------|--------------|-------------|--------------|------------|--------------|
| KWAME DANSO           | 188         | 0            | 0          | 188          | 178         | 0            | 0          | 178          |
| NKORANSA              | 114         | 0            | 0          | 114          | 110         | 0            | 0          | 110          |
| BUSUNGA               | 111         | 0            | 0          | 111          | 53          | 0            | 0          | 53           |
| KAJAJI                | 129         | 3            | 0          | 132          | 123         | 2            | 0          | 125          |
| YEJI                  | 10          | 0            | 0          | 10           | 9           | 0            | 0          | 9            |
| <b>SUB- TOTAL</b>     | <b>1261</b> | <b>9</b>     | <b>0</b>   | <b>1270</b>  | <b>1115</b> | <b>9</b>     | <b>0</b>   | <b>1124</b>  |
| <b>Central Region</b> | <b>HR</b>   | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>   | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| CAPE COAST            | 68          | 7            | 1          | 76           | 60          | 2            | 0          | 62           |
| SALTPOND              | 60          | 2            | 0          | 62           | 38          | 1            | 0          | 39           |
| BREMAN ASIKUMA        | 25          | 0            | 0          | 25           | 25          | 1            | 0          | 26           |
| ABURA                 | 29          | 0            | 0          | 29           | 26          | 0            | 0          | 26           |
| ELMINA                | 46          | 1            | 0          | 47           | 36          | 0            | 0          | 36           |
| DUNKWA OFFIN          | 53          | 1            | 0          | 54           | 53          | 0            | 0          | 53           |
| APAM                  | 25          | 0            | 0          | 25           | 6           | 0            | 0          | 6            |
| TWIFO PRASO           | 28          | 0            | 0          | 28           | 28          | 0            | 0          | 28           |
| AGONA SWEDRU          | 122         | 3            | 0          | 125          | 105         | 3            | 0          | 108          |
| ASSIN FOSU            | 39          | 0            | 0          | 39           | 47          | 4            | 0          | 51           |
| WINNEBA               | 78          | 1            | 0          | 79           | 69          | 0            | 0          | 69           |
| AJUMAKO               | 20          | 2            | 0          | 22           | 28          | 1            | 1          | 30           |
| AGONA NSABA           | 5           | 0            | 0          | 5            | 5           | 0            | 0          | 5            |
| <b>SUB- TOTAL</b>     | <b>598</b>  | <b>17</b>    | <b>1</b>   | <b>616</b>   | <b>526</b>  | <b>12</b>    | <b>1</b>   | <b>539</b>   |
| <b>Eastern Region</b> | <b>HR</b>   | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>   | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| KOFORIDUA             | 11          | 4            | 1          | 16           | 15          | 0            | 0          | 15           |
| NKAWKAW               | 18          | 1            | 0          | 19           | 17          | 1            | 0          | 18           |
| KADE                  | 87          | 0            | 0          | 87           | 82          | 0            | 0          | 82           |
| NEW ABIREM            | 90          | 0            | 0          | 90           | 91          | 0            | 0          | 91           |
| BEGORO                | 71          | 1            | 0          | 72           | 74          | 1            | 0          | 75           |
| KIBI                  | 30          | 1            | 0          | 31           | 30          | 0            | 0          | 30           |
| NSAWAM                | 49          | 1            | 0          | 50           | 47          | 1            | 0          | 48           |
| ASAMANKESE            | 63          | 0            | 0          | 63           | 63          | 0            | 0          | 63           |
| SUHUM                 | 14          | 0            | 0          | 14           | 15          | 0            | 0          | 15           |
| AKOSOMBO              | 25          | 1            | 0          | 26           | 26          | 1            | 0          | 27           |
| ODA                   | 20          | 0            | 0          | 20           | 20          | 0            | 0          | 20           |
| AKROPONG              | 17          | 1            | 0          | 18           | 17          | 3            | 0          | 20           |
| ODUMASE KROBO         | 44          | 0            | 0          | 44           | 34          | 0            | 0          | 34           |
| DONKORKROM            | 32          | 1            | 0          | 33           | 31          | 1            | 0          | 32           |
| ASESEWA               | 12          | 2            | 1          | 15           | 6           | 0            | 0          | 6            |
| OSINO                 | 13          | 0            | 0          | 13           | 11          | 0            | 0          | 11           |
| EFFIDUA               | 9           | 0            | 0          | 9            | 9           | 0            | 0          | 9            |
| MPRAESO               | 21          | 1            | 0          | 22           | 17          | 1            | 0          | 18           |
| KUKURANTUMI           | 6           | 0            | 0          | 6            | 5           | 0            | 0          | 5            |
| ANYINAM               | 21          | 2            | 0          | 23           | 16          | 1            | 0          | 17           |
| <b>SUB-TOTAL</b>      | <b>653</b>  | <b>16</b>    | <b>2</b>   | <b>671</b>   | <b>626</b>  | <b>10</b>    | <b>0</b>   | <b>636</b>   |
| <b>Greater- Accra</b> | <b>HR</b>   | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>   | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| HEAD OFFICE           | 142         | 94           | 309        | 545          | 110         | 104          | 7          | 221          |
| ACCRA                 | 11          | 6            | 0          | 17           | 12          | 10           | 0          | 22           |
| SOWUTUOM              | 38          | 0            | 0          | 38           | 89          | 3            | 0          | 92           |
| DODOWA                | 13          | 3            | 0          | 16           | 10          | 2            | 0          | 12           |
| ADAFOAH               | 31          | 1            | 0          | 32           | 43          | 1            | 0          | 44           |
| AMASAMAN              | 111         | 1            | 0          | 112          | 113         | 1            | 0          | 114          |
| KPONE-KATAMANSO       | 13          | 0            | 0          | 13           | 4           | 0            | 0          | 4            |
| WEIJA                 | 32          | 4            | 0          | 36           | 72          | 5            | 0          | 77           |
| TEMA                  | 82          | 6            | 0          | 88           | 74          | 2            | 0          | 76           |
| NINGO PRAMPAM         | 11          | 0            | 0          | 11           | 8           | 0            | 0          | 8            |
| ABLEKUMA NORTH        | 6           | 0            | 0          | 6            | 5           | 0            | 0          | 5            |
| <b>SUB- TOTAL</b>     | <b>490</b>  | <b>115</b>   | <b>309</b> | <b>914</b>   | <b>430</b>  | <b>24</b>    | <b>0</b>   | <b>454</b>   |
| <b>Northern</b>       | <b>HR</b>   | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>   | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| TAMALE                | 45          | 6            | 2          | 53           | 50          | 3            | 0          | 53           |
| ZABZUGU               | 21          | 0            | 0          | 21           | 21          | 0            | 0          | 21           |
| SAWELUGU              | 11          | 0            | 1          | 12           | 8           | 0            | 0          | 8            |
| TOLON                 | 4           | 0            | 2          | 6            | 5           | 1            | 1          | 7            |
| GUSHEGU               | 4           | 0            | 0          | 4            | 3           | 0            | 0          | 3            |

