



Human Rights Commission

ANNUAL REPORT

2023



Building a sustainable culture of human rights together

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The Honourable Speaker of the National Assembly
National Assembly of Zambia
P.O. Box 31299
Lusaka
ZAMBIA

18th March, 2024

Honourable Madam Speaker,

**Re: SUBMISSION OF THE HUMAN RIGHTS COMMISSION 2023 ANNUAL REPORT
TO THE NATIONAL ASSEMBLY**

In accordance with Article 241 (e) of the Constitution of the Republic of Zambia [Amendment] Act No. 2 of 2016, the Human Rights Commission (‘the Commission’) is required to present to the National Assembly, its Annual Reports.

The Report incorporates the broad mandate of the Commission provided for under Article 230 of the Constitution of Zambia (Amendment) Act No.2 of 2016, which includes Human Rights Protection; Human Rights Promotion; Monitoring Compliance with Human Rights Standards by the State; Corporate Governance and Human Resource and Administration.

In addition is the Audited Financial Statement for the year ended 31st December 2023.

Therefore, it is with great honour and privilege that the Commission submits the 2023 Annual Report of the Human Rights Commission, which covers activities of the Commission from 1st January to 31st December, 2023.

Yours in National Service,

HUMAN RIGHTS COMMISSION



Pamela Towela Sambo (Dr.)

CHAIRPERSON

ACRONYMS

AU	African Union
BHR	Business and Human Rights
COMESA	Common Market for Eastern and Southern Africa
CSO	Civil Society Organisation
CMG	Christian Monitoring Group
DCMC	District Conflict Management Committee
DIHR	Danish Institute for Human Rights
DSZ	Democracy Strengthening in Zambia
ECMS	Electronic Case Management System
ECZ	Electoral Commission of Zambia
ESA	Eastern and Southern Africa
EU	European Union
EWER	Early Warning and Early Response
FBO	Faith Based Organisation
FFTUZ	Federation of Free Trade Unions of Zambia
GANHRI	Global Alliance of National Human Rights Institutions
HIV	Human Immunodeficiency Virus
HRC	Human Rights Commission
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic Social and Cultural Rights
IEC	Information, Education and Communication
IETD	IETD Information, Education Training Department
ILD	Investigations and Legal Department
LAZ	Law Association of Zambia
	MELR Minimum Essential Levels of Rights
MISA	Media Institute of Southern Africa
NAP	National Action Plan
NAZ	National Assembly of Zambia
NANHRI	Network of African National Human Rights Institutions
NAPSA	National Pension Scheme Authority
NGOCC	Non-Governmental Gender Organisation Coordinating Council
NBA	National Baseline Assessment
NHIS	National Health Insurance Scheme
NPA	National Prosecution Authority
	NPA National Plan of Action
RPD	Research and Planning Department
SCA	Sub Committee on Accreditations
SOP	Standard Operating Procedures
UNDP	United Nations Development Programme
UNGP	United Nations Guiding Principles on Business and Human Rights
UPR	Universal Periodic Review

ACKNOWLEDGEMENT

The 2023 Annual Report provides a strong understanding of the work of the Human Rights Commission in the period under review.

On behalf of the Human Rights Commission, I am profoundly grateful to all the Departments for their invaluable support and input towards the successful compilation and subsequent production of this report. Many thanks go to the Commissioners and Management for their effective guidance towards the Commission fulfilling its mandate and achieving its goals.

Sincere gratitude is extended to the Government of the Republic of Zambia and cooperating partners for their financial and technical support in 2023. This support enhanced the capacity of the Commission to efficiently and effectively promote and protect human rights in the country.

Further, I wish to thank the various stakeholders both State and Non-State actors for their immense support and positive provision of relevant information/data for effective promotion and protection of human rights in Zambia. Their insights and feedback including the constructive criticism were crucial in shaping the strategic goals and directions of the Commission.

All in all, the Commission would like to thank everyone who played a role in the human rights discourse.



Katendi Kapin'a-Nkombo

ACTING DIRECTOR

HUMAN RIGHTS COMMISSION

FOREWORD

The Human Rights Commission (“the Commission”) is honoured and privileged to present its Annual Report for the financial year 2023. This Annual report has been published and submitted to the Honourable Speaker of the National Assembly of Zambia in accordance with Article 241(e) of the Constitution of Zambia. It highlights the performance, challenges, and recommendations for advancing human rights and fundamental freedoms in Zambia.

During the year, the Commission implemented activities to fulfil its mandate of promoting and protecting human rights and freedoms and upholding the Bill of Rights for all in Zambia. These were implemented in line with its Constitutional and Legislative mandate, the Paris Principles which set out international standards that frame and guide the work of National Human Rights Institutions (NHRIs), the National Development Plan 2022-2026, the 2022-2026 Strategic Plan, and other international and regional instruments or resolutions such as the Human Rights Council Resolution 5/1 of 2007 which recognises NHRIs as important stakeholders in the UPR process, etc.

The Commission’s operations were streamlined according to the two main programmes of Human Rights Promotion and Protection whose sub-programmes were Human Rights Violation Investigations, Human Rights Awareness and Sensitisation and Human Rights Advocacy. Therefore, the report provides information on the Commission’s role in upholding the fundamental freedoms of all individuals in Zambia through its advocacy, investigations, and pursuit of appropriate redress for human rights violations.

Under its Investigative mandate, the Commission received Two Thousand, One Hundred and Seventy-One (2,171) complaints from victims and aggrieved people, and visited and inspected almost all the main Zambia Correctional Facilities and over 90% of Police Stations and Police Posts across the country. To this effect, the Commission provided legal advice, conducted investigations/inquiries on allegations of maladministration of justice, resolved matters through the use of Alternative Dispute Resolution mechanisms (i.e. mediation, conciliation and negotiations), and where necessary referred some cases to other organisations/institutions for further assistance who were appropriately mandated. Apart from the cases received on conventional reporting systems, the Commission intervened and redressed several complaints from persons in custody who alleged poor conditions in detention facilities. As such, cases handled included the following but were not limited to: Torture and other Cruel, Inhuman or Degrading Treatment or Punishment, Child Abuse, deprivation of personal liberty, extrajudicial killing, secure protection of the law, deprivation of property, employment and labour rights, maladministration of justice, rights on immigrants and members of their families, etc.

In line with its mandate as espoused under the Paris Principles which include advising the Government, Parliament and any other competent body on specific violations, or issues related to legislation and general compliance and implementation of international and regional human rights standards, the Commission held several high-level engagement meetings with duty bearers especially Law Enforcement Agencies, the National Prosecution Authority, Ministry of Justice, Zambia Correctional Service and other institutions in the Criminal Justice System to advocate for adoption of key human rights principles in the execution of their duties. In the same vein, the Commission prepared and submitted memorandums to select Committees of the National Assembly on thematic issues under scrutiny. This was on recognition of the crucial role that the Legislature plays in national human rights protection systems and the actualization of effective domestication of human rights standards.

Further, in handling allegations of systemic human rights observed in some districts, the

Commission held five (5) Public Hearings in three (3) districts. Two (2) in Itzehi-Tezhi, two (2) in Masaiti, and one (1) in Chadiza Districts. This contributed to identifying underlying factors behind the continued human rights violations. It also helped the Commission to develop and implement appropriate interventions on the matters.

In promoting human rights, the Commission conducted several activities to raise awareness and sensitize the public on human rights, which included;- a campaign for the amendment of the current Bill of Rights, general human rights radio programmes and community engagements, capacity building for targeted duty bearers such as the Zambia Police Services and other Law Enforcement Agencies, branding of offices, participation in various public events (such as traditional ceremonies, internationally, regionally and nationally recognized days), and popularized the use of social media to interact and report human rights violation to the Commission.

In addition, the Commission implemented several human rights advocacy activities that enhanced State compliance and accountability on human rights standards. Among the activities were:

- (i) the submission of independent reports to human rights monitoring mechanisms on thematic human rights issues;
- (ii) facilitate the Launch of the National Mechanism for Reporting, Implementation and Follow-Up to enhance the capacity of the State to fulfil its human rights obligations;
- (iii) continuing provision of technical support to the Ministry of Justice on Business and Human Rights which resulted in the commencement of the process of developing a National Plan of Action (NAP) on Business and Human Rights in light of 2017 Universal Periodic Review (UPR) recommendation that Zambia accepted;
- (iv) engaged stakeholders both State and non-State Actors on the United Nations Guiding Principles on Business and Human Rights and the Universal Periodic Review (UPR) process including a highlight on the fourth (4th) Cycle UPR recommendations for Zambia;
- (v) produced a State of Human Rights Report for the period 2021-2022 highlighting the human rights situation and measures for the State to implement to fulfil their obligations; and also
- (vi) attend a number of international and regional fora on thematic human rights issues, where best practices to hold the State accountable were learnt.

In conclusion, this report discusses activities that provided support to the institution to achieve efficiency, effectiveness, professionalism and accountability. Several activities that improved management systems were implemented such as capacity building, enhancing its ability to protect human rights through training on appropriate techniques for handling thematic human rights, reviewed and developed policies that included; the Whistle Blower Policy; Recruitment Policy; Health and Wellness Policy and the Temporary Engagement Policy. This report also identifies the challenges of human resources and outlines that Treasury Authority was sought, resulting in sustaining the three provincial offices that had been operating without permanent employees.

Further, the governance system of the Commission was enhanced with the appointment of the substantive Chairperson and Vice Chairperson of the Commission and also filling up the vacant positions of Commissioners, resulting in a full complement of the Board of Commissioners.

Lastly, in operating as a NHRI, the Commission collaborated with both state and non-state

actors in promoting a sustainable human rights culture in Zambia. This contributed to Zambia ensuring that it was compliant with international, regional and national human rights principles and standards. However, the State is beseeched to consider raising the Commission's budget ceiling to enable the Commission undertake transformative reforms necessary for enhancing its efficiency and effectiveness in the discharge of its mandate.

All in all, the Commission expresses its gratitude to the Government and all strategic partners for their support during the financial year 2023.



Pamela Towela Sambo (Dr.)

CHAIRPERSON

HUMAN RIGHTS COMMISSION

LEADERSHIP AND MANAGEMENT

According to Section 5 of the Human Rights Commission Act (therein Commission Act) Chapter 48 of the Laws of Zambia, it provides for the Commission to comprise of the Chairperson, Vice Chairperson and five (5) other members of the Commission. The Commissioners provide policy direction of the Commission, and also provide oversight to the Secretariat.

The Secretariat headed by the Director is the implementing organ of the Commission. The Director is assisted by the Deputy Director in the discharge of managements duties, responsibilities and accountabilities, and is further assisted by Heads of Departments, Sections and Units namely; Investigations and Legal Services; Research and Planning; Information, Education and Training; Human Resource and Administration; Finance and Accounting; and Internal Audit.

BOARD OF COMMISSIONERS



Dr. Pamela Towela Sambo
Chairperson



Dr. Felicity Kayumba Kalunga
Vice Chairperson



Fr. Emmanuel Y Chikoya
Commissioner



Ms. Laura Mary Miti
Commissioner



Ms. Christine Chama
Commissioner



Mrs. Panic Mukamambo Malawo Chilufya
Commissioner



Fr. Joseph Komakoma
Commissioner



Mrs. Sindiso Ngatsha Sichone
Secretary

HRC – MANAGEMENT TEAM



Mrs. Sindiso Ngatsha Sichone
Director



Mrs. Katendi Kapin'a - Nkombo
Deputy Director



Mr. Innocent Nyambe
Chief Investigations and
Legal Services



Mr. Mweelwa Muleya
Chief Information
Education and Training



Mr. Foster Hamuyube
Chief Research and Planning



Mrs. Mutinta M. Musaila
Head Human Resource
& Administration



Ms. Kabandala Inambao
Head Finance and Accounting



Mrs. Irene T. Kalunga
Internal Auditor

CHAPTER ONE: MANDATE, FUNCTIONS AND POWERS

1.1. About the Commission

1.0 The Human Rights Commission (hereinafter referred to as the Commission) is an independent and autonomous National Human Rights Institution, established under Article 230 (1) of the Constitution of Zambia (Amendment) Act No. 2 of 2016 (hereinafter referred to as “the Constitution”). The Commission’s mandate is stipulated in the Constitution and the Human Rights Commission Act Chapter 48 of the Laws of Zambia (hereinafter referred to as “the Act”).

1.1 Legal Framework

1.1.1 Constitution of the Republic of Zambia

• Guiding Principles

In fulfilling its mandate, the Commission acts according to the guiding principles as provided under Article 216 of the Constitution of Zambia, which it requires to be:

- a) Be subject only to this Constitution and the Law;
- b) Be independent and not be subject to the control of a person or an authority in the performance of its functions;
- c) Act with dignity, professionalism, propriety and integrity
- d) Be non-partisan; and
- e) Be impartial in the exercise of its authority.

In terms of functions, Article 230 (2) (3) of the Constitution, the Commission shall ensure that the Bill of Rights is upheld and respected, and is also required to:

- i. Investigate and report on the observance of rights and freedoms;
- ii. Take necessary steps to secure appropriate redress, where rights and freedoms are violated;
- iii. Endeavour to resolve disputes through negotiation, mediation or conciliation;
- iv. Carryout research on rights and freedoms and related matters;
- v. Conduct civic education on rights and freedoms;
- vi. and Perform such other functions as prescribed

Further, Article 241 of the Constitution provides for the general powers of the Commission. It provides that it: -

- a. Shall appoint its own staff;
- b. May refer matters within its mandate to appropriate State organs or State institutions for action;
- c. May initiate its own investigations and receive complaints from a person on matters within its mandate;
- d. Shall take measures to ensure that State institutions and other persons comply with its decisions; and
- e. Shall submit annual reports to the National Assembly on its accounts and activities as prescribed.

1.1.2 Human Rights Commission Act Chapter 48 of the Laws of Zambia

The Commission in fulfilling its mandate and obligations, its function and powers are provided for in Sections 9 and 10 of the Human Rights Commission Act. The functions as outlined in Section 9 of the HRC Act include the following; -

- a) Investigate human rights violations;
- b) Investigate any maladministration of justice;
- c) Propose effective measures to prevent human rights abuse;
- d) Visit prisons and places of detention or related facilities with a view to assessing and inspecting conditions of the persons held in such places and make recommendations to redress existing problems;
- e) Establish a continuous programme of research, education, information and rehabilitation of victims of human rights abuse to enhance the respect for the protection of human rights;

1.1.3 Powers of the Commission

Under section 10. (1) The Commission shall have powers to investigate any human rights abuses-

- a) on its own initiative; or
- b) on receipt of a complaint or allegation under this Act by-
 - i. an aggrieved person acting in such person's own interest;
 - ii. an association acting in the interest of its members;
 - iii. a person acting on behalf of an aggrieved person; or
 - iv. a person acting on behalf of and in the interest of a group or class of persons.

(2) The Commission shall have powers to-

- (a) issue summons or orders requiring the attendance of any authority before the Commission and the production of any document or record relevant to any investigation by the Commission;
- (b) question any person in respect of any subject matter under investigation before the Commission;
- (c) require any person to disclose any information within such person's knowledge relevant to any investigation by the Commission; and
- (d) recommend the punishment of any officer found by the Commission to have

perpetrated an abuse of human rights.

(3) A witness summoned under subsection (2), shall be examined under oath and such oath shall be administered by the Chairperson.

