

CURRICULUM VITAE

**ESTELLE MATILDA APPIAH (née FORSTER)
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Date of birth 13:03:1951

SUMMARY

Estelle Appiah is an expert in legislative drafting and peer review mechanisms with more than 27 years experience. She has drafted legislation on a myriad of topics from social policy and petroleum to financial matters. She has also taught legislative drafting to African Commonwealth lawyers and is a legislative drafting instructor with Athabasca University, Canada.

KEY SKILLS

- Legislative Drafter with progressive experience at the Legislative Drafting Division of the Attorney-General's Department of the Ministry of Justice, Accra, Ghana, culminating in the Directorship of the Division from 1st January, 2005 to March 2011, equivalent to a Justice of the Court of Appeal, reporting to the Attorney-General and Minister for Justice. Appointed as a Senior State Attorney in 1989, then as Principal State Attorney, Chief State Attorney and finally as the Director of Legislative Drafting. Expert in the drafting of substantive and subsidiary legislation on a wide variety of subjects, with proven ability to write opinions, produce reports, conduct legal research and be a team leader, responsible for all legislation drafted for the Republic of Ghana until retirement in March 2011.
- Engaged in international peer review mechanisms, proven ability to work in an international and national setting with the highest levels of authority, experience in drafting international instruments.
- Taught legislative drafting to lawyers from the African Commonwealth for course sponsored by the Commonwealth Secretariat and the Ghana School of Law and taught senior public service lawyers in Rwanda at the institute of Legal Practice and Development, Nyanza, Rwanda sponsored by the Commonwealth Secretariat.
- Proven ability to plan and organise work under pressure to meet tight deadlines, excellent communication skills, results orientated, good managerial ability.
- Strong presentation, communication and report writing skills.
- Computer literate – Microsoft Word, PowerPoint, Excel and Internet.

LEGAL QUALIFICATIONS

Admitted to the Lesotho Bar, 1980

Admitted to the Ghana Bar, 1976

Called to the English Bar at Gray's Inn, London, 1974

PROFESSIONAL AND LEGAL TRAINING

Training as a reviewer on the UN Convention against Corruption, UNCAC Trained as a reviewer by the United Nations Office on Drugs and Crime, UNODC on the implementation of UNCAC to conduct reviews of state parties to the Convention, Vienna, Austria, December, 2010.

Training as an assessor on the Financial Action Task Force FATF 40+9 Recommendations.

Trained as a legal assessor by the Inter-Governmental Action Group Against Money Laundering in West Africa, GIABA and the World Bank to participate in mutual evaluations of anti-money laundering and counter financing of terrorism regimes, Nairobi, Kenya, May 2007.

Personalised Training Programme in Legislative Law Attached to the Mississippi State Senate, Jackson, Mississippi, USA, October 1–19, 1996, sponsored by USAID.

Advanced Diploma in Legislative Drafting
University of the West Indies, Cavehill, Barbados, 1991.

Postgraduate Diploma in Law
University of Ghana, Legon, Ghana, 1976.

M.A. In Business Law
City University of London U.K. 1975.

Post-Final Practical Training Diploma
Council of Legal Education, London, U.K. 1975.

Barrister-at-Law
Council of Legal Education, London, U.K. 1974.

LL.B. (Honours)
London University, Central London Polytechnic, London, U.K. 1973.

