

# GHANA NATIONAL ACTION PLAN ON **BUSINESS & HUMAN RIGHTS**

2025 - 2029



# GHANA NATIONAL ACTION PLAN ON BUSINESS AND HUMAN RIGHTS

**"A Framework for Promoting Responsible Business Conduct  
in Ghana through the lens of the United Nations Guiding  
Principles on Business and Human Rights"**

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# FOREWORD

## MESSAGE FROM THE ATTORNEY-GENERAL AND MINISTER OF JUSTICE

The Government of Ghana is committed to implementing the United Nations Guiding Principles on Business and Human Rights (UNGPs), thereby ensuring the protection of all persons in Ghana against adverse business-related human rights impacts and providing access to effective remedy to victims.

There is no doubt that Ghana needs business enterprises to grow its economy, but not at the expense of peoples' fundamental human rights and freedoms. The Government therefore has high expectations of business enterprises and, as it provides the enabling environment for them to thrive, it correspondingly requires that they respect human rights as prescribed under the UNGPs. This necessity implies that they should take all necessary measures to ensure that human rights are not infringed in the course of their business operations. However, should any adverse human rights impact occur in their businesses, it is expected that they will have in place procedures to address such impacts.

In this connection, the State by this National Action Plan on Business and Human Rights (NAP-BHR) has pledged to put in place strategic measures that will require business enterprises to implement the necessary human rights due diligence, impact and risk assessment, among other measures.

The State is also committed to addressing issues of corruption by businesses which lead to abuse of human rights and contribute to economic inequalities.

To encourage these efforts, the State is pleased to launch its first NAP-BHR. The state has embarked on this tangent to augment the synchronization of existing legal and policy frameworks to ensure that businesses are held to the highest standards.

The NAP-BHR is not an end but the beginning of collaborative efforts to preempt human rights violations or abuses and to ensure that everyone who is impacted negatively by any business activity has access to an effective remedy. To this end, state and non-state business actors are to promote, protect, respect and ensure the realization of human rights of all persons within the business space. Great appreciation goes to the stakeholders who collaborated in developing the NAP-BHR.

**DR. DOMINIC AKURITINGA AYINE (MP)**  
**ATTORNEY-GENERAL AND MINISTER OF JUSTICE**



## **MESSAGE FROM THE COMMISSIONER OF THE COMMISSION ON HUMAN RIGHTS AND ADMINISTRATIVE JUSTICE**

There is no doubt that the activities of businesses have implications for the enjoyment and realization of human rights, a reason why the United Nations Human Rights Council (UNHRC) in June 2011 in its Resolution 17/4 unanimously endorsed the UNGPs.

The UNGPs has as its fulcrum the "Protect, Respect and Remedy" framework which enjoins States to protect human rights, businesses to respect human rights, and the creation of avenues for effective remediation when violations and abuses occur.

The Commission on Human Rights and Administrative Justice (CHRAJ) in collaboration with the Ghana Institute of Management and Public Administration (GIMPA) conducted a National Baseline Assessment (NBA) to unearth the existing gaps in the business and human rights environment leading to the development of this NAP-BHR in order to operationalize the "Protect, Respect and Remedy" framework in Ghana, under the co-chairmanship of the Office of the Attorney-General and Ministry of Justice (OAG&MOJ) and the CHRAJ.

The Commission is of the considered opinion that the NAP-BHR will go a long way to deal with all the gaps that have been identified and would create the enabling environment where business activities would be conducted mindful of human rights obligations.

As the National Human Rights Institution (NHRI) of Ghana, CHRAJ is committed to investigating all complaints concerning practices and actions by persons, private enterprises and other institutions alleging violations and abuses of fundamental human rights and freedoms and making the necessary recommendations for appropriate redress.

Overall, the Commission is dedicated to achieve a successful implementation and regular monitoring of the compliance of the NAP-BHR thereby ensuring that all stakeholders perform their obligations under the NAP-BHR.

DR. JOSEPH A. WHITTAL  
**COMMISSIONER OF CHRAJ**

## **ACKNOWLEDGEMENTS**

The successful development of this NAP-BHR is as a result of the determined effort, support and contributions of the State and its agencies, various Development Partners (DPs), Stakeholders, Communities and Individuals.

The OAG & MOJ and CHRAJ provided the needed leadership by co-chairing the process for the development of this NAP-BHR.

The Multi-Sectoral National Steering Committee (MNSC), comprised eighteen (18) representatives from the following institutions: the OAG & MOJ, CHRAJ, Ministry of Finance (MoF), Ministry of Employment and Labour Relations (MELR), Ministry of Gender, Children and Social Protection (MoGCSP), Ministry of Trade and Industry (MoTI) Ministry of Foreign Affairs and Regional Integration (MoFARI), National Development planning Commission (NDPC), Environmental Protection Agency (EPA), Minerals Commission (MinCom), Ghana Institute of Management and Public Administration (GIMPA), Trade Union Congress (TUC), Association of Ghana Industries (AGI), Private Enterprise Federation (PEF), Oxfam, and Friedrich-Ebert -Stiftung (FES). The MNSC worked tirelessly to have the NAP – BHR completed.

Special appreciation goes to the following DPs for their immense technical and financial support: The United Nations Development Programme (UNDP), Oxfam, Friedrich-Ebert -Stiftung, ActionAid, United Nations International Children's Emergency Fund (UNICEF), and Verité U.S Department of Labour (USDOL) Funded Forced Labour Indicators Project.

Special appreciation to all the stakeholders from the Public and Private Sectors, Ministries, Departments and Agencies (MDAs), Metropolitan, Municipal and District Assemblies (MMDAs), TUC, Civil Society Organisations (CSOs), Persons with Disabilities Groups, Women Groups, Youth Groups, across all the 16 regions of Ghana who participated and made valuable contributions to the NAP-BHR during the Stakeholder Consultations and the National Validation. A note of gratitude goes to the following personalities for their support and encouragement: Hon. Godfred Yeboah Dame (Former Attorney -General), Dr. Justice Srem-Sai (Deputy Attorney -General), Hon. Diana Asonaba Dapaah (Former Deputy Attorney-General), Hon. Alfred Tuah Yeboah (Former Deputy Attorney -General), Ms. Mercy Larbi (Deputy Commissioner of CHRAJ), and the late Mr. Richard Ackom Quayson (Former Deputy Commissioner of CHRAJ). Last but not the least, we acknowledge Lawrence Kwaku Lartey Esq for his immense role in proofreading and editing the NAP-BHR.

# ABBREVIATIONS / ACRONYMS

Acronym		Meaning
1.	ADRC	Alternative Dispute Resolution Centre
2.	AESL	Architectural and Engineering Services Limited
3.	AfCFTA	African Continental Free Trade Area
4.	AGI	Association of Ghana Industries
5.	APRs	Annual Progress Reports
6.	AU	African Union
7.	BHR	Business and Human Rights
8.	CBOs	Community- Based Organisations
9.	CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
10.	CHASS	Conference of Heads of Assisted Secondary Schools
11.	CHRAJ	Commission on Human Rights and Administrative Justice
12.	CPA	Consumer Protection Agency
13.	CRC	Convention on the Rights of the Child
14.	CRPD	Convention on the Rights of Persons with Disabilities
15.	CSA	Cyber Security Authority
16.	CSIR	Council for Scientific and Industrial Research

17.	CSOs	Civil Society Organizations
18.	DACF	District Assemblies Common Fund
19.	DACFS	District Assemblies Common Fund Secretariat
20.	DOVVSU	Domestic Violence and Victims Support Unit
21.	DPs	Development Partners
22.	EIA	Environmental Impact Assessment
23.	EPA	Environmental Protection Agency
24.	FBOs	Faith-Based Organisations
25.	FC	Forestry Commission
26.	FDI	Foreign Direct Investment
27.	FES	Friedrich-Ebert-Stiftung
28.	FPIC	Free, Prior, and Informed Consent
29.	FPMU	Fair Practices Monitoring Unit
30.	FPWD	Federation of Persons with Disabilities
31.	GAB	Ghana Association of Bankers
32.	GAC	Ghana AIDS Commission
33.	GAWU	General Agricultural Workers' Union
34.	GBA	Ghana Bar Association

35.	GDP	<b>Gross Domestic Product</b>
36.	GEA	<b>Ghana Enterprises Agency</b>
37.	GFZA	<b>Ghana Free Zones Authority</b>
38.	GFA	<b>Ghana Football Association</b>
39.	GFD	<b>Ghana Federation of Disability Organisations</b>
40.	GHACMA	<b>Ghana Association of Certified Mediators and Arbitrators</b>
41.	GIMPA	<b>Ghana Institute of Management and Public Administration</b>
42.	GIPC	<b>Ghana Investment Promotion Centre</b>
43.	GJA	<b>Ghana Journalists Association</b>
44.	GMWU	<b>Ghana Mine Workers Union</b>
45.	GNCRC	<b>Ghana NGO's Coalition on The Rights of The Child</b>
46.	GNEC	<b>Gender and Children's Network</b>
47.	GoG	<b>Government of Ghana</b>
48.	GPS	<b>Ghana Police Service</b>
49.	GSS	<b>Ghana Statistical Service</b>
50.	GCT	<b>Ghana Chamber on Telecommunications</b>
51.	HiLIC	<b>High-Level Implementation Committee</b>

52.	MoEN	Ministry of Energy
53.	MoH	Ministry of Health
54.	MinCom	Minerals Commission
55.	MMDAs	Metropolitan, Municipal, and District Assemblies
56.	MoE	Ministry of Education
57.	MoFA	Ministry of Food and Agriculture
58.	MoFAD	Ministry of Fisheries and Aquaculture Development
59.	MoFARI	Ministry of Foreign Affairs and Regional Integration
60.	MoF	Ministry of Finance
61.	MoGCSP	Ministry of Gender, Children and Social Protection
62.	Mol	Ministry of Information
63.	MONICOM	Monitoring Committee
64.	MoPE	Ministry of Public Enterprises
65.	MoTI	Ministry of Trade and Industry
66.	MOYS	Ministry of Youth and Sports
67.	MNSC	Multi-Sectoral National Steering Committee
68.	MPs	Members of Parliament

69.	HR	Human Rights
70.	HRDD	Human Rights Due Diligence
71.	ICCPR	International Covenant on Civil and Political Rights
72.	ICESCR	International Covenant on Economic, Social and Cultural Rights
73.	ICT	Information and Communication Technology
74.	ILO	International Labour Organization
75.	IPPs	Independent Power Producers
76.	IPs	Implementing Partners
77.	ISD	Information Services Department
78.	JS	Judicial Service
79.	LAC	Legal Aid Commission
80.	LUSPA	Land Use and Spatial Planning Authority
81.	M&E	Monitoring and Evaluation
82.	MEAL	Monitoring, Evaluation, Accountability, and Learning
83.	MELR	Ministry of Employment and Labour Relations
84.	MCRA	Ministry of Chieftaincy and Religious Affairs
85.	MINTER	Ministry of the Interior
86.	MoCD	Ministry of Communications and Digitalization

87.	MSD	Management Services Department
88.	MSWR	Ministry of Sanitation and Water Resources
89.	MSMEs	Micro, Small, and Medium-Sized Enterprises
90.	NaCCA	National Council for Curriculum and Assessment
91.	NaCoC	Narcotics Control Commission
92.	NADMO	National Disaster Management Organisation
93.	NAP-BHR	National Action Plan on Business and Human Rights
94.	NCCE	National Commission for Civic Education
95.	NCPD	National Council on Persons with Disabilities
96.	NDCP	National Development Planning Commission
97.	NMC	National Media Commission
98.	NSS	National Service Secretariat
99.	NRA	National Reconstruction Alliance
100.	NYA	National Youth Authority
101.	OCSEA	Online Child Sexual Exploitation and Abuse
102.	OAG&MOJ	Office of the Attorney-General and Ministry of Justice
103.	OASL	Office of the Administrator of Stool Lands
104.	OHCS	Office of The Head of Civil Service

105.	OHLGS	<b>Office of the Head of the Local Government Service</b>
106.	OoP	<b>Office of the President</b>
107.	ORC	<b>Office of the Registrar of Companies</b>
108.	OSH	<b>Occupational Safety and Health</b>
109.	OECD/DAC	<b>Organisation for Economic Co-operation and Development/Development Assistance Committee</b>
110.	PE	<b>Public Education</b>
111.	PES	<b>Public Enterprise Secretariat</b>
112.	PEF	<b>Private Enterprise Federation</b>
113.	PIAC	<b>Public Interest and Accountability Committee</b>
114.	PLHIV	<b>People Living with HIV</b>
115.	PNDC	<b>Provisional National Defence Council</b>
116.	PPA	<b>Public Procurement Authority</b>
117.	PSC	<b>Public Services Commission</b>
118.	PWID	<b>People Who Inject Drugs</b>
119.	PWDs	<b>Persons with Disabilities</b>
120.	RCC	<b>Regional Coordinating Council</b>
121.	SDGs	<b>Sustainable Development Goals</b>

122.	SGBV	Sexual and Gender-Based Violence
123.	SIGA	State Interests and Governance Authority
124.	SOEs	State-Owned Enterprises
125.	SSNIT	Social Security and National Insurance Trust
126.	TUC	Trades Union Congress
127.	UN	United Nations
128.	UNDP	United Nations Development Programme
129.	UNEG	United Nations Evaluation Group
130.	UNGPs	United Nations Guiding Principles on Business and Human Rights
131.	UNHRC	United Nations Human Rights Council
132.	UNICEF	United Nations International Children's Emergency Fund
133.	UNIWA	Union of Informal Workers Association
134.	UNSG	United Nations Secretary-General
135.	USDOL	U.S. Department of Labour
136.	UPR	Universal Periodic Review
137.	VAT	Value Added Tax
138.	VNR	Voluntary National Reviews
139.	VP	Vulnerable Population
140.	VPs	Voluntary Principles on Security and Human Rights
141.	YEA	Youth Employment Agency

# GLOSSARY

**Blue Economy:** It refers to all economic activities related to ocean, sea, coast and other water bodies aimed at improving human well-being whilst reducing environmental risk and ecological scarcity.

**Caregiver:** A family member or paid helper who regularly looks after a child, sick, elderly or disabled person.

**Care Partner:** One who provides support to a licensed nurse in caring for patients in hospitals or other social facilities.

**Cyberbullying:** It is bullying with the use of digital technologies. It can take place on social media, messaging platforms, gaming platforms and mobile phones. It is repeated behavior aimed at scaring, angering or shaming those who are targeted.

**Debt Bondage:** Debt bondage is defined by the UN as a form of modern-day slavery or certain kinds of servitude involving the exploitation of mostly women or children and is prohibited by international law. It is further defined by the International Labour Organization as work of service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

**Galamsey:** A term in Ghana used to describe mining activities undertaken without the State's permission. It involves the extraction of precious metals without following the proper procedures.

**Key Population:** They are defined as "groups who, due to specific higher risk behaviours, are at increased risk of HIV irrespective of the epidemic type or local context".

**Sector Plans:** Long-term priority goals for each sector or organization and the programs to achieve those goals.

**Social Partners:** It is a term used generally to refer to representatives of management and labour (employer organisations and trade unions).

**Traditional Authorities:** Traditional Authorities include the National House of Chiefs, the Regional Houses of Chiefs and their Traditional Councils.

**Worst Forms of Child Labour:** It refers to all forms of slavery or practices similar to slavery, such as the sale or trafficking of children, debt bondage or forced or compulsory labour. It also means the use, procuring or offering of a child for prostitution or the production of pornography and other heinous activities.

# EXECUTIVE SUMMARY

The 1992 Constitution of Ghana guarantees the fundamental human rights and freedoms of all persons in Ghana<sup>1</sup>. Article 12 (1) explicitly enjoins all persons, including natural and legal persons, to respect and uphold fundamental human rights and freedoms.

Ghana, as a member of the United Nations (UN) and the Human Rights Council, subscribes to the UN Charter with an obligation to protect, respect and fulfil international human rights principles and standards as the duty-bearer.

On 16th June 2011, the UNHRC endorsed the UNGPs on Business and Human Rights in its Resolution 17/4 to implement the three pillars: "Protect, Respect and Remedy" framework, the first global framework for preventing and rectifying the potential risk and adverse impacts of the activities of transnational corporations and other businesses on human rights.

The UNGPs recognize:

- The State's duty to protect human rights
- The corporate responsibility to respect human rights
- The need for greater access to justice and effective remedies for victims of business-related human rights violations and abuse

The UNGPs acknowledge that the responsibility to safeguard human rights does not rest solely with the State but businesses, whether small, medium, large, national, or transnational corporations, and are equally responsible for advancing the rights of their internal and external stakeholders through compliance with human rights laws and policies.

Ghana is committed to protecting human rights by ensuring that private or public businesses operating in the country respect human rights. In this regard, this NAP-BHR has been developed as a blueprint and roadmap contextualized to guide the implementation of the UNGPs in Ghana. The OAG&MoJ and CHRAJ representing the State and the National Human Rights Institution (NHRI) respectively, co-chaired the development of the NAP-BHR.

Seven key objectives were identified in the NAP-BHR to address state duty, corporate responsibility and empowering rights-holders to effectively assert their rights.

The NAP-BHR has seven chapters. Chapter one presents an introduction, highlighting a brief profile of Ghana, the background and context, rationale, goal, key objectives, the development process, and the stakeholder consultations. Chapter two presents the legal and policy context within which the NAP-BHR is developed.

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<sup>1</sup>Chapter five of the 1992 Constitution

Chapter three deals with the gaps identified in the NBA and during the stakeholder engagements, while chapter four focuses on the strategies and interventions. Chapter five details the Implementation Arrangements well outlined in a matrix. Chapter six provides for the Monitoring, Evaluation and Learning. Chapter seven presents the Communication Strategy to shape the implementation and realization of the objectives set out in the NAP-BHR.

The NAP-BHR is a 5-year policy intervention to ensure that all stakeholders play their respective roles in achieving the objectives of the UNGPs which will be reviewed periodically and at the end of the 5-year implementation period.

# CHAPTER:1

# INTRODUCTION

## 1.1 Brief Profile of Ghana and the NAP-BHR

Ghana is a sovereign country and a beacon of democracy within the African continent, uniquely situated in close proximity to the intersection of the equator and the Greenwich Meridian in West Africa. The country is endowed with many rivers and water bodies and other natural resources such as gold, diamond, timber, manganese, gas, iron ore, crude oil, and cash crops including cocoa, shea nuts, and cashews. The nation's population as of 2021 stood at 30.8 million.<sup>2</sup>

Ghana's socio-economic transformation agenda focus on boosting domestic and foreign investment for sustainable development. Ghana's economy is largely agrarian and dependent on resources from commodities, especially gold, cocoa, and oil. Ghana's economy is characterized by a huge informal sector, small and medium-sized owned enterprises, and the local branches of global industrial concerns.

Ghana's 1992 Constitution guarantees the protection and preservation of fundamental human rights and freedoms and has in place mechanisms and institutional structures to uphold same.<sup>3</sup> Ghana is committed to its international obligations under the UN Charter,<sup>4</sup> and adherence to the principles, aspirations and standards set forth under the International Bill of Human Rights, Universal Declaration of Human Rights (UDHR)<sup>5</sup>, International Covenant on Civil and Political Rights (ICCPR)<sup>6</sup> and the International Covenant on Economic, Social and Cultural Rights (ICESCR)<sup>7</sup>. Additionally, Ghana recognizes the principles concerning fundamental human rights set out in the International Labour Organization's (ILO) Conventions on the Fundamental Principles and Rights at Work<sup>8</sup>.

Undoubtedly, Ghana, a member state of the United Nations (UN), is conscious of its human rights obligations at the international and regional levels having signed and ratified some key human rights instruments<sup>9</sup>. Human rights are inherent in all human beings as their birthright and they, therefore, have a right to be treated with dignity, and without discrimination irrespective of their nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status<sup>10</sup>. These rights are universal, interrelated, interdependent and indivisible<sup>11</sup>.

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<sup>2</sup>Ghana Statistical Service, Population and Housing Census 2021

<sup>3</sup>1992 Constitution of Ghana

<sup>4</sup>Charter of the United Nations, 1 UNTS XVI, 24 October 1945; Articles 1(3), 55 (3) & 56 of the UN Charter, 1945

<sup>5</sup>GA Res 217(11) of 10 December 1948, UN Doc A/810 at 71 (1948) ('UDHR').

