

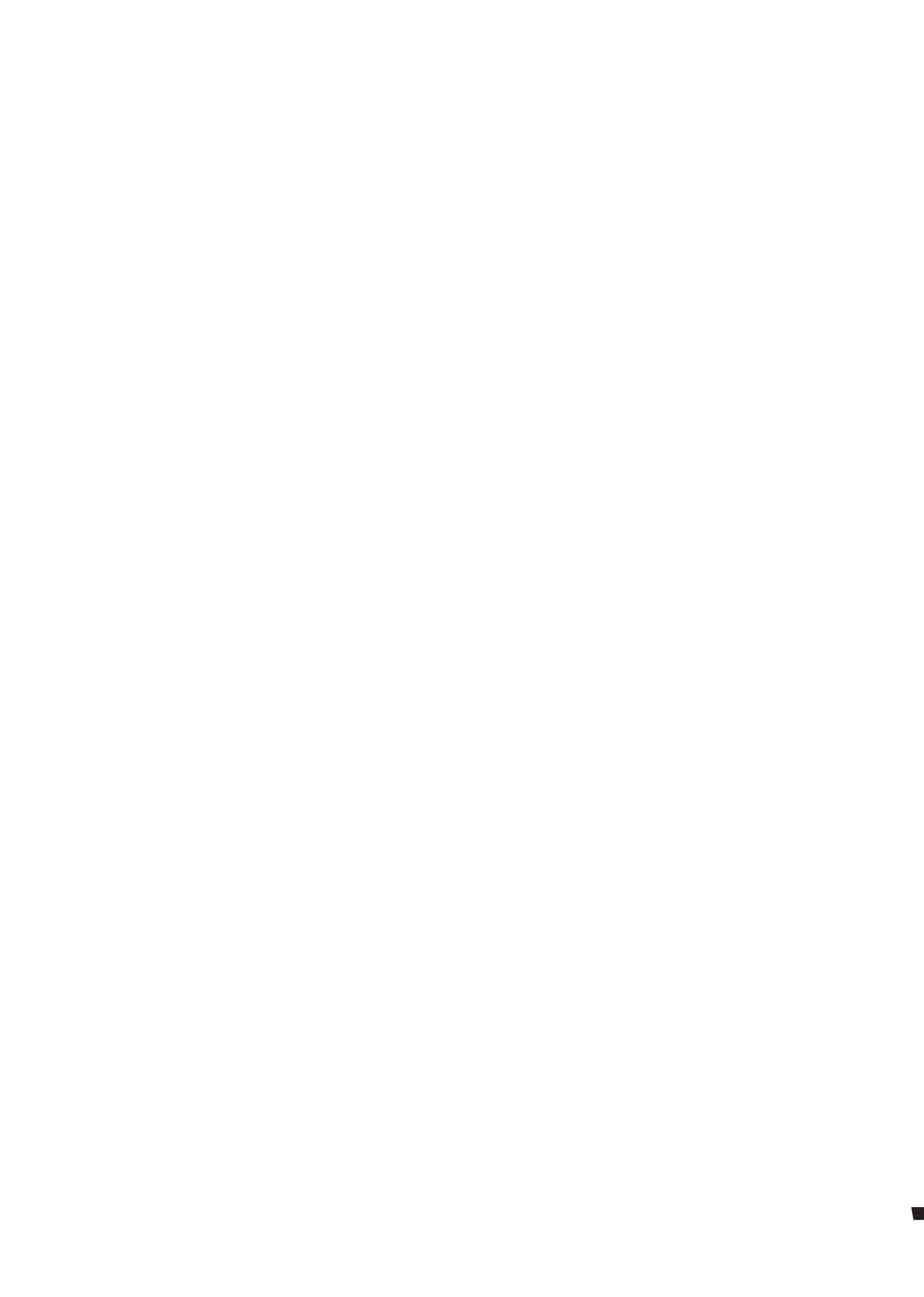


Human Rights Commission-Zambia

www.hrc.org.zm

ANNUAL REPORT 2024







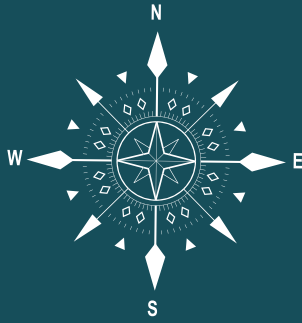
Human Rights Commission-Zambia

ANNUAL REPORT 2024

Building a sustainable culture of human rights together

www.hrc.org.zm





MAP OF ZAMBIA SHOWING LOCATION OF HUMAN RIGHTS COMMISSION - ZAMBIA'S PROVINCIAL OFFICES



CONTACT DETAILS FOR HUMAN RIGHTS COMMISSION-ZAMBIA'S PROVINCIAL OFFICES

- 1 Lusaka Province**
Lusaka: +260 251 327 / 251 357
- 2 Central Province**
Kabwe: 0957-445 833
- 3 Copperbelt Province**
Ndola: 0965 495 740
- 4 Eastern Province**
Chipata: 0970 520 352
- 5 Luapula Province**
Mansa: 0970 520 356
- 6 Muchinga Province**
Chinsali: 0970-520 358
- 7 Northern-Province**
Kasama: 0978 030 500
- 8 Northwestern Province**
Solwezi: 0976 006 292
- 9 Southern Province**
Livingstone: 0975 961 028
- 10 Western Province**
Mongu: 0954 170 758

 www.hrc.org.zm

 **YouTube**
Human Rights Commission Zambia

 Human Rights Commission - Zambia

 Toll Free Line
8181

 @hrc_zambia

 @hrc.zambia

 info@hrc.org.zm

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

 0954 443 010

www.hrc.org.zm



Table of Contents

ACRONYMS	vi
FOREWORD	viii
ACKNOWLEDGEMENT.....	ix
EXECUTIVE SUMMARY.....	x
MANAGEMENT TEAM.....	xi
BOARD OF COMMISSIONERS	xii
1.0 CHAPTER ONE: ESTABLISHMENT AND MANDATE OF THE HRC	1
1.1. Constitutional Legal Framework	1
1.2. Statutory Legal Framework	1
1.3. Powers of the HRC	2
1.4. The Access to Information Act, No. 24 of 2023.....	3
1.5. Strategic Overview	3
1.6. International and Regional Affiliations	4
2.0 CHAPTER TWO: HUMAN RIGHTS PROTECTION AND PROMOTION	5
2.1. Complaints and Investigation of Human Rights Violation	5
2.2. Cases of Interest	11
2.3. Legal Clinics	15
2.4. Promoting the Rights of Persons in Detention Facilities	15
2.5. Advisory Submissions to Select Committees of the National Assembly.....	17
3.0 CHAPTER THREE: PROMOTION OF FUNDAMENTAL HUMAN RIGHTS AND FREEDOMS	19
3.1. Human Rights Education and Awareness	19
3.2. Collaboration and Networking	22
3.3. Learning Visits to Kenya and Germany	22
3.4. Promotion of the Reproductive and Health Rights for Persons with Disability, Adolescents and Persons Living with HIV	23
3.5. Capacity Building for Law Enforcement Agencies	24
3.6. Commemoration of National, Regional and International Days	24
3.7. Media Engagements	26
3.8. Press Releases	27
3.9. Social Media Platforms.....	29



3.10 Promotion and Protection of Access to Information	31
4.0 CHAPTER FOUR: HUMAN RIGHTS ADVOCACY	33
4.1. Promoting State Compliance and Accountability on Human Rights	
Standards	33
4.2. Business and Human Rights.....	34
4.3. Re-accreditation of the HRC	36
4.4. Support for GANHRI Resolution Initiatives During the 57th Human Rights Council Session	36
4.5. Advancement of Human Rights at the International and Regional Level..	37
5.0 CHAPTER 5: MANAGEMENT SUPPORT SERVICES	38
5.1. Human Resource and Administration	38
5.2. Human Resource Planning and Staffing	38
5.3. Organisational Restructuring	41
5.4. Statutory and ADHOC Meetings	41
5.5. Formulation of HRC Policies.....	42
5.6. Logistics and Transport Management.....	42
5.7. Focus for 2025.....	42
6.0 CHAPTER 6: FINANCIAL AND ACCOUNTING	44
6.1. Strategic and Operational Objectives	44
7.0 CHAPTER 7: OBSERVATIONS, RECOMMENDATIONS AND CHALLENGES	45
7.1. Observations	45
7.2 Recommendations.....	45
7.3. Challenges	46
7.4. CONCLUSION	47
SCHEDULE: AUDITED FINANCIAL STATEMENTS.....	48

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

27th May, 2025

Dear Honourable Madam Speaker,

**RE: SUBMISSION OF THE HUMAN RIGHTS COMMISSION 2024 ANNUAL
REPORT TO THE NATIONAL ASSEMBLY**

In accordance with Article 241 (e) of the Constitution of Zambia, Chapter 1 of the laws of Zambia, and section 26 of the Human Rights Commission Act, No. 4 of 2024, the Human Rights Commission is required to present its Annual Reports to the National Assembly.

Therefore, it is with great honour and privilege that the Commission submits its 2024 Annual Report, which covers the activities of the Commission from 1st January to 31st December, 2024.

The Report incorporates the broad mandate of the Human Rights Commission as provided under the Constitution of Zambia, Human rights Act, 2024, and Access to Information Act, 2023. The Report also includes the audited Financial Statements for the Commission for the year ended 31st December, 2024.

Yours faithfully,

HUMAN RIGHTS COMMISSION



Mbololwa Wamunyima (Ms.)
DIRECTOR-GENERAL



ACRONYMS

ACC	Anti-Corruption Commission
ACERWC	African Committee of Experts on the Rights and Welfare of the Child
ACHPR	African Charter on Human and People's Rights
ACRWC	African Charter on the Rights and Welfare of the Child
ADR	Alternative Dispute Resolution
ATI	Access to Information
BBC	British Broadcasting Corporation
BHR	Business and Human Rights
CCA	Children's Code Act
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEJ	Centre for Environmental Justice
CSOs	Civil Society Organisation
CSR	Corporate Social Responsibility
DEBS	District Education Board Secretary
DEC	Drug Enforcement Commission
DIHR	Danish Institute for Human Rights
DPP	Director for Public Prosecution
DSW	Department of Social Welfare
EGP	Environmental Governance Programme
EnACT	Enabling Access to Justice
ESCR	Economic Social and Cultural Rights
EU	European Union
GANHRI	Global Alliance for National Human Rights Institutions
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
HEA	High Education Authority
HIV	Human Immunodeficiency Virus
HRC	Human Rights Commission
ICCPR	International Covenant on Civil and Political Rights
ICT	Information Communication and Technology
ICU	Intensive Care Unit



IEC	Information Education and Communication
LAB	Legal Aid Board
LEA	Law Enforcement Agents
MDD	Management Development Division
MIM	Ministry of Information and Media
MISA	Media Institutes for Southern Africa
NAC	National AIDS/TB/STI Council
NANHRI	Network for African National Human Rights Institutions
NAP	National Action Plan
NHRI	National Human Rights Institution
NPA	National Prosecution Authority
NSC	National Steering Committee
OHCHR	Office of the High Commissioner for Human Rights
OPP	Office of the Public Protector
POA	Public Order Act
SAFAL	Southern Africa Ferro Alloys Limited
SCA	Subcommittee on Accreditation
SHARP	System and Health Advocacy Integrated Service Delivery and Research Project
SRHR	Sexual Reproductive Health Rights
TWG	Technical Working Group
UN	United Nations
UNCRC	United Nations Convention on the Rights of a Child
UNDP	United Nations Development Programme
UNGP	United Nations Guiding Principles on Business and Human Rights
UNHRC	United Nations Human Rights Council
UPR	Universal Periodic Review
ZAPD	Zambia Agency for Persons with Disability
ZCS	Zambia Correctional Service
ZNBC	Zambia National Broadcasting Corporation
ZPS	Zambia Police Service



FOREWORD

As we reflect on the year 2024, it is essential to acknowledge both the challenges and advancements in the field of human rights within the Country. The Human Rights Commission remains steadfast in its commitment to uphold fundamental freedoms and human rights for all.


This Annual Report presents a comprehensive overview of the Commission's activities, achievements and challenges encountered in its quest to promote and protect human rights. Despite significant progress in various areas, including legislative reforms and increased public awareness, there is still need for persistent effort and unwavering resolve to collaborate with like-minded institutions in promoting and protecting human rights.

Throughout the year, the Commission responded to numerous complaints related to rights violations, particularly concerning inadequate access to justice, extrajudicial killings and the rights of vulnerable populations, including children and other marginalised groups. The data and analysis compiled in this Report illustrate both the significant gaps that exist and the critical work that lies ahead.

The Commission recognises the importance of collaboration among stakeholders, including Government agencies, civil society organisations and international partners in addressing these issues. Through this collaboration, the Commission has advocated for legal reforms, enhanced human rights monitoring, built capacity for duty bearers, empowered rights holders to claim their rights and held perpetrators accountable.

As the Commission ventures into 2025, it shall continue to uphold its mission with vigour and compassion, striving for a society where the principles of justice, equality and respect for human dignity are not merely ideals, but lived realities for every citizen.

I extend my heartfelt gratitude to all the Commission staff, our cooperating partners and the communities that we serve, for their unwavering support and commitment to the advancement of human rights. Together, let us work towards a brighter future where every individual's human rights and freedoms are respected, protected and fulfilled.

PP. 

Pamela Towela Sambo (Dr.)

**CHAIRPERSON
HUMAN RIGHTS COMMISSION**

ACKNOWLEDGMENT

The production of the 2024 Annual Report for the Human Rights Commission marks a significant milestone in the Commission's ongoing commitment to promoting and protecting human rights in Zambia.

I would like to extend my heartfelt gratitude to the Commission staff for their unwavering support and cooperation in compiling this Report. Their dedication and teamwork were paramount in gathering the necessary data and insights that informed the compilation of the Report.

I also wish to express my sincere appreciation to the Government of the Republic of Zambia and cooperating partners for their generous financial and technical support throughout the year. This vital assistance has enhanced the Commission's capacity to effectively fulfil its mandate and advocate for the rights of all individuals.

A special thank you goes to the various stakeholders, including State and non-State actors, who contributed valuable information, insights and constructive feedback during the year. Your engagement played a crucial role in shaping our strategic priorities and execution.

Finally, I acknowledge the hard work and commitment of the Commissioners for their leadership and guidance during the year under review. Their vision and dedication to human rights inspired the Commission Staff.

Together, we look forward to another year of advancing the human rights agenda and ensuring that the voices of all citizens are heard and respected.



Mbololwa Wamunyima (Ms.)
DIRECTOR-GENERAL
HUMAN RIGHTS COMMISSION



EXECUTIVE SUMMARY

1. Governance and Institutional Framework

The HRC operates within a robust governance and institutional framework designed to ensure accountability, transparency and the effective promotion and protection of human rights. This framework is built upon legal, policy and organisational structures that guide the HRC's operations and interactions with various stakeholders.

2. Legal Mandate

The HRC derives its authority from the Constitution of Zambia and relevant legislative frameworks that establish its role and responsibilities. This legal mandate empowers the HRC to investigate human rights violations, monitor compliance with human rights standards, conduct human rights education and advocacy and provide recommendations for policy and legislative reforms. The HRC operates independently and is accountable to the public and Parliament, ensuring that it remains an impartial entity in its oversight of human rights issues.

3. Institutional Structure

The governance structure of the HRC consists of the following key components:

(a) Commissioners

According to section 7 of the Human Rights Commission Act, No. 4 of 2024, the HRC is led by seven (7) commissioners who are appointed by the President and ratified by Parliament. The commissioners are responsible for setting the strategic direction of the HRC, overseeing its activities and ensuring the implementation of its mandate. The commissioners represent diverse backgrounds and expertise in human rights, law, social justice and other relevant fields which enrich the HRC's perspectives and approaches.

(b) Management Team

The day-to-day operations of the HRC are overseen by a Management team, which comprises the Director-General and heads of various departments, sections and units, namely the Investigations and Legal Services Department; Research and Planning Department; Information, Education and Training Department; Human Resources and Administration Department; Finance and Accounting Section; and Internal Audit Unit.

The Management team is responsible for implementing the policies set by the commissioners, managing staff and ensuring that programme activities align with the HRC's mandate and strategic goals.

(c) Oversight and Accountability

In ensuring accountability, the HRC is subject to oversight mechanisms that include regular reporting to Parliament. The HRC publishes annual reports detailing its work, achievements and challenges in the execution of its mandate.