EXPERIENCE

- Legislative Drafting Instructor, Athabasca University, Athabasca, Canada from August 2013.
- Member of the team that put together the National Anti-Corruption Action Plan 2012-2021, validated at the Second National Integrity Conference, Accra, October 2011.
- Lecturer and Course Co-ordinator, Legislative Drafting Course for African Commonwealth Jurisdictions, sponsored by the Commonwealth Secretariat in partnership with the Government of Ghana, 2006, 2007 and 2008. Lecturer, Legislative Drafting Course for African Commonwealth Jurisdictions 2009, 2010, 2011, 2012 and 2013.
- Member of the Expert Review Group for the review of the Liberia FATF Mutual Evaluation Report, GIABA Plenary, May 2011, Dakar, Senegal.
- Governmental expert for the Review Mechanism on the implementation of the United Nations Convention Against Corruption, UNCAC, country assessment of Uganda, representing the Republic of Ghana as a State party to UNCAC, February/March 2011.
- Legal assessor for GIABA on anti-money laundering, counter financing of terrorism in the assessment of the FATF 40 + 9 Recommendations, Republic of the Gambia, April 2008.
- International expert on human trafficking, child victims and witnesses of crime 2006, 2007 and 2008, UNODC, Vienna, Austria.
- Member of the Ghana delegation to the UNICEF Committee on the Convention on the Rights of the Child, Geneva 1997, 2006.
- Member of the Ghana delegation to the 36th session of the UN Committee on the Convention for the Elimination of Discrimination against Women, CEDAW, New York 2006.
- Chairperson of the Technical Committee on Money Laundering and Financing of Terrorism tasked to prepare legislation on money laundering and proceeds of crime, March 2006 – December 2007.
- Member of the Committee that prepared the National Policy Guidelines on Orphans and other Children made Vulnerable by HIV/AIDs, 2005.
- Member of Committee that prepared the National HIV/AIDs and STI Policy, 2004.
- Member of the Child Law Reform Advisory Committee, responsible for the review of legislation on the rights of the child that produced the first comprehensive law for children in Ghana, the Children's Act, 1998 (Act 560) 1995 – 1997.

- Member of the Preparatory Committee on Independent Broadcasting that prepared the policy document for private broadcasting services in Ghana, 1995.

OUTSTANDING ACHIEVEMENTS

- Appointed as a member of the Constitution Review Implementation Committee, a five member body of eminent persons charged with the follow up responsibilities to implement the report of the Constitution Review Commission and the Government White paper on the Report of the Constitution Review Commission of Enquiry, October 2012
- Led the process with the Statute Law Revision Commissioner to review legislation for the health sector reform project of the Ministry of Health, conducted a gap analysis and prepared new Bills, resulted in twenty-nine Bills being prepared, fifteen re-enactments and fourteen new Bills. Bills were subsequently consolidated into eight Bills approved by Cabinet, conducted meetings and facilitated workshops as part of the consultative process, 2002 – 2011.
- Assisted in the development of the Ghana Mental Health Bill from 2004 – 2011 with the Mental Health Unit, WHO and International consultants, drafted and presented the Bill to various stakeholders including WHO in Brazzaville, Congo, 2006.
- Organised the First African Regional Conference, Commonwealth Association of Legislative Counsel, Abuja, Nigeria 2010.
- Led the Ghana Legal Response Team when the Inter-governmental Action Group Against Money Laundering in West Africa, GIABA, conducted the AML/CFT assessment of the Republic of Ghana 2009.
- Responsible for the preparation of the anti-corruption publication Comparative Analysis of Anti-Corruption Laws of Ghana compared with the UN Convention Against Corruption and the AU Convention on Preventing and Combating Corruption 2009.
- Spearheaded the preparation of the Republic of Ghana Treaty Manual comprising guidelines for the domestic ratification of treaties and the list of multilateral treaties ratified by the Republic of Ghana 2009.
- Chairperson of the technical team that put together the proposals for the Anti-Money Laundering Bill, the Anti-Money Laundering Regulations and the Economic and Organised Crime Bill, 2006 – 2008.
- Initiated the preparation of the HIV/TB Work Place Policy for the Ministry of Justice 2008.
- Preparation of the Legislative Drafting Manual for African Commonwealth Jurisdictions, commissioned by the Commonwealth Secretariat for use in the training programme for the African Commonwealth, 2007.