<sup>6</sup>GA Res 2200A (XXI) of 16 December 1966 which entered into force on 23 March 1976

<sup>7</sup>GA Res 2200A (XXI) of 16 December 1966 which entered into force on 3 January 1976

<sup>8</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_467653.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_467653.pdf)

<sup>9</sup>[https://tbinternet.ohchr.org/\\_layouts/15/TreatyBodyExternal/Treaty.aspx?CountryID=67&Lang=EN](https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?CountryID=67&Lang=EN)

<sup>10</sup>Article 2 of UDHR

<sup>11</sup>Vienna Declaration and Programme of Action, 1993

Admittedly, the State is the primary duty-bearer with the legal obligation to respect, protect and fulfill the fundamental human rights and freedoms of both natural and legal persons at the national level<sup>12</sup>. Among other obligations, the state shall guarantee the ownership of property and the right of inheritance; appropriate measures needed to protect and safeguard the national environment for posterity; safeguard the health, safety and welfare of all persons in employment and encourage the participation of workers in the decision-making process at the workplace<sup>13</sup>.

The State and its agencies are expected to refrain from human rights violations and safeguard the rights of all persons from third-party abuses. The Government of Ghana has made significant provisions for victims of human rights abuses or violations to have access to justice, thereby guaranteeing effective remediation.

Generally, there has been measurable improvement in the human rights situation of the country. More importantly, Ghana's election as a member of the United Nations Human Rights Council (UNHRC) for the period 2024-2026 is indicative of the country's strong human rights record and commitment to the protection and promotion of human rights.

Ghana recognises the role and contribution of businesses to development. The 1992 Constitution makes provision for ample opportunity for individual initiative and creativity in economic activities. It also creates an enabling environment for a pronounced role of the private sector in the economy, ensuring that individuals and the private sector bear their fair share of social and national responsibilities to contribute to the overall development of the country.<sup>14</sup>

Arguably, international human rights treaties and conventions do not impose any legal obligation on businesses. However, recent times have seen the introduction of a new paradigm shift in the discourse, borne out of current global trends expanding the frontiers of human rights, thereby recognizing businesses as a cardinal branch of the state. Globalization, the expansion of multinational corporations, and the development of vast transnational value chains have created a new reality in which corporate actors have become duty-bearers. Human rights is thus interconnected with business, yet the existing human rights framework did not adequately anticipate the impact of businesses on human rights. Business operation processes and practices pose new opportunities and challenges for the realization of human rights globally. Efforts to uphold and respect human rights in all aspects of life are therefore being deepened through integrating international best practices and domestication of ILO Conventions.

The UN continues to engage countries in implementing international human rights instruments, particularly through the protection mechanisms of the Universal Periodic Review (UPR) process, the Voluntary Principles on Security and Human Rights (VPs), the 2030 Agenda for Sustainable Development Goals (SDGs), and the United Nations Guiding Principles (UNGPs) on Business and Human Rights.<sup>15</sup>

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<sup>12</sup>Article 12 of the 1992 Constitution of Ghana

<sup>13</sup>Article 36 of the 1992 Constitution of Ghana

<sup>14</sup>Article 36 (2) (b) & (c) of the 1992 Constitution

<sup>15</sup>[https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)

At the third and fourth UPR sessions, Ghana accepted the recommendations by its peers before the Human Rights Council to develop its NAP-BHR to promote responsible business conduct and corporate accountability, including enforcing international best practice.

The development and adoption of the UNGPs on Business and Human Rights creates a new regime as a global standard and practice expecting States and Businesses to strategically develop National Action Plans on Business and Human Rights (NAP-BHR) to address the legal and regulatory gaps, formulate public and private sector policies, and create efficient judicial and non-judicial mechanisms to address the challenges of human rights violations and abuses by business enterprises.

The NAP-BHR outlines the Government of Ghana's policy response to the concept of business and human rights in accordance with the UNGPs, highlighting the areas of the economy which are most susceptible to business-related human rights violations. It also recommends strategic policy and legislative interventions designed to facilitate the enforcement of business and human rights rules in Ghana. Furthermore, the NAP-BHR provides a roadmap for broad implementation including Monitoring and Evaluation (M&E).

## **1.2 Background and Context**

Globally, several human rights treaties, conventions and protocols obligate States to respect, protect and fulfil the fundamental human rights and freedoms of all persons within their territory and/or jurisdiction. The UNHRC has adopted nine (9) core international human rights treaties to protect against human rights violations and abuses (See Appendix 1). In 2005, the Nobel Peace Prize Laureate, Kofi Annan (a Ghanaian), the then UN Secretary-General, appointed Professor John Gerald Ruggie as the United Nations Secretary-General's (UNSG's) Special Representative for Human Rights and Transnational Corporations and other Businesses. Having consulted widely with several stakeholders, including governments, business leaders and academia, he submitted his report in 2008, which proposed the Protect, Respect and Remedy Framework for the consideration of the UNHRC.

On 16th June 2011, the UNHRC endorsed the UNGPs on Business and Human Rights in its Resolution 17/4 to implement the United Nations Protect, Respect and Remedy Framework to address human rights issues relating to transnational corporations and other business enterprises. The UNGPs provide the first global framework for preventing and rectifying the potential risk and adverse impacts on human rights resulting from the activities of transnational corporations & other business enterprises. The Protect, Respect and Remedy Framework created the three-pillar structure upon which the implementation of the UNGPs is founded as follows:

1. State duty to protect human rights: the States' existing obligations to respect, protect and fulfil human rights and fundamental freedoms;
2. The corporate responsibility to respect human rights: the role of business enterprises as specialized groups of society performing specialized functions, required to comply with all applicable laws and to respect human rights; and
3. The need for greater access to effective remedies for victims of business-related abuse: the need for rights and obligations to be matched to appropriate and effective remedies.

The UNGPs recognize that the responsibility to advance human rights does not rest solely with the State. Business enterprises, whether small, medium, large; national or transnational, are equally responsible for advancing the human rights of their internal and external stakeholders through compliance with the human rights laws within their respective jurisdiction.

Ghana acknowledges that the SDGs' aspirations are largely anchored on human rights principles and standards to achieve the mantra of reaching the farthest first and leaving no one behind. To achieve socio-economic transformation, Ghana is dedicated to achieving sustainable development to enhance the lot of its people, thus establishing a greater nexus between the contribution of the SDGs and business as can be reflected in the following goals:

- Achieve gender equality by ending all forms of discrimination, violence and any harmful practices against women and girls<sup>16</sup>;
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all<sup>17</sup>;
- Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation<sup>18</sup>;
- Ensure a sustainable consumption and production patterns;<sup>19</sup>
- Conserve and sustainably use the oceans, seas and marine resources for sustainable development<sup>20</sup>;
- SDG 8.7 contains responsible business practice indicators aimed at securing the prohibition and elimination of worst forms of child labour; and
- Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.<sup>21</sup>

At the regional level, the African Union (AU) has put in place several treaties and mechanisms to uphold human rights on the continent. These include the African Charter on Human and Peoples' Rights (ACHPR)<sup>22</sup>, Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (the Maputo Protocol)<sup>23</sup>, the African Charter on the Rights and Welfare of the Child (ACRWC)<sup>24</sup>, and Protocol to the African Charter on Human and Peoples' Rights on the Rights of Person with Disabilities in Africa<sup>25</sup>. Additionally, the AU, through its Agenda 2063, captioned "The Africa We Want", has established the African Continental Free Trade Area (AfCFTA)<sup>26</sup>, which seeks to remove all barriers to trade and boost the trading position of Africa in the global market, taking cognizance of the importance of human rights for the development of international and intra-African trade and economic cooperation. The AU, recognizing how important business and human rights issues are in Africa, proactively put together a draft business and human rights policy<sup>27</sup> to promote some level of coherence at the regional and national levels.

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<sup>16</sup>SDG 5

<sup>17</sup>SDG 8

<sup>18</sup>SDG 9

<sup>19</sup>SDG 12

<sup>20</sup>SDG 14

<sup>21</sup>SDG 16

<sup>22</sup>[https://au.int/sites/default/files/treaties/36390-treaty-0011african\\_charter\\_on\\_human\\_and\\_peoples\\_rights\\_e.pdf](https://au.int/sites/default/files/treaties/36390-treaty-0011african_charter_on_human_and_peoples_rights_e.pdf)

<sup>23</sup><https://au.int/en/treaties/protocol-african-charter-human-and-peoples-rights-rights-women-africa>

In Ghana, despite the contribution of businesses towards socio-economic transformation, some still engage in activities that negatively impact human rights in their value chains. **The National Baseline Assessment (NBA)<sup>28</sup> and the broad stakeholder engagements identified some setbacks and highlighted certain gaps:**

<b>Child labour</b>
<b>Forced labour</b>
<b>Land acquisition</b>
<b>Renewal of mineral rights</b>
<b>Resettlement procedure</b>
<b>Sexual violence and harassment</b>
<b>Use of chemicals and explosives within the extractive sector</b>
<b>Noncompliance with health and safety protocols</b>
<b>Illegal mining and its associated destruction of farmlands and water bodies</b>
<b>Poor working conditions</b>
<b>Non-observance of the principle of Free, Prior and Informed Consent (FPIC)</b>
<b>Poor fishing methods</b>
<b>Inhibition to the freedom of association</b>
<b>Protection for local communities</b>
<b>Enforcement of labour regulations</b>
<b>Discrimination against socially vulnerable and marginalized groups</b>
<b>Lack of access to effective remedies</b>

<sup>24</sup>[https://au.int/sites/default/files/treaties/36804-treaty-african\\_charter\\_on\\_rights\\_welfare\\_of\\_the\\_child.pdf](https://au.int/sites/default/files/treaties/36804-treaty-african_charter_on_rights_welfare_of_the_child.pdf)

<sup>25</sup>[au.int/sites/default/files/treaties/36440-treaty-protocol\\_to\\_the\\_achpr\\_on\\_the\\_rights\\_of\\_persons\\_with\\_disabilities\\_in\\_africa\\_e.pdf](https://au.int/sites/default/files/treaties/36440-treaty-protocol_to_the_achpr_on_the_rights_of_persons_with_disabilities_in_africa_e.pdf)

<sup>26</sup>[https://au.int/sites/default/files/documents/33126-doc-framework\\_document\\_book.pdf](https://au.int/sites/default/files/documents/33126-doc-framework_document_book.pdf)

<sup>27</sup>The Draft AU Guidelines on Business and Human Rights is at the adoption stage.

<sup>28</sup>Ghana National Baseline Assessment of Business and Human Rights, 2022 available at:

<https://chraj.gov.gh/wp-content/uploads/2022/07/Baseline-Assessment-of-Business-and-Human-Rights.pdf>; and Report of the National Steering Committee Stakeholder Engagements

### **1.3 Rationale**

In line with the gaps identified and in accordance with the UNGPs, Ghana dedicated its efforts to develop a NAP-BHR to address human rights abuses within the various sectors of the business environment, with the utmost flexibility to contextualize Ghana's responses to its business and human rights related deficits.

### **1.4 Goal of the NAP-BHR**

The goal of this NAP-BHR is for the State to provide businesses with a blueprint and a roadmap to ensure compliance with human rights principles and standards, to manage and mitigate the adverse impact of their operations and provide mechanisms for effective remedies for rights-holders within the business environment.

### **1.5 Key Objectives**

The key objectives of the NAP-BHR are:

1. To strengthen institutional capacity, operational and coordination efforts of state and non-state actors for the protection and promotion of human rights in businesses
2. To promote human rights compliance and accountability by business actors
3. To promote effective participation and respect for Free, Prior, and Informed Consent by relevant stakeholders in business operations
4. To promote social inclusion of the vulnerable and marginalized individuals and groups within business operations
5. To empower rights-holders to assert their human rights within the business environment
6. To enhance access to justice and effective remedy for victims of business-related human rights abuses and violations
7. Improve the culture of adaptive learning and monitoring systems at relevant institutions involved in protecting human rights

### **1.6 The NAP-BHR Development Process**

The journey to developing the NAP-BHR began in 2019 with an NBA on the business and human rights situation in Ghana. In July 2022, the NBA was launched with the inauguration of a Multi-Sectoral National Steering Committee (MNSC) tasked with developing the NAP-BHR (See Appendix 2).

To ensure national ownership of the plan, the MNSC utilized a human rights-based approach to its development; this involved broader national stakeholder participation of the public and private sectors, vulnerable and marginalised groups. There was also an extensive evaluation of Ghana's accountability to enforce business' compliance with human rights standards in the laws, policies and administrative procedures. This was advanced through education, sensitization, and soliciting input from individuals and communities.

In this regard, the MNSC conducted extensive consultative workshops across the sixteen regions, soliciting input from about thousand six hundred (1,600) key stakeholders comprising representatives from Government, Businesses, Civil Society Organisations (CSOs), Communities, Individuals, Academia, Ghana Bar Association (GBA) and the Judiciary. There were also targeted stakeholder consultative workshops for Women, Persons with Disabilities, Youth, Trade Unions and Verité USDOL Funded Forced Labour Indicators Project. At the end of the development process, a national stakeholder workshop was organized to validate, finalize and launch the NAP-BHR.

# **CHAPTER:2**

# **LEGAL AND POLICY**

# **CONTEXT**

The Government of Ghana is enjoined by the 1992 Constitution to adhere to obligations under international and regional treaties and conventions.<sup>1</sup> Ghana's Bill of Human Rights as enshrined in chapters 5 and 6 of the 1992 Constitution, guarantees fundamental human rights and freedoms of all persons.

Specifically, Article 12 (1) of the 1992 Constitution provides as follows:

"The fundamental human rights and freedoms enshrined in this chapter shall be respected and upheld by the Executive, Legislature and Judiciary and all other organs of government and its agencies and, where applicable to them, by all natural and legal persons in Ghana, and shall be enforceable by the Courts as provided for in this Constitution" (emphasis added).

Article 33 (5) stipulates that the rights, duties, declarations and guarantees relating to the fundamental human rights listed in chapter 5 of the 1992 Constitution should not be regarded as excluding others not specifically mentioned which are considered to be inherent in a democracy and intended to secure the freedom and dignity of man.

The State is enjoined to create a conducive environment for businesses to thrive and create prosperity for its citizenry by providing adequate means of livelihood, suitable employment, and public assistance to the needy. In this regard, Article 36 spells out Ghana's economic objectives which include the following:

- Ensure a fair and realistic remuneration for production and productivity;
- Foster an enabling environment for a pronounced role of the private sector and ensure they bear their fair share of social and national responsibilities;
- Take appropriate measures to promote the development of agriculture, and industry;
- Encourage foreign investment, subject to any law for the time being in force regulating investment in Ghana;
- Ensure the full integration of women into the mainstream economic development of Ghana;
- Guarantee the ownership of property and the right of inheritance;
- Recognize that ownership and possession of land carry a social obligation to serve the larger community;
- Take appropriate measures needed to protect and safeguard the national environment for posterity;
- Safeguard the health, safety and welfare of all persons in employment; and
- Encourage the participation of workers in the decision-making process at the workplace.

The Government of Ghana expects businesses to respect and uphold fundamental human rights and address adverse human rights impacts on all persons, vulnerable and marginalized persons including employees, community.

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<sup>29</sup>Article 40(d) of the 1992 Constitution of Ghana.

members, children, women, persons with disability and all persons in their value chain. However, the NBA identified that there are few statutorily imposed obligations placed on companies to respect human rights. There are issues of unfair termination of appointment in contravention of labour laws, all forms of child labour, wage-based discrimination, and lack of human rights due diligence, among others.

Additionally, the 1992 Constitution provides effective judicial and non-judicial enforcement mechanisms to ensure the protection and realization of human rights. Article 33 clothes the High Court with the power to enforce the rights contained in the 1992 Constitution. The State has significantly enhanced the ability to enforce these rights by creating divisions of the High Court that specifically focus on human rights and labour violations.

Further, the National Human Rights Institution of Ghana, the Commission on Human Rights and Administrative Justice (CHRAJ), is mandated to promote and protect the fundamental human rights of all persons in Ghana. CHRAJ is clothed with the power to investigate complaints concerning practices and actions by persons, private enterprises and other institutions where those complaints allege violations of fundamental rights and freedoms under the 1992 Constitution.<sup>30</sup> CHRAJ, in compliance with the Paris Principles<sup>31</sup>, provides advisories to the State and non-state actors on their human rights obligations. Again, other laws and policies give the foundation for developing the NAP-BHR (See Appendix 3).

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<sup>30</sup>Section 7 (1) (c) of the Commission on Human Rights and Administrative Justice Act, 1993 (Act 456)

<sup>31</sup>The Paris Principles set out the minimum standards that National Human Rights Institutions must meet in order to be considered credible to operate effectively.

# **CHAPTER:3**

# **BUSINESS AND HUMAN**

# **RIGHTS SITUATIONAL**

# **ANALYSIS**

The National Baseline Assessment Report, Stakeholder Engagements, and Regulatory Review identified various gaps in Ghana's business and human rights. This section focuses on the gaps relating to the State's obligation to protect and promote human rights, corporate responsibility to respect human rights and victims' right to access effective remedial actions.

### **3.1 Ghana's Obligation to Protect Human Rights under Regulatory Regimes**

Ghana has demonstrated a good faith to its international and regional obligations in terms of signing and ratifying international human rights treaties and ILO conventions. However, Ghana has a deficit in signing and/or ratifying some international instruments (See Appendix 4).

Further, Ghana is expected to adhere to and promote the implementation of human rights instruments and soft law mechanism such as Convention on the Rights of the Child (CRC)<sup>32</sup>, Convention on the Rights of Persons with Disabilities (CRPD)<sup>33</sup>, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)<sup>34</sup>, UPR, SDGs, and Agenda 2063 by submitting periodic reports to respective treaty bodies. However, evidence exists that, especially at the regional level, Ghana had defaulted in its reporting obligations.

#### **3.1.1 Extractives Sector**



Within the extractive sector, there are diverse natural resources: gold, oil and gas, bauxite, manganese, and diamond. These natural and mineral resources attract considerable foreign investments and serve as sources of employment.

The sector recorded some human rights abuses and violations which often pose adverse impacts on those working in that sector and surrounding communities.

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<sup>32</sup>UN General Assembly resolution 44/25 of 20th November 1989 came into effect on 2nd September 1990

<sup>33</sup>UN General Assembly by resolution A/RES/61/106 on 13 December 2006

<sup>34</sup>UN General Assembly resolution 34/180 of 18 December 1979 came into effect on 3rd September 1981

Some of the issues identified within the sector are presented in the table below:

<b>Illegal mining (Galamsey)</b>
<b>Cumbersome compensation and resettlement procedures</b>
<b>Use of children in mining operations</b>
<b>High cost of seeking redress</b>
<b>Compulsory acquisition of land by government without prompt adequate compensation</b>
<b>Insufficient consultation and non-participatory consultative decision-making with indigenes before relocation of communities</b>
<b>Improper decommissioning of mining pits/shafts</b>

In relation to remedial measures, the gaps identified were expensive litigation processes and institutional bottlenecks relative to internal administrative processes.

### **3.2.1 Key Sectors**

Business and human rights violations and abuses have been identified to be prevalent in sectors such as extractives, manufacturing and services, agriculture, fishing, Information and Communication Technologies (ICT), financial services, tourism and creative industry and others.

