



Commission on Human Rights
And Administrative Justice
CHRAJ, Ghana

Thirtieth Annual Report
2023



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 Thirtieth Annual Report of the Commission for the period January 1 to December 31, 2023.

Yours sincerely,

Dr Joseph Whittal
Commissioner

Commission Members



Dr 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
CHRAJ	Commission on Human Rights and Administrative Justice
CAGD	Controller and Accountant General Departments
CHRAJSA	CHRAJ Staff Association
CSOs	Civil Society Organisations
ECOWAS	Economic Community of West African States
ICT	Information Communication and Technology
GBV	Gender Based Violence
GES	Ghana Education Service
GANHRI	Global Alliance of National Human Rights Institutions
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
MMDAs	Metropolitan, Municipal, and District Assemblies
MoU	Memorandum of Understanding
NACAP	National Anti-Corruption Action Plan
NDPC	National Development Planning Commission
NHRIs	National Human Rights Institutions
NGO	Non-Governmental Organisation
NNHRI-WA	Network of National Human Rights Institutions in West Africa
PSRRP	Public Sector Reform for Result Project
OHCHR	Office of the High Commissioner for Human Rights

RTI	Right to Information
SDGs	Sustainable Development Goals
SMI	Strategic Management and Innovation
TI	Technology and Innovation
UNCAC	United Nations Conventions Against Corruption
UNODC	Nations Office on Drugs and Crime

CHAPTER ONE

INTRODUCTION

1.1 THE COMMISSIONER'S MESSAGE



I deem it a great honour to present to the Parliament of Ghana the 30th edition of the Annual Report of the Commission on Human Rights and Administrative Justice, which catalogues activities recorded in the 2023 reporting year.

The year was historic as the Commission commemorated a 30-year milestone under the theme: *CHRAJ at 30 Promoting and Protecting Human Rights and Ensuring Transparency and Accountability in Public*

Service Delivery.

Purposefully, efforts were made to assess the successes chalked despite the numerous challenges and the impact made by the Commission on the Ghanaian society towards advancing a culture of human rights, integrity and accountability. The commemorative celebrations were marked by zonal workshops, health walks, and public engagements. Particularly, over 300 head porters (Kayayei) were educated on the Commission's mandates and provided with free health screening and other health products.

In its efforts to promote and protect human rights, the Commission, with support from development partners, developed the National Action Plan on Business and Human Rights, trained staff to respond appropriately to the needs of Key Populations, and provided medical and psychological screening as well as support for women at risk of or experiencing witchcraft accusations. Pursuant to the Ombudsman mandate, the Commission sustained the protection and promotion of administrative justice to ensure government and its officials are accountable and transparent in performing their duties. The continued reform and strengthening of the current structures, processes, and internal management functions to provide more accessible, modernised, and timely services to improve administrative justice services under the National Public Sector Reform Strategy (NPSRS) is in progress.

In the fight against corruption, the Commission offered training on National Anticorruption Action Plan (NACAP) under the Public Sector Integrity Programme for officials from Risk Management Departments in selected public sector institutions.

The Commission strengthened its engagements at the international and regional level having been elected as the Chair of the Network of African National Human Rights Institutions (NANHRI) and maintained its position as a Bureau (Board) Member of the Global Alliance of National Human Rights Institutions (GANHRI) and the presidency of the Network of National Human Rights Institution in West Africa (NNHRI-WA). The Commissioner also received the prestigious De Sanctis Foundation Award for the 2023 Human Rights Prize for his outstanding contributions to protecting human rights on the African continent. With my deepest gratitude, I sincerely acknowledge all stakeholders, development partners and the Commission's dedicated staff whose diverse contributions and unwavering commitment to the course of CHRAJ have continuously propelled us to deliver on our mandates.

1.2 THE YEAR AT A GLANCE

1.2.1 HUMAN RIGHTS

Case Management

The Commission received a total of 10,156 complaints under the Human Rights mandate and resolved 9,652 of them, representing 96.5% of the total complaints received.

Public Education

Six thousand, seven hundred and sixty-five (6,765) public education programmes on fundamental rights and freedoms were organized. The activities were in the form of seminars, symposia, lectures, and media engagements.

Access to Justice Project

The following activities were done under the “Access to Justice Project on Gender-Based Violence (GBV) Against Elderly Women Alleged as Witches in the Northern and North-East Regions of Ghana”:



- Public Education and Sensitization Programmes for selected women living in ‘witch’ camps.



- Capacity Building Training Workshops for Institutions that protect those accused of witchcraft.



- Health and Psychological Screening Exercise for women living in the Witch Camp.
- Provision of basic livelihood items to women and children living in ‘witch’ camps.
- Stakeholder meetings for opinion leaders and victims of GBV.
- Sensitisation workshops for children in Basic and Secondary Schools.
- Community Radio Programmes.
- Psycho-Social and Mental Screening.



Commemoration of International Landmark Days

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

- UN Zero Discrimination Day.
- International Women's Day.
- World Day Against Child Labour.
- Day of the African Child.
- International Day in Support of Victims of Torture.
- International Day of Older Persons.
- International Human Rights Day.



Business and Human Rights

- During the period under review, Stakeholders' Consultative Workshops were held as part of the activities to develop a National Action Plan on Business and Human Rights (NAP-BHR) to serve as a framework for businesses to align with human rights principles and standards.

Implementation and Monitoring of SDGS

The Commission undertook a number of activities in respect of the Implementation and Monitoring of SDGs which includes:

- Education and Advocacy.
- Collaboration with Stakeholders to enhance the monitoring and implementation of the SDGs.
- Development and implementation of the National Human Rights Action Plan (NHRAP).
- Active participation in the activities of the SDG Implementation Coordination Committee and other key stakeholders.

1.2.2 ADMINISTRATIVE JUSTICE

Case Management

A total of 332 complaints were received under the Administrative Justice mandate as compared to 330 in the previous year, showing a marginal increase of 0.6%. Two hundred and forty-three (243) complaints were resolved representing a decrease of 25.9% compared to the previous year's figure of 328.

Public Education

The Commission organized 1,990 education programmes. The topics covered included the Code of Conduct for public officials, good administrative principles and procedures, conflict of interest, unfair treatment by public officers, and the Commission's oversight responsibilities regarding public officials and institutions. These activities were in the form of seminars, symposia, lectures, and media engagements.

Strengthening Grievance Handling Procedure at CHRAJ

Under the World Bank Public Sector Reform for Results Project (PSRRP), four (4) zonal trainings were conducted for selected CHRAJ staff on the concept of grievance redress and complaints handling for administrative services.

1.2.3 ANTI-CORRUPTION

Case Management

Thirty-seven (37) cases recorded were received under the Anti-Corruption mandate of the Commission, and 20 were resolved.

Public Education

The Commission conducted a total of 2,255 public awareness campaigns during the year. These activities aimed to sensitize the public on the Commission's anti-corruption mandate as well as the evils of corruption.

Coordination of NACAP Implementation

The Commission as part of its coordination role effected the following activities:

- Prepared and reviewed the 2022 Annual Progress Reports, which were approved by the MONICOM and High-Level Implementation Committee (HiLIC).
- Organized a meeting for members of the Steering Committee of the UNCAC to review implementation and complete a questionnaire from the United Nations Office on Drugs and Crime (UNODC).
- Organised trainings on NACAP for selected implementing partners.

Corruption Risk Assessment

In collaboration with the UNODC, the Commission organized the following activities:

- A two-day workshop on the Code of Ethics, Standards and Protocols for the Ghana Health Service (GHS) in April.

- Public Procurement and Management Training of Trainees workshop for staff of the Ministry of Fisheries and Aquaculture Development (MOFAD) and other stakeholders in the fishing industry.

1.2.4 MANAGEMENT AND ADMINISTRATION

- ***Staff Strength:*** -The total number of staff of the Commission was 1,029, made up of 656 males and 373 females. The Commission recruited 40 officers to fill various vacant positions, including 15 females and 25 males.
- ***Capacity Development:*** -In the year of reporting, fifteen (15) capacity-development training workshops were organized for staff.

1.2.5 CORPORATE AFFAIRS AND VISIBILITY

In 2023, the Commission celebrated 30 years in existence under the theme CHRAJ@30. There was exceptional publicity and visibility for the Commission's activities and programmes in connection with the celebration and other activities.



A total of six (6) press statements were released in commemoration of the United Nations Landmark Days related to the mandates of the Commission.

1.3 CHRAJ IN NUMBERS

DETAILS	NUMBERS	DETAILS	NUMBERS
Total Complaints Received	10,525	Estimated Budget (Goods, Service & Non- Financial Assets)	GH¢45,400,308.00
Total Complaints Resolved	9,915	Actual Releases	GH¢57,645,685.59
Human Rights Complaints	10,156	Staff Strength	1,029
Administrative Justice Complaints	332	Female Staff	373
Allegations of Corruption	37	Male Staff	656
Human Rights Complaints Resolved	9,652	Staff Recruited	40
Administrative Justice Complaints Resolved	243	Commission's Offices (Nation-wide)	154
Allegations of Corruption Concluded	20	Number of CHRAJ Departments	11
Total Public Education Campaigns	11,010	Number of Regional Offices	16
Human Rights Public Education Campaigns	6,765	Number of Sub-Regional Offices	2
Administrative Justice Public Education Campaigns	1,990	Number of District Offices	173
Anti-Corruption Public Education Campaigns	2,255	Meetings/Workshop: International	12
Meetings/Workshop: local	44	Capacity Building (Training of Staff)	15
Commemoration of International Landmark Days	8	Lectures/Presentations	6

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 consists 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 consists 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 insofar 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 monies 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 instill 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:

- i. **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, and research.
- ii. **Administrative Justice:** This department ensures the government, and public officials uphold the administrative justice provisions in the Constitution and are accountable and transparent.
- iii. **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 whistleblowers.
- iv. **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.
- v. **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.
- vi. **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.
- vii. **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.

- viii. **Human Resources and Administration:** This department is responsible for staff welfare, the day-to-day operation of the office, and logistics.
- ix. **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.
- x. **Budget:** This department plans and prepares budgets for the Commission's activities.
- xi. **Strategic management and Innovation (SMI):** This department 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 181 District Offices spread across the country. The growth in the number of offices over the years is to ensure services of the Commission are accessible to every Ghanaian, regardless of their location.

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 2023, the Commission undertook activities such as investigation human rights complaints and providing appropriate remedies for victims of human rights violations and abuses. It partnered with various stakeholders, including Office of the Attorney-General's Department and Ministry of Justice, Ghana Aids Commission, Ministry of Gender, Children and Social Protection, and various UN agencies.

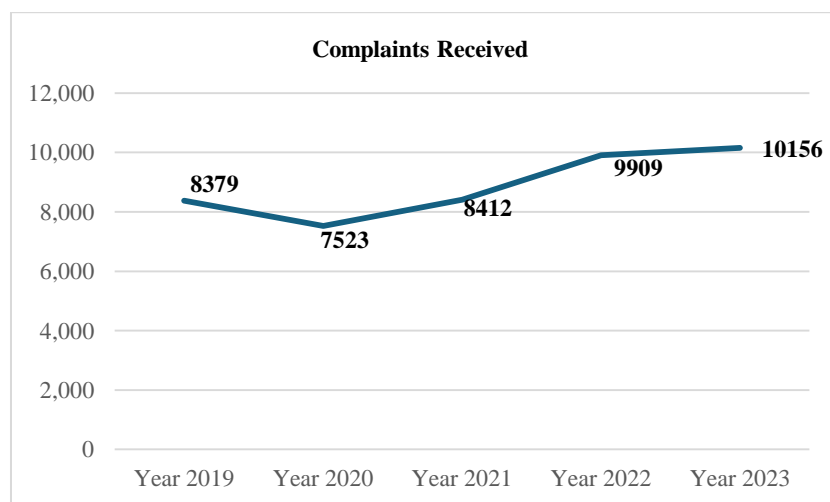
Details of activities undertaken during the reporting period are presented in the ensuing paragraphs.

3.1.1 Investigations - Human Rights Complaints

Receipt of Complaints

The Commission received 10,156 complaints, a 2.5% increase from the previous year. This figure represents the highest number of complaints recorded in the past five years. See Figure 1 for the trend.

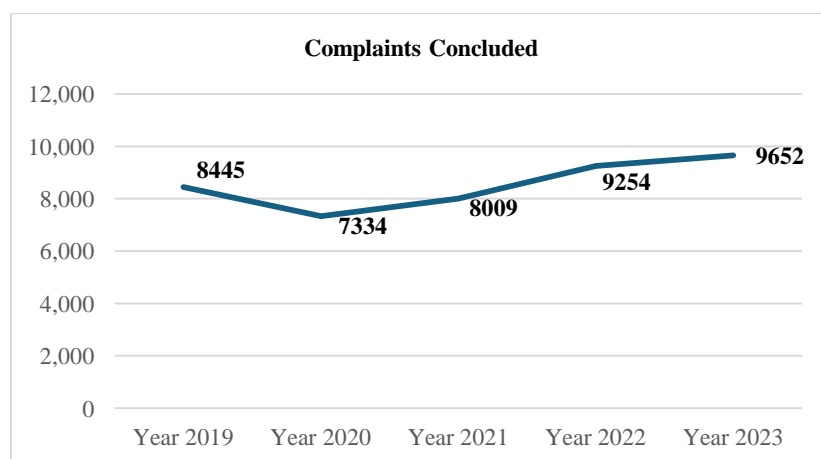
Figure 1: Trend of Human Rights Complaints Received: 2019-2023 (5 years Period)



Complaints Concluded

Nine thousand six hundred and fifty-two (9,652) complaints were closed. This was higher than the previous year's figure of 9,254 by 4.3%. This figure is the highest number recorded in the past 5 years, reflecting the Commission's highest case management performance. Out of the 9,652 closed, 5,650 complaints representing, (58.5%) were successfully mediated. Also, 3,104 (32.2%) complaints were decided by the Commission whereas the remaining 898 (9.3%) were either referred or the complainants were advised to seek redress at other appropriate forums.

Figure 2: The Trend of Human Rights Complaints Concluded: 2019-2023 (5 years Period)

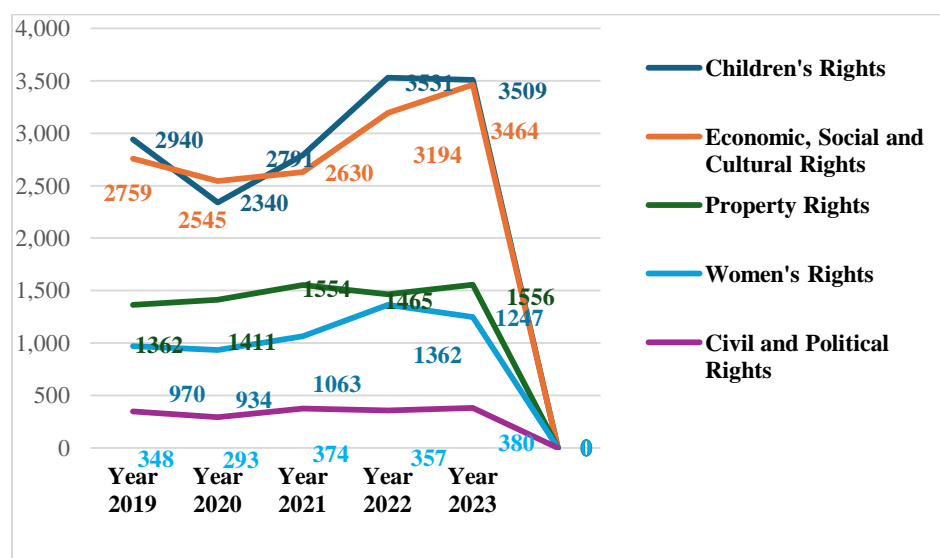


Types of Human Rights Complaints

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

- **Children's Rights:** The majority of complaints concerned the failure to pay remittances for provision of necessities of life for the child in respect of food, education, health, clothing, and shelter. Right of access to natural parents, right to paternity, custody, inhuman treatment, and early and forced marriage were also relatively high. In all, 3,509 complaints were classified under Children's Rights, and this constitutes about 34.6% of the total Human Rights complaints recorded in the reporting year, making it the highest category.
- **Women's Rights:** Complaints under this category were predominantly violence against women, reproductive health rights, spousal right to property and access to necessities of life such as food, clothing and shelter. One thousand two hundred and forty-seven (1,247) complaints were received under this category.
- **Property Rights:** One thousand five hundred and fifty-six (1,556) complaints constituting 15.3% of total Human Rights complaints were classified under property rights.
- **Economic, Social and Cultural Rights (ESCR):** Complaints reported were mainly associated with labour rights in private organisations, forced eviction, and right to health. Three thousand four hundred and sixty-four (3,464) complaints were classified under this category.
- **Civil and Political Rights:** Complaints received under this category were mostly harassment and violations of the right to dignity.