- Championed the Domestic Violence Act, 2007 (Act 732) when policy makers thought the provisions in the Criminal Offences Act, 1960, (Act 29) were adequate.
- Led the consultative process for an important social policy, human rights law, the Property Rights of Spouses Bill that deals with law as a tool for social change in a pluralistic legal system in Ghana to create a unified law to apply to property rights regardless of different customary law 2007 – 2011.
- Instrumental in proposing a separate enactment for the child in conflict with the law that resulted in the Juvenile Justice Act 2003 (Act 653) to ensure that juvenile justice is not subsumed under adult provisions.
- Consolidated and revised the legislation on children as a member of the Child Law Reform Advisory Committee that resulted in the Children’s Act, 1998 (Act 560)1995 – 1997.

AWARDS

- Mental Health Foundation Award in recognition of the tireless and selfless contribution made towards the initiation, development and enactment of the Mental Health Act 2012 (Act 846) October 2015.
- Meritorious award for the contribution towards enhancing the destiny of the Ghanaian child, UNCRC at 20, Department of Children, Ministry of Women and Children’s Affairs, March 2010.
- Long Service Award presented to Estelle Appiah as the Director of Legislative Drafting by the Ministry of Justice and the Attorney-General’s Department in deep gratitude and appreciation of the faithful, dedicated and invaluable service rendered to the nation from January 1989-March 2011.

CITATION

Presented by the Minister for Gender, Children and Social Protection, Mrs Nana Oye Lithur in 2016, for the instrumental role in the drafting of the legal framework for the Affirmative Action Bill and the great commitment to advocate for the rights of women in Ghana to ensure gender equality and their empowerment.

PUBLICATIONS AND PAPERS PRESENTED

- Corruption the Antithesis of the Rule of Law. Paper presented at the Commonwealth Association of Legislative Counsel Conference CALC, Melbourne, Australia. April 2017.
- Returned Exile; a Biography of George James Christian of Dominica and the Gold Coast 1869-1940, Margaret D. Rouse-Jones and Estelle M. Appiah. Published by the University of the West Indies Press 2016.

- Affirmative Action, Gender Equality and Increased Participation for Women, Which way for Ghana? Paper presented at the Commonwealth Association of Legislative Counsel Conference CALC, Edinburgh, Scotland, April 2015, published in the Statute Law Review, June 2015, Article citation: Estelle Matilda Appiah, *Affirmative Action, Gender Equality, and Increased Participation for Women, Which Way for Ghana?* June 2015 doi: 10.1093/slr/hmv016, also published in the Loophole CALC, July 2015.
- Quality Rights and Mental Health in Ghana, a Case Study of the Enactment of the Mental Health Act. Paper published in the Journal of Public Mental Health for special issue on Mental Health and Human Rights December 2013. Article citation: Estelle Matilda Appiah, (2013) “Quality rights and mental health in Ghana”, Journal of Public Mental Health, Vol. 12 Iss:4, pp.224-229.
- Legislative Sovereignty and the Globalisation of Law, Experience from Ghana. Paper presented at the Commonwealth Association of Legislative Counsel Conference CALC, Cape Town, South Africa. April 2013, published in the Loophole CALC, August 2013.
- UNCAC Review Process and the Private Sector, an Assessment Report. Paper prepared for the Ghana Anti-Corruption Coalition. May 2013.
- Legislating Anti-Corruption Initiatives, the Ghana Perspective, Presentation on West African and Community Initiatives and Enforcement Priorities for Anti-Corruption and Bribery, the Anti-Corruption West Africa Edition Conference, C5 Forum, Accra, Ghana June 2012.
- Margaret D. Rouse-Jones and Estelle M. Appiah. “West Indian Patriot in West Africa: A study of George James Christian of Dominica and the Gold Coast” in Caribbean Heritage edited by Basil A. Reid (Chapter 13:195-206). Jamaica: University of the West Indies Press and The Reed Foundation, ix, 394p. 2012.
- Margaret D. Rouse-Jones and Estelle M. Appiah. “West Indian Returnees and their Communities, Examples from the Gold Coast in the Nineteenth and Twentieth Centuries”, in Back to Africa Volume II. The Ideology and Practice of the African Returnee: Phenomenon from the Caribbean and North-America to Africa. Edited by Kwesi Kwaa Prah. (Chapter 17: 380-406). Cape Town, South Africa: The Centre for Advanced Studies of African Society. CASAS Book Series No. 92, ix, 492p. 2012.
- Situation Analysis of the Intestate Succession and Property Rights of Spouses Bills, the Gender Asset Gap Project, Publication of the Department of Economics, University of Ghana, December 2011.
- The Training and Development of Legislative Drafters in Commonwealth Africa, the Way Forward. Paper presented at the Commonwealth Association of Legislative Counsel Conference CALC, Hyderabad, India , February 2011 published in the Loophole CALC, November 2011.