### **3.2.2 Agriculture Sector**



Agriculture is key to the overall economic growth and development of Ghana. Since 2013, it has consistently contributed about 20 percent of Ghana's Gross Domestic Product (GDP).<sup>35</sup> This sector is estimated to employ about 46 percent of Ghana's labour force<sup>36</sup>, most of whom are small landowners engaged mainly in subsistence farming. **Some issues identified in this sector are summarized in the table below:**

<b>Worst forms of child labour<sup>37</sup></b>
<b>Forced labour</b>
<b>Compulsory acquisition of farmlands without adequate compensation to land and crop owners</b>
<b>Destruction of farmlands due illegal mining (galamsey) activities, commercial activities and urbanization</b>
<b>Pollution of water bodies due to illegal mining (galamsey) activities</b>
<b>Under scaling of cocoa produce by purchasing clerks and purchasing companies</b>
<b>Destruction of farmlands by herdsmen</b>

### 3.2.3. Blue Economy



Ghana's blue economy, which consists of the marine and inland aquatic resources (e.g. Atlantic Ocean, Volta and Bosomtwe Lakes), provides huge opportunities for fishing, aquaculture, shipping, offshore oils and gas and coastal tourism. Despite the shipping industry generating a lot of income for the country with the fishing industry playing a major role in sustainable livelihood, the sector is beset with climate change and some human rights abuses which include:

<sup>35</sup>Rebased 2013-2022 Annual Gross Domestic Product (April 2023 Edition)

<sup>36</sup>Ibid

<sup>37</sup>[https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C182](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182)

<b>Harsh working conditions leading to sometimes fatal accidents</b>
<b>Child and forced labour</b>
<b>Sexual exploitation</b>
<b>Gender-based violence</b>
<b>Illegal fishing methods in the exclusive economic zone e.g., using wrong net sizes; pair trawling; use of chemicals and explosives</b>
<b>Non-compliance with health and safety protocols</b>
<b>Unsanitary and precarious working conditions for crew members</b>
<b>Limited access to medical care</b>
<b>Lack of access to clean water, and inadequate food.</b>

### 3.2.4 Tourism and Creative Industry



Ghana's tourism sector and the creative industry generates foreign exchange earnings and creates jobs especially for the youth. In spite of the opportunities that this sector presents, it is fraught with numerous human rights abuses and underemployment. Below are some of the abuses:

<b>Poor working conditions</b>
<b>Sexual harassment</b>
<b>Job insecurity</b>
<b>Non-compliance and weak enforcement of noise level standards</b>

<b>Non-adherence to hygiene and safety protocols in the hospitality industry</b>
<b>Violation of intellectual property rights</b>
<b>Consumer rights violations</b>
<b>Violation of reproductive rights in the aviation sector</b>

### 3.2.5 Manufacturing Sector



The manufacturing sector in Ghana remains one of the viable sectors that promotes economic growth and job creation. The sector contributes to broadening the country's production and export base, thereby increasing its revenue. In as much as the sector promotes vibrant economic growth in Ghana, it is faced with human rights abuses emanating from its operations. The human rights issues identified are non-compliance with health and safety protocols; non-compliance with required hours of work by employers; non-compliance with required rest periods by employers and non-alignment of working conditions to labour regulations, improper labelling of products, and inadequate product information.

### 3.2.6 Financial and Banking Sector



Ghana's financial and banking sectors are key components of its large services sector. The human rights infractions faced by these sectors include:

- **Prevention of workers from joining labour unions;**
- **Weak monitoring roles of the sector by the regulator (Bank of Ghana) leading to consumer rights abuses;**
- **Exploitation of hired contract staff from agencies as a means to gain cheap labour;**
- **Use of temporary staff on a permanent basis as a cost saving measure;**
- **Inadequate provision of infrastructure for PWDs who access banking services; and**
- **Sexual harassment.**

### 3.2.7 Information and Communication Technologies



Ghana continues to develop its ICT sector- a key driver of business- in such areas as the mobile money payment inter-operability and digitalization of essential services notably transportation, health, address system, e-commerce. However, security on the internet has become a growing concern with some noteworthy abuses such as:

<b>Cyberbullying</b>
<b>Identity theft</b>
<b>Illegal hacking</b>
<b>Child pornography</b>
<b>Money laundering</b>
<b>Sexual harassment</b>
<b>Weak enforcement guidelines on siting of telecom masts</b>

To address some of these gaps, the State must intensify its efforts to control cyber fraud in order to respect the rights of individuals and businesses; ensure mobile telecommunication companies and internet service providers take active steps to detect, report, and remove child sexual abuse material from their platforms and cooperate with law enforcement agencies by providing required information to facilitate investigation

### **3.3 Cross-Cutting Issues**

Cross cutting issues within the various sectors are classified under the following thematic headings:

#### **3.3.1 Children's Rights**



The 1992 Constitution and the Children's Act provide for special protection of children and young persons against exposure to physical and moral hazards. It is the right of every child to be safeguarded from abuse, neglect and exploitation. The law frowns on engaging children in activities that constitute a threat to their health, education and development. The State has a duty to protect every child from hazardous and exploitative labour by ensuring that the best interest of the child is preserved at all times. Additionally, the State must be mindful of the rights of children with disabilities and make efforts to ensure conducive environment for children and their caregivers.

Meanwhile, children suffer human rights abuses such as:

<b>Sexual exploitation</b>
<b>Worst forms of child and forced labour especially in agriculture, fishing and mining sectors</b>
<b>Sale and trafficking of children</b>
<b>Debt bondage</b>
<b>Exposure to dangerous tools, chemicals and harmful substances</b>

<b>Cyber security issues</b>
<b>Age-inappropriate behaviours in the business sector that undermine the children's rights</b>
<b>Online protection</b>
<b>Degradation of the environment</b>

### 3.3.2 Youth



Ghana's population is dominated by its youth who are within the age brackets of fifteen (15) to thirty-five (35) years. According to the 2021 Population and Housing Census, the young people increased from 34.6 percent in 2000 to 38.2 percent in 2021<sup>38</sup>

The youth are an important part of any country's economic development. They are the future workforce and have the potential to drive innovation and productivity. Numerous studies have shown that investing in youth leads to higher economic growth.<sup>39</sup> The youth in Ghana are the backbone for sustainable development and growth. GSS projected the youthful population to increase from the current 14.12 million to 15.85 in 2030.<sup>40</sup>

About three-quarters of the employed population (15 years and older) are engaged in skilled agricultural, forestry and fishery (32.0%), services and sales (26.5%) and craft and related trades (16.1%).<sup>41</sup>

Creating opportunities for the youth to obtain dignified gainful employment and livelihood must be the priority of Ghana. However, the youth are confronted with some challenges relating to human rights, namely:

<sup>38</sup><https://census2021.statsghana.gov.gh/subreport.php?readreport=MjYzOTE0MjAuMzc2NQ==&Ghana-2021-Population-and-Housing-Census-General-Report-Volume-3B>

<sup>39</sup><https://www.linkedin.com/pulse/role-youth-economic-development-martin-p-mandalu-ph-d-1f>

<sup>40</sup><https://www.graphic.com.gh/news/general-news/ghana-news-gss-advocates-proactive-policies-for-ghanas-youthful-population.html>

<sup>41</sup>Ghana 2021 Population and Housing Census

- Lack of employment opportunities
- Exploitative labour
- Hazardous working conditions
- Sexual abuse, exploitation and harassment
- Online insecurity
- Exposure to toxic work environment leading to abuses
- Unequal treatment of the genders

### 3.3.3 Labour and Employment Rights



The 1992 Constitution, ILO conventions and other labour laws of Ghana have several provisions which promote and protect labour rights and equal pay for equal work without distinction of any kind. Freedom of association is guaranteed, giving right to workers to form or join a trade union of their choice in furtherance of their economic and social interests. Despite the above, some labour rights abuses are prevalent within the business space as listed in the table below:

<b>Prevention of unionization of workers</b>
<b>Payment of wages below the national daily minimum wage</b>
<b>Absence of social dialogue in the private sector especially at the enterprise level, unfair terminations of employment, difficulty in embarking on legal strike</b>
<b>Non-payment of social security contributions by some employers</b>
<b>Denial of workers' rights to annual and maternity leave</b>
<b>Non-implementation/non-compliance of collective agreements and agreed conditions of service</b>
<b>Exploitative contracts of employment</b>
<b>Challenges in reporting abuses due to victimization</b>
<b>Unpaid maternity leave; worst forms of child labour; uncompensated overtime</b>

## Discrimination, sexual harassment, violence and harassment at the workplace

### 3.3.4 Occupational Health and Safety Regulations & Policies



The Constitution guarantees the right to work under satisfactory, safe and healthy conditions. Thus, government has an obligation to safeguard the health, safety, and welfare of all persons in employment, especially within the business sector. However, incidence of occupational-related accidents, and ill-health emanating from hazardous work are worth noting among all the sectors. Meanwhile, the Factories, Offices and Shops Act, 1970 (Act 328) which is the main legislation for the enforcement of occupational safety and health standards, needs review because it is obsolete and not fit for purpose.

**Occupational Health and Safety issues relevant to business and human rights include absence of and non-adherence to safety protocols and standards; inadequate or no provision of protective gear; and inadequate sanitary facilities.**

### 3.3.5 Gender and Workplace Discrimination



Over the years, there have been several interventions to enhance gender mainstreaming, equality and equity in Ghana. About 51 percent of the population of Ghana are women, and they constitute approximately 50 percent of the labour force with majority in the informal sector.<sup>42</sup>

Meanwhile, World Bank data (2023), indicate that 65.3 percent of women are in the labour force as compared to 72.4 percent of men. Moreover, statistics around women representation in the governing bodies of major companies constitute 27%.<sup>43</sup>

**Women in the labour force face a lot of challenges relative to human rights such as:**

<b>Sexual demands for employment</b>
<b>Threats of abuse and physical violence</b>
<b>Gender wage/pay gaps; sexual and gender-based violence</b>
<b>Inadequate maternity leave; maternity leave without pay</b>
<b>Sexual exploitation, abuse and harassment, especially at the workplace and at the country's borders</b>
<b>Gender inequality at the workplace</b>
<b>Lack of consultation of women in the execution of programmes and projects</b>
<b>Lack of gender-responsive policies</b>

### **3.3.6 Persons with Disabilities (PWDs)**



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<sup>42</sup>Ghana 2021 Population and Housing Census

<sup>43</sup><https://genderdata.worldbank.org/en/home>

Article 29 of the 1992 Constitution provides for the protection of PWDs against exploitation and all treatment of a discriminatory, abusive or degrading nature. It is further provided that PWDs engaged in business and business organisations who employ PWDs in significant numbers shall be given special incentives.

It is estimated that about 8 percent (2,098,138) of the population have varying degrees of difficulty in performing activities and is higher among females (8.8%) than males (6.7%)<sup>44</sup>. Despite constitutional and legislative provisions guaranteeing the rights of PWDs to participate in social, creative and recreational activities, PWDs have not been effectively protected. This drawback is not in conformity with the United Nations Convention on the Rights of Persons with Disabilities (CRPD) even though Ghana ratified this Convention in 2012. Business and human rights violations against PWDs manifest in some of the following ways:

<b>Workplace discrimination against PWDs</b>
<b>Denial of reasonable accommodation</b>
<b>Non-compliance with disability-friendly laws at the workplace</b>
<b>Weak enforcement of the Persons with Disability Act, 2006 (Act 715)</b>
<b>Non-compliance with the Accessibility Standards for the Built Environment document</b>
<b>Non-incorporation of disability-friendly architectural designs</b>
<b>Inadequate inclusivity of PWDs in national development process</b>

### 3.3.7 Key Population (KPs)



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<sup>42</sup>Ibid

The 1992 Constitution of the Republic of Ghana guarantees the fundamental human rights and freedoms of all persons, including vulnerable Populations (VP) mostly referred to as Key population. People Living with HIV (PLHIV), people affected by TB, People Who Inject Drugs (PWID), persons incarcerated in prisons, sex workers, and transgender individuals, are among a group of people who face significant challenges within the business environment due to prevailing social stigmas, discrimination, and institutional constraints. Although Ghana has made efforts to address such challenges through the enactment of laws<sup>45</sup>, policy interventions<sup>46</sup> and commitment through funding for addressing the human rights related barriers which affect their ability to secure employment, access healthcare, and engage in economic activities, there remains more room for improvement. Business and human rights violations against VP are exhibited in the following ways:

<b>Stigma and discrimination</b>
<b>Denial of access to healthcare</b>
<b>Negative social attitude</b>
<b>Pre-employment health status</b>
<b>Legal obstacles</b>
<b>Intimidation by law enforcement agencies</b>
<b>Workplace harassment</b>
<b>Violence and other abuses</b>

### 3.3.8 Environmental Management



<sup>45</sup>Labour Act, 2003 (Act 651); Ghana Aids Commission Act, 2016 (Act 938)

<sup>46</sup>National HIV Workplace Policy, 2012; National Employment Policy, 2015; National Social Protection Policy, 2016

The 1992 Constitution of Ghana enjoins the State to protect and safeguard the national environment. Pursuant to this, the Environmental Protection Agency Act, 1994 (Act 490) mandates the Environmental Protection Agency (EPA) to protect and improve the environment in Ghana. The EPA is expected to ensure compliance with environmental protection regulations through the issuance of enforcement notices and the prosecution of offenders.

Businesses whose operations impact directly on the environment are required to conduct an Environmental Impact Assessment (EIA) prior to the issuance of an environmental permit. An EIA must consider the potential adverse impacts of the undertaking on land, air and water as well as social issues including livelihoods and health.

The Minerals and Mining Act, 2006 (Act 703) requires that applications for mineral rights and licenses be made public through advertising notices in the national gazette. The notices are expected to be brought to the attention of district assemblies, landowners or lawful occupiers, local authorities, trade councils and local information centres for at least 21 days<sup>47</sup>, during which period affected persons or communities can raise objections to the applications.

Persons whose land surface rights are affected by mineral operations are entitled to be compensated adequately and promptly.<sup>48</sup> Where mining operations lead to displacement of communities or persons, they are entitled to be appropriately resettled in accordance with the Minerals and Mining (Compensation and Resettlement) Regulations, 2012 (L.I. 2175).

Despite these provisions, mining activities pose serious threats to the environment including:

<b>Pollution of water bodies</b>
<b>Destruction of vegetation and loss of biodiversity</b>
<b>Physical and Economic displacement of communities</b>
<b>Improper disposal of hazardous chemicals and waste through pipes into drains and water bodies</b>
<b>Environmental destruction by illegal mining ("Galamsey") operations which creates health challenges</b>
<b>Excessive noise pollution</b>
<b>Proliferation of illegal, unreported, and unregulated fishing</b>
<b>Unsafe transportation of explosive chemicals</b>
<b>Improper disposal of hazardous chemicals and waste through pipes into drains and water bodies</b>

<sup>47</sup>Minerals and Mining (Licensing) Regulations, 2012 (L.I.2176), Regulations 10(1) & 94(1)

<sup>48</sup>Article 20 of the 1992 Constitution; ss 73-76 of Act 703; Regulation 6 of the Minerals and Mining (Compensation and Resettlement) Regulations, 2012 (L.I. 2175)

### 3.3.9 Land Management



In Ghana, both the 1992 Constitution and the Land Act, 2020 (Act 1036) contain provisions that emphasize the sustainable use of land. These include measures to ensure that land use and management do not lead to environmental degradation and that there is payment of adequate compensation for compulsory acquisition of privately owned land for mining and other businesses. Despite these provisions, some gaps have been identified under land management to include:

<b>Conflicting land uses – land for mining or residential purposes</b>
<b>Non-compliance with spatial planning laws – zoning status</b>
<b>Inadequate enforcement of spatial planning laws</b>
<b>Land ownership disputes</b>
<b>Activities of land guards</b>
<b>Delays in payment of compensation for land acquired by the State</b>
<b>Non-payment of compensation to occupiers in cases of compulsory acquisition of lands</b>
<b>Challenges with the registration of interests in land</b>
<b>Resettlement after compulsory acquisition non-consensual</b>



It is therefore imperative that human rights considerations are factored into the grant of mineral rights and licenses for mineral operations. Besides, there is the need for Free Prior and Informed Consent relating to resettlement of displaced communities.

### 3.3.10 Procurement and Trade Regulation



Ghana's procurement and trade laws<sup>49</sup> are generally responsive to human rights issues but not adequately enforced. It is important that multinational and other companies who are beneficiaries of Ghana's investment, trade, procurement policies and incentives must comply with Ghana's human rights regime.

### 3.3.11 Regulation of State-Owned Enterprises



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<sup>49</sup>Public Procurement Authority Act, 2003 (Act 663); Public Procurement Authority Regulation 2022, (LI 2466); Companies Act, 2019 (Act 992); Ghana Investment Promotion Centre Act, 2013 (Act 865); Free Zone Act, 1995 (Act 504); Public Private Partnership Act, 2020 (Act 1039)

The State Interests and Governance Authority Act, 2019 (Act 990) sets up the State Interests and Governance Authority (SIGA) as an oversight body for the regulation of state-owned enterprises and joint venture companies. There are inadequate due diligence obligations placed exclusively on state-owned or controlled business enterprises. The Authority is empowered to issue guidelines for state-owned enterprises to adhere to business and human rights principles and standards.

### 3.3.12 Regulation of Small and Medium Scale Enterprises and the Informal Sector



Micro, Small and Medium-Sized Enterprises (MSMEs) constitute about 90% of registered businesses in Ghana and account for 80% of total employment<sup>50</sup>. In terms of output, MSMEs account for 70% of Gross Domestic Product<sup>51</sup>. Despite the potential to accelerate economic development, productive employment and wealth creation, many of the MSMEs have these key business and human rights gaps:

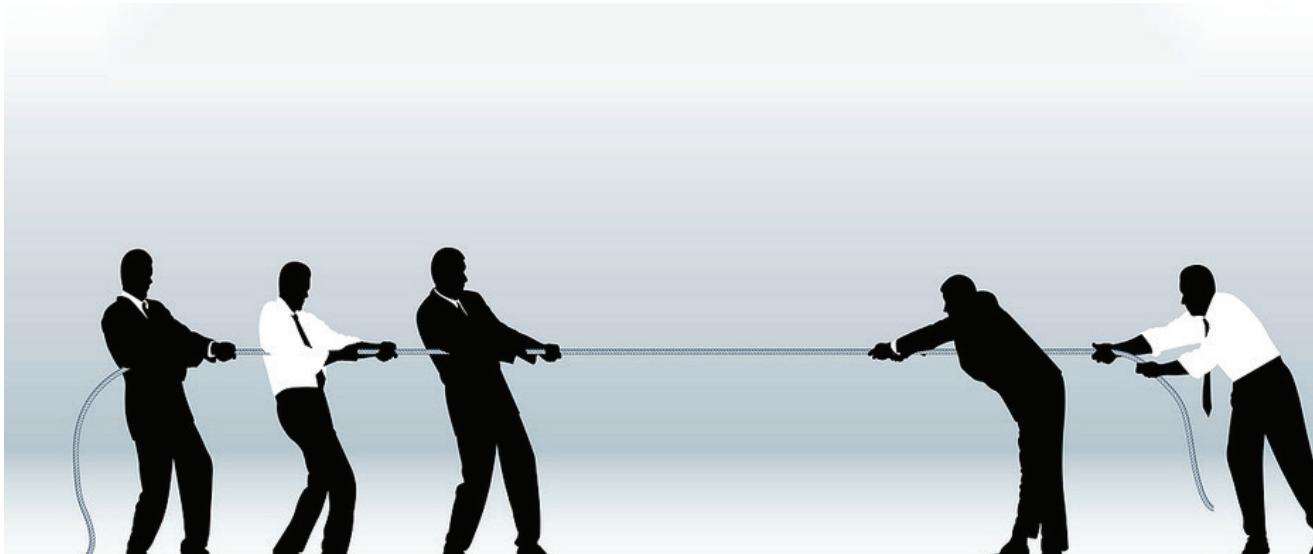
<b>a) Absence of contracts of employment</b>
<b>b) Exploitative contracts of employment</b>
<b>c) Non-unionization of workers</b>
<b>d) Non-adherence to minimum wage payment</b>
<b>e) Non-payment of social security contribution</b>
<b>f) Denial of workers' right to leave, eg. annual leave, maternity leave</b>
<b>g) Non-adherence to safety protocols and standards at the workplace</b>
<b>h) Inadequate or no provision of protective gear for workers</b>

<sup>50</sup><https://moti.gov.gh/v2/project/msme-entrepreneurship-policy/>

<sup>51</sup>Ibid

### i) Inadequate sanitary facilities

#### 3.3.13 Consumer Protection/Anti-Competition Rules



There are several legal provisions<sup>52</sup> targeted at the protection of consumers in Ghana, yet they are not harmonized. Presently, there is no public agency specifically responsible for ensuring the protection of the Ghanaian consumer. Additionally, there is weak enforcement of data protection, anti-competition laws and inadequate laws prohibiting anti-trust and price collusion in Ghana.