MANAGEMENT TEAM



Mrs. Sindiso Ngatsha Sichone
Director



Mrs. Katendi Kapin'a - Nkombo
Deputy Director



Mr. Tyson Mudenda
Acting Chief Investigations and
Legal Services



Mr. Mweelwa Muleya
Chief Information
Education and Training



Mr. Foster Hamuyube
Chief Research and Planning



Mr. Tekana Sichone
Head Human Resource
& Administration



Ms. Kabandala Inambao
Head Finance and Accounting



Mrs. Irene T. Kalunga
Internal Auditor



BOARD OF COMMISSIONERS



Dr. Pamela Towela Sambo
Chairperson



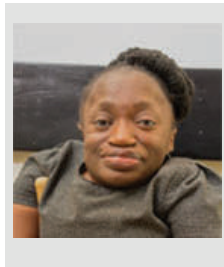
Dr. Felicity Kayumba Kalunga
Vice Chairperson



Fr. Emmanuel Y Chikoya
Commissioner



Ms. Laura Mary Miti
Commissioner



Ms. Christine Chama
Commissioner



Mrs. Panic Mukambo Malawo Chilufya
Commissioner



Fr. Joseph Komakoma
Commissioner



Mrs. Sindiso Ngatsha Sichone
Secretary



1.0 CHAPTER ONE: ESTABLISHMENT AND MANDATE OF THE HRC

1.1. Constitutional Legal Framework

The HRC is a National Human Rights Institution (NHRI) established pursuant to Article 230(1) of the Constitution of Zambia. The HRC is established as an independent and autonomous institution, with a broad constitutional mandate to promote and protect human rights in accordance with the Paris Principles. These Principles are a set of international standards that define the role, composition, status and functions of NHRIs.

According to Article 230 (2) (3) of the Constitution, the HRC shall ensure that the Bill of Rights is upheld and respected, and is also required to -

- (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

Further, the HRC is guided by the provisions of Articles 216 and 241 of the Constitution of Zambia which stipulates principles relating to commissions and powers of commissions, respectively.

1.2. Statutory Legal Framework

During the year under review, the HRC derived its functions and powers from the Human Rights Commission Act, No. 39 of 1996, until October when it was repealed and replaced by the Human Rights Commission Act, No. 4 of 2024.

Following the repeal and replacement of the Human Rights Commission Act, 1996, the mandate of the HRC was enhanced.

Specifically, section 6 (1) of the new Act outlines the following functions of the HRC:

- (a) investigate an alleged violation or abuse of human rights;
- (b) research on the observance of rights and freedoms in the Republic and publish the results of the research undertaken;
- (c) report to the public on the observance of rights and freedoms in the Republic;
- (d) visit prisons, correctional centres, child reformatory centres and other places of detention or related facilities to assess and inspect the conditions of a person held in the prison, correctional centre, child reformatory centre and other place of detention or related facility, and make recommendations that the HRC considers appropriate to redress existing problems;



- (e) collaborate with other institutions and authorities that promote the protection of human rights and freedoms in the formulation of policies and practices relating to the handling of human rights complaints;
- (f) cooperate with other institutions and organisations which promote the protection of human rights and freedoms at national, regional, and international levels;
- (g) establish mechanisms for referrals and collaboration with other institutions dealing with human rights issues to ensure complementarity and efficiency in dealing with human rights issues;
- (h) prepare and publish independent reports relating to human rights;
- (i) advise on the adequacy and effectiveness of the law and practice relating to the protection of human rights and freedoms in the Republic;
- (j) collaborate with the Higher Education Authority and other institutions in formulating programmes for education, training and research in human rights;
- (k) recommend to an appropriate ministry the ratification or accession of international human rights instruments by the Republic; and
- (l) monitor the Government's compliance with international treaty and convention obligations on human rights.

(2) Section 6 of the Human Rights Commission Act, 2024, further provides that the HRC in its functions may —

- (a) collect information that it considers relevant for the performance of the its functions;
- (b) undertake consultations with stakeholders or hold inquiries for the purposes of performing its functions under this Act; and
- (c) receive written or oral statements from any person or organisation for purposes of its functions under the Constitution and the Act.

1.3. Powers of the HRC

According to section 18(1) of the Human Rights Commission Act, 2024, the HRC shall have the power to investigate a human rights violation or abuse —

- (a) on the HRC's own initiative; or
- (b) on receipt of a complaint or allegation from-
 - (i) an aggrieved person acting in that person's own interest;
 - (ii) an association acting in the interest of that association's members;
 - (iii) a person or association 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.

Section 18(2) of the Act further provides that the HRC shall, in conducting an investigation, a human rights violation or an abuse, have power to —

- (a) issue summons on orders requiring the attendance of any authority before the

HRC and the production of any document or record relevant to any investigation by the HRC;

- (b) question any person in respect of any subject matter under investigation before the HRC; and
- (c) require any person to disclose any information within such person's knowledge relevant to any investigation by the HRC.

The Act further provides that a witness summoned by the HRC shall be examined under oath or affirmation.

In addition, the HRC, in accordance with the Act, has powers to commence a matter in court to seek redress on behalf of the victim or complainant.

1.4. The Access to Information Act, No. 24 of 2023

In accordance with Access to Information Act, 2023, the HRC has an oversight role in the protection and promotion of the right to access information. Under section 5 of the Act, the HRC is mandated to -

- (a) hear and determine appeals against decisions of information holders relating to ATI;
- (b) advise information holders on matters relating to the coordination and management of information held by, or under the control of, the information holders;
- (c) in collaboration with the ministry responsible for information, develop, promote and conduct awareness programmes to educate the public about the right to access information;
- (d) develop and undertake training activities for information holders on the right to access information and the effective implementation of the Act;
- (e) in consultation with the ministry responsible for information, make recommendations for reform of a general nature, directed at specific information holders;
- (f) make recommendations to the Minister responsible for information on matters relating to ATI;
- (g) issue directives to information holders from time to time for the purpose of compliance with the Act; and
- (h) perform any other functions that are conferred on the HRC by or under the Act or any other written law.

1.5. Strategic Overview

A. Vision

The vision of the HRC is a society that respects and upholds human rights for all persons in Zambia.

B. Mission

The mission of the HRC is 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.

C. Values

The HRC is committed to upholding the following values:

- (a) independent;
- (b) human dignity;
- (c) professionalism;
- (d) propriety and integrity;
- (e) non-discrimination;
- (f) action-oriented; and
- (g) non-partisan and impartiality.

1.6. International and Regional Affiliations

At both the international and regional levels, the HRC, as a NHRI, is a member of the GANHRI and NANHRI, respectively.

GANHRI is a worldwide association that brings together NHRIs from various countries, aiming to promote and enhance their operations in line with the Paris Principles. It provides guidance and leadership in the advocacy and protection of human rights. To support the establishment and strengthening of NHRIs, GANHRI conducts reviews and accreditation through its SCA. Achieving accreditation signifies international recognition and validates the NHRI's adherence to the Paris Principles. NHRIs can receive one of three statuses: A, B, or C, where A status is the highest and allows participation in the decision-making processes of GANHRI, UNHRC and other UN bodies.

NANHRI is a regional body that brings together NHRIs in Africa, 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 characterised by a human rights culture and justice for all.

The OHCHR acts as a permanent observer of the SCA and serves as the Secretariat for both GANHRI and its SCA. Following the 2024 review of the HRC, it was viewed to be in compliant with the Paris Principles and continues to hold 'A' status.

2.0 CHAPTER TWO: HUMAN RIGHTS PROTECTION AND PROMOTION

2.1 Complaints and Investigation of Human Rights Violation

In accordance with the legislative framework, the HRC continued to investigate allegations of human rights violations or abuses, report on the observance of rights and freedoms and take necessary measures to secure appropriate redress for any violations. The HRC also worked to resolve disputes through negotiation, mediation or conciliation. Additionally, the HRC conducted human rights monitoring on rights and freedoms to assess compliance with human rights standards and also generate evidence that informed advisory notes and submissions to various bodies for policy and legislative reforms.

Further, in executing its mandate, the HRC continued to implement various activities aimed at visiting and inspecting places of detention and similar facilities to evaluate the conditions of persons held there. The HRC also engaged in human rights education to raise awareness about rights and freedoms, collaborated with stakeholders to promote effective human rights protection and made recommendations to relevant authorities for remedial action.

In 2024, the HRC recorded a total of two thousand three hundred and six (2,306) complaints, which included investigations initiated by the HRC on its own initiative. This reflects an 11 percent increase in cases compared to the 2,071 complaints received in 2023. The increase in the number of complaints in 2024 can largely be attributed to the HRC's impromptu visits to detention facilities and the human rights education radio programmes it conducted. Lusaka Province recorded the highest number of complaints, with a total of 449. This rise was primarily due to the HRC's unexpected visits to police stations, where it identified issues related to over-detention, pre-trial detention and other human rights violations, allowing for timely remedial interventions.

Additionally, the HRC conducted outreach programmes, such as legal clinics, which further contributed to the rise in recorded complaints. Notable outreach efforts in Livingstone, Ndola and Mongu Districts significantly increased the number of complaints documented, highlighting the effectiveness of these initiatives in raising awareness and encouraging the reporting of human rights issues.

During the period under review, the HRC received a range of complaints concerning significant human rights violations. These included the following:

Violation of the Right to Secure Protection of the Law: inadequacies in legal protections, reflecting a failure to uphold the right to access justice effectively;

Over Detention and Pre-Trial Detention: Complaints highlighted issues of unlawful detention, often leading to prolonged periods of incarceration without trial, which undermine the principle of the presumption of innocence;

Allegations of Torture and Extrajudicial Killings by State Actors: Serious allegations were made regarding the use of torture and extrajudicial killings, revealing a critical need for accountability and respect for human rights by law enforcement and State officials;



Delayed Trials and Judgments: The HRC noted numerous cases of prolonged delays in the judicial process, impacting the right to a fair trial and timely justice;

Maladministration: Complaints of maladministration illustrated systemic failures within public institutions, further impacting citizens' rights and access to services;

Domestic Disputes and Employment-Related Disputes: The HRC addressed human rights concerns arising from domestic and employment-related conflicts, underscoring the need for effective mechanisms to resolve such disputes while respecting individuals' rights; and

Refugees Seeking Protection: The HRC continued to receive complaints from refugees seeking protection and resettlement in third countries. This highlighted the ongoing challenges that was being faced by vulnerable populations in securing their rights to safety and asylum.

The variety of complaints received underscores the urgent need for comprehensive reforms to strengthen the legal framework protecting human rights, enhance access to justice and ensure accountability for violations. It was critical for the HRC to continue advocating for the rights of all individuals, particularly those in marginalised or precarious situations, to ensure that their voices were heard and rights upheld.

The HRC intervened and successfully secured redress for many complaints raised by inmates during impromptu inspections of detention facilities. The statistics showed that a diverse range of human rights violation were prevailing, and these included the following:

- (a) torture and other cruel, inhuman or degrading treatment or punishment;
- (b) child abuse;
- (c) deprivation of personal liberty;
- (d) extrajudicial killings;
- (e) secure protection of the law;
- (f) employment and labour rights;
- (g) maladministration of justice; and
- (h) rights of immigrants and their family members.

To ensure efficiency and effectiveness in handling these matters, the HRC scrutinised complaints based on its admissibility criteria, accepting only those cases that met the minimum standards for investigation. The process of handling cases included providing legal advice, conducting preliminary inquiries and applying alternative dispute resolution mechanisms such as mediation, conciliation and negotiation. Additionally, cases that required further assistance were referred to appropriate mandated organisations and institutions.

This systematic approach not only promotes accountability but also reinforces the HRC’s commitment to protecting and promoting human rights for all individuals, particularly vulnerable populations within detention facilities. By addressing such a broad spectrum of human rights issues, the HRC plays a crucial role in advocating for justice and safeguarding the rights of those who may be at risk of violation.

In the period under review, the HRC, in accordance with its complaints handling manual, admitted 1976 complaints for investigation out of the 2306 complaints recorded. The HRC successfully investigated and resolved 1423 complaints out of the 1976 complaints that were admitted.¹ This represented a 72% resolution rate.

Table 1

Status	Number of cases	Percentage (%)
Resolved	1423	72.01%
Pending/ongoing investigation	553	27.98%
TOTAL	1976	100%

Further, the HRC referred a cumulative total of 194 complaints to other institutions which had direct jurisdiction and were best suited to address the specific issues raised. This included the Zambia Police Service (ZPS), the Police Public Complaints Commission (PPCC) and the Ministry of Labour and Social Security (MILSS). Additionally, 89 cases were discontinued, 35 complaints were not admitted and 12 cases were withdrawn.

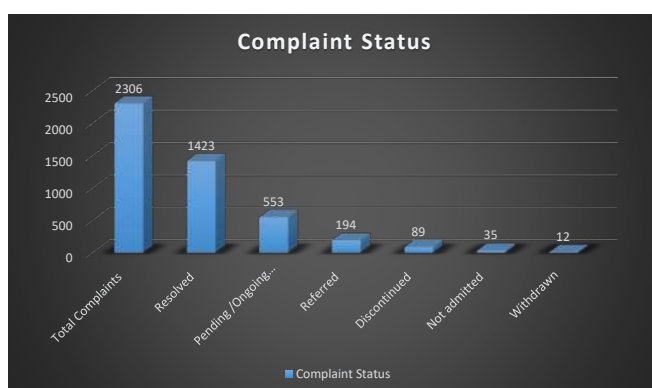


Figure 1

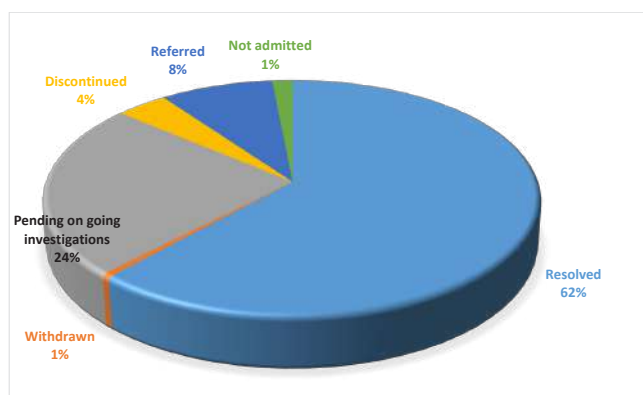


Figure 2

¹Note, the cases that are not admitted were those that failed to meet the minimum criteria for admission as stipulated by the law and Complaints Handling Manual



This data highlights the HRC’s ongoing commitment to addressing human rights issues and ensuring that complaints are handled appropriately, whether through direct resolution, referral to relevant authorities, or continued investigation. The proactive approach taken by the HRC underscores its dedication to upholding justice and protecting the rights of individuals.