|                    |            |              |            |              |            |              |            |              |
|--------------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|
| SABOBA             | 20         | 0            | 0          | 20           | 20         | 0            | 0          | 20           |
| YENDI              | 43         | 0            | 0          | 43           | 41         | 0            | 0          | 41           |
| BIMBILLA           | 39         | 0            | 0          | 39           | 40         | 0            | 0          | 40           |
| KUNBUNGU           | 0          | 1            | 0          | 1            | 0          | 0            | 0          | 0            |
| SAGNARIGU          | 5          | 1            | 0          | 6            | 3          | 1            | 0          | 4            |
| KARAGA             | 1          | 0            | 0          | 1            | 1          | 0            | 0          | 1            |
| WULENSI            | 5          | 0            | 0          | 5            | 3          | 0            | 0          | 3            |
| <b>SUB- TOTAL</b>  | <b>198</b> | <b>8</b>     | <b>5</b>   | <b>211</b>   | <b>195</b> | <b>5</b>     | <b>1</b>   | <b>201</b>   |
| <b>North -East</b> | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| NALERIGU           | 31         | 8            | 2          | 41           | 23         | 4            | 0          | 27           |
| BUNKPURUGU         | 1          | 3            | 1          | 5            | 1          | 0            | 0          | 1            |
| WALEWALE           | 26         | 0            | 0          | 26           | 14         | 0            | 0          | 14           |
| GAMBAGA            | 8          | 0            | 0          | 8            | 8          | 0            | 0          | 8            |
| CHEREPONI          | 2          | 1            | 0          | 3            | 2          | 1            | 0          | 3            |
| YUNYOO-NASUAN      | 4          | 1            | 0          | 5            | 0          | 0            | 0          | 0            |
| YAGABA             | 0          | 0            | 1          | 1            | 0          | 0            | 0          | 0            |
| <b>SUB-TOTAL</b>   | <b>72</b>  | <b>13</b>    | <b>4</b>   | <b>89</b>    | <b>48</b>  | <b>5</b>     | <b>0</b>   | <b>53</b>    |
| <b>Oti</b>         | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| DAMBAI             | 49         | 2            | 0          | 51           | 50         | 6            | 2          | 58           |
| JASIKAN            | 134        | 6            | 0          | 140          | 128        | 7            | 0          | 135          |
| KADJEBI            | 90         | 0            | 0          | 90           | 80         | 0            | 0          | 80           |
| KRACHI WEST        | 87         | 3            | 0          | 90           | 79         | 3            | 0          | 82           |
| NKWANTA            | 107        | 2            | 0          | 109          | 107        | 1            | 0          | 108          |
| NKONYA (BIAKOYE)   | 20         | 0            | 0          | 20           | 16         | 0            | 0          | 16           |
| KPASSA             | 19         | 1            | 0          | 20           | 14         | 0            | 0          | 14           |
| <b>SUB-TOTAL</b>   | <b>506</b> | <b>14</b>    | <b>0</b>   | <b>520</b>   | <b>474</b> | <b>17</b>    | <b>2</b>   | <b>493</b>   |
| <b>Savannah</b>    | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| DAMANGO            | 20         | 2            | 0          | 22           | 19         | 2            | 0          | 21           |
| BOLE               | 11         | 0            | 0          | 11           | 13         | 1            | 0          | 14           |
| SALAGA             | 28         | 0            | 0          | 28           | 27         | 0            | 0          | 27           |
| DABOYA             | 4          | 0            | 0          | 4            | 1          | 0            | 0          | 1            |
| SAWLA              | 4          | 0            | 0          | 4            | 3          | 0            | 0          | 3            |
| BUIPE              | 5          | 0            | 0          | 5            | 5          | 0            | 0          | 5            |
| <b>SUB-TOTAL</b>   | <b>72</b>  | <b>2</b>     | <b>0</b>   | <b>74</b>    | <b>68</b>  | <b>3</b>     | <b>0</b>   | <b>71</b>    |
| <b>Upper East</b>  | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| BOLGA REG. OFF.    | 49         | 8            | 1          | 58           | 35         | 11           | 0          | 46           |
| ZEBILLA            | 30         | 1            | 0          | 31           | 28         | 1            | 0          | 29           |
| BONGO              | 33         | 1            | 1          | 35           | 29         | 1            | 1          | 31           |
| NAVRONGO           | 34         | 0            | 0          | 34           | 32         | 0            | 0          | 32           |
| BAWKU              | 27         | 0            | 0          | 27           | 29         | 0            | 0          | 29           |
| SANDEMA            | 22         | 1            | 0          | 23           | 18         | 0            | 0          | 18           |
| GARU               | 2          | 0            | 0          | 2            | 2          | 0            | 0          | 2            |
| FUMBISI            | 0          | 1            | 0          | 1            | 0          | 1            | 0          | 1            |
| PAGA               | 20         | 0            | 0          | 20           | 20         | 0            | 0          | 20           |
| NANGODI            | 7          | 0            | 0          | 7            | 7          | 0            | 0          | 7            |
| PUSIGA             | 2          | 0            | 0          | 2            | 2          | 0            | 0          | 2            |
| <b>SUB-TOTAL</b>   | <b>226</b> | <b>12</b>    | <b>2</b>   | <b>240</b>   | <b>202</b> | <b>14</b>    | <b>1</b>   | <b>217</b>   |
| <b>Upper West</b>  | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| WA REG. OFFICE     | 102        | 9            | 0          | 111          | 72         | 8            | 0          | 80           |
| NADOWLI            | 31         | 0            | 0          | 31           | 30         | 1            | 0          | 31           |
| JIRAPA             | 69         | 3            | 2          | 74           | 61         | 3            | 0          | 64           |
| LAWRA              | 46         | 0            | 0          | 46           | 46         | 0            | 0          | 46           |
| LAMBASSIE          | 6          | 0            | 0          | 6            | 6          | 0            | 0          | 6            |
| DAFFIAWA           | 2          | 0            | 0          | 2            | 1          | 0            | 0          | 1            |
| FUNSI              | 8          | 3            | 0          | 11           | 7          | 2            | 0          | 9            |
| TUMU               | 28         | 0            | 0          | 28           | 27         | 0            | 0          | 27           |
| WECHIAU            | 1          | 0            | 0          | 1            | 0          | 0            | 0          | 0            |
| NANDOM             | 16         | 1            | 0          | 17           | 15         | 1            | 0          | 16           |
| <b>SUB- TOTAL</b>  | <b>309</b> | <b>16</b>    | <b>2</b>   | <b>327</b>   | <b>265</b> | <b>15</b>    | <b>0</b>   | <b>280</b>   |
| <b>Volta</b>       | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> | <b>HR</b>  | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| HO REG. OFF.       | 102        | 8            | 1          | 111          | 105        | 9            | 2          | 116          |
| KETA               | 74         | 2            | 0          | 76           | 74         | 2            | 0          | 76           |
| SOGAKOPE           | 129        | 1            | 0          | 130          | 120        | 0            | 0          | 120          |
| AKATSI             | 211        | 9            | 0          | 220          | 197        | 6            | 0          | 203          |
| KPANDO             | 86         | 1            | 0          | 87           | 82         | 0            | 0          | 82           |

|                        |              |              |            |               |              |              |            |              |
|------------------------|--------------|--------------|------------|---------------|--------------|--------------|------------|--------------|
| PEKI                   | 69           | 0            | 0          | 69            | 67           | 0            | 0          | 67           |
| KETU SOUTH (DENU)      | 145          | 2            | 0          | 147           | 106          | 0            | 0          | 106          |
| ADIDOME                | 75           | 2            | 1          | 78            | 89           | 3            | 1          | 93           |
| HOHOE                  | 115          | 4            | 0          | 119           | 115          | 2            | 0          | 117          |
| BATTOR                 | 74           | 1            | 0          | 75            | 61           | 0            | 0          | 61           |
| DZOLOKPUITA            | 13           | 1            | 0          | 14            | 6            | 0            | 0          | 6            |
| GOLOKUATI              | 21           | 1            | 0          | 22            | 18           | 1            | 0          | 19           |
| ADAKLU                 | 12           | 0            | 0          | 12            | 8            | 0            | 0          | 8            |
| DZODZE                 | 26           | 1            | 0          | 27            | 12           | 1            | 0          | 13           |
| <b>SUB-TOTAL</b>       | <b>1152</b>  | <b>33</b>    | <b>2</b>   | <b>1187</b>   | <b>1060</b>  | <b>24</b>    | <b>3</b>   | <b>1087</b>  |
| <b>Western</b>         | <b>HR</b>    | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b>  | <b>HR</b>    | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| TAKORADI               | 38           | 9            | 0          | 47            | 48           | 9            | 0          | 57           |
| ASANKRANGWA            | 92           | 0            | 1          | 93            | 92           | 1            | 1          | 94           |
| HALF ASSIN             | 33           | 1            | 0          | 34            | 29           | 1            | 0          | 30           |
| TARKWA                 | 27           | 3            | 0          | 30            | 36           | 1            | 0          | 37           |
| AGONA NKWANTA          | 63           | 0            | 0          | 63            | 75           | 1            | 0          | 76           |
| DABOASE                | 71           | 0            | 0          | 71            | 62           | 0            | 0          | 62           |
| EFFIA KWESUMTUM        | 4            | 0            | 0          | 4             | 2            | 0            | 0          | 2            |
| <b>SUB-TOTAL</b>       | <b>328</b>   | <b>13</b>    | <b>1</b>   | <b>342</b>    | <b>344</b>   | <b>13</b>    | <b>1</b>   | <b>358</b>   |
| <b>Western - North</b> | <b>HR</b>    | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b>  | <b>HR</b>    | <b>ADMIN</b> | <b>COR</b> | <b>TOTAL</b> |
| BIBIANI                | 206          | 1            | 0          | 207           | 204          | 1            | 0          | 205          |
| JUABOSO                | 132          | 0            | 0          | 132           | 108          | 0            | 0          | 108          |
| ENCHI                  | 131          | 1            | 0          | 132           | 123          | 1            | 0          | 124          |
| SEFWI WIAWSO           | 108          | 3            | 1          | 112           | 108          | 3            | 1          | 112          |
| BODI                   | 204          | 1            | 0          | 205           | 189          | 1            | 0          | 190          |
| AKONTOMBRA             | 38           | 0            | 0          | 38            | 35           | 0            | 0          | 35           |
| BIA WEST               | 33           | 1            | 1          | 35            | 34           | 1            | 1          | 36           |
| BIA EAST               | 32           | 0            | 0          | 32            | 24           | 0            | 0          | 24           |
| DADIESO                | 106          | 0            | 0          | 106           | 97           | 0            | 0          | 97           |
| <b>SUB-TOTAL</b>       | <b>990</b>   | <b>7</b>     | <b>2</b>   | <b>999</b>    | <b>922</b>   | <b>7</b>     | <b>2</b>   | <b>931</b>   |
| <b>GRAND-TOTAL</b>     | <b>9,909</b> | <b>330</b>   | <b>335</b> | <b>10,574</b> | <b>9,254</b> | <b>328</b>   | <b>30</b>  | <b>9612</b>  |

## Appendix 2: Regional Breakdowns of Nature of Human Rights Complaints Received

| NATURE OF ABUSES                           |            |            |            |            |            |            |            |           |           |           |            |           |            |           |            |            |            |             |
|--|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|-----------|------------|-----------|------------|-----------|------------|------------|------------|-------------|
| <b>CHILDREN'S RIGHTS</b>                   | AR         | ASH        | BR         | BER        | CR         | ER         | GR         | HDO       | NR        | NER       | OTI        | SAV       | UER        | UWR       | VR         | WR         | WNR        | TOTAL       |
| Right of Access to Natural Parents         | 12         | 49         | 19         | 22         | 38         | 25         | 30         | 7         | 10        | 0         | 6          | 5         | 22         | 11        | 31         | 9          | 8          | 304         |
| Right to Health                            | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0         | 0         | 0         | 0          | 0         | 0          | 1         | 0          | 0          | 0          | 1           |
| Right to Education                         | 4          | 11         | 12         | 6          | 6          | 13         | 7          | 2         | 8         | 5         | 12         | 5         | 13         | 5         | 24         | 2          | 1          | 136         |
| Child Labour                               | 0          | 0          | 0          | 0          | 1          | 2          | 0          | 0         | 0         | 0         | 2          | 0         | 0          | 0         | 0          | 0          | 0          | 5           |
| Right to Paternity                         | 2          | 43         | 8          | 30         | 7          | 3          | 1          | 1         | 4         | 1         | 5          | 0         | 1          | 0         | 6          | 0          | 1          | 113         |
| Right to Maintenance (necessaries of life) | 73         | 320        | 155        | 282        | 195        | 252        | 105        | 29        | 41        | 21        | 142        | 42        | 80         | 48        | 310        | 125        | 296        | 2516        |
| Inhuman Treatment                          | 0          | 3          | 0          | 7          | 6          | 2          | 0          | 0         | 0         | 0         | 4          | 1         | 1          | 0         | 9          | 0          | 1          | 34          |
| Child Trafficking                          | 0          | 0          | 0          | 1          | 0          | 0          | 1          | 0         | 0         | 0         | 0          | 0         | 0          | 0         | 0          | 0          | 0          | 2           |
| Right to Lawful Custody                    | 13         | 11         | 16         | 91         | 8          | 27         | 10         | 2         | 15        | 3         | 34         | 2         | 8          | 10        | 52         | 14         | 28         | 344         |
| Early and Forced Marriage                  | 0          | 0          | 0          | 3          | 2          | 3          | 0          | 0         | 6         | 2         | 0          | 2         | 2          | 2         | 1          | 0          | 1          | 24          |
| Right to Name                              | 0          | 1          | 0          | 2          | 16         | 0          | 1          | 2         | 0         | 0         | 1          | 0         | 0          | 0         | 1          | 0          | 0          | 24          |
| Defilement                                 | 0          | 0          | 0          | 1          | 1          | 5          | 1          | 1         | 0         | 2         | 4          | 0         | 0          | 0         | 5          | 5          | 3          | 28          |
| <b>SUB-TOTAL</b>                           | <b>104</b> | <b>438</b> | <b>210</b> | <b>445</b> | <b>280</b> | <b>332</b> | <b>156</b> | <b>44</b> | <b>84</b> | <b>34</b> | <b>210</b> | <b>57</b> | <b>127</b> | <b>77</b> | <b>439</b> | <b>155</b> | <b>339</b> | <b>3531</b> |
| <b>WOMEN'S RIGHTS</b>                      | AR         | ASH        | BR         | BER        | CR         | ER         | GR         | HDO       | NR        | NER       | OTI        | SAV       | UER        | UWR       | VR         | WR         | WNR        | TOTAL       |
| <b>Violence against Women</b>              |            |            |            |            |            |            |            |           |           |           |            |           |            |           |            |            |            |             |
| ➤ Battery                                  | 5          | 8          | 0          | 0          | 6          | 3          | 7          | 3         | 1         | 0         | 8          | 0         | 15         | 3         | 2          | 2          | 100        | 163         |
| ➤ Emotional & Psychological                | 25         | 41         | 82         | 171        | 0          | 3          | 15         | 4         | 4         | 0         | 8          | 0         | 2          | 22        | 1          | 15         | 2          | 395         |
| Sexual Harassment                          | 0          | 3          | 0          | 0          | 3          | 0          | 1          | 4         | 0         | 0         | 0          | 0         | 0          | 2         | 0          | 0          | 0          | 13          |

