



IBA ESG Accelerator Training Programme Session 6: Business & Human Rights

Perspective from Ghana

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Presentation Outline

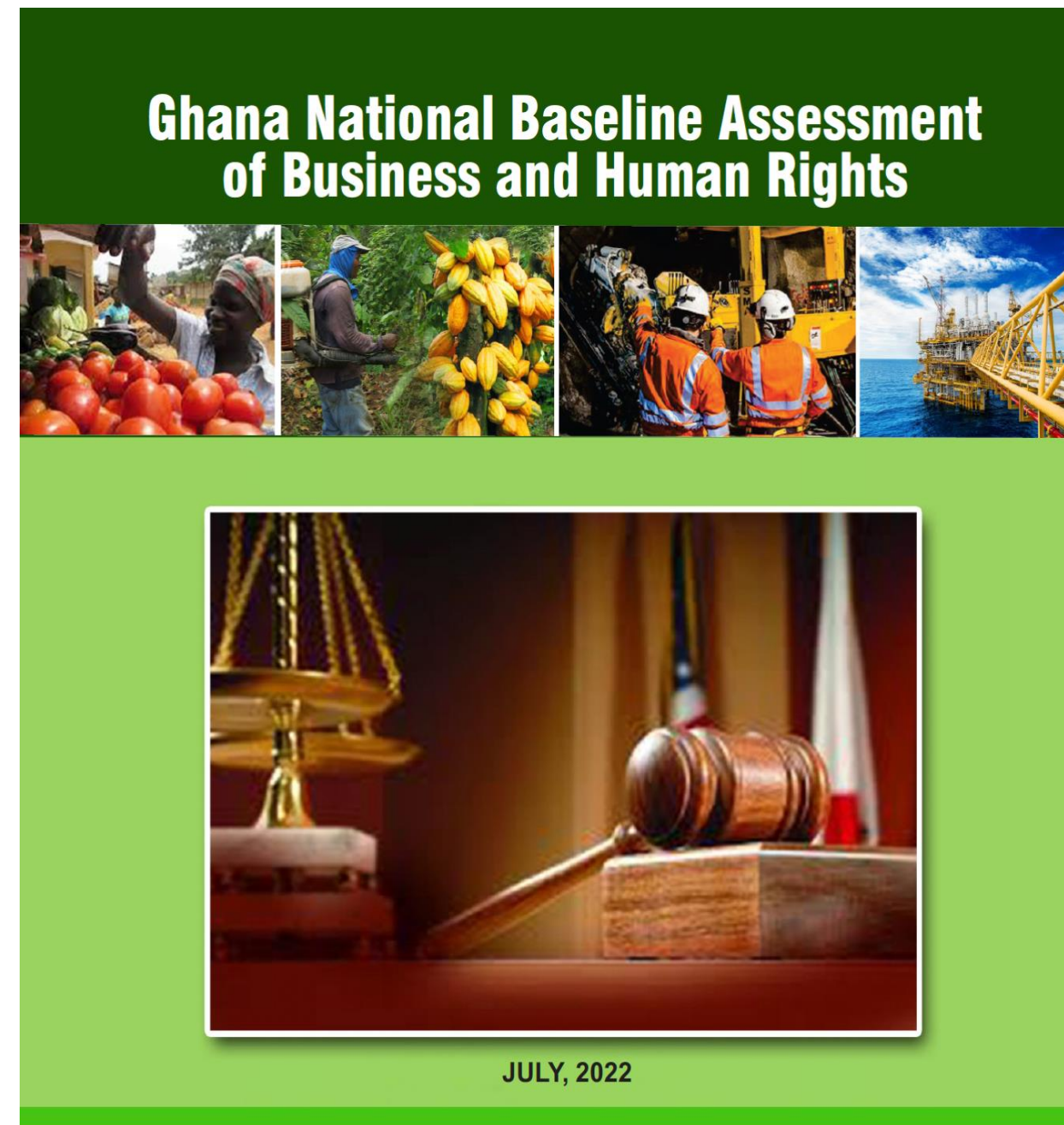
01 National Baseline Assessment

02 Ghana's National Action Plan

03 Common Business Challenges
in Ghana

✓ Progress:

1. Strong **constitutional & legal** framework for human rights.
2. Ghana **ranks high** in democratic governance & civil liberties.
3. Some **laws and policies** align with **international standards**.