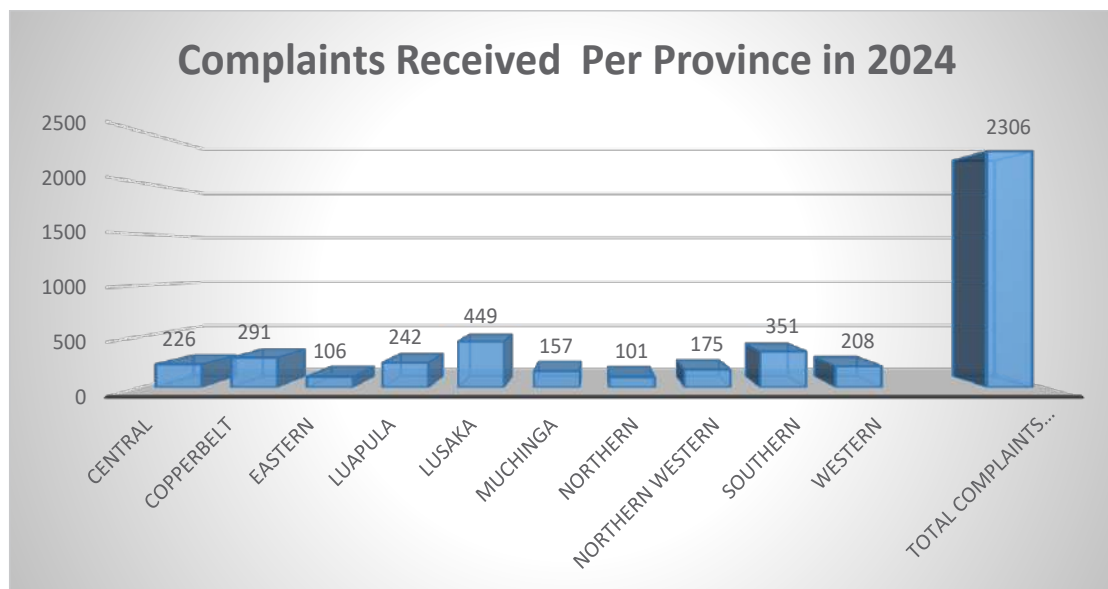


Figure 3

Total Number of complaints received in 2024

Table 2

Provinces	Resolved	Pending / on-going Investigations	Referred	Withdrawn	Discontinued	Not Admitted	Total Received in 2024
Lusaka	171	154	82	2	30	10	449
Eastern	45	50	7	4	0	0	106
North Western	167	2	2	0	4	0	175
Copperbelt	130	127	13	2	19	0	291
Muchinga	105	47	5	0	0	0	157
Luapula	183	18	39	2	0	0	242
Western	86	69	9	2	31	11	208
Southern	282	24	34	0	2	9	351
Northern	84	16	1	0	0	0	101
Central	170	46	2	0	3	5	226
TOTAL	1423	553	194	12	89	35	2306

Mode of Receiving Complaints in 2024

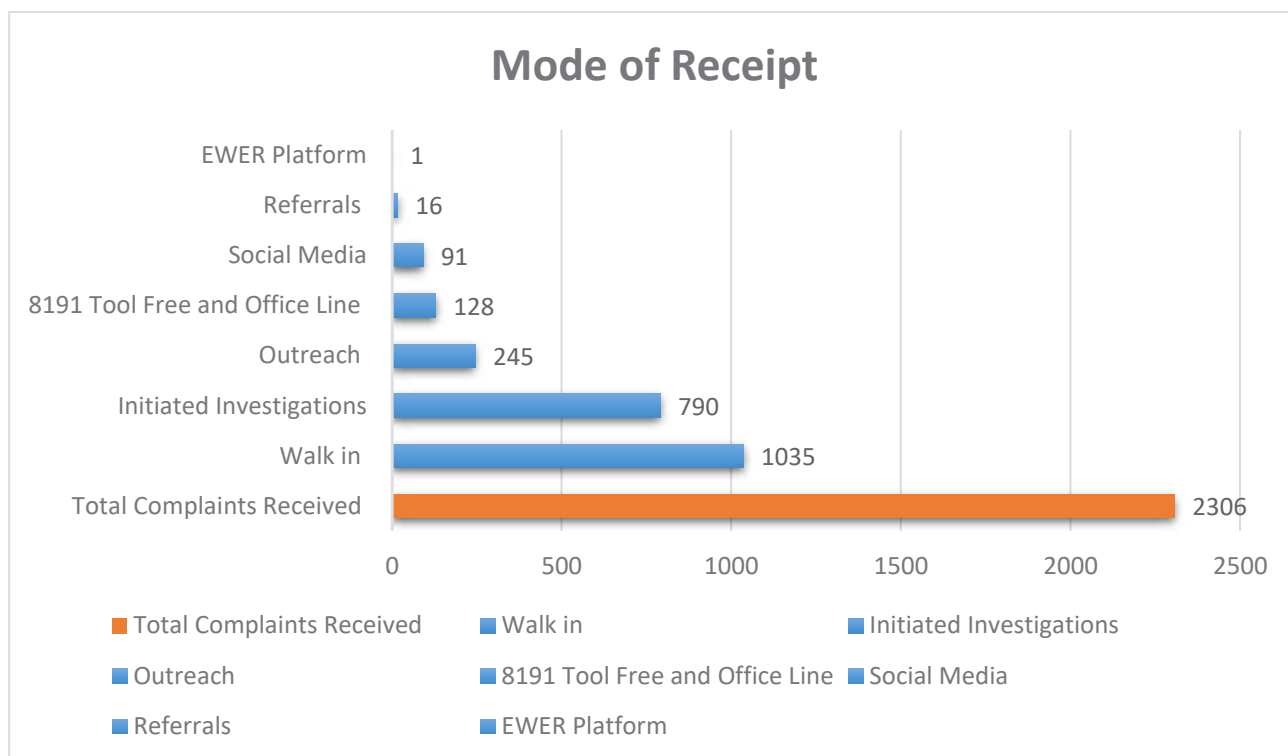


Figure 4

In the year under review, the HRC received more complaints from walk-in complainants compared to other modes of reporting. This implies that a significant number of people and institutions had greater confidence in walking into the HRC offices dotted around the country to report human rights violations. Also, the HRC received complaints through outreach activities, social media platforms, the toll-free line and the office line. In 2024, however these were not frequently used by complainants for lodging complaints.

Gender Distribution of Complaints Received in 2024

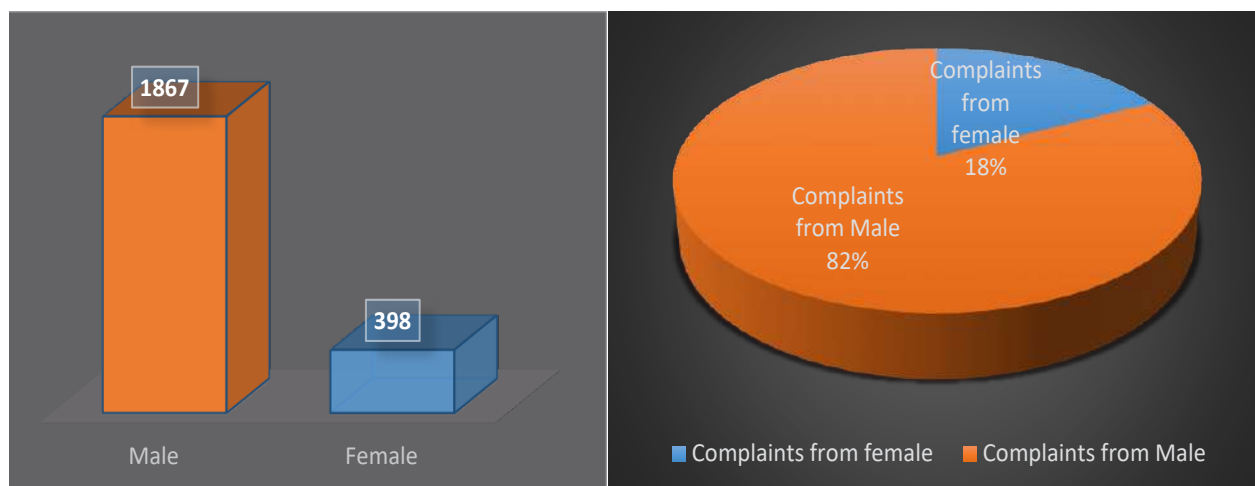


Figure 5

In the year 2024, the HRC received more complaints from male complainants, who accounted for 82 percent of the total 2306, while complaints from female complainants accounted for less than 18 percent.



This reflects a significant gender disparity in the number of complaints received by the HRC, with males being the predominant complainants. It highlights the need for further research to understand the underlying causes of this disparity.

During the same period, the HRC recorded 41 complaints from incorporated and unincorporated entities, which were not classified by gender.

Number of Complaints Against State and Non-State Actors in 2024

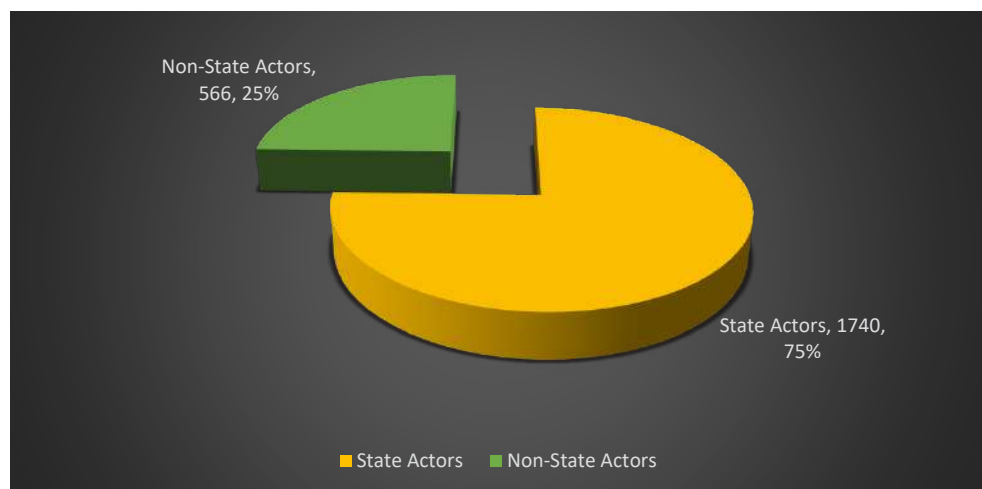


Figure 6

In 2024, the HRC continued to receive more complaints against State-actors, accounting for 75 percent of complaints while non-State actors (mainly companies and individuals) accounted for 25 percent. The LEAs and other justice delivery institutions were the main perpetrators. This raised serious concerns about the measures that the State had put in place to promote and protect human rights, especially since the State is the primary duty bearer. This points to a potential failure by the State to respect, protect, and fulfil its human rights obligations

In the period under review, the most numerous complaints were related to violations of the failure to secure protection of the law, indicating non-compliance with Article 18 of the Constitution and other legal provisions regarding access to justice. Closely following were allegations of violations of employment and labour rights, suggesting a lack of respect for workers' rights and related entitlements. This trend was also observed in 2023, prompting the HRC to re-strategize and consider identifying underlying factors while developing strategic measures to enhance the State's compliance with human rights standards. These measures include intensifying human rights monitoring, engaging with both State and non-State actors, building capacity among law enforcement officers, raising targeted public awareness of access to justice and human rights and improving accessibility to the HRC's services.

Apart from recording complaints at its offices, the HRC visited correctional facilities and places of detention or related facilities to assess the conditions of the individuals held in such places. During these visits, the HRC identified several human rights issues that showed that access to justice was still a challenge. Among the issues observed were the following:

- (a) delayed trials;
- (b) delayed cause-listing after committal;
- (c) delayed consent to prosecute;
- (d) delayed judgments;
- (e) delayed sentencing; and
- (f) delayed hearings of appeal cases.

In addition, the HRC identified several instances of individuals charged with bailable offenses remaining in custody against the law, as this risked perpetuating over-detention by law enforcement agencies. This prompted impromptu visits to detention facilities while evaluating the factors obstructing inmates from having access to bail or police bond. Based on the findings, the HRC engaged the LEAs, Judiciary and NPA on the right to liberty and speedy trial, where appropriate capacity-building initiatives with law enforcement were conducted. However, due to financial limitations, only a few LEAs particularly police stations were visited and engaged in the rights of suspects, including personal liberty and speed justice.

Other issues included unnecessary delays of deportation and removal orders which affected prohibited immigrants whose matters had been exhausted, contributing to avoidable overcrowding in detention facilities. Similarly, the cases addressed pertained to violations of the rights of children in conflict with the law. Among the frequently noted issues were the following:

- (a) delayed conveyancing or transportation of child offenders to appropriate facilities (Katombora Reformatory Centre, Nakambala Approved School and Insakwe);
- (b) continued adjournment of cases for child offenders due to the absence of resident judges for the Children's Court; and
- (c) delayed social welfare reports for cases before the courts of law.

In addressing the identified human rights violations, the HRC collaborated with strategic and relevant institutions, which enhanced access to justice for victims of human rights violations. Among the stakeholders involved 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.

2.2 Cases of Interest

During the period under review, the HRC received several notable cases of interest that included the following:

- (a) Honourable Emmanuel Jay Banda vs Zambia Police Service - Right to Personal Liberty, Access to Legal Representation and Freedom from Torture and Inhumane Treatment**

The HRC took a keen interest in the alleged abduction of the Honourable Member of



Parliament, Mr. Banda, focusing on potential violations of his right to personal liberty and security, allegations of torture and denial of a fair legal process. To this effect, the HRC took important and decisive steps to address the human rights concerns arising from the alleged abduction of Honourable Banda. The HRC's intervention followed media reports indicating that he was allegedly abducted in the early hours of 25th May, 2024, around the Twin Palm area in Lusaka.

On the material day, at 03:30 hrs, Twin Palm Police Station received a report from “a concerned member of the public” alleging that a white Toyota Land Cruiser, Registration Number BAX 3974ZM, appeared to have been abandoned about 2.6 kilometres from the police station. Upon arriving at the scene, the police found the vehicle, which had the right side of the windscreen partly shattered, raising suspicion. Two cell phones found inside the vehicle were identified as belonging to Honourable Banda, along with a note purportedly written by him.

Discontent arose following reports of Honourable Banda's disappearance, leading several opposition party leaders and a civil rights activist to hold a press briefing on Twin Palm Road, demanding that he be found and returned to “his family and the people he represents, alive.”

On 27th May 2024, the HRC received a call from Honourable Banda's legal representative, who alleged that his client had been found and was initially admitted to an Intensive Care Unit (ICU) at Medlands Hospital, later being forcefully transferred to Maina Soko Military Hospital. Honourable Banda's legal representative noted that he exhibited signs of severe torture, raising concerns about critical human rights violations, despite the constitutional prohibition against torture and inhumane treatment. Additionally, the legal representative reported being denied access to his client, raising serious concerns about legal rights and due process. Denying legal counsel access to his client constitutes a significant violation of the right to a fair legal process.

Upon receiving the complaint, the HRC acted swiftly, recognising the serious allegations of multiple human rights violations, including the right to personal liberty, access to legal representation and freedom from torture and inhumane treatment. Understanding the critical nature of these rights, the HRC promptly engaged with the relevant authorities to ensure that necessary measures were taken.

As a result of the HRC's intervention, Honourable Banda's legal counsel was granted access to his client, a crucial step in safeguarding the right to legal representation. Additionally, his immediate family members, who had already been allowed access to their relatives, were able to maintain their support during this distressing time. This reaffirmation of family rights is essential in upholding the dignity of individuals facing legal challenges.

To promote transparency and accountability, the HRC also issued a press statement to inform the public about its intervention. This communication served to uphold the human rights of Honourable Banda, his family and his legal representative, reinforcing the HRC's commitment to protecting human dignity and ensuring that human rights are respected and upheld.

(b) HRC/SP/073/2024 Michael Ndhlovu & Others Vs. Dr. Chimbinde – Rights to Liberty and Freedom from Arbitrary Detention

Michael Ndhlovu and others filed a complaint with the HRC regarding Mr. Chimbinde, a witchfinder, who detained them for five days and demanded cattle for alleged witchcraft, violating their rights to liberty and freedom from arbitrary detention.

The HRC on carrying investigations confirmed Chimbinde’s programme, where he was demanding payment to identify and detain suspected “witches,” infringing on their right to freedom from discrimination as the naming stigmatised them.

Consequently, the HRC engaged the police to act against Mr. Chimbinde for violating the Witchcraft Act, Chapter 90 of the Laws of Zambia, and related laws that guarantee protection from being named as a witch. This led to the police arresting the perpetrator, and the matter was taken to court where it was addressed. The incident occurred in Kazungula District of Southern Province.

(c) HRC/CB/C/85/2024 Beatrice Nakazwe vs. Masala Police Station – Right to Property

The HRC received a Complaint from Beatrice Nakazwe who alleged that police officers from Masala Police Station had deprived her of access to her late father’s vehicle which was involved in a car accident on 21st February, 2024.

Furthermore, the accident led to her father’s death in March, 2024. She stated that on the day of the accident, she went to the Police Station where she was informed by a female police officer that the other person who was involved in the accident had been released from police custody. She was also informed that her father was the one who had caused the accident. The police officers demanded K1800.00 and instructed the Complainant to repair the vehicle that her father had hit. Thereafter, she met the person who was involved in the accident who demanded for K10, 000.00 as compensation and threatened to have the vehicle sold as scrap metal if they failed to meet his demands. While this was happening the vehicle was parked at the Police Station.

The HRC conducted an inquiry into the matter. A planned meeting with the officer in charge at Masala Police Station was unsuccessful. Therefore, the matter was brought to the attention of Mr Peacewell Mweemba, the Commissioner of Zambia Police Service, Copperbelt Province. The Commissioner expressed displeasure over the conduct of his officers and ensured that the erring officers were reprimanded. The matter was resolved with the Complainant being given her late father’s vehicle.

(d) HRC/CB/C/141/2024 Anonymous vs. Mr. Chella - Violation of the Rights of a Person with Disability

A Dominican Convent School staff member complained about Mr. Chella insisting his disabled daughter, Felistus, attend mainstream classes despite her inability to write and frequent absences due to her condition. The staff member felt Felistus was being unduly stressed.

The HRC’s inquiry, involving the DEBS, the school, and ZAPD, revealed Felistus had dystrophic epidermolysis bullosa, leading to the loss of her hands. However, she was determined to learn based on the assessment that was done.



As an intervention in the matter, the HRC involved the office of the DEBS Ndola, resulting in an Education Standards Officer for Special Education assessing Felistus and recommending mainstream schooling.

The HRC, therefore, advised the complainant that Felistus could remain in mainstream education, emphasising the right to inclusive education for persons with disabilities. The complainant was sensitised on the rights of persons with disabilities to equal opportunities and non-discrimination in education. Felistus remains in mainstream education based on the DEBS recommendation, affirming her right to participate fully in class.