Figure 3: Trend of Types of Human Rights Complaints: 2019-2023



Sex Distribution of Complainants

Out of 10,156 complaints received under human rights, 4,137 (40.7%) were filed by males whereas 6,019 (59.3%) were filed by females.

Respondent Bodies in Human Rights Complaints

Nine thousand eight hundred and fifty-four (9,854) which represents (97%) of human rights complaints were lodged against private individuals whereas the remaining 311(3%) were filed 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 marginalised groups in society by receiving and investigating human rights and related complaints.

PWD Technical Review Committee on the Persons with Disability Act, 2006, (ACT 715)

The Commission participated in several Technical Committee meetings to review the Act 715 to incorporate the provisions in the Convention on Rights of Persons with Disabilities (CRPD) and

the African Disability Protocol (ADP). The Persons with Disabilities Bill, 2024, is in draft stages and is yet to be laid before Parliament.

Access to Justice

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” in 2021. Another phase of the project began in May 2023 and the following activities were implemented:

- *Public Education and Sensitization Programmes*

In July, public education and sensitization programmes were organized for selected women and children residing in the Gambaga, Nyani, Kukuo, and Kpatinga ‘witch’ camps. These programmes had a total of 205 beneficiaries, representing 194 women/girls and 11 men. The overarching goal of the programmes was to equip participants with knowledge about sexual and gender-based violence (SGBV) and mechanisms for addressing the wide range of such violence and other human rights violations, especially in relation to women and children experiencing or at-risk of witchcraft accusations.

- *Capacity Building Training Workshops*



Capacity building training programmes were held in August at Gambaga, Wulensi, Gushegu and Yendi in the Northern and North East regions. A total of 130 participants benefited from these programmes comprising 26 women and 104 men. The participants included representatives from local CSOs (including NORSAAC, Songtaaba and ActionAid), government institutions (National Commission for Civic Education), assembly members, and gender equality champions. Other attendees included health professionals, media personnel and CHRAJ staff. The main objective was to sensitize and increase the capacity of participants on recent developments on the protection of elderly women accused of witchcraft and access to justice.

- *Health and Psychological Screening Exercise*

In September, the Commission in collaboration with the Ghana Health Service at Nanumba South, Yendi, Gushegu and Gambaga municipalities, organized free health screening exercises for residents in Gambaga, Nyani, Kukuao, and Kpatinga ‘witch’ camps. A total of 458 individuals benefited directly from the health screenings. Out of this number, 447 were women and 11 men.

The programme aimed at promoting the rights of women and their dependents (children and grandchildren) living in ‘witch’ camps to quality healthcare. The Commission provided the medical teams with assorted medicines, diagnostic equipment, disposables and other logistics necessary for the effective conduct of the screening exercises. Medications were dispensed to participants, and referrals were made to nearby healthcare centres, where needed.

Protection of older women alleged as witches in Ghana project

The Commission in partnership with the France Embassy in Ghana commenced the aforementioned project in June 2023. The project was to accelerate efforts towards access to protection and justice for women and girls through the elimination of GBV perpetrated against women accused of witchcraft. Key objectives included raising public awareness, stakeholder engagements and the improvement of healthcare and livelihoods of at least 300 women living in ‘witch’ camps.

The following activities were implemented during the reporting period:

- *Development of Information, Education and Communication (IEC) materials.*

This activity covered the production and printing of various Information, Education, and Communication (IEC) materials. Specifically, a total of 100 copies of facilitation manual, 500

copies of factsheets with jackets, and 1000 copies of various posters were printed. These materials were used during the planned activities throughout the project implementation period.



- *Provision of basic livelihood items*

In August 2023, the Commission distributed basic livelihood items to women and children living in Gambaga, Kukuo, Kpatinga, and Gnani ‘witch’ camps. The items comprised 148 bags of rice, 46 boxes of soap, and 32 boxes of cooking oil. In all, a total of 403 beneficiaries were reached.

- *Stakeholder meetings*

Stakeholders’ meetings were held in East Mamprusi and Gushegu in November, involving community/opinion leaders, and victims of GBV. In all, 65 persons participated in the events comprising 35 from East Mamprusi and 30 from Gushegu. Topics covered were; Gender, Gender Roles and Gender-Based Violence; Protection of GBV/Institutions for Redress and Recent Development in Legislation and Implications for Protection of Elderly Women Accused as witches.





- *Sensitisation workshops for children in Basic/Secondary Schools*

In October and November, CHRAJ organized two (2) sensitization workshops each at East Mamprusi and Gushegu municipalities. These workshops targeted Primary/Junior High School children and Senior High School students. In total, there were 273 participants consisting of 254 school children and 19 teachers. The three main topics discussed included Gender, Gender Roles and Gender-Based Violence; Protection of GBV/Institutions for Redress; and Recent Development in Legislation and Implications for Protection of Elderly Women Accused as witches.



- *Community Radio Programmes*

This activity involved discussions on radio stations concerning GBV, the new legislation prohibiting witchcraft accusations or any person professing to be a witch finder or doctor, as well as institutions for redress. The purpose of the programme was to reach out to members of the larger community.

- *Psycho-Social and Mental Screening*

The Commission contracted a Clinical Psychologist (Consultant) to undertake this assignment, which benefitted 335 women living in Gambaga, Kpatinga, Kukuuo, and Gnani ‘witch’ camps.

3.1.3 Collaborations

The Commission collaborated with several local and international institutions within the reporting year, including:

Ghana AIDS Commission

In October, the Commission participated in a validation meeting on the monitoring and evaluation framework and tools for data collection and monitoring of human rights activities. The Ghana AIDS Commission, in collaboration with its partners, developed a comprehensive Strategic Plan (2020-2024) to remove Human Rights-related Barriers to HIV and Tuberculosis (TB) Services and improve access to quality HIV and TB healthcare and support services through pragmatic implementation strategies in Ghana. The Commission participated in the Human Rights Technical Committee's quarterly meetings and submitted its first and second quarter reports on the implementation of the Strategic Plan for a Comprehensive Response to Human Rights – Related Barriers to HIV & Tuberculosis Services in Ghana (2020-2024) to the Ghana AIDS Commission. Additionally, the Commission was part of the sub-committee that drafted the working plan for implementation of the recommendations on the breaking-related barriers report. In July, the Commission made a presentation on the Stigma and Discrimination Reporting System (SDRS) at the third meeting of the Human Rights Technical Committee hosted by the Ghana AIDS Commission. The purpose of the presentation was to shed light on the operationalization and efficiency of the SDRS.

Office of the Attorney-General and Ministry of Justice

In March, the Commission participated in a workshop on state reporting under the African Charter on Human and Peoples' Rights and the Maputo Protocol, organised by the Ministry and the University of Pretori's Centre for Human Rights.

Amnesty International

In May, the Commission participated in the launch of the Amnesty International's 2022 Death Penalty Report, which focused on making the abolition of death penalty in Ghana more visible.

National Commission for Civic Education

In February, the Commission contributed to a national stakeholders' dialogue on preventing and containing violent extremism to promote social cohesion, peace, and tolerance in the five (5) regions in the north and other hotspots in Ghana.

Ministry of Gender, Children and Social Protection

The Commission contributed to the following programmes:

- A three-day capacity building workshop for members of the Child Protection in Emergency Working Group on concepts, principles and approaches to children in emergency in April. Stakeholders' consultation on Maputo Protocol held in Accra in July.
- 1st & 2nd Quarter National Child Protection Committee's meeting in July to discuss and consult members on the Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography.
- The final national stakeholders' consultative meeting on the amendment of the Children's Act, the Juvenile Justice Act and the Domestic Violence Act in August. This was to renew the commitment of partners and stakeholders on the amendment process and seek consensus on provisions of the Bills to form the justification for Cabinet and Parliament approval. Stakeholders' meeting on the review and upgrade of the Boame Domestic/ Sexual and Gender-based Violence Application (SGBV APP) in October to provide information to the public and encourage survivors of domestic and SGBV report cases for support.
- The fifth National Social Protection Dialogue series in December to engage key stakeholders and experts to enhance advocacy, participation and sustainability of social protection efforts in the country.

Ministry of Lands and Natural Resources

In May, the Commission participated in an in-country working group of the Voluntary Principles on Security and Human Rights, hosted by the Ministry of Lands and Natural Resources in partnership with Fund for Peace and the West Africa Network for Peacebuilding Ghana.

Fourth Cycle Universal Periodic Review Implementation

In November, the Commission participated in a review session of the 265 recommendations supported by Ghana out of the 298 Fourth Cycle Universal Periodic Review recommendations which were made. Out of this number, 30 recommendations were noted and three (3) were partially supported.

3.1.4 Commemoration of International Landmark Days

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

- **UN Zero Discrimination Day, March 1**

The Commission issued a press statement which revealed that stigma and discrimination is the most insidious challenge to the management of HIV/AIDS in Ghana, a situation which discourages many people from seeking testing and counseling services concerning their status. The Commission made a call to action for government and all stakeholders to eradicate stigma and discrimination in all its forms, and to promote social inclusion and tolerance.

- **International Women's Day, March 8**

The Commission issued a press statement; under the theme “*DigitAll: Innovation and Technology for Gender Equality*”. The statement focused on how digital inequality impacts the social positioning of women in society. It noted the gendered dimension of inequality cuts across all spheres in society such as economic development, education, access to healthcare, vulnerability to violence and political participation. Specifically, it noted that women are said to experience online abuse in the form of harassment, hate speech, cyber stalking and non-consensual distribution of photos. The statement concluded by entreating the government and its relevant agencies to design and/or implement innovative policies to improve access to technology by women and girls.

- **World Day Against Child Labour, June 12**

On the commemoration of World Day Against Child Labour, the Commission issued a press statement highlighting the link between social justice and child labour. The statement emphasized the need to ensure all children are given fair opportunities to education, and the ability to earn decent income and stable employment. The Commission thus called on the government to evaluate social protection policies and increase resource allocation to support their effective implementation.

- **Day of the African Child, June 16**

The Commission issued a press statement on the theme, “*The Rights of the Child in the Digital Environment*” with focus on encouraging member states to ensure the protection and promotion of children’s rights in the digital environment. Cases of online child sexual exploitation and abuse has seen a steady rise in Ghana. A survey by the Cyber Security Authority revealed that 2,331 out of 3,600 school children interviewed had received sexual content online. The statement called on government and other state organizations to consolidate the efforts of law enforcement agencies to facilitate investigations and gather solid evidence to prosecute criminals.

- **International Day in Support of Victims of Torture, June 26**

Another press statement was issued to commemorate the International Day in Support of Victims of Torture under the theme; “*Torture is a crime against humanity*”. The statement noted that despite the existence of relevant legislation prohibiting torture and abuse, there have been continuous reports of cases of police brutalities, allegations of arbitrary or unlawful killings, threats of violence against journalists, and intimate partner violence. Also, the overcrowded situation of Ghana’s prisons was highlighted, with an overcrowding rate of 150% of capacity representing an increase of 15% from 2021. It was recommended that the government allocate resources to prisons and rehabilitation centers to deal with overcrowding and insanitary conditions, inadequate medical care, allegations of physical abuse and substandard food.

- **International Day of Older Persons, October 1**

A press statement was released under the theme; “*Fulfilling the promises of the Universal Declaration of Human Rights for Older Persons: Across Generations*” to commemorate the day. It highlighted older people’s rights and the need for intergenerational solidarity through equity and reciprocity. The statement emphasized the Criminal Offences (Amendment) Bill, 2022 passed by parliament in July 2023 to proscribe witchcraft allegations in Ghana, which is yet to be assented by the President. Also, the National Ageing Bill has not been passed into law, which is very critical in streamlining the rights of older persons in the national development agenda. Accordingly, it was recommended that government should expediate processes in passing the National Ageing Bill as well as the President assenting to the Criminal Offences (Amendment)

Bill, 2022 into law to safeguard the rights of elderly women who are mostly at risk of witchcraft allegations and its associated human rights violations.

- **International Human Rights Day, December 10**

The Commission organized a convening in Accra on 11th December to celebrate the International Human Rights Day under the theme, “*the 75th Anniversary of the Universal Declaration of Human Rights: implications for Human Rights Protection in Ghana*”. The event was organized in collaboration with the United Nations offices in Ghana. The main objective was to contribute to the celebration of the 75th Anniversary of the UDHR in Ghana for purposes of promoting and protecting human rights in the country. Discussions were held around four main themes: discrimination and violence against women, freedom of expression/press freedom, protection for key populations and business and human rights. Approximately, 100 participants were drawn from the Executive, Parliament, Civil Society Organizations, Media, and Development Partners.

3.1.5 Business and Human Rights

Ghana is developing a National Action Plan on Business and Human Rights (NAP-BHR) to serve as a framework for businesses to align with human rights principles and standards under co-chairmanship of the Minister for Justice and Attorney-General and the Commissioner of CHRAJ. During the review period, the following activities were implemented:

Stakeholders’ Consultative Workshops

- Stakeholders’ Consultative Workshop on the development of NAP-BHR in the Upper West, Ashanti, Bono, Central, Western and Northern regions of Ghana between May and June.



- Stakeholder engagements with Persons with Disability, members of Trade Union Congress and women groups between July and August in Accra to gather their inputs towards the development of the NAP-BHR in Ghana.



- Engagement with the Verite-led Technical Working Group on Forced Labour Indicators Project on the NAP-BHR in Ghana relative to children in August. The purpose of the workshop was to clarify forced and child labour concepts, framework and the

International Labour Organization forced labour indicators' relevance for inclusion in the NAP-BHR.

Business and Human Rights Website User Acceptability



In July, the Commission organized a Business and Human Rights Website User Acceptability Test for stakeholders. The event included a demonstration of the BHR website and a back-end training on BHR website for staff of the Commission.

3.1.6 Implementation and Monitoring of SDGS

Education and Advocacy

The Commission undertook extensive education and advocacy programmes to raise awareness about human rights and SDGs. These programs were designed to empower citizens, especially marginalized groups, to understand and claim their rights, thereby contributing to SDG 4 (Quality Education) and SDG 5 (Gender Equality). The Commission's advocacy efforts also foster broader societal change by promoting inclusivity and reducing inequalities.

Peace, Justice and Strong Institutions (SDG 16)

The Commission collaborated with institutions such as National Development Planning Commission and the Ghana Statistical Service to enhance the monitoring and implementation of

the SDGs and to incorporate human rights implications in their data collection analysis. By harmonizing its human rights mandate with the goals and targets of the SDGs, the Commission aims to ensure that human rights are central to developmental initiatives.

National Human Rights Action Plan

In collaboration with the United Nations Development Programme, the Commission developed and implemented the National Human Rights Action Plan (NHRAP). This plan integrates the SDGs, ensuring that human rights are at the core of sustainable development policies in Ghana. The NHRAP addresses key areas such as gender equality (SDG 5), reducing inequalities (SDG 10), and promoting peaceful societies (SDG 16).

SDG Implementation Coordination Committee

The Commission is represented and actively participated in the activities of the SDG Implementation Coordination Committee through the provision of technical support in the implementation and reporting on the SDGs in Ghana.

Policy Coherence for Sustainable Development

In May, the Commission took part in a technical workshop on Policy Coherence for Sustainable Development to review institutional mechanisms, organizational structures and policy-making processes against internationally recognized good practices. It was organized by the National Development Planning Commission in collaboration with the Organization for Economic Co-operation and Development and African Peer Review Mechanism-South Africa.

Ghana's Voluntary Local Review Guidelines

In June, the Commission participated in a validation meeting of Ghana's Voluntary Local Review Guidelines which is aimed at providing a standardized format for the preparation of SDGs reports. This was organized by the National Development Planning Commission.