#### 3.3.14 Access to Effective Remedy Deficits



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<sup>52</sup> See Appendix 5

State-Based Judicial Mechanism	State-based Non-Judicial Mechanism	Non-State-based Grievance Mechanism
<ul style="list-style-type: none"> <li>▪ High cost of litigation</li> <li>▪ Long delays in court processes</li> <li>▪ Perceived and actual corruption risk with justice delivery</li> <li>▪ Inadequate resources</li> <li>▪ Unequal access to justice delivery infrastructure and services</li> </ul>	<ul style="list-style-type: none"> <li>▪ Limited access to legal aid services</li> <li>▪ Low presence of legal aid scheme</li> <li>▪ Inadequate resources for CHRAJ and LAC</li> <li>▪ Inadequate resources for Police for prosecution</li> <li>▪ Inadequate human and logistical resources at the National Labour Commission</li> </ul>	<ul style="list-style-type: none"> <li>▪ Weak institutional capacity to address grievances</li> <li>▪ Lack of collective bargaining agreements</li> <li>▪ Weak collaboration with state-based judicial mechanisms</li> <li>▪ Absence of redress mechanisms</li> </ul>

# **CHAPTER:4**

# **STRATEGIES AND**

# **INTERVENTIONS**

This chapter highlights the strategies and interventions for the implementation of the NAP-BHR. It seeks to address the key issues identified in the situational analysis in chapter three. The strategies and interventions are summarized in a matrix which contains the objectives, strategies, activities, timeframe, lead and collaborating implementing agencies.

## **4.1 Strategies to achieve Key Objectives of the Three Pillars**

### **4.1.1 Pillar 1: The State's Duty to Protect Human Rights**



On the international level, States generally have a duty to maintain adequate policy space to meet their human rights obligations. The State duty to protect human rights, as outlined in the UNGPs, encompasses several critical responsibilities.

States, including Ghana, must adopt robust and adequate legal frameworks through effective laws, regulations and policies with periodic reviews and provide clear guidance, as well as encourage transparency in providing remedial measures. Additionally, the UNGPs require States to prevent, investigate, sanction, and redress human rights abuses by business enterprises within their jurisdiction.

When it comes to state-owned enterprises, States must take specific actions to prevent human rights abuses through imposition of due diligence requirements and continuous oversight. In conflict-affected areas, States should engage businesses early to identify and mitigate risks of gross human rights abuses and deny public support to such businesses. By implementing these measures, States play a crucial role in ensuring that business enterprises operate in a manner that respects and upholds human rights.

**Key Objective 1: To strengthen institutional capacity to regulate operational and coordination efforts of state and non-state actors for the protection and promotion of human rights in businesses through effective legal frameworks**

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
1.1 Enhance Ghana's commitments towards international obligations	Sign and ratify relevant International Human Rights Instruments and Conventions obligations	X	X	X	X	X	MoFARI & OAG&MoJ	MDAs, Cabinet, Parliament
	Adopt and ratify ILO Conventions	X	X	X	X	X	OAG&MoJ, MoFARI	Cabinet, Parliament, MDAs
	Periodic reporting on international human rights instruments, mechanisms and ILO Conventions	X	X	X	X	X	OAG&MoJ, NDPC, MoFARI	MDAs, CHRAJ, CSOs, GIPC
1.2 Strengthen institutional and management practices of Blue Economy/Ocean obligations	Review and harmonize existing laws relative to the blue economy to mainstream business and human rights	X	X	X	X	X	MESTI, MoT MoFAD	MDA, GMA
	Develop a comprehensive policy on blue economy to incorporate business and human rights	X					MESTI, MoT, MoFAD	NDPC, EPA, Fisheries Commission
	Develop guidelines to mainstream business and human rights into sector plans	X	X	X	X	X	NDPC	MDAs, MMDAs, OoP (SDG Advisory Unit, M&E, Secretariat)
	Establish multi-sectoral coordination platform for blue economy	X					MESTI	NDPC, MELR, OoP, MoFAD, MoT

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
<b>1.3</b> Enhance institutional capacity and policy framework on compulsory acquisition of land to uphold human rights.	Draft L.I to operationalize the new Lands Act to incorporate women's rights including compensation and resettlement in compulsory land acquisition.	X					MLNR, OAG&MoJ	Parliament, Cabinet, Lands Commission, MinCom, Forestry Commission, Traditional Authorities, CHRAJ, MDAs, MMDAs, MoF, LUSPA, OASL,
	Develop guidelines on extensive consultation on compulsory acquisition of lands to safeguard human rights of communities.	X					MLNR, OAG&MoJ	MoGCSP, NDPC
	Organize awareness creation programmes on the rights of individuals and communities in compulsory land acquisition	X	X	X	X	X	MLNR	NCCE, Mol, ISD, Lands Commission, MMDA's, CHRAJ
	Organize capacity building programmes for state and non-state actors on human rights-based approach to development programming business and human rights	X	X	X	X	X	CHRAJ	MDAs, MMDAs, OAG&MOJ, NDPC, Organised labour, GEA, PEF, AGI, Business Enterprises, CSOs, DPs
	Build capacity of law enforcement agencies and other stakeholder institutions on compulsory land acquisition	X	X	X	X	X	CHRAJ MLNR	MINTER, OAG&MOJ, MoF
<b>1.4</b> Enforce businesses' compliance with Human Rights laws and mechanisms in the business environment	Amend existing laws and mechanisms to protect human rights.	X	X	X	X	X	OAG&MOJ, MoTI, CHRAJ	Judiciary, Cabinet, Parliament, SIGA, ORC, MDAs

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Disaggregate data on the prosecution of business and human rights infractions.						OAG&MOJ	EOCO, OSP, Judiciary, GPS, EPA, LAC
	Integrate the NAP-BHR into the preparation of guidelines for medium term development plans.	X	X	X	X	X	NDPC	MLGDRD, MDAs, MMDAs, OHCS, OHLGS, PSC
	Incorporate tax incentives into existing polices for businesses who are BHR compliant.	X	X	X	X	X	GRA, MoF	CSOs, PEF, AGI, TUC, GEA, GIPC, MoTI
	Educate and encourage people to come forward as whistleblowers	X	X	X	X	X	CHRAJ, NCCE	ISD, CSOs, Media, MoI
	Enforce the laws that protect whistleblowers and witnesses on BHR violations	X	X	X	X	X	Judiciary, OAG&MOJ	MINTER, Ministry of National Security, OSP, EOCO, Auditor General, CHRAJ, MNC, NaCoC, Traditional Authorities
	Organise sensitisation programmes to promote compliance by businesses with the National Pensions Act, 2008 (Act 766)	X	X	X	X	X	SSNIT, NPRA	MELR, Trade Unions, AGI, Media, PEF, MoI
	Enforce compliance by business with regard to payment of minimum wage and employees' SSNIT contributions	X	X	X	X	X	SSNIT, NPRA	SSNIT, AGI, GEA, PEF, National Labour Commission, Trade Unions, MELR, MoF, NLC

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Ensure that institutions appoint human rights desk officers	X	X	X	X	X	CHRAJ	NDPC, DPs, MDAs, MMDAs
	Build capacity of human rights desk officers to report on BHR activities.	X	X	X	X	X	CHRAJ	NDPC, DPs, MDAs, MMDAs, OAG&MOJ, MOTI, GEA, AfCFTA Secretariat
	Organise sensitization programs to promote and encourage compliance with child rights and business principles	X	X	X	X	X	CHRAJ	MoGCSP, NDPC, DPs, GNCRC
	Intensify the enforcement of the Cyber Security Act, 2020 (Act 1038) and the implementation of the National Child Protection Framework to ensure the protection of children from Online Child Sexual Exploitation and Abuse (OCSEA)	X	X	X	X	X	MoCD, CSA	MoGCSP, JS, GCT, GPS, GES, CSOs
	Ratify the Optional Protocol to the CRC on the Sale of Children, Child Prostitution and Child Pornography	X					OAG&MOJ, MoGCSP	MoFARI, CHRAJ, Parliament, Cabinet
<b>1.5</b> Enact new legislations and strengthen the implementation of the existing laws on the protection of vulnerable groups	Build the capacity of relevant institution to promote the implementation of the Affirmative Action Act 2024  Organize sensitization and education on the Affirmative Action Act, 2024  Develop public education programmes and interventions to enhance the implementation of existing laws aimed at eradicating stigmatization and discrimination against PWDs and KPs	X	X	X	X	X	MoGCSP, NCCE	GFD, NCPD, Parliament, CSOs, MoE, ISD, MoI, CHRAJ

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Engage institutions on the provision of friendly infrastructure for PWDs.	X	X	X	X	X	MoGCSP, GSA	MMDAs, Professional Bodies and Associations, Media, MDAs, AESL
	Sensitize and support women in the informal sector in their business operations	X	X	X	X	X	CHRAJ, MoGCSP	NCCE, AGI, CSOs
	Review policies on businesses to curtail child labour in the mining, fishing, and farming areas.	X	X	X	X	X	MLER, MoGCSP	MOFA, MinCom
	Promote local content on recruitment of youth and PWDs by businesses in their operational areas	X	X	X	X	X	MoYS MELR	YEA, NSS, NYA, GEA
	Engage state institutions and businesses to develop, promote and publicize SGBV policy to realize a world of work-free from violence and harassment.	X	X	X	X	X	MoGCSP	CHRAJ, MMDAs, MDAs, SIGA
	Organize sensitization programmes on SGBV and available redress mechanisms	X	X	X	X	X	MoGCSP	CHRAJ, MMDAs, MDAs, NMC, SIGA, NCCE, ISD, Media
	Conduct annual data collection on SGBV across sectors	X	X	X	X	X	GSS	MoGCSP, DOVVSU, CHRAJ, CSOs
	Organize sensitization programmes on available redress mechanisms	X	X	X	X	X	CHRAJ, NCCE, MoGCSP	OAG&MOJ, MPs, TUC, MMDAs
	Review the Domestic Violence Act, 2007 (Act 732) to provide protection for domestic workers	X	X				MoGCSP, OAG&MOJ	Parliament, Employers Association, Trade Unions, CSOs, CHRAJ, DOVVSU, DPs
	Facilitate the passage of the Persons with Disability Bill	X	X				MoGCSP, OAG&MOJ	Parliament, Employers Association, Trade Unions, CSOs, CHRAJ, NCPD, GFD

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
1.5 Promote the protection of caregivers' rights at the workplace	Facilitate the review and passage of the Children's Bill to reflect BHR	X	X				MoGCSP, OAG&MOJ	MELR, OAG&MOJ, Parliament, Employers Association, Trade Unions, CSOs, CHRAJ, DPs
	Review of the Juvenile Justice Act, 2003 (Act 653)	X	X				MoGCSP, CHRAJ, CSOs,	Department of Children, MELR, OAG&MOJ, Parliament, Social Partners, DPs
	Organize capacity building, public education, and sensitization programmes on the implementation of legislations on the protection of vulnerable groups in business and workplace settings	X	X	X	X	X	MoGCSP, CHRAJ, OAG&MOJ	NCCE, ISD, MELR, MoI, Employers Association, Trade Unions, CSOs, NCPD, GFD, DPs
	Develop guidelines for the protection and promotion of caregivers' rights at the workplace.	X	X	X	X	X	MoGCSP	CHRAJ, MDAs, MMDAs, DPs
	Sensitize employers and trade unions to caregivers' rights at the workplace	X	X	X	X	X	MoGCSP	CHRAJ, MELR, MoH, OAG&MOJ, DPs
	Enforce the implementation of guidelines on caregivers' rights at the workplace	X	X	X	X	X	MoGCSP	CHRAJ, MELR, MoH, OAG&MOJ, DPs
1.6 Mainstream BHR into the educational system	Facilitate the incorporation of BHR into educational curriculum from the Basic Education Level through to Senior High School Level.	X	X	X			MOE	CHRAJ, GES, NaCCA, MoF, NCCE, CHASS, DPs
	Build capacity of teachers on BHR principles and standards	X	X	X	X	X	MOE, GES, CHRAJ	CHASS, Heads of Private School Associations
	Sensitize school proprietors/head teachers to BHR principles and standards.	X	X	X	X	X	CHRAJ	MOE/GES/NCCE, CHASS, Heads of Private School Associations

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
<b>1.7</b> Strengthen the policy, regulatory and institutional framework for the promotion and protection of labour rights	Review existing laws to protect labour rights	X	X	X			MELR, OAG&MOJ	MoGCSP, MDAs, MMDAs, Parliament, Labour Department, PPA, GAC, Trade Unions
	Organize capacity building, public education and sensitization programmes on promotion and protection of labour rights including OSH, employment of PWDs, zero tolerance for sexual harassment, non-discrimination against HIV/AIDS victims, etc.	X	X	X	X	X	MELR, CHRAJ, OAG&MOJ	MoGCSP, MDAs, MMDAs, Parliament, Labour Department, NMC
<b>1.8</b> Strengthen the legal, policy, regulatory and institutional framework for the protection of environmental rights	Review laws on the promotion of environmental rights and the protection of land, water bodies, and forest	X	X	X	X	X	MESTI	MDAs, MMDAs, Parliament, EPA, CHRAJ, OAG&MOJ, MLNR, MSWR, CSOs
	Organize capacity building, public education and sensitization programmes on the protection of environmental rights	X	X	X	X	X	MESTI	CHRAJ, NCCE, MOI, MCRA, MoE, CSOs
	Mainstream climate change policy into sector plans with focus on children, women, youth, local and marginalized communities.	X	X	X	X	X	NDPC, MESTI	MDAs, MMDAs, DPs
	Organize capacity building training workshops on climate change related planning and management	X	X	X	X	X	NDPC, EPA	MDAs, MMDAs
	Sensitize communities to climate resilience and build adaptive capacity against climate related hazards and natural disasters	X	X	X	X	X	NADMO, EPA	MDAs, MMDAs, CSOs

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
<b>1.9</b> Strengthen legislation, and institutional framework for the environment and climate change	Review laws on the promotion of environmental rights and the protection of land, water bodies and the forest.	X	X	X			MESTI, OAG&MOJ	MLNR, EPA, Forestry Commission
	Organize capacity building, education, and sensitization on the protection of environmental rights	X	X	X	X	X	MESTI, CHRAJ	NCCE, EPA, MMDAs
	Build capacity of enforcement agencies on environmental rights protection	X	X	X	X	X	MESTI, CHRAJ	MLNR, EPA
<b>1.10</b> Strengthen the capacity of environmental rights protection oversight institutions on BHR	Build the capacity of law enforcement agencies on environmental rights protection	X	X	X	X	X	MESTI, EPA, CHRAJ	OAG&MOJ, MLNR, Forestry Commission, MMDAs MOF, Relevant Security Agencies, CSOs
	Organize public education and sensitization programmes on environmental rights protection	X	X	X	X	X	MESTI, EPA	CHRAJ, OAG&MOJ, MLNR, Forestry Commission, MMDAs, CSOs
<b>1.11</b> Integrate BHR standards/ principles into the operations of business enterprises	Develop a BHR Gender Policy	X	X				MoGCSP, OAG&MOJ	SIGA, MoF, MoTI, GEA, PEF, CHRAJ, NDPC
	Organize capacity building, public education and sensitization programmes on the BHR gender Policy	X	X	X	X	X	MoGCSP, CHRAJ	SIGA, MoF, OAG&MOJ, GEA, PEF, MoTI, Trade Unions, Ghana Employers' Associations
	Advocate for the enforcement of freedom of expression under the constitution	X	X	X	X	X	MoI	Traditional Authorities, CSOs, CHRAJ, NCCE, NMC, GJA, Religious leaders
<b>1.12</b> Create enabling environment that respects people's Constitutional rights to peaceful assembly and to take part in processions	Create awareness on the rights of citizens to peaceful assembly to advance their concerns on respect for HR by businesses	X	X	X	X	X	CHRAJ, NCCE, CSOs	GPS, MINTER, OAG&MOJ, TUC

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Engage the security services to protect the rights of citizens to peaceful assembly and processions as a way of raising concerns about HR and violations by businesses.	X	X	X	X	X	CHRAJ, NCCE, CSOs	GPS, MINTER, OAG&MOJ, TUC
<b>1.13</b> Create enabling environment that respects the rights to form associations and join trade unions	Review the Labour Act to strengthen the guaranteed right of workers to join Trade Unions	X	X	X	X	X	MELR, MoTI, TUC	NLC, GFZA, GIPC, GAB
	Develop and implement a roadmap/guideline for both public and private sector workers to form associations and freely join trade unions						MELR, MoTI	NLC, GFZA, GIPC, TUC, GAB
<b>1.14</b> Strengthen human rights laws and regulations to increase Human Rights protection in business activities (both internal and external)	Review existing human rights laws to be gender responsive and compliant to BHR standards	X	X	X	X	X	OAG&MOJ, CHRAJ, MoGCSP	SIGA, MDAs, CSOs, GEA, Trade Unions, Ghana Employers' Associations
	Prepare guidelines to inform the development of Code of Ethics and Conduct for business entities in line with BHR	X	X	X	X	X	CHRAJ	PEF, TUC, GEA, ORC
	Organize workshops to sensitize and educate on compliance by businesses with the provisions in the Labour Law	X	X	X	X	X	CHRAJ, MELR	GMWU, GAWU, PEF, Trade Unions
<b>1.15</b> Incorporate BHR principles in the Public Procurement Act	Review the PPA Act to incorporate the BHR Clauses and Gender responsive Human Rights Due Diligence (HRDD) in contracts	X	X	X	X	X	OAG&MOJ, CHRAJ, PPACSOs	Parliament, CSOs, PEF

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Organize capacity building, public education and sensitization programmes on BHR Component of Public Procurement Laws	X	X	X	X	X	PPA, CHRAJ	MoF, OAG&MOJ, Trade Unions, GEA, CSOs
	Incorporate BHR requirements into existing procurement guidelines	X	X	X	X	X	PPA, CHRAJ, MoGCSP	MoF, OAG&MOJ, SIGA, CSOs, Trade Unions, GEA
<b>1.16</b> Promote inclusion of BHR-responsive provisions and gender sensitivity clauses into trade and investment agreements	Review and integrate BHR principles into trade and investment agreements	X	X	X	X	X	MoTI, OAG&MOJ, GIPC	CHRAJ, MoF, Trade Unions, GEA, AGI
<b>1.17</b> Strengthen regulations on local content in the oil and gas sector and other sectors to be BHR-responsive	Review and integrate BHR principles into local content regulations	X	X	X	X	X	MoEN, OAG&MOJ	MoF, CHRAJ, GNPC, Petroleum Commission, Trade Unions, GEA, PIAC, CSOs, Employers' Associations
	Organize capacity building, and sensitization programmes on local content regulations	X	X	X	X	X	MoEN, OAG&MOJ	CHRAJ, GNPC, Petroleum Commission, Trade Unions, GEA, CSOs, Forestry Commission, MLNR, MMDAs, MoF
<b>1.18</b> Strengthen oil and gas local content regulations to reflect BHR principles	Review and integrate BHR principles into local content regulations						MoEN, OAG&MoJ	MoF, CHRAJ, GNPC, Petroleum Commission, organized labour and Employers' Associations, CSOs, relevant stakeholders, PIAC
	Organize capacity building, and sensitization programmes on local content regulations						MoEN, OAG&MoJ	MoF, CHRAJ, GNPC, Petroleum Commission, organized labour and Employers' Associations, CSOs, relevant stakeholders, PIAC
<b>1.19</b> Safeguard Consumer Rights	Facilitate the passage of the Consumer Protection Bill into law	X	X	X	X	X	MoTI	OAG&MOJ, Parliament, MoF, GSA, CSOs, FDA, CSIR
	Enforce the existing laws and policies aimed at ensuring consumer rights						MoTI	CSOs, MMDAs, FDA, GSA

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Organize public education and sensitization programmes on consumer rights	X	X	X	X	X	MoTI	OAG&MOJ, CHRAJ, CPA, FDA, GSA, CSOs
<b>1.20</b> Strengthen capacity of businesses on BHR compliance	Conduct needs assessment of businesses on BHR compliance	X	X	X	X	X	CHRAJ	ORC, MOTI
	Develop training manual on NAP-BHR	X	X				MSD, CHRAJ	ORC, MOTI, GIPC, GFZA,
	Organize capacity building workshops on the NAP-BHR	X	X	X	X	X	MoTI, CHRAJ	GIPC, ORC, GFZA, Employers' Association
	Institute mechanisms to ensure businesses obtain Free, Prior and Informed Consent (FPIC) from communities in the allocation of mining concessions.	X	X	X	X	X	MinCom	MOTI, ORC, GFZA, Traditional Authorities, MDAs, EPA, Lands Commission, MMDAs, CHRAJ
<b>1.21</b> Strengthen implementation of National Anti-Corruption Action Plan (NACAP) to reduce bribery and corruption in all forms	Review NACAP to reflect NAP-BHR	X	X				CHRAJ	GSS, MDAs, MMDAs
	Conduct periodic surveys on the incidence of corruption	X	X				CHRAJ	CHRAJ, NDPC, CSOs <sup>53</sup>
<b>1.22</b> Institute BHR Due Diligence, Rating and Certification for businesses	Develop and mainstream NAP-BHR Due Diligence Guidelines for businesses	X	X	X	X	X	CHRAJ, ORC	OAG&MOJ, SIGA, MDAs, MMDAs
	Undertake regular inspection of businesses on their compliance with NAP-BHR principles	X	X	X	X	X	CHRAJ, ORC	SIGA, MDAs, MMDAs, GIPC
	Publish yearly ratings and certification of businesses on their compliance with BHR principles	X	X	X	X	X	CHRAJ, ORC	SIGA, MDAs, MMDAs, GIPC

<sup>53</sup><https://www.transparency.org/en/cpi/2023>

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
<b>1.23</b> Strengthen compliance and enforcement of BHR Principles by multinational organisations	Organize orientation for multinational organisations on compliance with BHR Principles	X	X	X	X	X	CHRAJ, MoFARI, GIPC, OAG&MOJ	SIGA, MDAs, MMDAs
	Undertake periodic inspection of multinational organisations on their compliance with OHCHR Guiding Principles on BHR	X	X	X	X	X	CHRAJ, GIPC	MoFARI, SIGA, MDAs, MMDAs
	Publish ratings of corporate entities on compliance with BHR principles	X	X	X	X	X	CHRAJ, GIPC	MoFARI, SIGA, MDAs, MMDAs, Media

#### 4.1.2 Pillar 2: The Corporate Responsibility to Respect Human Rights



Business enterprises are obligated to respect human rights by preventing infringement and addressing any adverse effects, adhering to internationally recognized human rights standards including those outlined in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

In line with the UNGPs, businesses are expected to adopt policies and processes that prioritize Human Rights and Due Diligence to effectively manage adverse impacts from their operations and implement remediation mechanisms. In fulfilment of this duty, businesses are obliged to prevent and or mitigate negative human rights impacts, and effectively address these violations directly linked to their operations, products, or services when they occur through business relationships, and transparently report on them.

