



ANNUAL APPEAL 2004

OVERVIEW OF ACTIVITIES AND FINANCIAL REQUIREMENTS



ANNUAL APPEAL 2004



OFFICE OF THE UNITED NATIONS
HIGH COMMISSIONER FOR HUMAN RIGHTS

HUMAN RIGHTS

UNIVERSAL DECLARATION OF HUMAN RIGHTS

Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations,

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in cooperation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now, therefore,

The General Assembly,

Proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.



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AND FINANCIAL REQUIREMENTS

Article 1

All human beings
are born free and equal
in dignity and rights.
They are endowed with
reason and conscience
and should act
towards one another
in a spirit
of brotherhood.



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INTRODUCTION BY THE ACTING HIGH COMMISSIONER



This 2004 Annual Appeal of the Office of the United Nations High Commissioner for Human Rights is presented during one of the most difficult and challenging periods in this institution's short history. OHCHR was profoundly shaken by the attack on the United Nations' compound in Baghdad on 19 August 2003. In that tragic event, which took the lives of 15 United

Nations staff members and seven other civilians, OHCHR lost a leader of remarkable skill and dedication. Our late High Commissioner, Sergio Vieira de Mello, had only been in office eight months prior to his departure for Baghdad in June, but he had already energized our institution with his dynamism and his dedication to human rights and humanitarian principles.

Our challenge has been to maintain momentum in a time of crisis and to honour Sergio's memory by sustaining progress in a time of transition – continuing his efforts to strengthen the institution, to give it a sharper focus and clearer priorities, to streamline and rationalize its structures, to improve its field policies, and to improve its internal management. These reforms serve our overall goal of promoting an integrated human rights programme that brings together several critical components into a coherent whole.

First, the Office uses its moral authority to advocate for and protect human rights. It provides support to the United Nations' human rights organs, including the Commission on Human Rights and its special procedures, and the United Nations treaty bodies established to review implementation of key human rights instruments. We are requesting just over US\$ 7 million

for this critical area, which will enable us to enhance our support for United Nations human rights mechanisms and special procedures.

Second, we design and implement targeted field activities which protect and promote human rights. As reflected in Action 2 of the Secretary-General's Report of 2002 on strengthening the United Nations, we are seeking to better integrate human rights into the activities of all United Nations agencies and country teams. For 2004, we are requesting just over US\$ 24 million for implementation of human rights programmes at the regional and country level, which will sustain key ongoing activities and enable us to pursue carefully tailored new initiatives, such as a regional project on human rights in Central Asia.

Third, the Office anticipates and responds to new conceptual and practical human rights challenges and offers useful guidance to Member States. Whether it is in providing human rights guidelines for national policies toward trafficking in human beings or developing human rights training packages for peacekeepers, we have a critical role to play in this key area of thematic human rights challenges. Overall, we are seeking about US\$ 15 million for these activities.

Finally, we are requesting some US\$ 8 million to continue to strengthen OHCHR's capacity. These resources would be devoted to improving information technology, staff security, external relations, policy analysis, publications, the Executive Office and our project-management system.

I am pleased to report that we have made considerable progress on the management and programme objectives set out in last year's Annual Appeal: setting priorities, rationalizing and streamlining, and improving internal management. We have moved

forward with reforms in a broad range of areas, including consolidating our own reporting to United Nations organs, harmonizing reports to, and working methods of, treaty bodies, and ensuring stronger links between the recommendations made by treaty bodies and special procedures and the goals of our technical-assistance programmes. We have strengthened the key areas of policy formulation and management in the Executive Office and have tightened internal-management procedures. We are also implementing a new, streamlined structure for the Office. Consistent with the recommendation of the United Nations Office of Internal Oversight Services, we have established a new Special Procedures Branch to ensure effective management of this highly sensitive and complex area. We have also established an External Relations Branch.

The planning effort that resulted in this Annual Appeal involved an in-depth and intensive examination of the Office's activities, and we made substantial efforts to ensure that the activities presented in this document reflect a realistic work-plan for our Office. This year's Appeal, for US\$ 54.8 million, is substantially – 12 per cent – less than our 2003 Appeal, and reflects the trend in contributions over recent years.