- The Nexus between the Trafficking and Proliferation of Small arms and Light weapons, Money laundering and Terrorist financing in Ghana, report for the Inter-Governmental Group Against Money Laundering in West Africa, GIABA, December 2010.
- West Indian Returnees and their Communities: Examples from the Gold Coast: 19th – 20th Century, Margaret D. Rouse-Jones and Estelle M. Appiah. Paper presented at a workshop on 19th-20th century Back to Africa; African-American and West Indian Returnees and their Communities (18th – 21st Century) organised by the Centre for Advanced Studies of African Society , CASAS, Johannesburg, South Africa, November 2010.
- The Consultative Process in Social Policy Legislation, the experience of Ghana in the Property Rights of Spouses Bill, the Loophole, publication of the Commonwealth Association of Legislative Counsel, CALC August 2010.
- Protecting the Rights of Children in Ghana, the Legal Framework and ancillary matters, Paper presented at the Commonwealth African Regional Law Conference, Abuja, Nigeria, April 2010.
- Lobbying as a strategy, The Mental Health Bill of Ghana, Commonwealth Association of Legislative Counsel, CALC African Regional Conference, Abuja, Nigeria, April 2010.
- West Indian Patriot in West Africa: A case study of George James Christian of Dominica and the Gold Coast. Margaret Rouse-Jones and Estelle M. Appiah paper prepared for the fourth conference of the Association of the Worldwide African Diaspora, ASWAD, Barbados. West Indies, 2007.
- Protecting the Rights of Children in Ghana, the Legal Framework and ancillary matters, paper prepared for Centre for Policy Analysis August 2007.
- Legislative Drafting Manual for African Commonwealth Jurisdictions, Commonwealth Secretariat, London, June 2007.
- Reforming the Legal and Institutional Framework in the transformation of the African Public Services, the experience of Ghana, Commonwealth Secretariat Meeting, Abuja, Nigeria 2006.
- Elimination of Child Labour in Ghana, Trainee Career Magistrates Programme, Ghana Law School 2006.
- Orphans and the Vulnerable Child, related Legal and Protection Issues HIV/AIDS, overview of existing laws August 2005.
- New and Emerging Legislation affecting Women and Children in Ghana, paper for Gender and Development Centre, University of the West Indies, July 2005.

- Common Country Assessment, Ghana Summary Report on Vulnerable Groups and Protection Issues, UNICEF, June 2005.
- New Laws affecting Women and Children, paper for the Department of Social Work, University of Ghana, March 2004.
- Interpreting the Children's Act in the Context of Social-Cultural Norms of Child Labour in Ghana, Protection or Survival, the Dilemma of Legislation, paper for National Conference on Livelihood and Migration in Contemporary Ghana, Institute of Statistical, Social and Economic Research, University of Ghana, October 2001.
- International Law, National Law and the Rights of the Child 2001.
- Comprehensive National Legislation on the Child, the Ghanaian experience, paper presented at the West African Conference on War Affected Children, April 2000, Accra.
- Child Law Reform Highlights, paper presented at the Centre for Social Policy Studies, University of Ghana 1998.
- Juvenile Justice; the Ghana perspective: before and after Law Reform, paper prepared for the South African Law Committee 1997.