Ghana's CSOs Platform on SDGs

In December, the Commission participated in the 2023 Annual General Meeting of Ghana's CSOs Platform on SDGs. The purpose of the meeting was to bring together its members to

review and advise on policy direction or any matter that affects the strategic vision of the platform and interest of its members in the coming year.

Harassment in Basic Schools Project

Between April and June the Commission, with support from Amnesty International organised public education activities for 30 selected schools in the Greater Accra region. These activities aligned with Sustainable Development Goal (4a), which focuses essentially on the provision of safe, inclusive and equitable quality education and lifelong non-violent learning environments for all children and adolescents.

3.1.7 Other Activities

Launch of the Ghana Pluralism Monitor Assessment Report

In April, the Commission attended the launch of the Ghana Pluralism Monitor Assessment Report organized by Global Centre for Pluralism in partnership with the Ghana Center for Democratic Development. The Monitor allows users to identify gaps in a country's treatment of diversity where the intervention could yield more inclusive outcomes. The objective of the meeting was to engage key stakeholders on the report's findings and recommendations.

Screening for Head Potters

In June, the Commission partnered with Nyaho Medical Centre to provide a two-day free medical screening for 300 disadvantaged and vulnerable head porters (kayayei) drawn from the Accra Business Center and its environs. The medical team took the kayayei through general health screening to check blood pressure, blood sugar levels, body mass index, and more. The Kayayei who required extensive medical checks were given referrals for further consultations and treatments.



Report on Human Rights Situation in Ghana to Parliament

In April and November, the Commission issued a report on the Human Rights Situation in Ghana to Parliament of Ghana for the First Ordinary Session of the Economic Community of West African States (ECOWAS) Parliament. The report highlighted key issues such as harsh prison conditions; discrimination and violence against women; freedom of expression/media; child abuse; military brutality; business and human rights and rights of LGBTQ+. The reports also contained cases received by the Commission; and cases resolved.

Development of a Roadmap for Mainstreaming Human Security and Gender Equality into Ghana's National Border Security Strategy

In May, the Commission contributed to the development of a Roadmap for Mainstreaming Human Security and Gender Equality into Ghana's National Border Security Strategy. Star Ghana Foundation in collaboration with the International Office for Migration sought to implement initiatives in six (6) border communities in the Upper East Region aimed at enhancing social cohesion through dialogue and the provision of small-scale livelihoods support to build communities resilience against conflicts and violent extremism. As part of the project, the development of a road map was facilitated to serve as a reference for mainstreaming human security and gender dynamics into Ghana's National Border Security Strategy.

Memorandum of Understanding (MOU)

In June, the Commission and SEND-Ghana signed a memorandum of understanding for the implementation of the Ghana Focal Country Collaboration Plan. The plan aimed at reviewing the legal framework, regulation and policies relative to human rights barriers to HIV and TB. This was to identify the gaps for amendments and updates as well as advocacy for the implementation of recommendations arising out of the review of the legal framework.

Meeting with Key Watch Ghana

The Commission met with members of Key Watch Ghana to discuss the role of its role on issues affecting the intersex community. The goal of the meeting was to reach a consensus and develop a memorandum of understanding towards attaining rights, health, safety, protection and legal recognition and acceptance for intersex persons in Ghana.

The Post COVID Future of Ghana's Health System: Lessons Learned

In September, the Commission was the Guest Speaker at a summit on the theme; *“the Post COVID Future of Ghana's Health System: Lessons Learned”* which was organized by the National Health Students Association of Ghana. The Commission also had an open discussion on the “LGBTQ+ Bill and its implications on health service provision. The Commission offered its perspectives on opportunities and challenges facing healthcare in Ghana and how it can be addressed to inspire and educate the students in attendance and thus, contributed to a productive and engaging summit.

2023 Annual Trafficking in Person Report

In December, the Commission submitted its 2023 Annual Trafficking in Persons Report as part of Ghana's reporting obligation to the Human Trafficking Secretariat under the Ministry of Gender, Children and Social Protection towards effort to combat human trafficking. This report determines the country's ranking on the tier system of the United States Department of Labour for Trafficking in Person.

National Technical Working Group on the Review of Standard Operating Procedure on Child Labour

The Commission chaired the Technical Working Group to review Ghana's Standard Operating Procedure (SOP) for addressing child labour. The SOP developed in 2012, serves as a guide for government institutions and all stakeholders who are involved in the design, implementation, monitoring and evaluation of child labour projects and programmes.

Technical Working Group on Persons Who Use/Inject Drugs

In February, CHRAJ was nominated as a member of the Technical Working Group to support the intervention project for Persons who use or inject drugs (PWUD/ PWID) organized by the National AIDS/ STI Control Programme (NACP) under the Ghana Health Service. The focus of the Committee was to provide guidance and technical support for the pilot program undertaken in Accra/ Tema and Kumasi on harm reduction activities for PWUD and PWID.

3.1.8 Capacity Building

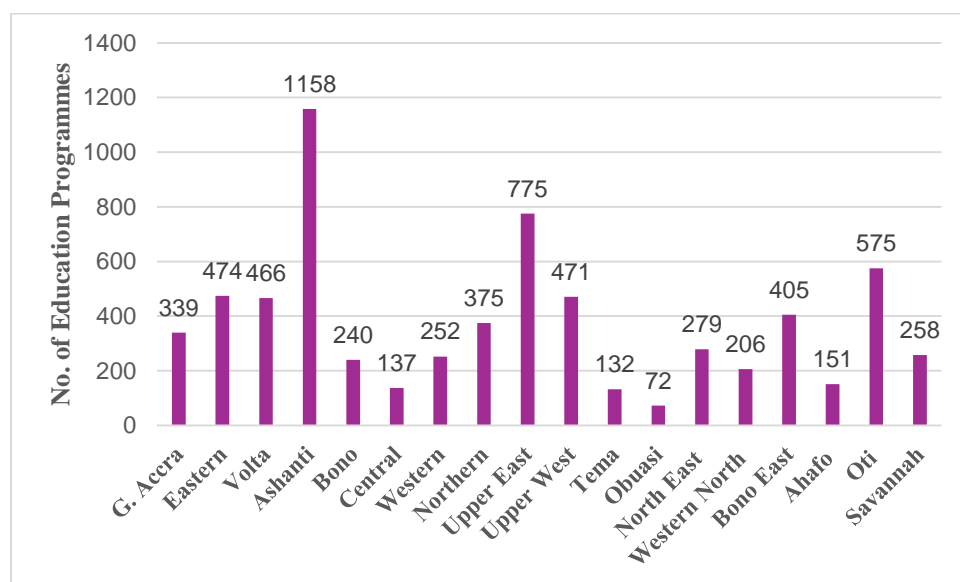
- The Commission in partnership with Verité, a Ghanaian based NGO organized a 2-day capacity building workshops on child and forced labour for 63 CHRAJ officers selected from Volta, Oti, Bono, Bono East and Ahafo regions.
- In December, the Commission organized in-house training on Business and Human Rights for selected staff to enhance the participants' knowledge on the topic for public education.

3.1.9 Human Rights Education

The Commission conducted a total of 6,765 public education programmes on fundamental human rights and freedoms across the country (*See Figure 4 for the regional breakdown*). This figure shows an increase of 25.4% over the 5,396 educational programmes conducted in the previous year.

The broad topics covered included children's rights, women's rights, stigma and discrimination, and domestic violence. Specific topics included harmful cultural practices (such as early and forced marriages), torture, the right to education and health, child neglect and parental responsibilities, property rights of spouses, and child labour.

Figure 4: Regional Distribution of Human Rights Education Activities



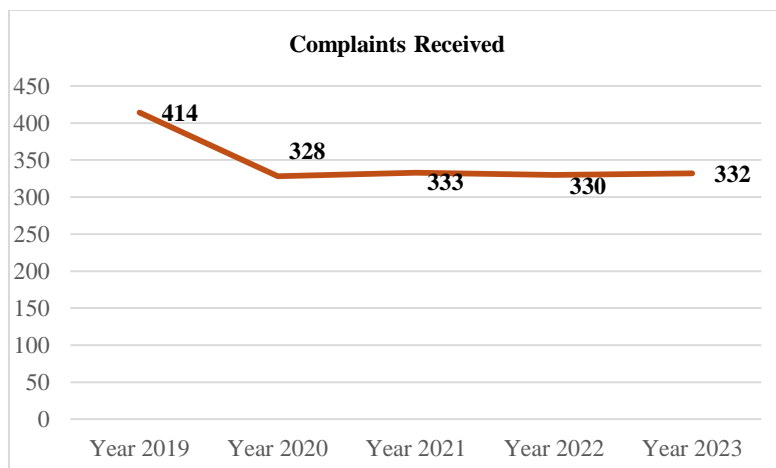
3.2 Strategic goal 2 (SO2): Administrative Justice in Ghana improved by 10% by 2025

3.2.1 Investigations – Administrative Justice Complaints

Receipt of Complaints

A total of 332 Administrative Justice complaints were recorded in 2023 as against 330 in the previous year. Over the 5-year period from 2019 to 2023, the complaints received have been decreasing. See figure 5 for the trend.

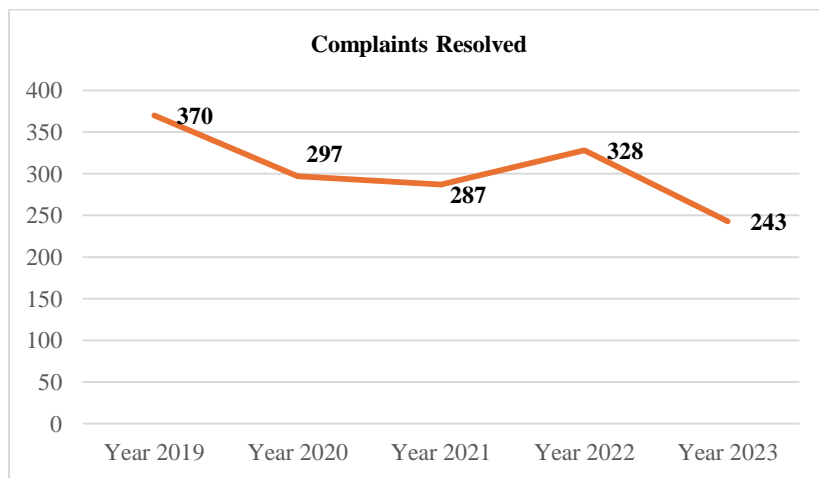
Figure 5: Trend of Administrative Justice Complaints Received: 2019-2023 (5 years Period)



Complaints Resolved

Two hundred and forty-three (243) complaints were concluded. Out of the total complaints concluded, 55 representing 22.6% were resolved through mediation, whereas 158 (65%) were decided by the Commission. The remaining 30 (12.4%) were either referred to appropriate institutions or complainant advised.

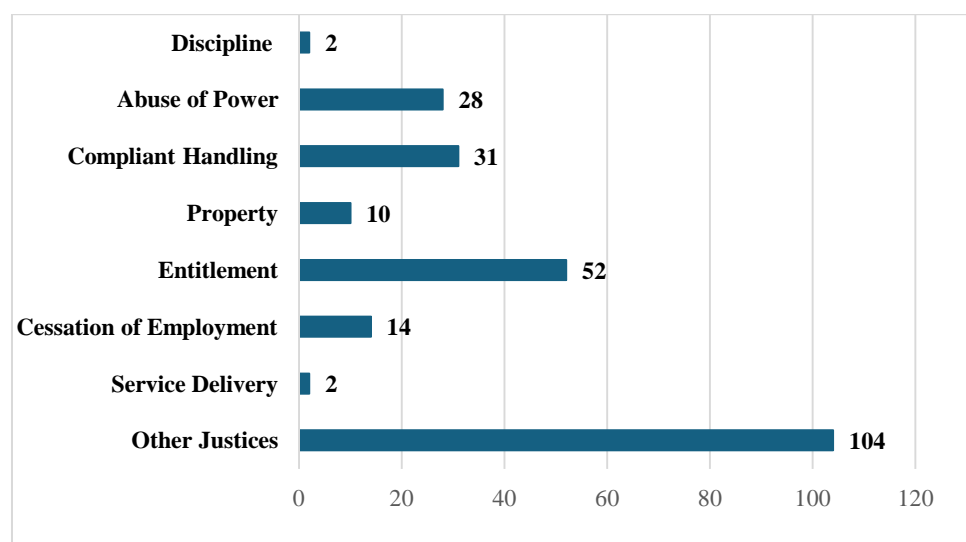
Figure 6: Trend of Administrative Justice Complaints Concluded: 2019-2023(5 years Period)



Nature of Administrative Justice Complaints Received

Most of the complaints were service entitlement, abuse of office, improper handling of complaints (investigations), and cessation of employment. See figure 7 below for the various categories. For details under each category, see appendix 3.

Figure 7: Categories of Administrative Complaints



Sex Distribution of Complainants

Two hundred and seventy-three (273) complainants constituting 82.2% of total complainants were males whereas 59 (17.8%) were females.

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

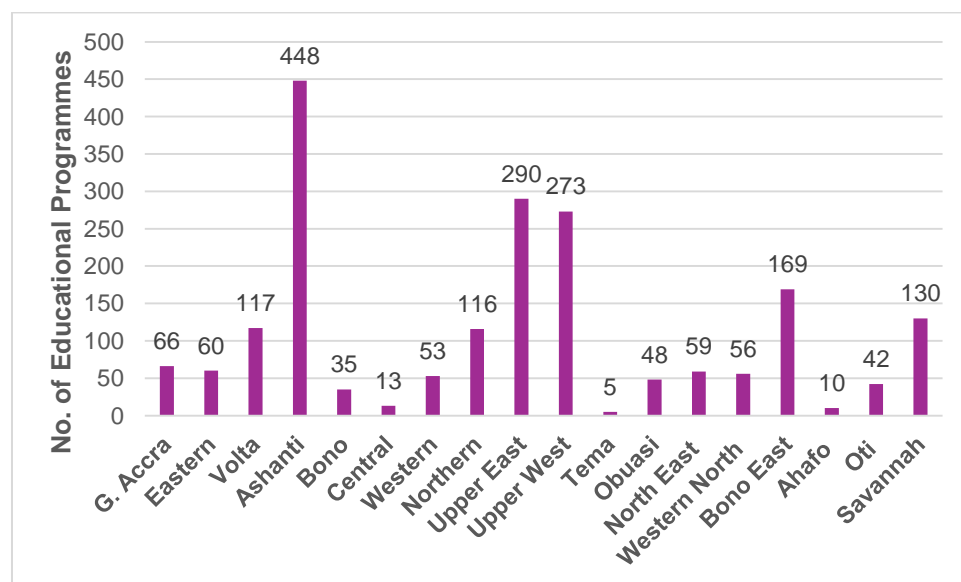
A total of 243 complaints were concluded under Administrative Justice. Out of this figure, 55 representing 22.6% were resolved through mediation, whereas 158(65%) were decided by the Commission. The remaining 30 (12.3%) were either referred to appropriate institutions or declined on the ground of want of mandate.

Public Education

The Commission organized 1,990 education programmes compared to 2,160 in the previous year. The topics covered included code of conduct for public officials, good administrative principles and procedures, conflict of interest, unfair treatment by public officers, and oversight re-

sponsibilities of the Commission over public officials and institutions. These activities were in the form of seminars, symposia, lectures, and media engagements.

Figure 8: Regional Distribution of Administrative Justice Education Activities



Strengthening the Grievance Handling Procedure at CHRAJ

Under the World Bank Public Sector reform for Results Project (PSRRP), four (4) zonal training was conducted for CHRAJ staff on the concept of grievance redress and complaints handling for administrative services.

Summary of selected cases:

Case No: CHRAJ/62/2020

The Complainants, Philip Bortey and 17 others, lodged the instant complaint against the Ghana National Fire Service (GNFS), the Respondent. The Complaint was lodged on behalf of some persons who were part of the 4th batch of recruits conducted by the GNFS during the 2017/2018 recruitment exercise but were not given appointment letters. Aggrieved by the conduct of the Respondent GNFS, Complainants lodged the instant complaint seeking the intervention of the Commission to redress a *very unfair situation of outright discrimination, fraud, and abuse of power*.

The complainants alleged that somewhere in 2017-2018, the Respondent GNFS advertised for interested persons to apply for recruitment and they applied and went through the necessary processes, including undertaking a one-week orientation at Respondent's Training School in batches of 1, 2, 3 and 4. That, the 1st, 2nd and 3rd batches went through the one-week orientation, attachment at various Regional Fire Service Offices for four (4) months each and then subsequent 2 months training at Respondent's training school before passing out.