We are deeply grateful that donors have appreciated the value of the work done by OHCHR and have provided OHCHR with about two-thirds of its resources in recent years. While the Secretary-General has requested more regular budget funding for the 2004-2005 biennium, voluntary contributions are crucial if OHCHR is to be able to deliver advice and services on the ground.

Human security requires respect for human rights; and we must never lose sight of those in need of our protection. They deserve no less than our dedicated work and determination to secure

justice for all victims of abuse, to combat racism and racial discrimination, to promote the rights of minorities and indigenous peoples, to protect civilians in the context of armed conflict, to promote women's rights – and to use our resources effectively in pursuit of these vital objectives.



Bertrand G. Ramcharan

United Nations Acting High Commissioner for Human Rights



MISSION STATEMENT

The mission of the Office of the United Nations High Commissioner for Human Rights (OHCHR) is to protect and promote all human rights for all.

OHCHR is guided in its work by the Charter of the United Nations, the Universal Declaration of Human Rights and subsequent human rights instruments, and the 1993 Vienna Declaration and Programme of Action. The promotion of universal ratification and implementation of human rights treaties is at the forefront of OHCHR activities.

OHCHR aims to ensure the practical implementation of universally recognized human rights norms. It is committed to strengthening the United Nations human rights programme and providing the United Nations treaty monitoring bodies and special mechanisms established by the Commission on Human Rights with the highest quality support.

The High Commissioner for Human Rights is the official with principal responsibility for the United Nations human rights activities. OHCHR is committed to working with other parts of the United Nations to integrate human rights standards throughout the work of the Organization.

OHCHR bases itself on the principle that human rights are universal, indivisible, interdependent and interrelated. All rights – civil, cultural, economic, political and social – should be given equal emphasis, and promoted and protected without any discrimination. The realization and enjoyment of all rights for women and men must be ensured on a basis of equality.

OHCHR is committed to promoting the realization of the right to development and to strengthening a rights-based approach to development.

OHCHR engages in dialogue with governments on human rights issues with a view to enhancing national capacities in the field of human rights and towards improved respect for human rights; it provides advisory services and technical assistance when requested, and encourages governments to pursue the development of effective national institutions and procedures for the protection of human rights.

A number of OHCHR field presences have been established with a view to ensuring that international human rights standards are progressively implemented and realized at country level, both in law and practice. This is to be accomplished through the setting up or strengthening of national human rights capacities and national human rights institutions, the follow-up to the recommendations of human rights treaty bodies and the mechanisms of the Commission on Human Rights, and the creation of a culture of human rights.

An essential condition for the success of field presences is that governments, national institutions, non-governmental organizations, as well as the United Nations country teams, are increasingly empowered to take on human rights related activities on their own, within the context of regional or sub-regional strategies.

OHCHR seeks to play an active role in removing obstacles and meeting challenges to the full realization of all human rights and in preventing the occurrence or continuation of human rights abuses throughout the world, and to achieve this will work closely with governments, United Nations bodies, regional organizations, international and non-governmental organizations and civil society.

Article 10



Everyone is entitled
in full equality
to a fair and
public hearing
by an independent
and impartial
tribunal,
in the determination
of his rights and
obligations and of
any criminal charge
against him.



EXECUTIVE SUMMARY

The Annual Appeal gives an overview of OHCHR's work-plan and requirements, established through a thorough planning and prioritization process. In 2004, the Office requires US\$ 54.8 million from voluntary contributions in addition to a requested allocation from the United Nations regular budget that amounts to US\$ 27.1 million.

As part of its core mandate, the Office supports the Commission on Human Rights, the Sub-Commission on the Protection and Promotion of Human Rights, the work of six treaty bodies and the special procedures. OHCHR organizes and supports the numerous meetings of those bodies and prepares studies, conducts research and organizes seminars. Staff of the Office also assist experts appointed by these bodies in investigating and reporting on human rights, and provide research, expertise and administrative services to these entities. US\$ 3,992,942 is required to support the work of the treaty bodies and the Commission; US\$ 3,116,500 is required to support the work of the special procedures.