|  |            |             |             |             |            |            |            |            |            |            |            |            |            |            |             |            |            |              |
|--|------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|------------|------------|--------------|
| Spousal Rights to maintenance          | 6          | 48          | 35          | 29          | 5          | 47         | 5          | 0          | 4          | 0          | 9          | 0          | 0          | 9          | 23          | 12         | 15         | 247          |
| Reproductive Health Rights             | 17         | 31          | 6           | 39          | 12         | 16         | 3          | 1          | 32         | 6          | 35         | 5          | 9          | 12         | 57          | 11         | 77         | 369          |
| Rape                                   | 0          | 0           | 0           | 0           | 0          | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 2           | 0          | 0          | 3            |
| Intestate Succession (PNDCL111)        | 4          | 26          | 23          | 39          | 5          | 0          | 3          | 3          | 0          | 0          | 6          | 0          | 4          | 9          | 11          | 12         | 27         | 172          |
| <b>SUB-TOTAL</b>                       | <b>57</b>  | <b>157</b>  | <b>146</b>  | <b>278</b>  | <b>31</b>  | <b>69</b>  | <b>34</b>  | <b>15</b>  | <b>41</b>  | <b>6</b>   | <b>67</b>  | <b>5</b>   | <b>30</b>  | <b>57</b>  | <b>96</b>   | <b>52</b>  | <b>221</b> | <b>1362</b>  |
| <b>PROPERTY RIGHTS</b>                 | <b>AR</b>  | <b>ASH</b>  | <b>BR</b>   | <b>BER</b>  | <b>CR</b>  | <b>ER</b>  | <b>GR</b>  | <b>HDO</b> | <b>NR</b>  | <b>NER</b> | <b>OTI</b> | <b>SAV</b> | <b>UER</b> | <b>UWR</b> | <b>VR</b>   | <b>WR</b>  | <b>WNR</b> | <b>TOTAL</b> |
| Right to Own Property                  | 29         | 107         | 166         | 55          | 94         | 66         | 39         | 5          | 9          | 0          | 17         | 0          | 7          | 24         | 90          | 26         | 170        | 904          |
| Inheritance                            | 7          | 101         | 47          | 6           | 6          | 9          | 0          | 3          | 1          | 0          | 2          | 0          | 0          | 4          | 18          | 8          | 52         | 264          |
| Destruction                            | 9          | 35          | 1           | 28          | 5          | 10         | 0          | 0          | 0          | 1          | 5          | 0          | 1          | 0          | 31          | 2          | 11         | 139          |
| Trespass/Encroachment                  | 6          | 37          | 30          | 13          | 6          | 6          | 0          | 4          | 1          | 0          | 7          | 0          | 3          | 4          | 15          | 8          | 5          | 145          |
| Title                                  | 1          | 0           | 0           | 1           | 0          | 2          | 0          | 1          | 1          | 0          | 0          | 0          | 1          | 3          | 0           | 2          | 1          | 13           |
| <b>SUB-TOTAL</b>                       | <b>52</b>  | <b>280</b>  | <b>244</b>  | <b>103</b>  | <b>111</b> | <b>93</b>  | <b>39</b>  | <b>13</b>  | <b>12</b>  | <b>1</b>   | <b>31</b>  | <b>0</b>   | <b>12</b>  | <b>35</b>  | <b>154</b>  | <b>46</b>  | <b>239</b> | <b>1465</b>  |
| <b>ECONOMIC, SOCIAL AND CULTURAL</b>   | <b>AR</b>  | <b>ASH</b>  | <b>BR</b>   | <b>BER</b>  | <b>CR</b>  | <b>ER</b>  | <b>GR</b>  | <b>HDO</b> | <b>NR</b>  | <b>NER</b> | <b>OTI</b> | <b>SAV</b> | <b>UER</b> | <b>UWR</b> | <b>VR</b>   | <b>WR</b>  | <b>WNR</b> | <b>TOTAL</b> |
| Freedom of Worship/Religion            | 0          | 0           | 0           | 0           | 0          | 0          | 0          | 1          | 1          | 0          | 1          | 0          | 0          | 0          | 1           | 0          | 0          | 4            |
| Right to Work                          | 0          | 0           | 1           | 0           | 0          | 0          | 2          | 2          | 0          | 0          | 3          | 0          | 0          | 0          | 3           | 0          | 0          | 11           |
| <b>Harmful Cultural Practices</b>      |            |             |             |             |            |            |            |            |            |            |            |            |            |            |             |            |            |              |
| ➤ Banishment                           | 0          | 0           | 0           | 0           | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0          | 0          | 0           | 0          | 0          | 1            |
| ➤ Witchcraft Accusation/ Molestation   | 0          | 1           | 0           | 0           | 0          | 0          | 0          | 0          | 2          | 9          | 0          | 0          | 1          | 1          | 0           | 0          | 0          | 14           |
| Right to Health                        | 4          | 11          | 8           | 6           | 6          | 5          | 2          | 3          | 1          | 0          | 5          | 0          | 2          | 1          | 6           | 3          | 2          | 65           |
| Right to clean and Healthy Environment | 4          | 5           | 0           | 1           | 5          | 5          | 3          | 0          | 0          | 0          | 0          | 0          | 1          | 2          | 8           | 0          | 1          | 35           |
| Right to housing/shelter               | 0          | 0           | 1           | 0           | 0          | 0          | 1          | 1          | 0          | 0          | 2          | 0          | 0          | 0          | 16          | 0          | 0          | 21           |
| Right to Marry and found a family      | 0          | 2           | 0           | 0           | 3          | 0          | 1          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 1           | 0          | 0          | 8            |
| Forced Eviction                        | 0          | 151         | 5           | 0           | 3          | 0          | 16         | 1          | 0          | 0          | 0          | 0          | 0          | 2          | 7           | 1          | 1          | 187          |
| Breach of Agreement                    | 142        | 193         | 233         | 264         | 14         | 59         | 8          | 4          | 15         | 0          | 105        | 5          | 2          | 18         | 200         | 20         | 164        | 1446         |
| Tenancy                                | 2          | 170         | 70          | 50          | 13         | 33         | 5          | 0          | 0          | 1          | 14         | 0          | 3          | 5          | 16          | 10         | 1          | 393          |
| Threat of Life                         | 1          | 0           | 0           | 1           | 42         | 4          | 7          | 0          | 2          | 0          | 5          | 0          | 2          | 5          | 14          | 2          | 0          | 85           |
| Labour rights                          | 9          | 56          | 30          | 19          | 48         | 19         | 22         | 19         | 21         | 6          | 13         | 0          | 14         | 29         | 61          | 25         | 17         | 408          |
| Discrimination                         | 1          | 3           | 0           | 0           | 0          | 0          | 0          | 3          | 1          | 0          | 3          | 0          | 1          | 1          | 2           | 0          | 0          | 15           |
| Stigmatization                         | 0          | 1           | 1           | 4           | 0          | 0          | 2          | 2          | 0          | 0          | 0          | 1          | 0          | 0          | 0           | 0          | 0          | 11           |
| Negligence                             | 0          | 2           | 2           | 2           | 0          | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0           | 0          | 0          | 7            |
| Others                                 | 25         | 115         | 17          | 41          | 23         | 11         | 39         | 19         | 10         | 12         | 34         | 2          | 20         | 57         | 45          | 12         | 1          | 483          |
| <b>SUB-TOTAL</b>                       | <b>188</b> | <b>710</b>  | <b>368</b>  | <b>388</b>  | <b>157</b> | <b>136</b> | <b>108</b> | <b>55</b>  | <b>54</b>  | <b>28</b>  | <b>186</b> | <b>9</b>   | <b>46</b>  | <b>121</b> | <b>380</b>  | <b>73</b>  | <b>187</b> | <b>3194</b>  |
| <b>CIVIL AND POLITICAL RIGHTS</b>      | <b>AR</b>  | <b>ASH</b>  | <b>BR</b>   | <b>BER</b>  | <b>CR</b>  | <b>ER</b>  | <b>GR</b>  | <b>HDO</b> | <b>NR</b>  | <b>NER</b> | <b>OTI</b> | <b>SAV</b> | <b>UER</b> | <b>UWR</b> | <b>VR</b>   | <b>WR</b>  | <b>WNR</b> | <b>TOTAL</b> |
| Right to Personal Liberty (Harassment) | 0          | 25          | 35          | 32          | 2          | 16         | 4          | 4          | 1          | 0          | 3          | 1          | 7          | 13         | 27          | 2          | 1          | 173          |
| Right to Dignity (Inhuman Treatment)   | 5          | 22          | 8           | 15          | 15         | 6          | 7          | 10         | 6          | 3          | 9          | 0          | 4          | 6          | 55          | 0          | 3          | 174          |
| Freedom of Movement                    |            |             |             |             |            |            |            |            |            |            |            |            |            |            |             |            |            |              |
| Right to Privacy                       | 0          | 5           | 0           | 0           | 0          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1           | 0          | 0          | 7            |
| Others                                 | 0          | 0           | 0           | 0           | 2          | 0          | 0          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0          | 0          | 3            |
| <b>SUB-TOTAL</b>                       | <b>5</b>   | <b>52</b>   | <b>43</b>   | <b>47</b>   | <b>19</b>  | <b>23</b>  | <b>11</b>  | <b>15</b>  | <b>7</b>   | <b>3</b>   | <b>12</b>  | <b>1</b>   | <b>11</b>  | <b>19</b>  | <b>83</b>   | <b>2</b>   | <b>4</b>   | <b>357</b>   |
| <b>GRAND TOTAL</b>                     | <b>406</b> | <b>1637</b> | <b>1011</b> | <b>1261</b> | <b>598</b> | <b>653</b> | <b>348</b> | <b>142</b> | <b>198</b> | <b>72</b>  | <b>506</b> | <b>72</b>  | <b>226</b> | <b>309</b> | <b>1152</b> | <b>328</b> | <b>990</b> | <b>9909</b>  |