(4) Subject to subsection 5, the Commission may where it considers it necessary recommend-

- (a) the release of a person from detention;
- (b) the payment of compensation to a victim of human rights abuse, or to such victim's family;
- (c) that an aggrieved person seeks redress in a court of law: or
- (d) such other action as it considers necessary to remedy the infringement of a right.

(5) Notwithstanding subsection 4, the Commission shall not have powers where a matter is pending before a Court.

1.2. The Strategic Management of the Commission

Vision

A Society that respects and upholds human rights for all persons in Zambia.

Mission

“To ensure the promotion and protection of human rights and fundamental freedoms for all people in Zambia; through advocacy, investigations, and appropriate redress of human rights violations and; monitoring compliance with human rights standards and obligations.”

Values

The Commission is committed to upholding the following Values:

- Independent
- Human Dignity
- Professionalism
- Propriety and Integrity
- Non-Discrimination
- Action-Oriented
- Non-partisan and Impartiality

1.3. International and Regional Networks Affiliations

At the international and regional level, the HRC as a National Human Rights Institution (NHRI) is a member of the Global Alliance of National Human Rights Institutions (GANHRI). GANHRI is the international association of National Human Rights Institutions from all parts of the globe. It promotes and strengthens NHRIs to operate in accordance with the Paris Principles, and provides leadership in the promotion and protection of human

rights. In line with its mission to support the establishment and strengthening of NHRIs, GANHRI through its Sub-Committee on Accreditation (SCA) reviews and accredits NHRIs. Accreditation confers international recognition, and protection, of the NHRI and its compliance with the Paris Principles. NHRIs are conferred with either A (highest status attainable), B, or C status, with A status accreditation granting participation in the work and decision-making process of the GANHRI, as well as the work of the Human Rights Council and other United Nations (UN) mechanisms. The Office of the High Commissioner for Human Rights (OHCHR) is a permanent observer of the SCA and serves as the Secretariat to GANHRI and its SCA. Based on the last review and accreditation, the Commission continues to enjoy 'A' status.

At the regional level, the Commission is a full member of the Network of African National Human Rights Institutions (NANHRI), whose headquarters is in Nairobi, Kenya. NANHRI encourages and supports the establishment of strong and independent African NHRIs, through national, sub-regional, regional, and international cooperation. It also endeavours to capacitate NHRIs with the necessary knowledge, skills, tools, and techniques for them to undertake their mandate of human rights protection and promotion in line with the Paris Principles. Further, it strives to ensure that African NHRIs effectively undertake their mandate of human rights monitoring, protection, promotion, and advocacy towards a continent characterized by human rights culture and justice for all.

CHAPTER TWO: HUMAN RIGHTS PROTECTION

Introduction

Under the Constitutional and Statutory legal framework, the Commission is mandated to protect human rights. According to Article 230 of the Constitution of Zambia, the protection mandate includes; ensuring that the Bill of Rights is upheld and protected.

The Commission raised its capacity resulting into achieving significant milestones in case resolution and complaints management, investigations, impromptu and scheduled visitations to detentions facilities, holding of public hearings and adoption of effective follow up strategies. In 2023, a total number of Two Thousand Seventy-One (2171) complaints were received by the Commission. This showed a slight increase in the number of complaints received in 2023 compared to the previous year during which Two Thousand twenty-three (2123) complaints were received.

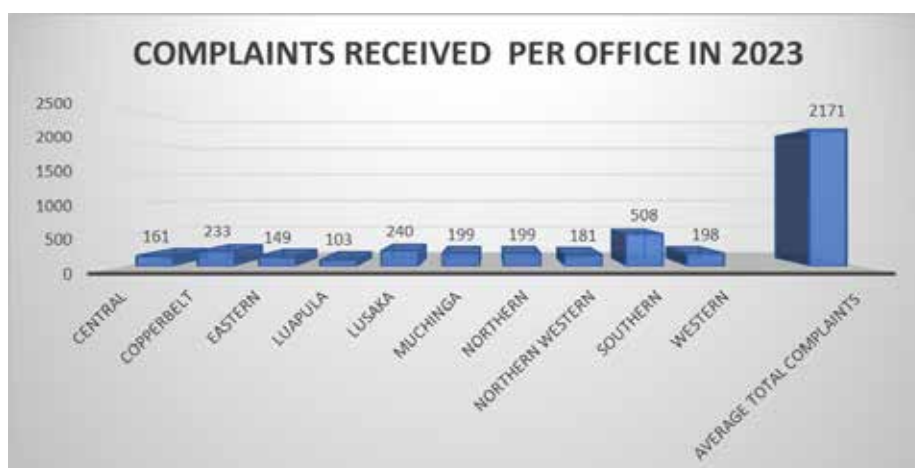
Apart from the cases received, the Commission intervened and secured redress on a number of complaints obtained from inmates who interacted with the Commission during the impromptu and scheduled inspection of detention facilities. As such the statistics represented diverse cases that included but were not limited to:

- i. Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- ii. child abuse
- iii. deprivation of personal liberty
- iv. extrajudicial killings
- v. secure protection of the Law
- vi. employment and labour rights
- vii. maladministration of justice
- viii. rights on immigrants and members of their families, etc.

In ensuring efficiency and effectiveness on matters handled, the Commission scrutinized complaints using its admissibility criteria. Only cases that the minimum criteria were handled and investigated. The handling of cases involved provision of the required legal advice, preliminary inquiries, application of Alternative Dispute Resolution mechanisms (i.e. mediation, conciliation and negotiations) and referral to other appropriate mandated organisations/institutions for further assistance.

The Table below provides complaint statistics according to what was received by each of the provincial offices;

Table 1



Among the complaints received, Secure Protection of the Law accounted for the highest number of complaints signifying that Article 18 of the Constitution of Zambia and other related rights were highly violated. The second highest were complaints categorised as Employment and Labour Rights. The trend continued to follow the same pattern that was observed in 2022. Based on this trend, the Commission will develop strategies to reduce violations of human rights. The measures planned for include capacity building for law enforcement officers, raising awareness on access to justice and human rights among the public, increase accessibility to the services that the Commission provides.

Apart from recording complaints at its offices, the Commission visited prisons and places of detention or related facilities and assessed the conditions of the persons held in such places. During these visits, the Commission identified several human rights issues that included:

- i. delayed trials
- ii. delayed cause-listing committal
- iii. delayed consent to prosecute
- iv. delayed judgments
- v. delayed sentencing and
- vi. delayed hearing of appeal cases.

In addition, the Commission took a keen interest in considering issues hindering persons in detention accessing effective justice such a denial of opportunity to access bail or police bonds. Suspects charged with bailable offences were held in detention facilities longer than necessary. Other matters that were considered were the unnecessary delays in processing the deportation and removal orders for foreign nationals which was contributing to overcrowding. Further, the Commission took interest in the protection of the rights of children in conflict with the law by intervening in cases of delayed conveyance of juveniles to appropriate facilities, the lack of resident children's Court Judges, and delayed social welfare reports for matters that are before the Courts of Law.

In redressing identified human rights violations, strategic and appropriate institutions were engaged by the Commission. Among the institutions engaged were, the Judiciary, National Prosecutions Authority (NPA), Department of Immigration, Zambia Police Service, Zambia Correctional Service, Department of Social Welfare, and Legal Aid Board among others. This contributed to improved access to justice for victims.

2.1. Cases of Interest

During the period under review, the Commission received a number of notable cases of interest that included the following:

(a) Delayed Deportation Order (HRC/CP/C/011/2023 – Emmanuel Eranzi vs. Immigration Department)

The Complainant was a Rwandese national aged 33 years old who alleged delayed Deportation Order. He was convicted and sentenced to nine (9) months for attempting to illegally acquire a Zambian National Registration Card and finished serving his sentence in October 2022. However, the Complainant continued to be detention awaiting facilitation of deportation orders by the Department of Immigration. With Commission intervention, the Department of Immigration expediated the matter and the Complainant was deported back to his country of origin.

(b) Discrimination - HRC/CB/C/4/2023 Patience Phiri vs Mini Park Academy (Private School)

The Complainant alleged being discriminated against by her employer for being HIV positive and insisted that her condition was not impairing her work standards. This was after a parent living in the same locality with the Complainant had reported the Complainant to the school authorities. Without following the rules of natural justice, the school on receipt of the complaint, dismissed the Complainant from employment, and further gave a restrictive condition for her not to be seen in the school premises. She further alleged of being dismissed without any form of notice nor being given the opportunity to be heard.

To redress the violation, the Commission intervened by holding a mediation session which was attended by both parties. After hearing the parties, it was realized that no medical evidence had been obtained by the school to justify the dismissal. After mediation, the parties were advised to get medical clearance to avoid speculation. The medical report obtained showed that the Complainant was fit to work, and her condition was not harmful to other people including the learners.

Based on the medical report and verification of its authenticity by the school authority, the Complainant was unconditionally reinstated.

(a) Maladministration of Justice File No: HRC/SP/168/2022 George Tembo Vs Judiciary and ZP Gwembe

The Commission received a complaint from a member of the public to the effect that a child aged 15 who was arrested by the police had been accused of Stock Theft. George Tembo, was arrested and beaten at Gwembe Police Station and transferred to Monze Correctional Facility where he was waiting to be tried as an adult. He had pleaded with the prosecutors to avail him the services of the social welfare department, but this had been denied on assertion that the boy was 21 years old and was therefore an adult. The Commission intervened by contacting Social Welfare in Monze and the Legal Aid Board in Choma for an application before the Court to have the age of the child determined.

A follow-up by the Commission in March 2023, established that the boy had been discharged on 30th January 2023. This was following the intervention by the Social Welfare Officer who obtained birth records from Chipepo Secondary School where the child had sat for his grade nine examinations, and confirmed that the child was 15 years old.

(b) Mathews Kaunda vs. Zambia Police Service File No: HRC/CP/103/2023

The Complainant, Mathews Kaunda, father to the deceased Raphael Kaunda, a 16 years old pupil at Chongwe Boys' Secondary School reported that on March 17, 2023, his son informed him of being beaten by three (3) boys of the same school. The Complainant stated that he travelled to Chongwe with his wife and found his son with bloodshot eyes, a bloody nose, and ears. They requested the Deputy Head master for authority to take their son home. The Complainant and his wife later reported the matter to the Zambia Police Service and were issued with a medical report form which they presented to Kanyama Level One Hospital. Raphael was admitted to Kanyama Level One Hospital and was later discharged. About two days after he was discharged, his condition deteriorated and he was taken to the University Teaching Hospital (UTH) where he was admitted to the Intensive Care Unit but died three days later.

The Complainant reported to the Commission challenging the results of the post-mortem report which indicated acute malaria as the cause of death. The Commission interviewed the management at Chongwe Boys Secondary School, the hospital management at Kanyama

Level One Hospital, the father and uncle of the deceased, and also analysed the medical report as well as the post-mortem report on the cause of death.

The inquiry conducted by the Commission established that the injuries for which the deceased had been examined and treated for were consistent with the alleged assault and therefore, substantiated the dispute of the post-mortem report by the Complainant. It was further established that the deceased suffered bodily injuries in the alleged assault by his friends who used kicks and fists to inflict harm on him. The relatives strongly believed certain facts were omitted by the Pathologist in concluding the cause of death. The relatives indicated that a blood transfusion was performed as well as treatment for kidney complications but the same were not referred to in the report. The report referred to the deceased having earlier been treated for a urinary tract infection and malaria having been worsened by the kidney infection. The circumstances of the case demanded that the post-mortem results be scrutinized as any doubt may result in injustice.

The Commission concluded its detailed inquiry and accordingly advised the Complainant, and recommended to the Zambia Police for re-examination of the post-mortem results which may require exhumation and a fresh post-mortem examination be conducted.

(c) Extra-Judicial Killings Against Zambia Police

In the period under review, the Commission received an allegation of torture against Lusaka Central Police relating to a suspect held for stealing a mobile phone. Facts obtained were that the suspect (deceased) was apprehended by officers from Lusaka Central Police Station for the theft of a Mobile phone that occurred in the Matero Police Station jurisdiction. After being held for a few days at Lusaka Central Police Station, the suspect was transferred to Matero Police Station where he allegedly died whilst in the cells. The family members to the deceased attributed the death to torture while the police denied the allegation of torture but initially attributed the death of the suspect to being beaten by another suspect aged 18 years. However, on receipt of the postmortem results, the report indicated that the cause of death was severe illness and had nothing to do with any beatings. This resulted into the police not charging the other suspect for the offence of murder.

Through investigations by the Commission, a recommendation was made that the Inquiry File that had been opened be submitted to the National Prosecution Authority for possible inquest.

However, it was further alleged by the Deputy Officer in Charge that the post-mortem report indicated severe illness as the cause of death and therefore the detained perpetrator could not be charged for the death of the deceased, in the circumstances. The Commission recommended that an inquest be facilitated by the Zambia Police for the Subordinate Court to inquire into the circumstances of the death and a report be availed to the Human Rights Commission, upon which the Commission would premise appropriate recommendations to relevant Authorities in terms of section 13 of the Human Rights Commission Act, Chapter 48 of the Laws of Zambia. The inquest was expected to be conducted later. The report is yet to be availed for the Commission to conclude the inquiry, and the Commission has since written to the Inspector General of Police highlighting these issues and awaits responses.

In another matter of extra judicial killing, a report was received by the Commission against Munali Police Post, where Mr. Davison Phiri, a suspect of criminal trespass was tortured in Police custody and later discharged from custody with severe injuries. The person, succumbed to the injuries and died at Levy Mwanawasa Hospital. Preliminary investigations by the Commission established that the deceased died as a result of injuries suffered. The post-mortem report in this matter equally indicated that the deceased died as a result of head injuries. The Commission engaged the Officer in Charge at Munali

Police Post for written statements from the officers involved in the matter. The Officer in charge indicated that an inquiry file had been opened under Chelstone Police Station being independent of the circumstances leading to the death of the deceased. The Commission received a copy of the post-mortem report.

Concerning these matters the Commission has continued to engage with the Zambia Police Service at various Police Stations to ensure justice for the victims.

(d) HRC/MP/C/327/2023 - Onson Banda and Others Vs Lusambo and Zambia Police Service

The Commission received a complaint from Mr. Onson Banda and others alleging maladministration of justice against Mr. Lusambo and the Zambia Police Service. Details of the allegation disclosed that three juveniles including Mr. Banda's son were arrested for the offense of theft. The process of mediation had commenced but the respondents did not want to assist the complainants resolve the matter out of court.

The Commission engaged the Deputy Officer in Charge at Chinsali Central Police Station on the Complainant's matter, who informed the Commission that the Complainants were advised to visit and talk to Mr. Lusambo who filed the complaint at the Police Station on the premise that that was the only person who could withdraw the matter at the Police Station, if he wanted it settled out of Court.

The Deputy Officer in Charge, further informed the Commission that, one of the juveniles was on bail and appearing before the High Court. Therefore, the respondent could not intervene as they had already taken the docket to the National Prosecutions Authority.

The matter was later withdrawn by the victim after the Commission advised the Complainants to directly engage the victim on the issue of withdrawing the case. In resolving the matter, compensation for the stolen items was paid to the victim by the Complainants and the matter was resolved away from the Criminal Justice System in terms of the Children's Code Act No. 12 of 2022.