Human rights activities in the field focus on building and strengthening national protection systems and ensuring that recommendations made by treaty bodies and other mechanisms of the Commission on Human Rights are implemented. OHCHR works increasingly with and through other parts of the United Nations, particularly the United Nations country teams, and other partners. Field projects are implemented through various arrangements: stand-alone OHCHR offices, based on memoranda of understanding with governments; technical cooperation activities undertaken in cooperation with and at the request of Member States; OHCHR regional offices, mostly based within United Nations Economic and Social Commissions; human rights advisers within the United Nations country teams, who are appointed at the request of United Nations Resident Coordinators; and human rights components of United Nations peace missions established by the Security Council or the General Assembly. The work of OHCHR's field offices (in Bosnia

and Herzegovina, Burundi, Cambodia, Colombia, the Democratic Republic of the Congo and Serbia and Montenegro), human rights advisers within United Nations country teams and within United Nations peace missions are described on page 57. Requirements in 2004 amount to US\$ 14,270,999. OHCHR's technical cooperation activities require US\$ 10,118,351 and are funded through the Voluntary Fund for Technical Cooperation.

OHCHR also responds to a number of thematic human rights challenges and offers conceptual and practical guidance to governments and other partners. The Office plays an important role in human rights education, training, and development of guidelines, norms and practises. Thematic work includes human rights and gender; trafficking in humans; democracy, development and human rights; and follow-up work on the World Conference against Racism. Work carried out on behalf of groups that are or have been victims of discrimination and abuse includes persons with disabilities, people affected by HIV/AIDS, minorities, indigenous peoples and victims of slavery. Victims of torture are assisted through grants given to institutions working on their behalf. OHCHR's overall requirements in these thematic areas amounts to US\$ 14,975,020. This includes the Voluntary Fund for Victims of Torture which is an important part of OHCHR's human rights work and requires US\$ 7,500,000 in 2004 to help provide psychological, medical, social, legal and economic assistance to victims.

Activities outlined under "Strengthening the capacity of OHCHR" include support functions crucial to a well-run Office, such as executive direction, methodology and training, information technology, staff security, resource management, publications, a library and documentation centre, communications and media relations, and resource mobilization. Requirements in this area amount to US\$ 8,405,272.

A contingency fund has been established to help OHCHR respond to emergencies and unforeseen events.

Article 25 ◀

Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

Motherhood and childhood are entitled to special care and assistance.

All children, whether born in or out of wedlock, shall enjoy the same social protection.



THE OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS: KEY DATA

MANDATE

The Office of the High Commissioner for Human Rights (OHCHR) is mandated to promote and protect the enjoyment and full realization, by all people, of all rights established in the Charter of the United Nations and the international human rights instruments. The mandate includes preventing human rights violations, securing respect for all human rights, enhancing international cooperation in this field, coordinating relevant activities throughout the United Nations and strengthening and streamlining the United Nations machinery in the field of human rights. In addition to its mandated responsibilities, the Office is leading efforts to integrate human rights throughout the entire United Nations system. OHCHR's priorities are set by the General Assembly and are contained in the Medium-Term Plan for 2002-2005. The plan follows the 1993 Vienna Declaration and Programme of Action, developed further to the 1993 World Conference on Human Rights, and the Charter of the United Nations.

The Office is a department of the United Nations Secretariat and is headed by the High Commissioner for Human Rights, who has the rank of Under Secretary-General. The post of High Commissioner was established by a General Assembly resolution in December 1993 following a recommendation contained in the Vienna Declaration and Programme of Action. Mr. Sergio Vieira de Mello was the High Commissioner during September 2002 – August 2003. He was killed in an explosion in Baghdad, Iraq while serving as the Special Representative of the Secretary General. As of June 2003, Mr. Bertrand G. Ramcharan has been the Acting High Commissioner. The post was held by Ms. Mary Robinson from 1997 to 2002 and by Mr. Ayalo Lasso from 1994 to 1997.