### Appendix 3: Regional Breakdowns of Nature of Administrative Justice Complaints Received

| NATURE OF COMPLAINTS   | AR       | ASH       | BR        | BER      | CR        | ER        | GR        | HDO       | NR       | NER       | OTI       | SA V     | UER       | UWR       | VR        | WR        | WNR      | TOTAL      |
|--|----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|----------|------------|
| <b>CESSATION OF EMPLOYMENT</b>                                 |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Premature Retirement   |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Unlawful Termination of Appointment                            | 0        | 1         | 0         | 0        | 0         | 1         | 0         | 0         | 1        | 0         | 0         | 0        | 2         | 0         | 0         | 0         | 0        | 5          |
| Unlawful Dismissal   | 0        | 1         | 0         | 0        | 0         | 0         | 0         | 2         | 0        | 0         | 0         | 0        | 1         | 0         | 0         | 0         | 1        | 5          |
| Redundancy   | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 1         | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 1          |
| <b>SUB-TOTAL</b>   | <b>0</b> | <b>2</b>  | <b>0</b>  | <b>0</b> | <b>0</b>  | <b>1</b>  | <b>0</b>  | <b>3</b>  | <b>1</b> | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>3</b>  | <b>0</b>  | <b>0</b>  | <b>0</b>  | <b>1</b> | <b>11</b>  |
| <b>ENTITLEMENT</b>   |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Failure to pay salary  | 0        | 1         | 4         | 3        | 2         | 3         | 2         | 4         | 0        | 1         | 0         | 0        | 0         | 2         | 0         | 2         | 3        | 27         |
| Unauthorized deductions of salaries                            | 0        | 0         | 1         | 0        | 0         | 1         | 0         | 0         | 2        | 0         | 1         | 0        | 0         | 1         | 1         | 0         | 0        | 7          |
| Failure to Pay Pension Allowances                              | 0        | 0         | 1         | 0        | 1         | 0         | 0         | 1         | 0        | 0         | 0         | 0        | 0         | 1         | 0         | 0         | 0        | 4          |
| Failure to pay End of Service Entitlement/benefit              | 0        | 0         | 1         | 0        | 0         | 0         | 0         | 1         | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 2          |
| Failure to pay allowances                                      | 0        | 2         | 1         | 1        | 1         | 0         | 0         | 3         | 0        | 1         | 0         | 0        | 1         | 0         | 0         | 0         | 0        | 10         |
| Investment Claims  | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0         | 0         | 0        | 0         | 1         | 0         | 0         | 0        | 1          |
| Compensation for Injury  | 0        | 1         | 0         | 0        | 0         | 0         | 0         | 1         | 0        | 0         | 0         | 0        | 0         | 1         | 2         | 0         | 0        | 5          |
| SSNIT Benefit  | 0        | 2         | 2         | 0        | 0         | 0         | 2         | 0         | 1        | 0         | 0         | 0        | 0         | 2         | 0         | 0         | 0        | 9          |
| SSNIT Contribution   | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 1         | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 1          |
| <b>SUB-TOTAL</b>   | <b>0</b> | <b>6</b>  | <b>10</b> | <b>4</b> | <b>4</b>  | <b>4</b>  | <b>4</b>  | <b>11</b> | <b>3</b> | <b>2</b>  | <b>1</b>  | <b>0</b> | <b>1</b>  | <b>8</b>  | <b>3</b>  | <b>2</b>  | <b>3</b> | <b>66</b>  |
| <b>PROPERTY</b>  |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Arbitrary confiscation of property by State or Public Official | 0        | 1         | 0         | 0        | 1         | 0         | 0         | 4         | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 6          |
| <b>SUB-TOTAL</b>   | <b>0</b> | <b>1</b>  | <b>0</b>  | <b>0</b> | <b>1</b>  | <b>0</b>  | <b>0</b>  | <b>4</b>  | <b>0</b> | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b>  | <b>0</b>  | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>6</b>   |
| <b>COMPLAINT HANDLING/INVESTIGATIONS</b>                       |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Failure to prosecute   | 0        | 0         | 0         | 0        | 0         | 0         | 1         | 4         | 0        | 2         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 7          |
| Failure to act   | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 1         | 9        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 10         |
| Delay in Dispensing Justice                                    | 1        | 4         | 0         | 0        | 0         | 1         | 4         | 13        | 0        | 1         | 0         | 1        | 0         | 0         | 1         | 1         | 0        | 27         |
| <b>SUB-TOTAL</b>   | <b>1</b> | <b>4</b>  | <b>0</b>  | <b>0</b> | <b>0</b>  | <b>1</b>  | <b>6</b>  | <b>26</b> | <b>0</b> | <b>3</b>  | <b>0</b>  | <b>1</b> | <b>0</b>  | <b>0</b>  | <b>1</b>  | <b>1</b>  | <b>0</b> | <b>44</b>  |
| <b>OPPRESSIVENESS/ABUSE OF POWER</b>                           |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Intimidation or Harassment                                     | 0        | 0         | 0         | 0        | 0         | 0         | 1         | 0         | 0        | 0         | 0         | 0        | 0         | 0         | 2         | 0         | 0        | 3          |
| Assault by public officer                                      | 1        | 0         | 0         | 0        | 0         | 0         | 0         | 1         | 1        | 3         | 0         | 0        | 3         | 1         | 0         | 1         | 0        | 11         |
| Unlawful Arrest/Detention                                      | 0        | 0         | 0         | 1        | 2         | 3         | 1         | 3         | 0        | 1         | 1         | 1        | 0         | 0         | 3         | 0         | 0        | 16         |
| Abuse of Office  | 0        | 10        | 0         | 0        | 1         | 0         | 1         | 10        | 0        | 0         | 2         | 0        | 2         | 0         | 14        | 3         | 1        | 44         |
| <b>SUB-TOTAL</b>   | <b>1</b> | <b>10</b> | <b>0</b>  | <b>1</b> | <b>3</b>  | <b>3</b>  | <b>3</b>  | <b>14</b> | <b>1</b> | <b>4</b>  | <b>3</b>  | <b>1</b> | <b>5</b>  | <b>1</b>  | <b>19</b> | <b>4</b>  | <b>1</b> | <b>74</b>  |
| <b>SERVICE DELIVERY</b>  |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Negligence   | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 1         | 0        | 0         | 1         | 0        | 0         | 0         | 0         | 1         | 2        | 5          |
| <b>DISCIPLINE</b>  |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Suspension/Interdiction  | 1        | 0         | 1         | 0        | 0         | 0         | 0         | 0         | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 2          |
| <b>OTHER INJUSTICES</b>  |          |           |           |          |           |           |           |           |          |           |           |          |           |           |           |           |          |            |
| Improper Withholding or seizure of documents                   | 0        | 0         | 0         | 0        | 0         | 1         | 0         | 2         | 0        | 1         | 0         | 0        | 0         | 0         | 1         | 0         | 0        | 5          |
| Denial of Promotion  | 0        | 1         | 0         | 0        | 0         | 0         | 0         | 3         | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 4          |
| Arbitrary Transfer   | 0        | 1         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 1          |
| Discrimination   | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 5         | 0        | 2         | 1         | 0        | 0         | 0         | 0         | 0         | 0        | 8          |
| Denial of Bail   | 0        | 3         | 0         | 0        | 0         | 0         | 0         | 1         | 0        | 0         | 0         | 0        | 1         | 0         | 0         | 0         | 0        | 5          |
| Breach of Agreement  | 0        | 0         | 1         | 0        | 0         | 0         | 0         | 0         | 0        | 0         | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 1          |
| Victimization  | 0        | 1         | 0         | 0        | 2         | 0         | 0         | 2         | 0        | 0         | 0         | 0        | 0         | 1         | 0         | 0         | 0        | 6          |
| Unfair Treatment   | 0        | 4         | 0         | 4        | 6         | 3         | 6         | 21        | 3        | 0         | 8         | 0        | 2         | 5         | 8         | 0         | 0        | 70         |
| Others   | 0        | 6         | 1         | 0        | 1         | 3         | 2         | 1         | 0        | 1         | 0         | 0        | 0         | 1         | 1         | 5         | 0        | 22         |
| <b>SUB-TOTAL</b>   | <b>0</b> | <b>16</b> | <b>2</b>  | <b>4</b> | <b>9</b>  | <b>7</b>  | <b>8</b>  | <b>35</b> | <b>3</b> | <b>4</b>  | <b>9</b>  | <b>0</b> | <b>3</b>  | <b>7</b>  | <b>10</b> | <b>5</b>  | <b>0</b> | <b>122</b> |
| <b>GRAND-TOTAL</b>   | <b>3</b> | <b>39</b> | <b>13</b> | <b>9</b> | <b>17</b> | <b>16</b> | <b>21</b> | <b>94</b> | <b>8</b> | <b>13</b> | <b>14</b> | <b>2</b> | <b>12</b> | <b>16</b> | <b>33</b> | <b>13</b> | <b>7</b> | <b>330</b> |