(e) Extra Judicial Killings against Zambia Police Service – Right to Life

In 2024, the HRC received a number of complaints of extra judicial killings, among them were two cases relating to deceased Mr. Alfred Zimba and Mr. Joseph Daka against Chawama Police Station and Matero Police Station, respectively.

Regarding the case of Mr. Alfred Zimba, police officers alleged that he committed suicide while in a police cell. However, the suspicious circumstances and conflicting testimonies surrounding his death prompted the HRC to investigate. The investigation revealed that Mr. Zimba died as a result of torturous acts committed by officers at Chawama Police Station. The Officer in Charge at Chawama Police Station also suspected torture, leading to the involvement of the police high command and the subsequent arrest of Constables Chazangwe, Kennedy Chileshe and Shalomo Boston. These officers were charged with manslaughter, potentially addressing, but not fully compensating for, the human rights violations.

This case raised serious concerns regarding the violation of Mr. Zimba's right to life (Article 11 of the Constitution), his right to freedom from torture and cruel, inhuman, or degrading treatment or punishment (Article 15 of the Constitution) and international treaties like the Convention Against Torture and his right to security of person while in state custody. The State has a fundamental obligation to protect individuals deprived of their liberty from all forms of abuse, and the alleged actions of the police officers represent a grave breach of this duty. Furthermore, the circumstances suggested a potential failure to uphold the right to a fair trial, as the initial cover-up attempts could have obstructed justice.

In another incident in 2024, Mr. Joseph Daka, who was detained at Matero Police Station for aggravated robbery, died in police custody. The HRC investigated the matter and established that Mr. Daka was allegedly killed by other suspects who tied his hands, legs and mouth, claiming they were restraining him due to violent and unruly conduct and threats to injure others. The following day, Mr. Daka became weak and died. Fourteen suspects accused of tying Mr. Daka were arrested and charged with murder.

The HRC observed that the State, through the police, failed to protect Mr. Daka's fundamental right to life (Article 11 of the Constitution) and his right to security of person while in custody. The incident also raised concern about the State's obligation to ensure humane treatment of detainees and to protect them from violence, torture or other cruel, inhuman or degrading treatment or punishment, as enshrined in international human rights law.

2.3 Legal Clinics

In its quest to improve access to justice for individuals whose human rights are violated, the HRC organised and held legal clinics in various parts of the country. The aim was to offer free legal assistance and advice, educate the public about their human rights, promote a culture of respect for human rights within the community and receive and document human rights violations.

In 2024, through a decentralised approach, legal clinics were conducted in all ten (10) provincial towns and beyond. This raised awareness of fundamental rights and freedoms, including children's rights as outlined in the Children's Code Act, No. 12 of 2022.

The HRC also conducted legal clinics during traditional ceremonies, including at the commemoration of the Nc'wala Traditional Ceremony, Kuomboka Traditional Ceremony, Ukusefya Pagwena Traditional Ceremony and Shimunenga Traditional Ceremony, where members of the public had the opportunity to understand the mandate of the HRC, the services it offered, what human rights are, how to recognise when they are violated and the reporting mechanisms available.

2.4 Promoting the Rights of Persons in Detention Facilities

To enhance compliance with human rights standards for persons held in detention facilities and other related facilities, in the year under review, the HRC conducted impromptu visits to detention facilities across all ten provinces, including Chainama East Correctional Facility, which houses inmates at the President's pleasure.

The HRC observed a failure to adhere to the Criminal Procedure Code's requirement for periodic assessments and reports to the President every six months. This raised concern about the right to have their detention reviewed periodically and potentially constitutes arbitrary or prolonged detention, as the legal basis for their continued detention may not be consistently examined. The HRC recommended adherence to the provisions in the Criminal Procedure Code to ensure the welfare of those detained.

In Western Province, the HRC participated in detention facility inspections with the Judge in Charge, aiming for on-the-spot remedial action to decongest facilities and address pending cases. This highlights efforts to address the right to a fair trial and access to justice by expediting case reviews and reducing overcrowding that can impede access to legal representation.

Overall, the findings revealed widespread over-detention, particularly concerning child offenders awaiting appearances before the Children's Division of the High Court, violating their right to be treated in accordance with their age and their right to a speedy trial.

Police stations and posts exhibited extended detention of individuals facing non-bailable offenses without court appearances, infringing upon their right to a fair trial and presumptions of innocence. The HRC also received complaints of torture by State actors and assaults by fellow inmates, raising serious concerns about the right to freedom from torture and cruel, inhuman, or degrading treatment or punishment and the State's duty to ensure the security of persons in detention.

These findings underscore systemic violations of human rights for detainees, particularly concerning their welfare and access to justice. Adherence to international, regional and national standards was notably low, specifically impacting the following rights:



- (a) the right to physical and moral integrity, evidenced by reports of torture and assaults;
- (b) the right to adequate standards of living, compromised by inadequate food, sanitation, and living conditions;
- (c) the right to separation of categories, especially juveniles from adults, increasing vulnerability to abuse;
- (d) the right to contact with the outside world, restricted by limited visitation and communication opportunities;
- (e) the right to complain and access disciplinary procedures, often lacking or ineffective, leaving grievances unaddressed;
- (f) the rights of persons with disabilities which were frequently unmet due to lack of accessibility and specialized care;
- (g) the welfare of circumstantial children (children living with incarcerated parents), who require special protection and support;
- (h) the rights and dignity of prohibited immigrants, who were particularly vulnerable to mistreatment, including delayed processing of deportation and removal orders; and
- (i) poor working environment, housing, sanitation, and other staff welfare issues, which impacted staff's ability to uphold the rights of detainees.

Many facilities faced challenges like poor sanitation, overcrowding, inadequate uniforms, lack of transport, insufficient infrastructure for separation of categories and a lack of climate-smart cooking systems, further exacerbating the violation of detainees' rights.

Furthermore, most LEAs were failing to uphold the standards established by international, regional and national instruments regarding deprivation of liberty and the prompt processing of cases. In several instances, suspects were not informed of the reasons for their detention, as mandated by Article 26 of ICCPR, Article 3 of ACHPR and Article 18(2) of the Constitution of Zambia. This failure adversely impacts the principles of fair trial and equal protection under the law. Consequently, legal matters were taking longer than anticipated to resolve.

Contributing factors included the following:

- (a) delayed cause listing;
- (b) delayed trials, particularly for those appearing before the Children's Court;
- (c) delayed social welfare reports;
- (d) delayed transfer of children in conflict with the law to approved rehabilitation centers;

- (e) delayed sentencing, especially for cases referred from the Subordinate Courts to the High Court;
- (f) delayed appeals;
- (g) maladministration of justice; and
- (h) instances of torture.

To address the observed violations and abuses, the HRC engaged all relevant stakeholders, including the ZPS, ZCS, Judiciary, NPA, Department of Social Welfare, LAB, and Department of Immigration. This collaborative effort resulted in stakeholders committing to uphold human rights standards, leading to the progress of previously stalled cases, some of which were resolved or discontinued. The Judiciary facilitated circuit courts in areas lacking resident magistrates or judges, which contributed to expediting the legal process.

Overall, there has been a positive shift in attitude among the involved institutions, significantly improving the enjoyment of human rights for individuals in detention, including better access to legal representation, improved living conditions and a more transparent judicial process. However, continued monitoring and commitment to human rights standards are essential to ensure that these improvements are sustained and further developed. This can effectively be addressed through the development and implementation of systematic policies and practices for institutions to build upon recent progress and foster an environment where the rights of all individuals in detention are respected and upheld.

2.5 Advisory Submissions to Select Committees of the National Assembly

In line with its mandate, which includes advising the Government, Parliament, and any other competent body on specific violations, issues related to legislation, and general compliance and implementation of international and regional human rights standards, the HRC recognises that Parliament is the cornerstone of national human rights protection systems. Being positioned to support the State in its primary responsibility to respect, protect, and promote human rights, the HRC prepared and submitted memoranda to select committees of the National Assembly. Among those submitted were the following;

- (a) memorandum considering the fight against corruption in Zambia;
- (b) memorandum concerning anti-gender-based violence programming;
- (c) memorandum addressing drug and substance abuse;
- (d) memorandum regarding the appointment of Mr. Kephass Kampamba Katongo and Ms. Eva Jhala to serve as members of the Judicial Complaints Commission, and Mr. Jack Kalala to serve as a member of the Anti-Corruption Commission Board;
- (e) memorandum on the appointment of Greatson Chipalo to serve as a director on the ZNBC Board;
- (f) memorandum on the review of legislation governing the state of emergencies in Zambia for submission to the Committee on Legal Affairs, Human Rights, and Governance;



- (g) Memorandum on the review of the state of infrastructure in the Defence Force; and
- (h) memoranda considering the 2025 budget estimates for heads 15, 16, and 30 for the Ministry of Home Affairs and Internal Security, DEC and the ZCS, respectively.

In addition to the memoranda submitted to Parliament, the HRC 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.

3.0 CHAPTER THREE: PROMOTION OF FUNDAMENTAL HUMAN RIGHTS AND FREEDOMS

3.1 Human Rights Education and Awareness

In accordance with its mandate, the HRC continued to promote human rights by implementing various civic education initiatives aimed at raising awareness and understanding of fundamental human rights. The HRC conducted capacity-building sessions for targeted State and non-State actors on specific emerging and challenging human rights issues. These sessions included stakeholder and community engagements, human rights education and communication and visibility (branding) activities designed to highlight the importance of human rights and freedoms.

As a result of these efforts, there was a noticeable increase in the understanding of human rights among the general public in Zambia. This illustrated that awareness is crucial, as it empowers citizens to recognise their rights and advocate for their protection, fostering a culture of respect for human rights within communities. Furthermore, the HRC's initiatives have played a vital role in addressing issues such as discrimination, gender-based violence and the rights of marginalised groups, ensuring that all individuals are aware of their entitlements and the mechanisms available for seeking redress.

The promotion of human rights education also contributed to the prevention of human rights violations by equipping individuals with the knowledge necessary to challenge abuses and hold authorities accountable. Ultimately, the HRC's continued emphasis on civic education was essential for building a more just and equitable society, where human rights are respected and protected for all.

3.1.1 Community Sensitisation

The HRC conducted community sensitisation meetings in three provinces, specifically in the following districts:

- (a) **Central Province:** Luano, Kapiri Mposhi, Mkushi and Serenje Districts;
- (b) **North Western Province:** Kasempa and Kalumbila Districts; and
- (c) **Southern Province:** Choma, Namwala and Sinazongwe Districts.

During these sensitisation meetings, several key human rights issues were discussed, including the following:

- (a) child rights violations;
- (b) dispossession of land;
- (c) unhealthy market trading environments threatening the right to health for marketeers and their customers;
- (d) lack of access to clean and safe drinking water in communities;
- (e) bribery and corruption perpetrated by some law enforcement officers, hindering access to justice;



- (f) torture, inhuman, and degrading treatment;
- (g) discrimination and stigma; and
- (h) violations of the right to education.

The HRC also recorded complaints of human rights violations from some community members in attendance and intervened to provide redress.

As a result of these engagements, an estimated two thousand (2,000) people were empowered with information on human rights. The HRC took the opportunity to distribute various IEC materials covering a wide range of human rights topics such as fundamental human rights and freedoms, economic, social and cultural rights, freedom from torture and freedom of association and assembly, including the provisions of the Public Order Act, Chapter of 113 of the Laws of Zambia.

Overall, these engagements empowered community members with knowledge about their rights and how to report human rights abuses and violations to the HRC and other like-minded institutions.

3.1.2 Educational Visits

The HRC facilitated educational visits for both private and public schools, providing children with the opportunity to learn about the work of the HRC and their rights as children. During the year under review, 4 schools visited the HRC to learn more about human rights and redress mechanisms.

The educational visits enhanced pupils' understanding of their rights under frameworks like the UNCRC, promoted human rights education, encouraged active citizenship, developed critical thinking skills and built trust in institutions, empowering them to recognise and advocate for their rights and those of their peers within their communities.

Overall, these educational visits served as a vital platform for promoting awareness of children's rights and the broader human rights framework, ultimately contributing to an informed and engaged future generation.

3.1.3 Human Rights Awareness at Traditional Ceremonies

In 2024, the HRC participated in five (5) traditional ceremonies and seized the opportunity to sensitise the people attending the ceremonies on its mandate and human rights in general. The HRC disseminated information on human rights IEC materials. The HRC provided people the opportunity to get clarity on issues and also report on human rights violations occurring in their communities.

Complaints of human rights abuses and violations were also received from the public during celebrations of the following traditional ceremonies:

- (a) the Nc'wala Traditional Ceremony of the Ngoni speaking people in Chipata district of Eastern Province from 21st to 25th February, 2024;
- (b) the Gonde Traditional Ceremony in Monze District of Southern Province from 29th June to 2nd July, 2024;

- (c) the Bene Mukuni Traditional Ceremony in Kazungula District of Southern Province from 5th to 7th July, 2024;
- (d) the Kuomboka Traditional Ceremony of the Lozi People, Mongu District in Western Province from 16th to 20th April 2024; and
- (e) the Shimunenga Traditional Ceremony of the Illa People in Chief Mungaila's Chiefdom, Namwala District, from 26th to 27th October 2024.

3.1.4 Materials Productions and Branding

During the year, the HRC developed, designed, printed and disseminated a wide range of IEC materials and products aimed at improving the understanding of human rights and enhancing the visibility and accessibility of the HRC's work.

The materials produced included backdrops, pop-up banners, t-shirts, brochures, branded calendars, diaries and billboards, all designed and disseminated across various provinces. These materials not only promote the HRC's initiatives but also serve to raise awareness about fundamental human rights issues, encouraging public engagement and participation in human rights advocacy.

In addition to externally focused materials, the HRC designed and printed various documents for internal use, which are essential for maintaining organisational efficiency and ensuring that staff are equipped with the relevant tools to promote human rights effectively. Furthermore, internet-based systems were developed for internal use among HRC staff and commissioners. These systems included the issuance of identity cards, as required by the Human Rights Commission Act, No. 4 of 2024, along with professional email addresses and business cards.

The widespread dissemination of IEC materials plays a crucial role in fostering a culture of human rights in society by educating the public about their rights and responsibilities. Moreover, by enhancing internal communication and operational capacity, the HRC aims to strengthen its ability to advocate for and protect human rights in all the parts of the country.

Below is a breakdown of IEC materials produced in 2024:

Table 3

Type of the Material	Quantity
Business cards for commissioners	6
Id cards for members of staff and commissioners	43
Labour day banner	1
Magnetic car stickers for HRC vehicles branding	8
Branded table linen	14
Prevent torture brochures	10,000
Economic social & cultural rights brochures	10,000
Branded corporate shirts for africa public service day	30
Children's Code Act	1500
Pop up banners on business & human rights	9



Backdrops on business & human rights	3
Teardrops on business & human rights	6
Know your HRC brochures	5000
HRC branded gazebos	3
Billboards	6
Door tags	20
Backdrop banners without frames on International Human Rights' day	10
Golf t-shirts	150
Round-neck t-shirts	200

3.2 Collaboration and Networking

In the year 2024, the HRC engaged in various collaborative efforts and international benchmarking to identify best practices in the promotion and protection of human rights. These collaborative efforts enhanced the exchange of knowledge, experiences, policies, institutional frameworks, expertise, strategies and methods for addressing the human rights challenges encountered by NHRIs.

The HRC collaborated and networked with national, regional and international organisations, including the UN, OHCHR, UNDP, GIZ, NANHRI, GANHRI, NPA, ACC, OPP, the National Aids/TB/STI Council, and various ministries, including Ministry of Home Affairs and Internal Security, Ministry of Youth, Sport and Art, Ministry of Health and Gender Division, along with several CSOs.

Additionally, the HRC fostered partnerships and collaborations with oversight bodies and other essential stakeholders, facilitating accountability and supporting capacity-building initiatives in the promotion and protection of human rights. These efforts were critical in addressing significant human rights issues, such as: gender-based violence, ensuring healthcare access for marginalised groups, advocating for vulnerable populations, strengthening anti-corruption efforts, access to information and promoting freedom of expression.

3.3 Learning Visits to Kenya and Germany

During the year under review, the GIZ Zambia Office, through the EnACT Programme, facilitated a learning visit focused on “Anti-Corruption and Human Rights” to Kenya and Germany for the HRC, along with other oversight institutions, including ACC, the NPA and the OPP.

The overall objective of these learning visits was to provide participating state oversight institutions with the opportunity to review practices and experiences related to combating corruption and promoting human rights from both regional and international perspectives.