(e) File No: HRC/WP/C/147/2023 - Angela Mutti & 88 Others v Zambia Police Service-Lack of Prosecution

The Complainant who was a pupil at Ilute Primary School in Mongu district alleged that Mongu Police Station delayed to prosecute her matter. She alleged that 89 pupils of Ilute Primary School were assaulted by a known person, and the matter was reported to Mongu Police Station but the police were reluctant to arrest the alleged perpetrator.

The Commission intervened in the matter by engaging the police over the allegation. The perpetrator was arrested and the matter was taken to Court for criminal prosecution.

(f) File NO: HRC/MP/C/356/2023 - Human Rights Commission Vs Brian Simuchimba

The Commission initiated an investigation whilst inspecting Nambuluma Police Station in Chinsali district, and discovered that four juveniles were detained at the Police Station pending investigation for the offence of breaking into a building with the intent to steal. The police officers could not conduct investigations due to transport challenges.

In an effort to resolve the matter, the Commission visited the scene of the crime with police officers, where it was discovered that the juveniles wanted to break into a grocery shop but were caught just after opening the door and nothing was stolen. The Commission further engaged the Respondent to consider withdrawing the case and the juveniles undergoing

counseling under the Victim Support Unit. (VSU)

The respondent withdrew the matter and the juveniles were counseled by the Victim Support Unit at the Police Station.

2.2. Enhanced Complaint Handling and Report Writing

During the year, the Commission held a training for its staff and built its capacity in Case Management for efficiency and effective Case Management Systems and processes. This contributed to an improved complaint resolution rate. The training was a two-day workshop at Mika Convention Centre which focused on building capacity of Legal and Investigations Officers on effective and efficient ways of handling complaints and report writing. The training was comprehensive as it included issues relating to admitting a case, classification of cases, investigations and closure. The workshop was inclusive of all members of staff in the department of ILD including Investigation Officers from all the provincial offices.

Further, the training was to culminate in the Commission documenting and publishing success stories. Therefore, the training enhanced the collaboration between the ILS and the Department of Information, Education and Training in sharing the success stories with the public through use of various social media platforms.

2.3. High level Engagement Meeting with the Duty Bearers (Inspector General of Police) to advocate for adoption of key human rights principles in the Execution of their duties

In line with its mandate as provided for under the Paris Principles inter alia to monitor any situation of violation of human rights which it decides to admit to, advise the Government, Parliament and any other competent body on specific violations, and issues related to legislation and general compliance and implementation with international human rights instruments, the Commission led by its Chairperson -Dr. Pamela Towela Sambo held an engagement meeting with the Inspector General of Police Mr. Graphel Musamba and discussed various fundamental human rights and freedoms with special focus on the increasing allegations of police brutality, Arbitrary arrests and deprivation of liberty, extrajudicial killings and acts of torture. This engagement resulted into enhanced synergies with the Zambia Police Service especially that Article 193(2)(e) of the Constitution of Zambia also mandates the Zambia Police Service to be a human rights defender as it is required to uphold the Bill of Rights.

Further, the Commission submitted an Advisory Note to the Inspector General of Police which was detailed report on the findings of the Commission's impromptu visits to the various police cells. It also had recommendations that called on the police to strictly uphold their rights.

2.4. Promoting the Rights of Person in Detention Facilities

• Monitoring Places of Detention

In accordance with Section 9(d) of the Human Rights Commission Act Chapter 48 of the Laws of Zambia, the Commission is mandated to "visit prisons and places of detention or related facilities with a view to assessing and inspecting conditions of the persons held in such places and make recommendations to redress existing problems."

To this effect, the Commission visited all the Zambia Correctional facilities and Zambia Police Stations in all the ten (10) provinces and assessed institution adherence to the human rights standards espoused in international, regional and national instruments such as the Universal Declaration on Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR), Convention on the Rights of Children (CRC), UN Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (UNCAT), Convention on the Rights of Persons with Disability (CRPD), United Nations Standard Minimum Rules on the treatment of prisoners (Mandela Rules), United Nations Rules for the Protection of Juveniles Deprived of their Liberty 1990 (Havana Rules), African Charter on Human and People's Rights, the Constitution of Zambia, the Criminal Procedure Code (CAP 88), Zambia Correctional Service Act, and other human rights standards.

This brought out a number of issues relating to the violations of human rights for the persons in detention especially on their welfare and access to justice. It was realised that the level of adherence to international, regional and national standards was very low especially on the following rights;

- i. The right to physical and moral integrity for persons in detention
- ii. The right to adequate standards of living
- iii. Right to personal property
- iv. Separation of categories especially juveniles from adults
- v. Contact with the outside world
- vi. Complaints and disciplinary procedures
- vii. The rights of persons with disabilities
- viii. The welfare of circumstantial children
- ix. The rights and pride of Prohibited immigrants; and
- x. Working environment, housing, sanitation and other staff welfare issues at the facilities.

Most facilities had challenges of poor sanitation systems, overcrowding, inadequate inmate and officers' uniforms, lack of appropriate transport system; inadequate infrastructure for effective separation of categories person's detained, lack of contemporary but climate smart cooking system resulting in inmates preparing only two meals per day.



Further, most Law Enforcement Agencies (LEA) failed to uphold the standards as provided by international, regional and national instruments relating to deprivation of liberty and quick processing of cases. In certain instances, suspects were not informed about the reasons for their detention as required by Article 26 of the International Convention of Civil and Political Rights (ICCPR), Article 3 of the African Charter on Human and People's Rights (ACHPR) and Article 18(2) of the Constitution of Zambia. This negatively affected the tenets of fair trial and equal protection of the law. There were matters which took longer than expected. Among the contributing factors were;

- i. Delayed Cause Listing
- ii. Delayed Trial especially those who were appearing before the Children's Court
- iii. Delayed Social Welfare Reports
- iv. Delayed conveyancing of children in conflict to approved centres for their reformation
- v. Delayed sentence i.e. especially matters referred from the Subordinate Courts to the High Court
- vi. Delayed Appeal
- vii. Maladministration of Justice; and
- viii. Torture

In redressing the violations and abuses observed, the Commission engaged all the relevant stakeholders that included; Zambia Police Service, Zambia Correctional Service, Judiciary, National Prosecution Authority, Department of Social Welfare, Legal Aid Board, Department of Immigration, etc. This engagement resulted into stakeholders committing to uphold human rights standards, with cases that had stalled beginning to move and

being determined. The Judiciary facilitated holding of circuit court where there are no resident Magistrates or Judges. Generally, there was a change of attitude among the institutions engaged, subsequently improving enjoyment of human rights by persons in detention.

2.5. Advisory submissions to Select Committees of the National Assembly on Bills, Audit Reports and Appointment of Judges

In line with its mandate which includes advising the Government, Parliament and any other competent body on specific violations, on issues related to legislation and general compliance and implementation of international and regional human rights standards. The Commission also recognised the fact that the Commission prepared and submitted memorandums to select Committees of the National Assembly and recognised that Parliament is the cornerstone of national human rights protection systems as its positioned to support the State in its primary responsibility to respect, protect and promote human rights.

- i. Memorandum on the consideration of the Performance Audit Report on the rehabilitation and reintegration of prisoners in Zambia.
- ii. Memorandums on the plight of circumstantial children in Zambia. It highlighted the challenges that circumstantial children face and further provided recommendation for Parliament to consider formulating laws responsive to the best interests of circumstantial children.
- iii. Memorandum on the appointment of Judges of the High Court, the Court of Appeal, and the Constitutional Court. The appointment of Judges of the Superior Courts, was progressive in that access to justice, and the disposal rate of cases would increase.
- iv. Memorandum on the consideration of the fight against corruption in Zambia submitted to the Committee on Legal Affairs, Human Rights and Governance;
- v. Memorandum on the consideration of the review of the gender-based violence response and programming in Zambia vis-à-vis the establishment of Victims' shelters, Fast Track Courts, and the Anti-Gender-Based Violence Fund, submitted to the Committee on National guidance and gender matters;
- vi. Memorandum on the consideration of drug and substance abuse among youths in Zambia, submitted to the Committee on Youth, Sport and Child Matters;

In addition to the memorandums submitted to Parliament, the Commission also appeared before Parliamentary select Committees to make oral submissions and clarify submitted issues at the invitation of the National Assembly. These efforts made a tangible impact, shaping legislation and policies that uphold the rights and dignity of all persons in Zambia.

2.6. Handling of Systemic Human Rights Violations/Abuse and Wide Spread Human Rights Violations

Redressing Human Rights Violation through Public Hearings.

The Commission is mandated by the Constitution of Zambia to take necessary steps to redress human rights violations, and pursuant to Regulation 12 (1) of the Human Rights Commission (Practice and Procedure) Regulations (Statutory Instrument No. 22 of 2002), which gives the Commission the mandate to determine complaints or matters of public interest whose redress process could be handled by use of public hearing.

During the period under review, the Commission held Public Hearings in the three districts, of Itezhi-tezhi, Masaiti, and Chadiza Districts to address systemic human rights violations that affected several people in the districts. The Commission received numerous complaints relating to deprivation of property particularly land dispossession, rights of the Child (early marriage, neglecting to provide necessities including education), discrimination in economic, education, health and leadership opportunities, violation of human dignity, Torture and other cruel inhuman degrading treatment or punishment, denial of access to justice, and maladministration of justice, respectively.

In conducting the public hearings, the Commission applied the principles of quasi-judicial approaches as provided under the Human Rights Commission Act, Chapter 48 of the Laws of Zambia to summon witnesses, receive evidence on oath, call for the production of documents or evidence that may be necessary for any investigation, and to allow other witnesses to provide information. The process was similar to Commissions of Inquiry. The Public hearings basically enabled the Commission to get closer to the people and provide an opportunity for community members to open up and bring out human rights issues that were affecting them.

Itezhi Tezhi District

This public hearing was a response to the numerous allegations of human rights violations received from a number of individuals of Itezhi Tezhi District. Upon investigations of the initial reports, the situation was found to be wide spread with systematic violations. It was in this vein that the decision to hold two Public Hearing in Itezhi tezhi district at Baanga Primary School in Chief Chikaza Munyama and at Lima Hall in the Central Business District (CBD) of Itezhi Tezhi District was made. The public hearings were held for four-days in two separate locations. The sittings for the first 3 days were held at Baanga Primary School while the last sitting was held at Lima Hall.

The public hearing was attended by over three hundred 300 people. Some of whom made oral and written submissions in public but others requested to make their submissions in camera. In line with the rules of natural justice, where possible, the alleged respondents were given the opportunity to respond through oral and written submission. Among the issues raised included the following categories: -

- i. Deprivation of Property (land) and related rights
- ii. threat to the right to life
- iii. violation of human dignity
- iv. cruel, inhuman and degrading treatment of subjects
- v. arbitrary/unlawful detention and Arrest; nepotism, discrimination and social Injustices

- vi. denial/lack of access to justice
- vii. Employment and labour rights issues
- viii. poor governance and resource management
- ix. leadership wrangles
- x. violation of the rights to health
- xi. lack/denial of access to clean water
- xii. denial of the right to social protection
- xiii. maladministration of justice and other general allegations.

The Commission provided immediate redress on some of the allegations, while other matters that needed more investigations and engagement with other stakeholders were also handled in the appropriate manner and others continued to receive the Commissions' intervention during the year.

Public Hearing in Masaiti and Chadiza District

Two public hearings were held in Masaiti districts (at Masangano area and Chief Chiwala's Palace) and in Chadiza at Chilenga Primary School. This was in response to the numerous allegations of violations of the rights of children. Allegations indicated that children were being abused by parents, guardians, traditional leaders who allegedly were forcing them into activities that were depriving them of the opportunity to be educated, or have a better future. Abuse was common in traditional and conservative communities where customary practices dictated livelihood behaviour and attitudes.

This contributed to changing peoples' mindset, as the public hearing was done alongside other activities related to raising awareness. With information gathered, the Commission engaged all the relevant stakeholders including traditional leaders and civic leaders which resulted in improved enjoyment of human rights by the children. It was also realised that other individuals were not aware of the free Education Policy, the Re-entry Policy, Constituency Development Fund (CDF) scholarships, etc, hence the Commission encouraged local and civic leaders to help in disseminating information.

Other cases that needed further investigations were investigated and appropriate actions were taken in redressing the matters.

Improve the standard and treatment of children in compliance with international human rights standards

With financial and technical support from Save the Children under the Driving Sustainable Change for Children's Rights (DSCCR) Project, the Commission implemented a number of activities, that resulted in promoting an environment in which children benefited from an improved legal and policy framework in Zambia. It also improved the standard of care and treatment of children in conflict with the law as the Commission conducted several human rights monitoring in detention and childcare facilities for children in conflict with the law.

In addition, the Commission carried a number of sensitisation activities in communities on child rights, child justice and its administration. This was being done in light of the provisions under the newly enacted Children's Code Act No 12 of 2022. As such a number of activities that included; holding of workshops, debates in selected schools, radio programmes and distribution of IEC materials were implemented. A total of 19 districts were reached, which included; - Lufwanyama, Masaiti, Ndola, Chipata, Katete, Chadiza, Petauke, Mansa, Samfya Chongwe, Kafue, Lusaka, Kasama, Mbala, Choma, Kazungula, Livingstone, Kalabo, and Mongu. To this effect, the Commission contributed to the

improved standard and treatment of children in compliance with international human rights standards.

a) **Capacity Building for staff on Children's Code Act No 12 of 2022.**

To enhance the capacity of HRC Staff in the implementation of child rights activities, a training workshop was held which provided officers with the understanding of provisions of the Children's Code Act. Thirty-Seven (37) officers drawn from all the provincial offices, selected programme officers (Research and Planning; Monitoring and Evaluation Unit; Information, Education and Training) and other supporting Units from the Commission Headquarters were trained. However, the number of staff whose capacity was enhanced increased as the programme was being rolled out into regional offices. This contributed to improved knowledge of handling matters relating to children and subsequently contributing to the enjoyment of human rights by children in general.

b) **Monitoring and Investigations in Child-care Facilities and Places of Detention**

The Commission visited and inspected child care facilities and detention facilities and assessed their compliance levels with child rights standards. The monitoring visits were conducted in the Copperbelt, Eastern, Lusaka, Luapula, Northern, Southern and Western provinces with twenty-one (21) child detention facilities and child-care centres being inspected in the nineteen (19) districts visited. A number of human rights violations were observed, and the common issues observed were;

- i. poor administration of justice for children at pre-trial stage of the formal justice system
- ii. long-time taken to dispose-off cases
- iii. violation of their rights to physical and moral integrity, poor standard of living, food and drinking water, in some facilities inadequate/lack of access to health care services
- iv. safety and security of children
- v. contact to outside world including family members, lack of access to legal representatives, lack of access to social welfare and delayed submission welfare reports; etc.

During monitoring visits, the Commission held discussions and interviews with correctional officers, care-givers and also engaged a total number of two hundred and fifty-six (256) children who were in these facilities. This was an indication of the fact that the Commission believed in a multisectoral approach for the rights of the children were to upheld.

c) **Capacity Building for Stakeholders on the Children's Code Act**

In 2023, the Commission with Support from the Save the Children organised and held a number of workshops which built capacity of stakeholders to uphold and promote the rights of children. The selection of stakeholders was strategic with a particular consideration of those working under the Criminal Justice Systems such as, National Prosecution Authority (NPA), Zambia Police Service, Zambia Correctional Service, Department of Immigration, Ministry of Community Development and Social Welfare, Department, Legal Aid Board, Human Rights Commission and selected Civil Society Organisations. Also considered were stakeholders providing safety and wellness of children.