POST RETIREMENT ASSIGNMENTS

- Provided support to the Senate of Kenya to improve its effectiveness in fulfilling its role to support devolution under the Strengthening Institutional Capacity of the Senate Programme under the auspices of the Westminster Foundation of Democracy. Acted as the technical resource person in the review of the First Draft of the Legislative Drafting Manual of the Directorate of Legal Services of the Kenya Senate and delivered four days of legislative drafting training to legal counsel in the Senate, September 2017.
- Resource person for the National Institute for Legislative Studies of the National Assembly of Nigeria in a training workshop for select parliamentary staff of the ECOWAS Parliament, National Parliaments from ECOWAS member states, National Assembly and State Houses of Assembly of Nigeria with financial support from the African Capacity Building Foundation, July 2017.
- Provided Consultancy service to the Directorate of Crop Services, Ministry of Food and Agriculture to prepare legislation to establish regulatory boards for oil palm and rubber tree crops, February 2017.
- Engaged in Consultancy service with Bentsi-Enchill Letsa and Ankomah to prepare Legislative Instruments for the Lands Commission Act, 2008 (Act 767) and the Office of the Administrator of Stool Lands Act, 1994 (Act 481) under the Land Administration Project2 (LAP-2) of the Ministry of Lands and Natural Resources, funded by the International Development Association, Department of Foreign Affairs, Trade and Development-Canada and the Government of Ghana, 2016-2017.

- Drafted the Social Protection Bill for the Ministry of Gender, Children and Social Protection under the auspices of UNICEF, June 2016.
- Participated in the World Bank sponsored Local Government Capacity Support Project of the Fiscal Decentralisation Unit of the Ministry of Finance to prepare the Sector Fiscal Decentralisation of Health and Education Financing, a Sub-Component Study, 2015.
- Ran training programmes in legislative drafting and ancillary matters for Senior and Junior Clerks of the Parliamentary Service, November 2015.
- Drafted the Small Arms and Light Weapons Bill for the Commission on Small Arms and Light Weapons, 2014.
- Drafted the Affirmative Action (Gender Equality) Bill for the Ministry of Gender, Children and Social Protection 2014.
- Reviewed the Ghana AIDS Commission Act, 2002 (Act 613) and drafted the Ghana AIDS Commission Bill, 2014.
- Member of the Legislative Review Task Force of the Ministry of Local Government and Rural Development tasked to review various laws related to local government and decentralisation, drafted the decentralised health and education Bills, 2013-2015.
- Lectured senior public service lawyers on International Instruments at the Institute of Legal Practice and Development, Nyanza, Rwanda, November 2013 under the auspices of the Commonwealth Secretariat.
- Revised the Constitution (Amendment) (Entrenched) Provisions Bill for the Constitution Review Implementation Committee, October 2013.
- Revised the Constitution (Amendment) (Non-Entrenched) Provisions Bill for the Constitution Review Implementation Committee, October 2013.
- Member of the Technical Committee for the review of the Export Development and Investment Fund Act, tasked to review the Act, subsequently drafted the Export Trade, Agricultural and Industrial Development Fund Bill and the Regulations April-December 2013.
- Drafted the National Development Planning Commission Regulations and the National Development Planning (System) Regulations for the National Development Planning Commission, April 2013.
- Drafted the Economic and Organised Crime Office (Code of Conduct) Regulations, February 2013.
- Was one of four Consultants who prepared the revised HIV & AIDS, STI Policy for the Ghana Aids Commission, June 2012-February 2013.