Complainants further alleged that the 4th batch, made up of 876 recruits, also went through a similar process, including one-week orientation and 4 months attachments at various Regional Fire Service Stations. Some of the recruits were called up to report for their appointment letters/graduation without complainants. When complainants inquired why they were left out, Respondent informed them that the GNFS has only one Training School and could accommodate only 571 and that complainants will also have their turn. The 571 recruits were duly trained and passed out/graduated on 25th October 2019 but complainants were never called up and have their fate hanging in the balance.

Complainants alleged that the Assistant Fire Officer of Respondent was interviewed on TV3 where he assured that the remaining members of the 4th Batch would be invited on 20th October, 2019 to pass out on 20th December, 2019. However, complainants have not been called up for the training and subsequent graduation.

The Respondent GNFS confirmed that it carried out a recruitment exercise in 2018, involving various stages: online application, authentication of documents, and medicals. After the online application exercise, successful applicants were invited for a week orientation and documentation at the GNFS Training School, Accra in batches, after which they were sent to the regions for attachment. That the process saw to it that all successful candidates who went through the recruitment exercise and attachment were brought back to the GNFS Training School where they were trained and passed out.

The Respondent stated further that it observed during the attachment that some applicants who were not invited for orientation also found their way to the GNFS Fire Academy and Training School for the one-week orientation and subsequently to attachment without appointment letters signed by the Chief Fire Officer. A validation exercise was carried out to identify this category of

applicants, and those who were found after the validation exercise to have met all the recruitment criteria but had not been invited due to limited vacancies were eventually considered for appointment. The Respondent also stated that some 496 applicants did not qualify for varied reasons: a) 78 did not go through the online application, b) 13 failed medical examination, c) 237 did not undergo Medical Examination, d) 94 had no requisite Academic Qualification, and e) 75 were above the required age limit.

The Respondent, represented by DCOP Adutwum, Ag. Director, PPME/CSO, and DOI Mary Mensah, OIC Legal, provided additional information on their comments.

On the meaning of “qualified” that shows on the Screening Chit of applicants, Mr. Adutwum explained that it signified that the applicant’s online application has been successful which qualifies him for the validation exercise.

On why some candidates with BECE certificates were disqualified, he explained that the drivers who hold BECE certificates and had ten (10) years’ experience in driving qualify to be recruited, but they must go through driving and written tests. He stated further that even though the Respondent had vacancy for 152 drivers, they received over 200 applications from drivers alone.

On how the recruits were invited for medical examination, Mr. Adutwum explained that successful applicants were invited through text messages. Some applicants were disqualified on health grounds after the medicals while others were disqualified during training because they were found to be unfit.

Mr. Adutwum also explained that appointment letters were given to those who qualified before going for the attachment. On why the Complainants were not given appointment letters, he explained that after the orientation and the medicals those who qualified were posted to their respective regions for attachments. It was after the recruits had reported to the regions that the GNFS Head Office started receiving calls from the Regional Fire Officers that applicants who were not on the list provided them had accompanied those who had been posted for attachment although they did not have appointment letters. That these applicants formed the 4th batch and they were later invited for validation and those who were successful were recruited.

The Commission has, under Section 7(1) of Act 456 and Article 218 of the 1992 Constitution, mandate to investigate complaints involving human rights violations, administrative injustice and corruption.

Section 7 (1) (a) & (b) of Act 456 provides as follows:

In accordance with Article 218 of the Constitution, the functions of the Commission are,

- (a) to investigate complaints of violation of the fundamental rights and freedoms, injustice, corruption, abuse of power and unfair treatment of a person by a public officer in the exercise of his official duties;*
- (b) to investigate complaints concerning 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 Prisons Services in so far as the complaints relate to the failure to achieve a balance structuring of those services or equal access by all to the recruitment of those services or fair administration in relation to those services”.*

The Ghana National Fire Service is one of the administrative organs of the State listed among the Public Services under Article 190(1) (a) of the Constitution. The complaint was lodged by identifiable Complainants, and the subject matter relate to equal access to recruitment of a public service institution. Accordingly, the Commission’s mandate has been duly invoked.

Issues for Determination by the Commission

1. Whether or not the Complainants met the eligibility criteria for enlistment into the GNFS.
2. Whether or not the Respondent contravened Article 23 and 218 (b) of the Constitution in the recruitment exercise.

Whether the Complainant Met the Eligibility for Criteria for Enlistment into GNFS

The GNFS in 2017 published on its official website inviting eligible candidates to apply based on specified criteria and Complainants applied for consideration. The question was, did the

Complainants meet the eligibility criteria for recruitment into the Service? To help us answer this question the Commission looked at the eligibility criteria and the evidence of compliance by the Complainants.

The Commission identified the following criteria:

1. Online application
2. Requisite academic qualifications/skills
3. Required age limit
4. Medical examination
5. Others

The Commission requested Complainants to provide relevant documents used in their application in response to the various vacancies advertised by the Respondent. Out of the 134 Complainants, only 67 were able to provide evidence of documents used in support of their online application. Out of the 67, 63 applicants met the Online application requirement and 4 did not, 59 of the Complainants met the age criteria and 8 did not.

On academic criterion, none of the 8 Officer Corps applicants met the requirement, 14 out of the 33 firefighters and Rescue Crew applicants met the requirement, and none of the Drivers/Driver Mechanics applicants met this criterion. For IT Technicians, Painting and Writing, Electronics/Auto Electricians/Electrical Engineering, Electricians, Caterers/Hospitality, Record and Archive Keeper, 1 out of 16 applicants met the requirement.

The Commission further observed that most of these applicants applied for the positions/vacancies without the requisite certificates or with certificates different from what the Respondent advertised.

After a careful consideration of the evidence before the Commission, the Commission found as a fact that only the 15 Complainants met the eligibility criteria prior to the medical examination. The medical examination is the last stage of the eligibility criteria provided by the Respondent. This is to ensure that applicants who qualified to be employed into Respondent's Service meet the medical fitness specified by the Respondent. Thus, successful applicants were invited to

undertake medical examination at medical facilities provided by the Respondent and given appointment letters. A number of the Complainants produced medical reports from various medical facilities other than that designated by the Respondent in support of their case and argued among others that they have been made to incur cost. However, since invitation for the medical examination was dependent upon one's qualification at the screening stage, and done at the medical facility provided by the Respondent, the medical results presented by applicants from other health facilities other than those provided by the Respondent would not satisfy the requirement.

As noted above, the 15 Complainants who met the eligibility criteria prior to medical examination ought to have been invited by the Respondent to undergo the official medical examination. Since the Respondent failed to invite the 15 to undergo the medical examination, they cannot be said to have failed the medicals. Accordingly, the Commission finds as a fact the 15 Complainants satisfied the eligibility criteria for recruitment into the Respondent GNFS

Did the Respondent Contravene Articles 23 and 218 (b) of the Constitution in the Recruitment Exercise

The Complainants alleged that the Respondent discriminated against them and treated them unfairly by failing to give them equal access in the recruitment exercise.

The Respondent on the other hand denied the allegations and indicated among others that the Complainants failed to meet the eligibility requirement for the recruitment into the GNFS. Further, they explained that the GNFS had financial clearance to recruit a particular number of people, and the applicants were far in excess of that number.

Did Respondent contravene Articles 23 and 218(b) or discriminate against Complainants?

As noted above, out of the 134 Complainants on whose behalf the Complaint was lodged, only 15 met the eligibility criteria for enlistment into the Service. Having failed to meet the eligibility criteria, the Respondent had no legal obligation to recruit them into the Service as there would have been no legal or lawful basis for such recruitment. The evidence before the Commission

indicates that the Respondent gave equal access to the applicants for the recruitment exercise, but the 119 Complainants failed to meet the entry requirement. Accordingly, the Commission finds as a fact that the 119 Complainants have failed to meet the eligibility criteria for enlistment. We also find that the Respondent did not discriminate or perpetrate fraud against the 119 Complainants, or abuse the power entrusted to them as alleged; nor did they contravene Articles 23 and 218(b) of the Constitution in the Recruitment Exercise.

The Respondent had also offered the explanation that they had financial clearance for a specified number, and once that number had been exhausted, they could not recruit additional personnel, even if they met the eligibility criteria. In effect, they were arguing, in respect of the 15 Complainants who met the eligibility criteria, that they could not have employed them because they had exhausted the quota given under the financial clearance.

The question is, is the explanation given for failing to recruit the 15 successful applicants into the Service reasonable, rational, and fair?

One of the standards of assessment helpful to defining the scope of administrative justice in Common Law Jurisprudence is the Wednesbury Test or Principle set out in United Kingdom Court of Appeal case of **Associated Provincial Picture Houses Ltd v Wednesbury Corporation [1948] 1 KB 223**. The Supreme Court of Ghana cited the Wednesbury Test with approval in the Ghanaian case of **Awuni v. West African Examination Council [2003-2004] SCGLR 471**. In that case, Her Ladyship Sophia Akuffo, JSC, noted at page 514 of the Report that:

“Where a body or officer has an administrative function to perform, the activity must be conducted with, and reflect the qualities of fairness, reasonableness and legal compliance”.

In the Wednesbury Case, Lord Greene MR at page 230 provided the guide for assessing administrative decisions and actions. He explained that an irrational decision is the one that is “*so unreasonable that no reasonable authority could ever have come to it*”.

Unreasonableness would seem to exist where the authority exercising the discretion has taken a decision which is devoid of any plausible justification and any authority or done in bad faith. In the case of *Associated Provincial Picture Houses Ltd. v Wednesbury Corporation*, it was held that if the decision on a competent matter is so unreasonable that no reasonable authority could ever come to it, then the courts can interfere.

Is the explanation of the Respondent regarding the quota of financial clearance unreasonable?

The Public Financial Management Act, 2016 (Act 921), more specifically Sections 20, 21 and 25, provide us the answers to what pertains to commitment of public expenditure in respect of recruitment under the PFM Act.

Section 20 provides as follows:

(1) The Minister shall

(a) subject to Cabinet approval, issue guidelines for the preparation of the budget for each financial year; and

(b) circulate copies of the guidelines to each covered entity not later than the 30th of June of every year.

(2) The guidelines shall include

(f) the ceilings on the required number of staff for each covered entity and the cost of appropriation for the relevant year for the public service.

Section 21

(4) The estimates of expenditure of all public offices and public corporations other than those set up as commercial ventures, shall (a) be classified under programmes or activities in the Appropriation Bill to be introduced into Parliament, and (b) in respect of payments charged on the Consolidated Fund, be laid before Parliament for the information of members of Parliament.

(5) The annual budget shall

(ix) the ceilings on the required number of staff for each Ministry, Department or Agency and the corresponding amount appropriated to operate the public service for the ensuing financial year.

Section 25

(4) A Principal Spending Officer or any other public officer shall not commit Government to a financial liability, including contingent liability, unless that Principal Spending Officer is specifically authorised to do so under this Act, the Regulations or directives issued pursuant to this Act.

(5) A commitment in respect of staff recruitment shall, subject to financial clearance by the Minister, be within the limits set by Parliament under Section 21 (5) (e) (ix).

Regulation 15 of the Public Financial Management Regulations, 2019 (L.I. 2378) also has similar provisions. Simply put, a Public Entity cannot commit the Government to any financial expenditure without lawful authorization. This means that a Public Entity can neither recruit staff without financial clearance nor can it exceed the financial clearance given at any given period.

The Commission finds the Respondent's explanation of having exhausted the quota of financial clearance not unreasonable or irrational or unfair. However, the Commission is of the considered view that the 14 remaining Complainants who met the eligibility criteria but were not given opportunity to undergo medical examination should be given the first option to be enlisted into the Service in the next future recruitment.

Decision

Having established that the 14 of the remaining Complainants were successful with their application, the Commission directs the Respondent to give the said 14 Complainants the first opportunity in the next future recruitment into the Service. The Complaints of the other 119 Complainants are dismissed as unmeritorious.

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

3.3.0 Introduction

The Commission during the period under review implemented and coordinated various programmes and projects in line with its 5-year strategic goal under the anti-corruption mandate. These activities spanned the period January to December and covered investigations, awareness raising/advocacy campaigns and coordination of NACAP implementation.

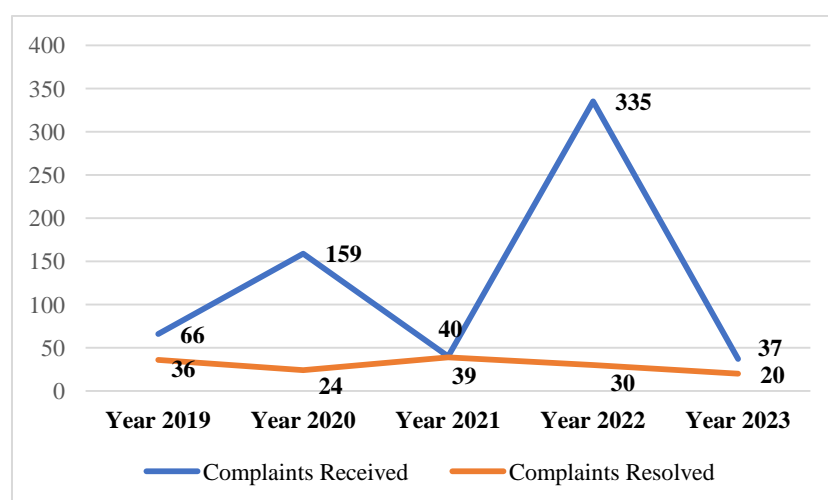
3.3.1 Investigations – Allegations of Corruption

Allegations Recorded and Concluded

A total of thirty-seven (37) cases were recorded under the Anti-Corruption mandate of the Commission, out of which 20 were resolved.

The 5-year trend of cases showed that in the year 2022, there was an astronomical increase in the number of cases. The increase recorded in the previous year was due to 285 allegations of non-declaration of assets and liabilities against some Ministers of State, Judges, and Members of Parliament. See figure 9 for the past five-year trend.

Figure 9: 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, Abuse of Office and Fraud. See Appendix 4 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 7 for details.

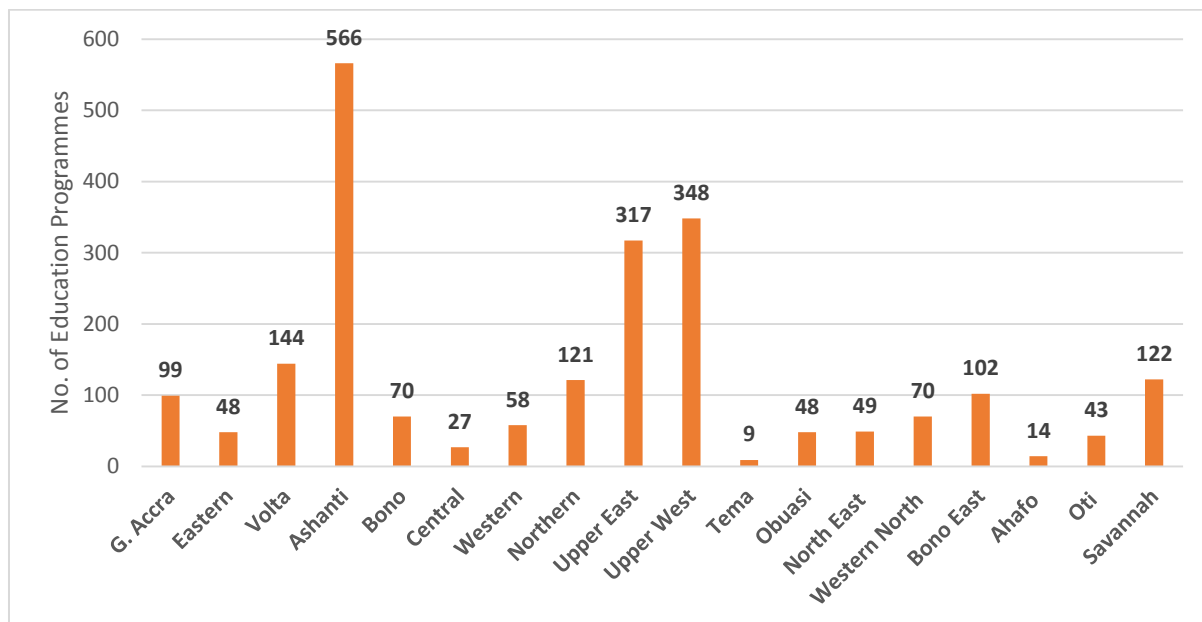
Mode of Conclusion of Corruption Cases

Out of the 20 corruption cases concluded, 19 were decided by the Commission, while one (1) was not investigated due to lack of mandate after an initial assessment of the case.