#### Appendix 4: Regional Breakdowns of Nature of Allegations of Corruption

| ALLEGATIONS OF CORRUPTION        | AR       | ASH      | BR       | BER      | CR       | ER       | GR       | HDO        | NR       | NER      | OTI      | SAV      | LER      | UWR      | VR       | WR       | WNR      | TOTAL      |
|----------------------------------|----------|----------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------|
| Bribery                          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| Misappropriation                 | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 6          | 0        | 0        | 0        | 0        | 0        | 0        | 1        | 1        | 0        | 8          |
| Extortion                        | 0        | 4        | 0        | 0        | 1        | 1        | 0        | 4          | 2        | 1        | 0        | 0        | 0        | 1        | 1        | 0        | 2        | 17         |
| Conflict of Interest             | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 2          | 1        | 0        | 0        | 0        | 1        | 1        | 0        | 0        | 0        | 5          |
| Abuse of Office                  | 0        | 0        | 1        | 0        | 0        | 1        | 0        | 7          | 0        | 3        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 12         |
| Fraud                            | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 2          | 0        | 0        | 0        | 0        | 1        | 0        | 0        | 0        | 0        | 3          |
| Non-declaration of Assets        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 285        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 285        |
| Illegal Acquisition of Wealth    | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| <b>SUB-TOTAL</b>                 | <b>0</b> | <b>4</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>2</b> | <b>0</b> | <b>308</b> | <b>3</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>2</b> | <b>2</b> | <b>2</b> | <b>1</b> | <b>2</b> | <b>332</b> |
| WHISTLEBLOWER                    | AR       | ASH      | BR       | BER      | CR       | ER       | GR       | HDO        | NR       | NER      | OTI      | SAV      | LER      | UWR      | VR       | WR       | WNR      | TOTAL      |
| Illegal Stay in Office           |          |          |          |          |          |          |          |            |          |          |          |          |          |          |          |          |          |            |
| Fraud                            | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| Mismanagement of Public Property | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 2        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 2          |
| <b>SUB-TOTAL</b>                 | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>1</b>   | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>3</b>   |
| <b>GRAND-TOTAL</b>               | <b>0</b> | <b>4</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>2</b> | <b>0</b> | <b>309</b> | <b>5</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>2</b> | <b>2</b> | <b>2</b> | <b>1</b> | <b>2</b> | <b>335</b> |

#### Appendix 5: Respondent Bodies in Human Rights Complaints Received

| RESPONDENTS BODIES           | HQ         | ASH         | AR         | BR          | BE          | CR         | ER         | GR         | NE        | NR         | SAV       | OTI        | UW         | UE         | VR          | WR         | WN         | TOTAL       |
|------------------------------|------------|-------------|------------|-------------|-------------|------------|------------|------------|-----------|------------|-----------|------------|------------|------------|-------------|------------|------------|-------------|
| Private Individual           | 107        | 1599        | 398        | 997         | 1251        | 587        | 639        | 330        | 68        | 177        | 70        | 501        | 280        | 208        | 1119        | 316        | 988        | 9635        |
| Private Companies            | 17         | 18          | 3          | 4           | 4           | 3          | 4          | 6          | 0         | 3          | 0         | 0          | 5          | 0          | 11          | 7          | 1          | 86          |
| Insurance Companies          | 1          | 1           | 0          | 1           | 1           | 0          | 0          | 0          | 2         | 3          | 0         | 0          | 4          | 0          | 3           | 0          | 0          | 16          |
| Associations/Unions          | 1          | 3           | 0          | 2           | 2           | 2          | 1          | 0          | 1         | 1          | 0         | 0          | 3          | 12         | 2           | 0          | 0          | 30          |
| Hotels                       | 0          | 1           | 0          | 0           | 0           | 0          | 0          | 0          | 0         | 0          | 0         | 0          | 1          | 0          | 0           | 1          | 0          | 3           |
| Banks/Financial Institutions | 4          | 0           | 0          | 1           | 0           | 3          | 2          | 0          | 1         | 2          | 0         | 3          | 2          | 0          | 5           | 0          | 0          | 23          |
| Security Companies           | 2          | 5           | 2          | 0           | 0           | 0          | 0          | 0          | 0         | 1          | 0         | 1          | 2          | 0          | 0           | 3          | 0          | 16          |
| Private Schools              | 4          | 2           | 1          | 0           | 0           | 1          | 1          | 11         | 0         | 4          | 0         | 0          | 6          | 6          | 3           | 0          | 0          | 39          |
| Churches                     | 0          | 0           | 0          | 1           | 1           | 0          | 1          | 1          | 0         | 0          | 0         | 1          | 2          | 0          | 1           | 0          | 0          | 8           |
| Private Enterprises          | 3          | 5           | 2          | 2           | 0           | 2          | 0          | 0          | 0         | 0          | 0         | 0          | 1          | 0          | 2           | 1          | 1          | 19          |
| Private Hospitals            | 3          | 2           | 0          | 3           | 2           | 0          | 4          | 0          | 0         | 6          | 2         | 0          | 3          | 0          | 4           | 0          | 0          | 29          |
| Radio Stations               | 0          | 1           | 0          | 0           | 0           | 0          | 1          | 0          | 0         | 1          | 0         | 0          | 0          | 0          | 1           | 0          | 0          | 4           |
| universities(Private)        | 0          | 0           | 0          | 0           | 0           | 0          | 0          | 0          | 0         | 0          | 0         | 0          | 0          | 0          | 1           | 0          | 0          | 1           |
| <b>GRAND-TOTAL</b>           | <b>142</b> | <b>1637</b> | <b>406</b> | <b>1011</b> | <b>1261</b> | <b>598</b> | <b>653</b> | <b>348</b> | <b>72</b> | <b>198</b> | <b>72</b> | <b>506</b> | <b>309</b> | <b>226</b> | <b>1152</b> | <b>328</b> | <b>990</b> | <b>9909</b> |

#### Appendix 6: Respondent Bodies in Administrative Justice Complaints Received

| RESPONDENTS BODIES              | HQ | ASH | AR | BR | BE | CR | ER | GR | NE | NR | SAV | OTI | UW | UE | VR | WR | WN | TOTAL |
|---------------------------------|----|-----|----|----|----|----|----|----|----|----|-----|-----|----|----|----|----|----|-------|
| Tertiary Institutions           | 4  | 2   | 0  | 1  | 0  | 1  | 0  | 2  | 0  | 0  | 0   | 0   | 1  | 0  | 0  | 0  | 0  | 11    |
| Ghana Education Service         | 6  | 8   | 0  | 7  | 1  | 1  | 4  | 0  | 0  | 2  | 0   | 4   | 1  | 0  | 1  | 1  | 0  | 36    |
| Controller & Accountant General | 1  | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0  | 0  | 0  | 1  | 0  | 2     |
| SSNIT                           | 1  | 1   | 0  | 1  | 0  | 0  | 0  | 2  | 0  | 1  | 1   | 0   | 3  | 0  | 0  | 0  | 0  | 10    |
| Judicial Service                | 1  | 2   | 0  | 1  | 0  | 0  | 0  | 0  | 1  | 0  | 0   | 1   | 0  | 1  | 0  | 1  | 0  | 8     |
| Banks/Financial Institutions    | 2  | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 1  | 0  | 0  | 0  | 0  | 3     |
| MMDAs                           | 8  | 3   | 0  | 0  | 0  | 3  | 2  | 0  | 2  | 0  | 0   | 3   | 2  | 0  | 6  | 1  | 0  | 30    |
| Ghana Health Service            | 6  | 2   | 1  | 3  | 2  | 3  | 3  | 2  | 1  | 2  | 0   | 2   | 1  | 3  | 0  | 1  | 2  | 34    |
| Ghana Police Service            | 25 | 11  | 2  | 0  | 3  | 5  | 3  | 9  | 7  | 1  | 1   | 3   | 2  | 6  | 16 | 5  | 2  | 101   |
| Ghana Armed Forces              | 1  | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0  | 1  | 0  | 0  | 0  | 2     |



