National Action Plan on Business and Human Rights for Sierra Leone

2026 - 2030

For the Implementation of the United Nations Guiding Principles on Business and Human Rights

Prepared by the Government of Sierra Leone through the Office of the Attorney General and Minister of Justice and the Human Rights Commission of Sierra Leone (HRCSL)

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Ambasáid na hÉireann
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Foreword

Sierra Leone stands at a critical moment in its socio-economic transformation. As the country works tirelessly to attract responsible investment, expand industrial capacity, and drive sustainable growth under the national development agenda, we remain guided by an unwavering constitutional and moral duty: economic progress must respect and uphold human dignity, the rule of law, or environmental protection.

It is with a deep sense of duty and institutional commitment that I present the **Sierra Leone National Action Plan on Business and Human Rights (2026–2030)**. Grounded in the United Nations Guiding Principles on Business and Human Rights (UNGPs), other regional and international human rights agreements to which Sierra Leone is a party, and aligned with the country's national legal frameworks and the current Medium-Term National Development Plan 2024 -2030, this five-year strategic roadmap provides a clear, actionable framework to ensure that commercial enterprises operating within our borders respect human rights, and that every citizen has access to effective, timely remedies when harm occurs.

Developed through inclusive, nationwide consultations led by the Human Rights Commission of Sierra Leone (HRCSL) alongside government ministries, departments and agencies (MDAs), civil society organizations (CSOs), host communities, and private sector partners, this Plan directly addresses the most pressing intersections of commerce and human rights in our country. Over the next five years, our collective efforts will be anchored on three core thematic pillars:

1. Land and Environment

Land is life in Sierra Leone. It is our identity, livelihood, and inheritance. This Plan requires free, prior and informed consent for land acquisition, fair and prompt compensation, transparent lease agreements, and effective resettlement where unavoidable. It requires businesses to conduct environmental and social impact assessments, to prevent pollution of our rivers and soil, and to manage chemicals, mining waste, medical waste, and e-waste in line with the Environment Protection Agency Act 2022 and the Basel, Stockholm, Rotterdam, and Minamata Conventions. No company has the right to profit by destroying the environment that future generations will inherit.

2. Labour and Employment Practices

Decent work is a human right. This Plan requires all businesses to respect fair recruitment, written contracts, fair wages, safe workplaces, reasonable working hours, and freedom of association. It commits us to eliminate child labour, forced labour, and discrimination against women, persons with disabilities, and young workers. It requires companies to provide occupational safety and health, training, and local content in employment, in line with the Employment Act 2023 and the Local Content Agency Act 2016. When workers are protected, businesses are more productive and communities are more stable.

3. Security

Security must protect people, not intimidate them. This Plan addresses the conduct of public and private security providers engaged by companies, particularly in mining, agriculture, and infrastructure projects. It requires human rights training for security personnel, strict controls on the use of force, prohibition of arbitrary arrest and harassment, and accountability for abuses. It also protects human rights defenders, journalists, and community members who raise concerns about business activities. Security that violates rights creates conflict. Security that respects rights creates peace.

As the principal legal advisor to the Government and head of the Ministry of Justice, I reaffirm our commitment to strengthening legislative oversight, enhancing regulatory enforcement, and

breaking down barriers to justice for victims of business-related human rights abuses. However, the success of this National Action Plan depends on shared responsibility. I call upon all corporate leaders, investors, state institutions, development partners, host communities and civil society actors to embrace this framework not merely as a compliance requirement, but as the foundation for lasting peace, investor confidence, and shared prosperity across Sierra Leone

On behalf of His Excellency the President, Dr. Julius Maada Bio, and the Government of Sierra Leone, I urge all Sierra Leoneans and to all businesses operating in our country to embrace this plan, and I invite you all to play your part in putting it into action.

Let us build an economy where prosperity and human dignity advance together and thus create a win-win situation for the state, business enterprises and host communities.

Honourable Attorney-General and Minister of Justice
Republic of Sierra Leone



HON. ALPHA SESAY (Esq.)

Freetown, November 2026

Acknowledgements

In 2022, 2023 and 2024 at the first, second and third African Forum on Business and Human Rights conferences in Accra, Ghana, Addis Ababa, Ethiopia and Nairobi, Kenya respectively, consistent calls were made by African States for the development of National Action Plan on Business and Human Rights (NAP-BHR) with the support of National Human Rights Institutions (NHRIs). The second African Forum on Business and Human Rights held in Addis Ababa, Ethiopia is particularly noteworthy as it re-emphasized the call and made an assessment on the progress made since the earlier call made for the development of NAP-BHR. Imperatively, all three conferences reaffirmed the need to develop NAP-BHR to guide the work of businesses and ensure that business operations are conducted within the frame work of the **'United Nations Guiding Principles on Business and Human Rights',** and other international and regional frameworks in order to streamline investments and ensure responsible business conduct characterized by human rights centred approach.

In response to these calls, the Human Rights Commission of Sierra Leone, as the National Human Rights Institution (NHRIs) and through its Commission, unanimously resolved and prioritize the development of a NAP-BHR for Sierra Leone as a key strategic vision and milestone to be accomplished in resonance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and all other relevant national and regional frameworks flirtating with the operations of businesses. The stimulant for the Commission's strategic vision was the need to reaffirm Government's continued commitment to making the country an attractive destination for Foreign Direct Investment (FDI) with potentials to create employment, benefit from technological and innovative advancements, expand trade, develop new skills and work ethics and contribute to both local and national economic development.

The overall output- National Action Plan on Business and Human Rights (NAP-BHR) becomes a reality through extensive regional consultations and engagements with Government Ministries, Departments and Agencies (MDAs), Civil Society Organisations (CSOs), Members of Parliament-Sierra Leone Chamber, Sierra Leone Labour Congress (SLLC), Sierra Leone Employers' Federation (SLEF), District Human Rights Committees (DHRCs), University Lecturers and Mining and Agribusiness Companies in Sierra Leone.

On the part of the Commission, it is gratifying and a mark of great indebtedness to both the United Nations Development Programme (UNDP) and the Embassy of Ireland in Sierra Leone, whose invaluable financial and technical supports made possible these regional consultations and engagements. Their commitment, partnership, collaboration and continued engagement with the Commission was instrumental in making this important national initiative a reality.

The Commission is profoundly grateful to the Government of Sierra Leone, through the Office of the Attorney-General and Minister of Justice and its dedicated team. As a government-led initiative, the development of the NAP-BHR benefited immensely from the commitment, leadership and ownership demonstrated by the Office of the Attorney-General and Minister of Justice. The regular technical and legal support including legal research, review and refinement provided by the Office of the Attorney-General and Minister of Justice, contributed immeasurably in enriching the contents of the NAP-BHR document especially its alignment with the country's

legal and policy frameworks and more importantly the National Mid-term National Development Plan (2024-2030).

It is with profound delight that I recognize and commend the incredible role played by the Commissioners and staff of the Human Rights Commission of Sierra Leone (HRCSL), especially the Director and team of the Directorate of Business and Human Rights and Labour Relations. Notably, since the establishment of the Business and Human Rights Unit in 2013 and its subsequent up-scale into a full Directorate in 2021, the Commission, has been relentless in pursuing its vision of making both the Directorate and the Commission the harbinger of Business and Human Rights expertise and capacity amongst other NHRIs both in West Africa and Africa at large. Consequently, the Director and team, have intermittently been providing and facilitating technical expertise to sister NHRIs in West Africa and to the Network of African National Human Rights Institutions (NANHRIs), the African framework of NHRIs. At present, the Human Rights Commission of Sierra Leone (HRCSL) as an NHRI, is among very few African NHRIs that has facilitated the development of a NAP-BHR for Sierra Leone. Peculiarly, HRCSL stands among very few if not the only NHRI that spearheaded its NAP-BHR process comprehensively informed by a National Policy on Business and Human Rights.

The Commission particularly recognizes and appreciates the outstanding work of the Consultant, Dr. Nana Busia, for his dedication, expertise and commitment to ensuring the successful development of the NAP-BHR document. His extensive regional consultations and engagements across the country, facilitated by the Directorate of Business and Human Rights of the Human Rights Commission of Sierra Leone, provided an important platform for gathering diverse perspectives and contributions from key stakeholders including MDAs, CSOs, Members of Parliament, District Human Rights Committees, Universities and Mining and Agro-Business Companies. The diversity of representation during the engagements helped to ensure that the NAP-BHR reflect the realities, priorities and feedbacks of stakeholders across the country.

The Commission further acknowledges the effort of the National Technical Steering Committee, which was established to provide technical guidance, review and contribute substantively to the development of the NAP-BHR throughout process. Its collective expertise and commitment significantly enriched the content and quality of the document.

Special recognition is extended to the District Human Rights Committees for their continued collaboration with the Commission and their significant input during the regional consultation and validation processes of the NAP-BHR. Their work and sustained engagement at the district level remains essential in advancing the protection and promotion of human rights across Sierra Leone.

The Commission further expresses its appreciation to all stakeholders who participated in the National Validation of the document. Their constructive feedbacks, technical input and recommendations during the final review and editorial process contributed immensely in ensuring that the NAP-BHR reflect broad national voice and consensus. Through their collective effort, Sierra Leone is now proud to have developed a NAP-BHR with a clear purport of guiding the protection, promotion and respect for human rights in business operations across the country. The development of this NAP-BHR delineates the value of collective responsibility, inclusive participation and multi-stakeholder and multi-sectorial collaboration in advancing the Business

and Human Rights agenda in Sierra Leone. Collectively, we have taken an important step towards ensuring that business activities in Sierra Leone respect human rights, promote responsible business conduct and contribute to sustainable and inclusive national economic development.



JOSEPH KAMARA



Executive Secretary
Human Rights Commission of Sierra Leone

List of Acronyms

B&HR	Business and Human Rights
CSO	Civil Society organizations
EPA	Environment Protection Agency
FDI	Foreign Direct Investment
GoSL	Government of Sierra Leone
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICPR	International Covenant on Civil and Political Rights
ILO	International Labour Organization
HRCSL	Human Rights Commission of Sierra Leone
IMC	Inter-Ministerial Committee
MDAs	Ministries, Departments and Agencies
NAP	National Action Plan
ONS	Office of National Security
NSC	National Steering Committee
SOP	Standard Operating Procedure
ToR	Terms of Reference
ToT	Training of Trainers
TRC	Truth and Reconciliation Commission
TRC- TNC	Tans-National Corporations
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

Executive Summary

The National Action Plan on Business and Human Rights in Sierra Leone represents a significant step towards ensuring that human rights are protected and respected in the context of business operations. The overarching objective is to address all issues of human rights abuses in the context of business operations, but for now with emphasis on the identified priorities of the interconnected thematic areas of land use, labour rights, and the role of security forces. The NAP aims to serve as a framework for promoting an enabling environment towards ensuring responsible business conduct in the country.

The goal of *Chapter 1* is to introduce and provide the national context for this report. Sierra Leone has developed a National Action Plan (NAP) on Business and Human Rights, aimed at ensuring that human rights are respected and protected in all business operations, whether state-owned or privately owned. This initiative is aligned with the provisions of the national Constitution, applicable laws, and international human rights obligations. The NAP's primary objective is to hold businesses accountable for human rights abuses, a necessity underscored by documented adverse impacts of business operations, which have been monitored by both local and international human rights organizations. The United Nations Human Rights Council (UNHRC) recommended the development of the NAP for human rights during the Universal Periodic Review (UPR) in 2011, highlighting the need for a systematic approach to address human rights generally, which also implies adherence in the context of business operations across both formal and informal sectors.

Sierra Leone, like many developing nations, has prioritized economic development, and has been a top national priority since independence, in 1961. Eleven years of a protracted war undermined the pursuit of national development. Expectedly, after the end of the war in 2002, successive governments have emphasized development plans aligned with the Sustainable Development Goals (SDGs) and the African Union Agenda 2063. This NAP aims to reconcile the need for economic growth with the imperative of human rights protection, particularly in the context of the extractive sector, which has attracted significant foreign investment.

The Human Rights Commission of Sierra Leone (HRCSL) has played a pivotal role in the development of the NAP, identifying the tension between aggressive development policies and the realization of human rights. The Commission's efforts, supported by international partners, over the years has carried out baseline studies, adopted strategies, programmes, and a national policy on business and human rights, thereby establishing the minimum standards for businesses to operate while respecting human rights; and all of which has culminated in the development of this NAP report.

Chapter 2 outlines the methodology and process employed in developing the NAP, grounded in the UN Guiding Principles on Business and Human Rights (UNGP). The NAP is structured around three pillars: the state's duty to protect human rights, the corporate responsibility to respect human rights, and access to remedy for victims of human rights

violations. The objectives of the NAP include promoting a gender- sensitive approach to human rights, assisting the state in protecting individuals from business-related abuses, guiding businesses in their responsibilities, and establishing a framework for remedies.

The methodology involved both quantitative and qualitative approaches, with consultations involving key stakeholders from Ministries, Departments, and Agencies (MDAs), Civil Society Organizations (CSOs), members of host communities, corporate institutions and academia. The process emphasized transparency, stakeholder mapping, and facilitated participation, particularly for marginalized groups. A national multi-stakeholder consultation held in November 2024 further validated the findings and priorities of the NAP, focusing on critical thematic areas such as labour and employment, land and environment, and the role of security forces.

Chapter 3 identifies three primary thematic areas of concern arising from the consultations: land use and environmental degradation, employment and labour rights, and the role of security forces. These areas reflect the complex interactions between economic activities, community rights, and regulatory frameworks, revealing significant human rights challenges.

Sierra Leone's economy is predominantly driven by the extractive sector, with mining playing a crucial role in economic growth. However, this sector has been associated with significant human rights violations, including dispossession of ancestral lands and environmental degradation. The chapter emphasizes the need for adherence to international human rights standards to protect community rights and ensure sustainable practices.

Labour rights are also a critical concern, with a significant portion of the workforce engaged in the informal sector, often without compliance with labour laws. The chapter highlights the prevalence of unsafe working conditions, inadequate wages, and a lack of social protections, particularly in the mining and agricultural sectors. The need for increased awareness and compliance with labour laws is emphasized to protect workers' rights and promote decent work conditions.

The role of security forces in relation to business operations is critically examined, particularly in the context of community protests and labour disputes. The chapter discusses the implications of privatized security services and the need for accountability and proper training in human rights principles.

Chapter 4 provides a comprehensive overview of the UNGP/Ruggie Framework and the policy actions necessary for effective implementation of business and human rights principles in Sierra Leone. The first pillar emphasizes the state’s duty to protect human rights, requiring the GoSL to enact and update laws ensuring businesses respect human rights, provide guidance, and oversee compliance. Continuous training and public awareness efforts are essential for integrating human rights principles into business operations.

The chapter examines international treaties and national laws that protect human rights in the identified thematic areas. It highlights the importance of frameworks supporting land and environmental rights, labour rights, and the responsibilities of security forces in protecting human rights.

The second pillar emphasizes the corporate responsibility to respect human rights, mandating businesses to comply with national and international standards, conduct human rights impact assessments, and engage with local communities.

The third pillar focuses on access to remedy for victims of human rights violations, outlining the need for effective state-based judicial mechanisms and non-state-based grievance mechanisms.

Chapter 5 presents the implementation and monitoring framework/matrix of the NAP, to be overseen by the National Steering Committee and Inter-Ministerial Committee of the NAP. The chapter also provides information on the composition, mandate and terms of reference (ToR) for each of the committees.

The implementation matrix covers the 5 years span on the NAP and presents activities in line with the three pillars of the UNGPs, showing the state duty to protect, corporate responsibility to respect rights and the provision of remedy to victims of human rights harm by the state and/or businesses.



PATRICIA NARSU NDANEMA



Chairperson
Human Rights Commission of Sierra Leone

Chapter 1

1.1 Introduction and National Context

Sierra Leone has developed a National Action Plan on Business and Human Rights (hereafter referred to as NAP) with the objective of ensuring that human rights are respected and protected during the operations of all businesses within the country, whether state-owned or privately owned. This initiative aligns with the provisions of the Constitution, other applicable national laws, the Medium-Term National Development Plan (MTNDP) of Sierra Leone (2024 -2030) and the country's regional and international human rights obligations. The MTNDP talks about "A Transformative Acceleration Agenda for Food Security, Human Capital Development, and Job Creation" launched by the president, His Excellency Brig. Gen. Dr Julius Maada Bio in January 2024.

The overarching objective of the NAP is to hold businesses accountable for human rights abuses. The adverse impacts of business operations on human rights are well-documented and monitored by both international and local human rights organizations and bodies[1]. Notably, it was a report from these organizations that, among other factors, prompted the United Nations Human Rights Council (UNHRC) to recommend the development of a NAP on Human Rights[2] during the examination of the Universal Periodic Review (UPR) report in 2012.

