

Human Rights Management Plan

Ghana



COMPANY MISSION

Our company mission is to make it the norm for young men and women from developed countries to live and work as volunteers in a developing country; they should work on project which has a clearly favourable impact on the host communities. In this way, we will continue to create a multi-national community with passion to serve and inspire.

HUMAN RIGHTS PROGRAMME MISSION

Our Human Rights programme mission is to promote and protect the fundamental human rights of vulnerable and disadvantaged groups in society, through the provision of pro-bono legal services, education, training, research, and abuse resolution.

BACKGROUND INFORMATION

Despite Ghana's reputation in West Africa as a relatively stable and democratic country, it still faces many challenges and shortcomings in the protection of human rights both in its legal framework and implementation. Common concerns include abuses of women and children's rights, housing rights and access to justice.

Both domestic violence and rape are noted to be serious problems that are underreported and inadequately dealt with, along with continued difficulties with attitudes to gender equality and access to employment. Incidents of child labor and child trafficking are ongoing as well as an inadequate realization of the right to basic education. Examples of forced evictions and demolition's demonstrate a disregard for basic housing rights leaving some communities without security of tenure and in uncertain and troubling circumstances. Other examples of human rights problems include use of excessive force by police, prolonged pretrial detention, discrimination against the LGBT community and corruption in all branches of government.

The Projects Abroad Human Rights Office was established in 2009 to try to combat some of these issues at a grassroots level through awareness raising, monitoring of vulnerable areas and seeking remedies for victims of human rights abuses. It operates in and around the greater Accra area and identifies these needs through community and institutional engagement and research.

PARTNERS

The Projects Abroad Human Rights Office Ghana (PAHO) is a department of the Projects Abroad Ghana and is a registered international NGO through the Department of Social Welfare and Registrar Department of Ghana. Volunteers work from this office to conduct research and prepare for projects. Our projects are highly centered on community outreaches, which work with project partners and community stakeholders who broadly share in the same vision and goal. We work closely with governmental agencies and departments, such as the Legal Aid Scheme, Department of Social Welfare, Community Police Unit and the Domestic Violence and Victim Support Unit. In addition, we work with community-based organizations such as Alsunna Islamic Centre and the Fadama Legal Assistance programme (FLAP). We have a relationship with the Commission on Human Rights and Administrative Justice (CHRAJ) Ghana, through our registered membership to the NGO Forum of Ghana. At the international level, we have a partnership with Amnesty International Ghana.

GOALS

In order to work towards our human rights programme mission we have set the following goals:

1. Increase Awareness of Human Rights

In order for human rights issues to be addressed it is important for them to be understood more thoroughly at community level. PAHO aims to support ongoing awareness raising and educational activities currently being carried out by Government institutions and NGO's. The office therefore embarks on outreaches to sensitize community members, teaching them not only their rights under national and international laws, but also engaging in discussion about how to adequately realize those rights, creating advocates for human rights at a local level.

2. Identify and Monitor human rights abuses and vulnerable areas

To address the needs of a specific area or group of people it is important to carry out detailed on the ground research. PAHO makes contact with local partners and institutions, conducts monitoring outreaches and monitors the media to help identify vulnerable areas and cases of human rights abuses. Abuses are documented and research findings are used to form the basis of our abuse resolution mandate.

3. Resolve Human Rights Abuses

The office aids in resolving human rights abuses through liaising with- and submitting reports to - relevant government and human rights bodies , referrals to legal institutions and courts, and the use of alternative dispute methods.

RESOURCES

- 200(average) human rights volunteer per year
- Three Projects Abroad office Supervisors , a Projects Abroad Human Rights Coordinator
- and an Office Director
- Books, stationary, four PCs and internet access in the Human Rights Office.
- Research and presentation material on our internal office network, textbooks and other documentation.
- Financial capacity and support for community work and volunteers
- Support and partnership with institutions and community

MONITORING AND EVALUATION

- Visits to project locations by staff
- Revising the database from office network
- Feedback from Projects Abroad volunteers and staff
- Impact assessment on projects conducted by staff and volunteers yearly.
- Looking at goals and targets set and measuring the results
- Volunteer End of Placement feedback forms
- A six monthly report on how the human rights plan is working, successes and failures
- Participant project feedback forms for each project.
- Meetings with project partners to discuss aims and objectives and successes and failures so far.