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
<b>2.1</b> Strengthen periodic implementation and reporting mechanisms on business and human rights	Set up BHR desks and assign desk officers to be in charge	X	X	X	X	X	CHRAJ	MDAs, MMDAs, ORC NDPC, CSO, PEF, AGI, PEF, GEA, GFZA
	Develop internal BHR policy	X	X	X	X	X	CHRAJ	MDAs, MMDAs, NDPC, CSO, GIPC, PEF, AGI, GEA, Ghana Employers' Associations, GAB,
	Organize Trainer of Trainers for BHR desk officers						CHRAJ	MDAs, MMDAs, NDPC, CSOs, GEA, PEF, AGI, Trade Unions
	Publish ratings of corporate entities on compliance with BHR principles	X	X	X	X	X	CHRAJ, GIPC	MoFARI, SIGA, MDAs, MMDAs, Media
	Conduct human rights due diligence and submit reports to CHRAJ	X	X	X	X	X	CHRAJ	MDAs, MMDAs, NDPC, CSOs, ORC, GFZA, GEA, PEF, AGI, GIPC
	Establish internal grievance reporting mechanisms on BHR	X	X	X	X	X	Employers' Associations GEA,	MDAs, MMDAs, MoTI, CSOs, PEF, AGI, CHRAJ
	Sensitize Workers on their rights and grievance-redress mechanisms	X	X	X	X	X	Employers' Associations, GEA	MDAs, MMDAs, CSOs, PEF, AGI, CHRAJ, Trade Unions
	Submit annual report on BHR compliance to CHRAJ	X	X	X	X	X	CHRAJ, OAG&MOJ	MDAs, MMDAs, NDPC, CSOs, GEA, PEF, AGI, GEPA, MoTI
<b>2.2</b> Enhance public knowledge and awareness among institutions and rights-holders on the impact of business on human rights	Organize nationwide fora to educate the public on business and human rights.	X	X	X	X	X	CHRAJ, NCCE	OAG&MOJ, NMC, CSOs, Media, ISD, CBOs, FBOs
	Sensitize rights-holders and employees to legal regulatory and policy framework on business and human rights.						CHRAJ, MELR, MoGCSP	OAG&MOJ, MDAs, MMDAs GEA, PEF, AGI, other Business Enterprises, CSOs, TUC, National Labour Commission

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Organize orientation for trade unions on the protection and fulfillment of their human rights.	X	X	X	X	X	CHRAJ	MELR, GEA, PEF, AGI, TUC, CSOs, LAC, MDAs, MMDAs, OAG&MOJ
	Organize town hall and community durbars on the protection and fulfillment of human rights in business.	X	X	X	X	X	CHRAJ, NCCE	MDAs, MMDAs, GEA, PEF, AGI, TUC, CSOs, Traditional Authorities, JS

#### 4.1.3 Pillar 3: Access to Effective Remedy



This pillar emphasises access to effective remedy for victims of human rights violations and abuses by business enterprises, both public and privately owned across their value chain. The importance of accessible state and non-state judicial mechanisms and institutions to victims is a key driver in addressing human rights infractions especially to individuals and communities, thereby ensuring effective access to justice.

The UNGPs therefore obligates the State to protect human rights through its legal and regulatory frameworks to provide accessible, effective judicial and non-judicial remedies for human rights abuses, through impartial, fair, and capable means.

Also, businesses themselves must establish grievance mechanisms to address human rights impacts from operations or relationships, ensuring accessibility, transparency, and effectiveness in resolving complaints and providing appropriate remedies.

**Key Objective 3: To empower rights-holders to assert their human rights within the business environment**

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
<b>3.1</b> Enhance public knowledge and awareness among institutions and rights-holders on the impact of business on human rights obligations	Organize nationwide fora to educate the public on business and human rights.	X	X	X	X	X	CHRAJ, NCCE	OAG&MOJ, NMC, CSOs, Media, ISD, CBOs, FBOs
	Sensitize rights-holders and employees to legal regulatory and policy frameworks on business and human rights.	X	X	X	X	X	CHRAJ, MELR, MoGCSP	OAG&MOJ, MDAs, MMDAs GEA, PEF, AGI, other Business Enterprises, CSOs, TUC, National Labour Commission
	Organize orientation for trade unions on the protection and fulfilment of human rights.	X	X	X	X	X	CHRAJ	MELR, GEA, PEF, AGI, TUC, CSOs, LAC, MDAs, MMDAs, OAG&MOJ
	Organize town hall and community durbars on the protection and fulfilment of human rights in business.	X	X	X	X	X	CHRAJ, NCCE	MDAs, MMDAs, GEA, PEF, AGI, TUC, CSOs, Traditional Authorities, JS
<b>3.2</b> Strengthen capacity of rights-holders, employees, communities, in asserting their human rights	Organize capacity building programmes for rights-holders on BHR	X	X	X	X	X	CHRAJ, MELR, MoGCSP	OAG&MoJ, MDAs, MMDAs, Organized Labour, Employers' Associations, CSOs
	Sensitize rights-holders and employees to labour and social protection laws	X	X	X	X	X	CHRAJ	MELR, Organized Labour, Employers' Associations, CSOs
	Organize orientation sessions for employees and labour unions on the protection and fulfilment of human rights by corporate entities	X	X	X	X	X	CHRAJ, NCCE	MDAs, MMDAs, Organized Labour, Employers' Associations, CSOs

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Organize town hall meetings for communities and individuals aimed at empowering them on the protection and fulfilment of human rights by corporate entities	X	X	X	X	X	CHRAJ/ LAC	MDAs, MMDAs, Organized Labour, Employers' Associations, CSOs, Traditional Authorities
	Advocate for the, provision of free legal services to communities affected by business-related human rights abuses and violations	X	X	X	X	X	CHRAJ, OAG&MoJ, NDPC	MDAs, MMDAs, Organized Labour, Employers' Associations, CSOs

**Key Objective 4: To enhance access to effective remedy for victims of business-related human rights abuses and violations in business operation.**

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
4.1 Strengthen the provision of free legal services to persons and communities affected by business-related human rights abuses and violations	Provide free legal services to persons and communities affected by business-related human rights abuses and violations	X	X	X	X	X	CHRAJ/ LAC	MDAs, MMDAs, Employers' Associations, PEF, AGI, other Business Enterprises, CSOs, JS, GBA, Traditional Authorities, Trade Unions, NLC, Ghana Arbitration Centre, GHACMA, ADRC
4.2 Strengthen victims' reporting channels on BHR abuse, violations and remedial actions	Strengthen whistle-blowing mechanisms and systems for abuse and violations <sup>54</sup>	X	X	X	X	X	CHRAJ	MDAs, MMDAs, Trade Union, CSOs,
	Establish effective channels for complaints and redress mechanism	X	X	X	X	X	MDAs, MMDAs, OOP	CHRAJ, OAG&MOJ GPS, JS, JUDICIARY
	Institute mechanisms and systems for reporting and monitoring on BHR remedial measures	X	X	X	X	X	CHRAJ	MDAs, MMDAs, Trade Union, Employers' Associations CSOs, OAG&MOJ, Police, JS, Media

<sup>54</sup>BHR Website

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
	Establish structures at the local levels for effective mediation between businesses and affected communities	X	X	X	X	X	MDAs, MMDAs	CHRAJ, GPS, JS, NDPC, ICBs, Traditional Authorities, FBOs, LAC, CBOs
	Institute judicial mechanisms to expedite adjudication of BHR cases	X	X	X	X	X	Judiciary, OAG&MOJ	MDAs, MMDAs, GPS, CHRAJ, CSOs, Ghana Arbitration Centre, GHACMA, ADRC
<b>4.3</b> Strengthen access to remedy mechanisms against business and human rights abuses and violations	Organize sensitization and awareness creation programmes on rights-holders and victims' access to judicial and non-judicial justice	X	X	X	X	X	OAG&MOJ	LAC, GBA, Media, NLC
<b>4.4</b> Strengthen institutional capacity on effective, inclusive and gender-responsive access to remedy	Advocate for an increase in the budgetary allocations to the state judicial and non-judicial institutions	X	X	X	X	X	OAG&MOJ, CHRAJ	Parliament, MoF, JS CSOs
	Organize capacity building programmes for law enforcement agencies on judicial and non-judicial remedial services on BHR violations.	X	X	X	X	X	OAG&MOJ, Judiciary	CHRAJ, GPS, CHRAJ, MINTER, GBA, LAC, Ghana Prisons Service, JS
	Organize capacity building programmes for lawyers, human rights defenders and judicial officers on access to effective remedy for victims of BHR abuse	X	X	X	X	X	OAG&MOJ, CHRAJ	Judiciary, JS, GPS, MINTER, GBA, CSOs, LAC, CBOs

**Key Objective 5: Improve culture of adaptive learning and monitoring systems at relevant institutions involved in protecting human rights**

STRATEGIES	ACTIVITIES	TIMEFRAME					IMPLEMENTING AGENCIES	
		2025	2026	2027	2028	2029	LEAD	COLLABORATING
<b>5.1</b> Establish monitoring, evaluation and learning systems	Develop a comprehensive MEL Plan	X	X	X	X	X	MDAs, MMDAs	NDPC, CSOs, RCC, CHRAJ
<b>5.2</b> Budgetary allocation and commitment to MEL activities	Allocate budget for measuring and learning events	X	X	X	X	X	MDAs, MMDAs, NDPC	CSOs, RCC, CHRAJ, MoF
<b>5.3</b> Performance evaluation of NAP-BHR	Evaluate the implementation of NAP-BHR at the mid-term and the end of 5-year period	X	X	X	X	X	CHRAJ, NDPC, GSS	MDAs, MMDAs, CSOs, NLC

# **CHAPTER:5**

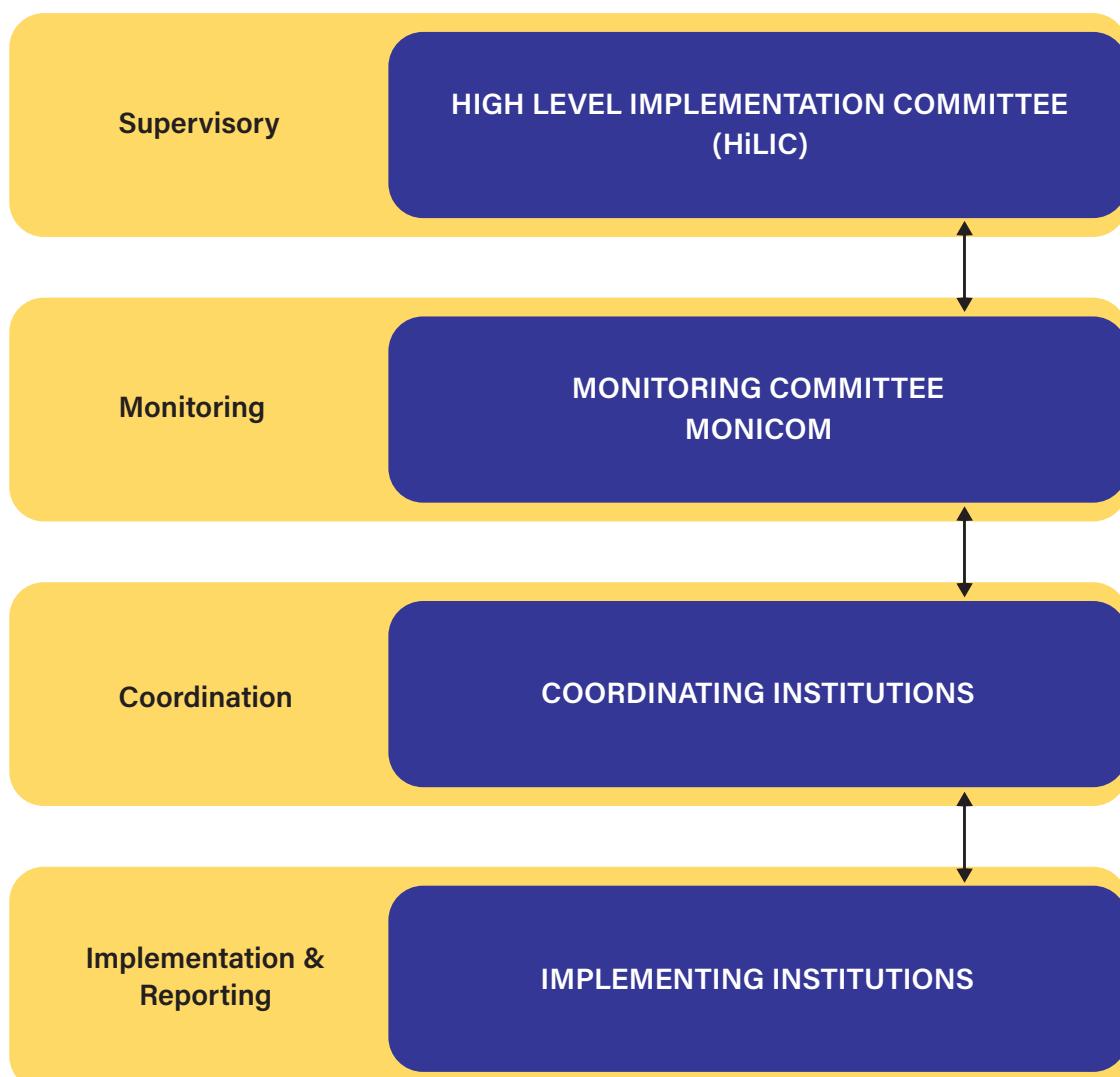
# **IMPLEMENTATION**

# **ARRANGEMENTS**

The successful implementation of the NAP-BHR depends on institutional arrangements designed to ensure effective supervision, coordination, monitoring, evaluation, and reporting on activities. State and non-state actors at both the national and subnational levels have been identified as key stakeholders to drive the implementation of the plan. These actors are expected to prioritize the proposed interventions in their annual work plans and ensure sufficient resource allocation for effective implementation.

A framework for implementation and reporting has been designed to further ensure that the actors are implementing these activities and reporting periodically with well-coordinated functions. The diagram below depicts the institutional arrangements for implementing the NAP-BHR.

#### **Institutional Framework for the NAP-BHR Implementation and Reporting**



The implementation of the NAP-BHR is for a period of five (5) years (2025 – 2029) and would require state and non-state actors to strategically align their policies, plans, programmes, projects, and activities to the human rights principles and standards. The description of the various committees and some units in the institutional framework is as follows:

## **5.1 High Level Implementation Committee (HiLIC)**

This HiLIC shall be responsible for prioritising interventions and providing strategic policy direction on the NAP-BHR. It will serve as an advisory body to the implementing agencies and assist the Monitoring Committee (MONICOM) in coordinating the implementation of the NAP-BHR.

The Chairperson of the HiLIC shall be from the office of the President of the Republic of Ghana, assisted by the Commissioner of CHRAJ as the Vice Chair, the Director of Human Rights, CHRAJ as Member/Secretary

The membership of HiLIC shall not be more than twenty-five (25) persons drawn from state and non-state institutions

Below is the composition of the membership:

Office of the President
Office of the Attorney-General and Ministry of Justice
Ministry of Foreign Affairs and Regional Integration
Commission on Human Rights and Administrative Justice
Parliament
The Judiciary
National Development Planning Commission
Civil Society Organizations
Ministry of Environment, Science and Technology
Ministry of Lands and Natural Resources
Ministry of Local Government and Rural Development
Ministry of Sanitation and Water Resources
Private Enterprise Federation
National Commission for Civic Education

National House of Chiefs
State Interest and Governance Authority
Ministry of Trade and Industry
Ministry of Finance
Employers' Associations
Trades Union Congress
Office of the Registrar of Companies
Ghana Statistical Service

The HiLIC shall hold at least three meetings in a year and ensure high-level commitment to the implementation of the NAP-BHR through the following:

- Provide policy and strategic guidance for NAP-BHR implementation
- Facilitate the integration of NAP-BHR into annual programmes of work of businesses, agencies and organizations
- Review reports from MONICOM
- Facilitate timely release of resources for implementation of NAP-BHR
- Perform any other functions that would assist in achieving the objectives of the MONICOM

## 5.2 Monitoring Committee (MONICOM)

The Monitoring Committee (MONICOM) shall comprise representatives from state and non-state institutions and will be responsible for monitoring the progress of implementation of the NAP-BHR through its lifespan. The MONICOM shall meet at least twice in a year.

Membership of the MONICOM shall not exceed sixteen (16), chaired by CHRAJ and drawn from the following institutions:

SN	Institution	No. of Reps
1	Commission on Human Rights and Administrative Justice	3
2	National Development Planning Commission	2
3	Office of the Registrar of Companies	1
4	Public Services Commission	1
5	State Enterprises Commission	1

SN	Institution	No. of Reps
6	Ministry of Local Government, Decentralization and Rural Development	1
7	Minerals Commission	1
8	Lands Commission	1
9	Forestry Commission	1
10	Environmental Protection Agency	1
11	Private Enterprise Federation	1
12	CSOs	1
13	Ghana Anti-Corruption Coalition	1

### 5.3 Coordination Agencies

The coordinating agencies which shall report regularly to MONICOM and coordinate activities under the NAP-BHR are CHRAJ, NDPC and GSS.

### 5.4 The Business and Human Rights Unit

The Business and Human Rights Unit at CHRAJ is to coordinate the implementation of the NAP-BHR, which includes developing annual work plans and reporting templates, building capacity of businesses and providing guidance to implementing agencies.

The BHR Unit will serve as the Secretariat for all NAP-BHR-related activities. It will also provide administrative and technical support to the HiLIC, the MONICOM as well as the respective Implementing Partners (IPs).

### 5.5 Implementation and Reporting

The agencies identified under the framework are required to report bi-annually on the progress of implementation of the NAP-BHR to CHRAJ.

#### 5.5.0 Roles and Responsibilities of some Key Institutions

As part of the measures to further strengthen the implementation, the following key institutions are tasked to support the operationalization of the NAP-BHR:

#### **5.5.1 Office of the President**

- i. Provide leadership for the implementation of the NAP-BHR
- ii. Provide directions to MDAs and MMDAs to operationalize NAP-BHR.