Specifically, the NAP aims to establish a more systematic, coherent, and comprehensive national approach to addressing human rights abuses that arise from business operations in both the formal and informal sectors within the country. To fully appreciate this national strategy, the pursuit of a NAP must be contextualized.

Recognizing the significant impact of businesses on human rights in contemporary societies, as well as historically, United Nations member states, under the auspices of the Human Rights Council (UNHRC), adopted the Guiding Principles on Business and Human Rights[3] (UNGP) in 2011 by general consensus. This framework serves as a basis for assessing the impact of businesses on human rights within states and aids in assigning accountability for the realization of human rights.

A *raison d'être* of any modern state in contemporary societies is economic development, which entails addressing the basic needs of citizens, with businesses serving as the primary drivers of growth and development. Following political independence, Sierra Leone, like many other African nations and developing countries, prioritized the need to develop and "catch up" with the developed world in this regard. Consequently, the

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[1] See for e.g. the Report of the HRC-SL to the UPR process on Sierra Leone in 2021, it was reported that "tensions exist in the communities over operations of business, as a result of inadequate and improper handling of waste, hazardous chemicals and explosives by companies, in addition to a lack of sustainable investment plans by companies and insufficient application of free prior informed consent principles" HRC-SL UPR, Report 2021,

[2] see recommendations from UPR Report on Sierra Leone, 2021.

[3] Special Representative of the Secretary – General on Issue of Human Rights and Transnational Corporations and Other Business Enterprises, Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework, annex UN. Doc. A/ HRC/ 17/31 (March 21st, 2011) by John Ruggie

country embarked on several development projects in the 1960s. However, similar to many other African nations during this period, Sierra Leone erroneously perceived human rights as obstacles to economic development, viewing them as trade-offs against economic progress.

Significantly, after the protracted eleven-year civil war from 1991 to 2002, the quest for economic reconstruction emerged as a national priority, given the extensive destruction of the economy and overall developmental infrastructure during the conflict. This imperative has led all governments since the end of the war in 2002 to place considerable emphasis on the adoption of development plans[4]. The overarching long- term aim of national development and social transformation is closely aligned with the Sustainable Development Goals (SDGs), the African Union Agenda 2063, and the New Deal for Peacebuilding and Statebuilding goals.

In pursuit of this objective, subsequent governments have also sought to create a favorable legal and policy environment for Foreign Direct Investment (FDI), with approximately 50% of such investments directed toward the extractive sector. This commitment is exemplified by the passage of the Investment Promotion Act of 2004 (Act No. 10), which aims to "create an environment conducive to private investment[5]." The Act further articulates its intention to "promote and attract both domestic and foreign investment for development[6]." The informal business sector has also thrived[7] under these conditions; however, this dynamic reveals a tension between the pursuit of business-led economic development and the realization of human rights.

Moreover, this investment climate has developed in the post-Cold War era, characterized by the ascendance of neo-liberal ideologies advocating for free market enterprise. This environment has facilitated the flow of capital from developed countries to underdeveloped nations, such as Sierra Leone. Given Sierra Leone's abundant natural resources, including minerals, marine resources, and fertile land, the extractive sector has attracted significant investment. However, this situation has also highlighted the tension between business-led development and the state's obligation to uphold human rights[8].

This state of affairs was exemplified by the human rights abuses documented in the Bumbuna Report, produced by the Human Rights Commission of Sierra Leone (HRC

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[4] The development plans/ strategies are: National Recovery Strategy, 2002-2008; National Programme for Food Security, Job Creation and Poverty Reduction, 2005; Agenda for Change, 2008-2012; Agenda for Prosperity, 2013-2018; and the Medium Term National Development Plan, (MTNDP) 2019

[5] The Investment Promotion Act, 2004 (no 10)

[6] ibid

[7] Labour Market Profile- Sierra Leone, 2020, Published by the Danish Trade Union Development Agency (DTUD), 2020.

[8] See unpublished UNDP CO, Sierra Leone & Human Rights Commission of Sierra Leone Report on: Baseline Studies of Big Private Informal Businesses and their Impact on Human Rights: The New Frontier of Human Rights Protection in Contemporary Sierra Leonean Society, Nana K a Busia, Jr and Hidaka Momoh, 2022.

SL) following a public inquiry into the operations of companies in the extractive sector[9]. The findings of the inquiry had several human rights implications, including issues related to investments in the extractive sector, the national legal regime, the legal and policy framework governing the exploration and exploitation of minerals, the rights and welfare of host communities, land rights and state appropriation for corporate use, workers' rights, and the role of security forces in addressing community complaints regarding the operations of transnational companies and others[10].

1.2 The Human Rights Obligation of Sierra Leone

Sierra Leone, both prior to and following the eleven years of hostilities, has undertaken human rights obligations through the ratification and accession to various international and regional[11] human rights treaties. It is important to note that, as an established principle of international law, the Government of Sierra Leone (GoSL), through these acts of ratification, has committed to being bound by the terms of these human rights agreements and to realizing them in good faith.

The essence of this commitment is that, in addition to the civil rights enshrined in Chapter 3 of the 1991 Constitution, all the human rights treaties ratified by Sierra Leone provide normative frameworks for assessing the human rights performance of the Sierra Leonean state.

In light of the recommendations made by the Truth and Reconciliation Commission (TRC) for the improvement of human rights realization in the country, the Human Rights Commission of Sierra Leone (HRC-SL) was established in 2004[12] with the mandate to protect and promote the human rights of all in Sierra Leone[13]. The Commission became operational in 2007.

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[9] See report of the Public Inquiry into Alleged Human Rights Violations in Bumbuna, Tokalli District in Relation to events of 16,17 & April 2012.

[10] See Document of the HRC-SL Training Manual on Monitoring on Human Rights

[11] international, regional and thematic human rights treaties. The list of human rights instruments ratified are as follows: The International Covenant on Economic, Social and Cultural Rights, ratified on 23 August, 1996; the International Covenant on Civil and Political Rights, 23 August 1996, and its Optional Protocol; Convention on All Forms of Discrimination Against Women, 11 November 1998, and its Optional Protocol; the Convention Against Torture and Other Inhuman and Degrading Treatment and Punishment, 25 April 2001; the Convention on the Rights of the Child, 18 June 1990, and its Optional Protocol on the Involvement of Children in Armed Conflicts. At the regional level, the country has ratified the African Charter on Human and Peoples' Rights (The Banjul Charter), 21 September 1983; the Convention Covering the Specific aspect of Refugees Problems in Africa, 28 December 1987; the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, 9 December 2003; the Protocol to the African Charter on Human and Peoples' Rights on the Establishment of an African Court on Human and Peoples Rights, 9 July 1998; the African Charter on Rights and Welfare of the Child, 13 May 2002.

[12] Act of Parliament, (Act) no 9, 2004

[13] A rationale for this as canvassed by the TRC was that it was the systematic violation of human rights by previous regimes in the country since its independence in 1965 that, inter alia, resulted in the eleven years of hostilities, that ended in 2002, pp11-12

To further its mandate of protecting and promoting human rights, the HRCSL identified, among other issues, the tension between the aggressive development policies pursued by the GoSL and the realization of human rights. Consequently, the Commission developed a strategy to address this emerging challenge, which initiated the long process of creating a National Action Plan (NAP) on Business and Human Rights.

1.3 Background to the Development of the NAP on Business and Human Rights

Over the years, the HRCSL, with support from key international partners such as Irish Embassy and the United Nations Development Programme (UNDP), the Danish Institute for Human Rights (DIHR), has made significant progress toward the development of the NAP, as evidenced by the stages it has already covered in the realm of business and human rights.

In 2013, the Commission, with the support of the Danish Institute for Human Rights (DIHR), produced a monitoring tool for businesses titled 'Guidelines for Monitoring Business and Human Rights in Sierra Leone'. Further in 2015, the HRCSL also engaged a consultant to train its Commissioners and staff, and to develop a manual on monitoring business and human rights. This manual was subsequently utilized to train Ministries, Departments, and Agencies (MDAs) and Civil Society Organizations (CSOs) in the country, primarily through a Training of Trainers (ToT) approach.

During this same period, informed by the manual, the Commission developed a standardized methodology for reporting on business and human rights (B&HR) in its statutory function of producing annual activity reports to Parliament and the Executive[14]. As evidence of prioritization by the Commission, a capacity assessment conducted in 2021 led to the establishment of a new, fully-fledged Directorate of Business and Human Rights and Labour Relations, tasked with engaging national stakeholders on issues related to business and human rights among others.

Following the capacity-building training in B&HR, the Commission conducted a baseline study on business and human rights practices in the country[15] in 2017. The key findings of this study were as follows:

1. There were considerable human rights violations within the business sector, particularly by large enterprises.

2. Overall, there was a significant lack of awareness regarding business and human rights among all stakeholders in the country.

[14] see Annual Activity Reports of the HRC- SL, for example of 2016, 2017, 2018, 2020, 2021, 2022,

[15] Finalized HRC-SL Report on: Baseline Studies on Business and Human Rights Practices in Sierra Leone, 2017.

3. Duty bearers, specifically various levels of government MDAs, had limited knowledge about business and human rights.

The importance of this study lay in the Commission's realization of a major gap: a sole focus on large businesses or transnational corporations (TNCs) in the formal sector, neglecting over 80% of businesses operating in the informal sector.

Consequently, with the assistance of international partners, the Commission undertook another baseline study focusing on large-scale informal sector businesses operating across the country and their impact on human rights[16]. The key findings underscored the urgent need for a comprehensive national policy on business and human rights. Some of the findings included:

- 60% of companies in the sector do not advertise job openings before recruitment.

- In some companies, staff work seven days a week without a day off or annual leave.

- Approximately 45% of companies were paying wages and salaries below the minimum wage.

- As high as 95% of workers were performing overtime without compensation.

- Over 90% of workers were not guaranteed retirement or end-of-term benefits.

- Alarmingly, there was no clear policy on maternity leave for female workers, with instances cited where workers proceeded on maternity leave without pay[17].

In light of these sterling alarming findings, the recommendation was made that there should be a formulation of a more comprehensive national policy on business and human rights that would involve various stakeholders, including the GoSL, the business community, workers, and CSOs[18]. Subsequently, a comprehensive National Policy on Business and Human Rights was adopted. The objective of this national policy is articulated as the creation of:

"A minimum standard for the state and businesses or commercial ventures to conduct their operations, cognizant of their responsibility to protect, respect, and promote human rights, and to refrain from violations of human rights, whether directly or by omission.[19]" That policy on business and human rights was the precursor to this NAP report.

Overall, this report represents the culmination of a process that began approximately ten years ago, drawing on earlier baseline studies and related reports on the subject to

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[16] Report of HRC- SL & UNDP, 2022, Busia, & Momoh op cit.

[17] ibid

[18] ibid

[19] see Draft paper on; National Policy on Business and Human Rights- Sierra Leone, by HRC-SL in collaboration with office of the Attorney- General & Minister for Justice, funded by UNDP/IRISH AID, August 2023, p 5.

consolidate their key findings into the NAP report as a coherent framework for addressing the challenges of human rights abuses in the context of business. A key consideration of this NAP report is to make it accessible and easy to read by all.

Chapter 2

2.0 The Methodology & Process

2.1 The Conceptual Framework & Objectives

The National Action Plan (NAP) is anchored in the framework of the United Nations Guiding Principles on Business and Human Rights (UNGP), which is structured around three pillars. Pillar 1 asserts that the Government of Sierra Leone (GoSL) shall commit to fulfilling its duty to protect human rights within its jurisdiction.

Regarding Pillar 2, corporations and other businesses are urged to respect human rights. The report provides a comprehensive list of actions that businesses must undertake to uphold human rights. Furthermore, the report identifies priority sectors or thematic areas in the protection of business and human rights (B&HR), with particular emphasis on issues concerning the rights of women.

Finally, in accordance with Pillar 3 of the UNGP, which addresses access to remedy, the report details state-based judicial and non-judicial remedies, as well as non-state-based grievance mechanisms.

The Commission, having undertaken commendable and substantial work on B&HR over a ten-year period, logically culminated in the development of the NAP. This is why the Commission, relying on the recommendations of previous studies, stated that the country ultimately needs to develop a NAP on Business and Human Rights.

It is against this backdrop that the United Nations Development Programme (UNDP) supported the development of this NAP report for the country.

2.2 Objectives of the NAP

The purpose of the NAP is to support a gender-sensitive approach that informs interventions aimed at ensuring the realization of human rights within the operational contexts of businesses.

(i) To assist the state in fulfilling its obligation to protect the human rights of individuals within its jurisdiction from business-related human rights abuses.
(ii) To guide businesses in implementing measures that reflect their responsibility to respect human rights during their operations.
(iii) To provide a roadmap for the establishment of state-based judicial and non-judicial remedies for business-related violations, ensuring due diligence and contributing to the realization of the Sustainable Development Goals (SDGs).

2.3 Methodology and Approach

The methodology employed throughout this report has been both quantitative and qualitative, encompassing a mix of primary and secondary data sources. Senior officials from Ministries, Departments, and Agencies (MDAs), Civil Society Organizations (CSOs), and academics working on issues relevant to B&HR made direct contributions to the report during various stages of consultation, particular and deliberate attention was made to ensure that women were represented in all the stages and phases of consultations. This was complemented by secondary sources, including legislation, policies, and various reports.

The specific methods, approaches, and processes employed in this assignment are situated within the conceptual framework of the United Nations Guiding Principles on Business and Human Rights (UNGP). The starting point has been to discuss this framework and justify its usage as essential for the analysis and monitoring of B&HR[20].

The UNGP framework is based on three pillars:

1. **Pillar 1**: State Duty to Protect Human Rights - This pillar outlines the obligation of states under international and domestic law to protect all human rights within their jurisdiction, regardless of whether violations are committed by private or public entities or third parties, through administrative and legislative measures.

2. **Pillar 2**: Corporate Responsibility to Respect Human Rights - This pillar delineates the responsibility of businesses to respect human rights, which includes conducting due diligence to avoid causing harm through their operations.

3. **Pillar 3**: Access to Remedy - This pillar logically follows the first two, focusing on the remedies that both states and corporations must provide to victims of human rights violations. These remedies may include both judicial and non-judicial grievance mechanisms.

2.4 Principles Guiding the Development of the NAP

The key principles that guided the development of the National Action Plan (NAP) are as follows:

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[20] Until the adoption of UNGP, in 2011, there were other voluntary standards /soft laws that had several gaps in terms of conceptualization and application, and therefore some big companies were not compliant and used them for PR exercises, it could not cure the mischief of violations, so to speak, and these included the following:

- The UN Commission on Transnational Corporation, Code of Conduct, 1974
- Organization of Economic Cooperation and Development (OECD) Guidelines, 1976
- ILO Tripartite Declaration on Principles Concerning Multinational Enterprises, 1977, amended in 2000
- UN Secretary – Generals Global Compact, 1999
- Extractive industry Transparency Initiative (EITI),
- Kimberly Process of Certification & others

a. Transparency: All stages of the NAP development and the implementation cycle must be transparent.
b. Stakeholder Mapping: A stakeholder mapping exercise should be conducted to identify key actors involved in the process.
c. National Baseline Assessment: A national baseline assessment[21] is essential to inform the NAP.
d. Coordination and Coherence: There should be effective coordination and coherence among various stakeholders.
e. Facilitated Participation: Participation should be facilitated for all stakeholders, particularly marginalized groups and those at risk.
f. Gender Considerations: The design of the NAP should account for the differential impacts of human rights abuses within the business context on women and girls. This includes integrating a gender analysis to identify varying impacts, collecting disaggregated data, and addressing gender-based impacts within the framework of the UNGP.

2.5 The Formation of National Steering Committee - Consultations

The multi-stakeholder consultation for the NAP was conducted in two phases. The first phase involved the formation of a National Steering Committee composed of 12 representatives from Ministries, Departments, and Agencies (MDAs) and Civil Society Organizations (CSOs). The committee was co-chaired by the Attorney General and the Chair of the Human Rights Commission of Sierra Leone (HRC-SL). The institutions represented in the committee are as follows:

1. Office of the Attorney General
2. Human Rights Commission of Sierra Leone (HRC-SL)
3. Ministry of Labour
4. Ministry of Gender
5. Ministry of Trade
6. Environment Protection Agency (EPA)
7. Office of National Security
8. Parliamentary Committee on Human Rights
9. Women on Mining
10. University of Sierra Leone
11. NAMATI
12. National Investment Board (NIB)
13. Network Movement for Justice and Development (NMJD)
14. Sierra Leone Employers' Federation (SLEF)
15. Sierra Leone Labour Congress (SLLC)

The Steering Committee is vested with the national authority to oversee the consultation process, drafting, multi-stakeholder validation, implementation, and monitoring of the NAP.

[21] In the case of Sierra Leone, a lot of this ground has been covered given the earlier baseline assessments reports of the HRC-SL.