3.3.2 Public Education Activities on Corruption

A total of 2,255 programmes were carried out in respect of anti-corruption. The channels used include community outreach, radio and television and school interactions. Topics covered include conflict of interest, bribery and extortion, Whistleblowers Act, overview of NACAP, negative effects of corruption, ABC of corruption, gift policy and the anti-corruption mandate of the Commission.

Figure 10: Regional Distribution of Public Education Activities on Corruption



COORDINATION OF NAACAP IMPLEMENTATION

3.3.3 Preparation of 2022 NACAP Progress Reports

The Commission through the Monitoring and Evaluation Committee (MONICOM), prepared and reviewed the 2022 Annual Progress Reports pursuant to its role to provide a systematic and structured review of the implementation of NACAP. These reports were later approved by the MONICOM and High-Level Implementation Committee (HiLIC) in August.

3.3.4 Meetings of NACAP Implementation Structures

The two NACAP implementation committees, MONICOM and HiLIC held separate meetings during the reporting year to discuss and take decisions.

- MONICOM's deliberations on the draft 2022 Annual Progress Report took place in August.
- With respect to HiLIC, three (3) meetings were held to discuss and adopt the 2022 Annual Progress Report and matters related to the end of term evaluation of NACAP.

United Nations Convention Against Corruption (UNCAC) Steering Committee

The Commission, as a Focal Point for the Implementation of the UNCAC, organized a meeting in March for members of the Steering Committee of the UNCAC to review implementation and complete a questionnaire from the United Nations Office on Drugs and Crime (UNODC).

Reconstitution of Governmental Experts

The Commission coordinated the reconstitution of the membership of Governmental Experts for the UNCAC Review Mechanism and submitted the new list to the Permanent Mission of the Republic of Ghana in Vienna for consideration and onward submission to the UNODC.

Corruption Risk Assessment

In collaboration with the UNODC, the Commission organised the following activities:

- A two-day workshop on Code of Ethics, Standards and Protocols for the Ghana Health Service (GHS) in April. This was part of the implementation of the corruption risk mitigation plan for the GHS.
- A Public Procurement and Management Training of Trainees workshop for staff of the Ministry of Fisheries and Aquaculture Development (MOFAD) in April, and
- An Integrity workshop for MOFAD and other stakeholders in the fishing industry in May.

Trainings on NACAP

During the year under review, the Commission organised trainings on NACAP for selected implementing partners.

- Fifty-three (53) staff from the Risk Management department of the Bank of Ghana benefited from a training programme in March. Among the topics treated were; Public Sector Integrity Programme, the Role of Ethics and Compliance in the Bank's Culture: The Dig Deep Analysis, Issues on Conflict of Interest, the New Google Form Reporting Tool and Introduction to the Financial Sector Integrity Programme.
- Selected staff of the Public Services Commission were trained on Ethical Standards and Code of Conduct in Public Service in June.
- In July, the Commission organised a virtual training for selected civil servants across the country on the Code of Conduct for Public Officers.
- As part of the Ministry's Annual NACAP Week Celebration held in August, selected staff of the Ministry of Roads and Highway and its agencies benefited from a training facilitated by the Commission. The training covered; NACAP, the Role of Ethics and Compliance in Public Service and Code of Conduct for Public Officers.
- In August, 38 staff of the National Insurance Commission were trained on NACAP.
- Seventeen (17) Board members of the Forestry Commission participated in a training organised in October on Code of Conduct under Chapter 24 of the 1992 Constitution.

Assets Declaration

The Commission offered assistance to selected staff and officers of other public service institutions across the country to declare their assets and liabilities. This was to advance the Commission's oversight role under the assets' declaration regime.

CHRAJ Specific Code of Conduct

During the reporting period, the Commission drafted an institution specific Code of Conduct for its staff. This aimed at providing a clear institution specific guide to staff of the Commission as to their conduct in the performance of their official duties.

Key Accountability Institutions (KAIs)

The Commission in September organized a meeting for KAIs to discuss effective collaboration, information sharing among members and work plan for the coming year.

Celebration of 2023 International Anti-corruption Day

The Commission in partnership with the Office of the President, the Ghana Statistical Service and the UNODC organized a media soiree on 8th December. Dignitaries in attendance were Hon. Emmanuel Adumua-Bossman, Deputy Chief of Staff and Chair of HiLIC and Mr. Charles Abani, the United Nations Resident Coordinator in Ghana.

Capacity Building for Staff

The Commission organized four internal trainings to improve staff capacity in the anti-corruption department on the following topics: National Anti-Corruption Action Plan, Sexual Harassment, Legal Provisions on Sexual Harassment and Asset Declaration Regime.

STAKEHOLDER COLLABORATIONS

The Commission benefitted and also supported stakeholders through collaborative programmes including the following;

Training by West Africa Regional Training Centre (RTC)

The RTC in Accra conducted two (2) training programmes for selected staff as follows:

- Public Corruption training facilitated by officials of the Federal Bureau of Investigations from the United States of America in January-February; and
- Public Corruption training facilitated by officials of the U.S Department of State, Bureau of International Narcotics and Law Enforcement in May.

Training by Ghana Integrity Initiative (GII)

A staff of the Commission participated in a meeting convened by GII for stakeholders to explore alternative safe whistleblowing mechanisms beyond legislation. The meeting took place in Accra in February.

Controller and Accountant-General's Department (CAGD) Training

The Commission made a presentation to staff of the CAGD on the topic *Fighting Corruption and Collective Effort Under NACAP* during its monthly virtual/in-person educational series dubbed the 'Treasury Hour' in August.

Ghana Revenue Authority Programme

In June, the Commission made a presentation on *Fighting Corruption and Promoting Integrity by Customs Officers and Freight Forwarders* at a programme organised by the Ghana Revenue Authority.

Summary of Selected Cases

CASE NO: CHRAJ/HQ 27/2022

On 31 January 2022, Sacut Amenga-Etego (the Complainant) lodged a complaint with the Commission, alleging procurement breaches and abuse of office by Mr. Paul Adom Otchere (the Respondent) in his capacity as Board Chairman of the Ghana Airports Company Ltd (GACL) concerning the procurement of Christmas Trees for GACL in 2021.

The GACL has been decorating its Airports with Christmas Trees and Lightings during Christmas festivities each year. In December 2021, the GACL decorated the Kotoka International Airport, Terminals 2 and 3 with some Christmas Trees and Lightings. Subsequent to this, some media reports alleged that the Respondent had requested potential vendors interested in supplying Christmas Trees and Lightings to the GACL to issue their invoices in the Respondent's name. It was also alleged that the GACL had spent about One Hundred and Eighteen Thousand Ghana Cedis (GH¢118,000.00) of public funds on the said Christmas Trees and Lightings.

It is against the backdrop of reports that the Complainant lodged the instant complaint against the Respondent, containing a number of allegations, summarized as follows:

- (i) Respondent is the Board Chairman of GACL, a company owned by the citizens of Ghana;
- (ii) Respondent is a host of a Television Programme on Metro TV called ‘Good Evening Ghana’; and on the 07 January 2022 edition of the programme stated that he used public funds in procuring Christmas Trees for the GACL;
- (iii) Respondent stated that he invited two (2) vendors to submit quotations for the Christmas decorations and received quotations amounting to GH¢118,000.00 from the 2 vendors;
- (iv) Respondent breached *Section 43 (1)* of the Public Procurement Act, 2003 (Act 663) as amended by inviting only 2 vendors for procurement of Christmas Trees in December 2021;
- (v) The total value for the procurement of the Christmas Trees, that is GH¢118,000.00, is above the threshold according to the 5th schedule of Act 663, as amended;
- (vi) The transaction ought to have gone through National Competitive Tendering procedures because it is above the threshold of GH¢100,000.00;
- (vii) The transaction was split in order to avoid being above the GH¢100,000.00 threshold contrary to *Section 21 (6)* of Act 663, as amended;
- (viii) Respondent directly involved himself in the procurement of the Christmas Trees as a Board Chairman which is an abuse of office;
- (ix) The statement by Respondent that the GACL received a donation of GH¢50,000.00 towards the purchase of the Christmas Trees and for that reason the actual cost of the Christmas Trees is GH¢78,000.00 is not correct in view of the Public Financial Management Act, 2016 (Act 921); and

- (x) Respondent has breached the principles of corporate governance because the Chief Executive Officer runs the day-to-day activities of the GACL including procurement whilst the Board Chairman runs the Board.

The Respondent, in compliance with the Commission' subpoena, appeared before the Commission on the 30 June 2022 and stated that the process at the GACL resulting in the Christmas Trees and Lighting decorations in 2021 did not lend itself to Act 663, as amended. That the GACL rented the Christmas decorations and did not procure same. Respondent submitted a letter from the Ministry of Transport to back his claim.

The Respondent submitted to the Commission a copy of a Cheque from Societe Generale Bank in the name of DDP Outdoor Limited with a face value of Forty-Six Thousand, Two Hundred and Fifty Ghana Cedis (GH¢46,250.00) in favour of Favors and Arts Company, as sponsorship by DDP Outdoor Limited to the GACL.

On 18 October 2022, Respondent submitted his comments to the Commission in which he repeated, in essence, the position taken by him during his appearance before the Commission. While admitting that he used the word "procure on the show", he indicated that the word "procure" as used by him did not mean "procure" as contemplated by the Act. That the word procure does not mean the technical word referred to in the Act. He added that acquisition of property and rental are two (2) different things. He indicated also that the Petitioner should have exhausted domestic remedies. He therefore referred to section 13 of the Act 456 which empowers the Commission to refrain from investigating where there is administrative remedy. He concluded by praying the Commission to explain to the Petitioner and the public the non-applicability of the procurement law to the process and the absence of any breach of the law.

The issues for determination are as follows:

1. Whether the Respondent stated on Good Evening Ghana programme that he used public funds to procure Christmas Trees.
2. Whether the Respondent stated that he invited two (2) vendors to submit quotations.
3. Whether the Respondent received quotations amounting to GHS118,000.00.
4. Whether the transaction was split into two (2) to avoid being above GHS100,000.00

5. Whether the process of renting of Christmas Trees by the Ghana Airports Company amounts to procurement and thus amenable to the provisions of the Procurement Act, 2016(Act 663) as amended.
6. Whether the Respondent acted in breach of Act 663 as amended.
7. Whether the Respondent abused his office as Board Chairman of the GACL.
8. Whether the Respondent breached the Public Financial Management Act 2016 (Act 921) and principles of corporate governance.
9. Whether the Complainant is entitled to the reliefs claimed.

Summary of key findings

1. The Respondent did not state on the 7 January 2022 edition of the “Good Evening Ghana” programme that he used public funds to procure Christmas inspirations.
2. The Respondent did not state that he invited two (2) vendors to submit quotations.
3. The Respondent did not invite suppliers to submit quotations.
4. The Respondent did not receive quotations amounting to GHS118,000.00.
5. The Respondent partly interfered in the procurement of Christmas inspirations by the GACL in 2021 by making demands for Invoices.
6. The interference by the Respondent amounted to abuse of office.
7. The Respondent communicated in the media on matters relating to the procurement of the Christmas inspirations by the GACL.
8. The interference of the Respondent in the procurement of Christmas trees by the GACL and communications by him were contrary to the principles of corporate governance.
9. The GACL has over the years from 2018 to date been renting Christmas inspirations without recourse to the Procurement Act, 2003(Act 663) as amended.
10. The Christmas inspirations for 2021 were valued at GHS128,000.00 and not GHS118,000 as alleged by the Respondent.
11. The transaction was split into two (2), contrary to the provisions of Act 663 as amended.

Observations

The conduct of the Respondent in requesting for invoices and his appearance on media in respect of matters involving the GACL of which he is the Board Chairman does not augur well for corporate governance.

Additionally, the GACL has over the years considered rental of Christmas trees as being outside the procurement law. For that reason, GACL management has not been applying provisions of Act 663, as amended. We consider this as an anomaly and ought to cease forthwith. The Commission noted that the failure to define procurement under the Act may have accounted for this.

Decision

Accordingly, the Commission decides as follows:

1. The GACL should henceforth apply the provisions of the Public Procurement Act, 2003(Act 663) as amended in the renting of Christmas inspirations and all renting situations it may engage in.
2. The Respondent should desist henceforth from commenting on procurement issues in the GACL in the media either in his personal capacity or as Board Chairman so long as he remains on the Board of the GACL.
3. The Respondent should desist from interfering in the day-to-day administration of the GACL and leave same to management.

The Public Procurement Authority should take steps to cause the amendment of Act 663 to clearly include an interpretation of the terminology “procurement”.

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

3.4.0 Introduction

The Management and Administration aim to improve institutional capacity and performance by promoting and protecting human rights, ethics, integrity, and accountability and ensuring administrative justice. Implemented activities were geared towards improving working conditions of staff to increase performance.

3.4.1 Staff Status

Staff Strength

The total number of staff of the Commission was 1,029, made up of 656 males and 373 females, serving across all the 16 administrative regions, two (2) sub-regional and 181 district offices in Ghana. The total staff turnover was 46 within the reporting the year. Turnover was accounted for in 35 resignations, 10 retirements and one (1) termination.

Recruitment

The Commission employed 40 officers, of which 15 were females and 25 males, to fill various vacant positions.

Temporary Staff

Commission received 39 National Service Personnel to serve in offices across the country. The figure is composed of 27 females and 12 males.

Staff Capacity Development

Staff of the Commission benefitted from a plethora of programmes organized by or for the Commission under the human rights, anti-corruption and administrative justice mandates.

Selected staff from various departments attended international conferences and workshops in different countries. Also, staff participated in several capacity-building workshops and seminars organized by other organizations. Nineteen serving officers, comprising 11 females and eight (8) males, were granted permission to undertake further studies in various programmes deemed relevant to the Commission's work.

Such opportunities enable staff to acquire knowledge and develop capacity to take on more responsibilities, thereby increasing efficiency in their areas of work.

Transport

The Commission had a total of 67 vehicles and 10 motorbikes nationwide. Four vehicles- one (1) Toyota Hilux, two (2) Nissan Sunny cars and a Mitsubishi Pajero- were classified as “overaged vehicles” by the Transport Unit. The Commission disposed of 11 unserviceable vehicles through auction processes held in March and April.

3.5 Strategic Objective 5 (SO5): Corporate governance and reporting obligations in CHRAJ

3.5.1 Corporate Affairs and Visibility improved by 50% by 2025

In 2023, the Commission’s celebrated its 30 years in existence dubbed CHRAJ@30. The 30th anniversary logo as designed by the Corporate Affairs and Communication Units (CACU) comprised adinkra symbols, the Commission’s logo, and a Golden Stroke, symbolizing the prestigious and symbolic representation of the Commission’s achievements over the past 30 years. The anniversary logo was designed and molded into a 5 by 3 feet unique sculpture to enhance the logo’s visual appeal. The logo which was unveiled at the Anniversary launch has been displayed at the Head office and has also been used during other activities in celebration of the 30th Anniversary. The year under review saw exceptional publicity and visibility for the Commission’s activities and programmes. A total of 7 Press Statements were issued to the media in commemoration of United Nations Landmark Days aligned with the mandates of the Commission.

Monitoring and Evaluation Increased

The Commission’s Medium Term Development Plans (MTDPs) was approved by National Development and Policy Planning (NDPC) and certificate issued for its implementation.

The PPME Unit provided technical support for the smooth implementation of the Public Sector Reform for Results Project (PSRRP) and developed all concept notes for all approved activities under the project and duly complied with the quarterly and annual reporting obligations. Reports

on selected indicators of the work of the Commission were also submitted to NDPC, Ministry of Finance, and the Public Procurement Authority.