#### **5.5.2 Office of the Attorney-General & Ministry of Justice**

- i. Provide leadership support in the implementation of the NAP-BHR.
- ii. Mobilize resources for the implementation of the NAP-BHR.
- iii. Coordinate and initiate the formulation and review of legislation pertaining to business and human rights.
- iv. Promote access to justice for victims of human rights violations in business operations.
- v. Introduce innovative and practical solutions for speedy resolution of BHR-related court cases.
- vi. Review policies on matters of business and human rights.
- vii. Review policies on matters of business and human rights.

#### **5.5.3 Commission on Human Rights and Administrative Justice**

- i. Coordinate, monitor, and evaluate the implementation of the NAP-BHR.
- ii. Monitor BHR compliance by public and private enterprises.
- iii. Sensitize and educate the public on the NAP-BHR.
- iv. Sensitize and educate business operators and communities on the NAP-BHR.
- v. Investigate cases on BHR-related abuses and violations.
- vi. Enforce decisions or outcomes of investigations on human rights violations.
- vii. Strengthen the capacity of duty-bearers on BHR activity-based programming.
- viii. Issue advisories to Government on BHR-related matters.
- ix. Develop guidelines on BHR-related matters for businesses in Ghana.
- x. Conduct systemic investigation into the implementation of the NAP-BHR.
- xi. Institute BHR Awards and rating scheme for Companies.

#### **5.5.4 Ministry of Finance**

- i. Mobilize and disburse funds to sectors for the implementation of the NAP-BHR in line with the Public Financial Management Act.
- ii. Ensure integration of the NAP-BHR in all sector budgets and plans.
- iii. Introduce tax incentives to promote BHR compliance.

#### **5.5.5 National Development Planning Commission**

- i. Provide technical support for the High-Level Implementation Committee (HiLIC).
- ii. Align the NAP-BHR with the long-term national development plan.
- iii. Integrate, monitor, evaluate and coordinate BHR into development policies, programmes and projects of MDAs and MMDAs.
- iv. Ensure integration of NAP-BHR in all sector plans and budgets.

#### **5.5.6 Parliament**

- i. Enact laws to regulate business activities in compliance with BHR standards.
- ii. Appropriate resources for implementation of the NAP-BHR.
- iii. Hold state and non-state institutions accountable for business and human rights violations.
- iv. Members of Parliament must hold duty-bearers accountable for BHR violations and abuses within their constituencies.

#### **5.5.7 Civil Society Organizations**

- i. Advocate for the effective implementation of the NAP-BHR.
- ii. Build effective partnerships and networks with government and other actors to implement the NAP-BHR.
- iii. Build capacity of stakeholders including local government, NGOs, private sector and communities to enhance implementation of the plan and rights-based service delivery.
- iv. Promote and disseminate the NAP-BHR to create awareness.
- v. Report violations and abuses on BHR to relevant institutions for redress.
- vi. Report on implementation of NAP-BHR.

#### **5.5.8 Business Entities**

- i. Implement activities under the NAP-BHR.
- ii. Sensitize employees to human rights.
- iii. Set up human rights desks and designate focal persons within their entities.
- iv. Observe the principle of Free, Prior and Informed Consent in acquisition of land and other properties for business operations.
- v. Promote the inclusion of vulnerable persons in their business operations.
- vi. Conduct environmental impact assessments in accordance with existing laws.
- vii. Conduct periodic human rights due diligence.
- viii. Protect consumer rights as set out in law.

#### **5.5.9 Office of the Registrar of Companies**

- i. Incorporate NAP-BHR requirements in the registration and renewal of business enterprises.
- ii. Sensitize and educate business enterprises on BHR compliance issues.
- iii. Monitor compliance with NAP-BHR principles by business enterprises.
- iv. Report the implementation of the NAP-BHR to CHRAJ.

#### **5.5.10 Ministry of Trade and Industry**

- i. Incorporate NAP-BHR requirements into their operations.
- ii. Ensure investors with credible human rights records are considered to invest in the country.
- iii. Review and integrate BHR principles into trade and investment agreements.
- iv. Ensure adherence to human rights standards by investors.

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

- i. Develop public education programmes and interventions to eradicate discrimination against PWDs and KPs.
- ii. Promote women in leadership responsibilities on BHR activities.
- iii. Review policies on state and businesses to curtail child labour in the mining, fishing, and farming areas.
- iv. Organize capacity building, public education and sensitization programmes on the implementation of legislation on the protection of vulnerable groups.

#### **5.5.12. Ministry of Local Government and Rural Development**

- i. Enact bye-laws regarding business operations.
- ii. Enforce protection of rights of the communities within which businesses operate.
- iii. Advocate for compensation of victims of violations and abuses of human rights.
- iv. Carry out community sensitization on business and human rights through the MMDAs.
- v. Mobilize resources to implement the action plan at the local level

#### **5.5.13. National Commission for Civic Education**

- i. Disseminate guidelines and other related information, communication and education materials on business and human rights.
- ii. Organize sensitization programmes on available redress mechanisms.

#### **5.5.14 Ministry of Environment, Science, Technology and Innovation**

Review policies and laws on the promotion of environmental rights, and the protection of land, water bodies, and forest.

#### **5.5.15 Ministry of Lands and Natural Resources**

- i. Organize awareness creation programmes on compulsory land acquisition and land issues.
- ii. Build capacity of law enforcement agencies on land issues.
- iii. Develop a gender-sensitive consultation manual for stakeholders on compulsory acquisition of lands based on provisions in the Land Act.
- iv. Develop a national policy on compulsory acquisition of land for developmental purposes.

#### **5.5.16 Ministry of Employment and Labour Relations**

- i. Promote local content on recruitment of youth by businesses in their operational areas.
- ii. Review policies and laws on the promotion and protection of labour rights including Occupational Safety and Health, employment of PWDs, zero tolerance for sexual harassment, non-discrimination against HIV/AIDS victims, etc.

#### **5.5.17 Ministry of Education**

- i. Facilitate the incorporation of the NAB-BHR into the educational curriculum.
- ii. Develop policies for public and private schools in line with NAP-BHR.

#### **5.5.18 Ministry of Fisheries and Aquaculture Development**

- i. Develop a comprehensive policy on the blue economy.
- ii. Establish a multi-sectoral coordination platform for the blue economy.

#### **5.5.19 Traditional Authorities**

- i. Ensure the adherence to free, prior and informed consent before giving out lands to businesses in their traditional areas.
- ii. Partner with the relevant State agencies to ensure that businesses are BHR compliant.
- iii. Ensure the speedy resolution of BHR-related disputes that may arise in their local areas.

#### **5.5.20 Ghana Statistical Service**

- i. Collect, analyze and disseminate data related to business operations.
- ii. Identify appropriate indicators to guide the collection of relevant data.
- iii. Provide disaggregated data on all marginalized and vulnerable groups.

#### **5.5.21 Private Enterprise Federation**

- i. Develop and operationalize Code of Ethics and Conduct for their members in line with NAP-BHR.
- ii. Organize programmes to enforce compliance by businesses with the provisions in the Labour Law for their members

#### **5.5.22 Development Partners**

- i. Provide technical support for the implementation of the NAP-BHR.
- ii. Provide financial support for the implementation of the NAP-BHR.

# **CHAPTER:6**

# **MONITORING**

# **AND EVALUTION**

The Monitoring, Evaluation, Accountability, and Learning (MEAL) framework is essential to ensuring the successful implementation of the NAP-BHR. Thus, a Monitoring and Evaluation Results Framework has been developed to track and assess the progress of implementation of the NAP-BHR. This framework provides indicators based on the main goal, the five (5) key objectives, strategies, and the accompanying activities of the NAP-BHR. To foster accountability among all key actors in implementing the NAP-BHR, CHRAJ will lead the monitoring and evaluation process.

The primary purpose of the MEAL framework is two-fold:

- Learning from project implementation experience.
- Accountability to project beneficiaries or primary change agents, project donors and other relevant stakeholders.

This framework provides a systematic measurement of progress made in achieving NAP-BHR's strategic objectives. It identifies areas of success, addresses challenges, and provides timely feedback and recommendations for improvement.

The Results framework is developed with measurable indicators to ensure ownership, coherence, and complementarity of interventions in collecting MEAL data and reporting results.

## **6.2 Role of MONICOM in the MEAL**

The MONICOM will be expected to meet at least twice a year and will, among others, have the following responsibilities:

- a. Develop an M&E Plan.
- b. Conduct monitoring and evaluation activities.
- c. Advise implementing agencies on strategies and measures.
- d. Hold periodic review meetings to provide opportunities for information and experience-sharing.
- e. Generate reports.
- f. Develop data collection instruments and tools.
- g. Provide technical support to implementing agencies where necessary.
- h. Assist state agencies, businesses, and CSOs in fulfilling their reporting obligations under the UN and regional treaties.
- i. Generally, facilitate the implementation of the NAP-BHR.

The MONICOM will develop a holistic MEAL Plan to measure the progress of the NAP-BHR. The MEAL plan will provide an overview of implementation to collect and provide information that will assist implementing agencies to:

- a. Make decisions about their budgets for NAP-BHR activities,
- b. Track the progress of implementation of NAP-BHR within their respective institutions,
- c. Assess strategies, systems, and processes to identify and correct weaknesses in the implementation of NAP-BHR, and

- d. Promote collaboration among implementing agencies toward information sharing and fulfilling their reporting obligations.

The MONICOM will report semi-annually in accordance with a standardized reporting tool designed for the purpose. In collaboration with MONICOM, CHRAJ will undertake periodic field visits to businesses to ascertain their compliance with NAP-BHR, conduct mid-term and end-of-term evaluations.

## **6.3 Reporting Mechanism**

To facilitate efficient data collection, a NAP-BHR Online Reporting Dashboard (NAP-BHRORD) will be developed to collect, extract, and collate data submitted by IPs for use. However, reports submitted in hard copies will similarly be sorted out and collated in the appropriate format.

## **6.4 Specific Activities**

### **6.4.1 Data Collection and Tools**

During implementation, CHRAJ and NDPC through MONICOM, will continuously track progress made and routinely supervise the collation of quantitative and qualitative data to verify progress towards achieving the agreed targets. CHRAJ will lead the development of specific tools and instruments for data collection.

### **6.4.2 Data Quality Review**

CHRAJ, NDPC, and GSS, through MONICOM, will regularly review the data gathered to ensure its quality, accuracy, reliability, timeliness, and objectivity.

### **6.4.3 Analysis, Reporting and Dissemination**

MONICOM will produce Annual Progress Reports (APRs) to provide a systematic and structured review of the implementation of the action plan. Periodic reports will be produced to address specific issues that may arise. The reports to be generated will form part of the annual state of human rights situation in Ghana that CHRAJ produces. It will also assist the Government of Ghana, Businesses, and CSOs in fulfilling their reporting obligations under the UN and Regional legal instruments and mechanisms.

### **6.4.4 Stakeholder Participation**

Participatory sessions will be organized quarterly for the civil society, the private sector, government, and development partners to actively participate in the process to review the progress of implementation.

CHRAJ and NDPC will adopt a systematic dissemination approach to ensure that stakeholders, especially those in the regions and districts, fully participate in the MEAL process and ensure relevant feedback is obtained and shared among stakeholders.

#### **6.4.5 Follow-Up and Evaluation**

The MEAL plan will be used to generate information that will allow the measurement of changes that may occur as a result of the implementation of the NAP-BHR. To ensure efficiency and effectiveness, the following key activities will be conducted:

Baseline study
Mid-term Evaluation, after 2 years of project implementation
End-of-project Evaluation within 3-6 months after project end
Semi-annual learning events
Annual Survey
Reporting and dissemination channels and responsibility

#### **6.5 Guiding Principles**

Ghana's NAP-BHR Monitoring, Evaluation, Accountability, and Learning activities will be steered by five key guiding principles. In addition, Ghana's NAP-BHR will be guided by international norms and standards.

- a. Partnership: Key stakeholders will be engaged in collecting data to evaluate the NAP-BHR strategies.
- b. Mutual Accountability: Monitoring and evaluation will be used as a tool for mutual accountability.
- c. Transparency: Data and evaluation findings will be made widely and publicly available to promote ownership, participation, and mutual accountability.
- d. Quality Standards: The MEAL activities will follow relevant international standards for quality, including the OECD/DAC Principles for Evaluation of Development Assistance and the United Nations Evaluation Group (UNEG) Norms and Standards (2005).
- e. Alignment: The NAP-BHR will align with SDG indicators and draw on existing national and international data.

#### **6.6 Theory of Change Underpinning the NAP-BHR**

The theory of change is a guide for the implementation, measurement and learning of the NAP-BHR. This articulates the problem statement, key outcomes, actors and assumptions.

The National Baseline Assessment Report (NBA, July 2022) identified various gaps and issues pertaining to the state of business and human rights in Ghana.

These gaps include systemic failures, uncoordinated regulatory frameworks by relevant state institutions, unguarded BHR principles and rights-holders uninformed about their rights to access remedy. Ghana has committed to address these gaps through the development of the NAP-BHR in accordance with the UNGPs.

The NAP-BHR will employ a multi-stakeholder approach premised on the following outcomes:

- IF Ghana strengthens institutional coordination and regulatory framework of the State's obligation to protect Human Rights in Business Entities;
- IF Business actors in Ghana improve human rights compliance and accountability;
- IF Rights-holders are empowered to assert their human rights in the business environment;
- IF Redress mechanisms are operationalized through reforms, enabling rights-holders' effective access to remedy;
- IF Ghana promotes the culture of adaptive learning and monitoring systems in all relevant institutions involved in protecting human rights;
- THEN, human rights principles and standards will be safeguarded by duty-bearers in the business environment, enabling safe space and effective remedial actions for rights-holders in Ghana



MONITORING AND EVALUATION RESULTS FRAMEWORK										
<b>IMPACT Statement:</b> Human rights principles and standards are safeguarded in the business environment, enabling safe space and effective remedial actions for rights-holders in Ghana										
Indicators	Indicator definitions	Base line	Targets					Data source	Responsible Agencies	
			2025	2026	2027	2028	2029		Lead	Collaborators
Effectiveness of state enforcement mechanisms to hold businesses accountable for human rights abuses (Scale of 1-5)	# of state interventions, (Constitutions, laws, policies, and institutions) to prevent, investigate, sanction and redress	TBD						OAG&MOJ	CHRAJ, Judiciary, NLC, LAC, EPA, Lands Commission, MDAs, MMDAs	
Businesses adopted and implemented human rights policies and due diligence	# of Human rights polices such as diversity and inclusion, sexual harassment, due diligence, and risk assessment.	TBD						CHRAJ, MESTI	PEF	
Accessibility of remedy mechanism and its effectiveness in providing meaningful redress for human rights abuses, including compensation, restitution, and rehabilitation (Scale of 1-5).	Available, affordable and timely, remedial mechanisms including administrative, judicial and non-judicial.	TBD						OAG&MOJ, CHRAJ	MESTI, MELR, MLNR, MDAs, MMDAs, CSOs, NMC	

**Key Outcome statement 1:** Strengthened institutional capacity, operational and coordination efforts of state and non-state actors for the protection and promotion of human rights in businesses

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
Immediate Outcome 1.1 Improved Ghana's commitment towards international Obligations.	Sign and ratify relevant international Human Rights instruments and conventions	# of international and regional Human Rights instruments and conventions ratified		TBD						OAG& MoJ, MoFARI	MDAs, Cabinet, Parliament, MoTI, MESTI, MLNR	
	Adopt and ratify ILO Conventions	# of ILO conventions ratified								OAG& MoJ, MoFARI	MDAs, Cabinet, Parliament	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Provide periodic reporting on international human rights instruments, mechanisms and ILO Conventions	# of reports submitted	This includes Treaty bodies, UPR, UN 2030 Agenda, and AU Agenda 2063	TBD						UPR Reports	OAG&Moj, NDPC, MoFARI	MDAs, CHRAJ, CSOs, GIPC
<b>Immediate Outcome Statement 1.2</b> Institutional and management practices of Blue Economy in Ghana strengthened	Review and harmonize existing laws relative to the blue economy to mainstream business and human rights	# of existing laws on blue economy harmonized		TBD							MESTI, MoT MoFAD	MDA, GMA
	Develop a comprehensive policy on blue economy to incorporate business and human rights			TBD							NDPC	MDAs, MMDAs, OoP (SDG Advisory Unit), M&E Secretariat
	Establish multi-sectoral coordination platform for blue economy	Multi-sectoral coordination platform on blue economy established	Multi-sectoral coordination platform in place to manage the blue economy. Blue economy refers to all economic activities related to ocean, sea, coast and other water bodies aimed at improving human well-being whilst reducing environmental risk and ecological scarcity								MESTI, MOFAD	NDPC, MELR, OoP, MoFAD, MoT

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 1.3</b> Enhanced Policy framework on compulsory acquisition operationalized and institutional capacity build	Draft L.I to operationalize the new Lands Act to incorporate women's rights including compensation and resettlement in compulsory land acquisition.	L.I to operationalize the Lands Act (compulsory acquisition of land) drafted		TBD						UPR Reports	MLNRM, OAG& MoJ	Parliament, Cabinet, Lands Commission, MinCom, Forestry Commission, Traditional Leaders, CHRAJ, MDAs, MMDAs, MoF, LUSPA, OASL,
	Develop guidelines on extensive consultation on compulsory acquisition of lands to safeguard human rights of communities.	National guidelines on compulsory land acquisition developed		TBD							MLNR, OAG& MoJ	MoGCSP, NDPC
	Establish multi-sectoral coordination platform for blue economy	Gender- sensitive stakeholder consultation manual on compulsory acquisition of lands developed	Gender- sensitive manual on compulsory land acquisition seeks to address issues of acquisition of farmlands for women crop farmers without adequate compensa- tions and address issues of resettlements, protection of farmlands belonging to association of women in farming.								MoGCSP ,MLNR, OAG& MoJ	Minerals Commission, Lands Commission, LUSPA, Forestry Commission, MMDAs, CHRAJ, Traditional Authorities