The inaugural meeting of the Steering Committee was held on 14th November 2024, during which members identified the sectors and thematic areas that the NAP should prioritize during the consultation. The prioritized sectors were:

1. Labour and Employment
2. Land and Environment
3. Security Forces

This Steering Committee meeting was subsequently followed by a national multi-stakeholder consultation.

2.6 National Multi-Stakeholder Consultation

A two-day national multi-sectoral stakeholder consultation was held on 28th and 29th November 2024. Participants included representatives from MDAs, paramount chiefs, private businesses (both formal and informal), CSOs, professional bodies, academics, workers, and particularly marginalized groups such as rural dwellers, women, and persons with disabilities. Additionally, selected members from Parliamentary Committees on Human Rights and the Committee on Legal and Constitutional Affairs were also included.

The criteria for participant selection considered regional representation and expertise or experience in the identified sectors, specifically those MDAs and CSOs whose work aligns with the thematic areas prioritized for the focus of the B&HR strategy.

The primary aim of the consultation was to elicit participants' views on the development of the NAP. To facilitate effective and participatory engagement, and given the varying levels of understanding of human rights law—particularly the UNGP on B&HR—most of Day 1 was dedicated to providing participants with a comprehensive understanding of human rights law and the Ruggie Framework and its application.

Following this foundational understanding, participants engaged in discussions regarding the national economic structure and endorsed the preliminary findings of the Steering Committee, with minor amendments. The specific thematic areas prioritized and agreed upon as being serious concern to human rights in the country by participants were as follows:

- Land and Environment
- Employment and Labour
- Security forces

Chapter 3

3.0 The Prioritized Thematic Areas of Focus

This chapter highlights the thematic areas identified as priorities through the national multi-stakeholder consultations. Numerous critical human rights issues arise during the operation of businesses, which were discussed during these consultations. However, three thematic areas were specifically prioritized for being of major concern: human rights issues related to land use and environmental degradation; employment and labor rights; and the role of security forces. These thematic areas reveal a complex interplay between economic activities, community rights, and regulatory frameworks, collectively underscoring significant human rights concerns.

The approach adopted in this section regarding the identified thematic areas of concern begins with a broad overview of the structure of the economy and how it informs the nature of businesses in the country. Following this, each thematic area is examined, providing the main normative frameworks and the scope and content of applicable human rights as outlined by international and regional human rights law instruments and standards/soft law. If applicable rights within the identified thematic areas are enshrined in the national Constitution of 1991, these will be cited. Additionally, relevant Sustainable Development Goals (SDGs) will be stated in terms of their scope and content, as the Government of Sierra Leone's (GoSL) development strategies are aligned with the SDGs. A brief description, supported by data, of each thematic area will be provided, discussing how business operations impact on rights and the potential for human rights abuses. Finally, the specific challenges identified by national stakeholders will be cataloged.

3.1 Overview of the National Economy

Sierra Leone's economy is predominantly driven by the extractive sector. As of 2024, the country's nominal Gross Domestic Product (GDP) was estimated at $7.41 billion, reflecting economic activities primarily in agriculture, mining, and services. The mining sector significantly contributes to the economy, with large-scale producers of iron ore, diamonds, rutile, and bauxite, as well as small-scale and artisanal mining of gold and diamonds. In 2018, mineral exports accounted for approximately 0.7% of the national GDP and represented 64% of total exports. The GDP composition underscores the importance of these sectors in driving economic performance; as of 2022, Sierra Leone's GDP was approximately $3.4 billion USD.

The country's economy experienced a growth rate of 5.7% in 2023, driven by strong performance in the mining sector. However, projections for 2024 indicate a slowdown to 4.3% due to declining iron ore prices. In 2024, Sierra Leone's GDP per capita was approximately $883.49. The United Nations estimates that two-thirds of the population live on less than $1.25 a day.

3.2 Land and Environment

Land and the environment are fundamental to the realization of several human rights enshrined in international human rights treaties, and the constitution of states, particularly in the category of economic, social, and cultural rights. These include the right to food, an adequate standard of living, water, and housing. Land also serves as a source of collective or group rights, such as the right to a satisfactory environment, access to natural resources, and freedom from foreign exploitation by international monopolies, ensuring that communities benefit from their resources and have the right to development. The operative national Constitution of 1991 does not render these rights justiciable; rather, they are positioned as important national aspirational goals under Chapter 2, which outlines the directive principles of state policy.

Sustainable Development Goal (SDG) 15 articulates global expectations regarding land, including the protection, restoration, and promotion of sustainable ecosystems through proper forest management and the reversal of land degradation. Goal 12 emphasizes the need for sustainable consumption and production patterns, which are vital for the livelihoods of citizens. SDG 6 addresses water and sanitation, aiming for the sustainability of water resources critical to the survival of people and the planet.

During the national multi-stakeholder consultations, several issues related to land and the environment were discussed, particularly concerning the nature and extent of potential rights violations resulting from business operations.

Land and environmental issues encompass agriculture, mining, and commercial forestry. Natural forests, rivers, and mining activities have endangered species and contributed to environmental degradation in the country. Commercial land activities, such as mining and agriculture, occur on 72,000 km^2 of land, while arable land occupies 41,300 km^2. Mining activities cover 3,925 km^2, primarily by large-scale companies extracting rutile, bauxite, gold, iron ore, and other minerals. Agricultural activities occupy 14,000 km^2, representing 19.5% of the country's total land, with products including oil palm plantations, sugar cane cultivation, and other agricultural outputs.

One of the foremost issues identified regarding land and the environment is the dispossession of ancestral lands from local communities, often due to the expansion of commercial agricultural and mining activities. This dispossession leads to heightened tensions between families, local authorities, and the central government, as communities feel marginalized and deprived of their traditional rights to land and resources. The African Charter on Human and Peoples' Rights emphasizes the right of peoples to freely dispose of their wealth and natural resources, a right often violated in practice when local communities are not adequately consulted or compensated for land acquisition. The lack of Free, Prior, and Informed Consent (FPIC) exacerbates these tensions, as communities are frequently excluded from decision-making processes that directly affect their livelihoods and cultural heritage.

Moreover, the environmental implications of mining and agricultural practices pose severe threats to the right to a clean and safe environment, as outlined in Article 24 of the African Charter. Mining activities have been reported to adversely affect local water sources, leading to pollution and degradation of ecosystems, which jeopardizes the right to health and food security for affected communities. The inadequate enforcement of environmental regulations, such as those stipulated in the Environmental Protection Agency Act, highlights a systemic failure to protect both the environment and the rights of local populations.

Gender discrimination in land governance is another critical issue, as women are disproportionately affected by land grabbing and lack access to land ownership. This discrimination is compounded by cultural practices that prioritize male ownership and control over land, undermining women's rights to property and economic independence. The Customary Land Rights Act aims to address some of these issues by emphasizing community consent and sustainable land practices; however, its implementation remains inconsistent and often disregarded.

Based on the evidence presented and discussions held during the consultative meetings, it was concluded that the operations of businesses are likely to violate several rights as provided for in the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the African Charter on Human and Peoples' Rights (ACHPR). These include the right to food, the right to health, the right to property and ownership, the right to culture, and the right to a clean and safe environment.

The Challenges

The multi-stakeholder consultations identified and placed considerable emphasis on the following challenges related to land, environment, and human rights in the country:

1. Commercial Land Use: Commercial food processing companies (Agribusinesses), including forestry and biodiversity conservation activities have occupied significant areas of land, threatening the livelihoods of local communities by limiting available land for farming.

2. Mining Activities: Mining operations are adversely affecting rivers, swamps, and marine life.

3. Land Grabbing and Displacement: Issues of land grabbing have led to the displacement and relocation of communities, compounded by a lack of Free, Prior, and Informed Consent (FPIC) from affected communities. Consequently, there is no effective consultation mechanism between communities and foreign companies. Additionally, inadequate land distribution for local farmers and discrimination against women in land governance are prevalent issues.

4. Underground Mining Risks: Underground mining poses threats, including the potential for artificial earthquakes. Furthermore, there is inadequate compensation for crops lost due to mining activities, alongside significant environmental

degradation and water pollution.

5. Justiciability of Socio-Economic Rights: Certain socio-economic rights outlined in Chapter 2 of the national Constitution, under the theme of Directive Principles of State Policy, are not justiciable.

6. Regulatory Uncertainty: There are issues of regulatory uncertainty and inconsistent enforcement of mining laws and regulations.

3.3 Employment and Labour

The International Labour Organization (ILO) provides universal standards on workers' rights through Conventions, Protocols, and Recommendations designed to protect the rights of workers globally. As of 2024, the total number of negotiated Conventions stands at 190, accompanied by 6 Protocols and 206 Recommendations. These standards establish a framework for assessing all aspects of workers' rights and rights at work. Among these, eight fundamental or core Conventions are particularly protective of human rights: Freedom of Association and Protection on the Right to Organize Convention, 1948 (No 87); Right to organize and Collective Bargaining Convention, 1949 (No 88); Equal Remuneration Convention, 1951 (No 100); Discrimination (Employment and Occupation) Convention, 1958, (No 111); Minimum Age Convention, 1973 (No 130); Abolition of Forced Labour Convention, 1957 (no 105); and Worse form of Child labour, Convention, 1999 (no 184).

Established in 1919, the ILO promulgated standards that predate the United Nations system, which was established in 1945. Consequently, the rights later articulated under the UN auspices, particularly in the International Bill of Rights, build upon these foundational ILO standards. The Universal Declaration of Human Rights (UDHR) of 1948, in Article 23, affirms the right to work, the freedom to choose employment, and the right to just and favourable working conditions. Article 6 of the International Covenant on Economic, Social and Cultural Rights (ICESCR) obligates State Parties to recognise the right to work and to provide everyone with the opportunity to earn a living through freely chosen work. Article 7 of the ICESCR echoes the UDHR's provisions regarding just and favourable working conditions, while Article 8 guarantees workers' rights to form trade unions to protect their socio-economic rights.

Additionally, Sustainable Development Goal 8 (SDG 8) supports the creation of jobs, promoting full employment, decent work, equal pay for equal work, and youth employment.

In the realm of labour rights, alarming statistics regarding employment in Sierra Leone reveal that a significant portion of the workforce is engaged in informal sectors that lack compliance with labour laws. The Employment and Labour Force Survey of 2014 indicated a total workforce of 5,859,225 (62.8% of the population), of which only 629,626 were formally employed, representing just 10% of those employed in the formal sector.

- Unemployment Rate: 2.8%

- Gender Labour Force Survey: The working-age population constitutes 55% of Sierra Leone, representing approximately 2 million people participating in the labor market.

Employment Statistics:

- 62% of men employed
- 62.1% of women employed
- 62.2% of youth engaged in non-agricultural self-employment (55%)
- Wage employment (44.8%)
- Unpaid labor (4.1%)

According to the ILO report on labor, the employment statistics are as follows:
- 64.5% of men
- 65.7% of women
- 67.0% of youths
(National Employment Policy 2020 – 2024 National Labour Migration Policy 2018).

The Challenges

In addition to the issues identified through research and other forms, stakeholders expressed concern about the following:

1. Non-Ratification of Key ILO Conventions: The non-ratification of key International Labour Organization (ILO) conventions, including the C131 Minimum Wage Fixing Convention and the C183 Maternity Protection Convention, exacerbates the vulnerability of workers, particularly women and youth.

2. The non-ratification of key ILO Conventions, particularly those related to minimum wage and maternity protection, further exacerbates the vulnerability of workers, especially women and youth. The prevalence of unsafe working conditions, inadequate wages, and a lack of social security protections constitutes a violation of the rights to decent work and freedom from discrimination[22].

3. Low Compliance with Employment and Labour Laws: There is a low level of compliance with employment and labour laws, particularly among companies in the informal sector. Many do not adhere to essential labour regulations, such as minimum wage, working hours, maternity leave, and payment of overtime. The mining and agricultural sectors have been identified as particularly notorious for non-compliance.

4. Lack of Awareness Among Employers and Workers: There is a low level of awareness regarding employment laws among both employers and workers. While some employers willfully violate labour laws for perceived profit gains, others are simply unaware of the existing laws and policies.

These concerns could result in potential violations of rights, including the right to decent work, freedom of association, the right to safety, health, and work, freedom from discrimination, freedom from forced labour, and the protection of the right to organise.

[22] Busia and Momoh

3.4 Security Forces and Business

The primary objective of a modern democratic state is to provide and guarantee security in all its forms, including the protection of life and property, the prevention and detection of crime, the investigation and prosecution of offenses, and the coordination of national security efforts. In exceptional circumstances, the state may also provide military aid to civilians during times of national crisis or states of emergency.

The fundamental principle underpinning the role of security forces in a constitutional democracy is their subordination to a constitutional order, where the protection of human rights is paramount. To ensure comprehensive security in a modern democratic polity, the state must maintain a monopoly on the legitimate use of force, prohibiting the existence of other armed entities.

However, in recent years, discussions about the security sector cannot adequately address the significant rise of private security companies. With the ascendance of neo- liberal ideologies advocating against "Big Government" and the privatization of state institutions and functions—based on the assumption that the private sector is more efficient—the security sector has also been subject to this privatization drive. This is particularly relevant in the context of Sierra Leone, a post-conflict country where security forces were perceived to have demonstrated a lack of professionalism during years of brutal hostilities.

As a result, many companies have contracted private security firms. National security remains distinct as a state entity that oversees private security companies in terms of licensing and other regulatory measures. However, both types of security entities share similar obligations under international human rights law.

A key normative framework for the use of force is provided by the Universal Declaration of Human Rights (1948), specifically Articles 3 and 5; the International Covenant on Civil and Political Rights (1966), Articles 6 and 7; and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, which outline how force should be applied in a manner that avoids human rights violations. The Voluntary Principles on Security and Human Rights (2000) serve as a guide for businesses on conducting security operations while fully respecting human rights.

The role of security forces intersects with businesses during periods of worker strikes, community uprisings against companies operating in their areas, and the protection of business sites and operations. There have been several clashes between security forces, both public and private ones, at different times, and citizens between 2007 and 2023, including incidents involving Koidu Limited (2007, 2012, 2024), Leone Rock (2012), Socfin (2019), London Mining (2020), Dalakuru (2020), and Cheng Li Company (2023).

The security sector's role in protecting business interests often leads to human rights violations, particularly during community protests against companies. Incidents of excessive use of force, arbitrary arrests, and inhumane treatment by security forces during such clashes raise serious concerns regarding rights such as the right to life and

freedom of assembly, thereby constituting violations of rights enshrined in the UDHR, ICCPR, and ACHPR, as well as those articulated in the national legal system, including the Constitution.

The Challenges

The national multi-stakeholder consultations expressed the following major concerns:

1. The need for a more accountable security framework that prioritizes human rights over corporate interests.
2. The psychological impact of these human rights violations on communities, particularly in the context of post-conflict recovery.
3. The excessive use of force by security personnel, with companies rarely held accountable.
4. The lack of proper consultations with security companies before any security arrangements are made.
5. The complexity of holding the government responsible when violations are committed by private security companies hired by businesses, as there are often no clauses in contractual agreements committing these companies to respect human rights.
6. Doubts regarding whether companies conduct due diligence in investigating the security personnel of private security firms before engaging them contractually.
7. Concerns about whether state security and private security personnel are adequately trained in human rights principles, particularly regarding the use of force.
8. A lack of confidence among the majority of staff in companies, especially in large informal private sector firms, in the mechanisms established to address allegations of human rights abuses.

Chapter 4

UNGP/ Ruggie Framework & Policy Actions

4.1 Pillar 1: The State Duty to Protect Human Rights

The first pillar of the United Nations Guiding Principles (UNGP) on Business and Human Rights emphasizes the state's obligation to safeguard human rights within its jurisdiction from abuse by third parties, including business entities. States must prevent, investigate, punish, and address human rights violations through effective laws, policies, regulations, and adjudication mechanisms. This duty arises from constitutional provisions, such as the 1991 Constitution of Sierra Leone, as well as regional and international human rights treaties to which the state is a party.

Accordingly, the obligation is to protect the human rights of all persons within the jurisdiction of the state against violations by third parties and private individuals. The state must establish clear legal frameworks that define the responsibilities of businesses concerning human rights and outline penalties for breaches. Business practices, whether conducted by state-owned or private enterprises, should align with the state's human rights obligations.

Key commitments under this pillar include:

(i) Legislative Measures: States must enact and update laws ensuring that businesses respect human rights. Corporate laws should facilitate compliance with these standards rather than hinder it. Bilateral and multilateral agreements must align with human rights obligations.

(ii) Business Guidance: Governments are responsible for providing businesses with clear operational guidelines to uphold human rights. This includes mandating periodic reporting on their efforts to address human rights issues.

(iii) Oversight and Accountability: The state should oversee businesses' compliance with human rights and ensure that state-contracted entities also adhere to these principles. This oversight extends to conducting human rights due diligence before granting permits, especially for large-scale enterprises.