|  |           |           |          |           |          |           |           |           |           |          |          |           |           |           |           |           |          |            |
|--|-----------|-----------|----------|-----------|----------|-----------|-----------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|----------|------------|
| Electricity Company of Ghana (ECG)                 | 0         | 2         | 0        | 0         | 0        | 1         | 1         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 1         | 1         | 0        | 6          |
| Lands Commission                                   | 1         | 1         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 2          |
| COCOBOD  | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| State Insurance Company (SIC)                      | 1         | 1         | 0        | 0         | 0        | 0         | 1         | 0         | 0         | 1        | 0        | 1         | 1         | 0         | 0         | 0         | 0        | 6          |
| Metro Mass Transit                                 | 0         | 0         | 0        | 0         | 0        | 0         | 1         | 0         | 0         | 0        | 0        | 0         | 1         | 0         | 0         | 0         | 0        | 2          |
| Ghana Broadcasting Corporation (GBC)               | 0         | 1         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 1        | 2          |
| Environmental Protection Agency (EPA)              | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 2         | 0         | 0        | 0        | 0         | 0         | 0         | 1         | 0         | 0        | 4          |
| Electoral Commission                               | 0         | 1         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 1         | 0         | 0         | 0        | 2          |
| EOCO   | 0         | 1         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Rent Control Department                            | 0         | 1         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Department of Feeder Roads                         | 0         | 2         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 2          |
| NADMO  | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Water and Sanitation Board                         | 0         | 0         | 0        | 0         | 3        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 1        | 4          |
| Youth Employment Agency                            | 1         | 0         | 0        | 0         | 0        | 2         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 3          |
| National Identification Authority                  | 1         | 0         | 0        | 0         | 0        | 1         | 0         | 2         | 0         | 0        | 0        | 0         | 0         | 0         | 4         | 0         | 0        | 8          |
| State Housing Co. Ltd                              | 0         | 0         | 0        | 0         | 0        | 0         | 1         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Minerals Commission                                | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 1         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Ghana Stock Exchange                               | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 1         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 2          |
| Ghana Life Insurance                               | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 1        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Regional Coordinating Council                      | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 1         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Ghana News Agency                                  | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 1         | 0         | 0         | 0         | 0        | 1          |
| National Lottery Authority                         | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 1         | 0         | 0         | 0         | 0        | 1          |
| Ghana Water Company                                | 2         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 1         | 0         | 2         | 0         | 0        | 5          |
| Ghana Manganese Company                            | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 1         | 0        | 1          |
| Ghana Gas Company                                  | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 1         | 0        | 1          |
| Forestry Commission                                | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 1        | 1          |
| NABCO  | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 1         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Ghana Prisons Service                              | 0         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 1         | 0         | 0        | 1          |
| National Security                                  | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 1         | 0         | 0        | 2          |
| Legal Aid  | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Ghana Railways Cooperation                         | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Department Of Social Welfare                       | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Labour Commission                                  | 6         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 6          |
| CHRAJ  | 5         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 5          |
| Ghana Revenue Authority                            | 1         | 0         | 0        | 0         |          | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Ministry of Local Government and Rural development | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Attorney General Department                        | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| National Sports Authority                          | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Government of Ghana                                | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| National trust holding company                     | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| State interest and governance authority            | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Foreign Affairs                                    | 1         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 1          |
| Others   | 6         | 0         | 0        | 0         | 0        | 0         | 0         | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         | 0        | 6          |
| <b>TOTAL</b>                                       | <b>94</b> | <b>39</b> | <b>3</b> | <b>13</b> | <b>9</b> | <b>17</b> | <b>16</b> | <b>21</b> | <b>13</b> | <b>8</b> | <b>2</b> | <b>14</b> | <b>16</b> | <b>12</b> | <b>33</b> | <b>13</b> | <b>7</b> | <b>330</b> |

*Appendix 7: Institutions of Officers to Whom Allegation of Corrupt Practices where Lodged Against*

| INSTITUTIONS                            | HQ         | ASH      | AR       | BR       | BE       | CR       | ER       | GR       | NE       | NR       | SAV      | OTI      | UW       | UE       | VR       | WR       | WN       | TOTAL      |
|---|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------|
| Ghana Education Service                 | 2          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1        | 2        | 0        | 0        | 0        | 0        | 0        | 0        | 1        | 6          |
| Ghana Health Service                    | 2          | 1        | 0        | 0        | 0        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 4          |
| Ghana Police Service                    | 0          | 3        | 0        | 0        | 0        | 0        | 1        | 0        | 2        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1        | 7          |
| Ghana Water Company                     | 0          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1        | 0        | 0        | 0        | 0        | 1          |
| Judicial Service                        | 2          | 0        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 3          |
| MMDAs                                   | 0          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1        | 1        | 0        | 0        | 1        | 0        | 1        | 0        | 0        | 4          |
| COCOBOD                                 | 0          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1        | 0        | 0        | 0        | 1          |
| Others (Private Individuals)            | 4          | 0        | 0        | 0        | 0        | 1        | 0        | 0        | 0        | 2        | 0        | 0        | 0        | 1        | 1        | 1        | 0        | 10         |
| Ghana Revenue Authority                 | 4          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 4          |
| Office of the President                 | 0          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          |
| National Security Agency                | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| Ministry of lands and natural resources | 0          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          |
| Certain Public Officers                 | 0          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          |
| Private individuals                     | 0          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          |
| Minister for tertiary education         | 0          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          |
| Valco Trust Fund                        | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| Ghana Museums and Monument Board        | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| Ministries                              |            | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          |
| NLA                                     | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| Ministers of State                      | 126        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 126        |
| Regional Ministers                      | 59         | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 59         |
| Members of Parliament                   | 100        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 100        |
| Financial Institution                   | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| private Companies                       | 2          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 2          |
| Local Government                        | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| National Sports Authority               | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| Public Universities                     | 1          | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          |
| <b>TOTAL</b>                            | <b>309</b> | <b>4</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>2</b> | <b>0</b> | <b>4</b> | <b>5</b> | <b>0</b> | <b>0</b> | <b>2</b> | <b>2</b> | <b>2</b> | <b>1</b> | <b>2</b> | <b>335</b> |

*Appendix 8: Mode of Closure of Human Rights Complaints*

|  | MEDIATION   | DECIDED   | DISCONTINUED | MANDATE    | REFERRED  | TOTAL       |
|--|-------------|-----------|--------------|------------|-----------|-------------|
| <b>CHILDREN'S RIGHTS</b>                   |             |           |              |            |           |             |
| <b>CHILDREN'S RIGHTS</b>                   |             |           |              |            |           |             |
| Right of Access to Natural Parents         | 156         | 6         | 91           | 9          | 7         | 269         |
| Right to Health                            | 0           | 0         | 1            | 0          | 0         | 1           |
| Right to Education                         | 80          | 6         | 34           | 4          | 3         | 127         |
| Child Labour                               | 3           | 0         | 3            | 1          | 1         | 8           |
| Right to Paternity                         | 68          | 1         | 24           | 3          | 1         | 97          |
| Right to Maintenance (necessaries of life) | 1650        | 7         | 630          | 71         | 8         | 2366        |
| Inhuman Treatment                          | 21          | 1         | 5            | 5          | 3         | 35          |
| Child Trafficking                          | 1           | 0         | 1            | 1          | 0         | 3           |
| Right to Lawful Custody                    | 158         | 46        | 78           | 47         | 1         | 330         |
| Early and Forced Marriage                  | 10          | 1         | 9            | 0          | 1         | 21          |
| Right to Name                              | 14          | 0         | 3            | 1          | 0         | 18          |
| Defilement                                 | 1           | 4         | 2            | 16         | 4         | 27          |
| <b>SUB-TOTAL</b>                           | <b>2162</b> | <b>72</b> | <b>881</b>   | <b>158</b> | <b>29</b> | <b>3302</b> |
| <b>WOMEN'S RIGHTS</b>                      |             |           |              |            |           |             |

|  |             |            |             |            |            |             |
|--|-------------|------------|-------------|------------|------------|-------------|
| <b><i>Violence against Women</i></b>         |             |            |             |            |            |             |
| ➤ Battery                                    | 100         | 7          | 41          | 7          | 4          | 159         |
| ➤ Emotional & Psychological                  | 196         | 33         | 96          | 12         | 2          | 339         |
| Sexual Harassment                            | 3           | 0          | 2           | 1          | 1          | 7           |
| Spousal Rights to maintenance                | 152         | 0          | 79          | 9          | 3          | 243         |
| Reproductive Health Rights                   | 226         | 8          | 127         | 19         | 2          | 382         |
| Rape   | 0           | 0          | 0           | 3          | 0          | 3           |
| Intestate Succession (PNDCL111)              | 76          | 6          | 53          | 5          | 3          | 143         |
| <b>SUB-TOTAL</b>                             | <b>753</b>  | <b>54</b>  | <b>398</b>  | <b>56</b>  | <b>15</b>  | <b>1276</b> |
| <b><i>PROPERTY RIGHTS</i></b>                |             |            |             |            |            |             |
| Right to Own Property                        | 469         | 40         | 268         | 33         | 14         | 824         |
| Inheritance                                  | 118         | 6          | 115         | 18         | 8          | 265         |
| Destruction                                  | 87          | 0          | 35          | 6          | 2          | 130         |
| Trespass/Encroachment                        | 66          | 10         | 32          | 8          | 6          | 122         |
| Title  | 2           | 5          | 4           | 2          | 0          | 13          |
| <b>SUB-TOTAL</b>                             | <b>742</b>  | <b>61</b>  | <b>454</b>  | <b>67</b>  | <b>30</b>  | <b>1354</b> |
| <b><i>ECONOMIC, SOCIAL, AND CULTURAL</i></b> |             |            |             |            |            |             |
| Freedom of Worship/Religion                  | 0           | 0          | 1           | 0          | 0          | 1           |
| Right to Work                                | 5           | 1          | 4           | 0          | 0          | 10          |
| <b><i>Harmful Cultural Practices</i></b>     |             |            |             |            |            |             |
| ➤ Banishment                                 | 0           | 0          | 1           | 1          | 1          | 3           |
| ➤ Witchcraft Accusation/ Molestation         | 5           | 1          | 4           | 1          | 1          | 12          |
| Right to Health                              | 35          | 1          | 18          | 2          | 4          | 60          |
| Right to Clean and Healthy Environment       | 19          | 1          | 4           | 6          | 2          | 32          |
| Right to housing/shelter                     | 14          | 0          | 4           | 2          | 0          | 20          |
| Right to Marry and found a family            | 7           | 0          | 1           | 0          | 1          | 9           |
| Forced Eviction                              | 110         | 34         | 20          | 7          | 2          | 173         |
| Breach of Agreement                          | 940         | 29         | 308         | 54         | 13         | 1344        |
| Tenancy                                      | 180         | 140        | 40          | 15         | 6          | 381         |
| Threat of Life                               | 31          | 16         | 9           | 13         | 1          | 70          |
| Labour rights                                | 211         | 35         | 94          | 29         | 31         | 400         |
| Discrimination                               | 6           | 0          | 5           | 0          | 0          | 11          |
| Stigmatization                               | 4           | 1          | 5           | 0          | 1          | 11          |
| Negligence                                   | 2           | 0          | 0           | 0          | 0          | 2           |
| Others                                       | 155         | 120        | 96          | 41         | 21         | 433         |
| <b>SUB-TOTAL</b>                             | <b>1724</b> | <b>379</b> | <b>614</b>  | <b>171</b> | <b>84</b>  | <b>2972</b> |
| <b><i>CIVIL AND POLITICAL RIGHTS</i></b>     |             |            |             |            |            |             |
| Right to Personal Liberty (Harassment)       | 101         | 11         | 57          | 7          | 4          | 180         |
| Right to Dignity (Inhuman Treatment)         | 75          | 19         | 46          | 13         | 7          | 160         |
| Right to Privacy                             | 5           | 0          | 2           | 0          | 2          | 9           |
| Others                                       | 1           | 0          | 0           | 0          | 0          | 1           |
| <b>SUB-TOTAL</b>                             | <b>182</b>  | <b>30</b>  | <b>105</b>  | <b>20</b>  | <b>13</b>  | <b>350</b>  |
| <b>GRAND-TOTAL</b>                           | <b>5563</b> | <b>596</b> | <b>2452</b> | <b>472</b> | <b>171</b> | <b>9254</b> |