The Office of the High Commissioner has its headquarters in the historic Palais Wilson building in Geneva. Originally built

as a hotel in 1873-1875, it became home to the League of Nations between 1919 and 1936. Various Swiss government offices occupied the building during the following 62 years. Two fires, in 1985 and 1987, destroyed parts of the building; but after extensive renovations carried out by Swiss authorities, OHCHR moved into Palais Wilson in 1998.

STAFF

As at 1 October 2003, OHCHR has 564 staff worldwide: 284 at headquarters in Geneva, 9 in the liaison office in New York and 271 in offices elsewhere around the world. Of the 564 staff, 189 are paid from the United Nations regular budget and 375 from voluntary funds.

The Office has regional representatives in Bangkok, Santiago de Chile, Addis Ababa, Beirut, Pretoria and Yaoundé; in 2004 human rights representatives and/or experts will be deployed in Central Asia and West Africa. Further consideration is being given to the deployment of sub-regional representatives in the Pacific and the Caribbean. Offices with promotion and protection mandates are in Colombia, Cambodia, Burundi, the Democratic Republic of the Congo, Bosnia and Herzegovina and Serbia and Montenegro. Staff conducting technical cooperation projects at the country level are posted in Azerbaijan, Croatia, El Salvador, Guatemala, Mexico, Nepal, the former Yugoslav Republic of Macedonia, Mongolia, Palestine, Solomon Islands, Somalia, Sri Lanka, Sudan and Timor-Leste. The Office also works through United Nations agencies, programmes and missions to conduct technical cooperation activities at sub-regional and national levels. In addition, it works to develop the human rights component of complex United Nations missions, both peacekeeping and peace-making, in cooperation with the Department of Peacekeeping Operations and the Department of Political Affairs.

STRUCTURE

The Office of the High Commissioner is currently composed of five branches in addition to the Executive Office of the High Commissioner and the Administrative Service. The Office underwent restructuring during 2003, based on the recommendations made by the United Nations Office of Internal Oversight Services.

◆ RESEARCH AND RIGHT TO DEVELOPMENT BRANCH

This branch is responsible for promoting and protecting the right to development. It does so by conducting research, providing support for the Working Group on the Right to Development, mainstreaming human rights in development, specifically through the Country Common Assessment/United Nations Development Assistance Framework process, and identifying rights-based development and humanitarian strategies to eradicate poverty and realize all rights. It assists experts mandated by the Commission on Human Rights to report on inter alia the right to development and extreme poverty, on social and economic rights, including food, education, and housing, and on the impact of structural adjustment policies on human rights. The branch is also responsible for mandated work on indigenous peoples and minorities; for strategic initiatives on gender issues, women's rights, reproductive rights, HIV/AIDS, disability, and trafficking; and the provision of legal advice and the rule of law. It services the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery, the United Nations Voluntary Fund for Indigenous Populations and the United Nations Voluntary Fund for the International Decade of the World's Indigenous People. The branch manages the documentation centre and library, enquiry services and the human rights databases.

◆ TREATIES AND COMMISSION BRANCH

This branch services the human rights treaty bodies, the Commission on Human Rights and related working groups, the Sub-Commission on the Promotion and Protection of Human Rights and the United Nations Voluntary Fund for Victims of Torture. It prepares and submits the documents that inform the various treaty bodies, processes communications submitted to treaty bodies under optional procedures, follows up on recommendations and decisions taken at treaty body meetings, and assists with capacity building for the implementation of treaty-body recommendations at the national level. It also maintains databases

on human rights documentation relating to the treaty bodies, the Commission and the Sub-Commission.

◆ SPECIAL PROCEDURES BRANCH

The Special Procedures Branch has been newly created to provide enhanced support to fact-finding and investigatory mechanisms of the Commission on Human Rights such as the special rapporteurs, special representatives and experts, working groups mandated by the Commission on Human Rights and/or the Economic and Social Council, with a view to documenting human rights violations occurring all over the world. Mandate-holders investigate specific types of human rights violations and conduct studies on particular themes and situations from a human rights perspective. The work of special rapporteurs and the working groups to draw the attention of Member States and the public to human rights violations in certain countries or on specific subjects is integral to the protection of human rights.