(iv) Capacity Building and Public Awareness: Continuous training and public education for businesses, government agencies, and the public are essential. These efforts should aim to integrate business and human rights (BHR) principles into the curricula of educational institutions and the recruitment processes of security forces.

The state must require businesses to perform credible human rights impact assessments, addressing potential risks before operations commence and throughout their lifecycle. Guidelines should be developed to help businesses navigate human rights challenges effectively.

State institutions, such as the Human Rights Commission of Sierra Leone (HRC-SL), play a pivotal role in monitoring businesses' adherence to human rights standards.

Regular data collection on issues like child labor and workplace rights in the informal sector ensures accountability. Furthermore, only companies that comply with labor laws and promote workers' rights, including adherence to minimum wage and provision of leave entitlements, should receive operational licenses.

The integration of BHR principles into the operations of Ministries, Departments, and Agencies (MDAs) strengthens institutional capacity to uphold human rights. MDAs must actively engage with businesses to ensure that citizens' rights are respected, monitor informal sector practices, and register only firms committed to promoting human rights.

4.2 International Treaties and Standards, National Laws and Policies, Main Thematic Areas of Focus

In this section, we examine the treaties that the Government of Sierra Leone (GoSL) has ratified or is bound by under customary international law, as well as national laws and policies that protect rights of concern under the three identified thematic areas of this report.

4.2.1 Land and Environment

4.2.1.1 The International and Regional Human Rights Treaties

In Sierra Leone, the protection of human rights concerning land and the environment is supported by a number of international treaties and standards that address these critical thematic areas. Notably, the Convention on Environmental Assessment in a Transboundary Context (1991) and the ILO Prevention of Major Industrial Accidents Convention (C174, 1993) establish frameworks for environmental protection and safety. The International Covenant on Economic, Social and Cultural Rights (1966) further emphasizes the importance of environmental rights, particularly through Article 12(2)(b). The African Charter on Human and Peoples' Rights (1981) is particularly significant, as it articulates several key provisions: Article 21 asserts that all peoples shall freely dispose of their wealth and natural resources, emphasizing that this right must be exercised in the exclusive interest of the people, and that no one shall be deprived of it.

Article 21(2) provides that in cases of spoliation, dispossessed peoples have the right to lawful recovery of their property and adequate compensation. Additionally, Article 21(5) mandates state parties to eliminate all forms of foreign exploitation, particularly by international monopolies, to ensure that local populations fully benefit from their natural resources. Article 24 guarantees the right to a generally satisfactory environment conducive to development, while Article 14 protects the right to private property, allowing encroachment only in the interest of public need or community welfare, and in accordance with appropriate laws.

Furthermore, the African Charter on Democracy, Elections and Good Governance (2007) reinforces these principles through Article 33, which obligates state parties to manage their natural resources on behalf of their people and to ensure equitable distribution.

4.2.1.2 Soft Laws, Standards, and Norms

The global and regional frameworks governing environmental protection, human rights, and sustainable development demonstrate the critical balance between economic activities and ecological conservation. The Rio Declaration of the UN Conference on Environment and Development (1992) affirms that human beings are entitled to a healthy and productive life in harmony with nature.

Regionally, the Economic Community of West African States' Directive on the Harmonization of Guiding Principles and Policies in the Mining Sector (2009) mandates that no mining license shall be granted to companies unless they respect environmental, human, and gender rights, designating areas for environmental protection as "no-go zones." The Bamako Convention (1991) strictly bans the import of hazardous wastes into Africa and regulates transboundary movements to ensure safe management.

Similarly, the African Convention on the Conservation of Nature and Natural Resources advocates for the sustainable use of natural resources. At the international level, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises (2000) emphasize corporate responsibility in safeguarding human rights and promoting sustainable environmental practices.

4.2.1.3 The National laws & Policies

Sierra Leone's legal and policy framework provides a foundation for governance, resource management, environmental protection, and social equity. Key laws and policies such as the Constitution of Sierra Leone 1991 (sections 7 and 8) articulate the country's guiding principles, including good governance and the protection of citizens' rights. The Unoccupied Lands (Ascertainment of Title) Act, Cap 117, 1960 and the Non-Citizen (Interest in Land) Act, 1966 regulate land ownership and access, while the State Lands Act, 1960 governs state land administration.

Environmental stewardship is governed through acts like the Environment Protection Agency Act, 2008, its 2010 amendment, and the Environmental Impact Assessment (License) Regulation, 2010. Mining and resource exploration are covered by the Mines and Minerals Act, 2009, the Petroleum (Exploration and Production) Act, 2011, and the National Minerals Agency Act, 2012.

In addition, social and developmental priorities are captured in the Devolution of Estates Act, 2007, the National Youth Commission Act, 2009, and the National Social Safety Net Policy. Recently enacted laws, including the Customary Land Rights Act, 2022 and the National Development Induced Resettlement Act, 2023, express a commitment to equitable land use and resettlement. These laws and policies reflect Sierra Leone's ongoing efforts to balance development, environmental conservation, and social justice.

[23] It is highly probable that some of the soft laws in this section might have over time assumed the status of customary international law.

4.2.2 Labour and Employment

4.2.2.1 International and Regional Human Rights Treaties

The protection of human rights in the context of labor and employment is underpinned by a framework of international and regional treaties designed to safeguard fundamental rights. Among these, the eight core Conventions[24] recognized for their protective measures include the Freedom of Association and Protection of the Right to Organize Convention (1948, No. 87), the Right to Organize and Collective Bargaining Convention (1949, No. 88), the Equal Remuneration Convention (1951, No. 100), the Discrimination (Employment and Occupation) Convention (1958, No. 111), the Minimum Age Convention (1973, No. 130), the Abolition of Forced Labour Convention (1957, No. 105), and the Worst Forms of Child Labour Convention (1999, No. 184).

Additionally, the Universal Declaration of Human Rights (UDHR) of 1948 articulates essential rights, including the prohibition of discrimination (Article 2), slavery and servitude (Article 4), and the right to work and free choice of employment (Article 23). The International Covenant on Civil and Political Rights (1966) further reinforces these rights through Article 8, which prohibits slavery and slave trade, and Article 22, which ensures the right to freedom of association, including the formation and joining of trade unions.

Similarly, the International Covenant on Economic, Social and Cultural Rights (1966) emphasizes the right to work (Article 6), the right to just and favorable conditions of work (Article 7), and the right to form and join trade unions and to strike (Article 8). Furthermore, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979) and the Convention on the Rights of the Child (1990) contribute to this protective framework, with the African Charter on the Rights and Welfare of the Child explicitly prohibiting child labor. The African Charter on Human and Peoples' Rights (1981) also plays a crucial role, affirming the right to form associations (Article 10) and the right to work under equitable and satisfactory conditions, ensuring equal pay for equal work (Article 15).

4.2.2.2 Standards and Norms

The Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy of 1977 provides a framework for promoting fair labor practices and social policy in the context of multinational enterprises. The UN Norms on Responsibilities of Transnational Corporations and Other Business Enterprises with Regard to Human Rights, adopted in 2003, outline the human rights obligations of businesses, emphasizing their role in respecting and promoting human rights within their operations. Likewise, the UN Guidelines for Regulation of Computerized Personal Data Files of 1990 addresses the protection of personal data, ensuring that individuals' privacy rights are safeguarded in the digital age.

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[24] These 8 core ILO standards it is submitted have unarguable assumed the status of customary international law,(CIL) having been practised through the tripartite system over 100 years by states, as state practise, and also viewed as binding norms by states contains all the elements of CIL

4.2.2.3 National laws & Policies

In Sierra Leone, the protection of human rights in the realm of labor and employment is guided by various statutes and regulations. The Constitution of 1991 serves as the foundational legal document, while the Regulations of Wages and Industrial Regulations Act of 1971 and the Employers and Employed Act of 1960 (Cap 212) provide essential guidelines for wage regulation and employment standards. The Disability Act of 2011 specifically safeguards individuals with disabilities from discrimination in the employment market, promoting inclusivity.

The Local Content Agency Act of 2016 further ensures the participation of nationals in the labor market. Additionally, the Collective Agreement in Sierra Leone, as outlined in the Gazette Government Notice No. 214 dated July 11, 2011, establishes frameworks for collective bargaining. The National HIV/AIDS Commission Act of 2011 addresses health-related employment issues, while the Machine (Safe Working and Inspection) Amendment Act and Rules of 1960 (Act No. 20) and the Workmen's Compensation Act of 1960, along with its 1969 Amendment, enhance workplace safety and compensation for injuries.

The Factories Act of 1971 regulates working conditions in industrial settings, and the Abolition of Forced Labour Convention (Application to Merchant Seamen) Act No. 18 of 1966, together with the Prohibition of Forced Labour Act of 1956 (Cap 215), seek to eliminate forced labor practices. The Child Rights Act of 2007 prohibits child labor, while the Trade Union Act of 1940 (Cap 221) and the Trade Disputes (Declaration of Law) (Amendments) Acts of 1964 and 1972 facilitate the formation and operation of trade unions. The Employment Act of 2023 introduces contemporary labor standards, and the Gender Equality and Women's Empowerment (GEWE) Act of 2023 promotes diversity and inclusivity, providing protection against discriminatory practices in the workplace.

4.2.2.4 Soft Law, Standards and Norms

The Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy of 1977 provides a framework for promoting fair labor practices and social policy in the context of multinational enterprises. The UN Norms on Responsibilities of Transnational Corporations and Other Business Enterprises with Regard to Human Rights, adopted in 2003, outline the human rights obligations of businesses, emphasizing their role in respecting and promoting human rights within their operations. Likewise, the UN Guidelines for Regulation of Computerized Personal Data Files of 1990 addresses the protection of personal data, ensuring that individuals' privacy rights are safeguarded in the digital age.

4.2.3 Security Sector and Human Rights

4.2.3.1 International and Regional Human Rights Treaties

The human rights treaties play a crucial role in protecting human rights from both public/state and private security forces, with the Universal Declaration of Human Rights (1948) serving as a foundational document that contains the inherent rights and freedoms to which all individuals are entitled. The International Covenant on Civil and Political Rights (1966) further establishes specific obligations for states to respect and

ensure the civil and political rights of individuals, thereby providing a legal framework that holds both public authorities and private entities accountable for human rights violations.

4.2.3.1 Soft Law, Standards and Norms

The Voluntary Principles on Security and Human Rights provide a framework for assessing risks associated with security operations, particularly in the interactions between companies and public security forces in Sierra Leone. These principles emphasize the need for businesses to respect human rights throughout their operations and to engage in due diligence to prevent and address potential abuses. The UN Code of Conduct for Law Enforcement Officials and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials (1990) further establish guidelines for law enforcement agencies, promoting accountability and the responsible use of force. In addition, the ECOWAS Code of Conduct for Armed Forces and Security Services in West Africa supports these commitments at a regional level.

4.2.3.2 National Law and Policies

The Constitution of Sierra Leone (1991) tops the list as the foundational legal document, establishing the principles of governance and the protection of individual rights. The National Security and Intelligence Act (2002) outlines the roles and responsibilities of security agencies, emphasizing the need for adherence to human rights standards. The Sierra Leone Conference Report on Development and Transformation (2012) further highlights the importance of security sector reform in promoting human rights and development.

Specific policies, such as the Sierra Leone Police Policies and Rules of Engagement (Constitutional Instrument No. 11, 2013), provide guidelines for law enforcement conduct, while the Independent Police Complaints Board Regulations (2013) establish mechanisms for addressing grievances against police actions. The Arms and Ammunitions Act of 1955, together with its amendments in 1972, regulates the possession and use of firearms, contributing to public safety and security.

Also, the Sierra Leone National Action Plan (SINNAP) on UN Security Council Resolutions 1325 and 1820 (2010) focuses on women's peace and security, promoting gender-sensitive approaches within the security sector. The Standing Operating Manual for Security Companies in Sierra Leone further delineates the operational standards for private security firms, ensuring that their activities align with human rights obligations.

4.2.3.3 Soft Law, Standards and Norms

The Government of Sierra Leone (GOSL) recognizes its obligations under both national and international laws to protect the rights of citizens and residents, as enshrined in the 1991 Constitution of Sierra Leone and other relevant legislation. The GOSL has committed to taking appropriate steps to prevent, investigate, punish, and redress human rights abuses committed by businesses, thereby ensuring that companies operating within its jurisdiction adhere to human rights standards. This includes guiding businesses on how to respect human rights, conducting human rights due diligence, and requiring comprehensive human rights impact assessments before

granting licenses or permits, especially to large-scale enterprises that may have significant impacts on human rights.

The GOSL also aims to popularize and build knowledge capacity regarding business and human rights (BHR) through continuous training and public education for various stakeholders, including ministries, businesses, educational institutions, and the public. The incorporation of human rights education into the training curriculum of security forces is also prioritized, alongside the establishment of operational mechanisms for remedy within businesses to address potential human rights impacts. The government emphasizes the importance of monitoring the activities of small businesses in the informal sector to ensure compliance with basic human rights rules and labor laws, including the payment of minimum wages and adherence to regulations regarding child labor. By rectifying and domesticating relevant International Labour Organization (ILO) conventions, the GOSL seeks to strengthen the legal framework governing employment and labor practices, thereby fostering a security sector that respects and promotes human rights.

4.3 Pillar 2: Corporate Responsibility to Respect Human Rights

Corporate responsibility to respect human rights is a fundamental principle outlined in Pillar 2 of the UN Guiding Principles on Business and Human Rights. This principle mandates that businesses of all kinds—whether private, public, or state-owned—must respect human rights in all their operations. While the state has a clear obligation to protect human rights, businesses, as non-state actors, also have a duty to uphold these rights, even though they are not parties to human rights treaties. This responsibility is universal and applies regardless of the size, sector, operational context, or ownership structure of the enterprise. However, the scale and complexity of how businesses meet this responsibility may vary, particularly in relation to the severity of the adverse human rights impacts they may cause.

Businesses are required to adhere to rights enshrined in national constitutions, relevant statutes, and international human rights treaties, including customary international law. Specifically, they must comply with the standards set forth by the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the International Labour Organization (ILO), which encompass essential rights such as the right to work, collective bargaining, and the formation of trade unions. Furthermore, businesses must prohibit forced and child labor and ensure safe working conditions for all employees. To effectively implement these responsibilities, companies should establish clear policies that reflect their human rights obligations and maintain regular reporting on their adherence to these responsibilities.

Engagement with community leaders is crucial when establishing new operations, as obtaining consent is essential for fostering positive relationships with local populations. Due diligence is a critical component of business operations; companies must conduct human rights impact assessments tailored to their specific contexts, particularly in land- related sectors such as mining, which also require environmental assessments. Businesses should take all necessary measures to avoid human rights abuses, and if such abuses occur, they must take immediate steps to address them.

For businesses operating in the informal sector, it is vital to implement specific measures to ensure compliance with human rights standards. This includes providing formal contracts, adhering to minimum wage laws, and developing comprehensive human resource policies that promote worker welfare and professional development. Companies should also create Standard Operating Procedures (SOPs) and a Human Resource Manual that outline staff rules, procedures, systems, and other administrative protocols. Moreover, additional staff policies related to welfare, association, and professional development should be established to enhance the working conditions of all employees.

4.4 Pillar 3 Access to Remedy

According to Pillar 3 of the UN Guiding Principles (UNGP), there should be access to remedy for victims of human rights violations caused by business operations. Such remedies must be effective, fair, and proportionate to the wrongful acts or abuses. Initially, there should be a grievance mechanism at the operational level. The remedies can be either state-based judicial or non-judicial in nature.

4.4.1 State-Based Judicial Mechanisms

The state-based judicial mechanisms include the following:

(i) The judicial system at all levels—from magistrate courts to the High Court, Court of Appeal, and the Supreme Court—should be strengthened by providing training, structural reforms, and funding support to judicial, quasi-judicial, administrative, and oversight bodies. This will ensure that these entities are knowledgeable about the obligations of businesses concerning human rights and that they provide accessible, expeditious, and affordable avenues for remedying business-related human rights abuses.

Priority should be given to a number of key institutions to enhance the effectiveness of legal and human rights frameworks in Sierra Leone, including the Industrial Division of the High Court, which addresses labor-related disputes; the Commercial and Admiralty Division of the High Court, also known as the Fast Track Commercial Court, which expedites commercial cases; and the Legal Aid Board, which provides legal assistance to those in need. Also, the Human Rights Commission of Sierra Leone plays a crucial role in promoting and protecting human rights, while the Office of the Ombudsman addresses grievances against public authorities. The Sierra Leone Arbitration Centre facilitates alternative dispute resolution, and the relevant parliamentary oversight committee ensures accountability and transparency in governance. Lastly, the Office of the Commissioner for Labour is essential for enforcing labor laws and protecting workers' rights.