The programme covered on the salient features of the Children's Code Act; mechanisms for effective implementation of the Act and also the role of different stakeholders in the protection and promotion of the rights of children as espoused under the Children's Code Act.

This enhanced the capacity for stakeholders handling cases of children in conflict with the law and other related rights. It also resulted in increased awareness and empowerment, equipping stakeholders including community leaders, with the necessary tools to effectively promote and protect rights of children.

CHAPTER 3: PROMOTION OF FUNDAMENTAL HUMAN RIGHTS AND FREEDOMS

In accordance with its mandate, the Commission continued to promote human rights by carrying out a number of civic educations on human rights. The Commission conducted capacity building of targeted State and non-State actors on specific emerging and challenging human rights issues, stakeholder and community engagements, general sensitisation and awareness raising, civic education, communication and visibility (branding) activities on thematic fundamental human rights and freedoms. This resulted in a noticeable increase in understanding of human rights among the general public in Zambia.

Its success was attributed, in part, to wider availability of different information dissemination platforms such as mainstream media (radio and television) and social media such as; - WhatsApp, YouTube, Facebook, Instagram, website, email, iReport (EWER), Legal desks/clinics (during traditional ceremonies and other commemorations) etc. Among the issues covered in the promotion were ; - access to justice, secure protection of the law, extrajudicial killing, police brutality, gender inequality, child abuse, non-discrimination, right to education, Freedom of Assembly and Association, Freedom of Expression, traditional ceremonies and human rights, inadequacy of the current Bill of Rights, Economic, Social and Cultural Rights, Business and Human Rights, rights of Women, rights of Persons with Disabilities and rights of marginalised groups such as Intersex persons.

This enhanced public knowledge on human rights and obligations, strengthened human rights accountability and increased public participation in the human rights discourse. It basically resulted into increased public participation in advocating for a conducive environment for effective enjoyment of human rights and also ability for the public desire to hold the perpetrators accountable.

Additionally, the Commission facilitated platforms for individuals to report violations of their rights, ensuring that the public had a means to seek justice and protection.

The following were some of the specific activities that were undertaken in period under review; -

2.1. Campaign to Expand the Bill of Rights

In its quest to advocate for effective promotion and protection of human rights in Zambia, the Commission initiated a campaign programme to advocate for the expansion of the scope of Civil and Political Rights enshrined in the Bill of Rights because they were limited and did not include contemporary or emerging human rights issues such as the right to freedom of information, non- refoulement and further rights of older members of society, children, persons with disabilities and was in some parts inconsistent with some provisions of the Constitution of Zambia (Amendment) Act No.2 of 2016.

Implementation of this project started with a capacity building for selected Commission Staff that included provincial staff. The Provincial Offices played a crucial role in supporting Head Quarters in further identification and mobilization of targeted stakeholders. One of the key criteria for identification of both State and non-State actors to participate in the campaign was their mandate and history of work in legal and human rights advocacy. State actors were mostly selected from among institutions working in public legal space and human rights protection system. These included actors such as Zambia Police Service, Legal Aid Board, Judiciary, Ministry of Justice, National Prosecutions Authority (NPA) etc.

In order to ensure inclusivity in meetings, mobilization teams were encouraged to always ensure organisations for specific interest groups such as those working in children rights, women and gender, persons with disabilities space and other vulnerable groups were invited to the meetings.

During the period under review, the Commission conducted campaign in all the provincial towns except for Lusaka province whose campaign would held in the years later. This has created a momentum among the stakeholders to advocate for Constitutional reforms to enhance the Bill of Rights in line with the Eighth National Development Plan Goal

2.2. Promotion of Freedom from Torture, Other Cruel, Inhuman and Degrading Treatment or Punishment

During the reporting period, the Commission made significant strides in its efforts to ensure there was an environment free from torture, Other cruel, inhuman and Degrading Treatment or Punishment in Zambia. The Commission held productive engagement with Law Enforcement Agencies (LEA) during which the rights of suspects was prominent and prevention of torture and officers' conduct were discussed. The Commission held capacity building for Law enforcement in Muchinga and North-western Province which contributed to reduced allegation of torture for the districts reached. The engagements and capacity building programmes resulted in a strong commitment by LEA to improving the treatment of inmates and preventing any form of torture under their charge. In addition to discussing the prevention of torture, the Commission took the opportunity to discuss on the rights of suspects/inmates in general as espoused under the Constitution of Zambia and other pieces of legislation such as the Criminal Procedure Code Chapter 88 of the Laws of Zambia.

Furthermore, the Commission also had two (2) engagements with relevant government ministries and departments, through a meeting and written communication on the need to enact a law to criminalize torture in Zambia to effectively combat violations.

2.3. Human Rights Awareness and Education, Branding and Visibility

In the period under review, the Human Rights Commission conducted several human rights awareness and education activities through various methods, which included but were not limited to, media discussion programmes, social media engagements, issuance of press statements, branding, development and distribution of Information, Education and Communication (IEC) materials, participation in traditional ceremonies, commemorations and other engagement meetings.

2.2. Media Discussion Programmes

The Commission also conducted several live and pre-recorded programmes in all provinces around the country using select community radio stations. These programmes were either implemented as a once-off or alongside other human rights awareness activities that were taking place in different parts of the country. The Commission managed to hold over 19 radio and television programmes through which human rights information was disseminated, and reached to an estimated cumulative total of over 500,000 people country wide based on the listenership and viewership of respective stations.

Management of the Commission's Social Media Platforms, Website, and Official Email Address

With the world going digital and technology taking centre stage, the Commission continued to leverage the opportunity being presented by technology to disseminate information and also provide an opportunity for people to report human rights violation.

The Commission continued use social media platforms such as Facebook, Instagram, WhatsApp, X (formerly Twitter), and YouTube to not only engage with members of the public but also conduct human rights awareness raising and also receive inquiries about the work of the Commission and complaints of human rights abuses and violations. Below is a table highlighting the performance of each of the social media platforms being managed.

Press Statements

Press statements are a powerful tool for advocating for human rights, raising awareness, holding perpetrators accountable, mobilizing action, and informing policy decisions. The Commission issued fourteen (14) press statements. This contributed in developing a culture of respecting human rights and promoting social justice and equality. Among the press statements issued by the Commission in the year under review were; -

- Statement to celebrate World Radio Day- 13th February 2023
- Statement on the appointment of 20 Judges to respective courts and positions - 14th February 2023
- Statement on the commemoration of the International Women's Day- 8th March, 2023
- Statement calling for the enactment of a law to criminalise torture in Zambia to effectively combat violations
- Statement against embracing Torture in Zambia-30th June, 2023
- Statement on Democracy Summit- 21st March and 30th March, 2023
- Statement on Business and Human Rights- 19th April, 2023 during Dialogue Meeting in Lusaka
- Statement against detention of children particularly those below age of criminal responsibility (An eight (8) year old boy at Matero Police Station in Lusaka on 11th July, 2023- 13th July, 2023)
- Statement on the Appointment of HRC Commissioners
- Statement on continued killings of Persons with Albinism-25th July, 2023
- Statement to commemorate International Day of Democracy- 15th September, 2023
- Statement condemning the Lusaka City Council for confiscating a wheelchair from a person with a disability as punishment for engaging in street vending as cruel, inhuman or degrading treatment or punishment and called for immediate restoration of his rights- 22nd October, 2023
- Statement condemning the alleged torture of a suspect to death at Mkushi Police Station in Central Province- 19th November, 2023

2.3. Enhancing Visibility of the Commission and Information sharing on Human Rights

Office Branding

Taking cognisance of the role that branding plays in boosting awareness, and the trust to potential complainants, the Commission designed and branded the four provincial offices in Kabwe, Livingstone, Mongu and Solwezi. This contributed to increased visibility of the Commission in the respective provinces.

Further, the Commission branded all its gazebos which enhanced its visibility wherever it mounted awareness raising stands and legal desks. It was easier for potential complainants to identify the Commission's stand during events such as traditional ceremonies, commemoration of international or regional days, etc

Development and Distribution of IEC Materials

In enhancing its visibility and information sharing, the Commission developed IEC with thematic human rights information, and these were distributed to members of the public during sensitisation and awareness raising activities. This proved successful in educating members of the public about their rights and responsibilities, and also, how to claim their rights and hold perpetrators (including the State) accountable. The IEC materials were in English and all the other seven (7) Languages used on radio and taught in schools.

Participation in Traditional Ceremonies

The Commission carried out several sensitizations, awareness raising, and provision of legal advice and receipt of complaints at traditional ceremonies. These traditional ceremonies provided opportunities that the Commission leveraged to promote human rights. A total of seven (7) traditional ceremonies that took place in different parts of the country were attended by the Commission in 2023.

To this effect, the Commission attended to 1077 individuals who visited its stands, providing over 3000 copies of IEC materials with different thematic human rights messages. IEC materials distributed were in English and respective local languages. During the events, the Commission also reached out to over 30,000 people through community radio programmes. This figure was based on the estimated listenership of respective community radio stations.

Implementing these activities, contributed to the cultivation of a culture that respects human rights as people participate in their cultural practices.



HRC at Gonde Lwiindi Ceremony in Monze, Southern Province.

Commemorations of Internationally Recognised Days and other public relations events

The Commission continued to embrace International human rights-related days as powerful advocacy platforms and occasions to educate and train the public on thematic human rights issues and to also advocate for political will and resources to address national human rights challenges and to celebrate and reinforce achievements of human rights

a) Commemoration of International Children's Days

In 2023, the Commission commemorated the Day of the African Child on 16th June, 2023 which was deliberately and strategically organised and held at Chipata College of Education in Chipata District of the Eastern Province of Zambia. This was owing to the cases of child abuse and exploitation which were being recorded in selected districts of Eastern Province. And in commemorating this important day, the Commission provided a platform for children in schools to participate and make their voices heard on issues affecting their rights. As such a debate competition was held with over hundred (100) children participating under the theme “*The Rights of the Child in the digital environment*”. All the discussions were centred on the provisions related to the rights of the child in the digital environment as espoused in the Children’s Code Act.

In addition, over 500 stakeholders took part in the march-past to commemorate the Day of the African Child which was graced by the Permanent Secretary Eastern Province represented by the District Commissioner for Chipata- Ms Elidah Mwanza. This provided opportunities for stakeholders and children to advocate for the State to continue putting in place institutional, legal and policy measures aimed at mainstreaming child rights issues in programming.

International Human Rights Day “theme; -dignity, Freedom and Justice for all.”

During the reporting period under review, the Commission successfully organized the International Human Rights Day celebrations at Mulungushi International Conference (KK Wing) in Lusaka. The event, held on 10th December 2023 was commemorated under the theme “*dignity, Freedom and Justice for all.*”

It brought together a diverse range of stakeholders, including representatives of the State and non-State Actors, diplomat corps, traditional leaders, religious leaders, political parties etc. The Commemoration was graced by the Republican President for Zambia who was represented by the Minister of Home Affairs and Internal Security Hon. Jack Mwiimbu. During the event, the Commission applauded the State on the positive strides made and measures taken to enhance the enjoyment of human rights in Zambia. The Commission also bemoaned the continued human rights violations that the Commission had recorded and called on the State put in place legal, policy and administrative measure to mitigate the challenges. This event provided a platform where the state assured the public on State fulfilling its human rights obligations (Respect, Protect and fulfil).

The event also provided a platform for dissemination of IEC material and, provision of information on filling complaints related to human rights violations, and operations of the Commission. Other stakeholders also erected stands where they also disseminated information on their mandate. At the end of the Commemoration, the Commission achieved its objective of raising awareness, fostering collaboration, and empowering individuals and communities to protect and advocate for human rights.

Other International Days and Public Events

The Commission took part in celebrating more than six (6) international thematic days such as:

- International Women’s Day
- International Day in Support of Victims of Torture
- Day of the African Child
- Africa Public Service Week
- International World Aids Day
- International for Persons with Disability (PWD)
- Lusaka Agricultural and Commercial Show, etc.

These Commemorations successfully empowered members of the public with information

on their respective thematic human rights issues, and also raised awareness on the responsibilities and obligations of the State (duty bear) and the rights of individual and groups (rights holders).

Table shows the events.

Date	Event	Location	Theme
8 th March, 2023	International Women's Day	Kabwe and Lusaka	Digital: Innovation and Technology for Gender Equality
20 th – 23 rd June, 2023	Africa Public Service week	Lusaka	Transforming the Public Service for Service Excellence and Realization of the African Continental Free Trade Area (AfCFTA)
6 th – 9 th August, 2023	Exhibition at the Agriculture and Commercial Show	Lusaka	Inclusive Economic Transformation
1 st December, 2023	World AIDS Day	Lusaka	"Let communities lead
5 th December, 2023	International Day for Persons with Disabilities	Chinsali	United in Action to rescue and Achieve the SDGs for, with and by Persons with Disabilities
10 th December, 2023	Human Rights Day	Lusaka	Dignity, Freedom and Justice for All

Other Engagement Meetings

The Commission engaged the Zambia Correctional Service and conducted at least seven (7) sessions on human rights in detention and correctional facilities in Mongu District of Western Province reaching out to an estimated two hundred and twenty-four (224) beneficiaries who included accused persons and inmates. In the same manner, the Commission held engagements with members of the community in residential areas, markets and schools of Livingstone,imba and Mafinga Districts respectively resulting in 917 individuals being reached.

CHAPTER 4: HUMAN RIGHTS ADVOCACY

3.1. Promoting State Compliance and Accountability on Human Rights Standards

Attended the Forty-second (42nd) Session of the Human Rights Council's Universal Periodic Review (UPR) Working Group -Geneva

In line with the Paris Principles that recognize the role of the National Human Rights Institutions(NHRIs) in monitoring and engaging with the international human rights system, particularly the Human Rights Council and its mechanisms such as UPR, and the Human Rights Council Resolution 5/1 of 2007 which provides for the participation of relevant stakeholders in the UPR process, the Commission as a NHRI attended the Forty-second (42nd) Session of the Universal Periodic Review (UPR) during which Zambia's human rights record was being reviewed under the 4th UPR Cycle held in January 2023 in Geneva, Switzerland. The Commission was represented by five(5) people that included Commissioners and staff. As an 'A status' NHRI, the Commission keenly followed the proceedings on the review of Zambia and noted all the recommendations, which provided the Commission information on issues to advocate and push the State to comply with international human rights standards.

Supporting the Ministry of Justice in the Development and Implementation of the UPR Action Plan

In fulfilling its human rights promotion mandate, the Commission provided technical support and advisory notes to the government through the Ministry of Justice. The support provided included facilitating the holding of the Stakeholders 'Consultative Meeting that allowed both State and Non-State Actors to critically analyze the UPR recommendations to Zambia that emanated from the 4th Cycle UPR Session held in January 2023. Zambia had received a total of 250 UPR recommendations, outwardly accepting one hundred eighty-four(184), putting forty-four (44) on pending and twenty-three (23) being noted .