Other activities include;

- Nationwide observation of the limited voter registration exercise.
- Validation and printing of two research reports -Assessing the Right to Vote and the Conduct of the 2020 Elections; Impact of COVID 19 on ESC rights in Ghana.
- A nationwide webinar for CHRAJ staff to share review papers on research activities of the Commission since its inception to commemorate 30 years anniversary of CHRAJ.
- Field visit to two prayer camps to ascertain the living conditions of persons with psychosocial disabilities.
- Five (5) Regional Directors (Volta, North East, Eastern, Northern, and the Upper West) monitored and evaluated the performance of their respective district offices.

3.5.2 International Cooperation Performance

The Commission continues to have formal working relations with several International and Regional institutions/bodies. Through these collaborations, the Commission 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 and global performance. These affiliations include activities such as the payment of subscription fees and 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). 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.

The Commission continues to serve as Africa's Representative on the GANHRI Working Group on the United Nations Sustainable Development Goals; and as an alternate member of the GANHRI Sub-Committee on Accreditation.

Again, the 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 Commissioner of CHRAJ was elected as President of NANHRI in 2023 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:

- **Affiliate Status with the African Committee of Experts on the Rights and Welfare of the Child**

The Commission applied for an affiliate status with the African Committee of Experts on the Rights and Welfare of the Child (ACERWC) in April. The ACERWC granted CHRAJ an affiliate status in August 2023.

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

In June, the Commission as host of the NNHRI-WA Secretariat, successfully organized its fifth Regional Consultations and Annual General Meeting in Banjul, The Gambia. The aim of the meeting was to share experiences and strengthen sub-regional cooperation for effective implementation of strategies for the promotion and protection of human rights in West Africa. Representatives from 14 NHRIs from the sub-region, ECOWAS Commission, OHCHR and UNOWAS participated in the meeting. At the end of the meeting, a communique was issued which contained some recommendations and follow-up action.

- **Articles for Publication in NANHRI Quarterly Newsletter**

The Commission submitted three articles (first, second, and third quarters) for publication in the Network of African National Human Rights Institution's (NANHRI) Quarterly Newsletter.

Study visits to the Commission

- **Botswana NHRI Study Visit**

The Commission hosted members of the newly consisted National Human Rights Institution of Botswana in October. The focus of the visit was to understudy the Commission as a status “A” NHRI to strengthen the capacity of Botswana’s NHRI to deliver on its mandate of protecting and promoting human rights in their country. As part of the programme, presentations were made on the Commission’s vision, mission, values and organizational structure, investigation procedures, partnership with stakeholders, international cooperation, and strategic plan and implementation.

- **Eswatini Study Visit**

In February, the Commission received a delegation from Eswatini, on a working visit to Ghana. The delegation came to understudy the workings of the Commission, other state institutions and civil society organizations.

- **Study Tour by the California State University, Sacramento USA**

In July, the Commission delivered a lecture on Human Rights at the University of Ghana, School of Law to a team of students on a study tour from the California State University, Sacramento, USA who were studying the judicial systems and institutions of Ghana. The tour was organized in conjunction with the Ghana Association of Certified Mediators & Arbitrators.

- **Second African Business and Human Rights Forum**

In September, the Commission with the sponsorship of United Nations Development Programme and Action Aid participated in the 2nd and Human Rights Forum in Addis Ababa, Ethiopia. The Commission was also represented at the side event organised by the Network African National Human Rights Institution on the theme *Nurturing Responsible Business and Human Rights in Africa*.

- **14th Biennial Conference of NANHRI**



In October, the Commission partnered with NANHRI secretariat to organize the 14th Biennial NANHRI Conference. Participants of the conference included Government of Ghana, GANHRI, member NHRIs from across Africa, UN Agencies, ACHPR, ECOWAS Commission, Development partners, Academia, Private sector, CSOs and the media. Some of the major themes discussed included the situation of business and human rights in Africa, the implication of just energy transitions on business and human rights and access to remedy for business and human rights violations in Africa. Key outcomes of the conference were the Accra Declaration of NANHRI and a Plan of Action for the NHRIs in supporting collective action on charting a way forward for BHR advancement in Africa was developed.

- **Sixth NHRIs Forum**

In October, the Commission participated in the 6th NHRIs Forum convened in Arusha, Tanzania on the theme *the 30th anniversary of the Paris Principles and the 20th Anniversary of the Maputo Protocol: Amplifying the Role of NHRIs in the Protection of the Rights of Women and other Vulnerable Groups in Africa*.

- **Continental Workshop on Justice and Accountability for Children Affected by Armed Conflict**

In November, the Commission participated in a workshop organized by Save the Children which was focused on advancing justice for violations and crimes affecting children in conflict. The workshop which took place in Naivasha, Kenya; brought together a cross section of participants from NHRIs from across Africa, Lawyers without Borders, and representatives of the African Union Transition Mission in Somalia and academia. The main purpose of the workshop was to yield practical recommendations, strengthen collaborations, and develop a well-defined action plan to advance justice and accountability for children affected by armed conflicts. At the end of the workshop, there was the development of a Consensus framework on justice and accountability for children affected by armed conflict.

- **Delegation of Association of Persons Living with Albinism, Sierra Leone**

In May, the Commission received a delegation of the Association of Persons Living with Albinism in Sierra Leone. The Association was embarking on a pilot project aimed at working with West African albinism network and as part of the project paid a three-day working visit to Ghana. The Commission furnished the delegation with a report on albinism in Ghana.

- **Regional Level Consultative Meeting on Legally Binding Treaty on BHR**

In June, the Commission participated in a Regional Level Stakeholders' Consultative fora in respect of the 2023 Legally Binding Treaty- Indaba, held in Johannesburg, South Africa. The Commission subsequently liaised with government of Ghana to hold the African dialogue on the legally binding treaty in Accra.

Administrative Justice

The Commission undertook a learning and institutional collaboration study tour to the Kenya National Human Rights Commission (KNHRC) and the Commission on Administrative Justice (Office of the Ombudsman), Kenya from July-August. Subsequently a post-peer study tour learning workshop on lessons learnt and necessary reforms arising from the visit was organized for selected staff of the Commission.



Study Tour Visit to Office of CAJ



*Study Tour Visit to **KNCHR***

Anti-Corruption

- The Commission as part of its international relations participated in and delivered papers at various platforms during the reporting year. Key among these are: **Training by Commonwealth Africa Anti-Corruption Centre (CAACC)**

The CAACC organized two (2) virtual training programmes for some staff of the Anti-corruption department as follows:

- ✓ Virtual training on Corruption Risk Management in February; and
- ✓ Virtual training on Advanced Investigations on Forfeiture of property in June 2023.
- **Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies Conference**

The Commissioner made a virtual presentation at the 9th Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies Conference. The conference was held in April, on *the Impact of Government Resource Allocation on the Work of Anti-Corruption Bodies: What is Adequate Resource Allocation*.

- **14th Session of the Open-Ended Working Group on the Prevention of Corruption**

The Commission participated in the above programme in Vienna, Austria and made presentations on the 2021 Corruption Survey and the Key Accountability Institutions Forum.

- **13th Regional Conference and Annual General Meeting of Heads of Anti-Corruption Agencies in Commonwealth Africa**

The Commission took part in the 13th Regional Conference and Annual General Meeting of Heads of Anti-Corruption Agencies in Commonwealth Africa. The conference was held in Seychelles in May, and made a country presentation on initiatives being undertaken to fight corruption in Ghana.

- **20th Anniversary Celebration of the African Union Convention on the Prevention and Combatting of Corruption**

The Commission was at the 20th Anniversary Celebration of the African Union Convention on the Prevention and Combatting of Corruption in Arusha, Tanzania in July.

- **6th Annual General Meeting of the Association of Africa Anti-Corruption Authorities**

The Commission was part of the 6th Annual General Meeting of the Association of Africa Anti-Corruption Authorities held in Pretoria, South Africa from July-August.

- **Ghana Co-Creation Workshop**

The Commission was represented in the Ghana Co-Creation Workshop for the development of the 5th National Action Plan on Open Governance Partnership in October. Subsequently, the Commission participated in several virtual meetings to validate and approve the said Action Plan.

- **10th Conference of the States Parties to the UNCAC**
 - The Commission served as part of government delegation to the 10th Conference of the States Parties to the UNCAC at Atlanta, USA in December; where the Commission had informal consultations on a resolution sponsored by Ghana on addressing gender inequality to counter corruption. The resolution was subsequently adopted by the Conference.
- Training on Illicit Enrichment**

In May, the Commission participated in a programme on Illicit Enrichment in Mali.

- **Training by Fisheries Transparency Initiative**

The Commission participated in a virtual training organized by the Fisheries Transparency Initiative on the topic *DOES SIZE MATTER? The Challenge of Fisheries Transparency in small Island Developing States* in June.

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 elections, among others.

The Right to Information (RTI) Act, 2019 (Act 989) promotes transparency and accountability, and the Commission has a designated Right to Information Officer to oversee its operations.

The Commission received four (4) information request applications in 2023 of which appropriate responses were given.

4.2 Downwards Accountability Standards

Downward accountability standards connote processes by which senior managers of an organisation are held accountable to the people at various 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. The shortcomings of upward accountability appear to have influenced the relevance of downward accountability in corporate governance.

The concept of downward accountability is highly encouraged at the Commission. One way to ensure this 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. A question-and-answer session is always included, during which issues and policies are explained. Further, the Commissioner participates in the National Executive Committee annual 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 programmes 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 received budgetary allocations through the annual appropriation to finance its operations under Compensation of Employees, Goods and Services and Capital Expenditure. This year, the Commission was granted an amount of Forty-Five Million, Four Hundred Thousand, Three Hundred and Eight Ghana cedis (GH¢45,400,308.00). Compensation saw an increase of about 28% in the amount released over the estimated figure. Additionally, it is worth mentioning that the approved budget remained the same after review. See details on the table below.

EXPENDITURE ITEM	APPROVED BUDGET	REVISED BUDGET	RELEASES	VARIANCE
Compensation of Employees	41,898,620.00	41,898,620.00	53,769,262.04	11,870,642.04
Goods and Services	2,413,688.00	2,413,688.00	2,413,687.51	(0.49)
Capital Expenditure	1,088,000.00	1,088,000.00	1,064,549.97	(23,450.03)
TOTAL	45,400,308.00	45,400,308.00	57,247,499.52	11,847,191.52

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
GOASO	41	1	0	42	39	0	0	39
BECHEM	71	1	0	72	79	1	1	81
KENYASI	270	0	0	270	168	0	0	168
KUKUOM	26	0	0	26	18	0	0	18
HWIDIEN	28	0	0	28	24	0	0	24
SUB-TOTAL	436	2	0	438	328	1	1	330
Ashanti Region	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
KUMASI	86	16	2	104	88	22	3	113
MAMPONGTENG	46	1	0	47	40	1	0	41
OFFINSO	276	0	0	276	272	0	0	272
BENKWA	55	2	0	57	65	2	0	67
MAMPONG	47	4	0	51	54	4	0	58
EFFIDUASE	52	2	0	54	50	2	0	52
NEW EDUBIASE	38	0	0	38	40	0	0	40
EJURA	60	0	0	60	54	0	0	54
KUNTANASE	153	0	1	154	166	0	1	167
NANKRANSO	46	0	0	46	51	0	0	51
NKAWIE	56	2	0	58	57	1	0	58
MANSO-NKWANTA	35	1	0	36	40	1	0	41
AGONA	66	1	0	67	124	0	0	124
KONONGO	50	1	0	51	49	1	0	50
JUASO	31	0	0	31	30	2	0	32
TEPA	76	0	0	76	78	1	0	79
NYINAHIN	31	0	0	31	28	0	0	28
AMANSIE SOUTH	67	1	0	68	59	2	0	61
AKUMADAN	44	0	0	44	44	0	0	44
AKROFUOM	51	0	0	51	44	0	0	44
ASIWA	39	1	0	40	47	1	0	48
TWEDIE	73	0	0	73	72	0	0	72
KUMAWU	51	0	0	51	48	1	0	49
ADANSI ASOKWU	77	6	0	83	68	3	0	71
OBUASI	113	0	0	113	118	0	0	118
SUB-TOTAL	1719	38	3	1760	1786	44	4	1834
Bono	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
SUNYANI REG. OFFICE	249	11	2	262	288	10	1	299
NKRANKWANTA	22	0	0	22	20	0	0	20
NSAWKAW (TAIN)	80	0	0	80	86	0	0	86
BANDA	3	0	0	3	4	0	0	4
JINIJNI	32	0	0	32	28	0	0	28
ODUMASI	32	0	0	32	26	0	0	26
SAMPA	78	0	0	78	63	0	0	63
DROBO	106	0	0	106	99	0	0	99
WENCHI	178	1	0	179	178	1	0	179
DORMAA AHENKRO	231	0	0	231	226	0	0	226

BEREKUM	71	0	0	71	78	0	0	78
SUB-TOTAL	1082	12	2	1096	1096	11	1	1108
Bono-East	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	
TECHIMAN	397	2	0	399	397	2	0	399
PRANG	77	0	0	77	75	0	0	75
TEMA	40	1	0	41	37	0	0	37
YEJI	16	0	0	16	16	0	0	16
BUSUNYA	110	0	0	110	65	0	0	65
KAJAJI	163	2	1	166	171	2	1	174
KWAME DANSO	201	0	0	201	194	0	0	194
NKORANZA	145	0	0	145	127	0	0	127
KINTAMPO	181	2	0	183	142	1	0	143
ATEBUBU	110	0	0	110	100	0	0	100
SUB-TOTAL	1440	7	1	1448	1324	5	1	1330
Central Region	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
CAPE COAST	50	7	0	57	54	8	0	62
WINNEBA	47	1	0	48	40	0	0	40
AGONA SWEDRU	120	1	0	121	112	2	0	114
ASSIN FOSU	36	0	0	36	46	0	0	46
TWIFO PRASU	32	0	0	32	2	0	0	2
DUUKWA-ON-OFFIN	36	0	0	36	35	0	0	35
APAM	40	0	0	40	29	0	0	29
ASIKUMA	29	1	0	30	32	1	0	33
AJUMAKO	20	0	0	20	22	1	0	23
SALTPOND	62	0	0	62	56	0	0	56
KWAMAREKESE	19	2	0	21	19	0	0	19
ELMINA	38	1	0	39	30	0	0	30
NSUEM	18	0	0	18	15	0	0	15
SUB-TOTAL	547	13	0	560	492	12	0	504
Eastern Region	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
KOFORIDUA REG. OF-FICE	8	6	0	14	8	0	0	8
BEGORO	46	0	0	46	48	0	0	48
OSINO	43	0	0	43	42	0	0	42
DANKORKROM	41	0	2	43	38	0	0	38
KUKURAMTUMI	14	0	0	14	13	0	0	13
NEW ABIRIEM	50	0	0	50	53	0	0	53
KIBI	21	0	0	21	21	0	0	21
ODUMASE-KROBO	42	1	0	43	48	1	0	49
ASAMANKESSE	59	0	0	59	63	0	0	63
AKIM ODA	25	0	0	25	24	0	0	24
ANYINAM	14	1	0	15	19	1	0	20
DENKYENUBOUR	3	0	0	3	3	0	0	3
ASESEWA	15	0	1	16	17	1	1	19
SUHUM	18	0	0	18	17	0	0	17
NKAWKAW	15	0	0	15	17	0	0	17
EFFIDUASE	36	2	0	38	35	2	0	37
ASUOGYAMAN	23	0	0	23	23	0	0	23
AKROPONG	11	0	0	11	10	1	0	11
NSAWAM	35	1	0	36	28	0	0	28
MPRAESO	15	1	0	16	17	1	0	18
SUB-TOTAL	534	12	3	549	544	7	1	552
Greater- Accra	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
HEAD OFFICE	179	106	15	300	144	69	4	217