(ii). Non-State-Based Grievance Mechanisms

Non-state-based grievance mechanisms play a crucial role in addressing complaints and disputes at the operational level. Internal grievance mechanisms allow employees to voice their concerns and seek resolution directly within their organizations. Traditional authorities such as Paramount Chiefs and District Officers serve as important local figures who can mediate grievances and facilitate dialogue

within communities. The Environmental Protection Agency (EPA) also provides a platform for addressing environmental concerns related to business operations, ensuring that community voices are heard in matters affecting their environment.

Chapter 5:

5.1 National Implementation & Monitoring Framework

The implementation of this NAP shall be anchored in two committees; the National Steering Committee (NSC) and Inter-Ministerial Committee (IMC). The operations of these bodies are coordinated by a Secretariat established at the Human Rights Commission of Sierra Leone (HRCSL), headed by two personalities (Coordinator and Asst. Coordinator) drawn from the Directorate of Business and Human Rights and Labour Relations (DBHR&LR) of the HRCSL and the Office of the Attorney General and Minister of Justice, with assistance (on financial matters) by the Directorate of Finance and Administration of the HRCSL.

A. **National Steering Committee (NSC): Purpose, Composition, Mandate and Terms of Reference**

The National Steering Committee (also referred to as Multi-Stakeholders Committee or Technical Working Group) is a 15-member committee coordinated and led by the Human Rights Commission of Sierra Leone (HRCSL) through its Directorate of Business and Human Rights and Labour Relations. It shall meet quarterly to assess the business and human rights situation, adopt field reports and agree on its work plan and more detailed operational matters within the 5 years period of the implementation of this NAP.

The 15-member NSC is composed of government MDAs, Parliament, NHRI, Civil Society Organizations (CSOs), Workers' Union, Employers' Union/Corporations and Academia as shown in the table below:

No.	Name of Institution
1.	Office of the Attorney General and Minister of Justice
2.	Human Rights Commission of Sierra Leone (HRCSL)
3.	Ministry of Employment Labour and Social Security (MELSS)
4.	Ministry of Gender and Children's Affairs (MGCA)
5.	Ministry of Trade and Industry (MTI)
6.	Office of National Security (ONS)
7.	National Investment Board (NIB)
8.	Environment Protection Agency (EPA)

9.	Parliamentary Committee on Human Rights
10.	Sierra Leone Labour Congress (SLLC)
11.	Sierra Leone Employers' Federation (SLEF)
12.	NAMATI
13.	Women on Mining and Extractive (WoME)
14.	Network Movement for Justice and Development (NMJD)
15.	University of Sierra Leone

The NSC's primary Terms of Reference (ToR) centre around guiding, coordinating and monitoring the framework that implements the UN Guiding Principles on Business and Human Rights (UNGPs) in Sierra Leone.

1. ***Oversight of the NAP Process:*** Oversee the consultation, drafting, validation and implementation phases of the NAP (and its foundational baseline studies and policies). It provides the overall direction, policy coherence and leadership for the execution of the NAP across government, the private sector and civil society.

2. ***Implementation Support:*** Guide government MDAs in implementing NAP commitments into their annual workplans and legal/regulatory reforms.

3. ***Multi-Stakeholder Coordination:*** Foster inclusive, transparent dialogue and bridge cooperation between public institutions, private enterprises (such as mining, agriculture and service sectors) and civil society. In other words it acts as the primary inter-agency and multi-stakeholder platform to align sectoral policies (such as labour, environment, land, security and access to remedy) with human rights standards.

4. ***Budget and Implementation Planning:*** Collaborate on developing resource allocations, action matrices and financial budgets for the operationalization of the NAP.

5. ***Monitoring and Accountability:*** Review business practices, address human rights gaps or corporate abuses and track compliance with national labour, environment/land, security and human rights laws. It tracks progress against the NAP phased implementation plan, scorecards or costed action matrices.

6. ***Stakeholder Outreach and Engagement:*** Promote awareness, build capacity and foster ownership among business associations, trade unions, local communities, and civil society organizations.

7. ***Data Collection and Review:*** Oversee baseline updates, periodic progress reports and mid-term or final evaluations of the NAP.

8. ***Advisory Role:*** Advise national decision makers (or the Inter-Ministerial Committee) on emerging business and human rights challenges, gaps or legislative needs.

9. ***Review of Committee Terms:*** Periodically review and update internal steering committee structures to ensure active participation and equal representation from all sectors.

B. Inter-Ministerial Committee (IMC): Purpose, Composition, Mandate and Terms of Reference

The Inter-Ministerial Committee on the Implementation of the National Action Plan on Business and Human Rights (NAP-BHR) in Sierra Leone functions as the primary state-led steering mechanism to align domestic economic and corporate operations with international human rights benchmarks. Guided by the UN Guiding Principles on Business and Human Rights (UNGPs), this high-level body provides political leadership, strategic oversight, and cross-sector coordination to eliminate corporate abuses, optimize environmental stewardship, ensure effective land use and management and preserve public safety.

The formal Terms of Reference (ToR) detailing the mandate, composition, and functions of this specific committee are outlined below.

1. Mandate and Scope

The Committee is mandated to oversee, track, and implement the policy pillars, commitments, and institutional reforms embedded within Sierra Leone's National Action Plan on Business and Human Rights. Its scope encompasses state-owned enterprises, multinational corporations, local medium-to-large businesses, and informal entities seeking formalization across extractive, agricultural, construction, and service industries.

2. Composition and Institutional Portfolios

The committee leverages the specific regulatory, statutory, and security enforcement powers of its constituent members:

No.	Ministry / Sector	Core Institutional Portfolio & Focus
1.	Office of the Attorney General and Minister of Justice (MoJ)	Committee Chair; legislative alignment; drafting legal and regulatory frameworks; ensuring state compliance with regional/international human rights treaties; and ensuring effective remedy for victims of corporate human rights harm.
2.	Ministry of Employment, Labour, and Social Security (MELSS)	Enforcement of domestic labour laws; monitoring corporate workplace safety

		and wage standards; managing industrial relations and settling commercial labour disputes.
3.	Ministry of Environment and Climate Change (MECC)	Oversight of Environmental Impact Assessments (EIAs); monitoring corporate pollution, deforestation, and climate risks; evaluating land-use transparency within the extractive, manufacturing, construction and agricultural sectors.
4.	The Security Sector (ONS, Sierra Leone Police, Armed Forces) – Ministry of Internal Affairs (MIA)	Regulating private security providers; human rights compliance in corporate asset protection; maintaining community-investor stabilization without violating civil liberties.
5.	Ministry of Defence (MoD)	
6.	Ministry of Trade and Industry (MTI)	Creating laws and policies for the effective regulation of trade and investment in the country.
7.	Ministry of Foreign Affairs and International Cooperation (MFAIC)	Support in bridging national economic aspirations with the international legal obligations, investor accountability and global human rights standards.
8.	Ministry of Gender and Children's Affairs (MGCA)	Formulating and implementation of laws and policies aimed at protecting women and children in the investment sector.
9.	Ministry of Land Housing and Country Planning (MLHCP)	Ensuring laws and policies on the effective and efficient land use and management by investors are adequately formulated and implemented.
10.	Ministry of Planning and Economic Development (MoPED)	Shaping the intersection of national development, corporate investment and human rights.
11.	Ministry of Finance (MF)	Shaping fiscal policies, public financial management (PFM), extractive industry revenue governance and social-environmental standards.
12.	Ministry of Agriculture and Food Security (MAFS)	To play the crucial foundational role in shaping **business and human rights (BHR)**, primarily by operationalizing the right to food, managing land and resource governance, and supporting inclusive agribusiness value chains.
13.	Ministry of Local Government and Community Affairs (MLGCA)	Help to formulate and implement laws and policies on decentralization, local economic environment and community-level

		oversight through the local councils.
14.	Ministry of Mines and Minerals Resources (MMMR)	To play the central role of balancing mining investments with the protection of human rights, community welfare and environmental standards.
15.	Ministry of Transport and Civil Aviation (MoTA)	To formulate and implement laws and policies on infrastructure safety, labour and community protections, and oversight of transport-related commercial operations (land, maritime and aviation)

3. Key Responsibilities & Functions

* *Policy Alignment & Legal Reform:* Review and reform existing laws governing investments, trade, and corporate accountability to match international human rights standards as outlined in the country's baseline assessments.

* *National Coordination & Strategic Oversight:* Serve as the central government bridge to coordinate with the Human Rights Commission of Sierra Leone (HRCSL), civil society organizations (CSOs), industry leaders, and parliamentary committees.

* *Grievance Mechanisms & Access to Remedy:* Expand and institutionalize operational remedy pathways, supporting the judiciary and local structures to handle community and worker-led grievances efficiently.

* *Resource Mobilization:* The IMC to ensure that within the operational framework of every ministry, set aside resources to enable the implementation of the NAP. Each of the ministries either individually or collectively to canvas support from the consolidated revenue fund (CRF), Corporate entities and development partners to provide the necessary funding support towards the implementation of this NAP.

* *Monitoring, Compliance, and Evaluation:* Establish a unified reporting framework to track corporate environmental violations, labor abuses, or localized security escalations.

4. Operational Modalities

* *Meetings:* The Committee will meet half-yearly for regular reviews, with provisions for emergency sessions in the event of severe corporate labor crises, environmental disasters, or human rights flashpoints in investment zones.

* *National Steering Committee (NSC)/Technical Working Group (TWG):* The NSC is serving as a subordinate Technical Working Group, comprising technical experts and directors from each participating ministry, will manage day-to-day operations, data collection, and multi-stakeholder updates.

* *Reporting:* The Committee will submit annual status reviews directly to the Office of the President and the Cabinet, cataloging implementation milestones, corporate compliance indicators, and necessary statutory adjustments.

The Framework for the National Action Plan (NAP) is crucial in tackling the complex challenges of human rights protection within a dynamic socio-economic context. The *first objective* focuses on strengthening governmental capacity through establishment of Steering and Inter-Ministerial Committees and targeted training and capacity-building initiatives, which aim to improve awareness and understanding of human rights obligations among officials and stakeholders. This is complemented by the creation of a secretariat with adequate logistical support anchored at the Human Rights Commission of Sierra Leone (HRCSL), which emphasizes the commitment to operationalizing the NAP and ensuring accountability in human rights protection efforts.

The *second objective* promotes corporate responsibility by organizing outreach programs and seminars to educate businesses about their human rights responsibilities. The development of a business compliance toolkit is a key element of this objective, providing practical guidance for aligning corporate operations with human rights standards. The *third objective* focuses on establishing access to remedies for victims of human rights violations, advocating for the creation of state-based judicial and non- judicial remedies. Training legal aid organizations and conducting awareness campaigns are essential components of this objective, empowering victims and ensuring their rights are recognized.

5.2 Implementation Matrix

Objective 1:
Assist the State in Fulfilling Its Obligation to Protect Individuals from Business-Related Human Rights Abuses

Input	Activity	Output	Timeline	Responsible Persons/Entities
Coordination for the implementation of the NAP	Establish a secretariat anchored at the HRCSL/AG's Office	A well resourced/equipped and inclusive secretariat to enhance the work of the Steering Committee and Inter-Ministerial Committee for the effective implementation of the NAP and UNGPs	Year 1	National Steering Committee (NSC), Inter-Ministerial Committee (IMC), HRCSL, AG's Office, Ministry of Finance and Development Partners

Input	Activity	Output	Timeline	Responsible Persons/Entities
Strategic support to NAP coordination and implementation	Establish a Steering Committee and an Inter-Ministerial Committee with relevant government Ministries, Chaired by the Attorney General and Minister of Justice	Steering Committee and Inter-Ministerial Committee decisions help to provide strategic direction for the effective implementation of the NAP	Year 1 - 5	OAG&MoJ, MTI, MELSS, MLHCP, MECC, MGCA, MLGCA, MoPED, MoTA, MIA, MF, MMMR, MAFS, (National Steering Committee) etc
Consolidate efforts to improve knowledge and technical capacity	Strengthen the knowledge/technical capacity of members of the Steering Committee and staff of the Secretariat	A well trained set of Steering Committee members with enhanced knowledge of BHR and UNGPs promote effective and efficient implementation of the NAP and the UNGPs.	Year 1 - 4	OAG&MoJ, HRCSL and Development Partners
Track implementation progress of the NAP and identify gaps	Undertake annual national conference on BHR with all stakeholder groups	Assessment on the progress of implementation of the NAP tracked with gaps identified for improvement and effective implementation of the process	Year 1 - 5	OAG&MoJ, HRCSL, NSC, IMC, stakeholders and Development Partners
Ratification of Key ILO Conventions	Identification of the non ratified key ILO Conventions, including on minimum wage, & maternity leave	The Conventions ratified and deposited.	Years 2-3	MELSS, SLLC, SLEF, NSC, IMC, Ministry of Foreign Affairs and International Cooperation; International Organization for Migration (IOM)

Input	Activity	Output	Timeline	Responsible Persons/Entities
Public awareness materials and campaigns	Launch public awareness campaigns on labour rights	Increased public awareness and reporting of labour rights violations	Years 1-5	HRCSL, MELSS, SLLC, SLEF, CSOs, Media Houses,
Training programs and materials for labour inspectors and law enforcement	Provide specialized training for labour inspectors and law enforcement on identifying and addressing labour abuses	Improved capacity to detect and respond to labour rights violations	Years 1-3	HRCSL, MELSS, SLLC, SLEF, ONS, Judiciary, CSOs,
Data collection and monitoring systems	Establish a centralized database to monitor incidents of labour rights abuses	Reliable data to inform policy and measure progress	Years 1-2	MELSS, Statistics Sierra Leone, CSOs,
Support services for victims of labour abuses	Develop and provide support services, including legal aid for violation of workers rights	Enhanced support and reintegration for victims	Years 2-5	Ministry of Social Welfare; Legal Aid Board; CSOs

Objective 2:
To guide businesses in implementing measures that reflect their responsibility to respect human rights during their operations.

Input	Activity	Output	Timeline	Responsible Persons/Entities
Expertise in business and human rights (BHR)	Develop specific BHR Monitoring guidelines aligned with the NAP and UNGPs	Comprehensive BHR guidelines tailored to Sierra Leone's context	Year 1	Human Rights Commission of Sierra Leone (HRCSL), NSC, Civil Society Organizations (CSOs)
Communication channels with businesses	Disseminate the developed BHR Monitoring guidelines to businesses across sectors	Increased awareness among businesses regarding their human rights responsibilities	Year 2	HRCSL, NSC, CSOs,
Training materials on human rights due diligence	Conduct workshops and training sessions for businesses on implementing human rights due diligence	Enhanced capacity of businesses to identify and mitigate human rights risks	Years 2-3	HRCSL; Ministry of Employment Labour and Social Security (MELSS), SLLC, SLEF, CSOs,
Legal expertise and analysis of existing business-related legislation	Review and propose amendments to existing laws to strengthen human rights protections in business	Draft amendments and policy recommendations for legislative reforms	Years 1-2	Ministry of Justice; HRCSL; Law Reform Commission; Parliament
Stakeholder engagement mechanisms	Engage stakeholders, including women's groups, to ensure gender equality is integrated into business operations	Inclusive policies and practices promoting gender equality within businesses	Years 2-4	Ministry of Gender and Children's Affairs; HRCSL; Women's Rights Organizations; CSOs

Input	Activity	Output	Timeline	Responsible Persons/Entities
Monitoring and evaluation frameworks	Establish mechanisms to monitor and evaluate businesses adherence to human rights standards	Regular reports and assessments on business compliance with human rights norms	Years 3-5	HRCSL, NSC, CSOs,
Public awareness campaign resources	Launch public awareness campaigns highlighting the importance of human rights in business operations	Increased public demand for corporate accountability and responsible business practices	Years 3-5	HRCSL, NSC, Media Houses, CSOs,

Objective 3:
To provide a roadmap for the establishment of state-based judicial and non-judicial remedies for business-related violations, ensuring due diligence and contributing to the realisation of the Sustainable Development Goals (SDGs).