During the workshop, stakeholders assessed all the forty-four (44) UPR recommendations that were pending and twenty-three (23) UPR recommendations that were noted (rejected) by Zambia. This resulted into government accepting forty-three (43) out of the 67 UPR recommendations that were analyzed. Overall, the government accepted(supported) 226 and noted(rejected) 24 UPR recommendations. Among the recommendations that did not receive support from Zambia were those related LGBTIQ rights. The workshop was held on 26th April 2023 at Southern Sun, Lusaka.

Stakeholder Engagements on the UPR Recommendations for Zambia (4th UPR Cycle)

In line with the Resolution 5/1 of 2007, Resolution 2005/74, NHRI plays a significant role in human rights monitoring, promotion and protection. Therefore, after the adoption of the outcome of the 4th UPR Cycle for Zambia in June 2023, the Commission embarked on the provincial stakeholders' engagement to raise awareness of the UPR recommendations that were accepted/supported by the State. The engagement provided stakeholders with skills to assess the State's compliance to human rights standards. The engagement included skills in human rights monitoring which reinforce the State's responsibility to respect, protect and fulfil human rights. By December 2023, the Commission managed to engage stakeholders in Eastern, Central, Copperbelt, and North Western provinces.

This enhanced capacity of stakeholders to hold the State accountable on its commitment to promote and protect human rights. In 2024, the programme will be extended to the remaining six (6) provinces.

Launch the National Mechanism for Reporting, Implementation and Follow-Up

In its quest to enhance capacity of the implementation of recommendations and State Party reporting, the Commission facilitated the establishment and launch of the National Mechanism for Reporting, Implementation and Follow (NMIRF) by the Ministry of Justice. The Launch was held on 27th June 2023 at Mulungushi International Conference Centre during which an Inter-ministerial Committee to superintend over the NMIRF was also ushered into office, signifying the operationalization of the NMIRF. This mechanism is a national public mechanism or structure that is mandated to coordinate and prepare reports to and engage with international and regional human rights mechanism (both Charter based and Treaty Bodies), to coordinate and track national follow up and implementation of treaty obligations and recommendations emanating from these mechanisms. The mechanism was to build national ownership and empower ministries and stakeholders to stimulate dialogue on the UPR recommendations and treaty body concluding observations, and other recommendations. This enhanced structured and formalised contacts among stakeholders for effective reporting, Implementation, and follow-up.

Capacity Building on Human Rights Monitoring

For effective monitoring of the State compliance with human rights standards, the Commission built the capacity of HRC Staff on human rights monitoring particularly the UPR process, Business and Human Rights, and production of the State of Human Rights Report at Chita Lodge in Kafue. The aim was to raise awareness and enhance capacity of the Commission on the UN Guiding Principles on business and human rights and the practical implications for an NHRI like HRC, the Charter Based Human Rights Monitoring particularly the Universal Periodic Review (what it is all about, the recommendations that came out of the 4th Cycle review and the role of HRC in ensuring review outcomes benefitted ordinary people) and highlights findings and recommendations of the 2021-2022 State of Human Rights Report in Zambia.

3.2. State Party Reporting

Reporting to Human Rights Mechanisms

The Commission supported the Ministry of Justice in their preparation and submission of the 2nd State Party Report to the Committee on Elimination of Racial Discrimination. This was through a submission on the select list of matters issued by the Chairman of the National Mechanism on Implementation, Reporting, and Follow-Up, Dr Oliver Kalabo. Further, the Commission participated in the validation of the final draft report.

3.3. Early Warning and Early Response

The Commission continued to implement a project dubbed the Early Warning and Early Response (EWER) project under the Democracy Strengthening Zambia Project (DSZ). The project was initially designed to provide reporting on political human rights risks and incidents during the 2021 electoral process (pre-and post elections). To enhance the sustainability of the reporting platform, in 2023, the system was expanded and included new indicators for reporting general human rights violations or abuses. The expanded system became the Case Management System for the Commission to use.

As part of strengthening the implementation of the project, two (2) Information Technology Specialists from Smart Zambia were seconded to the project to provide technical support

to the Commission and District Champions. Further, the Commission working with the information specialists conducted training for HRC Staff and District Human Rights Champions and Stakeholders in all the provinces.

Training of Members of Staff on the Expanded I- Report

To enhance the sustainability of the Early Warning and Early Response (EWER) system, the Commission held several trainings on the expanded EWER System named i-Report platform. The first training workshop was the Trainer of Trainers for HRC Staff to enhance their capacity to roll out the system to the Human Rights Champions in all ten (10) provinces. The training was held on the 1st and 2nd of June 2023 in Kabwe.

Establish and Operationalize Community Human Rights Champions and Stakeholders

Following the Training of trainers in Kabwe, the Commission embarked on the training of Community Human Rights Champions to effectively operationalize the I-Report Platform. To this effect, the Commission identified selected community members who were trained in identifying human rights risks and incidents, and how to upload on the system.

Training was conducted in all the Ten (10) provinces of Zambia being Southern, Western, Muchinga, Luapula, Northern, Eastern, Lusaka, Copperbelt, North-Western, and Central provinces. The trainings were held at the provincial capital except for Southern Province which held its training in Livingstone. Participants in all the trainings were drawn from all the districts in the respective province. The objective of having District Human Rights Champions and Stakeholders was to increase the accessibility of the Commission by the people in all the districts. It was envisaged that the system would improve collaboration and supervision in responding to complaints being reported and uploaded. The system provided real-time reporting, guidance, and coordinated response by the Commission. It was a means for taking Commission services closer to the people who needed them most. Human rights champions were provided with the capacity to directly upload incidences, risks, and complaints of human rights onto the Commission's I-Report platform. The platform helps to track the cases uploaded and the actions that have been taken by the Commission.

3.4. Enhancing the promotion of Business and Human Rights in Zambia

Technical Support to National Action Process on Business and Human Rights

In 2017, Zambia accepted a UPR recommendation from Kenya to develop a National Action Plan (NAP) on Business and Human Rights. To actualize this commitment, a Core Working Group to which the Commission was party was constituted by the Ministry of Justice, to spearhead the development of the NAP. In the course of the year, the Commission facilitated several meetings on Business and Human Rights whose outcome contributed to the successful development of the Roadmap and commencement of implementation of activities towards the development of NAP. Among the activities implemented were:-

- i. Finalization of a concept note for the National Stakeholders Dialogue meeting on Business and Human Rights
- ii. Successful holding of the National Stakeholders Dialogue meeting on Business and Human Rights on the 18th and 19th of April 2023 at Pamodzi Hotel.
- iii. Narrowing the scope of activities to be implemented in 2024 to focus on quick impacts including engagement of a Consultant to spearhead implementation and hosting of a regional forum on business and human rights to review progress on NAPs for Southern Africa.

East African Business and Human Rights Conference

Attended a meeting in Kampala Uganda for further capacity strengthening on Access to Remedy, particularly focusing on interaction with Independent Accountability Mechanisms (IAMs) and other mechanisms for Responsible Business Conduct (RBC).

African Forum on Business and Human Rights

Attended the African Forum on Business and Human Rights whose focus was on Just Energy Transition vis-a-vis human rights impacts and the role of NHRIs and sharing country level experiences on NAPs and beyond. NHRIs such as the Human Rights Commission in Zambia shared the tumultuous journey of being pioneers on the NAPs process to being at the tail end of countries making progress. The Commission has inspired countries in conducting National Baseline Assessments (NBAs) and developing road maps for the NAP process, including helping shape NHRIs key lessons in aspects such as engaging the State and other non-state actors in the process. HRC has been instrumental in discussions shaping the work for NHRIs on just energy transition in the context of an emerging focus on critical minerals and the impact this transition may have on human rights.

Technical Support to Business Entities

The Commission provided technical support to Japan Tobacco International (JTI) as it worked to develop a rights-based Grievance Redress Mechanism. The support was in the form of reviewing the proposal by a Consultant who was engaged by the JTI to develop the Operational level-based Grievance Mechanism (OGM) and advise the company on technical aspects to ensure that the OGM responded and addressed issues, and aligned to international best practices and standards.

Engagement with Donors and Cooperating Partner

As part of canvassing for support to the ongoing work on the development of the NAP on Business and Human Rights, HRC presented a document to GIZ at their request regarding what HRC had done to drive the process. Further, it held engagement meetings with the European Union (EU) and the United Nations Development Plan (UNDP) for further support.

3.5. Promotion of the Sexual Reproductive Health and Rights

Regional Sensitization Workshop on Adolescent Sexual Reproductive Health and Rights (ASRHR)

The Commission facilitated the attendance of one representative at a Regional Sensitisation Workshop which was organised by NANHRIs. The workshop was held in Nairobi, Kenya to enhance the capacity of NHRIs to undertake and implement national, regional, and international level interventions to support State Parties in achieving the progressive realization of Adolescent Sexual and Reproductive Health Rights.

The workshop was attended by officers from the Ministry of Health, NHRIs, and CSO from all the participating countries. This was to strengthen the capacity of NHRIs, CSOs, and duty bearers to inquire broadly into sexual and reproductive rights issues, including investigating individual complaints; monitoring the implementation of regional commitments; making recommendations to governments on alleged human rights violations; and reviewing national and regional laws and policies relating to ASRHR and reporting the same to treaty bodies.

It also enhanced synergies and collaborations with other NHRIs in the region. It was envisaged that such forums would promote and protect Sexual Reproductive and Health Rights which are highly neglected in most African countries.

3.6. Regional Meeting on Strategic Lawsuits Against Public Participation

The Commission attended the Regional meeting on Strategic Lawsuits against Public Participation (SLAPPs) held in Johannesburg, South Africa. SLAPPs are Strategic Lawsuits Against Public Participation, they damage, hurt free speech and healthy debate as they target those who communicate with their Government or speak out on issues of public interest. SLAPPs are used to silence and harass critics by forcing them to spend money to defend these suits. SLAPP filers don't go to court to seek justice. Rather, SLAPPs are intended to intimidate those who disagree with them or their activities by draining the target's financial resources.

The objective of the meeting was to build strong regional and national alliances to lobby for protection or further protection of the freedom of expression through legislation and begin putting in place effective measures to help persons targeted through SLAPPs. Some outcomes included the development of an action plan to;

(a) In relation to Human Rights Defenders

- Identify strategic partners to expand the coalition work and network and enhance its impact.
- Establish linkages with international partners to strengthen solidarity and support for human rights defenders.
- Mobilize resources to provide financial and legal support to vulnerable victims of SLAPPs.
- Develop internal capacity to effectively address diverse views, perspectives and challenges.
- Develop a toolkit that can be used by HRDs and equip them with knowledge and strategies to counter SLAPPs.

(b) Legal Support Organisations

- To put in place a mechanism that ensures that there is legal support readily available for victims of SLAPPs
- Develop a system for tracking and monitoring SLAPP cases facilitating data collection and analysis.
- Commission various legal research on SLAPPs to enhance understanding and inform strategic interventions.
- Conduct capacity-building initiatives for the Judiciary particularly Judges, on the issue of SLAPPs. Advocate for legal reforms that strengthen protection against SLAPPs and promote freedom of expression. Collaborate with Law Associations to identify and second lawyers that can provide support in SLAPP cases
- Training of community-based paralegals that can help in raising awareness and sharing information on SLAPPs.
- Lobbying for the setting up of a regional tribunal that focuses on addressing SLAPPs in the extractives sector.

3.7. Production of the 2021-2022 State of Human Rights Report - Zambia

With its mandate of monitoring State compliance and report on the observance of fundamental freedom and rights, the Commission with support from the cooperating partners (GIZ) produced and launched the 2021-2022 State of Human Rights Report. This was a periodic assessment of the State's observance of human rights standards. It provided data on the human rights structural, process, and outcome indicators. It was an assessment of the legal, policy, and administrative measures taken by the State to actualize international and regional human rights standards and highlight gaps that remain.

The findings and recommendations in the report are used to hold the State accountable for its failure to fulfill its human rights obligations, and also used as advocacy tool for the improvement of the human rights situation. Among the notable areas of concern highlighted in the report were the continued poor access to justice, prolonged pretrial detentions, limited improvement in access to legal representation, unlawful and prolonged detentions, prolonged Court process, continued cases of torture, inhuman and degrading treatment, violation of Children's Rights and rights of Persons with Disability and Mental Patients, etc.

3.8. Human Rights Research

The Commission participated in the production of two important reports spearheaded by the United Nations, namely:

- i. The Report on being Intersex in Zambia: A Review of International, Regional and National Laws and Policies Report. The research was primarily done by UNDP, Zambia Medical Association, Intersex Society of Zambia in collaboration with the Commission. The study was commissioned as part of the Regulatory Impact Assessment (RIA), which seeks to review existing legislation, policies, and guidelines as well as the gaps, inconsistencies or disharmony in the regulatory space governing the rights of intersex persons, and how they impact on their rights and development. The Commission participated in the conceptualization of the project including consultations and also in influencing the framing and issues of focus and validation of the final report.
- ii. The study to advance the realization of the right to food and education. The Commission particularly participated in consultations and reviewed various drafts of the report. The study investigated the extent to which Zambia has incorporated the principle of progressive realisation of the rights to food and education in its legal, policy, and administrative systems, without the risk of retrogression, and how this has translated into investments to guarantee the Minimum Essential Levels of Rights (MELR) to food and education for all without discrimination. An in-depth analysis of budget allocations related to the Rights to Food and Education and related implementation and monitoring, was undertaken to discern whether resources adequately reach women and the most vulnerable in the poorest areas of the country, in particular, in line with Agenda 2030's promise to reach "Those Furthest Behind, First."

3.9. Annual Review and Planning

Mid-Year Review

In an interest to assess the Commission's performance in terms of what was working well, achievements, challenges and the ones to realign where necessary, a Mid-Year Review was organized and held on the 3rd and 4th of October 2023 at Sandys' Creation, Chilanga District. This contributed to realignment of some programmes in terms of approaches to their implementation resulting into efficiency and effectiveness.

Annual Review and Planning

In December 2023, the Commission held an Annual Review of the performance of the Commission. This served as a platform to discuss the achievements, challenges, and opportunities for setting goals for the 2024 plans. Officers were provided with techniques for effective planning which included emphasis on the aligning of activities to the Strategic Plan. Further, assessed proposed activities and developed the 2024 Annual Work Plan.

CHAPTER 5: HUMAN RESOURCE PLANNING AND STAFFING

4.1. Staff Establishment

The approved staff establishment as at 31st December 2023 was at One Hundred and Thirty-Three (133) with only seventy-four (74) positions having been filled. A total of fifty-nine (59) positions were still unfunded. Five (5) officers were on contracts and sixty (69) officers were on permanent and pensionable terms.

4.2. Staff Appointments and Confirmations

Appointment/ Recruitment Exercise

- i. Eighteen (18) officers were appointed under the period in review.
- ii. Following approval of the Treasury Authority for seventeen (17) new positions and vacancies created as a result of resignation and retirement, the Commission managed to fill them up.

The section facilitated interviews for the underlisted position;

No	Description
1	Head Human Resource and Administration
2	Legal Counsel
3	Investigations Officer
4	Administrative Officer
5	Personal Secretary
6	Registry Clerk
7	Driver
8	Cleaner

The position of Human Resource and Administration fell vacant after the substantive officer had resigned while the Administrative Officer caused by the substantive office being reassigned to the position of Human Resource Officer.

Confirmation

- iii. Two (2) officers were confirmed following satisfactory performance during their probation period. This included one (1) Driver under Mongu Provincial Office who was appointed on 11th November, 2022 and one (1) Principal Legal Counsel who was appointed on 9th January 2023.