In both countries, the team engaged with State and non-State actors to learn best practices in relation to the following human rights issues:

- (a) application of digital tools in complaints management systems in Kenya;
- (b) public complaints management and access to information experience in Kenya;

- (c) legal policy and institutional framework, experiences, challenges and opportunities in enhancing the promotion and protection of human rights;
- (d) collaboration between the DPP and Law Enforcement Agencies, especially police, to prevent arbitrary arrests and detentions; and
- (e) role of the European Court of Human Rights in the protection of Human Rights.

Through these learning activities, the HRC strengthened its capacity to fight corruption while simultaneously advancing human rights protections, ultimately fostering a more just and equitable society.

3.4 Promotion of the Reproductive and Health Rights for Persons with Disability, Adolescents and Persons Living with HIV

During the period under review, the HRC collaborated with stakeholders, including the National Aids/TB/STI Council, the Ministry of Home Affairs and Internal Security, Ministry of Youth, Sport and Art, Ministry of Health and key population CSOs to promote and protect the rights of key populations. These activities were implemented with support from UNDP under the We Belong Africa Project, which aimed to promote inclusivity and diversity among other values in Africa. Among the activities carried out were capacity building and awareness-raising initiatives.

Some key activities implemented under this project in 2024 included attending a four-day meeting for all project implementing partners, comprising both State and non-State actors, which was held to review and revise the 2024 Country Plan at the Legacy Resort in Lusaka from 3rd to 6th, September 2024.

Furthermore, the HRC participated in a SHARP in-country and regional sensitisation workshop held on July, 22nd to 23rd and July 25th to 26th, 2024, at the Radisson Hotel in Lusaka, Zambia.

This workshop, sponsored by NANHRI, focused on legal frameworks regarding adolescent sexual reproductive health and rights on the African continent, especially in the twelve (12) countries where the SHARP was being implemented, including Zambia.

During the workshop, the HRC presented on the topic “Use of Quasi-Judicial Powers to advance SRHR. The Workshop enhanced the capacity of stakeholders, including the HRC to promote and protect the rights of adolescents, especially since Zambia is one of the countries where defilement and child pregnancies are rampant.



3.5 Capacity Building for Law Enforcement Agencies



Human Rights Training for Wildlife Police Officers and Community Scouts

The HRC collaborated with the Department of National Parks and Wildlife and the International Crane Foundation to conduct training on human rights and law enforcement for wildlife police officers and community scouts operating in the Kafue Flats, including the Blue Lagoon and Lochinvar National Parks, as well as the surrounding Game Management Areas.

A total of nineteen (19) wildlife police officers and community scouts participated in the training sessions focused on human rights-based policing, held on August 19th and 26th, 2024, in Lochinvar National Park, located in the Monze District of Southern Province.

Wildlife police officers and community scouts are often among law enforcement officers who face allegations of human rights violations against suspects. This training provided a vital opportunity for the HRC to enhance their understanding of human rights standards and the rule of law, emphasising the importance of respecting the rights of suspects. The sessions included discussions on the legal frameworks governing law enforcement, non-discrimination principles and the ethical treatment of individuals in custody.

By equipping these officers with the knowledge and skills necessary to engage in human rights-based policing, the HRC aims to foster a more humane approach to wildlife law enforcement. This not only protects the rights of suspects but also promotes better community relations and trust between law enforcement and local populations, ultimately contributing to more effective conservation efforts and respect for the rule of law.

3.6 Commemoration of National, Regional and International Days

International Human Rights Day commemorations serve as crucial opportunities for stakeholders to reaffirm their commitment to fulfilling human rights obligations and to advocate for the advancement and protection of human rights.

During the year under review, the HRC, through its provincial offices and Head Office in Lusaka, actively participated in awareness-raising activities and delivered speeches for the following key human rights observances:

(a) International Women's Day

(March 8th, 2024) : This day was commemorated under the theme: **“Invest in Women and Girls: Accelerate Progress”** which is a human rights issue as it contributed to addressing systemic inequalities, allowing for greater participation in decision-making processes and the eradication of gender-based discrimination. The commemoration served as a reminder of the challenges women and girls face.

(b) Sixteen Days of Activism Against Gender-Based Violence

(November, 25th to December 10th, 2024) - This day was commemorated under the theme: **“Towards Beijing +30: UNiTE to End Violence Against Women and Girls”** The HRC participated in the sixteen days by raising awareness that GBV is a violation of human rights, advocated for access to justice for victims and mobilised the public to promote and protect safety and dignity for all the people, especially women and girls who are the most vulnerable.

(c) International Day of Persons with Disabilities

(December 3rd, 2024) - This day was commemorated under the theme: **“Amplifying the Leadership of Persons with Disabilities for an Inclusive and Sustainable Future”**. The HRC joined other stakeholders in the commemorations, and called for an environment that promote equal access to opportunities and participation in all areas of life.

(d) Right to Know Day Commemoration

On September 27, 2024, the HRC participated in a conference organised by MISA-Zambia at Protea Hotel, Arcades in Lusaka. During this event, the HRC delivered a presentation on its oversight role concerning access to information, coinciding with the eve of International Right to Know Day, celebrated annually on 28th September.

In its presentation, the HRC highlighted its enhanced legal capacity under the Access to Information Act, 2023, which empowers the HRC to issue orders and impose administrative penalties. Additionally, the HRC elaborated that the Human Rights Commission Act, No. 4 of 2024, grants the HRC legal personality, enabling it to take legal action to secure redress for victims and complainants of human rights violations or abuses.

The significance of the HRC's participation in this Conference and its focus on access to information underscores several critical human rights issues, such as the promotion of transparency, empowerment of citizens, protection of rights, encouragement of whistleblowing and strengthening legal frameworks.

Overall, the Commission's involvement in the Conference not only highlighted its commitment to promoting access to information but also reinforced the essential link between transparency, accountability and the protection of human rights in Zambia.



(e) Human Rights Day (December 10th 2024)



The HRC spearheaded the national commemoration of Human Rights Day at Mulungushi International Conference Centre, marking one of the most significant events on the HRC's calendar. The day was commemorated under the theme: **“Our Rights, Our Future, Right Now.”** The event attracted over 500 attendees from diverse sectors, including women's movements, organisations for persons with disabilities, educational institutions, law enforcement agencies, Government ministries, civil society, faith-based organisations, the media, and individual human rights activists and defenders.

These commemorations not only recognised the progress made in improving the country's human rights landscape but also served as a platform to highlight the need for continued efforts to address ongoing human rights challenges. By fostering dialogue and collaboration among stakeholders, these events contributed significantly to the broader human rights discourse, promoting accountability and the active participation of all segments of society in the pursuit of justice and equality.

3.7 Media Engagements

In line with its mandate to conduct civic education, the HRC identified the media as a crucial vehicle for reaching out to the public. During the year under review, the HRC conducted various advocacy and human rights sensitisation activities through mainstream media, including radio and television.

Radio Stations

Discussion programmes were held on six radio stations across various districts and provinces:

- *Hot FM Radio Station in Lusaka*
- *One Love Radio Station in Lusaka*
- *Kabulamwanda Community Radio Station in Namwala District*
- *Byta FM Radio in Choma District*
- *Sinazongwe Radio Station in Sinazongwe District*
- *3FM Radio in Chipata District*

Television Stations

Several human rights discussion programmes were also undertaken on television stations such as Diamond TV and ZNBC TV1 and TV2.

A wide range of human rights issues were addressed during these radio and television programmes, including the following:

- (a) the implementation of the Human Rights Commission Act, 2024 with particular interest on the concerns regarding the potential impacts of the Public Order Act on freedom of assembly and expression, especially in the lead-up to the 2026 general elections;
- (b) the rights of suspects, with a focus on the protection of rights during detention and the importance of due process to prevent abuse and ensure justice;
- (c) access to information with emphasis on the right to information especially since it is a fundamental human right, critical for civic engagement and accountability;
- (d) violations affecting children, including issues related to education, protection from abuse and the right to participate in decisions affecting their lives;
- (e) alarming rates of gender-based violence and the necessity for legal and community action to protect victims and hold perpetrators accountable; and
- (f) the discrimination faced by marginalised groups, including persons with disabilities, children, women, refugees, prohibited immigrants, and the need for inclusive policies.

Through these media engagements, the HRC raised awareness of human rights issues, encouraged public discourse and advocated for the protection and promotion of human rights for all individuals in society.



3.8 Press Releases

With press releases being a strategic communication tool to commend, clarify, advocate for change, raise awareness about injustices and foster a more informed and engaged public around human rights issues, in 2024, the HRC issued several press releases which included the following:



Table 4

No.	Month	Date	Headline
1.	January	09/01/2024	The Human Rights Commission calls for special measures to prevent outbreak of cholera in deprivation of liberty facilities.
2.	February	06/02/2024	The Human Rights Commission condemns the torture and ill-treatment of a child offender by alleged Police Officers.
3.	March	11/03/2024	The Human Rights Commission confirms the suspension of its Director following disciplinary charges against her.
4.	April	11/04/2024	The Human Rights Commission calls on the Zambia police service to respect Human Rights and stop violations.
5.		23/04/2024	The Human Rights Commission condemns the alleged torture of a woman by the Zambia Police Service in Mpongwe District on the Copperbelt.
6.	May	28/05/2024	The Human Rights Commission calls for expeditious investigations into the abduction of Hon. Emmanuel Jay Banda.
7.		31/05/2024	The Human Rights Commission condemns a group of youths that were seen marching and heard hauling insults at the former head of state.
8.	July	05/07/2024	The Human Rights Commission is concerned by the killing of suspects.
9.		11/07/2024	The Human Rights Commission condemns the arrest and detention of load-shedding properties and appeals to the Zambia police service to adhere to the provisions of the constitution of Zambia and the Public Order Act in maintaining public order.
10.	August	03/08/2024	The Human Rights Commission condemns police violation of suspects' right to life.
11.		17/08/2024	The Human Rights Commission condemns hate speech against persons with albinism.
12.		23/08/2024	The Human Rights Commission calls upon government to avert human rights violations amidst aflatoxins presence in maize products.
13.	December	03/12/2024	The Human Rights Commission weighs in on the continued detention of the Kaumba brothers.
14.		22/12/24	The Human Rights Commission commends the Government for acceding to the Second Optional Protocol to the International Covenant on Civil and Political Rights and for voting in favour of the UN Moratorium on the Death Penalty during the UN General Assembly in New York

3.9 Social Media Platforms

In 2024, the HRC strategically leveraged digital platforms, integrating social media as a key component to enhance information dissemination and public awareness. This approach significantly broadened the reach of human rights information and provided new avenues for the public to report complaints via HRC social media platforms, including Facebook, Instagram, LinkedIn, X (formerly Twitter), WhatsApp and YouTube.

The digital platform served as an effective mechanism for public interaction with the HRC, facilitating the sharing of human rights information and enabling individuals to seek clarity on various issues. During the period under review, a total of 19 complaints were received through social media channels.

This uptake signifies a growing acceptance of digital platforms as a means to report human rights violations, contributing to the accessibility of the HRC and empowering individuals to act as whistle-blowers. The human rights benefits of this digital strategy include the following:

- (a) increased accessibility: social media platforms made it easier for individuals, especially those in remote areas or with limited mobility, to access the HRC and report human rights abuses;
- (b) enhanced information dissemination: the HRC was able to disseminate critical information about human rights, legal instruments and available remedies to a wider audience;
- (c) empowerment of citizens: by providing a direct channel for reporting violations, the digital platform empowered citizens to take an active role in protecting human rights and holding authorities accountable;
- (d) real-time response: the HRC could respond to complaints and inquiries in a timely manner, ensuring that human rights concerns were addressed promptly; and
- (e) promotion of transparency: the use of social media promoted transparency by making the HRC more visible and accountable to the public.
- (f) Overall, the HRC's strategic use of digital platforms in 2024 has significantly contributed to the promotion and protection of human rights by enhancing accessibility, empowering citizens and fostering greater transparency and accountability.



Below are the statistics on the performance of the respective HRC digital media platforms in relation to human rights information and complaints received.

Table 5

No	Social Media		Q1-2024	Q2-2024	Q3-2024	Q4-2024
			Statistics	Statistics	Statistics	Statistics
1.	Facebook	Followers	390	384	379	366
		No. of posts published	20	33	32	34
		Reach	12 000	45 200	29 500	27 700
		Content interactions	602	1 200	814	876
		No. of messages received	62	51	41	45
2.	X (Formerly Twitter)	Followers	1, 243	1, 270	1, 287	1, 311
		Following	600	600	597	594
		No. of posts made	6	19	11	4
		Average Reach/post	36	40	100	44
3.	Instagram	Followers	449	471	484	495
		Following	31	31	32	32
		No. of posts made	9	22	14	4
		Average Reach	100	64	82	37
4.	YouTube	Subscribers – 231				
		No. of posts made	3	5	3	2
		Average Reach/post	58 views	255 views	38 views	1,533 views
5.	LinkedIn	Following	-	-	45	55
		No. of Posts Made	-	-	12	4
		Average Reach	-		71	19
6.	WhatsApp (0954-443010)	No. of texts received	-	25	26	76
7.	HRC Outlook Emails	No. of Emails Received	503	128	121	3

3.10 Promotion and Protection of Access to Information

After more than 20 years of advocacy by various stakeholders for the enactment of a law on access to information, the Government enacted the Access to Information Act, No. 24 of 2023 on December 22, 2023.

The Act granted the HRC an oversight role, enabling it to receive, hear and determine appeals against the decisions made by information holders. Additionally, the HRC is mandated, in collaboration with other stakeholders, to educate rights-holders and build the capacity of information holders on the right to access information, ensuring the effective implementation of the Act.

To enhance its effectiveness in its oversight role, the HRC working together with stakeholders undertook the following activities that created the base for enjoyment of the right to access information and also seek redress when one is denied access to information:

(a) Engagement with the Government

The HRC engaged the Government for the provision of suitable office accommodation and granting of treasury authority to employ additional members of staff in order to enhance its capacity to provide oversight on the implementation of the Act.

By the end of 2024, the HRC was granted treasury authority to engage 16 members of staff while efforts were still in progress to secure adequate and conducive office space for its operations.

(b) Preparation of Guidelines Under the Access to Information Act No. 24 of 2023

In the period under review, the HRC was part of the technical working group tasked with preparing and drafting the access to information guidelines, rules related to appeals and associated regulations. This technical working group included representatives from the Ministry of Justice, the MIM and the Judiciary. By the

Section 38 (1) of the Act provides that:

“The Commission may, in consultation with the Ministry responsible for information, in the performance of its functions under this Act, develop and issue Guidelines that are necessary for the better carrying out of the provisions under this Act.

Section 39 of Act provides that:

“The Chief Justice may, by statutory instrument, make rules relating to—

- 1. (a) the manner and form for lodging of appeals to the Commission;*
- 2. (b) the mode of summoning before the Commission;*
- 3. (c) the form and manner of service of summons requiring the attendance of witnesses and the production of any book, record, document or other information;*
- 4. (d) the procedure to be followed and the rules of evidence to be observed in proceedings;*
- 5. (e) the notification of decisions of the Commission; and*
- 6. (f) such other matters necessary for the performance of the functions of the Commission when hearing and determining an appeal”*



end of 2024, the guidelines, rules and regulations were validated by stakeholders, awaiting finalisation, and subsequently to be issued to the public by the respective institutions.

The implementation of the guidelines is anticipated to have a significant impact on human rights by enhancing transparency and accountability within public institutions. Access to information is a fundamental human right, vital for promoting democratic governance and enabling citizens to participate actively in social and political processes. Once approved and published, the guidelines will serve as an essential tool for empowering individuals to seek information from Government entities, thereby fostering an environment where human rights can be effectively protected and promoted.

(c) Collaboration with Line Ministries and Public Institutions

In 2024, the HRC working in conjunction with line ministries particularly the MIM commenced the development of the guidelines, rules and regulations necessary for the effective implementation of the Act. The development of the guidelines was pursuant to section 38 (1) of the Access to Information Act, No 24 of 2023

In the same vein, the HRC was part of the technical working group consulted in preparing and drafting the access to information rules. The technical working group included representatives from the Ministry of Justice, MIM and Judiciary. This was pursuant to section 39 of the Access to Information Act, No 24 of 2023

(d) Media Training on Access to Information

During the period under review, the HRC collaborated with BBC Media Action and facilitated a five-day training workshop on the Access to Information Act, 2023 for journalists from selected radio stations, recognising the media's crucial role in promoting and protecting human rights. From September 23rd to 27th, 2024, a total of 18 journalists were sensitised on the Act and the HRC's enhanced mandate at a training session held in Lusaka. This initiative aimed to equip journalists with the knowledge and skills necessary to utilise the Act effectively, thereby fostering transparency, accountability and ultimately the protection and promotion of human rights by ensuring access to information, which is essential for building resilience, redressing grievances and reducing inequality.

Protecting journalists and promoting media freedom aligns with international human rights standards and the EU's commitment to human rights worldwide.