Input	Activity	Output	Timeline	Responsible Persons/Entities
Capacity training for Judicial system at all levels on the handling of cases of business and human rights.	Develop a course outline for the training of magistrates, High Court, Court of Appeal and Supreme Court judges on the knowledge of B & HR, obligation of states and responsibility of Companies.	Knowledge of Judicial officers enhanced and are and expeditious, and accessible remedies provided to deal with cases of business related abuses.	Year 1	National Steering Committee and Human Rights Commission of Sierra Leone (HRCSL); MoJ, Judiciary of Sierra Leone;

Input	Activity	Output	Timeline	Responsible Persons/Entities
Other quasi-judicial bodies engaged on the Business & HR.	Conduct training sessions for other quasi-judicial bodies and administrative bodies with oversight on businesses	Enhanced capacity of quasi - judicial bodies officers to evaluate and monitor human rights compliance of Businesses	Years 1-2	HRCSL; Civil Society Organizations (CSOs), MoJ, Judiciary of Sierra Leone;
Non-State mechanisms engaged on grievances of B&HR	Undertake training for actors involved in non-state grievance mechanism in addressing complaints	Capacity of actors involved in non-state mechanism strengthened to entertain and address grievances.	Years 1-2	The HRCSL NSC, SLLC, SLEF and CSOs with expertise on Mediation and conflict resolution.
Engage paramount chiefs, district officers on B & HR mediation	Basic training and equipping of Paramount chiefs of knowledge and use the same in the dialogue facilitation.	Traditional Rulers trained and acquired knowledge of Business and human rights and grievances between communities and companies facilitated and human rights abuses prevented.	Years 2-3	Ministry of Local Government and Community Affairs; HRCSL; CSOs; Private Sector Representatives, National Council of Paramount Chiefs (NCPC),
Drafting expertise for legislative amendments	Draft and propose amendments to existing laws to strengthen human rights protections in the digital economy	Draft legislation submitted to Parliament	Years 3-4	Ministry of Justice; Law Reform Commission; HRCSL, Parliament,

Input	Activity	Output	Timeline	Responsible Persons/Entities
Monitoring and evaluation frameworks for judicial and non-judicial remedies	Establish mechanisms to monitor the effectiveness of judicial and non-judicial remedies for business-related human rights violations	Regular reports assessing the performance and accessibility of remedy mechanisms	Years 4-5	HRCSL; MoJ, Judiciary of Sierra Leone; CSOs
Public awareness campaign resources	Launch public awareness campaigns on available remedies for business-related human rights violations	Increased public knowledge on how to access judicial and non-judicial remedies	Years 4-5	HRCSL; NSC; Media Houses; CSOs

NAP CONSOLIDATED BUDGET:

Implementing Partner or Responsible Party Name	AG's Office & Human Rights Commission of Sierra Leone (HRCSL)				
Project or Programme Name	Implementation of the National Action Plan on Business and Human Rights				
Time Period					
Item No.	**Unit**	**Frequency**	**Quantity**	**Unit price /cost (SLE)**	**Quarter 1:**
Establishment of Secretariat (Support Staff, Mobility and other Logistics)					
Coordinator (top up salary)		60	1	12,000	720,000
Asst. Coordinators (top up salary)		60	2	8,000	960,000
DFA (top up salary)		60	1	10,000	600,000
sub-total					2,280,000
Mobility:					
Vehicles purchase (Toyota Land Cruiser)		1	3	2,546,250	7,638,750
Fuel (monthly allocation for 3 vehl.)	Litrs	60	720	45	1,944,000
Maintenance (vehicles)		60	3	10,000	1,800,000
Sub-total					**11,382,750**
Office Equipment					
Laptops (i7)		1	3	35,000	105,000
Printers (canon 2206)		1	2	30,000	60,000
Toner (printers)		30	2	4,000	240,000
Internet modems		1	3	3,000	9,000
Monthly subscription (modems)		60	3	2,000	360,000
Mobile phones		1	3	6,500	19,500
Stationery (assorted)		60	1	10,000	600,000
Sub-total					**1,393,500**
Monitoring Protective Gears:					
Rain/industrial boots		5	15	450	33,750
Rain coats		5	15	300	22,500
Industrial hats		5	15	500	37,500

Gogles	5	15	200	15,000
Flasher vests	5	15	250	18,750
Life Jackets	5	15	750	56,250
Sub-total				**183,750**
Quarterly Inter-Ministerial Committee Meetings:				
Tea Break	20	15	400	120,000
Lunch	20	15	600	180,000
Sitting allowance	20	15	1,500	450,000
Sub-total				**750,000**
Monthly Steering Committee Meeting:				
Tea Break	60	20	300	360,000
Lunch	60	20	500	600,000
Sub-total				**960,000**
***Participation in International and Regional BHR Conferences:**				
Flight Ticket to Geneva	5	2	57500	575,000
Lodging (4 days)	5	2	46000	460,000
DSA	5	2	18400	184,000
Flight Ticket (Africa Regional Conf.)	5	2	46000	460,000
Lodging (4 days)	5	2	46000	460,000
DSA	5	2	18400	184,000
Sub-total				2,323,000
Advance Studies on BHR				
Scholarship for post-graduate studies on BHR for staff	1	2	120,000	240,000
Sub-total				**240,000**
Annual conference on BHR				
Hall Rental (2 days)	10	1	30,000	300,000
Break Fast (2 days)	10	150	250	375,000
Lunch (2 days)	10	150	350	525,000
DSA for PCs (3 nights)	15	14	1,000	210,000
DSA for PC Drivers (3 nights)	15	14	500	105,000

Fuel for PCs Vehicles (14)	70	100	45	315,000
DSA for regional participants(3 nights)	15	66	800	792,000
T/port refund for regional participants (2 way)	10	66	300	198,000
T/port refund for internal participants (2 days)	10	70	200	140,000
Fuel for internal runs for 3 vehicles (2 days)	30	150	45	202,500
Media (TV Slot)	5	3	2,500	37,500
Media (TV coverage)	5	3	2,000	30,000
Media (radio coverage)	5	3	1,500	22,500
Media (Radio Slot)	5	3	2,000	30,000
banner	5	3	1,500	22,500
Note pads	5	150	10	7,500
Pens (packets)	5	3	50	750
Local support	5	5	500	12,500
Sub-total				**3,325,750**
Regional Training for Security Personnel on BHR - 50 per region (SLP, RSLAF, Private Security, ONS, etc.)				
Hall rental	5	2	7,500	75,000
Break fast (2 days)	10	50	250	125,000
Lunch (2 days)	10	50	350	175,000
DSA for 3 trainers (3 nights per region)	15	5	800	60,000
DSA for 2 Drivers (3 nights)	15	2	500	15,000
Fuel for vehicle (2 per region)	10	120	45	54,000
Fuel for internal runs	5	60	45	13,500
DSA for external participants (3 nights)	15	30	700	315,000
T/port for external participants (2 way)	10	30	150	45,000
T/port for internal participants (2 days)	10	20	75	15,000
Banner	5	1	1,500	7,500
Media (radio)	5	2	1,500	15,000
Media (TV)	5	2	2,000	20,000

Note pads	5	50	10	2,500
Pens (pkts)	5	1	50	250
Sub-total				**937,750**

SUB-GRAND TOTAL					**23,776,500**
Item No.	**Item Description**	**Unit**	**Quantity**	**Unit price /cost (SLE)**	**Quarter 1:**
Action 5.1.1: Conduct comprehensive mapping of national progress on labour rights, focusing compliance with labour laws especially in the informal sector					
Desk Research:					
Stationery	Stationery	Assorted	1	7,500	7,500
Computer			1	25,000	25,000
Top up	Communication	Call Card	10	500	5,000
Sub Total					**37,500**
Field Monitoring/Research in the 5 regions					-
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	17,500
Refreshment for Participants (including food, water, soda for 60 persons x 1 day x 5 locations)	Food	Person	300	385	115,500
Daily subsistence Allowance for 1 Commissioner or Minister (3 days x 5)	DSA	Night	15	1,000	15,000
ES, and 2 Directors - HRCSL (3 days x 5)	DSA	Night	45	800	36,000
DSA for 2 Steering Committee and HRCSL - HQ (3 days x 5	DSA	Night	30	800	24,000
DSA 2 Regional Staff (3 days x 5)	DSA	Night	30	700	21,000
DSA for 3 Drivers HQ (3 days x 5)	DSA	Night	45	500	22,500
DSA for 1 Regional Driver (2 days x 5)	DSA	Night	8	500	4,000
Fuel for vehicles HQ:					-
Western Rural	Gasoline	Litres	135	45.0	6,075
Falaba district (2 vehicles x 200 litres)	Gasoline	Litres	400	45.0	18,000
Kono (2 vehicles x 205 litres)	Gasoline	Litres	410	45.0	18,450
Portloko- Lunsar and Pepel (2 vehicles x 145 litres)	Gasoline	Litres	290	45.0	13,050
South /Rutile (2 vehicles x 150 litres)	Gasoline	Litres	300	45.0	13,500
Fuel for regional vehicles -pre-arrangemnt (1 vehicle x 25 litres x 5 locations)	Gasoline	Litres	125	45.0	5,625

Printing of questionnaire	Printing	booklet	75	200	15,000
Communication	Communication	call card	25	100	2,500
Transport refund for Participants	Transport	Distance	300	200	60,000
Sub Total					**407,700**
Validation of the Report					
Refreshment for Participants (including food (breakfast & lunch), water, soda for 40 persons x 1 day)	Food	Person	40	600	**24,000**
Hall rental	Hall		1	15,000	**15,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	3,500	**3,500**
Fuel for internal runs (1 vehicle x 40 litres)	Gasoline	litre	40	45.0	**1,800**
Transportation refund	Transport	Distance	30	250	**7,500**
Sub Total					**51,800**
Launching of the report					
Refreshment for Participants (including food, water, soda for 40 persons x 1 day)	Food	Person	40	350	**14,000**
Media			10	500	**5,000**
Report dissemination				-	**-**
Radio and TV programmes	Programme		2	5,000	**10,000**
Sub-total					**29,000**
Training of Business Executives on the Labour Laws and Regulation					
Venue including PA system and projector (2 days) - 5 regions	Venue	Hall	10	7,500	75,000
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	12,500	12,500
Refreshment for Participants (including food, water, soda for 30 persons x 2 days x 5 locations)	Food	Person	500	450	225,000
DSA for Commissioner/Minister(1 person x 3 nights x 5 location)	DSA	Night	15	1,000	15,000
DSA for 3 Steering Committee members (3 person x 3 nights x 5 location)	DSA	Night	45	800	36,000
DSA for Regional officers (2 persons x 2 nights x 5 locations)	DSA	Night	20	700	14,000
DSA for Drivers (3 Drivers x 3 nights x 5 locations)	DSA	Night	45	500	22,500
Fuel for vehicles:					-
Bo	Gasoline	Litre	360	45.0	16,200
Portloko	Gasoline	Litre	270	45.0	12,150
Makeni	Gasoline	Litre	330	45.0	14,850
Kenema	Gasoline	Litre	450	45.0	45

Waterloo	Gasoline	Litre	135	45.0	6,075
Fuel for internal runs	Gasoline	Litre	125	45.0	5,625
Top-up cards for coordination	Communication	Call Card	5	500	2,500
Banner	Printing	Sheet	5	1,000	5,000
Media coverage (4 newspaper Publications)	Publication	Slot	20	500	10,000
Popularisation of the report in the 5 regions (50 parts, 1 day)					-
Venue including PA system and projector (3 days}	Venue	Hall	5	7,500	37,500
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	7,500	7,500
Refreshment for Participants (including food, water, soda for 30 persons x 2 days x 5 locations)	Food	Person	300	450	135,000
DSA for Commissioner/Minister (1 person x 3 nights x 5 location)	DSA	Night	15	1,000	15,000
DSA for 3 Steering Committee Members (3 person x 3 nights x 5 location)	DSA	Night	45	800	36,000
DSA for Regional officers (2 persons x 2 nights x 5 locations)	DSA	Night	20	700	14,000
DSA for Drivers (3 Drivers x 3 nights x 5 locations)	DSA	Night	45	500	22,500
Fuel for vehicles:					-
Bo	Gasoline	Litre	360	45.0	16,200
Portloko	Gasoline	Litre	270	45.0	12,150
Makeni	Gasoline	Litre	330	45.0	14,850
Kenema	Gasoline	Litre	450	45.0	20,250
Waterloo	Gasoline	Litre	135	45.0	6,075
Fuel for internal runs	Gasoline	Litre	125	45.0	5,625
Top-up cards for coordination	Communication	Call Card	5	500	2,500
Banner	Printing	Sheet	5	1,000	5,000
Media coverage (4 newspaper Publications)	Publication	Slot	20	500	10,000
Sub-total					**832,595**
Sub-total Activity					**1,358,595**
Action 5.1.2: Oversee and regulate recruitment by companies					
Engagement in the 5 regions					
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	5,000	5,000
DSA for Commissioner/Minister (1 persons x 3 nights x 5 locations)	DSA	Night	15	1,000	15,000
DSA for 3 Steering Committee members (3 persons x 3 nights x 5)	DSA	Night	45	800	36,000
DSA for Regional officers (2 persons x 2 nights x 5)	DSA	Night	20	700	14,000
DSA for Drivers (3 Drivers x 3 nights x 5)	DSA	Night	45	500	22,500

Fuel for HRCSL vehicles:					-
Bo	Gasoline	Litre	360	45.0	16,200
Portloko	Gasoline	Litre	270	45.0	12,150
Makeni	Gasoline	Litre	330	45.0	14,850
Kenema	Gasoline	Litre	450	45.0	20,250
Waterloo	Gasoline	Litre	135	45.0	6,075
Fuel for internal runs	Gasoline	Litre	125	45.0	5,625
Top-up cards for coordination	Communication	Call Card	5	500	2,500
Sub-total					**170,150**
Monitoring					
DSA for 1 Commissioner/Minister (1 person x 2 locations x 5 regions x 2 nights)	DSA	Night	20	1000	20,000
DSA for 1 ES/DES (1 person x 5 regions x 2 locations x 2 nights)	DSA	Night	20	800	16,000
DSA for 4 Steering Committee Members, 1 DHRC, 1 Regional staff (6 persons x 2 nights x 5 regions x 2 locations)	DSA	Night	120	700	84,000
DSA for 2 drivers (2 persons x 2 Night x 5 regions x 2 locations)	DSA	Night	40	500	20,000
Fuel for HRCSL vehicles:					-
South:					-
Pujehun (2 vehicles x 200 litres)	Gasoline	Litre	400	45.0	18,000
Rutile (2 vehicles x 200 litres)	Gasoline	Litre	400	45.0	18,000
North-west:					-
Lungi (2 vehicles x 90 litres)	Gasoline	Litre	180	45.0	8,100
Kambia (2 vehicles x 145 litres)	Gasoline	Litre	290	45.0	13,050
Karene (2 vehicles x 135 litres)	Gasoline	Litre	270	45.0	12,150
North:					-
Kabala (2 vehicles x 180 litres)	Gasoline	Litre	360	45.0	16,200
Tonkolili (2 vehicles x 125 litres)	Gasoline	Litre	250	45.0	11,250
East:					-
Kono (2 vehicles x 185 litres)	Gasoline	Litre	370	45.0	16,650
Kailahun (2 vehicles x 200 litres)	Gasoline	Litre	400	45.0	18,000
Western Region- Waterloo (2 vehicles x 40 litres)	Gasoline	Litre	80	45.0	3,600
Fuel for internal runs (1 vehicle x 10 locations x 75 litres)	Gasoline	Litre	750	45.0	33,750
Top-up cards for coordination (5 cards x 10 locations)	Communication	Call Card	5	300	1,500

Sub Total					**310,250**
Sub-total Activity					**480,400**
5.1.3: Identification of the non ratified key ILO Conventions, including on minimum wage, & maternity leave					
Consultations in Freetown (40 parts x 1 day)					
Venue including PA system and projector (5 locations x 1 day)	Venue	Hall	1	10,000	**10,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	3,500	**3,500**
Refreshment for Participants (including food, water, soda for 40 persons x 1 day)	Food	Person	40	385	**15,400**
Stipend	sitting	Person	40	1,000	**40,000**
Fuel for internal runs (1 vehicle x 30 litres)	Gasoline	Litre	30	45.0	**1,350**
Top-up cards for coordination	Communication	Call Card	5	500	**2,500**
Banner	Printing	Sheet	1	1,000	**1,000**
Media coverage (4 newspapers)	Publication	Slot	4	500	**2,000**
Sub-total Activity					**75,750**
5.1.4: Launch public awareness campaigns on labour rights					
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	**17,500**
Refreshment for Participants (including food, water, soda for 25 persons x 1 day x 5 locations)	Food	Person	125	385	**48,125**
DSA for 1 Commissioner/Minister (1 person x 5 locations x 2 nights)	DSA	Night	10	1,000	**10,000**
DSA for 1 ES/DES (1 person x 5 locations x 2 nights)	DSA	Night	10	800	**8,000**
DSA for 3 Steering Committee members x 5 locations x 2 nights	DSA	Night	30	700	**21,000**
DSA for Drivers (2 Drivers x 5 locations x 2 nights)	DSA	Night	20	500	**10,000**
Transportation refund for participants	Transport	Distance	125	200	**25,000**
Fuel for HRCSL vehicles:					**-**
Bo (2 vehicles x 120 litres)	Gasoline	Litre	240	45	**10,800**
Portloko (2 vehicles x 90 litres)	Gasoline	Litre	180	45	**8,100**
Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	**9,900**
Kenema (2 vehicles x 150 litres)	Gasoline	Litre	300	45	**13,500**
Western Region (2 vehicles x 45 litres)	Gasoline	Litre	90	45	**4,050**
Fuel for internal runs (1 vehicle x 5 locations x 30 litres)	Gasoline	Litre	150	45	**6,750**
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	5	500	**2,500**
Banner	Printing	Sheet	5	1,000	**5,000**
Print & electronics media coverage (4x 5 locations)	Publication	coverage	20	500	**10,000**