4.3. Employment and Vacancies

The following tables summarise the number of posts on establishment at the Commission, the number of employees, the vacancy rate, exits and recruitments. It is important to note that the 2023 budgeted approved positions were 74 in number against the approved establishment of 133.

Fig1: Number and percentage of staff by gender

Table 1: Number and percentage of staff by gender

Gender	No. of Staff	Percentage of staff
Male	49	65%
Female	25	33.7%
Total	74	100%

Table 2: Management team by gender

Fig 2: Management team by gender

	No. of Male staff	No. of Female staff	Total
Management team	3	5	8

Table 3: Employee exits and type of exit

Termination type	No. of staff
Resignation	3
Redundancy	0
Expiry of contract	0
Dismissal	0
Medical discharge	0
Retirement	2
Secondment	2
Death	0
Total	7

Table 4: Staff recruitment by gender

	Number of staffs	Position	Department
Female Staff recruited	5	-Investigations Officer	Legal and Investigation
		-Registry Clerk	Human Resource and Administration
		-Personal Secretary	

	11	-Head Human Resource and Administration -Administrative Officer -Driver x 2 -Cleaners x3	-Human Resource and Administration
		-Investigations Officer x3 -Legal Counsel	Legal and Investigation
Male staff recruited			
Total recruited	16	-	-

Table 5: Staff transfers

Division	Lateral transfer	Transfer on promotion
Division 1	0	0
Division 2	0	0
Division 3	2	0
Total	2	0

4.4. Human Capacity Development

Long-term training

Eight (8) officers were on long-term training programmes on self-sponsorship due to limited funding for staff training.

Short term training and Workshops

Throughout the year, staff attended various training and development programmes which were purposed to improve the quality and performance of staff. The programmes were mainly funded by partners and were as outlined below;

No	Type of Training/Workshop	No. of staff trained/ attended	No. of days for training	International/ Domestic
1	Complaints Procedure and Report Writing Workshop	16	2	Local

2	In-County workshop targeting NHRI, CSOS, Duty-Bearers and Rightsholders to strengthen their capacity around the legal frameworks within Zambia and the African Continent	4	2	International
3	Capacity building and coordinating workshop organised by the Centre for Civil and Political Rights	1	1	International
4	Validation and Development of a Risk Management Policy Framework and Risk Register training	15	5	Local
5	Internal Audit Annual Conference	1	4	Local
6	Universal Periodic Review of the Republic of Zambia	5	3	Local
7	Global Alliance of National Human Rights Institutions 2023 Annual General Meeting	3	6	International
8	South Learning Event for LGBTI & Human Rights Activists	1	5	International
9	Pre-testing Session for two knowledge tools developed for use by parliamentarians and stakeholders in curbing corruption and promoting accountability and promoting and protecting human rights in the SADC region.	1	2	International
10	Implementations by African Committee of Experts on the Rights and Welfare of the Childs Decisions and Recommendations.	2	2	International
11	African Federation of Institutes of Internal Auditors (AFIIA) Conference	1	6	International
12	Workshop on the role of NHRIS in monitoring and reporting on Civic Space	1	4	International
13	Southern Africa Consultative Conference and Coalition Launch	1	3	International

14	We Belong Africa (WBA) Regional project meeting	1	4	International
15	East Africa Business and Human Rights Conference	3	5	International
16	Policy document Validation workshop at National Prosecution Authority	1	1	Local
17	Validation of Report on Campaign to abolish the Death Penalty in Zambia	13	1	Local
18	Training on Electronic Government Procurement (E-GP)	9	5	Local
19	Law Association of Zambia Annual Conference	4	4	Local
20	Zambia Institute of Human Resource Management Annual Conference	2	4	Local
21	Capacity building workshop for the Zambia Police Service	3	4	Local
22	Stakeholders Engagement Workshop on the current Bill of Rights	9	9	Local
23	Drafting the Annual State of Human Rights Report	8	2	Local
24	I Report Training- UNDP	57	3	Local
25	Training for Online Criminal Investigations and the Law Course	3	10	Local
26	Induction for all accounting officers into Public Service	6	5	Local
27	Orientation Meeting for Commissioners	18	2	Local
28	Stakeholder and Human Rights Champion Consultative Meeting on Expansion of IReport	18	5	Local
29	Review of HRC Polices	8	4	Local
30	6 th National Human Rights Institutions (NHRIs) forum on the margins of the 77 th Ordinary Session of the Africa Commission on Human and Peoples Rights (ACHPR)	1	2	International
31	A round table discussion under the theme “Advancing SADC Key populations Commitments Beyond 2030.	1	2	International

32	Training on the implementation of Resolutions of the African Commission on Human and Peoples Rights.	1	1	International
33	Regional Workshop on Protecting the Human Rights of Migrants, in SADC Region	1	3	International
34	NANHRI General Assembly Meeting that will be held on the margins of the 14 th Biennial Conference	1	5	International
35	14 th International Conference of National Human Rights Institutions (NHRIs)	1	5	International
36	Records Management Skill Workshop	1	5	International
37	6 th National Human Rights Institutions (NHRIs) forum on the margins of the 77 th Ordinary Session of the Africa Commission on Human and Peoples Rights (ACHPR)	1	3	International
38	NANHRI General Assembly Meeting on the margins of the 14 th Biennial Conference	1	2	International
39	Regional Workshop on Protecting the Human Rights of Migrants in SADC Region	1	3	International
40	East Africa Business and Human Rights Conference	2	6	International
41	“Vision 2030” Consultation on Sexual and Gender Diversity and inclusion in Sub-Saharan Africa	1	3	International
42	Africa Forum on Business and Human Rights	2	5	International
43	Sage 200 Pastel Training	5	3	Local
44	Africa Forum on Business and Human Rights and National Meeting Roundtable)	2	6	Local
45	GAP Analysis Exercise	8	5	Local
46	Mid-Year Performance Review Meeting	40	2	Local
47	Induction for all accounting officers into Public Service	4	5	Local

4.5. Statutory and ADHOC Meetings

The Commission facilitated and attended a number of meetings during the year all purposed for improving the execution of its mandate. The following were meetings during the year:

Type of meeting	No. of Meetings
Management meetings	22
Staff Meetings	3
Commission Meetings	3
Human Resource and Administration Committee	2
Non-Management Meeting	1
Audit Committee meetings	3
Finance and Legal Committee meetings	2
Statutory Commission meetings	2
Commissioner's Retreat	1

4.6 Other Activities

Formulation of Human Rights Commission Policies

With the spirit of a Healthy, and satisfied employee being the most productive in an institution, the Commission undertook a number of actives to create, maintain a conducive work environment for its staffs. This involved reviewing and formulation of staff policies. This was done by formed task-oriented groups for a particular activity being led by the Director's office and Human Resource and Administration which was providing technocratic support.

The following were the policies and forms formulated:

- i. The Conditions of Service for HRC staff;
- ii. The whistle blower policy;
- iii. The Performance Appraisal form;
- iv. The Recruitment Policy;
- v. The Health and Wellness Policy;
- vi. The Exit interview form and;
- vii. Code of Ethics
- viii. Temporary Engagement Policy
- ix. Workplace Gender Policy
- x. Training and Development
- xi. Records Management Policy

Organizational Structure Review

The process to review the Organizational Structure for the Commission started with an inception meeting with Management Development Division on 10th March 2023. An implementation plan was developed which culminated into the commencement of discussion on the Gap Analysis on the organisation structure especially the institutions operation needed to realigned to the provisions of the Constitution of Zambia.

4.7 Logistics and Transport Management

During the year under review, the Commission had 20 pool motor vehicles though four (4) of these were non-runners. Nine (9) of these vehicles were in the provinces. The remaining eight (8) were at the Head Office with four (4) being used by management and four for general operations. The Commission was waiting for three (3) vehicle procured to be delivered.

With provincial offices receiving appropriate vehicles, it contributed to their capacity reach out to all the areas that were difficult for them.

4.8 Commemorations

The Commission participated in a number of national events which included the following:

- The International Women's Day
- Africa Public Service Day
- Labour Day Celebrations
- International Children's Broadcasting Day
- International Human Rights Day Commemoration
- International Day of Persons with Disabilities

Observations and Recommendations

1. The Commission observed the continued high cases of the violation of the right to secure the protection of the law through, inter alia, delayed and denied access to justice.
 - The Commission recommends continued strengthening of institutions in the justice delivery sector and construction of the necessary infrastructure as well as increased human and financial resources in order to enhance access to justice;
 - Further, the Commission recommends strict adherence to the Rule of Law, Constitutionalism and Human Rights, by among other measures, respecting the rights of suspects as enshrined under Articles 13 and 18 of the Constitution, particularly those relating to the right to liberty, presumption of innocence and to a speed and fair trial.
2. It is with deep regret that cases of extra-judicial killings, torture and other cruel, inhuman or degrading treatment or punishment have continued with impunity.
 - The Commission reiterates its call to immediately enact a national law that criminalises torture, defines torture and prescribe penalties for acts of torture in order to end impunity and for the country to meet its obligations under the UNCAT;
 - Further, the Government must ratify or accede to the Optional Protocol to the UNCAT in order to enhance the capacity of victims to claim their right to protection against torture and other cruel, inhuman or degrading treatment or punishment.
3. The Commission continued to receive numerous cases of violations of human rights relating to employment and labour matters.
 - The Commission calls upon the Government to draw a transparent road map towards Constitutional reforms, which will include expanding the Bill of Rights to include Economic, Social and Cultural Rights in order to make them justiciable and enhance their promotion and protection.
4. While the Commission commends the Government for enacting a Comprehensive Children's Code Act, effective implementation of the Act remains largely problematic.
 - The Commission calls for continued and enhanced capacity building of institutions involved in the justice delivery sector, particularly the Zambia Police Service and the judiciary, to better interpret and apply the Children's Code Act.
5. The Commission has observed commitment towards improving the rights of persons in detention and correctional facilities. However, a myriad of challenges such as overcrowding; inadequate access to food and adequate sanitation and delayed access to justice remain unresolved.
 - The Commission is calling upon the Government to continue and scale up the programme of constructing new detention and correctional facilities and modernising the old ones to mitigate the impact of overcrowding and facilitate the provision of adequate sanitation services;
 - Further, the Commission calls for strict adherence to the UN Standard Minimum Rules for the Treatment of Prisoners -1955 (revised and renamed as the Nelson Mandela Rules-2015).

CHAPTER 6: FINANCIAL STATEMENT



REPUBLIC OF ZAMBIA

FINANCIAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2023

THE AUDITOR GENERAL
P.O. BOX 50071
LUSAKA - ZAMBIA

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THE INSTITUTIONAL PERFORMANCE REPORT

It is my honor to provide the background and overview of the performance of the Human Rights Commission for the financial year ended 31st December 2023.

Background and Location of the Commission

The Human Rights Commission is a Constitutional, autonomous National Human Rights Institution (NHRI), mandated by the Constitution under Article 230 of the Constitution of Zambia, to promote and protect human rights, by ensuring that the “Bill of Rights” is upheld and protected. Further, the Constitution empowers the Commission to undertake the following:

- a) Investigate and report on the observance of rights and freedoms,
- b) Take necessary steps to secure appropriate redress where rights and freedoms are violated,
- c) Endeavour to resolve disputes through negotiation, mediation, or conciliation,
- d) Carryout research on rights and freedoms and related matters,
- e) Conduct civic education on rights and freedoms, and
- f) Perform such other functions as prescribed.

Functions and Powers of the Commission

The Human Rights Act, Chapter 48 of the Laws of Zambia prescribes the functions and powers of the Commission as follows:

- a) Investigate human rights violations,
- b) Investigate any maladministration of justice,
- c) Propose effective measures to prevent human rights abuse,
- d) Visit prisons and places of detention or related facilities with a view to assessing and inspecting conditions of persons held in such places and make recommendations to redress existing problems,
- e) Establish a continuing programme of research, education, information and rehabilitation of victims of human rights abuse to enhance the respect for and protection of human rights, and
- f) Do all such things as are incidental or conducive to the attainment of the functions of the Commission.

The address of the registered office of the Human Rights Commission is as follows;

Human Rights House,
Mulungushi House Annex, Independence Avenue,
P. O. Box 33812,
Lusaka.

The Commission

The composition of the Commission is provided for under the Chapter 48 of the Laws of Zambia. The Commission consists of the Chairperson, the Vice Chairperson and not more than Five (5) other Members appointed by the President subject to ratification by the National Assembly. The

Members are responsible for the development and monitoring effective internal controls to safeguard the Commission's assets and financial data integrity.

The Commission Executive Management

The Commission Executive Management consists of the Director who is the Controlling Officer, Deputy Director, three (3) Heads of Departments, two (2) Heads of Sections and three (3) Heads of Units.

Major Developments / Key Policies Implemented

The Commission had several projects and carried out the following events the financial year under review:

1. Complaint's handling

A total of 2,086 complaints were handled out of which 1, 627 were male and 459 females. 1,231 cases were resolved, 130 referred with 179 cases pending. 546 comprised of discontinued cases.

2. Legal Reforms/Parliamentary Submissions

The Commission made appearances before Parliament and submitted reports/ memoranda on fourteen (14) different and other important matters of interest Bills.

The Commission participated and undertook the following activities:

1. Inspection of Places of Detention - Out of the target of sixty (60), the Commission conducted fifty (50) human rights sensitization sessions in the various detention and correctional facilities, directly reaching out to an estimated 15,086 persons in detention and correctional facilities in the ten (10) Provinces.
2. Legal Clinics/desks - The Commission conducted twenty (20) community sensitisation meetings, two (2) in each of the ten (10) Provinces.
3. Public Awareness on human rights - The Commission participated in seven (7) traditional ceremonies. A total of 6,200 copies of various Information Education and Communication (IEC) materials were distributed.
4. Branding visibility of HRC - 375 T-Shirts and 375 Caps were procured and branded and distributed to stakeholders during commemorations of human rights days and community sensitisation meetings.

Over 31,324 different types of IEC materials were printed, and 31,234 copies were distributed against a target of 50,000.

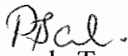
5. Monitoring on Business and Human Rights - Zambia accepted a recommendation during the Universal Periodic Review (UPR) to develop a National Action Plan (NAP) on Business and

Human Rights. The Commission had three (3) engagement activities with stakeholders to equip them with necessary knowledge and skills in Business and Human Rights.

- National Consultative meeting sponsored by Human Rights Commission and United Nations Development Program (UNDP).
 - Stakeholder engagement meetings on Business and Human Rights in four (4) Provinces.
 - Monitoring of compliance on United Nations Guiding Principles (UNGP) on business and Human Rights.
6. Democracy Strengthening Project in Zambia - The project supported the development of the Commission Case Management System and the continued operations of three (3) Provincial Offices.
 7. Press Statements - The Commission issued thirteen (13) Press Statements to provide advice on human rights matters.
 8. Enabling Access to Justice, Civil Society Participation and Transparency - The Commission, in collaboration with Ministry of Justice and Zambia Police, conducted a capacity building Workshop on Economic, Social and Cultural Rights (ESCR) for its members of staff.
 9. Implementation of Child Rights project activities under the Driving Sustainable Change for Children's Rights (DSCCR) - The Commission implemented activities on child rights protection in 20 districts of seven (7) Provinces as planned.
 10. Social Media Monitoring - By 31st December 2023, the Commission had 36,688 followers on various social media platform. The Commission received Twenty-Six (26) complaints through the social media platform.