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Organize awareness creation programmes on the rights of individuals and communities in compulsory land acquisition	# of awareness creation events on compulsory land acquisition organized		TBD						MLNR	NCCE, Mol, ISD, Lands Commission, MMDA's, CHRAJ	
	Organize capacity building programmes for state and non-state actors on human rights-based approach to development programming	# of capacity building programmes organized for state and non-state actors		TBD						CHRAJ	MDAs, MMDAs, OAG&MOJ, NDPC, Organized labour, GEA, PEF, AGI, Business Enterprises, CSOs, DPs	
	Build capacity of law enforcement agencies and other stakeholder institutions on compulsory land acquisition	# of capacity building workshops organized on compulsory land acquisition for law enforcement agencies conducted		TBD						CHRAJ MLNR	MINTER, OAG&MOJ, MoF	
<b>Immediate Outcome Statement 1.4</b> Compliance mechanisms for Human Rights issues in the business environment promoted and strengthened	Amend existing laws and mechanisms to protect human rights.	# of existing laws and mechanisms to protect human rights amended								OAG& MOJ, MoTI, CHRAJ	Judiciary, Cabinet, Parliament, SIGA, ORC, MDAs,	
	Disaggregate data on the prosecution of business and human rights infractions.	# of existing database on the prosecution of BHR infractions developed								OAG& MOJ	EOCO, OSP, Judiciary, GPS, EPA, LAC	
	Integrate the NAP-BHR into preparation of medium-term development plans and guidelines.	# of sector plans (MDAs, MMDAs) with BHR considerations								NDPC	MLGDRD, MDAs, MMDAs, OHCS, OHLGS, PSC	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Incorporate tax incentives into existing policies for businesses who are BHR compliant.	Approved tax incentive regime for BHR compliant businesses								GRA, MoF	PEF, AGI, TUC, GEA, GIPC, MoTI, CSOs	
		# of BHR compliant businesses benefiting from tax incentive								GRA, MoF	CSOs, PEF, AGI, TUC,	
	Educate and encourage people to come forward as whistleblowers	# of education programmes								CHRAJ, NCCE	ISD	
		# of people reached								CHRAJ, NCCE	ISD, CSOs, Media, MoI	
	Enforce the laws that protect whistleblowers and witnesses on BHR violations	# of whistleblowers and witnesses on BHR violations protected								Judiciary, OAG& MOJ	MINTER, Ministry of National Security, OSP, EOCO, Auditor General, CHRAJ, MNC, NaCoC, Traditional leaders	
	Organize sensitization programmes to promote compliance of businesses with the National Pensions Act, 2008 (Act 766)	# of sensitization programmes organized								SSNIT, NPRA	MELR, Trade Unions, AGI, Media, PEF, MoI	
		# of business reached								SSNIT, NPRA	MELR, Trade Unions, AGI, Media, PEF, MoI	
	Ensure that institutions appoint human rights desk officers	# of sector plans (MDAs, MMDAs) with BHR considerations								CHRAJ	NDPC, DPs, MDAs, MMDAs	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Organize sensitization programs to promote and encourage compliance with child rights and business principles	# of sensitization programmes								CHRAJ	MoGCSP, NDPC, DPs, GNCRC	
	Build capacity of human rights desk officers to report on BHR activities.	# of capacity building workshops organized for desk officers								CHRAJ	NDPC, DPs, MDAs, MMDAs, OAG&MOJ, MOTI, GEA, AfCFTA Secretariat	
	# of desk officers participated in the training workshops											
	Enforce compliance of businesses with regards to payment of minimum wage and payment of employees' SSNIT contributions	# of businesses compliant with the payment of minimum wage								SSNIT, NPRA	SNIT, AGI, GEA, PEF, NLC, Trade Unions, MELR, MoF, NLC	
	# of businesses compliant with payment of employees SSNIT contributions											
	Intensify the enforcement of the Cyber Security Act 2020 (Act 1038) and the implementation of National Child Protection Framework to ensure the protection of children from child online sexual exploitation and abuse (OCSEA)	# Number of National Child Protection Frameworks established								MoCD, CSA	MoGCSP, JS, GCT, PS, GES, CSOs	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Ratify the Optional Protocol to the CRC on the sale of Children, Child Prostitution and Child Pornography	Protocols for CRC ratified								OAG& MOJ, MoGCSP	MoFARI, CHRAJ, Parliament, Cabinet	
	Develop public education programmes and interventions to enhance the implementation of existing laws aimed at eradicating stigmatization and discrimination against PWDs and KPs	# of education programmes organized								NCCE, CHRAJ, MoGCSP	GFD, NCPD, Parliament, CSOs, MoE, ISD, MoI	
	Engage institutions on the provision of friendly infrastructure for PWDs.	# of institutions engaged								MoGCSP, GSA	MMDAs, Professional Bodies and Associations, Media, MDAs, CHRAJ, AESL	
		# of new infrastructure with PWD friendly facilities										
	Sensitize and support women in the informal sector in their business operations	# of women groups sensitized								CHRAJ, MoGCSP	NCCE, CSOs, AGI	
		# of women groups supported								CHRAJ, MoGCSP	NCCE, CSOs, AGI	
	Review policies on businesses to curtail child labour in the mining, fishing, and farming areas.	# of mining, fishing, and farming-related policies reviewed								MoGCSP, MELR	CHRAJ, NDPC, MoFAD, GAWU, MOFA, MinCom	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Promote local content on recruitment of youth and PWDs by businesses in their operational areas	# of youth and PWDs employed by businesses								MoYS MELR	YEA, NSS, NYA, GEA	
	Engage state institutions and businesses to develop, promote and publicize SGBV policy to realize a world of work free from violence and harassment.	# of state institutions and businesses engaged								MoGCSP	CHRAJ, MMDAs, MDAs, SIGA	
	Organize sensitization programmes on SGBV and available redress mechanisms	# of nationwide sensitization programmes organized on SGBV and available redress								MoGCSP	CHRAJ, MMDAs, MDAs, SIGA, NCCE, ISD, NMC, Media	
	Conduct annual data collection on SGBV across sectors	# of SGBV annual reports produced								GSS	MoGCSP, DOVVSU, CHRAJ, CSOs	
	Organize sensitization programmes on available redress mechanisms	# of sensitization programmes on available redress mechanisms organized # of women groups supported		TBD						CHRAJ, NCCE	MoGCSP, OAG&MoJ, MM DAs  Social Partners, CSOs, MPs,	
	Review the Domestic Violence Act, 2007 (Act 732) to provide protection for domestic workers	Domestic Violence Act, 2007 (Act 732) reviewed								MoGCSP, OAG& MOJ	Parliament, Employers' Association, Trade Unions, CSOs, CHRAJ, DOVVSU	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Facilitate the passage of the Persons with Disability Bill	Existence of new Disability Act		TBD						MoGCSP, OAG& MOJ	Parliament, Employers' Association, Trade Unions, CSOs, CHRAJ, NCPD, GFDUnions, CSOs, CHRAJ, NCPD, GFD	
	Facilitate the review and passage of the Children's Bill to reflect BHR	Existence of a new Children's Act		TBD						OAG& MOJ, MoGCSP	MELR, Parliament, CHRAJ, Employers' Association, Trade Unions, CSOs	
	Review of the Juvenile Justice Act, 2003 (Act 653)	Juvenile Justice Act reviewed								MoGCSP, CHRAJ	Department of Children, MELR, OAG&MOJ, Parliament, Social Partners, CSOs,	
	Organize capacity building, public education, and sensitization programmes on the implementation of legislations on the protection of vulnerable groups in business and workplace settings	# of capacity building programmes and education organized								MoGCSP, CHRAJ, OAG& MOJ	NCCE, ISD, MELR, Mol, Employers' Association, Trade Unions, CSOs, NCPD, GFD	
	Develop guidelines for the protection and promotion of caregivers' rights at the workplace. Review the Domestic Violence Act, 2007 (Act 732) to provide protection for domestic workers	Guidelines for the protection of caregivers developed								MoGCSP	CHRAJ, MDAs, MMDAs	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Sensitize employers and trade unions on caregivers' rights at the workplace	# of employers' association and trade unions sensitize								MoGCSP	CHRAJ, MELR, MoH, OAG&MOJ	
	Enforce the implementation of guidelines on caregivers' rights at the workplace	Implementation arrangement for the guidelines developed								MoGCSP	CHRAJ, MELR, MoH, OAG&MOJ	
<b>Immediate Outcome Statement 1.5</b> BHR standards mainstreamed into the educational system	Facilitate the incorporation of BHR into educational curriculum from the Basic Education Level through to Senior High School Level.	SHS/Basic Education curriculum reflects BHR standards and requirements								MOE	CHRAJ, GES, NaCCA, MoF, NCCE, CHASS	
	Build capacity of teachers on BHR principles and standards	# of teachers trained on BHR								MOE, GES, CHRAJ	CHASS, Heads of Private School Associations	
	Sensitize school proprietors/ headteachers to BHR principles and standards.	# of proprietors/ headteachers sensitized to BHR								CHRAJ	MOE, GES, NCCE, CHASS, Heads of Private School Associations	
<b>Immediate Outcome Statement 1.6</b> Strengthened Policy, regulatory and institutional framework for the promotion and protection of labour rights	Review existing laws to protect labour rights	# of existing laws on labour rights reviewed	This includes conditions of service (wage, paid maternity leave, psychosocial support)							MELR, OAG& MOJ	MoGCSP, MDAs, MMDAs, Parliament, Labour Department, PPAG, GAC, Trade Unions	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Organize capacity building, public education and sensitization programmes on promotion and protection of labour rights including OSH, employment of PWDs, zero tolerance for sexual harassment, non-discrimination against HIV/AIDS victims, etc.	# of capacity building events conducted								MELR, CHRAJ, OAG& MOJ	MoGCSP, MDAs, MMDAs, Parliament, Labour Department, Media	
		# of beneficiary institutions from capacity building events										
		# of public education/ sensitization events organized		TBD						Reports on PE events, Media publications on PE events on Labour Rights	NCCE, MOI	MESTI
	Mainstream climate change policy into sector plans with focus on women, youth, local and marginalized communities.	# of sector plans with climate change issues mainstreamed									NDPC, MESTI	MDAs, MMDAs
	Organize capacity building training workshops on climate change-related planning and management	# of capacity building training workshops organized	This includes conditions of service (wage, paid maternity leave, psychosocial support)								NDPC, EPA	MDAs, MMDAs
	Sensitize communities to climate resilience and build adaptive capacity against climate related hazards and natural disasters	# of communities sensitized									NADMO, EPA	MDAs, MMDAs, CSOs

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 1.7</b> Strengthened laws, Policy, regulatory and institutional framework for the environment and climate	Strengthen legislations and institutional framework on the promotion of environmental rights and the protection of land, water bodies, and forest	# of laws on promotion of environmental rights and the protection of land, water bodies, and forest reviewed		TBD						MESTI	MDAs, MMDAs, Parliament, EPA, CHRAJ, OAG&MOJ, MLNR, MSWR, CSOs CHRAJ, MELR, MoH, OAG&MOJ	
	Organize capacity building, public education and sensitization programmes on the protection of environmental rights	# of the capacity building programmes conducted								Training reports, Media publications on capacity-building programmes	MESTI	CHRAJ, NCCE, MOI, MCRA, MoE, CSOs
		# of public education/sensitization events on the protection of environmental rights organized								Institutional Reports, Media publications on PE programmes	NCCE, MOI	MESTI
Strengthen the capacity of environmental rights protection oversight institutions on BHR	Build the capacity of enforcement agencies on environmental rights protection									MESTI, EPA	CHRAJ, OAG&MOJ, MLNR, Forestry Commission, MMDAs MOF, Relevant Security Agencies, CSOs	
	Organize public education and sensitization programmes on environmental rights protection									MESTI, EPA	CHRAJ, OAG&MOJ, MLNR, Forestry Commission, MMDAs, CSOs	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 1.8</b> BHR standards/principles integrated into SOEs	Develop a BHR Gender Policy	BHR Gender policy developed								MoGCSP, OAG& MOJ	SIGA, MoF, MoTI, GEA, PEF, CHRAJ, NDPC	
	Organize capacity building, public education and sensitization programmes for SoEs on BHR Policy	# of SoEs trained on Gender-sensitive BHR Policy								MoGCSP, CHRAJ	SIGA, MoF, OAG&MoJ,	
		# of public education and sensitization programmes for SoEs on BHR policy organized								MESTI	CHRAJ, NCCE, MOI, MCRA, MoE, CSOs	
	Advocate for the enforcement of freedom of expression under the Constitution	# of advocacy initiatives implemented								MoI	NMC, GJA, CHRAJ, NCCE	
<b>Immediate Outcome Statement 1.9</b> Enabling environment that respects the rights to peaceful assembly created (This includes freedom to take part in procession)	Create awareness on the rights of citizens to peaceful assembly to advance their concerns on respect for HR by businesses	# of awareness programmes organized		TBD						CHRAJ, NCCE, CSOs	GPS, MINTER, OAG&MOJ, TUC	
	Engage the security services to protect the rights of citizens to peaceful assembly and processions as a way of raising concerns about HR and violations by businesses.	# of engagements with security services on peaceful assembly and procession								CHRAJ, NCCE, CSOs	GPS, MINTER, OAG&MoJ, TUC	
		# of cases where citizens' rights to peaceful assembly and procession are protected								CHRAJ, CSOs, GPSs	Judicial Service, TUC, NLC	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 1.10</b> Enabling environment that respects the rights to form associations and join trade unions	Develop and implement roadmap/ guidelines for both public and private sector workers to form associations and freely join trade unions	Guidelines for forming associations/ joining trade unions developed								MELR, MoTI	NLC, GFZA, GIPC, TUC	
		# of companies with staff associations/ staff joining trade unions								MELR, MoTI, TUC	NLC, GFZA, GIPC	
	Review the Labour Act to strengthen the guaranteed right of workers to join Trade Unions									MELR, MoTI, TUC	NLC, GFZA, GIPC	
<b>Immediate Outcome Statement 1.11</b> Strengthened human rights laws and regulations to increase Human Rights protection	Review existing human rights laws to be gender-responsive and compliant to BHR standards	# of existing human rights laws that are gender-sensitive and compliant with BHR standards	Positive engagement between religious/traditional groups that can foster mutual respect and peaceful coexistence							OAG& MoJ, CHRAJ, MoGCSP	SIGA, MDAs, CSOs, Trade Unions, Ghana Employers - Associations	
	Prepare guidelines to inform the development of Code of Ethics and Conduct for business entities in line with BHR	guidelines to inform the development of Code of Ethics and Conduct developed and implemented								CHRAJ	PEF, TUC, GEA, ORC	
	Organize workshops to sensitize and educate on compliance of businesses with the provisions in the Labour Law	# of businesses complying with the provisions in the Labour Law (conditions of service)								CHRAJ, MELR	GMWU, GAWU, PEF, Trade Unions	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 1.12</b> Business and Human Rights (BHR) principles incorporated into the Public Procurement Act												
	Review the Public Procurement Act to incorporate the BHR Clauses and gender-respon sive human rights due diligence (HRDD) in contracts	Gender- responsive human rights due diligence (HRDD) in accordance with the public Procurement Act in place								OAG& MoJ, PPA, CHRAJ	Parliament, CSOs, PEF	
	Incorporate BHR requirements into existing procurement guidelines									PPA, CHRAJ, MoGCSP	MoF, OAG&MOJ, SIGA, CSOs, Trade Unions, GEA	
	Organize capacity building, public education and sensitization programmes on BHR Component of Public Procurement Laws	# of capacity building organized for Public Procurement Authority on gender- responsive human rights due diligence (HRDD) processes	Positive engagement between religious/tra ditional groups that can foster mutual respect and peaceful coexistence							PPA, CHRAJ	MoF, OAG&MOJ, Trade Unions, GEA, CSOs	
		# of public education and sensitization programmes organized for the Public Procurement Authority							- Reports on events - Media publicati ons on PE program mes	PPA, CHRAJ, MoGCSP	MoF, OAG&MoJ, SIGA, relevant stakeholders, CSOs, organized labour and employers' organizations	
<b>Immediate Outcome Statement 1.13</b> The inclusion of BHR-responsive provisions and gender sensitivity into trade and investment agreements promoted	Review and integrate BHR principles into trade and investment agreements	# of trade and investment agreements with BHR principles								MoTI, OAG&M OJ, GIPC	CHRAJ, MoF, Trade Unions, GEA, AGI	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 1.14</b> Local content regulations in the oil and gas sector are made BHR-responsive	Review and integrate BHR principles into local content regulations	# of local content regulations reviewed to include BHR principles								MoEN, OAG& MoJ	Commission, MMDAs MoF	
	Organize capacity building, and sensitization programmes on local content regulations	# of capacity building programmes on local content regulations organized								MoEN, OAG& MoJ	CHRAJ, GNPC, Petroleum Commission, Trade Unions, GEA, CSOs	
		# of sensitization programmes on local content regulations organized	Positive engagement between religious/traditional groups that can foster mutual respect and peaceful coexistence							MESTI, EPA	CHRAJ, OAG&MoJ, MLNR, Forestry Commission, MMDAs MoF	
BHR principles incorporated into oil and gas local content regulations	Review and integrate BHR principles into local content regulations	# of local content regulations reviewed								MoEN, OAG& MoJ	MoF, CHRAJ, GNPC, Petroleum Commission, organized labour and employers' organizations, CSOs, relevant stakeholders, PIAC	
	Organize capacity building, and sensitization programmes on local content regulations	# of businesses sensitized to the reviewed local content regulations								MoEN, OAG& MoJ	MoF, CHRAJ, GNPC, Petroleum Commission, Employers' Associations, CSOs, relevant stakeholders, PIAC	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 1.15</b> Consumer Rights safeguarded	Facilitate the passage of the Consumer Protection Bill into law										MoTI	OAG&MOJ, Parliament, MoF, GSA, CSOs, FDA, CSIR
	Enforce the existing laws and policies aimed at ensuring consumer rights	# of remedial actions taken									FDA, GSA	CSOs, MMDAs, MoTI
	Organize public education and sensitization programmes on consumer rights	# of public education and sensitization programmes organised									MoTI	OAG&MOJ, CHRAJ, CPA, FDA, GSA, CSOs
<b>Immediate Outcome Statement:1.16</b> Capacity of Businesses compliance with BHR strengthened	Conduct needs assessment of businesses on BHR compliance conducted	Needs assessment of businesses on BHR compliance conducted									CHRAJ	ORC, MOTI
	Develop training manual on NAP-BHR	NAP-BHR training manual developed									MSD, CHRAJ	ORC, MOTI, GIPC, GFZA,
	Organize capacity building workshops on the NAP-BHR	# of capacity building workshops on the NAP-BHR conducted									MoTI, CHRAJ	GIPC, ORC, GFZA, Employers' Association
	Institute mechanisms to ensure businesses obtain communities' Free, Prior and Informed Consent (FPIC) in the allocation of mining concessions	# of mechanisms instituted									MinCom	MOTI, ORC, GFZA, Traditional Authorities, MDAs, MMDAs, EPA, Lands Commission, CHRAJ
<b>Immediate Outcome Statement 1.17</b> Strengthened Capacity of environmental protection oversight institutions on BHR	Build capacity of law enforcement Agencies on environmental protection	# of environmental enforcement agencies trained on BHR									MESTI, EPA	CHRAJ, OAG&MoJ, MLNR, Forestry Commission, MMDAs, Media

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Organize public education and sensitization programmes on environmental protection	# of public education and sensitization programmes organized								EPA, MESTI, CHRAJ	OAG&MOJ, CHRAJ, CPA, FDA, GSA, CSOs	
	Enforce the existing laws and policies aimed at ensuring consumer rights	# of enforcement mechanisms implemented								FDA, GSA	CSOs, MMDAs, MoTI	
<b>Immediate Outcome Statement 1.18 Strengthened implementation of National Anti-Corruption Action Plan (NACAP) to reduce bribery and corruption in all forms</b>	Review NACAP to reflect NAP-BHR	NACAP reviewed								CHRAJ	GSS, MDAs, MMDAs	
	Conduct periodic surveys on the incidence of corruption	# of periodic surveys conducted								GSS	CHRAJ, NDPC, CSOs1	
	Conduct yearly surveys on SDG indicator 16.5.1	# of SDG surveys conducted								CHRAJ	MDAs, MMDAs, CSOs OAG & MOJ	
<b>Immediate Outcome Statement 1.19 BHR Due Diligence, Rating and Certification for corporate entities instituted</b>	Develop and mainstream NAP-BHR Due Diligence Guidelines for businesses	BHR Due Diligence Guidelines developed								CHRAJ, ORC	OAG&MOJ, SIGA, MDAs, MMDAs	
		BHR Due Diligence Guidelines incorporated into business entities								CHRAJ, ORC	OAG & MoJ, SIGA, MDAs, MMDAs	
	Undertake regular inspection on the compliance of NAP-BHR principles by businesses	# of inspections on compliance of BHR principles by corporate entities conducted								CHRAJ, ORC	SIGA, MDAs, MMDAs, GIPC	
	Publish yearly ratings and certification of businesses on compliance with BHR principles	# of rating on BHR compliance by corporate entities published								CHRAJ, ORC	SIGA, MDAs, MMDAs, GIPC	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 1.20</b> <b>Strengthened compliance and enforcement of BHR Principles by multinational organizations</b>	Organize orientation for multinational organisations on compliance with BHR Principles	# of orientations for multi-national organisations on compliance with BHR Principles organized								CHRAJ, MoFARI, GIPC, OAG& MOJ		SIGA, MDAs, MMDAs
	Undertake periodic inspection of multinational organisations on their compliance with OHCHR Guiding Principles on BHR Principles	# of inspections on multinational organizations'								CHRAJ, GIPC		MoFARI, SIGA, MDAs, MMDAs
	Publish ratings of corporate entities on compliance with BHR principles	Multi-national organizations' ratings on BHR compliance published	TBD after designing the rating matrix							CHRAJ, GIPC		MoFARI, SIGA, MDAs, MMDAs

### Key Outcome Statement 2: Improved human rights compliance and accountability by business actors in Ghana

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome Statement 2.1</b> <b>Strengthen periodic implementation and reporting mechanisms on business and human rights by business actors</b> <b>human rights by business actors</b>	Set up BHR desks and assign desk officers to be in charge		The desk officers should hold senior officer position							CHRAJ		MDAs, MMDAs, PEF, GEA, GFZA, ORC NDPC, CSO, GEA, AGI
	Develop internal BHR policy	# of businesses with internal BHR policy								CHRAJ		MDAs, MMDAs, NDPC, CSO, GIPC, PEF, AGI, GEA, Employers Association
	Organize Trainer of Trainers for BHR desk officers	# of Trainer of Trainers organized for BHR desk officers								CHRAJ		MDAs, MMDAs, NDPC, CSOs, GEA, PEF, AGI, Trade Unions