ACCRA REGIONAL OFFICE	2	8	0	10	4	2	0	6
SOWUTUOM	38	1	0	39	119	2	0	121
ABOKOBI	7	0	0	7	6	0	0	6
TEMA WEST	5	0	0	5	1	0	0	1
ABLEKUMA	26	2	1	29	22	2	1	25
NINGO-PAMPARAM	16	3	0	19	14	2	0	16
KPONE KATAMANSO	14	1	0	15	3	0	0	3
ADA	31	1	0	32	35	0	0	35
DODOWA	18	1	0	19	26	0	0	26
AMASAMAN	79	0	0	79	80	0	0	80
WEIJA-GBAWE	54	1	0	55	54	2	0	56
LA DEDE KOPTOPON	23	0	0	23	7	0	0	7
TEMA	83	5	0	88	77	4	0	81
SUB-TOTAL	575	129	16	720	592	83	5	680
Northern	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
TAMALE REG. OFFICE	55	4	0	59	28	3	1	32
SAVELUGU	9	1	0	10	12	1	0	13
ZABZUGU	10	0	0	10	10	0	0	10
YENDI	43	0	0	43	38	0	0	38
TOLON	3	3	1	7	2	1	1	4
SAGNANGU	6	0	0	6	3	0	0	3
WULENSI	4	0	0	4	2	0	0	2
KUMBUNGU	1	0	0	1	0	0	0	0
KARAGA	2	0	1	3	1	0	0	1
GUSHEGU	3	0	0	3	3	0	0	3
BIMBILLA	52	0	0	52	56	0	0	56
SABOBA	40	0	0	40	33	0	0	33
SUB-TOTAL	228	8	2	238	188	5	2	195
North -East	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
NALERIGU	18	3	0	21	14	1	0	15
WALEWALE	26	0	0	26	33	1	0	34
GAMBAGA	8	0	0	8	8	0	0	8
BUNKPURUGU	2	0	0	2	3	1	1	5
YUNYOO NASUAM	1	0	0	1	2	3	0	5
YAGABA	2	0	0	2	2	0	1	3
SUB-TOTAL	57	3	0	60	62	6	2	70
Oti	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
DAMBAI	83	1	0	84	79	1	0	80
KADJEDI	77	1	0	78	85	1	0	86
KRACHI	81	1	0	82	80	1	0	81
KPASSA	35	1	0	36	17	0	0	17
NCHUMURA	24	1	0	25	22	0	0	22
GUAN	9	0	0	9	7	0	0	7
JASIKAN	193	1	0	194	88	0	0	88
BIAKOYE	34	0	1	35	22	0	0	22
NKWANTA	75	0	0	75	75	1	0	76
SUB-TOTAL	611	6	1	618	475	4	0	479
Savannah	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
DAMANGO	21	0	0	21	23	0	1	24
BOLE	16	0	0	16	12	0	0	12
SALAGA	29	0	0	29	28	0	0	28
BUIPE	3	0	0	3	3	0	0	3
DABOYA	5	0	0	5	7	0	0	7

SAWALA	3	0	0	3	3	0	0	3
SUB-TOTAL	77	0	0	77	76	0	1	77
Upper West	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
WA REG.	91	19	0	110	97	18	1	116
NADOWLI	29	0	0	29	30	0	0	30
JIRAPA	89	9	2	100	70	2	0	72
LAWRA	40	2	0	42	38	2	0	40
TUMU	29	0	0	29	28	0	0	28
LAMBUSSIE	2	0	0	2	2	0	0	2
FUNSI	3	3	0	6	3	0	0	3
DAFFIAMA	5	0	0	5	4	0	0	4
NAMDOM	22	0	0	22	21	0	0	21
WENCHIE	1	0	0	1	1	0	0	1
SUB-TOTAL	311	33	2	346	294	22	1	317
Upper East	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
BOLGATANGA RE- GIONAL OFFICE	40	11	2	53	38	6	0	44
PUSIGA	1	0	0	1	1	0	0	1
BAWKU	14	0	0	14	13	0	0	13
SANDEMA	36	2	0	38	37	2	0	39
GARU	1	1	0	2	1	1	0	2
BONGO	27	2	0	29	27	2	0	29
ZEBILLA	29	0	0	29	25	0	0	25
NANGODI	12	0	0	12	8	0	0	8
PAGA	21	0	0	21	20	0	0	20
SUB-TOTAL	181	16	2	199	170	11	0	181
Volta	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
HO REG.	89	14	1	104	75	11	1	87
ADIDOME	67	1	0	68	71	1	0	72
AFADZATO	70	1	0	71	72	0	0	72
ADAKLU	7	0	0	7	7	0	0	7
AKATSI	199	3	0	202	181	2	0	183
KPANDO	75	1	0	76	68	1	0	69
DZOLOKPUIFTA	47	3	0	50	54	2	0	56
DZODZE	38	3	0	41	22	0	0	22
ANFOEGA	19	0	0	19	16	0	0	16
SOGAKOPE	140	1	0	141	113	0	0	113
KETU	148	2	0	150	107	1	0	108
HOHOE	127	2	0	129	124	4	0	128
BATTOR (NORTH TONGU)	105	0	0	105	94	0	0	94
KETA	73	1	2	76	59	1	0	60
PEKI AVETILE	46	1	0	47	44	0	0	44
SUB-TOTAL	1250	33	3	1286	1107	23	1	1131
Western	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
TAKORADI REGIONAL OFFICE	18	7	0	25	17	4	0	21
DABOASE	55	0	0	55	47	0	0	47
SHANIA	31	0	0	31	28	0	0	28
HALF-ASSIN	20	1	1	22	32	0	0	32
AXIM	25	0	0	25	24	0	0	24
TARKWA	28	7	1	36	22	3	0	25
ASANKRANGWA	53	0	0	53	60	0	0	60
AGONA	39	0	0	39	38	0	0	38
EFFIA KWESIMINTSIM	7	2	0	9	7	0	0	7

SUB-TOTAL	276	17	2	295	275	7	0	282
Western-North	HR	ADMIN	COR	TOTAL	HR	ADMIN	COR	TOTAL
SEFWI WIAWSO	74	1	0	75	78	0	0	78
BIBIANI	158	0	0	158	161	0	0	161
ENCHI	151	2	0	153	153	2	0	155
JUABOSO	94	0	0	94	92	0	0	92
BODI	164	0	0	164	166	0	0	166
AKONTOMBRA	38	0	0	38	38	0	0	38
BIA WEST	31	0	0	31	27	0	0	27
BIA EAST	32	0	0	32	39	0	0	39
SUAMAN	89	0	0	89	88	0	0	88
SUB-TOTAL	831	3	0	834	842	2	0	844
GRAND-TOTAL	10,156	332	37	10,525	9,652	243	20	9,915

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

NATURE OF ABUSES	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
CHILDREN'S RIGHTS																		
Right of Access to Natural Parents	16	8	48	2	10	6	32	35	22	7	21	6	39	15	11	1	25	304
Right to Health	0	0	0	4		0	0	0	0	0	0	0	0	0	1	0	0	5
Right to Education	4	2	11	7	1	7	16	4	9	6	6	10	20	5	7	5	0	120
Child Labour	0	0	0	0	4	0	0	0	0	1	0	0	1	0	0	0	0	6
Right to Paternity	3	0	29	0	2	3	9	23	3	3	8	0	21	0	3	0	2	109
Right to Maintenance (necessaries of life)	152	35	343	29	99	33	142	322	204	93	184	60	322	58	184	26	217	2503
Inhuman Treatment	3	1	3	0	1	1	1	2	1	0	0	1	7	3	5	1	1	31
Child Trafficking	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2
Right to Lawful Custody	12	5	16	5	5	27	5	94	26	18	9	13	53	4	45	4	30	371
Early and Forced Marriage	0	0	0	0	0	12	0	4	0	0	0	1	0	2	3	2	1	25
Right to Name	2	0	2	0	0	0	0	0	0	0	8	0	1	0	3	0	0	16
Defilement	1	0	4	0	0	2	0	0	3	0	2	0	3	0	0	0	2	17
SUB-TOTAL	193	51	457	47	122	91	205	485	268	128	238	91	467	87	262	39	278	3509
WOMEN'S RIGHTS																		
➤ Battery	6	0	12	3	2	7	4	5	4	3	4	4	17	17	13	0	95	196
➤ Emotional & Psychological	3	0	42	2	4	6	33	163	1	16	24	8	1	2	8	0	0	313
Sexual Harassment	0	0	4	5	0	1	0	0	0	0	2	1	3	0	0	0	1	17
Spousal Rights to maintenance	5	0	36	1	10	4	31	33	43	9	10	2	15	1	10	0	18	228
Reproductive Health Rights	10	5	38	2	5	28	8	57	2	6	12	6	48	15	29	7	56	334
Rape	0	0	0	1	0	0	0	0	0	0	0	0	2	0	0	0	0	3
Intestate Succession (PNDCL111)	4	0	13	3	4	0	14	31	0	1	2	1	12	0	14	0	57	156
SUB-TOTAL	28	5	145	17	25	46	90	289	50	35	54	22	98	35	74	7	227	1247
PROPERTY RIGHTS																		
Right to Own Property	21	2	117	10	44	9	196	76	41	40	75	31	102	16	25	0	70	875
Inheritance	6	1	126	2	6	0	42	1	13	8	11	3	37	0	2	0	72	330
Destruction	1		38	2	4	2	19	15	3	7	8	3	36	1	8	0	23	170
Trespass/Encroachment	1	1	46	2	7	0	34	25	6	3	5	1	22	0	10	0	6	169
Title	3	0	1	0	6	0	1	0	0	0	0	0	0	1	0	0	0	12
SUB-TOTAL	32	4	328	16	67	11	292	117	63	58	99	38	197	18	45	0	171	1556
ECONOMIC, SOCIAL AND CULTURAL																		
Freedom of Worship/Religion	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2
Right to Work	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	2
Harmful Cultural Practices																		
Banishment	2	0	0	0	1	1	0	0	2	0	2	0	3	0	0	1	0	12
Witchcraft Accusation/ Molestation	0	1	0	0	0	6	0	0	0	0		1	1	0	0	1	0	10
Right to Health	4	1	4	0	0	0	4	9	5	4	8	3	16	2	0	1	1	62
Right to clean and Healthy Environment	5	0	0	1	1	2	0	2	6	0	3	1	6	0	0	0	2	29

Right to housing/shelter	0	0	2	2	1	1	0	0	1	0	4	0	9	0	1	0	0	21
Right to Marry and found a family	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	3
Forced Eviction	5	0	140	0	0	1	0	0	2	0	1	0	9	1	1	0	1	161
Breach of Agreement	5	7	260	27	10	30	310	337	59	78	35	12	163	6	135	1	144	1619
Tenancy	12	0	185	0	11	1	75	35	30	8	14	0	29	0	12	0	0	412
Threat of Life	1	0	4	3	1	2	0	0	2		3	9	29	1	4	0	0	59
Labor rights	55	3	70	17	6	20	28	45	9	13	46	40	75	9	26	2	6	470
Discrimination	1	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0	4
Stigmatization	3	0	0	0	0	0	1	3	0	2	0	0	2	0	0	0	0	11
Negligence	0	0	0	0	0	0	0	0	0	0	2	0	0	1	0	0	0	3
Others	37	1	77	38	26	10	27	54	17	106	16	63	48	19	42	2	1	584
SUB-TOTAL	130	13	744	89	58	74	447	485	134	211	134	129	393	39	221	8	155	3464
CIVIL AND POLITICAL RIGHTS	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Right to Personal Liberty (Harassment)	6	2	38	8	3	6	42	30	12	2	11	21	42	0	7	0	0	230
Right to Dignity (Inhuman Treatment)	7	2	4	2	1	0	6	34	7	2	9	8	50	2	2	0	1	137
Freedom of Movement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3
Right to Privacy	0	0	3	0	0	0	0	0	0	0	2	2	3	0	0	0	0	10
SUB-TOTAL	13	4	45	10	4	6	48	64	19	4	22	31	95	2	9	3	1	380
GRAND -TOTAL	396	77	1719	179	276	228	1082	1440	534	436	547	311	1250	181	611	57	832	10156

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

NATURE OF COMPLAINTS	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
CESSATION OF EMPLOYMENT	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Premature Retirement	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Unlawful Termination of Appointment	2	0	1	1	0	0	0	0	1	0	2	1	1	0	0	0	0	9
Unlawful Dismissal	0	0	1	1	0	0	1	0	0	0	0	0	1	1	0	0	0	5
SUB-TOTAL	3	0	2	4	0	0	1	0	1	0	2	1	2	1	0	0	0	17
ENTITLEMENT	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Failure to pay salary	0	0	7	1	1	1	1	1	0	0	2	3	1	2	0	0	1	21
Unauthorized deductions of salaries	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Failure to Pay Pension Allowances	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Failure to pay End of Service Entitlement/benefit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Failure to pay allowances	0	0	0	2	0	0	0	0	1	0	0	1	0	0	0	0	0	4
Failure to Pay Transfer Grants	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2
Investment Claims	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Compensation for Injury	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	3
SSNIT Benefit	2	0	1	5	0	0	1	0	1	0	2	0	0	0	0	0	0	12
SUB-TOTAL	3	0	10	9	2	2	2	1	3	1	4	4	1	2	0	0	1	45
PROPERTY	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Arbitrary confiscation of property by State or Public Official	0	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	3
Destruction of property	1	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0	0	7
SUB-TOTAL	1	0	3	0	5	0	1	0	0	0	0	0	0	0	0	0	0	10
COMPLAINT HANDLING/INVESTIGATIONS	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Failure to prosecute	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Failure to act	5	0	0	11	0	0	0	0	0	0	0	0	2	0	0	1	0	19
Delay in Dispensing Justice	1	0	1	11	1	0	0	0	1	1	0	3	3	2	0	0	0	24
SUB-TOTAL	6	0	1	26	1	0	0	0	1	1	0	3	5	2	0	1	0	47
OPPRESSIVENESS/ABUSE OF POWER	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Intimidation or Harassment	1	0	1	5	0	0	0	0	0	0	0	1	0	0	0	0	0	8
Assault by public officer	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	0	6
Unlawful Arrest/Detention	1	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	4
Abuse of Office	1	0	3	12	3	1	0	0	1	0	0	1	4	1	1	0	2	30
SUB-TOTAL	3	0	5	17	3	2	0	0	2	0	0	8	4	1	1	0	2	48
SERVICE DELIVERY	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Negligence	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
DISCIPLINE	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Suspension/Interdiction	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	3
OTHER INJUSTICES	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT

Improper Withholding or seizure of documents	0	0	2	1	1	0	0	0	0	0	1	1	0	0	0	0	6	
Denial of Promotion	0	0	0	3	0	0	0	0	0	2	0	0	0	0	0	0	5	
Arbitrary Transfer	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	2		
Discrimination	0	0	1	2	0	0	2	0	0	0	1	0	0	0	0	6		
Denial of Bail	0	0	1	0	0	0	0	0	0	0	0	1	0	1	0	3		
Breach of Agreement	0	0	1	1	0	0	0	3	0	0	0	1	0	0	0	6		
Victimization	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0	4		
Unfair Treatment	6	0	5	21	2	3	5	2	3	0	3	8	15	2	3	2	80	
Others	0	0	4	20	3	1	0	0	1	0	1	7	4	7	1	0	49	
SUB-TOTAL	7	0	15	50	6	4	8	5	4	0	7	17	21	10	5	2	0	161
GRAND-TOTAL	23	0	38	106	17	8	12	7	12	2	13	33	33	16	6	3	3	332

Appendix 4: Regional Breakdowns of Nature of Allegations of Corruption

<u>ALLEGATIONS OF CORRUPTION</u>	GR	SAV	ASH	HDO	WR	NR	BR	BER	ER	AR	CR	UWR	VR	UER	OTI	NER	WNR	TOT
Misappropriation	1	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	4
Extortion	0	0	2	1	0	1	0	0	3	0	0	2	0	0	0	0	0	9
Conflict of Interest	0	0	1	5	0	0	0	0	0	0	0	0	1	2	0	0	0	9
Abuse of Office	0	0	0	5	0	0	0	0	0	0	0	0	1	0	0	0	0	6
Fraud	0	0	0	1	2	1	0	0	0	0	0	0	1	0	0	0	0	5
Illegal Acquisition of Wealth	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Influence Peddling	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2
SUB-TOTAL	1	0	3	15	2	2	2	1	3	0	0	2	3	2	0	0	0	36
<u>WHISTLEBLOWER</u>																		
Abuse of Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
GRAND-TOTAL	1	0	3	15	2	2	2	1	3	0	0	2	3	2	1	0	0	37