With regard to the key policies, the Human Rights Commission came up with the 2022-2026 Human Rights Strategic Plan which is a framework of the national, regional and international human rights instrument. It seeks to scale up the promotion and protection of human rights in Zambia, by expanding national coverage, and improving the standards, efficiency, and effectiveness of service delivery.

The plan is founded upon the assumption that adequate funding will be provided by the Government, and the supplementary support from the Cooperating Partners and other well-wishers. It is my considered view that, the successful implementation of this plan will significantly contribute to the attainment of the national goals on human rights, and the attainment of the country's regional and International Human Rights obligations. This, in the end, is expected to lead to increased observation of human rights to the benefit of all the people in Zambia.


Pamela Towela Sambo Ph.D.

Chairperson

HUMAN RIGHTS COMMISSION

27/05..... 2024.

THE CONTROLLING OFFICER'S REPORT

I have the pleasure of presenting the report regarding the Human Rights Commission together with the financial statements for the year ended 31st December 2023 which disclose the sources, utilization and balances of cash for the Human Rights Commission.

OPERATING RESULTS

Receipts

Total receipts amounted to K37,153,186 compared to K24,530,660 for the previous year. This represented 51% (K12,622,526) increase. The increase is attributed to the increased funding from the Treasury.

Payments

Total expenditure amounted to K37,415,070 compared to K24,094,044 for the previous year. This represented 45% (K13,321,026) increase. The increase is attributed to the increased funding from the Treasury.

Increase /Decrease in Cash

The decrease in cash during the period under review was K261,884 compared to an increase of K436,616 in the previous period.

Related Party Transactions

There were no related party transactions for the financial year ended 31st December 2023.

Property, Plant and Equipment

The Commission procured Five (5) Motor vehicles, 15 Boardroom chairs and 5 desktop and 6 laptops computers. The Commission did not receive equipment and motor vehicles from Cooperating partners. No property, plant and equipment were disposed of during the financial year.

Intangible Assets

There were no purchases of intangible assets for the financial year.

Employees

The number of employees at the beginning of the year was 57 and increased to 61 as at the end of December 2023. The total amount spent on employees' remuneration and welfare was K13,531,013.

Health and Safety of Employees

The Commission is aware of its responsibilities regarding the safety and health of employees as prescribed in the Occupational Health and Safety Act No.36 of 2010 and took appropriate measures to safeguard their safety and health such as providing employees with training in safety protocols, use of correct working tools and keeping the work environment clean.

Events


The Commission incurred K276, 913 towards the commemoration of the International Human Rights Day for the financial year ended 31st December 2023.

Auditors

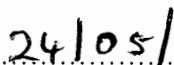
In line with Article 250 of the Constitution of Zambia (Amendment) Act No.2 of 2016 and Section 73 of the Public Finance Management Act No.1, the Commission is audited by the Auditor General.

Conclusion

The 2023 original budget for Head 34 - Human Rights Commission was K32,754,027. The original budget was re-aligned because supplementary provision warrant was granted to the institution to re-allocate K3,000,000 from use of goods and services to Non-financial Assets. Further, I wish to express my sincere gratitude and appreciation to all the Officers that facilitated Government programme and prepared the financial report for the year ended 31st December 2023.



.....
Katendi Kapiná Nkombo (Mrs.)
Acting Director



..... 2024

STATEMENT OF RESPONSIBILITIES FOR ANNUAL FINANCIAL STATEMENTS

In line with the requirements of Part VI Section 70 (4) of the Public Finance Management Act No. 1 of 2018, the Controlling Officer is responsible for preparing and certifying the correctness of the financial statements for the year ended 31st December, 2023 which are free from material misstatement, whether due to fraud or error, and are prepared, in all material respects, in accordance with the International Public Sector Accounting Standard (IPSAS) Cash Basis of Accounting. In preparing the financial statements, the Commission selected applicable policies from Central Government Accounting Policies (CGAPs) No. 2 and applied them consistently, making judgment and estimates that were reasonable and prudent.

The Controlling Officer is also responsible for the maintenance of adequate accounting records and the preparation and integrity of the annual financial statements and related information.

The Controlling Officer accepts responsibility for the annual financial statements, which have been prepared using appropriate accounting policies supported by reasonable estimates, in conformity with the Cash Basis IPSAS, the requirements of the Public Finance Management Act No.1 of 2018 and Central Government Accounting Policies (CGAPs) No. 2.

In addition, Part III and section 8(s) of the Public Finance Management (General) Regulations 2020 requires the Head of the Accounting Unit to sign off Accounts, Management Reports, Financial Statements, or any component of the work submitted to the supervising officer or any other Officer as Input in the financial report of the Republic.


The Controlling Officer and Head of Accounting Unit, further accepts responsibility: -

- for the maintenance of accounting records that may be relied upon in the preparation of financial statements, and
- for designing, implementing, and maintaining systems of internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

To the best of our knowledge, proper books of accounts were maintained to support preparation of financial statements comprising Statement A - Statement of Cash Receipts and Payments, Statement B – Statement of Comparison of Budget and Actual Amounts(Budget Execution), Statement C – Statement of Comparison of Authorised Provision and Actual Expenditure (by programme and Sub -Programme), a summary of significant accounting policies and other explanatory information that present fairly the financial results of the of the Human Rights Commission for the financial year ended 31st December 2023.

Signed on behalf of the Human Rights Commission

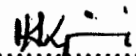
Name: KABANDALA INAMBAO

Signature: 

Date: 24/05/2024

Position: Head - Finance and Accounting

Name: KATENDI KAPINÁ NKOMBO

Signature: 

Date: 24/05/2024

Position: Acting Director



REPUBLIC OF ZAMBIA
OFFICE OF THE AUDITOR GENERAL

INDEPENDENT AUDITOR'S REPORT

STAND No.7901
HAILE SELASSIE AVENUE,
LONGACRES
P.O BOX 50071
LUSAKA, ZAMBIA
E-mail: auditorg@ago.gov.zm
Website: www.ago.gov.zm
Telephone: +260211252611/252771

To: The Commission Chairperson – Human Rights Commission

**Report on the Audit of the Financial Statements of Head 34 – Human Rights Commission
for the Financial Year Ended 31st December 2023**

Opinion

I have audited the financial statements of Head 34 – Human Rights Commission for the financial year ended 31st December 2023, which comprise Statement A - Statement of Cash Receipts and Payments, Statement B - Statement of Comparison of Budget and Actual Amounts (Budget Execution), Statement C - Statement of Comparison of Budget and Actual Amounts (by Programme and Sub Programme) and a summary of significant accounting policies and other explanatory information.

In my opinion, the accompanying financial statements present fairly, in all material respects, the Statement A - Statement of Cash Receipts and Payments, Statement B - Statement of Comparison of Budget and Actual Amounts (Budget Execution) and Statement C- Statement of Comparison of Budget and Actual Amounts (by Programme and Sub Programme) for the year ended 31st December 2023, in accordance with the International Public Sector Accounting Standard (IPSAS) Cash Basis of Accounting and the Central Government Accounting Policies (CGAPs) No. 2.

Basis for Opinion

I conducted my audit in accordance with International Standards of Supreme Audit Institutions (ISSAIs). My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the financial statements section of my report. I am independent of the Human Rights Commission in accordance with the International Organisation of Supreme

Audit Institutions (INTOSAI) Code of Ethics together with the ethical requirements that are relevant to my audit of the financial statements in Zambia, and I have fulfilled my other ethical responsibilities in accordance with these requirements and the INTOSAI Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.



REPUBLIC OF ZAMBIA
OFFICE OF THE AUDITOR GENERAL

Key Audit Matters

Key audit matters are those matters that, in my professional judgment, were of most significance in my audit of the financial statements. Key audit matters are selected from the matters communicated with the Controlling Officer but are not intended to represent all matters that were discussed with them.

However, I have determined that there are no key audit matters to communicate.

Responsibilities of Management and those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with International Public Sector Accounting Standard Cash Basis of Accounting, the Public Finance Management Act No. 1 of 2018 and Central Government Accounting Policies (CGAPs) No.2, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Human Right Commission.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISSAIs, I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Head 34 – Human Rights Commission's internal control.



REPUBLIC OF ZAMBIA
OFFICE OF THE AUDITOR GENERAL

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Head 34 – Human Rights Commission's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, the going concern of the Human Rights Commission is dependent on the government policy decision.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

In communicating with those charged with governance, I also determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my audit report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Dr. Ron M. Mwambwa, FCMA, FZICA, CGMA, CFE
ACTING AUDITOR GENERAL

DATE: 28/05/2024

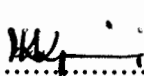
**STATEMENT A – STATEMENT OF CASH RECEIPTS AND PAYMENTS FOR THE
FINANCIAL YEAR ENDED 31ST DECEMBER 2023**

	Note	2023 Kwacha	2022 Kwacha
RECEIPTS			
Treasury	2	34,592,164	21,199,507
External Assistance	3	2,561,022	3,331,153
TOTAL RECEIPTS		37,153,186	24,530,660
PAYMENTS			
Personnel Emoluments	4	15,369,151	12,501,422
Goods and Services	5	14,312,866	7,836,029
Financial Charges	6	-	-
Social benefits	7	-	11,700
Non-financial assets acquisition	8	4,533,912	797,799
Financial Assets	9	-	-
Other payments	10	3,199,141	2,947,094
TOTAL PAYMENTS		37,415,070	24,094,044
Increase/(decrease) in Cash		(261,884)	436,616
Foreign Exchange Losses	12	-	-
Cash at beginning of the year	13	888,349	451,733
Cash at the end of the period	13	626,465	888,349

Name: KABANDALA INAMBAO

Name: KATENDI KAPINÁ NKOMBO

Signature: 

Signature: 

Date: 24/05/2024

Date: 24/05/2024

Position: Head, Finance and Accounting

Position: Acting Director/Controlling Officer

**STATEMENT B – STATEMENT OF BUDGET EXECUTION FOR THE FINANCIAL
YEAR ENDED 31ST DECEMBER**

	Original Budget Kwacha	Adjustments Kwacha	Final Budget Kwacha	Actual Amounts Kwacha	% Performance	Variance Kwacha	% Variance
RECEIPTS							
Funding	32,754,027	-	32,754,027	32,754,026	100%	(1)	0%
External Assistance	-	-	-	-	-	-	-
Other Receipts	-	-	-	-	-	-	-
TOTAL RECEIPTS	32,754,027	-	32,754,027	32,754,026	100%	(1)	0%
PAYMENTS							
Personnel							
Emoluments	13,586,135	-	13,586,135	13,531,013	100%	55,122	0%
Use of goods and services	17,684,812	(3,000,000)	14,684,812	14,312,866	97%	371,946	3%
Financial Charges	-	-	-	-	-	-	-
Social benefits	-	-	-	-	-	-	-
Non-financial assets acquisition	1,483,080	3,000,000	4,483,080	4,533,912	101%	(50,832)	-1%
Financial Assets	-	-	-	-	-	-	-
Other payments	-	-	-	-	-	-	-
TOTAL PAYMENTS	32,754,027	-	32,754,027	32,377,791	3	376,236	0

The composition of budget adjustments and explanations of major variances are provided in Note 1.

Name: KABANDALA INAMBAO

Name: KATENDI KAPINÁ NKOMBO

Signature:

Signature:

Date: 24/05/2024

Date: 24/05/2024

Position: Head, Finance and Accounting


Position: Acting Director/Controlling Officer

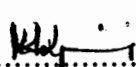
**STATEMENT C – STATEMENT OF COMPARISON OF BUDGET AND ACTUAL
EXPENDITURE BY PROGRAMME AND SUB-PROGRAMME FOR THE FINANCIAL
YEAR ENDED 31ST DECEMBER 2023**

		2023 KWACHA				
		Original Budget	supplementary/ Variance Budget	Final Budget	Actual Expenditure	Variance
4140	Protection and Promotion of Human Rights	19,449,464		15,754,464	15,462,857	291,607
4199	Management Support Services	13,304,563		16,999,563	16,914,934	84,629
	TOTAL	32,754,027	-	32,754,027	32,377,791	376,236

Name: KABANDALA INAMBAO

Name: KATENDI KAPINÁ NKOMBO

Signature: 

Signature: 

Date: 24/05/2024

Date: 24/05/2024

Position: Head, Finance and Accounting

Position: Acting Director/Controlling Officer

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS

1. Basis of the Preparation of the Financial Statements

The financial statements have been prepared in accordance with Cash Basis IPSAS, *Financial Reporting under the Cash Basis of Accounting*, issued by the International Public Sector Accounting Standards Board (IPSASB) and Central Government Accounting Policies (CGAPs) No. 2.

The financial statements have been prepared in accordance with the historical cost convention as the basis of measurement, unless specified otherwise. The accounting policies have been applied consistently throughout the year.

1.1 Reporting Entity

These financial statements are for the Human Rights Commission. The financial statements encompass the Commission as set up in the Constitution of Zambia (Amendment) Act No. 2 of 2016, Human Rights Act, Chapter 48 of the Laws of Zambia, and the Public Finance Management Act No.1 of 2018.

The principal function of the Commission is outlined under Article 230 the Constitution of Zambia (Amendment) No.2 of 2016.

Further, the Human Rights Act, Chapter 48 of the Laws of Zambia prescribes the functions and powers of the Commission.

1.2 Authorisation Date

The financial statements were authorised for issue on 24/05/2024 by the Controlling Officer.

1.3 Revenue

The Commission does not generate its own revenue. Instead, it receives financial support from Central Government in form of funding. Funding consists of amounts appropriated by Parliament which the Treasury releases to the Commission. The Commission does not operate its own bank accounts for the amounts received from the Treasury. Instead, the Government through the Ministry of Finance and National Planning's Treasury Services Department operates a centralised treasury function through the Treasury Single Account (TSA) set up in line with Section 25 of the PFMA 2018.

Amounts are funded on request in IFMIS to the Commission by the Treasury. Funded amounts are moved from Government revenue control account maintained at Bank of Zambia (BOZ) to TSA Payment Account also maintained with BOZ. Except for funds meant for capital projects, amounts authorised for use by the Commission which are unexpended at year end are transferred back to the revenue control account of the Treasury.

Apart from funds received from the Treasury, the Commission operates Third Party Accounts to cater for specific projects funded by Cooperating Partners. The balances on these accounts are reported in the financial statements.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS

1.4 Expenditure

Expenditure is recognised when payment is made for expenses incurred. The Commission incurs expenditure relating to the discharge of its functions which includes expenses relating to other personnel emoluments, goods and services, general administration, and acquisition of non-financial assets.

Items of a capital nature are expensed at the time of payment and such transactions are depicted in the appropriate class and heading in the financial statements. Since capital expenditure is expensed when incurred, neither depreciation nor amortization is charged on non-current assets.

1.5 Reporting on Gross Basis

Transactions are reported on gross basis without netting off similar classes of receipts and payments. However, transactions may be reported on net basis when they relate to transactions the Commission administers on behalf of other entities recognised in the financial statements

1.6 Cash on hand at the Beginning and the End of the Year

Cash at the beginning and end of the year consist of cash on hand, demand deposits and cash equivalents held at such dates.