Radion discussions (1 Radio x 5 locations)	Air time	Slot	5	500	**2,500**
Sub-total					**212,725**
Development of jingles in 7 languages			7	5,000	35,000
Airing of jingles in 7 languages	Air time	Slot	350	500	175,000
Sub Total					**210,000**
Town hall meetings					
Venue including PA system and projector (5 locations x 2 days)	Venue	Hall	5	10,000	**50,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	**17,500**
Refreshment for Participants (including food, water, soda for 50 persons x 1 day x 5 locations)	Food	Person	250	385	**96,250**
DSA for 1 Commissioner/Minister (1 person x 5 locations x 2 nights)	DSA	Night	10	1,000	**10,000**
DSA for 1 ES/DES (1 person x 5 locations x 2 nights)	DSA	Night	10	800	**8,000**
DSA for 3 Steering Committee members x 5 locations x 2 nights	DSA	Night	20	700	**14,000**
DSA for Drivers (2 Drivers x 5 locations x 2 nights)	DSA	Night	20	500	**10,000**
Transportation refund for participants	Transport	Distance	250	200	**50,000**
Fuel for HRCSL vehicles:					**-**
Bo (2 vehicles x 120 litres)	Gasoline	Litre	240	45	**10,800**
Portloko (2 vehicles x 90 litres)	Gasoline	Litre	180	45	**8,100**
Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	**9,900**
Kenema (2 vehicles x 150 litres)	Gasoline	Litre	300	45	**13,500**
Western Region (2 vehicles x 75 litres)	Gasoline	Litre	90	45	**4,050**
Fuel for internal runs (1 vehicle x 5 locations x 30 litres)	Gasoline	Litre	150	45	**6,750**
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	5	500	**2,500**
Banner	Printing	Sheet	5	1,000	**5,000**
Print & electronics media coverage (4x 5 locations)	Publication	coverage	20	500	**10,000**
Radion discussions (1 Radio x 5 locations)	Air time	Slot	5	500	**2,500**
Sub-total					**328,850**
Printing of IEC materials (Flyers, PA system)					
Printing of flyers			2500	5	12,500
Public Address system			6	5,000	30,000
Social media handles (facebook…..)			12	5,520	66,240
Sub-total					**108,740**
Sub-total Activity					**860,315**

Action 5.1.5: Provide specialized training for labour inspectors and law enforcement on identifying and addressing labour abuses in the 5 regions					
FREETOWN:					
Venue including PA system and projector (1 location x 2 days)	Venue	Hall	2	15,000	30,000
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	3,500	3,500
Refreshment for Participants (including food, water, soda for 50 persons x 2 days)	Food	Person	100	600	60,000
Transportation for participants			50	200	10,000
Fuel for internal runs (1 vehicle x 30 litres)	Gasoline	Litre	30	45.0	1,350
Top-up cards for coordination	Communication	Call Card	5	500	2,500
Banner	Printing	Sheet	1	1,000	1,000
Print & electronics media coverage (4x 1 location)	Coverage		4	500	2,000
Western Rural, North East, North West, South & East					-
Venue including PA system and projector - Freetown (5 location x 2 days)	Venue	Hall	5	10,000	50,000
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	17,500
Refreshment for Participants (50 participants x 2 days x 5 locations)	Food	Person	500	300	150,000
DSA for 1 Commissioner/Minister (1 person x 5 locations x 3 nights)	DSA	Night	15	1,000	15,000
DSA for 1 ES/DES (1 person x 5 locations x 3 nights)	DSA	Night	15	800	12,000
DSA for 3 Steering Committee - 1 Director of Migration, 1 Director of ECT, 1 Programmes (3 persons x 5 locations x 3 nights)	DSA	Night	45	700	31,500
100% DSA for Drivers (2 Drivers x 5 locations x 3 nights)	DSA	Night	30	500	15,000
88% DSA for participants (40 persons x 5 locations x 3 nights)	Transport	Distance	600	500	300,000
Fuel for HRCSL vehicles:					-
South (2 vehicles x 120 litres)	Gasoline	Litre	240	45	10,800
North-west (2 vehicles x 90 litres)	Gasoline	Litre	180	45	8,100
North East-Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	9,900
East (2 vehicles x 150 litres)	Gasoline	Litre	300	45	13,500
Western Rural- Waterloo (2 vehicles x 75 litres)	Gasoline	Litre	150	45	6,750
Fuel for internal runs (1 vehicle x 5 locations x 40 litres)	Gasoline	Litre	200	45	9,000

Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	25	250	6,250
Media coverage (2 newspaper Publication x 5 locations)	Publication	coverage	10	500	5,000
Radion discussions (1 Radio x 5 locations)	Publication	coverage	5	500	2,500
Sub-total Activity					**773,150**
Action 5.1.6: Establish a centralized database to monitor incidents of labour rights abuses					
Hiring of consultant			1	180,000	**180,000**
Procurement of equipments:				-	**-**
Software			1	60,000	**60,000**
server			1	72,000	**72,000**
computer			5	30,000	**150,000**
Sub Total					**462,000**
Training of key HRCSL Staff on the use of the database - Freetown				-	**-**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	3,500	**3,500**
Refreshment for staff (including food, water, soda for 30 persons x 1 day)	Food	Person	30	600	**18,000**
Fuel for internal runs	Gasoline	Litre	20	45	**900**
Top-up cards for coordination	Communication	Call Card	5	100	**500**
Banner	Printing	Sheet	1	1,000	**1,000**
Media coverage (4 newspaper Publications)	Publication	Slot	4	400	**1,600**
ToT of key HRCSL staff on the use of the database - Bo, Kenema, Makeni, Portloko, Waterloo				-	**-**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	**17,500**
Refreshment for staff (including food, water, soda for 30 persons x 1 day)	Food	Person	85	385	**32,725**
DSA for Commissioner/Minister (1 persons x 2 nights x 5 locations)	DSA	Night	10	1,000	**10,000**
DSA for Steering Committee members (4 persons x 2 nights x 5 locations)	DSA	Night	40	700	**28,000**
DSA for Drivers (2 Drivers x 2 nights x 5 locations)	DSA	Night	20	500	**10,000**
Fuel for HRCSL vehicles:					**-**
Bo (2 vehicles x 120 litres)	Gasoline	Litre	240	45	**10,800**
Portloko (2 vehicles x 90 litres)	Gasoline	Litre	180	45	**8,100**
Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	**9,900**
Kenema (2 vehicles x 150 litres)	Gasoline	Litre	300	45	**13,500**
Waterloo (2 vehicle x 40 litres)	Gasoline	Litre	80	45	**3,600**
Fuel for internal runs (5 vehicles x 20 litres)	Gasoline	Litre	100	45	**4,500**

Top-up cards for coordination	Communication	Call Card	25	100	**2,500**
Banner	Printing	Sheet	5	1,000	**5,000**
Sub Total					**181,625**
Sub-total Activity					**643,625**
Action 5.1.6: Develop and provide support services, including legal aid for violation of workers rights					
Engagement with social service providers in Freetown					
FREETOWN:					
Venue including PA system and projector (1 location x 1 day x 4)	Venue	Hall	4	15,000	**60,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	4	3,500	**14,000**
Refreshment for Participants (including food, water, soda for 40 persons x 1 day)	Food	Person	160	600	**96,000**
Transportation for participants			160	200	**32,000**
Fuel for internal runs (1 vehicle x 30 litres)	Gasoline	Litre	120	45.0	**5,400**
Top-up cards for coordination	Communication	Call Card	20	500	**10,000**
Banner	Printing	Sheet	4	1,000	**4,000**
Media coverage (4 newspapers)	Publication	Slot	16	500	**8,000**
Sub-total Activity					**229,400**
Total Activity					**4,421,235**
Action 5.2.1: Develop specific BHR guidelines aligned with the NAP and UNGPs					
Hiring of local consultant			1	121,000	**121,000**
Venue including PA system and projector (5 locations x 1 day)	Venue	Hall	5	10,000	**50,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	**17,500**
Refreshment for Participants (including food, water, soda for 40 persons x 1 day x 5 locations)	Food	Person	200	600	**120,000**
DSA for 1 Commissioner/Minister (1 persons x 5 locations x 2 nights)	DSA	Night	10	1,000	**10,000**
DSA for consultant	DSA	Night	10	1,000	**10,000**
DSA for 1 ES/DES (1 person x 5 locations x 2 nights)	DSA	Night	10	800	**8,000**
DSA for HRCSL staff 2 Directors/Deputy Director & 2 other staff (4 staff x 5 locations x 2 nights)	DSA	Night	40	700	**28,000**
DSA for Drivers (2 Drivers x 5 locations x 2 nights)	DSA	Night	20	500	**10,000**
DSA for out of station participants (20 persons x 5 locations x 2 nights)	DSA	Night	200	500	**100,000**
Transportation refund for out of station participants	Transport	Distance	200	300	**60,000**
Transportation for internal participants	Transport	Distance	100	200	**20,000**

Fuel for HRCSL vehicles:					**-**
Bo (2 vehicles x 120 litres)	Gasoline	Litre	240	45	**10,800**
North-west/Portloko (2 vehicles x 90 litres)	Gasoline	Litre	180	45	**8,100**
Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	**9,900**
Eastern Region-Kono (2 vehicles x 185 litres)	Gasoline	Litre	370	45	**16,650**
Western Region- Waterloo (2 vehicles x 50 litres)	Gasoline	Litre	100	45	**4,500**
Fuel for internal runs (1 vehicle x 5 locations x 20 litres)	Gasoline	Litre	100	45	**4,500**
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	5	100	**500**
Banner	Printing	Sheet	5	1,000	**5,000**
Validation:					**-**
Refreshment for Participants (including food (breakfast & lunch), water, soda for 40 persons x 1 day)	Food	Person	40	600	**24,000**
Hall rental	Hall		1	15,000	**15,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	3,500	**3,500**
Fuel for internal runs (1 vehicle x 40 litres)	Gasoline	litre	40	45	**1,800**
Transportation refund	Transport	Distance	30	250	**7,500**
Printing of monitoring checklist	Printing	Sheet	200	5	**1,000**
Printing and photocopying of monitoring tool	Printing	copies	150	650	**97,500**
Print & electronics media coverage (4x 5 locations)	Publication	coverage	20	500	**10,000**
Radion discussions (1 Radio x 5 locations)	Air time	Slot	5	500	**2,500**
Sub-total Activity					**777,250**
Action 5.2.2: Disseminate the developed BHR guidelines to businesses across sectors in the 5 regions (50 parts x 1 day)					
Venue including PA system and projector (5 locations x 1 day)	Venue	Hall	5	10,000	**50,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	**17,500**
Refreshment for Participants (including food, water, soda for 50 persons x 1 day x 5 locations)	Food	Person	250	385	**96,250**
DSA for 1 Commissioner/Minister (1 persons x 5 locations x 2 nights)	DSA	Night	10	1,000	**10,000**
DSA for consultant	DSA	Night	10	1,000	**10,000**
DSA for 1 ES/DES (1 person x 5 locations x 2 nights)	DSA	Night	10	800	**8,000**
DSA for Steering Committee members 2 Directors/Deputy Director & 2 other staff (4 staff x 5 locations x 2 nights)	DSA	Night	40	700	**28,000**

DSA for Drivers (2 Drivers x 5 locations x 2 nights)	DSA	Night	20	500	**10,000**
DSA for out of station participants (20 persons x 5 locations x 2 nights)	DSA	Night	200	500	**100,000**
Transportation refund for out of station participants	Transport	Distance	300	300	**90,000**
Transportation for internal participants	Transport	Distance	150	200	**30,000**
Fuel for HRCSL vehicles:					**-**
Bo (2 vehicles x 120 litres)	Gasoline	Litre	240	45	**10,800**
North-west/Portloko (2 vehicles x 90 litres)	Gasoline	Litre	180	45	**8,100**
Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	**9,900**
Eastern Region-Kono (2 vehicles x 185 litres)	Gasoline	Litre	370	45	**16,650**
Western Region- Waterloo (2 vehicles x 50 litres)	Gasoline	Litre	100	45	**4,500**
Fuel for internal runs (1 vehicle x 5 locations x 20 litres)	Gasoline	Litre	100	45	**4,500**
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	5	500	**2,500**
Banner	Printing	Sheet	5	1,000	**5,000**
Print & electronics media coverage (4x 5 locations)	Publication	coverage	20	500	**10,000**
Radion discussions (1 Radio x 5 locations)	Air time	Slot	5	500	**2,500**
Printing of the guidelines			**200**	**500**	**100,000**
Sub-total Activity					**624,200**
Action 5.2.3: Conduct workshops and training sessions for businesses on implementing human rights due diligence in the 5 regions					
FREETOWN:					
Venue including PA system and projector (1 location x 2 days)	Venue	Hall	2	15,000	30,000
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	1	3,500	3,500
Refreshment for Participants (including food, water, soda for 50 persons x 2 days)	Food	Person	100	600	60,000
Transportation for participants			50	200	10,000
Fuel for internal runs (1 vehicle x 30 litres)	Gasoline	Litre	30	45	1,350
Top-up cards for coordination	Communication	Call Card	5	500	2,500
Banner	Printing	Sheet	1	1,000	1,000
Print & electronics media coverage (4x 1 location)	Coverage		4	500	2,000
Western Rural, North East, North West, South & East					-
Venue including PA system and projector - Freetown (5 location x 2 days)	Venue	Hall	5	10,000	50,000
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	17,500

Refreshment for Participants (50 participants x 2 days x 5 locations)	Food	Person	500	300	150,000
DSA for 1 Commissioner/Minister (1 person x 5 locations x 3 nights)	DSA	Night	15	1,000	15,000
DSA for 1 ES/DES (1 person x 5 locations x 3 nights)	DSA	Night	15	800	12,000
DSA for 2 Steering Committee - 1 Director of Migration, 1 Director of ECT, 1 Programmes (5 persons x 5 locations x 3 nights)	DSA	Night	75	700	52,500
100% DSA for Drivers (2 Drivers x 5 locations x 3 nights)	DSA	Night	30	500	15,000
88% DSA for participants (40 persons x 5 locations x 3 nights)	Transport	Distance	600	500	300,000
Fuel for HRCSL vehicles:					-
South (2 vehicles x 120 litres)	Gasoline	Litre	240	45	10,800
North-west (2 vehicles x 90 litres)	Gasoline	Litre	180	45	8,100
North East-Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	9,900
East (2 vehicles x 150 litres)	Gasoline	Litre	300	45	13,500
Western Rural- Waterloo (2 vehicles x 75 litres)	Gasoline	Litre	150	45	6,750
Fuel for internal runs (1 vehicle x 5 locations x 40 litres)	Gasoline	Litre	200	45	9,000
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	25	250	6,250
Media coverage (2 newspaper Publication x 5 locations)	Publication	coverage	10	500	5,000
Radion discussions (1 Radio x 5 locations)	Publication	coverage	5	500	2,500
Sub-total Activity					**794,150**
Action 5.2.4: Review and propose amendments to existing laws to strengthen human rights protections in business					
Hiring of local consultant			1	121,000	**121,000**
Desktop review					**-**
Venue including PA system and projector (5 locations x 1 day)	Venue	Hall	5	10,000	**50,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	**17,500**
Refreshment for Participants (including food, water, soda for 40 persons x 1 day x 5 locations)	Food	Person	200	600	**120,000**
DSA for 1 Commissioner/Minister (1 persons x 5 locations x 2 nights)	DSA	Night	10	1,000	**10,000**
DSA for consultant	DSA	Night	10	1,000	**10,000**
DSA for 1 ES/DES (1 person x 5 locations x 2 nights)	DSA	Night	10	800	**8,000**
DSA for Steering Committee Members - 2 Directors/Deputy Director & 2 other staff (4 staff x 5 locations x 2 nights)	DSA	Night	40	700	**28,000**