Appendix 5: Respondent Bodies in Human Rights Complaints Received

<u>RESPONDENTS BODIES</u>	HQ	ASH	AR	BR	BE	CR	ER	GR	NE	NR	SAV	OTI	UW	UE	VR	WR	WN	TOT
Private Individual	150	1670	422	1062	1419	531	522	367	53	207	70	603	294	164	1226	263	831	9854
Private Companies	8	30	8	3	2	7	1	14	1	7	4	0	3	3	5	11	0	107
Insurance Companies	2	0	1	0	2	0	0	0	0	2	0	0	2	0	6	0	0	15
Associations/Unions	0	9	0	1	2	1	0	0	0	2	0	1	0	10	4	0	0	30
Hotels	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2
Banks/Financial Institutions	3	0	0	3	5	3	2	1	0	4	0	4	6	1	1	0	1	34
Security Companies	3	2	0	2	1	2		3	0	2	0	0	5	0	0	1	0	21
Private Schools	9	4	1	7	5	1	7	7	1	1	3	1	5	1	4	0	0	57
Churches	1	1	4	1	1	1	2	3	1	0	0	0	0	2	2	0	0	19
Private Enterprises	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Private Hospitals	3	3	0	3	2	1	0	1	1	2	0	1	2	0	1	1	0	21
Radio Stations	0	0	0	0	1	0	0	0	0	1	0	1	1	0	0	0	0	4
TOTAL	179	1719	436	1082	1440	547	534	396	57	228	77	611	320	181	1250	276	832	10165

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	TOT
Tertiary Institutions	3	1	0	0	0	0	0	0	0	1	0	0	1	0	0	1	0	7
Ghana Education Service	9	11	1	4	2	1	2	1	0	0	0	1	1	4	1	1	1	40
Controller & Accountant General	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
SSNIT	2	0	0	1	0	1	0	2	0	1	0	0	0	0	1	0	0	8
Judicial Service	6	0	0	0	0	0	0	0	0	0	0	1	0	0	2	2	0	11
Banks/Financial Institutions	3	1	0	0	2	2	2	0	0	1	0	0	1	2	0	0	0	14
MMDAs	1	4	0	1	1	1	0	6	0	3	0	1	6	2	5	1	0	32
Ghana Health Service	4	3	0	2	1	2	3	2	2	1	0	0	3	1	4	0	0	28
Ghana Police Service	35	10	1	2	0	0	3	10	1	1	0	2	10	4	9	5	1	94
Ghana Armed Forces	5	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	6
Electricity Company of Ghana (ECG)	1	2	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	6
Lands Commission	5	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	6
Metro Mass Transit	1	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	4
Ghana Fire Service	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	3
Electoral Commission	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2
Ghana Highway Authority	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Rent Control Department	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	3
Ghana Immigration Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
NADMO	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	3
Youth Employment Agency	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
National Identification Authority	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2
State Housing Co. Ltd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Minerals Commission	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
National Health Insurance	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ghana Water Company	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2
Forestry Commission	0	0	0	1	0	0	0	0	0	0	0	0	2	0	1	0	0	4
National Service Secretariat	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
P.B.C LTD	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2
NABCO	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ghana Prisons Service	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2
Labour Commission	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
CHRAJ	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Ghana Revenue Authority	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Government of Ghana	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Ghana Metrological Agency	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Birth and Death Registry	1	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	0	4
N.A.S	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Ghana Audit Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
National Population Council	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
C.C.T.U	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Ministry of Roads and Transport	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	3
C.C.M.A	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
National Pension Regulatory Authority	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Urban Roads Department	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Gold Fields Ghana Limited	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	3
Anglogold Ashanti Iduapriem Limited	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	4
DOVVSU	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ministry of Food and Agriculture	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ministry of Interior	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ghana Passport Office	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ministry of National Resources	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Energy Commission	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
National Media Commission	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
National Communication Authority	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ghana Post	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Volta River Authority (VRA)	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL	106	38	2	12	7	13	12	23	3	8	0	6	33	16	33	17	3	332

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

RESPONDENTS BODIES	HQ	ASH	AR	BR	BE	CR	ER	GR	NE	NR	SAV	OTI	UW	UE	VR	WR	WN	TOT
Ghana Education Service	2	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	5
Ghana Health Service	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	3
Ghana Police Service	1	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	4
Judicial Service	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
MMDAs	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	3
NADMO	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ghana Fire Service	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2
Insurance Companies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Ghana Statistical Service	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Birth and Death Registry	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2
Feeder Roads	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Lands Commission	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Rent office	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
OTHERS	2	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	0	6
Controller and Accountant General's Department	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ministry of Lands and Natural Resources	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Regional Coordinating Council (RCC)	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ghana Armed Forces	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
TOTAL	15	3	0	2	1	0	3	1	0	2	0	1	2	2	3	2	0	37

Appendix 8: Mode of Closure of Human Rights Complaints

CHILDREN'S RIGHTS	MEDIATION	DISCONTINUED	MANDATE	REFERRED	DECIDED	TOTAL
Right of Access to Natural Parents	213	87	6	14	5	325
Right to Health	1	3	0	0	0	4
Right to Education	63	38	3	3	5	112
Child Labour	4	2	0	0	0	6
Right to Paternity	60	42	2	4	0	108
Right to Maintenance (necessaries of life)	1614	686	12	64	47	2423
Inhuman Treatment	16	7	1	2	1	27
Child Trafficking	0	2	0	0	0	2
Right to Lawful Custody	166	88	54	34	1	343
Early and Forced Marriage	12	4	0	2	0	18
Right to Name	9	4	0	0	0	13
Defilement	0	3	7	5	0	15
SUB-TOTAL	2158	966	85	128	59	3396
WOMEN'S RIGHTS						
Violence against Women						
➤ Battery	86	40	3	22	1	152
➤ Emotional & Psychological	193	104	10	11	1	319
Sexual Harassment	6	4	0	2	3	15
Spousal Rights to maintenance	177	97	1	3	1	279
Reproductive Health Rights	229	69	6	7	1	312
Rape	0	1	0	2	0	3

Intestate Succession (PNDCL111)	64	64	4	4	2	138
SUB-TOTAL	755	379	24	51	9	1218
<i>PROPERTY RIGHTS</i>						
Right to Own Property	456	306	28	33	13	836
Inheritance	154	140	6	14	13	327
Destruction	72	53	1	10	2	138
Trespass/Encroachment	62	80	8	9	9	168
Title	1	0	11	0	0	12
SUB-TOTAL	745	579	54	66	37	1481
<i>ECONOMIC, SOCIAL AND CULTURAL</i>						
Freedom of Worship/Religion	2	2	0	0	0	4
Right to Work	1	2	0	0	0	3
<i>Harmful Cultural Practices</i>						
Banishment	6	1	0	2	0	9
Witchcraft Accusation/ Molestation	1	1	1	2	0	5
Right to Health	39	14	1	4	0	58
Right to a Clean and Healthy Environment	14	7	2	5	0	28
Right to housing/shelter	9	4	0	2	0	15
Right to Marry and found a family	1	1	0	0	0	2
Forced Eviction	73	31	58	4	0	166
Breach of Agreement	1000	448	28	36	7	1519
Tenancy	189	95	110	12	4	410
Threat of Life	9	7	16	23	0	55
Labor rights	204	131	15	11	18	379
Discrimination	3	3	0	0	0	6
Stigmatization	5	5	0	0	1	11
Negligence	1	2	1	0	0	4
Others	232	129	85	34	25	505
SUB-TOTAL	1789	883	317	135	55	3179
<i>CIVIL AND POLITICAL RIGHTS</i>						
Right to Personal Liberty (Harassment)	124	67	9	12	3	215
Right to Dignity (Inhuman Treatment)	75	57	9	6	3	150
Freedom of Movement	1	0	1	1	0	3
Right to Privacy	3	7	0	0	0	10
SUB-TOTAL	203	131	19	19	6	378
GRAND -TOTAL	5650	2938	499	399	166	9652

Appendix 9: Mode of Closure of Administrative Justice Complaints

<u>CESSATION OF EMPLOYMENT</u>	MEDIATION	DISCONTINUED	MANDATE	REFERRED	DECIDED	TOTAL
Premature Retirement	0	2	0	0	0	2
Unlawful Termination of Appointment	0	3	2	1	3	9
Unlawful Dismissal	1	1	0	0	1	3
SUB-TOTAL	1	6	2	1	4	14
<u>ENTITLEMENT</u>						
Failure to pay salary	7	10	2	0	5	24
Unauthorized deductions of salaries	1	1	0	0	0	2
Failure to Pay Pension Allowances	2	2	0	0	0	4
Failure to pay End of Service Entitlement/benefit	0	0	0	0	0	0
Failure to pay allowances	1	5	0	1	1	8
Failure to Pay Transfer Grants	0	1	0	0	0	1
Investment Claims	0	1	0	0	0	1
Compensation for Injury	0	3	2	0	2	7
SSNIT Benefit	0	5	0	0	0	5
SUB-TOTAL	11	28	4	1	8	52
<u>PROPERTY</u>						
Arbitrary confiscation of property by State or Public Official	2	4	1	0	1	8
Destruction of property	1	1	0	0	0	2
SUB-TOTAL	3	5	1	0	1	10
<u>COMPLAINT HANDLING/INVESTIGATIONS</u>						
Failure to act	0	7	1	1	0	9
Delay in Dispensing Justice	4	12	2	0	4	22
SUB-TOTAL	4	19	3	1	4	31
<u>OPPRESSIVENESS/ABUSE OF POWER</u>						
Intimidation or Harassment	0	5	0	1	0	6
Assault by Public officer	0	2	2	0	2	6
Unlawful Arrest/Detention	2	1	1	0	0	4
Abuse of Office	2	6	1	1	2	12
SUB-TOTAL	4	14	4	2	4	28
<u>SERVICE DELIVERY</u>						
Negligence	0	2	0	0	0	2
<u>DISCIPLINE</u>						
Suspension/Interdiction	0	1	0	0	1	2
<u>OTHER INJUSTICES</u>						
Improper Withholding or seizure of documents	4	0	0	0	0	4
Denial of Promotion	0	0	0	0	1	1
Arbitrary Transfer	1	2	0	0	0	3
Discrimination	0	3	0	0	1	4
Denial of Bail	0	0	1	1	2	4
Breach of Agreement	4	2	0	1	0	7
Victimization	1	0	0	0	0	1
Unfair Treatment	15	26	1	1	9	52
Others	7	11	0	6	4	28
SUB-TOTAL	32	44	2	9	17	104
GRAND-TOTAL	55	119	16	14	39	243

Appendix 10: Mode of Closure of Corruption Cases

ALLEGATIONS OF CORRUPTION	MODE OF CLOSURE			
	DISCONTINUED	MANDATE	DECIDED	TOTAL
Misappropriation	1	0	2	3
Embezzlement	0	0	1	1
Extortion	1	0	4	5
Conflict of Interest	0	0	2	2
Abuse of Office	3	1	2	6
Fraud	1	0	1	2
SUB-TOTAL	6	1	12	19
<u>WHISTLEBLOWER</u>				
Misappropriation	0	0	1	1
GRAND-TOTAL	6	1	13	20

Appendix 11: Sex Distribution of Complainants in Human Rights Complaints

NATURE OF ABUSES	MALE	FEMALE	TOTAL
<u>CHILDREN'S RIGHTS</u>			
Right of Access to Natural Parents	184	120	304
Right to Health	1	4	5
Right to Education	63	57	120
Child Labour	3	3	6
Right to Paternity	46	63	109
Right to Maintenance (necessaries of life)	261	2242	2503
Inhuman Treatment	11	20	31
Child Trafficking	0	2	2
Right to Lawful Custody	193	178	371
Early and Forced Marriage	11	14	25
Right to Name	7	9	16
Defilement	7	10	17
SUB-TOTAL	787	2722	3509
<u>WOMEN'S RIGHTS</u>			
<i>Violence against Women</i>			
➤ Battery	21	175	196
➤ Emotional & Psychological	82	231	313
Sexual Harassment	0	17	17
Spousal Rights to maintenance	19	209	228
Reproductive Health Rights	43	291	334
Rape	1	2	3
Intestate Succession (PNDCL111)	51	105	156
SUB-TOTAL	217	1030	1247
<u>PROPERTY RIGHTS</u>			
Right to Own Property	467	408	875

Inheritance	101	229	330
Destruction	139	31	170
Trespass/Encroachment	124	45	169
Title	9	3	12
SUB-TOTAL	840	716	1556
<u>ECONOMIC, SOCIAL AND CULTURAL</u>			
Freedom of Worship/Religion	2	0	2
Right to Work	2	0	2
<i>Harmful Cultural Practices</i>			
Banishment	4	8	12
Witchcraft Accusation/ Molestation□	4	6	10
Right to Health	27	35	62
Right to clean and Healthy Environment	16	13	29
Right to housing/shelter	14	7	21
Right to Marry and found a family	1	2	3
Forced Eviction	108	53	161
Breach of Agreement	1017	602	1619
Tenancy	234	178	412
Threat of Life	34	25	59
Labour rights	299	171	470
Discrimination	2	2	4
Stigmatization	5	6	11
Negligence	2	1	3
Others	315	269	584
SUB-TOTAL	2086	1378	3464
<u>CIVIL AND POLITICAL RIGHTS</u>			
Right to Personal Liberty (Harassment)	119	111	230
Right to Dignity (Inhuman Treatment)	82	55	137
Freedom of Movement	2	1	3
Right to Privacy	4	6	10
Others	0	0	0
SUB-TOTAL	207	173	380
GRAND TOTAL	4137	6019	10,156

Appendix 12: Sex Distribution of Complainants in Administrative Justice Complaints

<u>NATURE OF INJUSTICE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>TOTAL</u>
<u>CESSATION OF EMPLOYMENT</u>			
Premature Retirement	2	1	3
Unlawful Termination of Appointment	8	1	9
Unlawful Dismissal	4	1	5
Redundancy	0	0	
SUB-TOTAL	14	3	17
<u>ENTITLEMENT</u>			
Failure to pay salary	19	2	21
Unauthorized deductions of salaries	1	0	1
Failure to Pay Pension Allowances	1	0	1
Failure to pay End of Service Entitlement/benefit	0	0	0
Failure to pay allowances	3	1	4
Failure to Pay Transfer Grants	2	0	2
Investment Claims	1	0	1
Compensation for Injury	2	1	3
SSNIT Benefit	8	4	12
SSNIT Contribution	0	0	0
SUB-TOTAL	37	8	45
<u>PROPERTY</u>			
Arbitrary confiscation of property by State or Public Official	3	0	3
Destruction of Property	5	2	7
SUB-TOTAL	8	2	10
<u>COMPLAINT HANDLING/INVESTIGATIONS</u>			
Failure to prosecute	3	1	4
Failure to act	17	2	19
Delay in Dispensing Justice	22	2	24
SUB-TOTAL	42	5	47
<u>OPPRESSIVENESS/ABUSE OF POWER</u>			
Intimidation or Harassment	6	2	8
Assault by a Public officer	5	1	6
Unlawful Arrest/Detention	3	1	4
Abuse of Office	26	4	30
SUB-TOTAL	40	8	48

<u>SERVICE DELIVERY</u>			
Negligence	1	0	1
<u>DISCIPLINE</u>			
Suspension/Interdiction	3	0	3
<u>OTHER INJUSTICES</u>			
Improper Withholding or seizure of documents	5	1	6
Denial of Promotion	4	1	5
Arbitrary Transfer	1	1	2
Discrimination	5	1	6
Denial of Bail	3	0	3
Breach of Agreement	4	2	6
Victimization/Stigmatization	3	1	4
Unfair Treatment	64	16	80
Others	39	10	49
SUB-TOTAL	128	33	161
GRAND TOTAL	273	59	332

Appendix 13: Regional Distribution of Public Education Activities

REGIONS	HUMAN RIGHTS	ADMIN JUSTICE	ANTI-CORRUPTION	TOTALS
G. Accra	339	66	99	504
Eastern	474	60	48	582
Volta	466	117	144	727
Ashanti	1158	448	566	2172
Bono	240	35	70	345
Central	137	13	27	177
Western	252	53	58	363
Northern	375	116	121	612
Upper East	775	290	317	1382
Upper West	471	273	348	1092
Tema	132	5	9	146
Obuasi	72	48	48	168
North East	279	59	49	387
Western North	206	56	70	332
Bono East	405	169	102	676
Ahafo	151	10	14	175
Oti	575	42	43	660
Savannah	258	130	122	510
TOTALS	6,765	1,990	2,255	11,010

CHRAJ ORGANOGRAM