- Drafted the Postal and Courier Services Regulations for Continental Consultants Ghana Ltd. Lead consultants on the Postal and Regulatory Commission Strategic Plan, February-August 2012.
- Lectured at the Kofi Annan International Peacekeeping Training Centre, Master of Arts Programme in Conflict, Peace and Security. December 2011, February and June 2012.
- Drafted the Advertising Bill for the Advertiser's Association of Ghana, May 2012.
- Drafted the Economic and Organised Crime Office (Operations) Regulations for the Economic and Organised Crime Office, April 2012.
- Prepared a revised guide to the Whistleblower Act 2006, (Act 720) for the Ghana Anti-Corruption Coalition, March 2012.
- Drafted the Public Procurement (Amendment) Bill for the Public Procurement Authority, September 2011-February 2012.
- Drafted the Statistics Bill as part of the Ghana Statistics Development Programme, sponsored by the World Bank as part of the Multi Donor Trust Fund for the reform of the Ghana Statistical Service. This involved a review of the legal framework of the National Statistical Service to provide clear roles, responsibilities, reporting lines and functions, October 2011-January 2012.
- Drafted the Narcotic Control Commission Bill for the Narcotic Control Board, January 2012.
- Prepared a paper on the Situation Analysis of the Intestate Succession and Property Rights of Spouses Bills as part of the Gender Asset Gap Project of the Department of Economics of the University of Ghana August-September 2011.

MEMBERSHIP OF PROFESSIONAL AND VOLUNTARY ASSOCIATIONS

- **International Spouses Association of Ghana, associate member**
- **Ghana Bar Association**
- **ZONTA International, ZONTA Club of Accra**
- **Ghana Caribbean Association**
- **International Federation of Women Lawyers FIDA, Ghana Branch**
- **Member Court of Governors, Ghana-India Kofi Annan Centre of Excellence in ICT 2010-2016**
- **Commonwealth Association of Legislative Counsel, CALC, Executive Council Member, 2009, 2011, 2013, 2015 and 2016**
- **Government nominee, West African Examinations Council. 1999 -2011**
- **Member, Ghana Refugee Board 2009 – 2011**
- **Member, Pharmacy Council 1998 – 2004**
- **Non-Member Director, Ghana International School Board 2004-2011**
- **Member Director, Ghana International School Board 2011-2016**

- **Chairperson of the Parent Teacher Association of the Ghana International School 1998-2001.**
- **Executive Member, Ghana International School Parent Teacher Association (1996-2004).**
- **Vice Chairperson, Legal Committee at the UNESCO General Conference 30th Session, Paris 1999.**
- **Chairperson, Legal Committee at the UNESCO General Conference, 29th Session, Paris 1997.**

PREVIOUS EXPERIENCE

- **E.A.L.C Estelle Appiah Legislative Counsel 2011 to date**
Legislative drafting Consultant, see post retirement assignments.
- **Attorney-General's Department, Ministry of Justice, Accra, Ghana 1989-2011.**
Legislative Drafting Division: appointed as Senior State Attorney, retired as Director of Legislative Drafting.

Duties/Responsibilities: Drafting of substantive and subsidiary legislation on a wide variety of subjects, writing opinions and reports, conduct of legal research, service of Cabinet and Parliamentary Committees, ultimately responsible for all legislation drafted for the Republic of Ghana until retirement in March 2011.

- **Court of Appeal and High Court of Lesotho, Maseru, Lesotho, Southern Africa.**
Assistant Registrar of Court of Appeal and High Court of Lesotho.
January 1980 – Dec. 1985.

Duties/Responsibilities: Issue of Court process; preparation of Court rolls; arrangement of Court sittings; observance of Court Rules; appointment of deputy sheriffs; execution of writs; take charge of arrangements and responsible for the implementation of capital sentences.

- **Kudjawa and Company, Accra, Ghana Junior Legal Practitioner,**
Aug. 1975 – Nov. 1977.

Duties/Responsibilities: Engaged in general legal practice; Court appearances; preparation of cases; drafting of legal documents; and interviewing clients.

INTERESTS AND ACTIVITIES

Keeping fit, flower arranging, historical research for the biography of George James Christian, diaspora lawyer, businessman and politician from Dominica in the Eastern Caribbean, the grandfather of Estelle Appiah.

REFERENCES:

Prof. E.V.O. Dankwa
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Mr. Justice V.C.R.A.C. Crabbe
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