⚠ Gaps & Challenges:

1. **Weak enforcement** of labour rights, land acquisition policies, and environmental protection.
2. **Limited corporate accountability:** Businesses lack clear human rights due diligence requirements.
3. **Access to remedy issues:** Long court delays, weak legal aid, and limited alternative dispute resolution mechanisms.
4. **Vulnerable groups:** Women, persons with disabilities, and marginalized communities face discrimination and limited protections.
5. **Sector-specific risks:** Mining, petroleum, finance, and telecommunications have human rights risks, including workplace safety and privacy concerns

NAP-Addressing Human Rights Issues



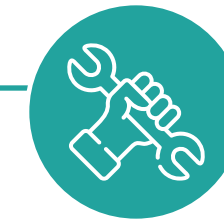
State Duty (Protect)

- Legal frameworks (Strengthen)
- Labour, land, and environmental laws
- Monitoring and accountability
- National Action Plan



Businesses (Respect)

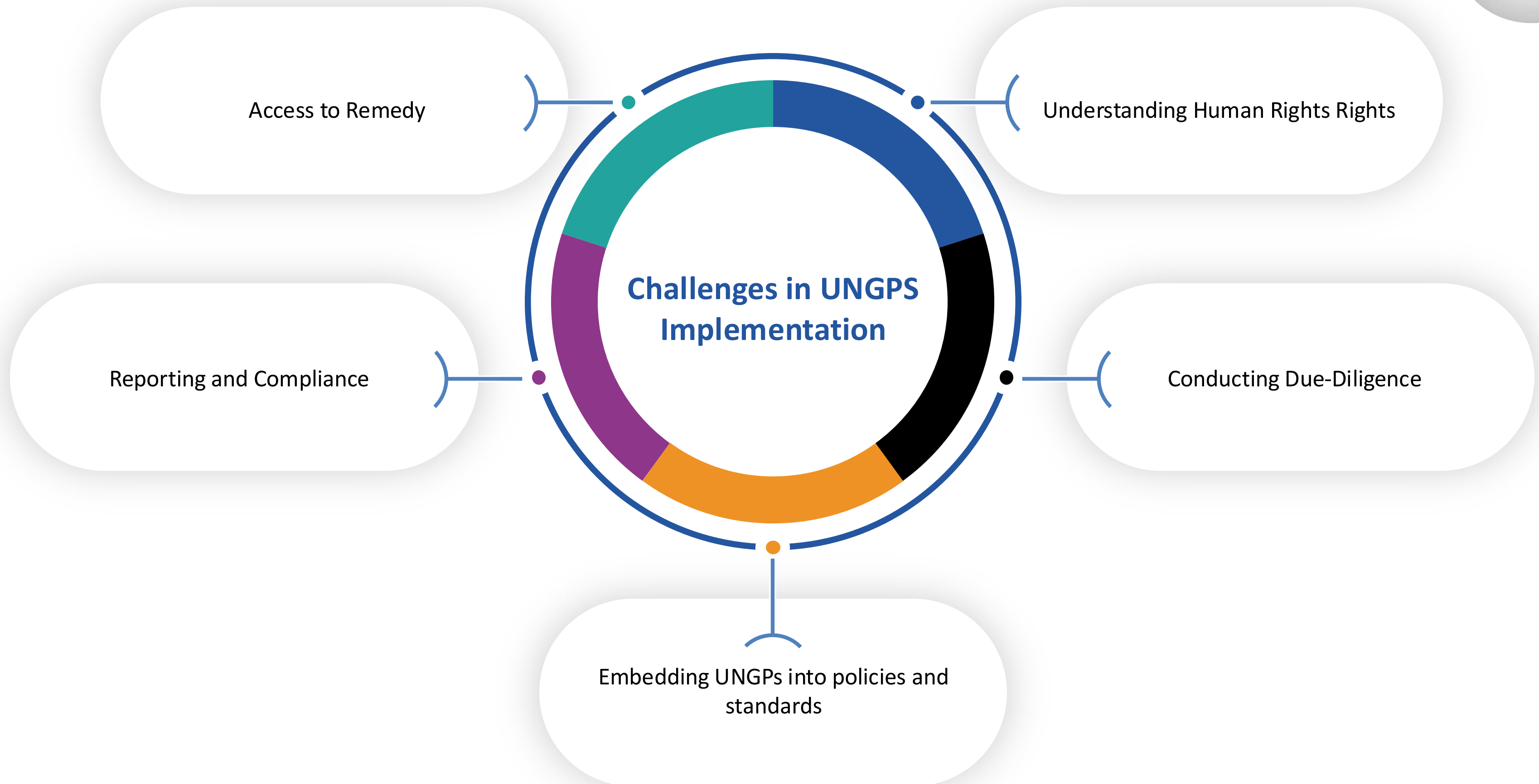
- Human Rights due-diligence
- Ethical Policies and Code of Conduct
- Avoid Human Rights Abuses
- Non-discriminatory employment and labour practices



Access to Remedy

- Judicial and non-judicial (strengthen)
- Legal aid
- Alternative dispute resolution (business-related grievances)
- Corporate grievance mechanism

Common Business Challenges in UNGPs Implementation





THANK YOU