DSA for Drivers (2 Drivers x 5 locations x 2 nights)	DSA	Night	20	500	**10,000**
DSA for out of station participants (20 persons x 5 locations x 2 nights)	DSA	Night	200	500	**100,000**
Transportation refund for out of station participants	Transport	Distance	200	300	**60,000**
Transportation for internal participants	Transport	Distance	100	200	**20,000**
Fuel for HRCSL vehicles:					**-**
Bo (2 vehicles x 120 litres)	Gasoline	Litre	240	45	**10,800**
North-west/Portloko (2 vehicles x 90 litres)	Gasoline	Litre	180	45	**8,100**
Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	**9,900**
Eastern Region-Kono (2 vehicles x 185 litres)	Gasoline	Litre	370	45	**16,650**
Western Region- Waterloo (2 vehicles x 50 litres)	Gasoline	Litre	100	45	**4,500**
Fuel for internal runs (1 vehicle x 5 locations x 20 litres)	Gasoline	Litre	100	45	**4,500**
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	5	100	**500**
Banner	Printing	Sheet	5	1,000	**5,000**
Print & electronics media coverage (4x 5 locations)	Publication	coverage	20	500	**10,000**
Radio discussions (1 Radio x 5 locations)	Air time	Slot	5	500	**2,500**
Sub-total Activity					**252,450**
Action 5.2.5: Engage stakeholders, including womens groups, to ensure gender equality is integrated into business operations					
5 regional engagement (50 parts x 1 day)					
Venue including PA system and projector (5 locations x 1 day)	Venue	Hall	5	10,000	**50,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	**17,500**
Refreshment for Participants (including food, water, soda for 50 persons x 1 day x 5 locations)	Food	Person	250	385	**96,250**
DSA for 1 Commissioner/Minister (1 persons x 5 locations x 2 nights)	DSA	Night	10	1,000	**10,000**
DSA for consultant	DSA	Night	10	1,000	**10,000**
DSA for 1 ES/DES (1 person x 5 locations x 2 nights)	DSA	Night	10	800	**8,000**
DSA for 2 Steering Committees members & 2 other staff (4 staff x 5 locations x 2 nights)	DSA	Night	40	700	**28,000**
DSA for Drivers (2 Drivers x 5 locations x 2 nights)	DSA	Night	20	500	**10,000**
DSA for out of station participants (20 persons x 5 locations x 2 nights)	DSA	Night	200	500	**100,000**
Transportation refund for out of station participants	Transport	Distance	300	300	**90,000**
Transportation for internal participants	Transport	Distance	150	200	**30,000**
Fuel for HRCSL vehicles:					**-**

Bo (2 vehicles x 120 litres)	Gasoline	Litre	240	45	**10,800**
North-west/Portloko (2 vehicles x 90 litres)	Gasoline	Litre	180	45	**8,100**
Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	**9,900**
Eastern Region-Kono (2 vehicles x 185 litres)	Gasoline	Litre	370	45	**16,650**
Western Region- Waterloo (2 vehicles x 50 litres)	Gasoline	Litre	100	45	**4,500**
Fuel for internal runs (1 vehicle x 5 locations x 20 litres)	Gasoline	Litre	100	45	**4,500**
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	5	100	**500**
Banner	Printing	Sheet	5	1,000	**5,000**
Print & electronics media coverage (4x 5 locations)	Publication	coverage	20	500	**10,000**
Radion discussions (1 Radio x 5 locations)	Air time	Slot	5	500	**2,500**
Sub-total Activity					**522,200**
Action 5.2.6: Establish mechanisms to monitor and evaluate businesses adherence to human rights standards					
Monotiring (Quarterly)					-
Stationeries (Pen, A4 Paper, Note Pad, Pen, Toner cartridge, etc)	Stationery	Assorted	7	2500	17,500
DSA for 1 Commissioner/Minister (1 person x 5 regions x 4 nights)	DSA	Night	20	1000	20,000
DSA for 1 ES/DES (1 person x 5 regions x 4 nights)	DSA	Night	20	800	16,000
DSA for 4 HQ staff, 1 DHRC, 1 Regional staff (6 persons x 4 days x 5 Locations)	DSA	Night	120	700	84,000
DSA for 2 drivers (2 persons x 4 days x 5 Locations)	DSA	Night	40	500	20,000
Fuel for HRCSL vehicles:					-
South (2 vehicles x 120 litres)	Gasoline	Litre	240	45	10,800
North-west (2 vehicles x 90 litres)	Gasoline	Litre	180	45	8,100
North East-Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	9,900
Kenema (2 vehicles x 150 litres)	Gasoline	Litre	300	45	13,500
Western Rural- Waterloo (2 vehicles x 40 litres)	Gasoline	Litre	90	45	4,050
Fuel for internal runs (1 vehicle x 5 locations x 40 litres)	Gasoline	Litre	200	45	9,000
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	5	250	1,250
Media coverage (2 newspaper Publication x 5 locations)	Publication	coverage	10	500	5,000
Radion discussions (1 Radio x 5 locations)	Publication	coverage	5	500	2,500
Setting up of M&E committee	sitting		180	1,000	180,000
Develop checklist	Printing	Sheet	1	5000	5,000
Printing of checklist	Printing	Sheet	1	5500	5,500
Sub-total Activity					**412,100**

Action 5.2.7: Launch public awareness campaigns highlighting the importance of human rights in business operations					
5 regions x 2 days x 50 parts					
Venue including PA system and projector (5 locations x 2 days)	Venue	Hall	10	7,500	**75,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	3,500	**17,500**
Refreshment for Participants (including food, water, soda for 40 persons x 2 days x 5 locations)	Food	Person	400	385	**154,000**
DSA for 1 Commissioner/Minister (1 persons x 5 locations x 3 nights)	DSA	Night	15	1,000	**15,000**
DSA for 1 ES/DES (1 person x 5 locations x 3 nights)	DSA	Night	15	800	**12,000**
DSA for Steering Committee members 2 Directors/Deputy Director & 3 other staff (5 staff x 5 locations x 3 nights)	DSA	Night	75	700	**52,500**
DSA for Drivers (2 Drivers x 5 locations x 3 nights)	DSA	Night	30	500	**15,000**
DSA for out of station participants (20 persons x 5 locations x 3 nights)	DSA	Night	300	500	**150,000**
Transportation refund for out of station participants	Transport	Distance	200	300	**60,000**
Transportation for internal participants	Transport	Distance	100	200	**20,000**
Fuel for HRCSL vehicles:					**-**
Bo (2 vehicles x 120 litres)	Gasoline	Litre	240	45	**10,800**
North-west (2 vehicles x 90 litres)	Gasoline	Litre	180	45	**8,100**
Makeni (2 vehicles x 100 litres)	Gasoline	Litre	200	45	**9,000**
Kenema (2 vehicles x 185 litres)	Gasoline	Litre	300	45	**13,500**
Western Region- Waterloo (2 vehicles x 75 litres)	Gasoline	Litre	150	45	**6,750**
Fuel for internal runs (1 vehicle x 5 locations x 40 litres)	Gasoline	Litre	200	45	**9,000**
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	25	200	**5,000**
Banner	Printing	Sheet	5	1,000	**5,000**
Print & electronics media coverage (4x 5 locations)	Publication	coverage	10	500	**5,000**
Radion discussions (1 Radio x 5 locations)	Air time	Slot	10	500	**5,000**
Sub-total Activity					**648,150**
Total Activity					**4,030,500**
Action 5.3.1: Develop a course outline for the training of magistrates, High Court, Court of Appeal and Supreme Court judges on the knowledge of B & HR, obligation of states and responsibility of Companies.					
Freetown (Residential)					
Venue including PA system and projector (1 locations x 2 day)			2	3500	**7,000**

Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)			1	3000	**3,000**
Refreshment for Participants (including food, water, soda for 60 persons x 2day)			120	253	**30,360**
Accommodation for participants			180	3840	**691,200**
DSA for Commissioners/Minister (4 person x 3 nights)			12	1000	**12,000**
DSA for ES & DES(2 persons x 3 nights)			6	800	**4,800**
DSA for 3 Steering Committee members, 1 Director of ECT and Director of Programmes (5 persons x 3 nights)			15	700	**10,500**
DSA for Magistrates, High Court, Court of Appeal and Supreme Court Judges x 3 nights			150	1000	**150,000**
Fuel for vehicles of Magistrates, High Court, Court of Appeal and Supreme Court Judges (50 vehicles x 100 litres)			5,000	45	**225,000**
DSA for drivers of the Magistrates, High Court, Court of Appeal and Supreme Court Judges x 3 nights			150	500	**75,000**
DSA for HRCSL drivers (4 persons x 3 nights)			12	500	**6,000**
Fuel for HRCSL vehicles (5 vehicles x 100 litres)			500	30	**15,000**
Top-up cards for coordination (5 cards)			5	150	**750**
Media coverage (1 newspaper Publication x 1 locations)			1	500	**500**
Printing and photcopying of workshop materials			60	500	**30,000**
Fuel for internal runs	Gasoline	Litre	150	45	**6,750**
Top-up cards for coordination	Communication	Call Card	5	100	**500**
Banner	Printing	Sheet	1	1,000	**1,000**
Media coverage (4 newspaper Publications)	Publication	Slot	4	400	**1,600**
Sub-total Activity					**1,270,960**
Action 5.3.2: Conduct training sessions for other quasi-judicial bodies and administrative bodies with oversight on businesses (50 participants in Freetown)					
Venue including PA system and projector (1 locations x 2 day)			2	3500	**7,000**
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)			1	3000	**3,000**
Refreshment for Participants (including food, water, soda for 60 persons x 2day)			120	253	**30,360**
DSA for Commissioners/Ministers (4 person x 3 nights)			12	1000	**12,000**
DSA for ES & DES(2 persons x 3 nights)			6	800	**4,800**
DSA for 3 Steering Committee members, 1 Director of ECT and Director of Programmes (5 persons x 3 nights)			15	700	**10,500**

DSA for Magistrates, High Court, Court of Appeal and Supreme Court Judges x 3 nights			150	1000	**150,000**
Fuel for vehicles of Magistrates, High Court, Court of Appeal and Supreme Court Judges (50 vehicles x 100 litres)			5,000	45	**225,000**
DSA for drivers of the Magistrates, High Court, Court of Appeal and Supreme Court Judges x 3 nights			150	500	**75,000**
DSA for HRCSL drivers (4 persons x 3 nights)			12	500	**6,000**
Fuel for HRCSL vehicles (5 vehicles x 100 litres)			500	30	**15,000**
Top-up cards for coordination (5 cards)			5	150	**750**
Media coverage (1 newspaper Publication x 1 locations)			1	500	**500**
Printing and photcopying of workshop materials			60	500	**30,000**
Fuel for internal runs	Gasoline	Litre	150	45.0	**6,750**
Top-up cards for coordination	Communication	Call Card	5	100	**500**
Banner	Printing	Sheet	1	1,000	**1,000**
Media coverage (4 newspaper Publications)	Publication	Slot	4	400	**1,600**
Sub-total Activity					**579,760**
Action 5.3.3: Undertake training for actors involved in non state grievance mechanism in addressing complaints					
5 regions x 2 days x 50 parts					
Venue including PA system and projector (2 days x 5 locations)	Venue	Hall	10	10,000	100,000
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	7,500	37,500
Refreshment for Participants (including breakfast, lunch, tea, water, soda for 50 persons x 2 days x 5 locations)	Food	Person	500	600	300,000
DSA for Commissioner/Minister (1 persons x 3 nights x 5 locations)	DSA	Night	15	1,000	15,000
DSA for ES/DES (1 person x 3 nights x 5 locations)	DSA	Night	15	1,000	15,000
DSA for staff (5 persons x 3 nights x 5 locations)	DSA	Night	75	700	52,500
DSA for Drivers (5 persons x 3 nights x 5 locations)	DSA	Night	75	500	37,500
Fuel for Regional vehicles:					-
Bo (1 vehicle x 120 litres)	Gasoline	Litre	120	45	5,400
North-west/Portloko (1 vehicle x 90 litres)	Gasoline	Litre	90	45	4,050
Makeni (1 vehicle x 110 litres)	Gasoline	Litre	110	45	4,950
Kenema (1 vehicle x 185 litres)	Gasoline	Litre	185	45	8,325
Western Region- Waterloo (1 vehicle x 50 litres)	Gasoline	Litre	50	45	2,250
Fuel for internal runs (5 vehicles x 30 litres)	Gasoline	Litre	40	45	1,800
Top-up cards for coordination	Communication	Call Card	5	500	2,500

Fuel for Paramount Chiefs	Gasoline	Litre	5000	45	225,000
DSA for Paramount Chiefs (50 persons x 3 days x 5 locations)	DSA	Night	750	1,000	750,000
DSA for Paramount Chiefs Drivers (50 persons x 3 days x 5 locations)	DSA	Night	750	500	375,000
Media coverage (2 slots)	TV	Slot	10	500	5,000
Media coverage (newspaper x 2 Publication)	Publication	Slot	10	500	5,000
Production of Banner	Banner	Each	5	1,000	5,000
Sub-total Activity					**1,514,275**
Action 5.3.4: Basic training and equipping of Paramount chiefs of knowledge and use the same in the dialogue facilitation.					
5 regions x 2 days x 50 parts					
Venue including PA system and projector (2 days x 5 locations)	Venue	Hall	10	10,000	100,000
Stationeries (Pen, A4 Paper, Flipchart Pads, Note Pad, Maker, etc)	Stationery	Assorted	5	7,500	37,500
Refreshment for Participants (including breakfast, lunch, tea, water, soda for 50 persons x 2 days x 5 locations)	Food	Person	500	600	300,000
DSA for Commissioner/Minister (1 persons x 3 nights x 5 locations)	DSA	Night	15	1,000	15,000
DSA for ES/DES (1 person x 3 nights x 5 locations)	DSA	Night	15	1,000	15,000
DSA for Steering Committee members (5 persons x 3 nights x 5 locations)	DSA	Night	75	700	52,500
DSA for Drivers (10 persons x 3 nights x 5 locations)	DSA	Night	150	500	75,000
Fuel for Regional vehicles:					-
Bo (1 vehicle x 120 litres)	Gasoline	Litre	120	45	5,400
North-west/Portloko (1 vehicle x 90 litres)	Gasoline	Litre	90	45	4,050
Makeni (1 vehicle x 110 litres)	Gasoline	Litre	110	45	4,950
Kenema (1 vehicle x 185 litres)	Gasoline	Litre	370	45	16,650
Western Region- Waterloo (1 vehicle x 50 litres)	Gasoline	Litre	50	45	2,250
Fuel for internal runs (5 vehicles x 30 litres)	Gasoline	Litre	40	45	1,800
Top-up cards for coordination	Communication	Call Card	5	250	1,250
Fuel for Paramount Chiefs	Gasoline	Litre	5000	45	225,000
DSA for Paramount Chiefs (50 persons x 3 days x 5 locations)	DSA	Night	750	1,000	750,000
DSA for Paramount Chiefs Drivers (50 persons x 3 days x 5 locations)	DSA	Night	750	500	375,000
Media coverage (2 slots)	TV	Slot	10	500	5,000
Media coverage (newspaper x 2 Publication)	Publication	Slot	10	500	5,000
Production of Banner	Banner	Each	5	1,000	5,000
Sub-total Activity					**1,996,350**

Action 5.3.6: Establish mechanisms to monitor the effectiveness of judicial and non-judicial remedies for business-related human rights violations					
Monotiring (Quarterly)					-
Stationeries (Pen, A4 Paper, Note Pad, Pen, Toner cartridge, etc)	Stationery	Assorted	7	2500	17,500
DSA for 1 Commissioner (1 person x 7 regions x 4 nights)	DSA	Night	28	1000	28,000
DSA for 1 ES/DES (1 person x 7 regions x 4 nights)	DSA	Night	28	800	22,400
DSA for 4 HQ staff, 1 DHRC, 1 Regional staff (6 persons x 4 days x 7 Locations)	DSA	Night	168	700	117,600
DSA for 2 drivers (2 persons x 4 days x 7 Locations)	DSA	Night	56	500	28,000
Fuel for HRCSL vehicles:					-
South (2 vehicles x 120 litres)	Gasoline	Litre	240	45	10,800
North-west (2 vehicles x 90 litres)	Gasoline	Litre	180	45	8,100
North East-Makeni (2 vehicles x 110 litres)	Gasoline	Litre	220	45	9,900
Kenema (2 vehicles x 150 litres)	Gasoline	Litre	300	45	13,500
Western Rural- Waterloo (2 vehicles x 40 litres)	Gasoline	Litre	90	45	4,050
Fuel for internal runs (1 vehicle x 5 locations x 40 litres)	Gasoline	Litre	200	45	9,000
Top-up cards for coordination (5 cards x 5 locations)	Communication	Call Card	5	250	1,250
Media coverage (2 newspaper Publication x 5 locations)	Publication	coverage	10	500	5,000
Radion discussions (1 Radio x 5 locations)	Publication	coverage	5	500	2,500
Setting up of M&E committee	sitting		180	1,000	180,000
Develop checklist	Printing	Sheet	1	5000	5,000
Printing of checklist	Printing	Sheet	1	5500	5,500
Sub-total Activity					**277,600**
Action 5.3.7: Launch public awareness campaigns on available remedies for business-related human rights violations					
Radio discussion programme	Airtime	Slot	36	200	**7,200**
Fuel for internal runs	Gasoline	Litre	360	45.0	**16,200**
Top-up cards for coordination	Communication	Call Card	36	250	**9,000**
Development of jingles			7	5,000	**35,000**
Airing of jingles in 7 languages	Airtime	Slot	36	200	**7,200**
Sub-total Activity					**74,600**
Total Activity					**5,713,545**
SUB GRAND TOTAL					**14,165,280**

GRAND TOTAL					**37,941,780**