### *Appendix 9: Mode of Closure of Administrative Justice Complaints*

| <u>CESSATION OF EMPLOYMENT</u>                                 | MEDIATION  | DECIDED   | DISCONTINUED | MANDATE   | REFERRED  | TOTAL      |
|--|------------|-----------|--------------|-----------|-----------|------------|
| Premature Retirement   | 2          | 0         | 2            | 0         | 0         | 4          |
| Unlawful Termination of Appointment                            | 1          | 1         | 1            | 0         | 10        | 13         |
| Unlawful Dismissal   | 0          | 2         | 2            | 0         | 2         | 6          |
| Redundancy   | 0          | 0         | 1            | 0         | 0         | 1          |
| <b>SUB-TOTAL</b>   | <b>3</b>   | <b>3</b>  | <b>6</b>     | <b>0</b>  | <b>12</b> | <b>24</b>  |
| <u>ENTITLEMENT</u>   |            |           |              |           |           |            |
| Failure to pay salary  | 11         | 2         | 8            | 4         | 13        | 38         |
| Unauthorized deductions of salaries                            | 0          | 1         | 2            | 1         | 0         | 4          |
| Failure to Pay Pension Allowances                              | 3          | 0         | 2            | 1         | 0         | 6          |
| Failure to pay End of Service Entitlement/benefit              | 0          | 1         | 0            | 0         | 0         | 1          |
| Failure to pay allowances                                      | 3          | 1         | 4            | 0         | 1         | 9          |
| Failure to Pay Transfer Grants                                 |            |           |              |           |           |            |
| Investment Claims  | 0          | 0         | 0            | 0         | 0         | 0          |
| Compensation for Injury  | 0          | 1         | 1            | 0         | 1         | 3          |
| SSNIT Benefit  | 4          | 1         | 3            | 0         | 2         | 10         |
| SSNIT Contribution   | 0          | 0         | 1            | 0         | 0         | 1          |
| Others   | 0          | 0         | 0            | 0         | 1         | 1          |
| <b>SUB-TOTAL</b>   | <b>21</b>  | <b>7</b>  | <b>21</b>    | <b>6</b>  | <b>18</b> | <b>73</b>  |
| <u>PROPERTY</u>  |            |           |              |           |           |            |
| Arbitrary confiscation of property by State or Public Official | 0          | 1         | 0            | 0         | 1         | 2          |
| <u>COMPLAINT HANDLING/INVESTIGATIONS</u>                       |            |           |              |           |           |            |
| Failure to prosecute   | 0          | 3         | 0            | 1         | 0         | 4          |
| Failure to act   | 2          | 0         | 4            | 1         | 5         | 12         |
| Delay in Dispensing Justice                                    | 6          | 4         | 5            | 0         | 2         | 17         |
| <b>SUB-TOTAL</b>   | <b>8</b>   | <b>7</b>  | <b>9</b>     | <b>2</b>  | <b>7</b>  | <b>33</b>  |
| <u>OPPRESSIVENESS/ABUSE OF POWER</u>                           |            |           |              |           |           |            |
| Intimidation or Harassment                                     |            |           | 1            |           |           | 1          |
| Assault by public officer                                      | 1          | 1         | 2            | 1         | 3         | 8          |
| Unlawful Arrest/Detention                                      | 5          | 2         | 9            | 1         | 0         | 17         |
| Abuse of Office  | 10         | 7         | 10           | 5         | 15        | 47         |
| <b>SUB-TOTAL</b>   | <b>16</b>  | <b>10</b> | <b>22</b>    | <b>7</b>  | <b>18</b> | <b>73</b>  |
| <u>SERVICE DELIVERY</u>  |            |           |              |           |           |            |
| Negligence   | 1          | 1         | 3            | 0         | 0         | 5          |
| <u>DISCIPLINE</u>  |            |           |              |           |           |            |
| Suspension/Interdiction  | 1          | 0         | 1            | 0         | 0         | 2          |
| <u>OTHER INJUSTICES</u>  |            |           |              |           |           |            |
| Improper Withholding or seizure of documents                   | 0          | 0         | 3            | 0         | 2         | 5          |
| Denial of Promotion  | 1          | 1         | 1            | 0         | 5         | 8          |
| Arbitrary Transfer   | 0          | 0         | 2            | 0         | 2         | 4          |
| Discrimination   | 2          | 0         | 1            | 1         | 0         | 4          |
| Denial of Bail   | 0          | 0         | 0            | 0         | 4         | 4          |
| Breach of Agreement  | 2          | 0         | 0            | 0         | 0         | 2          |
| Victimization  | 1          | 0         | 2            | 0         | 0         | 3          |
| Unfair Treatment   | 41         | 3         | 9            | 6         | 7         | 66         |
| Others   | 4          | 1         | 6            | 1         | 8         | 20         |
| <b>SUB-TOTAL</b>   | <b>51</b>  | <b>5</b>  | <b>24</b>    | <b>8</b>  | <b>28</b> | <b>116</b> |
| <b>GRAND-TOTAL</b>   | <b>101</b> | <b>34</b> | <b>86</b>    | <b>23</b> | <b>84</b> | <b>328</b> |

### Appendix 10: Mode of Closure of Corruption Cases

| ALLEGATIONS OF CORRUPTION        | MODE OF CLOSURE |          |          |           |
|----------------------------------|-----------------|----------|----------|-----------|
|                                  | DECIDED         | MANDATE  | REFERRED | TOTAL     |
| Bribery                          | 1               | 0        | 1        | 2         |
| Misappropriation                 | 2               | 0        | 0        | 2         |
| Embezzlement                     | 2               | 0        | 0        | 2         |
| Extortion                        | 11              | 1        | 0        | 12        |
| Conflict of Interest             | 3               | 0        | 0        | 3         |
| Abuse of Office                  | 2               | 1        | 0        | 3         |
| Fraud                            | 1               | 1        | 0        | 2         |
| Non-declaration of Assets        | 0               | 0        | 0        | 0         |
| Illegal Acquisition of Wealth    | 0               | 0        | 0        | 0         |
| Procurement Breaches             | 1               | 0        | 0        | 1         |
| <b>SUB-TOTAL</b>                 | <b>23</b>       | <b>3</b> | <b>1</b> | <b>27</b> |
| <b>WHISTLEBLOWER</b>             |                 |          |          |           |
| Illegal Stay in Office           |                 |          |          |           |
| Fraud                            | 2               | 0        | 0        | 2         |
| Victimization                    | 0               | 0        | 0        | 0         |
| Mismanagement of Public Property | 0               | 1        | 0        | 1         |
| <b>SUB-TOTAL</b>                 | <b>2</b>        | <b>1</b> | <b>0</b> | <b>3</b>  |
| <b>GRAND-TOTAL</b>               | <b>25</b>       | <b>4</b> | <b>1</b> | <b>30</b> |

### Appendix 11: Sex Distribution of Complainants in Human Rights Complaints

| NATURE OF ABUSES                           | MALE       | FEMALE      | TOTAL       |
|--|------------|-------------|-------------|
| <b>CHILDREN'S RIGHTS</b>                   |            |             |             |
| Right of Access to Natural Parents         | 173        | 131         | 304         |
| Right to Health                            |            | 1           | 1           |
| Right to Education                         | 72         | 64          | 136         |
| Child Labour                               | 3          | 2           | 5           |
| Right to Paternity                         | 48         | 65          | 113         |
| Right to Maintenance (necessaries of life) | 265        | 2251        | 2516        |
| Inhuman Treatment                          | 8          | 26          | 34          |
| Child Trafficking                          | 1          | 1           | 2           |
| Right to Lawful Custody                    | 187        | 157         | 344         |
| Early and Forced Marriage                  | 9          | 15          | 24          |
| Right to Name                              | 7          | 17          | 24          |
| Defilement                                 | 16         | 12          | 28          |
| <b>SUB-TOTAL</b>                           | <b>789</b> | <b>2742</b> | <b>3531</b> |
| <b>WOMEN'S RIGHTS</b>                      |            |             |             |
| <i>Violence against Women</i>              |            |             |             |
| ➤ Battery                                  | 33         | 130         | 163         |
| ➤ Emotional & Psychological                | 113        | 282         | 395         |
| Sexual Harassment                          | 0          | 13          | 13          |
| Spousal Rights to maintenance              | 25         | 222         | 247         |
| Reproductive Health Rights                 | 100        | 269         | 369         |

|   |             |             |              |
|---|-------------|-------------|--------------|
| Rape  | 2           | 1           | 3            |
| Intestate Succession (PNDCL111)             | 59          | 113         | 172          |
| <b>SUB-TOTAL</b>                            | <b>332</b>  | <b>1030</b> | <b>1362</b>  |
| <b><i>PROPERTY RIGHTS</i></b>               |             |             |              |
| Right to Own Property                       | 454         | 450         | 904          |
| Inheritance                                 | 99          | 165         | 264          |
| Destruction                                 | 111         | 28          | 139          |
| Trespass/Encroachment                       | 97          | 48          | 145          |
| Title                                       | 8           | 5           | 13           |
| <b>SUB-TOTAL</b>                            | <b>769</b>  | <b>696</b>  | <b>1465</b>  |
| <b><i>ECONOMIC, SOCIAL AND CULTURAL</i></b> |             |             |              |
| Freedom of Worship/Religion                 | 3           | 1           | 4            |
| Right to Work                               | 6           | 5           | 11           |
| <i>Harmful Cultural Practices</i>           |             |             |              |
| Banishment                                  | 1           | 0           | 1            |
| Witchcraft Accusation/ Molestation□         | 6           | 8           | 14           |
| Right to Health                             | 25          | 40          | 65           |
| Right to clean and Healthy Environment      | 19          | 16          | 35           |
| Right to housing/shelter                    | 13          | 8           | 21           |
| Right to Marry and found a family           | 1           | 7           | 8            |
| Forced Eviction                             | 104         | 83          | 187          |
| Breach of Agreement                         | 868         | 578         | 1446         |
| Tenancy                                     | 223         | 170         | 393          |
| Threat of Life                              | 42          | 43          | 85           |
| Labour rights                               | 254         | 154         | 408          |
| Discrimination                              | 8           | 7           | 15           |
| Stigmatization                              | 5           | 6           | 11           |
| Negligence                                  | 5           | 2           | 7            |
| Others                                      | 276         | 207         | 483          |
| <b>SUB-TOTAL</b>                            | <b>1859</b> | <b>1335</b> | <b>3194</b>  |
| <b><i>CIVIL AND POLITICAL RIGHTS</i></b>    |             |             |              |
| Right to Personal Liberty (Harassment)      | 92          | 81          | 173          |
| Right to Dignity (Inhuman Treatment)        | 75          | 99          | 174          |
| Freedom of Movement                         |             |             |              |
| Right to Privacy                            | 2           | 5           | 7            |
| Others                                      | 2           | 1           | 3            |
| <b>SUB-TOTAL</b>                            | <b>171</b>  | <b>186</b>  | <b>357</b>   |
| <b>GRAND TOTAL</b>                          | <b>3920</b> | <b>5989</b> | <b>9,909</b> |