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Conduct human rights due diligence and submit periodic reports	# of due diligence conducted on businesses # of reports produced	Assessments of actual and potential human rights impacts, integration of human rights considerations into decision-making processes, and implementation of remediation measures where necessary.							CHRAJ	MDAs, MMDAs, NDPC, CSOs, ORC, GFZA, GEA, PEF, AGI, GIPC	
	Establish internal grievance-reporting mechanisms on BHR	# of businesses with grievance-reporting mechanisms								Employers Association, GEA	MDAs, MMDAs, MoTI, CSOs, PEF, AGI, CHRAJ	
		# of workers sensitized to their rights yearly								Employers Association, GEA	MDAs, MMDAs, CSOs PEF, AGI, CHRAJ, Trade Unions	
	Submit annual report on BHR compliance to CHRAJ	# of annual reports on BHR compliance received								CHRAJ, OAG&MOJ	MDAs, MMDAs, NDPC, CSOs, GEA, PEF, AGI, GEPA, MoTI	

### Key Outcome statement 3: Empowered Rights-holders asserting their Human Rights in the Business Environment

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>3.1 Enhanced public knowledge and awareness among institutions and rights-holders on the impact of business on human rights</b>	Organize nationwide fora to educate the public on business and human rights	# of fora organized to educate the public on business and human rights	The desk officers should hold senior officer position							CHRAJ, NCCE	OAG&MOJ, NMC, CSOs, Media, ISD, CBOs, FBOs	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
		# of beneficiary Institutions and rights-holders sensitized to BHR										
		% Change in public knowledge/ awareness among institutions and rights-holders on BHR	Pre and post assessment							CHRAJ, NCCE	MDAs, MMDAs, Organized Labour Employers' Associations, CSO's,	
	Rights-holders and employees sensitized to legal, regulatory and policy framework on business and human rights.	# of sensitization meetings organized for rights-holders and employees								CHRAJ, MELR, MoGCSP	OAG&MOJ, MDAs, MMDAs GEA, PEF, AGI, other Business Enterprises, CSOs, TUC, National Labour Commission	
		# of businesses sensitized								Employers Association, GEA	MDAs, MMDAs, CSOs PEF, AGI, CHRAJ, Trade Unions	
	Organize orientation for trade unions on the protection and fulfilment of their human rights.	# of orientations organized # of trade unions participated in the orientation								CHRAJ	MDAs, MMDAs, MELR, GEA, PEF, AGI, TUC, CSOs, LAC, OAG&MOJ	
	Organize town hall and community durbars on the protection and fulfilment of their human rights in business.	# of town hall and community durbars organized								CHRAJ, NCCE	MDAs, MMDAs, GEA, PEF, AGI, TUC, CSOs, Traditional leaders, JS	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome 3.2 Strengthened capacity of rights-holders, employees, communities, in asserting their rights</b>	Organize capacity building programmes for rights-holders on BHR	# of target population (employees, communities) that is aware of BHR issues								CHRAJ, MELR, MoGCSP	OAG&MoJ, MDAs, MMDAs, Organized Labour and employers' association, CSOs,	
	Sensitize rights-holders and employees to labour and social protection laws	# of target population (employees, communities) that is aware of labour and social protection laws	Pre and post assessment							CHRAJ	MELR, Organized Labour and Employers' Association, CSOs	
	Organize orientation sessions for employees and labour unions on the protection and fulfilment of their human rights by corporate entities	# of employees and labour unions sensitized to the protection and fulfilment of their human rights by corporate entities								CHRAJ, NCCE	MDAs, MMDAs, Organized Labour and Employers' Associations, CSOs,	
	Organize town hall meetings for communities and individuals aimed at empowering them on protection and fulfilment of their human rights by corporate entities	# of individuals and communities sensitized to be aware of the responsibilities of corporate entities to protect and fulfil their human rights								CHRAJ/ Legal Aid Commission	MDAs, MMDAs, Organized Labour and Employers' Association, CSOs, Traditional Authorities, Regional House of Chiefs	
	Advocate for the provision of free legal services to communities affected by business-related human rights abuses and violations	# of cases where free legal services are provided to rights-holders and communities affected by business-related human rights abuses and violations								CHRAJ, OAG&MoJ NDPC	MDAs, MMDAs, Organized Labour, Employers' Association, CSOs	

**Key Outcome Statement 4: Enhanced access to effective remedy for victims of business-related human rights abuses and violations in business operation.**

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome 4.1</b> <b>Strengthen the provision of free legal services to persons and communities affected by business-related human rights abuses and violations</b>	Provide free legal services to persons and communities affected by business-related human rights abuses and violations	# of persons and communities affected by business related human rights abuses and violations provided with access to free legal services	Pre and post assessment							CHRAJ/ LAC	MDAs, MMDAs, Ghana Employers' Associations, PEF, AGI, other Business Enterprises, CSOs, JS, GBA, Traditional Authorities, Trade Unions, NLC, Ghana Arbitration Centre, GHACMA, ADRC	
<b>Immediate Outcome 4.2</b> <b>Strengthen victims' reporting channels on BHR abuse, violations and remedial actions</b>	Strengthen whistle-blowing mechanisms and systems for rights-holders to report BHR abuse and violations.	# of whistle-blowing mechanisms and systems established								CHRAJ	MDAs, MMDAs, Trade Unions and CSOs,	
	Establish effective channels for complaints and redress mechanism	# of channels for complaints established								MDAs, MMDAs, OOP	CHRAJ, OAG&MOJ, GPS, JS, Judiciary	
	Institute mechanisms and systems for reporting and monitoring on BHR remedial measures	# of mechanisms and systems for reporting established # of monitoring exercises conducted								CHRAJ	MDAs, MMDAs, Trade Unions and Employers' Association, CSOs, OAG&MOJ, Police, JS, Media	
	Establish structures at the local levels for effective mediation between businesses and affected communities	# of effective mediation platforms at the local level established								MDAs, MMDAs	CHRAJ, GPS, JS, NDPC, ICBs, Traditional Authorities, FBOs, LAC, CBOs	

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
	Institute judicial mechanisms to expedite adjudication of BHR cases	# of judicial mechanisms instituted								Judiciary, OAG&MOJ	MDAs, MMDAs, GPS, CHRAJ, CSOs, Ghana Arbitration Centre, GHACMA, ADRC	
<b>Immediate Outcome 4.3</b> <b>Strengthened access to remedy mechanisms against business and human rights abuses and violations</b>	Organize sensitization and awareness creation programmes on rights-holders' and victims' access to judicial and non-judicial justice	# of sensitization and awareness creation programmes organized	Pre and post assessment							CHRAJ, NCCE, OAG&MOJ	MDAs, MMDAs, GPS, Judiciary, LAC, GBA, Media, NLC	
	Advocate for an increase in the budgetary allocations to the state judicial and non-judicial institutions	% increase in budgetary allocation to the state judicial and non-judicial institutions								OAG&MOJ, CHRAJ	Parliament, MoF, JS, CSOs	
	Organize capacity building programmes for law enforcement agencies on judicial and non-judicial remedial services on BHR violations.	# of capacity building programmes organized								OAG&MOJ, Judiciary	CHRAJ, GPS, MINTER, GBA, LAC, JS	
	Organize capacity building programmes for lawyers, human rights defenders and judicial officers on access to effective remedy for victims of BHR abuse	# of capacity building programmes organized								OAG&MOJ, CHRAJ	Judiciary, JS, GPS, MINTER, GBA, CSOs, LAC, CBOs	

**Key Outcome Statement 4: Enhanced access to effective remedy for victims of business-related human rights abuses and violations in business operation.**

Strategy/ Results	Activity	Indicator	Indicator Definition	Base line	2024	2025	2026	2027	2028	Data Source	Lead Agency	Collaborators
<b>Immediate Outcome 5.1</b> Establish monitoring, evaluation and learning systems	Develop a comprehensive MEL Plan	A comprehensive MEL Plan developed								MDAs, MMDAs	NDPC, CSOs, RCC, CHRAJ	
<b>Immediate Outcome 5.2</b> Budgetary allocation and commitment to MEL activities	Allocate budget for monitoring, evaluation and learning events	% of budget allocated for MEL activities								MDAs, MMDAs, NDPC	CSOs, RCC, CHRAJ, MoF	
<b>Immediate Outcome 5.3</b> Performance evaluation of NAP-BHR	Evaluate the implementation of NAP-BHR at the mid-term and the end of 5-year period	# of evaluations conducted on the implementation of NAP-BHR								CHRAJ, NDPC, GSS	MDAs, MMDAs, CSOs, NLC	

# **CHAPTER:7**

# **COMMUNICATION**

# **STRATEGY**

The communication strategy aims at informing, educating, building capacity and sensitizing state agencies, businesses, CSOs and Right-holders to the NAP-BHR and gathering stakeholder feedback to shape implementation and subsequent review.

It is meant to raise awareness of the expected roles of relevant institutions in implementing interventions, promoting dialogue, and fostering cooperation within the business environment on the deliverables of the NAP-BHR.

To this end, the NAP-BHR identifies public education and awareness-creation as key strategies for fostering attitudinal and behavioral change by infusing human rights principles and standards in the business environment.

The communication strategy will be spearheaded by CHRAJ, NCCE, and ISD, with support from CSOs, the Media and other actors.

## **7.1 Objectives**

The objectives of the Communication Strategy are to:

1. Equip all persons (natural and legal) with knowledge of human rights principles and standards.
2. Empower rights-holders to access effective remedies in cases of violations or abuses of their fundamental human rights and freedoms.
3. To guide businesses in their compliance with the NAP-BHR and human rights standards.
4. To advocate for proper regulatory regimes aimed at protecting fundamental human rights and freedoms.

## **7.2 Targeted Audience**

The targeted audience shall include state and non-state actors, including Government, Businesses (small, medium and large), CSOs, Development Partners, the Media, Academia, the General Public, Labour Unions, Faith-based Organisations, Traditional Authorities, Vulnerable Groups and Communities.

## **7.3 Communication Methods and Channels**

- Traditional media: national and local newspapers, TV and radio stations
- Digital and social media
- Staff durbars
- Publications
- Stakeholder meetings and consultations
- Town Hall Meetings
- Press conferences
- Lectures, symposia, etc

# APPENDICES

## *Appendix 1: The Nine Core Human Rights Treaties*

International Convention on the Elimination of All Forms of Racial Discrimination
International Covenant on Civil and Political Rights
International Covenant on Economic, Social and Cultural Rights
Convention on the Elimination of All Forms of Discrimination against Women
Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
Convention on the Rights of the Child
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
International Convention for the Protection of All Persons from Enforced Disappearance
Convention on the Rights of Persons with Disabilities

## *Appendix 2: Multi-Sectoral National Steering Committee*

Sylvia Adusu	Office of the Attorney-General and Ministry of Justice
Mary Adjeley Nartey	Commission on Human Rights and Administrative Justice
Clement Kadogbe	Commission on Human Rights and Administrative Justice
Victor Brobbey	National Commission for Civic Education
Naab Kunbuor	Ministry of Finance
Tijani Hamza	Oxfam Ghana
Eunice Asiedu	Friedrich-Ebert-Stiftung Ghana Office
Alice Amekudzi	National Development Planning Commission
Edward Kareweh	Trades Union Congress
Theodore Mawuli Amezah	Ministry of Employment and Labour Relations
Jane Gasu Aheto	Ministry of Foreign Affairs and Regional Integration
Kwasi Twumasi Oppong-Kyeyeku	Minerals Commission
Kingsley Ekow Gura-Sey	Environmental Protection Agency
Serena Nantogmah	Ministry of Trade and Industry
Florence Ayisi Quartey	Ministry of Gender, Children and Social Protection
Senyo Hosi	Private Enterprise Federation
Fiona Asafu Adjaye	Association of Ghana Industries
Alex Frimpong	Ghana Employers Association

### ***Appendix 3: Technical Committee***

Gloria A. Gyedu	Commission on Human Rights and Administrative Justice
Elias Mane	Commission on Human Rights and Administrative Justice
Eric Agyei	National Development Planning Commission
Sumaila Dawuda	Ministry of Gender, Children and Social Protection
Abigail Naa Adjekai Ankamah	Oxfam Ghana
Lisa Hillary Daniella Obeng	Office of the Attorney-General and Ministry of Justice
Enoch Amankwah	Commission on Human Rights and Administrative Justice
Jonathan Aduse-Poku	Commission on Human Rights and Administrative Justice

### ***Appendix 4: Laws and Policies***

- a) 1992 Constitution of the Republic of Ghana
- b) Lands Act, 2020 (Act1036)
- c) The Companies Act, 2019 (Act 992)
- d) Ghana Investment Promotion Centre Act, 2013 (Act 865)
- e) National Youth Authority Act, 2016 (Act 939)
- f) Ghana National Service Scheme Act, 1980 (Act 426)
- g) Civil Service Act, 1993 (PNDCL 327)
- h) Public Service Commission Act, 1994 (Act 482)
- i) State Interests and Governance Authority Act, 2019 (Act 990)
- j) Labour Act, 2003 (Act 651)
- k) Persons with Disability Act, 2006 (Act 715)
- l) Public Private Partnership Act, 2020 (Act 1039)
- m) Cybersecurity Act, 2020 (Act 1038)
- n) Ghana Enterprise Agency Act, 2020 (Act 1043)
- o) Coordinated Programme for Economic and Social Development Policies (2022-2025): An Agenda for Jobs: Creating Prosperity and Equal Opportunity for All
- p) Ghana Industrial Policy, 2010

- q) National Policy on Public Private Partnership, 2011
- r) National HIV Workplace Policy, 2012
- s) National Local Economic Development Policy, 2020
- t) National Employment Policy, 2015
- u) National Social Protection Policy, 2016
- v) National Migration Policy, 2016
- w) National Labour Migration Policy, 2020
- x) Trade Policy, 2018
- y) National Green Jobs Strategy 2021-2025
- z) National Micro, Small and Medium Enterprises and Entrepreneurship Policy, 2019
- aa) National Rural Development Policy, 2019
- bb) National Gender Policy, 2015

***Appendix 5: International Instruments not signed by Ghana***

No.	Instruments
1.	CCPR-OP2-DP - Second Optional Protocol to the International Covenant on Civil and Political Rights aiming to the abolition of the death penalty

***Appendix 6: International Instruments signed but not ratified by Ghana<sup>55</sup>***

Treaties	Date Signed
CAT	07 Sep 2000
CAT-OP	06 Nov 2006
CCPR	07 Sep 2000
CCPR-OP1	07 Sep 2000
CED	06 Feb 2007
CEDAW	17 Jul 1980
CEDAW-OP	24 Feb 2000
CERD	08 Sep 1966

<sup>55</sup> <https://www.transparency.org/en/cpi/2023>

CESCR	07 Sep 2000
CESCR-OP	24 Sep 2009
CMW	07 Sep 2000
CRC	29 Jan 1990
CRC-OP-IC	24 Sep 2013
CRPD	30 Mar 2007
CRPD-OP	30 Mar 2007
CRC-OP-SC - Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography	

***Appendix 7: African Human Rights Treaties signed but not ratified by Ghana<sup>56</sup>***

No.	Instruments
1.	Protocol to the African Charter on Human and Peoples' Rights on the Rights of Older Persons
2.	Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities
3.	Protocol on Amendments to the Protocol on the Statute of the African Court of Justice and Human Rights
4.	Protocol of the Court of Justice of the African Union
5.	Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment

***Appendix 8: List of relevant ILO Conventions and Protocols not ratified by Ghana***

No.	Instruments
1.	P029 - Protocol of 2014 to the Forced Labour Convention, 1930
2.	C122 - Employment Policy Convention, 1964 (No. 122)
3.	C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129)
4.	C012 -Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)
5.	C077 - Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)

<sup>56</sup> [tbinternet.ohchr.org/\\_layouts/15/TreatyBodyExternal/Treaty.aspx?CountryID=67&Lang=EN](http://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?CountryID=67&Lang=EN)

6.	C078 - Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)
7.	C095 - Protection of Wages Convention, 1949 (No. 95)
8.	C097 - Migration for Employment Convention (Revised), 1949 (No. 97)
9.	C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102)
10.	C110 - Plantations Convention, 1958 (No. 110)
11.	C118 - Equality of Treatment (Social Security) Convention, 1962 (No. 118)
12.	C121 - Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)
13.	C124 - Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)
14.	C128 - Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)
15.	C130 - Medical Care and Sickness Benefits Convention, 1969 (No. 130)
16.	C131 - Minimum Wage Fixing Convention, 1970 (No. 131)
17.	C135 - Workers' Representatives Convention, 1971 (No. 135)
18.	C139 - Occupational Cancer Convention, 1974 (No. 139)
19.	C140 - Paid Educational Leave Convention, 1974 (No. 140)
20.	C141 - Rural Workers' Organisations Convention, 1975 (No. 141)
21.	C142 - Human Resources Development Convention, 1975 (No. 142)
22.	C143 - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)

23.	C152 - Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)
24.	C154 - Collective Bargaining Convention, 1981 (No. 154)
25.	C156 - Workers with Family Responsibilities Convention, 1981 (No. 156)
26.	C157 - Maintenance of Social Security Rights Convention, 1982 (No. 157)
27.	C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
28.	C160 - Labour Statistics Convention, 1985 (No. 160)
29.	C161 - Occupational Health Services Convention, 1985 (No. 161)
30.	C162 - Asbestos Convention, 1986 (No. 162)
31.	C167 - Safety and Health in Construction Convention, 1988 (No. 167)
32.	C168 - Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)
33.	C169 - Indigenous and Tribal Peoples Convention, 1989 (No. 169)
34.	C170 - Chemicals Convention, 1990 (No. 170)
35.	C171 - Night Work Convention, 1990 (No. 171)
36.	C172 - Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)
37.	C173 - Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)
38.	C174 - Prevention of Major Industrial Accidents Convention, 1993 (No. 174)
39.	C175 - Part-Time Work Convention, 1994 (No. 175)

40.	C176 - Safety and Health in Mines Convention, 1995 (No. 176)
41.	C177 - Home Work Convention, 1996 (No. 177)
42.	C181 - Private Employment Agencies Convention, 1997 (No. 181)
43.	C183 - Maternity Protection Convention, 2000 (No. 183)
44.	C185 – Seafarers’ Identity Documents Convention (Revised), 2003, as amended (No. 185)
45.	C188 - Work in Fishing Convention, 2007 (No. 188)
46.	C189 - Domestic Workers Convention, 2011 (No. 189)
47.	C190 - Violence and Harassment Convention, 2019 (No. 190)
48.	C191 - Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191)
49.	P081 - Protocol of 1995 to the Labour Inspection Convention, 1947
50.	P089 - Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948
51.	P110 - Protocol of 1982 to the Plantations Convention, 1958
52.	P155 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981
53.	C155 - Occupational Safety and Health Convention, 1981 (No. 155)
54.	C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

### *Appendix 9: List of Soft Laws*

No.	Instruments
1.	United Nations 2030 Agenda
2.	African Union Agenda 2063
3.	UNGP
4.	ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO MNE Declaration)
5.	OECD Guidelines for Multinational Enterprises (OECD MNE Guidelines)
6.	United Nations Voluntary Principles on Security and Human Rights

### *Appendix 10 : Consumer Protection/Anti-Competition Rules*

- a. Sale of Goods Act, 1962 (Act 137)
- b. Food and Drugs Act 1992
- c. PNDC Law 305 (b)
- d. General Labelling Rule of 1992
- e. Public Utility Regulatory Commission Act, 1997 (Act 538)
- f. National Communications Authority Act
- g. Standards Decree, 1973 (NRCD 173)

### *Appendix 11: Judicial and Non-Judicial Remedial Institutions*

State-Based Judicial Institutions	State-based Non-Judicial Institutions	Non-State-based Institutions
Judiciary	CHRAJ	Ghana Arbitration Center
Court Connected ADR	NLC	Ghana Bar Association
	LAC	GHACMA
	Social Welfare Department	Traditional Authorities
	DOVVSU	AWLA
	Parliament	FIDA



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