Cash on hand refers to notes and coins held by the Commission at the reporting date, and it includes petty cash. Demand deposits consist of reconciled balances held in the Commission's bank accounts which it can use on demand. Cash equivalents, on the other hand, refer to short term high liquid investments that can easily be converted to known amounts of cash and are subject to insignificant risk of change in values. The Commission recognises all short-term high liquid investments having maturities of three months or less as cash equivalents.

1.7 Presentation Currency

The presentation currency is Zambian Kwacha.

1.8 Foreign Currencies

Transactions in other currencies are converted into Zambian Kwacha using the spot rate at the time of receipt or payment. Balances expressed in foreign currencies at the year-end are translated into Kwacha at the ruling rate then. The resulting difference from the conversion and translation are charged to the Statement of Cash Receipts and Payments.

The Commission did not make any foreign transactions for the financial year ended 31st December 2023.

1.9 Borrowings

No borrowings are undertaken by the Commission. Therefore, neither borrowings nor their repayments are recognised in the financial statements of the Commission.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS

1.10 Budgets and Actual Amounts

A final budget includes all adjustments (supplementary and re-allocations) made to the original approved budget during the year. Supplementary budgets consist of additional provisions beyond what was originally approved while re-allocations are approved budget variations.

The approved budget is developed on the same accounting and classification basis as Statement B for revenue and Statement C for expenditure, and for the same year as for the financial statements. All material differences between final budgets and actual amounts are explained in the notes to the annual financial statements. Budget differences of 20% and above are considered material.

1.11 Encouraged Disclosures of Accrual Type of Items

The Commission makes Accrual Basis type of disclosures called Encouraged Additional Disclosures in line with Part 2 of Cash Basis IPSAS as follows: -

i. Property, Plant and Equipment

These are assets that have useful economic lives or service potential of more than one year. They are recorded and disclosed at either cost or valuation. Valuations are conducted by the Government Valuation Department. Where valuation has been undertaken, the applicable valuation bases are as follows: -

- Land Market Value
- Buildings Historical Cost or Market Value
- Plant and Equipment Historical Cost

ii. Investments in Other Entities

The Commission had no investments in other entities during the period under review.

iii. Administered Transactions

The Commission administered transactions amounting to K371,211.28 for the year ended 31st December 2023.

iv. Related Party Transactions

A related party is one that has the ability to control the Commission or exercise significant influence over the Commission in making financial and operating decisions. The related party entity is also any entity that is subject to common control with the Commission.

Related parties include: -

- (a) Entities that directly, or indirectly through one or more intermediaries, control, or are controlled by the Commission,
- (b) Associates being entities over which the Commission has significant influence,
- (c) Individuals that have significant influence over the Controlling Officer such as Members of Parliament, Chiefs and close family members of such individuals,
- (d) Key management personnel, and close members of the family of key management personnel; and

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS

- (e) Entities in which a substantial ownership interest is held, directly or indirectly, by any person described in (c) or (d), or over which such a person can exercise significant influence.

The key management personnel of the Commission are: -

- (a) the Commissioners, members of the Audit, Human Resource, Administration & Finance and Procurement Committees; and
- (b) The Director, Deputy Director, and other members of the Management team.

Spouses, children and grandchildren, grandparents, brothers, sisters, parents in law, brothers in law, and sisters in law of key management personnel are related parties to the Commission Secretariat.

The Commission discloses the nature of the related party relationship as well as information about those transactions and outstanding balances as a note to the financial statements. Such transactions may include remuneration, loans and contracts awarded to key management personnel and their close relatives.

v. External Assistance

External assistance comprises grants from multilateral and bilateral agencies provided under agreements specifying the purposes for which the assistance will be utilised. In the year under review the Commission received K2,561,022 in external assistance. This amount was paid direct to third party Accounts without passing through the IFMIS System.

The Human Rights Commission discloses total external assistance received in cash during the year, total external assistance paid by the agencies for the benefit of the Commission, external assistance received in form of loans and grants, their classifications, purposes for which it was received and undrawn balances.

vi. Other Receipts

There were no other receipts for the financial year ended 31st December 2023.

vii. Payments by Third Parties

There were no payments by third parties for the financial year ended 31st December 2023.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS

2. Funding from the Treasury

During the financial year under review, the Commission received funding from the Treasury as follows: -

Funding	2023	2022
	KWACHA	KWACHA
1st Funding	1,195,512.00	1,955,000.00
2nd Funding	395,713.00	175,000.00
3rd Funding	1,272,652.00	1,099,202.00
4th Funding	1,195,512.00	1,463,321.00
5th Funding	2,149,591.00	649,999.00
6th Funding	1,195,512.00	1,099,202.00
7th Funding	1,145,387.00	1,472,500.00
8th Funding	1,508,323.00	1,099,202.00
9th Funding	1,400,000.00	1,099,202.00
10th Funding	1,195,512.00	1,099,202.00
11th Funding	1,195,512.00	1,099,202.00
12th Funding	853,867.00	1,099,202.00
13th Funding	1,195,512.00	1,099,202.00
14th Funding	1,195,512.00	1,514,999.00
15th Funding	891,876.00	360,000.00
16th Funding	1,195,512.00	450,000.00
17th Funding	800,000.00	25,000.00
18th Funding	1,195,512.00	425,000.00
19th Funding	1,422,984.00	1,099,202.00
20th Funding	7,346,195.00	1,420,586.00
21st Funding	1,422,984.00	1,099,202.00
22nd Funding	1,800,000.00	250,000.00
23rd Funding	1,422,984.00	46,082.00
TOTAL	34,592,164	21,199,507

3. External Assistance

During the financial year ended 31st December 2023, the Commission directly received funding from Cooperating Partners: -

	KWACHA	KWACHA
USAID		-
Save the Children	1,324,993	881,249
GIZ	406,780	1,095,186
UNDP	829,249	1,354,718
Total	2,561,022	3,331,153

4. Personnel Emoluments

The Commission prepares its own payroll and below are actual amounts of emoluments paid to staff in various categories that amounted to K13,531,013:

	2023 KWACHA	2022 KWACHA
Super scale	960,357	874,541
Salary Division 1	9,154,451	8,871,485
Salary Division 2	1,857,936	1,380,046
Salary Division 3	1,294,283	1,057,534
Other Personal Emoluments	263,986	317,817
Total	13,531,013	12,501,423

Note: The difference of K1,838,138.00 with the figure in Statement A and B is due to increased funding to accommodate salary increment and Treasury Authority to recruit new Officers. The institution did not have an adequate budget for personnel emoluments. Consequently, the expenditure was posted by the Ministry of Finance and National Planning under head 99 - Constitutional and Statutory Expenditure.

5. Use of Goods and Services (Appendix 1)

Use of Good and services consist of expenditure incurred on administrative activities.

	2023 KWACHA	2022 KWACHA
Office Costs	455,196	370,903
Building Repair and Maintenance Cost	632,445	508,854
Plant, Machinery, Vehicle Running & Maintenance Cost	2,472,093	1,684,929
Other Administrative & operating costs	1,722,599	282,367
Requisites	13,000	44,880
Services	2,949,888	1,761,041
Travel expenses within Zambia	4,177,196	2,437,669
Travel expenses Outside Zambia	1,575,626	525,010
Short Term Training & staff development	92,400	15,000
Registration & Subscription (Professional Bodies)	222,422	205,376
Training		-
Medical costs		-
Other costs		-
TOTAL	14,312,866	7,836,029

6. Financial Charges

The Commission had no financial charges paid during the period under review.

7. Social Benefits

Social benefits include payments towards death on duty, burial, and other benefits. For the financial year ended 31st December 2023 the Commission paid K7,900 in social benefit payments.

8. Non-financial Asset Acquisition (Appendix 2)

Acquisition of assets involved the following payments.

	2023		2022
	KWACHA		KWACHA
Land	51,500		
Furniture & Equipment	367,980		187,649
Plant & Machinery			
Building			
Motor Vehicle	4,114,432		610,150
Assets Under Construction			
Other assets			
TOTAL	4,533,912		797,799

Note1a: The difference of K3,050,832 on Non-Financial Assets between the original budget of K1,483,080 and the actual expenditure of K4,533,912 in statement B was due to supplementary budget on the expenditure line.

9. Financial Assets

The Commission acquired no financial assets for the financial year ended 31st December 2023.

10. Other payments

The Commission made other payments on behalf of the Co-operating Partners during the financial year ended 31st December 2023. The expenditure is reported only in Statement A as it constitutes funds received from Co-operating Partners which were not funded through TSA.

	2023	2022
	KWACHA	KWACHA
UNDP	832,592	1,680,647
Save The Children	1,238,389	
GIZ-ASHRR	1,128,160	1,266,448
TOTAL	3,199,141	2,947,094

11. Foreign Exchange Losses/Gains

There were no foreign Exchange losses/gains for the financial year ended 31st December 2023.

12. Cash Balances

The Commission's cash amounts consisted of cash on hand, demand deposits and cash equivalents.

	2023	2022
	KWACHA	KWACHA
Cash on hand	-	-
Demand Deposits	626,465	888,349
Cash equivalents	-	-
TOTAL	626,465	888,349

a. Cash on Hand

The Commission did not have cash on hand as at 31st December 2023.

b. Demand Deposits – Bank Balances

The Commission had the following reconciled bank account balances as at the 31st December 2023.

	2023 KWACHA	2022 KWACHA
TSA	376,236	52,557
GIZ-HRC Annual State of Human Rights	531	702,791
GIZ-HRC Awareness	1,676	1,676
HRC-Save the Children	145,884	30,059
HRC-EU Death Penalty	102,103	101,266
HRC-UNDP Ewer	35	-
TOTAL	626,465	888,349

c. Cash Equivalents

The Commission held no treasury bills for the financial year ended 31st December 2023.

13. Budget Adjustments and Variances

a. Budget Adjustments

The original budget was approved by the National Assembly in December 2022. There were subsequent approved adjustments to the budgets for supplementary provisions and budget allocations to re-allocate K3,000,000 from goods and services to non- financial assets.

	Approved Supplementar y Kwacha	Approved Varriations Kwacha	Total Adjustment s Kwacha
RECEIPTS			-
Funding	-	-	-
External Assistance	-	-	-
Others	-	-	-
TOTAL RECEIPTS	-	-	-
PAYMENTS			
Personal Emoluments	-	-	-
Use of goods and services	-	(3,000,000)	(3,000,000)
Financial charges	-	-	-
Social Benefits	-	-	-
Non-financial assets acquisi	-	3,000,000	3,000,000
Financial payments	-	-	-
Other payments	-	-	-
TOTAL EXPENDITURE	-	-	-

b. Budget Variances

• Own Source Revenues

The Commission did not generate any form of revenue for the financial year ended 31st December 2023.

14. Property, Plant and Equipment

The Commission had property, plant and equipment valued at K11,044,565.

	Land and Buildings	Motor Vehicles	Office Equipment	Communication Equipment	Furniture and Fittings	Plant and Equipment	Total
	ZMW	ZMW	ZMW	ZMW	ZMW	ZMW	ZMW
Opening balance (Restated)	537,558	4,869,428	741,984	2,258	357,406	2,020	6,510,653
Additions	51,500	4,114,432	0	0	367,980	0	4,533,912
Revaluation	0	0	0	0	0	0	0
Re-classification	0	0	0	0	0	0	0
Disposal	0	0	0	0	0	0	0
Closing balance	589,058	8,983,860	741,984	2,258	725,386	2,020	11,044,565

15. Investments

The Commission had no investments during the financial year ended 31st December 2023.

16. Administered Transactions

The Commission did administer Withholding Value Added Tax collection amounting to K371,211.28 on behalf of Zambia Revenue Authority (ZRA) for the financial year ended 31st December 2023.

17. Related Party Disclosures

The following disclosures are made in the financial statements of the Human Rights Commission:

a. Fringe Benefits Disclosures

The Director/Controlling Officer was provided with a personal-to-holder car, an office and personal secretary.

b. Remuneration of the Director/Controlling Officer

The aggregate remuneration of the Director/Controlling Officer determined on a full-time equivalent basis receiving remuneration under the Commission is:

Aggregate Remuneration	K960,356.64
Number of persons	1

The Director/Controlling Officer did not have any outstanding loans obtained under the Commission.

c. Remuneration of Senior Management

The aggregate remuneration of members of the Senior Management and the number of individuals determined on a full-time equivalent basis receiving remuneration from the Commission Secretariat are:

Aggregate Remuneration	K5,203,616.26
Number of persons	11

Two (2) of the members of Senior Management acquired loans amounting to K77,000 from the Commission for the financial year ended 31st December 2023.

For the purposes of this part:

- Remuneration refers to salaries and other personnel emoluments; and
- Senior Management refers to officers from salary scale HRC H to Super Scale.

18. External Assistance

The amounts, class of provider and purpose for which external assistance was received for the financial year are outlined below:

Details	2023 KWACHA	2022 KWACHA
Technical and Capacity Building		
USAID	-	649,999
GIZ	406,780	
Save the Children-Zambia	1,324,993	
UNDP	829,249	
TOTAL	2,561,022	649,999

19. Third Party Payments (Direct Payments)

The Human Rights Commission did not benefit from payments made by third parties for the financial year ended 31st December 2023.

APPENDIX 1 - List of Goods & Service (Note 5)

GL	Description	Kwacha
221010	Office Material	394,242
221020	Telephone, Fax Telex Radio	31,800
221030	Internet Charges	11,777
221040	Postal Charges	200
221060	Maintenance of Office Equipment	5,450
221095	Insurance - Other	2,727
221100	Other Office Costs	9,000
222010	Rentals for Buildings	113,987
222020	Water and Sanitation Charges	113,350
222030	Electricity Charges	164,300
222040	Maintenance of Buildings (Maintenance Const	82,880
222070	Security and Care taking Charges	157,928
223010	Petrol, oil & lubricants.	1,906,333
223020	Servicing Other Consumables	281,491
223030	Spare Parts	7,790
223040	Tyres	40,085
223060	Insurance - Plant and Equipment	209,039
223070	Licences and Taxes	26,716
223080	Toll Fees	640
224040	Uniform Allowance	66,000
224060	Boards And committees Allowances	301,550
224099	Other Administrative Operating Costs	1,355,049
225001	Hand tools & Equipment.	13,000
226001	Consultancy, Studies, Technical Assistance Fee	26,000
226004	Accounts & Audit Services Expenses	50,010
226005	Printing	871,500
226008	Advertising & Publicity	691,984
226015	Traditional Ceremonies	1,000
226018	Official Entertainment	39,200
226020	Public Functions and Ceremonies	10,328
226023	Shows and Exhibits	55,566
226030	Accommodation Services	17,200
226063	Hire of Plant & Equipment	34,976
226073	Medical Fee/ Charges	3,600
226078	Conferences, seminars and Workshops	1,144,024
226083	Bank Charges	4,500
227110	Road,Rail & Air Fare	970
227130	Allowances-Travel Expenses within Zambia	4,176,226
227210	Road,Rail & Air Fares Outside Zambia	745,990
227230	Allowances Foreign	808,712
227270	Visas-Foreign	20,924
228120	Training & Educ Charges Within Zambia <=6 Mth	91,500
228140	Road,Rail & Air Fares Wthin Zambia <=6 Mths	900
228520	Subscriptions to Professional Bodies	222,422
	TOTAL	14,312,866



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