4.0 CHAPTER FOUR: HUMAN RIGHTS ADVOCACY

Introduction

In accordance with the Paris Principles of 1993, the HRC continued to play a vital role in advancing human rights advocacy by monitoring State compliance with human rights standards, promoting accountability, engaging various stakeholders and fostering a culture of respect for human rights. Through systematic data collection and analysis, the HRC employed an evidence-based approach that contributed towards the protection of human rights and uphold human dignity. By providing evidence-based advocacy, the HRC effectively addressed human rights concerns and supported impactful reforms.

4.1 Promoting State Compliance and Accountability on Human Rights Standards

(a) Stakeholders Engagements on the Universal Periodic Review (UPR) Mechanism

In the year 2024, the HRC successfully organised four stakeholders' engagements on the UPR mechanism across key regions: Chipata, Kabwe, Chinsali and Kasama. These meetings served as vital platforms for collaboration among Government officials, CSOs, traditional leaders and community representatives. This collaborative approach facilitated the exploration of potential partnerships between the HRC and various institutions.

These engagements enhanced stakeholders' awareness of human rights obligations and commitments and built their capacity to hold the State accountable while encouraging proactive measures to uphold and promote human rights within their communities.

(b) Independent Reports to the Treaty Bodies

In the year under review, the HRC contributed to the effective review of Zambia's compliance with human rights standards under the ACRWC and CEDAW. Through its participation, immediate concerns regarding women's and children's rights in Zambia were brought to the attention of the respective committees to ensure that the State fulfils its commitments under the ACRWC and CEDAW.

(c) Independent Report to African Committee of Experts on the Rights and Welfare of the Child

The HRC submitted a Shadow Report to the ACERWC which assisted it in reviewing Zambia's adherence to the ACRWC during its 44th Ordinary Session in October, 2024. Key concerns highlighted in the Report included insufficient resources for implementing the CCA, the persistence of early child marriages despite Government interventions and declining progression rates of girls into senior secondary and tertiary education.

(d) Independent Report to the Committee on the Elimination of Discrimination against Women

The HRC submitted a Shadow Report to the Committee on the CEDAW. This Report aimed to achieve two primary objectives:



- (a) assist the Committee in identifying relevant issues for the 92nd Pre-sessional Working Group scheduled for February 24-28, 2025; and
- (b) facilitate an effective review of Zambia before the Committee during its 92nd Session in the second quarter of 2025.

4.2 Business and Human Rights

(a) Training of Artisan and Small-Scale Miners on Development Minerals

The HRC conducted a capacity-building workshop under the EGP supported by the UNDP and the Swedish Environmental Protection Agency. This initiative aimed at integrating human rights and environmental management in the governance of mining sectors in ten mineral-rich countries. Participants, including various artisanal and small-scale miners' associations, were educated on human rights principles, relevant legislation and best practices for promoting and safeguarding human rights. The training showed a promising approach to improving the governance of artisanal and small-scale mining by embedding human rights and environmental considerations into practice. This addressed the needs of miners through education and collaboration thereby contributing towards responsible mining operations that benefit both local communities and the environment.

(b) National Action Plan (NAP) on Business and Human Rights

Through the Technical Working Group (TWG) on the development of the NAP on Business and Human Rights, the HRC collaborated with the Ministry of Justice, UNDP and other CSOs in implementing activities outlined in the road map. As of 31st December, 2024, two consultative meetings with key stakeholders were held as part of the process of developing a NAP.

The collaboration between the HRC, the Ministry of Justice, UNDP and other stakeholders strengthened the HRC's capacity, credibility and engagement in promoting human rights within business operations. This partnership facilitated advocacy, stakeholder participation and resource optimisation while institutionalising human rights standards, ultimately leading to sustained improvements in collaboration that could enhance stakeholders' ownership of the NAP.

(c) Third (3rd) African Forum on Business and Human Rights

In enhancing its Regional and International engagements, in 2024, the HRC participated in the 3rd African Forum on Business and Human Rights held in Nairobi, Kenya. This annual meeting aimed to promote the implementation of the UNGPs. On the side of the forum, the HRC, along with other National Technical Working Group members, engaged the OHCHR and the DIHR to explore further collaboration opportunities concerning the development of the NAP. This provided opportunities for the HRC to highlight the achievements and challenges in the implementation of the road map on the development of the NAP. Based on the engagement, the HRC was assured of both technical and financial support in the development and implementation of the NAP.

(d) Business and Human Rights Monitoring Tools

To enhance systematic monitoring and reporting on corporate adherence to human rights, the HRC developed structured tools for assessing human rights impacts and systematically identifying risks and violations. The monitoring tool aims to promote accountability, transparency and responsible business practices, while empowering stakeholders and supporting effective policy development based on the evidence gathered. It provides an easier mechanism to collect standard information or data to assess business compliance with national and international human rights standards. Additionally, it assists in identifying and addressing any violations or risks associated with business operations.

To ensure that the developed monitoring tools were effective, credible, and user-friendly ultimately enhancing their ability to promote accountability and respect for human rights in business practices, the HRC conducted pre-testing of the developed monitoring tools at Southern Africa Ferro Alloys Limited (SAFAL) Limited, Kanona Community and Century Solar Africa in Serenje District, as well as at Munali Nickel Mine in Buche Buche Community. Kaleya Small Holder Company and Nakambala Sugar Company in Mazabuka District.

(e) Appointment and Orientation of the National Steering Committee (NSC) on Business and Human Rights

In 2024, the Ministry of Justice working in conjunction with the HRC established and appointed members of the NSC on business and human rights to create a governance structure for developing the NAP. The NSC was multisectoral and comprised a range of expertise from key ministries, departments and CSOs.

Following the constitution of the NSC, an orientation meeting was organised to familiarise the members with the Terms of Reference and the UNGP.

(f) 2024 Sinazongwe Mining Indaba

In the year, the HRC participated in the Sinazongwe 2024 Mining Indaba, themed **“Inclusive Mining with a Feminist Future,”** organised by the Council of Churches in Zambia. The Mining Indaba brought together a diverse range of stakeholders, including community members, Government departments, mining companies, CSOs, traditional leaders, civic leaders and church representatives.

The focus was on mining operations and their impact on human rights for individuals and surrounding communities. The Indaba provided an opportunity for mining companies to share information about the CSR they are implementing in their operational areas. Community members, including traditional leaders, expressed their challenges related to mining activities and called for improved collaboration in identifying projects to be implemented under corporate social responsibility initiatives.

During the Indaba, the HRC made a presentation on Human Rights and Mining, highlighting Zambia’s existing laws and policies with a particular focus on the gaps in mining regulations concerning the protection and promotion of business and human rights. Key human rights issues discussed included the rights of affected



communities, the need for informed consent, environmental justice and equitable access to the benefits derived from mining activities.

The Indaba was graced by the Permanent Secretary of the Ministry of Mines and Mineral Development, Dr. Hapenga Kabeta, accompanied by the Deputy Permanent Secretary of the Southern Province, Mr. Yolanta Mutyambe. The Indaba was attended by community members, mining company executives, traditional leaders, civic leaders and officers from the Council of Churches in Zambia, led by Secretary General Rev. Father Emmanuel Chikoya. The HRC was represented by four officers.

4.3 Re-accreditation of the HRC

In 2024, the HRC underwent a re-accreditation assessment by the GANHRI. This review evaluated whether the HRC met the necessary criteria to maintain its 'A' status as a National Human Rights Institution (NHRI) according to the Paris Principles.

After a thorough evaluation, the HRC successfully preserved its 'A' status, the highest level of accreditation, thereby reaffirming its credibility, independence, and effectiveness as Zambia's principal human rights body. An NHRI with 'A' status possesses independent participation rights at the UNHRC, its subsidiary bodies and selected UN General Assembly mechanisms. This status also ensures full membership in GANHRI, granting the HRC the right to vote and hold governance positions. The re-accreditation process allowed the HRC to showcase its ongoing compliance with the Paris Principles, particularly regarding its mandate to protect and promote human rights nationally.

4.4 Support for GANHRI Resolution Initiatives During the 57th Human Rights Council Session

During the 57th Session of the UNHRC held in 2024, the HRC collaborated closely with Zambia's Permanent Mission to the UN in Geneva and the Ministry of Foreign Affairs and International Cooperation to garner support for two important resolutions that hold special significance for NHRIs. The resolutions included the following:

- (a) Resolution 57/23 of the UN Human Rights Council on NHRI aimed to enhance the role of NHRIs in monitoring, reporting, advising, complaint handling and education to promote and protect the rights of persons with disabilities; and
- (b) Resolution 51/33 of the UN Human Rights Council aimed at promoting international cooperation to support national mechanisms for implementation, reporting and follow-up. This emphasised the importance of NHRIs in helping States fulfil their human rights commitments through effective monitoring and implementation frameworks.

Acknowledging the crucial role that NHRIs play in these areas, the HRC actively pushed for Zambia's endorsement of both Resolutions. It is gratifying to report that the Resolutions garnered unanimous support from Human Rights Council members, representing a significant advancement in the global recognition and operational effectiveness of NHRIs.

4.5 Advancement of Human Rights at the International and Regional Level

(a) Luanda Meeting on Environment and Climate Change

In collaboration with the CEJ, UNDP Angola, and Angola's Ministry of Justice and Human Rights, the HRC participated in a three-day meeting in Luanda focused on exchanging insights and experiences related to the adverse environmental impacts of business activities. Grounding its contributions to the Paris Principles and international human rights standards, the HRC stressed the importance of incorporating the UNGPs into environmental and human rights governance. The HRC emphasised the State's duty to protect human rights, corporate responsibility for due diligence and victims' access to remedies.

Further, the meeting served as a valuable platform to strengthen the role of NHRIs in promoting responsible business practices and advocating for environmental justice.

(b) Comments on the Declaration on the Promotion of the Role of Human Rights Defenders and their Protection in Africa

The HRC continues to recognise the critical role of human rights defenders in advancing human rights and remains committed to their protection. In this regard, the HRC, through the NANHRI submitted its recommendations, reinforcing its commitment to strengthening the legal and institutional framework for human rights defenders in Africa.

(c) Statement to the 57th Session of the Human Rights Council

As part of its continued engagement with global human rights mechanisms, the HRC submitted a video statement by its Chairperson Dr. Pamela Towela Sambo to the 57th Session of the UNHRC. The statement emphasised children's right to development, highlighting the HRC's commitment to vulnerable groups and sustainable future development policies.

(d) Contribution to the UN Secretary-General's Report to the Human Rights Council

The HRC provided substantive input to the OHCHR for inclusion in the UN Secretary-General's Report to the 57th Session of the Human Rights Council. This contribution was made pursuant to UNHRC Resolution 51/31, which encourages the active participation of NHRIs in the work of the Council. By engaging in this process, the HRC continues to play a critical role in shaping global human rights priorities and advocating for policies that strengthen national and regional human rights mechanisms.



5.0 CHAPTER 5: MANAGEMENT SUPPORT SERVICES

5.1 Human Resource and Administration

The Human Resources and Administration Department is responsible for the management of human capital and the provision of administrative and logistical support services to facilitate the operations of the HRC.

Under the year in review, several human resource management activities were undertaken which included, strategies that were essential for attracting, developing and retaining qualified personnel who are dedicated to the cause of human rights. Further, training and professional development initiatives to equip staff with up-to-date knowledge and skills to navigate the complexities of human rights issues were implemented.

5.2 Human Resource Planning and Staffing

(a) Staff Establishment

In the year under review, the HRC continued to experience inadequate staffing levels as only 76 out of a total establishment of 133 positions were filled leaving a deficit of 57. The Table below shows the positions filled and the variance in the current HRC structure.

Table 7

S/N	Department/Section	Approved Es- tablishment	Actual as of 31 st December 2024	Variance
1	Director's Office	1	1	0
2	Deputy Director	1	1	0
3	Department of Research and Planning	7	4	3
4	Department of Investigations and Legal Services	22	10	12
5	Department of Information Education and Training	11	5	6
6	Human Resource and Administration Section	33	16	17
7	Finance Section	8	6	2
8	Internal Audit Unit	1	1	0
9	Procurement Unit	1	1	0
10	Provincial Offices	48	31	17
	TOTAL	133	76	57

The HRC has been making continuous strides over the years to improve its staffing levels for enhanced operations and stakeholder satisfaction. The establishment improved in 2024 as depicted by Table 8.

Table 8

Year	Establishment	Actual Number	Variance	Staffing level percentage
2024	133	76	57	57%
2023	133	57	76	42.8%
2022	133	57	76	42.8%

The Table shows an increase in the staffing levels in 2024 against the approved establishment demonstrating a sure commitment to having competent and adequate staff to carry out the HRC’s mandate.

(b) Staff Appointments and Confirmations

In answering the organisational demand for human resources, the HRC embarked on a recruitment exercise to match the demand. Through the exercise, nineteen (19) officers were appointed with eighteen (18) officers being confirmed following satisfactory performance during their probation period.

(c) Staffing Statistics

The information below summarises staffing-related information at the HRC.

Number and percentage of staff by gender

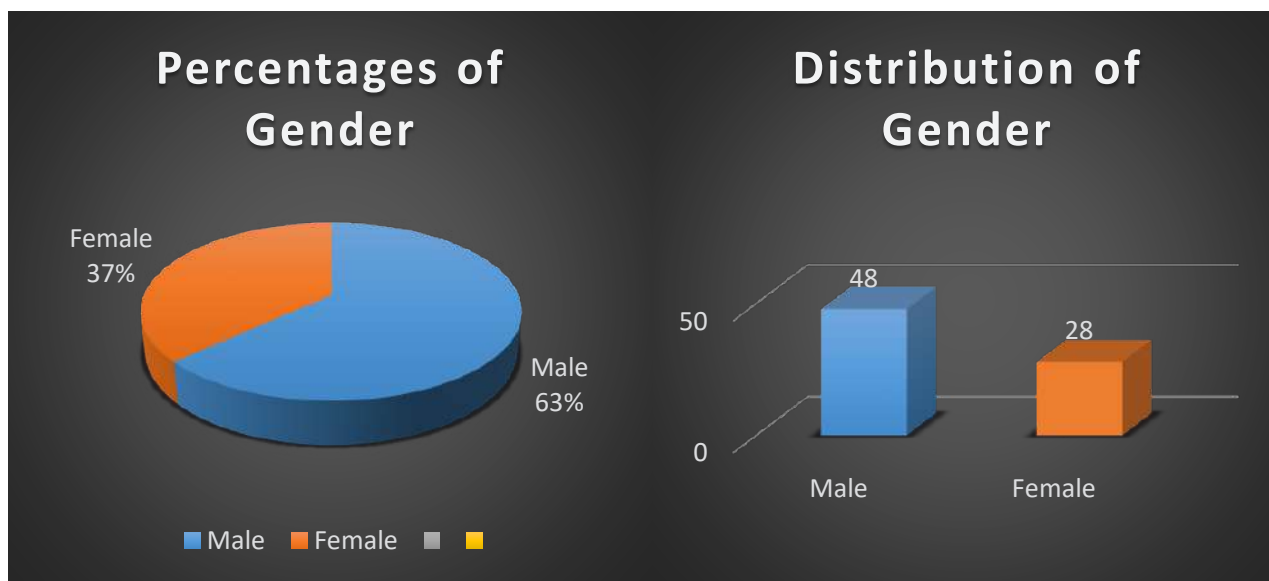


Figure 7



Table 9 Employee Attrition

Attrition	No. of Staff
Resignation	2
Redundancy	0
Expiry of contract	0
Dismissal	0
Medical discharge	0
Retirement	3
Secondment	0
Death	0
Total	5

(d) Human Capacity Development

Though the HRC has to a very large extent been inhibited by the organisational structure that is currently in use, it has continued enhancing the skills and competencies of its staff. The HRC provided individual capacity-building programmes for its staff in the 2024 financial year.

The programmes equipped the professionals at the HRC with tailored skills to carry out tasks within their area of expertise and function.

(e) Long-term Training

In 2024, twelve (12) officers were on long-term training programmes on self-sponsorship to enhance their skills in the various roles that they perform at the HRC. Management provided the officers with the necessary support required to enable them to continue with their studies.

(f) 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 in key areas important to the execution of the HRC's mandate, including the following:

- a). business and human rights;
- b). national values and principles;
- c). roles and responsibilities of commissioners;
- d). update on payment of pension benefits in Zambia;

- e). environmental justice;
- f). civil society action on children affected by armed conflicts;
- g). corruption and human rights;
- h). basics of nutrition;
- i). stigma and discrimination;
- j). human trafficking;
- k). human rights and gender responsive reporting; and
- l). landmark development in employment law.

5.3 Organisational Restructuring

In 2024, the HRC embarked on a restructuring process to reorganise and reposition itself following the enactment of the Human Rights Commission Act, No.4 of 2024, which replaced the repealed Human Rights Commission Act, No. 39 of 1996.