*Appendix 12: Sex Distribution of Complainants in Administrative Justice Complaints*

| <b>NATURE OF INJUSTICE</b>                                     | <b>MALE</b> | <b>FEMALE</b> | <b>TOTAL</b> |
|--|-------------|---------------|--------------|
| <b><u>CESSATION OF EMPLOYMENT</u></b>                          |             |               |              |
| Premature Retirement   |             |               |              |
| Unlawful Termination of Appointment                            | 4           | 1             | 5            |
| Unlawful Dismissal   | 4           | 1             | 5            |
| Redundancy   | 1           | 0             | 1            |
| <b>SUB-TOTAL</b>   | <b>9</b>    | <b>2</b>      | <b>11</b>    |
| <b><u>ENTITLEMENT</u></b>                                      |             |               |              |
| Failure to pay salary  | 20          | 7             | 27           |
| Unauthorized deductions of salaries                            | 7           | 0             | 7            |
| Failure to Pay Pension Allowances                              | 4           | 0             | 4            |
| Failure to pay End of Service Entitlement/benefit              | 2           | 0             | 2            |
| Failure to pay allowances                                      | 7           | 3             | 10           |
| Failure to Pay Transfer Grants                                 |             |               |              |
| Investment Claims  | 1           | 0             | 1            |
| Compensation for Injury  | 4           | 1             | 5            |
| SSNIT Benefit  | 5           | 4             | 9            |
| SSNIT Contribution   | 1           | 0             | 1            |
| <b>SUB-TOTAL</b>   | <b>51</b>   | <b>15</b>     | <b>66</b>    |
| <b><u>PROPERTY</u></b>   |             |               |              |
| Arbitrary confiscation of property by State or Public Official | 5           | 1             | 6            |
| <b><u>COMPLAINT HANDLING/INVESTIGATIONS</u></b>                |             |               |              |
| Failure to prosecute   | 6           | 1             | 7            |
| Failure to act   | 10          | 0             | 10           |
| Delay in Dispensing Justice                                    | 22          | 5             | 27           |
| <b>SUB-TOTAL</b>   | <b>38</b>   | <b>6</b>      | <b>44</b>    |
| <b><u>OPPRESSIVENESS/ABUSE OF POWER</u></b>                    |             |               |              |
| Intimidation or Harassment                                     | 2           | 1             | 3            |
| Assault by a Public officer                                    | 9           | 2             | 11           |
| Unlawful Arrest/Detention                                      | 13          | 3             | 16           |
| Abuse of Office  | 34          | 10            | 44           |
| <b>SUB-TOTAL</b>   | <b>58</b>   | <b>16</b>     | <b>74</b>    |
| <b><u>SERVICE DELIVERY</u></b>                                 |             |               |              |
| Negligence   | 2           | 3             | 5            |
| <b><u>DISCIPLINE</u></b>                                       |             |               |              |
| Suspension/Interdiction  | 2           | 0             | 2            |
| <b><u>OTHER INJUSTICES</u></b>                                 |             |               |              |
| Improper Withholding or seizure of documents                   | 4           | 1             | 5            |
| Denial of Promotion  | 3           | 1             | 4            |
| Arbitrary Transfer   | 0           | 1             | 1            |
| Discrimination   | 6           | 2             | 8            |
| Denial of Bail   | 3           | 2             | 5            |
| Breach of Agreement  | 1           | 0             | 1            |
| Victimization/Stigmatization                                   | 5           | 1             | 6            |
| Unfair Treatment   | 52          | 18            | 70           |
| Others   | 18          | 4             | 22           |
| <b>SUB-TOTAL</b>   | <b>92</b>   | <b>30</b>     | <b>122</b>   |
| <b>GRAND TOTAL</b>   | <b>257</b>  | <b>73</b>     | <b>330</b>   |

*Appendix 13: Age Distribution of Complainant According to Regions -Human Rights*

| REGIONS        | Below 18<br>Years | 18-29<br>Years | 30-39<br>Years | 40-49<br>Years | 50-59<br>Years | 60+<br>Years | TOTAL       |
|----------------|-------------------|----------------|----------------|----------------|----------------|--------------|-------------|
| Oti            | 18                | 113            | 133            | 106            | 63             | 73           | 506         |
| Upper East     | 5                 | 49             | 85             | 61             | 21             | 5            | 226         |
| Ashanti        | 21                | 275            | 412            | 312            | 284            | 333          | 1637        |
| North-East     | 1                 | 19             | 29             | 15             | 3              | 5            | 72          |
| Volta          | 31                | 233            | 281            | 281            | 160            | 166          | 1152        |
| Ahafo          | 7                 | 60             | 100            | 91             | 82             | 66           | 406         |
| Northern       | 13                | 33             | 64             | 65             | 15             | 8            | 198         |
| Central        | 5                 | 94             | 206            | 146            | 70             | 77           | 598         |
| Bono           | 15                | 161            | 244            | 230            | 183            | 178          | 1011        |
| Greater -Accra | 7                 | 51             | 188            | 134            | 75             | 35           | 490         |
| Eastern        | 25                | 144            | 186            | 114            | 84             | 100          | 653         |
| Savannah       | 1                 | 20             | 31             | 13             | 3              | 4            | 72          |
| Western        | 14                | 78             | 101            | 63             | 38             | 34           | 328         |
| Western-North  | 27                | 141            | 370            | 218            | 122            | 112          | 990         |
| Upper West     | 9                 | 67             | 98             | 54             | 43             | 38           | 309         |
| Bono-East      | 21                | 334            | 374            | 250            | 162            | 120          | 1261        |
| <b>Total</b>   | <b>220</b>        | <b>1872</b>    | <b>2902</b>    | <b>2153</b>    | <b>1408</b>    | <b>1354</b>  | <b>9909</b> |



*Appendix 14: Age Distributions of Complainant According to Regions – Administrative Justice*

| REGIONS       | Below 18 Years | 18-29 Years | 30-39 Years | 40-49 Years | 50-59 Years | 60+ Years | TOTAL      |
|---------------|----------------|-------------|-------------|-------------|-------------|-----------|------------|
| Oti Region    | 0              | 4           | 2           | 3           | 3           | 2         | 14         |
| Upper East    | 0              | 2           | 1           | 6           | 2           | 1         | 12         |
| Ashanti       | 0              | 0           | 13          | 4           | 12          | 10        | 39         |
| North-East    | 0              | 4           | 3           | 5           | 1           | 0         | 13         |
| Volta         | 0              | 3           | 10          | 14          | 3           | 3         | 33         |
| Ahafo         | 0              | 2           | 1           | 0           | 0           | 0         | 3          |
| Northern      | 0              | 0           | 4           | 2           | 0           | 2         | 8          |
| Central       | 0              | 3           | 6           | 4           | 2           | 2         | 17         |
| Bono          | 0              | 1           | 5           | 4           | 2           | 1         | 13         |
| Greater-Accra | 0              | 2           | 43          | 40          | 22          | 8         | 115        |
| Eastern       | 0              | 1           | 2           | 3           | 6           | 4         | 16         |
| Savannah      | 0              | 1           | 0           | 0           | 1           | 0         | 2          |
| Western       | 0              | 0           | 7           | 3           | 3           | 0         | 13         |
| Western-North | 0              | 5           | 1           | 0           | 1           | 0         | 7          |
| Upper West    | 0              | 1           | 6           | 3           | 2           | 4         | 16         |
| Bono-East     | 0              | 0           | 6           | 1           | 1           | 1         | 9          |
| <b>Total</b>  | <b>0</b>       | <b>29</b>   | <b>110</b>  | <b>92</b>   | <b>61</b>   | <b>38</b> | <b>330</b> |

*Appendix 15: Regional Distribution of Public Education Activities*

| REGIONS    | HUMAN RIGHTS | ADMIN JUSTICE | ANTI-CORRUPTION | TOTALS |
|------------|--------------|---------------|-----------------|--------|
| G. Accra   | 324          | 115           | 134             | 573    |
| Eastern    | 759          | 73            | 109             | 941    |
| Volta      | 482          | 154           | 164             | 800    |
| Ashanti    | 1310         | 447           | 535             | 2292   |
| Bono       | 289          | 159           | 175             | 623    |
| Central    | 263          | 38            | 59              | 360    |
| Western    | 302          | 67            | 97              | 466    |
| Northern   | 365          | 95            | 120             | 580    |
| Upper East | 734          | 243           | 265             | 1242   |
| Upper West | 539          | 213           | 273             | 1025   |

|                  |       |       |       |        |
|------------------|-------|-------|-------|--------|
| Tema             | 167   | 5     | 3     | 175    |
| Obuasi           | 103   | 86    | 84    | 273    |
| North East       | 342   | 107   | 98    | 547    |
| Western<br>North | 235   | 58    | 84    | 377    |
| Bono East        | 366   | 95    | 91    | 552    |
| Ahafo            | 241   | 21    | 32    | 294    |
| Oti              | 491   | 56    | 67    | 614    |
| Savannah         | 305   | 128   | 125   | 558    |
| TOTALS           | 7,617 | 2,160 | 2,515 | 12,292 |

## Appendix 15: Organogram