The organisational structure governing the operations of the HRC was developed in 1997, and had been in existence for the past 27 years. With the advancement in technology and the continued emerging issues in the human rights space, the old organisational structure proved ineffective for the HRC to deliver services to its expectations.

Therefore, the HRC reviewed the organisational structure with the guidance of the Management Development Division (MDD) of Cabinet Office. The exercise was completed and the restructuring report was approved by the office of the Secretary to Cabinet. As of December 2024, the HRC was positioned to implement the new organisation structure.

The organisational restructuring was also driven by the need for the HRC to adequately prepare for the execution of its additional mandate under the Access to Information Act, No. 24 of 2023.

5.4 Statutory and ADHOC Meetings

To provide guidance and shape policies, enhance accountability, build capacity and ultimately protect and promote human rights, in 2024, the HRC held statutory and ADHOC meetings to improve the execution of its mandate. The following meetings were organised and held:

Table 10

Type of Meeting	No. of Meetings
Management Meetings	7
Staff Meetings	3
Commission Cases Review Meetings	4
Human Resource and Administration Committee	5
Non-Management Meeting	1
Audit Committee Meetings	4



Finance and Legal Committee meetings	2
Statutory Commission Meetings	4
Commissioner's Retreat	0

5.5 Formulation of HRC Policies

To create, maintain and improve the morale and employee satisfaction levels, the HRC formulated and reviewed the following policies:

(a) The Conditions of Service for HRC Staff;

The HRC fully implemented conditions of service of staff as approved by the Emoluments Commission. The implementation was guided by the objective of constantly improving the condition of employment for exiting staff, as well as making the HRC an employer of choice by prospective employees.

(b) The Recruitment Policy

To enhance the quality of service and contribute to the successful delivery of HRC's mandate while providing opportunities for development and career progression to current employees, the HRC successfully reviewed and implemented the Recruitment Policy.

(c) HIV/AIDS Workplace Policy

The HRC reviewed its HIV/AIDS Workplace Policy to provide management and employees of the HRC with a framework within which to understand, come to terms with and deal with the reality of HIV/AIDS for stability and productivity in the workplace.

(d) Anti-Harassment Policy

To ensure respect and dignity, eliminate all forms of harassment and provide a supportive working environment, the HRC formulated Anti-Harassment Policy.

5.6 Logistics and Transport Management

During the year under review, the HRC provided logistical support to all offices countrywide. The support ranged from the provision of motor vehicles, servicing and fuel for operation throughout the year. To enhance efficiency, the HRC procured three (3) additional vehicles.

Further, other office materials and requirements were also facilitated for the effective execution of the HRC's work.

5.7 Focus for 2025

Management reaffirms its commitment to maintaining harmonious industrial relations while pursuing the HRC's objectives of promoting and protecting human rights and fundamental freedoms for all people in Zambia. This commitment is carried out through advocacy, investigations, appropriate redress of human rights violations and monitoring compliance with human rights standards and obligations, despite numerous challenges.



Thoughtful handling of staff-related matters remains a key focus for Management, extending beyond 2024.

The HRC will continue to implement its restructuring exercise for purposes of improved operations of the HRC and recruiting additional highly skilled staff.



6.0 CHAPTER 6: FINANCIAL AND ACCOUNTING

Introduction

The HRC, in accordance with the Human Rights Act, 2024, is entitled to receive funding from the Government of the Republic of Zambia and other authorised sources. Section 22 of the Act provides that the HRC's funds consist of such money as may -

- (a) be appropriated by Parliament for the purpose of the Act;
- (b) be paid to the HRC by way of grant or donations; and
- (c) vest in or accrue to the HRC.

Furthermore, the HRC may, with the President's approval, accept funds in the form of grants or donations from any source, and may raise such funds as necessary through loans or other means to fulfil its functions. It is also important to note that, as a result of the authority granted to the HRC under the Act, its current funding sources include parliamentary appropriation from the Government and cooperating partners such as UN Agencies.

6.1 Strategic and Operational Objectives

The finance and accounting processes, as part of the HRC's administrative work, share strategic and operational objectives similar to those of human resources and administration. Therefore, they aim to make the HRC an accountable, transparent, efficient, effective and a well-coordinated institution.

Additionally, sound financial management practices are crucial in securing resources that enable programme implementation and outreach efforts. They are also crucial in strengthening the institutional capacity to achieve effective and efficient coordination, as well as timely implementing activities in order for the HRC to achieve its goal.

For more information about the financial and accounting status of the HRC, please refer to the audited Financial Statements in the Schedule to the Report.

7.0 CHAPTER 7: OBSERVATIONS, RECOMMENDATIONS AND CHALLENGES

7.1 Observations

In 2024, the HRC observed a troubling continuation of human rights violations, particularly concerning the right to secure protection under the law. Key issues included over-detention, prolonged pre-trial detention, delays or denials of access to justice and maladministration of justice, which collectively accounted for a significant number of complaints. Complaints related to labour and employment rights.

Furthermore, the HRC notes the persistence of reports involving extrajudicial killings, torture and other forms of inhumane or degrading treatment, all of which continue without accountability. The absence of economic, social, and cultural rights in the Constitution of Zambia has also contributed to the ongoing increase in violations related to employment and labour issues.

Additionally, the HRC observed several challenges associated with the implementation of the Children's Code Act, No. 12 of 2022, including low levels of understanding, interpretation and application of the Code among stakeholders and duty-bearers. The State has not adequately invested in appropriate infrastructure or built the capacity of duty-bearers. Children in conflict with the law are still being held together with adult suspects and convicts, making it difficult to rehabilitate these children.

While the HRC commends the broadening of its mandate and powers through the enactment of the Access to Information Act, No. 24 of 2023 and the Human Rights Commission Act, No. 4 of 2024, the State must increase the budgetary allocation to the HRC to acquire adequate office space, human resources and other related needs.

Though the HRC noted a commitment to improving the rights of individuals in detention and the conditions of detention facilities, numerous challenges persist, such as overcrowding, inadequate access to food, poor sanitation and delays in accessing justice.

7.2 Recommendations

The HRC recommends the following improvements:

- (a) The State must prioritise enhancing the capacity of institutions within the justice delivery sector. This involves significant investments in strategic infrastructure development and increasing both human and financial resources. Such investments are crucial to addressing the systemic inefficiencies that currently hinder access to justice for many individuals;
- (b) The Government should undertake a comprehensive review and strengthening of legal frameworks to ensure alignment with international human rights standards. This includes implementing measures that expedite judicial processes and reduce pre-trial detention periods, thereby ensuring timely access to justice, also enshrining economic, social and cultural rights in the Constitution of Zambia to enhance comprehensive protection of the rights;



- (c) The State must ensure strict adherence to the fundamental principles of the rule of law, constitutionalism and human rights. Upholding the rights enshrined in Articles 13 and 18 of the Constitution of Zambia specifically, the rights to liberty, the presumption of innocence and the right to a speedy and fair trial should be regarded as non-negotiable;
- (d) The Government should implement comprehensive training and capacity-building programs for justice delivery officers, including law enforcement personnel, members of the NPA, and judicial officers. This training will be essential to ensure a proper understanding and application of human rights standards, which will help mitigate issues related to maladministration of justice;
- (e) There is a need to empower individuals with knowledge about their rights to enhance their ability to seek justice and hold authorities accountable for violations;
- (f) The State should increase the budgetary allocation to the HRC to ensure it can acquire adequate office space, human resources and address other related needs;
- (g) The Government should invest in appropriate infrastructure and build the capacity of duty-bearers to ensure the effective implementation of the Children's Code Act, 2022. This includes separating children in conflict with the law from adult suspects and convicts to facilitate rehabilitation; and
- (h) The Government should expedite the construction of new detention and correctional facilities, such as the Nakasanga Correctional Facility in Serenje, and ensure stricter adherence to human rights standards in existing facilities.

7.3 Challenges

(a) Inadequate Staff across all Departments

The HRC was operating with a significant shortage of personnel in all areas, which hampered efficiency and effectiveness. This lack of adequate staffing resulted in increased workloads for existing staff, adversely impacting service delivery. Consequently, the HRC struggled to meet its objectives of promoting and protecting human rights in all parts of the country. In 2024, the HRC had only 76 out of the 133 expected staff. This disparity highlighted a critical gap in human resources that undermined the HRC's ability to protect and promote human rights effectively.

(b) Inadequate ICT Infrastructure and Staff

The HRC's existing information and communication technology (ICT) infrastructure and systems were insufficient to support the organisation's operational needs. Furthermore, there was a shortage of qualified ICT personnel to manage and maintain these systems, leading to inefficiencies. Without robust ICT support, the HRC cannot effectively disseminate information or facilitate access to services, which is essential for promoting and protecting human rights.

(c) Inconsistency in Budgetary Allocation (Inadequate Funding)

The realignment of the national budget in 2024 affected the flow of financial resources to the HRC. This negatively affected the effective response of the HRC's core duties, such as investigations out of the station and lack of adequate fuel allocations within the station across all ten provinces. Due to insufficient funding, the HRC could not implement public hearings and conduct capacity building in public interest litigation. The 2024 Work Plan was therefore negatively affected by a lack of resources.

(d) Inadequate Headquarters Offices

In 2024, the HRC headquarters continued to lack sufficient office space to accommodate staff and facilitate effective workflow. This deficiency adversely impacted the staff morale, as many were forced to share office space and equipment, compromising confidentiality and other related virtues. A conducive work environment is essential for empowering staff to perform their duties effectively, which is crucial for the promotion and protection of human rights.

7.4 CONCLUSION

While there are commendable efforts to enhance human rights protections, significant challenges remain that require urgent and focused attention from the Government and relevant stakeholders to ensure that the rights of all individuals, particularly the most vulnerable, are upheld and protected in accordance with international human rights standards. By implementing recommendations, the State can take significant steps toward improving the human rights situation in the country and ensuring that justice is accessible, fair and equitable for all citizens. Upholding these rights is not just a legal obligation but a cornerstone of a just and equitable society where justice is accessible and effective for everyone.

Therefore, by addressing the identified challenges, the HRC can enhance its capacity to promote and protect human rights, ensuring that it meets its obligations to serve the community effectively.



SCHEDULE: AUDITED FINANCIAL STATEMENTS



Human Rights Commission-Zambia

FINANCIAL REPORT FOR THE YEAR ENDED 31st DECEMBER 2024 (IPSAS – CASH BASIS)



www.hrc.org.zm

Building a Sustainable Culture of Human Rights Together



TABLE OF CONTENTS

ABOUT THE COMMISSION	2
• MANDATE AND FUNCTIONS.....	2
• CORPORATE GOVERNANCE	2
• PHYSICAL ADDRESS	3
THE CONTROLLING OFFICER’S REPORT	4
• NON-FINANCIAL PERFORMANCE.....	4
• FINANCIAL PERFORMANCE.....	5
STATEMENT OF MANAGEMENT RESPONSIBILITIES FOR FINANCIAL STATEMENTS	8
INDEPENDENT AUDITOR’S REPORT	9
STATEMENT A – STATEMENT OF CASH RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31 ST DECEMBER 2024	13
STATEMENT B – STATEMENT OF BUDGET EXECUTION FOR THE YEAR ENDED 31 ST DECEMBER 2024.....	14
STATEMENT C – STATEMENT OF COMPARISON OF BUDGET AND ACTUAL EXPENDITURE BY PROGRAMME AND SUB-PROGRAMME FOR THE YEAR ENDED 31 ST DECEMBER 2024.....	15
SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS	16
APPENDIX 1 - LIST OF GOODS & SERVICE (Note 5).....	26
APPENDIX 2 - LIST OF ASSETS (Note 8).....	27
APPENDIX 3 – TRANSACTIONS SETTLED IN 2024 TO BE REVERSED BY MINISTRY OF FINANCE FROM HEAD 21	27
APPENDIX 4 – OUTSTANDING OPEN ITEMS TO HEAD 21 FOR THE YEAR 2024.....	28





ABOUT THE COMMISSION

This Report is prepared to provide an overview of the financial performance of the Human Rights Commission for the financial year ended 31st December 2024.

The Human Rights Commission is a National Human Rights Institution (NHRI) established pursuant to Article 230(1) of the Constitution of Zambia (Amendment) Act No. 2 of 2016. The Commission is established as an independent and autonomous institution with a Constitutional mandate to promote and protect human rights in accordance with the Paris Principles that guide the establishment, role and functions of NHRIs.

MANDATE AND FUNCTIONS

In accordance with Article 230 (2) of the Constitution, the Commission has the mandate of ensuring that the Bill of Rights is upheld and protected. Article 230 (3) of the Constitution provides for further functions of the Commission as follows:

- 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; and
- vi. Perform such other functions as prescribed.

Further, the Commission is guided by Articles 216 and 241 of the Constitution of Zambia which stipulates principles and powers relating to Commissions, respectively.

Noteworthy is that the functions and powers of the Commission have been enhanced under the Human Rights Commission Act No. 4 of 2024 and the Access to Information Act No. 24 of 2023. The Access to Information Act 2023, gives the Commission an oversight role in the protection and promotion of the right to access information.

CORPORATE GOVERNANCE

THE COMMISSION

The Human Rights Commission is headed by the Commission whose composition is provided for under section 7 (1) of the Human Rights Act, No. 4 of 2024. The Act states that the Commission shall consist of the following part-time members appointed by the President, subject to ratification by the National Assembly:



- (a) the Chairperson;
- (b) the Vice-Chairperson; and
- (c) five other members.

EXECUTIVE MANAGEMENT

The Executive Management consists of the following:

- (a) the Director-General, who is the Controlling Officer;
- (b) the Deputy Director;
- (c) three (3) Heads of Departments;
- (d) two (2) Heads of Sections; and
- (e) three (3) Heads of Units.

PHYSICAL ADDRESS

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 CONTROLLING OFFICER'S REPORT

During the period under review, the Commission implemented various programmes and activities aligned to its constitutional mandate of promoting and protecting human rights in Zambia. These included complaint handling, public sensitizations, legal reform advocacy, monitoring places of detention and the protection of vulnerable groups such as women and children.

These efforts directly contributed to *Development Outcome 2: Improved Rule of Law, Human Rights and Constitutionalism* under Strategic Development Area 4 of the 8th National Development Plan (8NDP), which focuses on “*Good Governance and Development*”. The Commission’s work in enhancing access to justice, strengthening the rule of law and promoting accountability and transparency is integral to building strong institutions and fostering public trust. During the period under review the Commission embarked on the review of the Commission’s Strategic Plan for the period 2022–2026. The revised Strategic Plan is expected to be ready for implementation within the first quarter of 2025 and is expected to expand the Commission’s national footprint, improve service delivery and enhance institutional efficiency which are all key objectives in the 8NDP. Further, it is our considered view that the successful implementation of the Strategic Plan will significantly contribute to the attainment of national goals on human rights and the country’s regional and international human rights obligations.

The Commission’s financial statements for the year under review have been prepared in accordance with International Public Sector Accountings Standards (IPSAS) Cash basis, the Public Finance Management Act, No. 1 of 2018 and the Central Government Accounting Policies (CGAPS) for Cash Basis Accounting No. 2.

NON-FINANCIAL PERFORMANCE

Below we highlight the Commission’s non-financial performance during 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 female. 1,231 cases were resolved, 130 referred to relevant institutions and 179 cases were pending. 546 complaints comprised discontinued cases.

2. Legal Reforms/Parliamentary Submissions

The Commission made appearances before Parliament and submitted reports/ memoranda on fourteen (14) matters, including proposed legislation.

The Commission participated and undertook the following activities:

- i. Inspection of Places of Detention - Out of the target of six hundred (600), the Commission conducted One Hundred fifty (150) 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.
- ii. Legal Clinics/Desks - The Commission conducted ten (10) community sensitisation meetings, one (1) in each of the ten (10) provinces.

- iii. 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.
- iv. Branding Visibility of the Commission- 375 T-Shirts and 375 Caps were procured and branded and distributed to stakeholders during the commemoration of Human Rights Day and community sensitisation meetings.

Over 31,324 different types of Information Education and Communication (IEC) materials were printed and 31,234 copies were distributed against a target of 50,000.
- v. 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.
- vi. 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.
- vii. Press Statements - The Commission issued thirteen (13) press statements to provide advice on human rights matters.
- viii. 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.
- ix. 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.
- x. Social Media Monitoring - By 31st December 2024, the Commission had 36,688 followers on various social media platform. The Commission received twenty-six (26) complaints through the social media platform.

FINANCIAL PERFORMANCE

Highlighted below is the financial performance of the Human Rights Commission which discloses the sources of funding, utilization and outstanding cash balances for the year ended 31st December 2024.



Sources of funds

Section 23 (1) of the Human Rights Commission Act 2024, provides that the funds of the Commission consist of monies that may—

- (a) be appropriated by Parliament;
- (b) be paid to the Commission by way of grants or donations; or
- (c) vest in or accrue to the Commission.

Section 23 (2) of the Human Rights Commission Act, 2024, further provides that the Commission may—

- (a) accept monies by way of grants or donations from any source within the Republic and subject to the approval of the Minister responsible for finance, from any source outside the Republic; and
- (b) subject to the Public Debt Management Act, 2022, raise by way of loans or otherwise, monies that the Commission may require for the performance of the Commission’s functions.

During the period under review, the Commission fully operated within the above provisions.

Receipts

Cash receipts during the period under review amounted to K33,451,937 compared to K37,153,186 in the previous year. This represented a 10% (K 3,701,249) decrease in funding. The decrease is attributed to a reduction in funding from the Treasury.

Payments

Total expenditure during the period amounted to K33,504,490 compared to K37,401,862 for the previous year. This also represented a 10% (K 3,897,372) decrease. The decrease is attributed to the decreased funding from the Treasury.

Increase /Decrease in Cash

The decrease in cash during the period under review was K210,884 compared to a decrease of K248,676 in the previous period.

Related Party Transactions

There were no related party transactions for the financial year ended 31st December 2024.

Property, Plant and Equipment

The Commission procured three (3) Aircons, three (3) desktop, four (4) laptops computers, five (5) printers, nine (9) mobile phones, nine (9) routers and seven (7) office chairs at a total cost of K700,000. 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 Fifty-Seven (57) and increased to Seventy-Five (75) as at the end of December 2024. The total amount spent on employees' remuneration and welfare was K23,912,560 compared to K15,369,151 in 2023.

Health and Safety of Employees

The Commission is aware of its responsibilities regarding the safety and health of employees as prescribed under 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. There was no incident of health or safety hazards reported in 2024.

Events

The Commission incurred K284,082 towards the commemoration of the Human Rights Day and other public functions for the financial year ended 31st December 2024.

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 of 2018, the Commission is audited by the Auditor General of the Republic of Zambia.

In conclusion, the Commission's operations for the year ended 31st December, 2024 were carried out within the approved budget of K40,722,307 for Head 34 - Human Rights Commission. No supplementary budget was approved during the period under review. Despite a 10% reduction in both receipts and expenditures compared to the previous year, the Commission was able to manage its financial resources prudently, ensuring the continued implementation of its key programs and activities.

I would like to extend my sincere appreciation to the management and staff of the Commission for their dedication and hard work, which enabled the successful execution of the Commission's planned activities and the timely preparation of the financial report for the year ended 31st December, 2024.



Mbololwa Wamunyima (Ms.)
DIRECTOR-GENERAL

Date: *16 May*.....2025



STATEMENT OF MANAGEMENT RESPONSIBILITIES FOR FINANCIAL STATEMENTS

In line with the requirements of 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 2024, 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 IPSAS Cash Basis, 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 regulation 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.

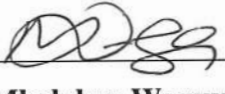
To the best of our knowledge, proper books of accounts were maintained to support preparation of financial statements comprising Statement A - Statement of Cash Receipts and Payments, Statement B – Statement of Comparison of Budget and Actual Amounts(Budget Execution), Statement C – Statement of Comparison 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 2024.

Signed on behalf of the Human Rights Commission.



Frank Tonde Taima
Manager – Finance

Date: 16 May 2025



Mbololwa Wamunyima (Ms.)
Director - General

Date: 16 May 2025



**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 Commissioners – Human Rights Commission

**Report on the Audit of the Financial Statements of Head 34 – Human Rights Commission
for the Financial Year Ended 31st December 2024**

Opinion

I have audited the financial statements of Head 34 – Human Rights Commission for the financial year ended 31st December 2024, 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 2024, in accordance with the International Public Sector Accounting Standard (IPSAS) Cash Basis of Accounting as required by 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



**REPUBLIC OF ZAMBIA
OFFICE OF THE AUDITOR GENERAL**

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.

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 skepticism throughout the audit. I also:



**REPUBLIC OF ZAMBIA
OFFICE OF THE AUDITOR GENERAL**

- 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.
- 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



**REPUBLIC OF ZAMBIA
OFFICE OF THE AUDITOR GENERAL**

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.

Report on Other Legal and Regulatory Requirements

The Public Finance Management Act No. 1 of 2018, which defines the applicable reporting framework for these financial statements, requires that in carrying out my audit I consider whether the Commission has kept the accounting and other records required by this Act.

I confirm that in my opinion the accounting and other records required by the Public Finance Management Act No. 1 of 2018 have been kept by Head 34 – Human Rights Commission, so far as appears from my examination of those records.


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

DATE. 27/05/2025


STATEMENT A – STATEMENT OF CASH RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31st DECEMBER 2024

Details	Note	2024 K	RESTATED 2023 K
RECEIPTS			
Treasury	2	33,451,937	34,592,164
External Assistance	3		2,561,022
TOTAL RECEIPTS		33,451,937	37,153,186
PAYMENTS			
Personnel Emoluments	4	23,912,560	15,369,151
Goods and Services	5	8,666,482	14,312,866
Financial Charges	6	-	-
Social Benefits	7	12,380	
Non-financial assets acquisition	8	700,000	4,533,912
Financial Assets	9		
Other payments	10	213,068	3,185,933
TOTAL PAYMENTS		33,504,490	37,401,862
Increase/(decrease) in Cash		(52,553)	(248,676)
Foreign Exchange Losses	11	-	-
Cash at beginning of the year	12	639,673	888,349
Less Cash mopped under TSA	12	376,236	
Adjusted Cash at beginning of the year	12	263,437	
Cash at the end of the year	12	210,884	639,673

The notes on pages 15 to 27 form an integral part of the financial statements


Mbololwa Wamunyima (Ms.)
Director General

Date: 16 May 2025



Frank Tonde Taima
Manager - Finance

Date: 16 May 2025




STATEMENT B – STATEMENT OF BUDGET EXECUTION FOR THE YEAR ENDED 31st DECEMBER 2024

	Original Budget	Adjustment	Final Budget	Actual Amounts	% Performance	Variance	% Variance
Deetails	K	K	K	K		K	
RECEIPTS							
Funding	40,722,307	-	40,722,307	33,451,937	82	(7,270,370)	(18)
External Assistance	-	-	-	-	-	-	
Other Receipts	-	-	-	-	-	-	
TOTAL RECEIPTS	40,722,307	-	40,722,307	33,451,937	82	(7,270,370)	(18)
PAYMENTS							
Personnel Emoluments	23,928,624	-	23,928,624	23,912,560	100	16,064	0
Use of goods and services	14,743,683	-	14,743,683	8,678,862	59	6,064,821	41
Financial Charges	-	-	-	-		-	
Social benefits	-	-	-	-		-	
Non-financial assets acquisition	2,050,000	-	2,050,000	700,000	34	1,350,000	66
Financial Assets	-	-	-	-		-	
Other payments	-	-	-	-		-	
TOTAL PAYMENTS	40,722,307	-	40,722,307	33,291,421	82	7,430,886	18
				160,516			


Mbololwa Wamunyima (Ms.)
Director General

Date: *16 May*.....2025


Frank Tonde Taima
Manager - Finance

Date: *16 May*.....2025

STATEMENT C – STATEMENT OF COMPARISON OF BUDGET AND ACTUAL EXPENDITURE BY PROGRAMME AND SUB-PROGRAMME FOR THE YEAR ENDED 31ST DECEMBER 2024

Code	Description	Original Budget	supplementary/ Variance Budget	Final Budget	Actual Expenditure	Variance
		K	K	K	K	K
4140	Protection and Promotion of Human	20,235,629		20,235,629	14,292,714	5,942,915
4199	Management Support Services	20,486,678		20,486,678	18,998,707	1,487,971
	TOTAL	40,722,307	-	40,722,307	33,291,421	7,430,886



Mbololwa Wamunyima (Ms.)

Director General

Date: *16 May*.....2025



Frank Tonde Taima

Manager - Finance

Date: *16 May*.....2025



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 Part 1 of the IPSAS Cash Basis of Accounting, issued by the International Public Sector Accounting Standards Board (IPSASB).

The financial statements have been prepared in accordance with the historical cost convention as the basis of measurement and 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, the Human Rights Act, No 4 of 2024, 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.

1.2 Authorization Date

The financial statements were authorised for issue on 8th April 2025 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.

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 2024.

1.9 Borrowings

Subject to the Public Debt Management Act, 2025 the Commission can raise funds by way of loans or otherwise. No borrowings were undertaken by the Commission during the period under review. Therefore, neither borrowings nor their repayments are recognised in the financial statements of the Commission.



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 Tax Transactions

The Commission withheld taxes on behalf of ZRA amounting to K227,671 during the year ended 31st December 2024.

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

- (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 did not receive any in external assistance.

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 2024.

vii. Payments by Third Parties

There were no payments by third parties for the financial year ended 31st December 2024.



NOTES TO THE FINANCIAL STATEMENTS

2. Funding from the Treasury

During the financial year under review, the Commission received funding from the Treasury as shown in the table below: -

Funding	2024	2023
	K	K
1st Funding	1,685,430	1,195,512
2nd Funding	1,685,430	395,713
3rd Funding	1,000,000	1,272,652
4th Funding	1,685,430	1,195,512
5th Funding	1,654,854	2,149,591
6th Funding	1,420,000	1,195,512
7th Funding	1,685,430	1,145,387
8th Funding	1,685,430	1,508,323
9th Funding	500,000	1,400,000
10th Funding	1,685,430	1,195,512
11th Funding	1,685,430	1,195,512
12th Funding	1,000,000	853,867
13th Funding	1,685,430	1,195,512
14th Funding	1,685,430	1,195,512
15th Funding	1,685,430	891,876
16th Funding	1,000,000	1,195,512
17th Funding	500,000	800,000
18th Funding	2,500,000	1,195,512
19th Funding	1,685,430	1,422,984
20th Funding	1,685,430	7,346,195
21st Funding	3,651,923	1,422,984
22nd Funding	-	1,800,000
23rd Funding	-	1,422,984
Total	33,451,937	34,592,164

3. External Assistance

During the financial year ended 31st December 2024, the Commission did not directly receive funding from any of its Cooperating Partners: -

Details	2024 K	2023 K
Save the Children	-	1,324,993
GIZ	-	406,780
UNDP	-	829,249
Total	-	2,561,022

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 K23,912,560.

Details	2024 K	2023 K
Super scale	1,570,230	960,357
Salary Division 1	11,247,157	9,154,451
Salary Division 2	2,474,782	1,857,936
Salary Division 3	4,162,957	1,294,283
Other Personal Emoluments	4,457,434	2,102,124
Total	23,912,560	15,369,151

5. Use of Goods and Services (Appendix 1)

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

Details	2024 K	2023 K
Office Costs	570,241	455,196
Building Repair and Maintenance Cost	695,713	632,445
Plant, Machinery, Vehicle Running & Maintenance Cost	1,611,248	2,472,093
Other Administrative & operating costs	415,555	1,722,599
Requisites	7,845	13,000
Services	2,000,214	2,949,888
Travel expenses within Zambia	1,948,617	4,177,196
Travel expenses Outside Zambia	946,400	1,575,626
Short Term Training & staff development	82,900	92,400
Registration & Subscription (Professional Bodies)	387,749	222,422
TOTAL	8,666,482	14,312,866

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 2024 the Commission paid K12,380 in social benefit payments.

8. Non-financial Asset Acquisition (Appendix 2)

Acquisition of assets involved the following payments.



Details	2024 K	2023 K
Land	-	51,500
Furniture & Equipment	700,000	367,980
Plant & Machinery		
Building		
Motor Vehicle	-	4,114,432
Assets Under Construction		
Other assets		
Total	700,000	4,533,912

9. Financial Assets

The Commission did not acquire any financial assets during the financial year period under review.

10. Other payments

The Commission made other payments on behalf of the Co-operating Partners during the financial year ended 31st December 2024. The expenditure is reported only in Statement A as it constitutes funds received from Co-operating Partners which were not funded through TSA.

The reported values for the United Nations Development Programme (UNDP) and GIZ -Annual State of Human Rights Report (GIZ-ASHRR) were restated because of year-end cash deposits as part of imprest retirements.

Details	2024 K	2023 RESTATED K	2023 K
UNDP	-	826,672	832,592
Save The Children	127,528	1,238,389	1,238,389
GIZ-ASHRR	-	1,120,872	1,128,160
EU-Death Penalty	85,540		-
Total	213,068	3,185,933	3,199,141

11. Foreign Exchange Losses/Gains

There were no foreign Exchange losses/gains for the financial year ended 31st December 2024.

12. Cash Balances

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

Details	2024 K	2023
Csh on Hand	-	-
Deman Deposits	210,884	639,673
Cash Equivalents	-	-
TOTAL	210,884	639,673

a. Cash on Hand

The Commission did not have cash on hand as at 31st December 2024.

b. Demand Deposits – Bank Balances

The Commission had the following reconciled bank account balances as at the 31st December 2024. Please note that the balances on the United Nations Development Programme (UNDP) and GIZ -Annual State of Human Rights Report (GIZ-ASHRR) accounts were restated after imprest retirements.

Details	2024 K	RESTATED K	2023 K
TSA	160,515	376,236	376,236
GIZ-HRC Annual State of Human Rights	6,451	6,451	531
GIZ-HRC Awareness	1,676	1,676	1,676
HRC-Save the Children	18,356	145,884	145,884
HRC-EU Death Penalty	16,563	102,103	102,103
HRC-UNDP Ewer	7,323	7,323	35
TOTAL	210,884	639,673	626,465

c. Cash Equivalents

The Commission held no treasury bills for the financial year ended 31st December 2024.

13. Budget Adjustments and Variances

a. Budget Adjustments

The original budget was approved by the National Assembly in December 2023. There were no subsequent approved adjustments to the budget during the period under review.

b. Budget Variances

Own Source Revenues

The Commission did not generate any form of revenue for the financial year ended 31st December 2024 because it is not mandated by the Human Rights Act.

14. Property, Plant and Equipment

The Commission had property, plant and equipment valued at K11,744,565.



GOVERNMENT OF THE REPUBLIC OF ZAMBIA – HUMAN RIGHTS COMMISSION FINANCIAL REPORT FOR THE YEAR ENDED 31st DECEMBER 2024

	Land and Buildings	Motor Vehicles	Office Equipment	Communication Equipment	Furniture and Fittings	Plant and Equipment	Total
	K	K	K	K	K	K	K
Opening balance	589,058	8,983,860	741,984	2,258	725,386	2,020	11,044,565
Additions	0	0	332,852	257,354	57,194	52,600	700,000
Closing balance	589,058	8,983,860	1,074,836	259,612	782,580	54,620	11,744,565

15. Investments

The Commission had no investments during the financial year ended 31st December 2024.

16. Administered Transactions

The Commission did administer Withholding Value Added Tax collection amounting to K227,671 on behalf of Zambia Revenue Authority (ZRA) for the financial year ended 31st December 2024.

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	K1,146,362
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 team and the number of individuals determined on a full-time equivalent basis receiving remuneration from the Commission Secretariat are:

Aggregate Remuneration	K6,007,542
Number of persons	11

Two (2) of the members of Senior Management acquired loans amounting to K80, 000 from the Commission for the financial year ended 31st December 2024.

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:

	2024	2023
Details	K	K
Technical and Capacity Building		
USAID	-	-
GIZ	-	406,780
Save the Children-Zambia	-	1,324,993
UNDP	-	829,249
Total	-	2,561,022

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 2024.

20. Salary and Tuition Advances

During the period under review, the institution processed Salary and Tuition Advances amounting to K909,470 as shown below:

	2024
Details	K
Funding	-
Recoveries	993,846.11
Disbursements	909,470.00
Decrease in cash	84,376.11
Opening Balance as at 1st January 2024	5,357.20
Closing Balance as at 31st December 2024	89,733.31

21. Transactions paid in 2024 and reversed by ministry of finance (appendix 3)

During the period under review, the institution processed payments amounting to K162,473.25 which was reversed by ministry of finance after funds were transferred to beneficiaries. These reversals have been included in the list of arears transferred to head 21

22. 2024 Arrears (Appendix 4)

During the period under review, the institution processed payments amounting to K128,024.12. This has been transferred to Head 21 for payment as arrears.



Human Rights
Commission - Zambia



www.hrc.org.zm



Human Rights
Commission Zambia



[hrc.zambia](https://www.instagram.com/hrc.zambia)



info@hrc.org.zm



[@hrc_zambia](https://twitter.com/hrc_zambia)



0954 443 010



Toll Free Line
8181