◆ CAPACITY BUILDING AND FIELD OPERATIONS BRANCH

This branch develops, implements, monitors and evaluates advisory services and other technical assistance projects at the request of Governments. It also provides support to human rights fact-finding and investigatory mechanisms which deal with specific country situations. The branch also undertakes activities to strengthen the capacity of national institutions, gives support to human rights missions as well as human rights components of the United Nations peace missions, maintains cooperation on human rights issues with the United Nations country teams, implements anti-discrimination activities and serves as the Office's focal point on anti-terrorism issues. OHCHR field presences report to the Chief of the Capacity Building and Field Operations Branch. Project management support for all projects undertaken by the Office as well as security arrangements for staff in the field are provided by this branch.

◆ EXTERNAL RELATIONS BRANCH

This branch develops and implements communications strategies to publicize the work of the Office and the High Commissioner and of United Nations human rights mechanisms. The branch also provides the spokesperson of the High Commissioner and is responsible for media relations as well as coordinating

partnerships with NGOs and civil society, both in advocacy and at the operational level. It organizes and administers all resource mobilization activities and provides a focal point for donor relations, with a view to securing more stable funding for the Office and increasing accountability to donors and other stakeholders. Strengthened capacity in communications and media will enable OHCHR to tell the human rights story, use its voice to advocate for human rights and improve the profile of and knowledge about the Office of the High Commissioner.

◆ ADMINISTRATIVE SERVICE

Administrative support services include budgeting, financial management, recruitment and human resources administration, procurement, assets management and general logistical support to field activities. This service also provides administrative support for the recruitment of human rights components of the United Nations peace missions.

FINANCIAL RESOURCES

OHCHR is financed by the United Nations regular budget and receives voluntary contributions from governments and other donors. Income from the regular budget amounted to US\$ 47.5 million for the biennium 2002 – 2003; income from voluntary contributions amounted to US\$ 40.2 million in 2002 and should exceed this amount in 2003.

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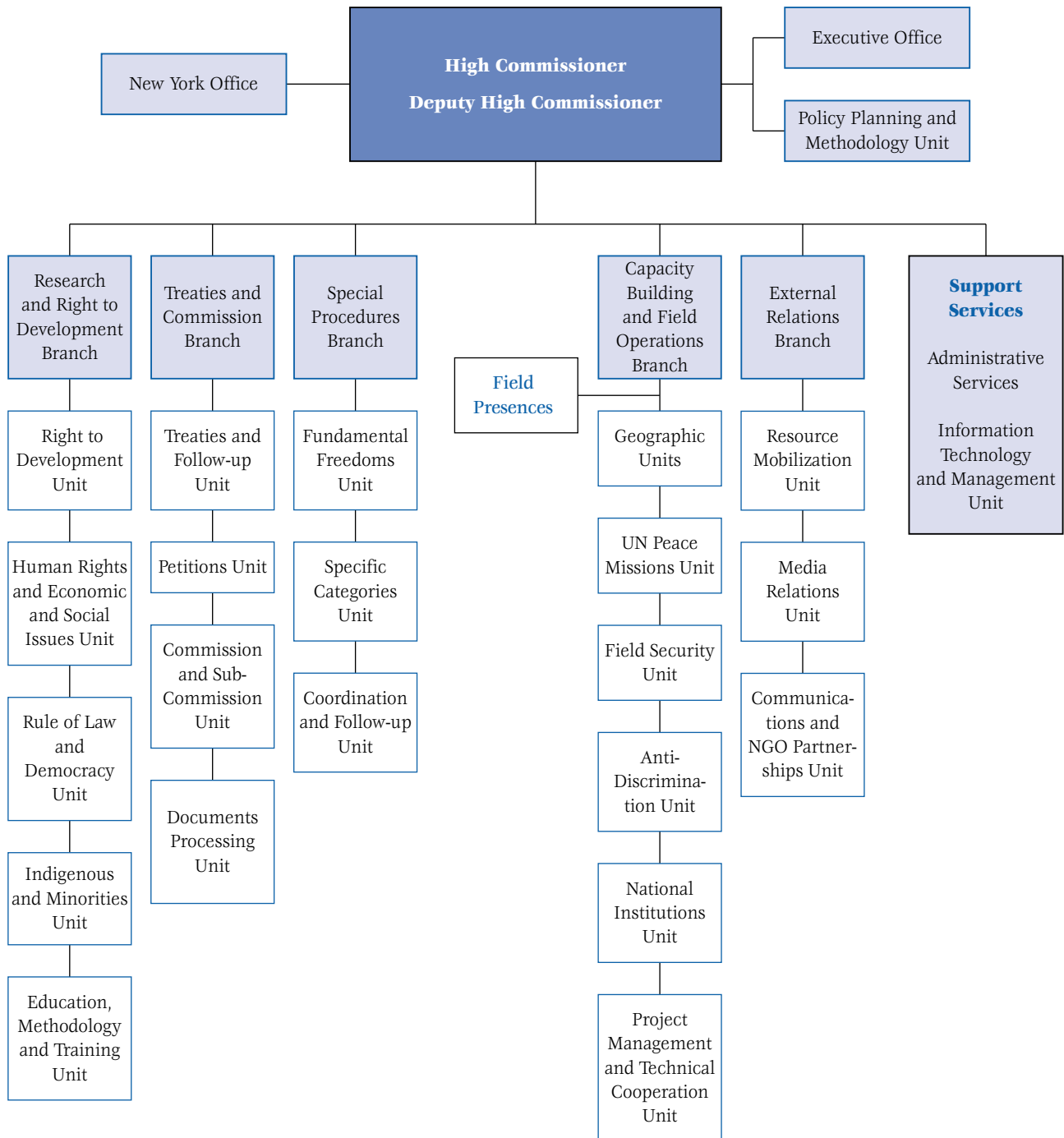
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OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS





FUNDING AND BUDGET

The activities of the Office of High Commissioner for Human Rights are funded biennially by the United Nations regular budget. Of the US\$ 54.2 million requested for the 2004-2005 biennium, US\$ 27.1 million has been requested in appropriations for 2004. With an increasing number of mandates and enlarged scope of activities, an additional US\$ 54.8 million is requested from voluntary contributions to meet OHCHR's needs in 2004.

UNITED NATIONS REGULAR BUDGET

The Charter of the United Nations, which is an international treaty, obliges all Member States to pay a portion of the budget. Each State's contribution is calculated on the basis of its share of the world economy. The regular budget is determined through a rigorous process involving all Member States. After carefully scrutinizing requests from individual United Nations departments, the Secretary-General proposes the budget to the General Assembly. At the time of writing, the proposed programme budget for the biennium 2004-2005 (A/58/6) is before the 58th session of the General Assembly for approval. OHCHR's proposal is found in section 24 (Human Rights) and a smaller portion of section 23 (technical cooperation).

The budget is then analyzed by the 16-member Advisory Committee on Administrative and Budgetary Questions and by the 34-member Committee for Programme and Coordination. The Committees' recommendations go to the General Assembly's Administrative and Budgetary Committee, made up of all Member States, which also reviews the budget. Finally, the budget is sent to the General Assembly for final review and approval. Since 1988, the budget has been approved by consensus.

The regular budget supports mandated activities of OHCHR, including staff and other items. Other items include the cost of travel of representatives and staff, costs related to information technology and to the purchase of equipment, furniture and stationery. OHCHR received a revised appropriation of US\$ 47.5 million for the biennium 2002-2003. The proposed programme budget of US\$ 54.2 million for the biennium 2004-2005 represents an increase of US\$ 3.7 million or 7.2 per cent over the last biennium.

VOLUNTARY CONTRIBUTIONS

Voluntary contributions to OHCHR have increased from US\$ 15 million in 1994 to US\$ 40 million in 2002. The Office receives these contributions from governments, NGOs, foundations and other private donors. Since 1994, some 91 governments have contributed funds to OHCHR. The value of these contributions is far greater than the actual amount of money given, in the sense that they demonstrate support and commitment to the Office's work. In the past few years, OHCHR has expanded its donor base, and private foundations and the European Commission have made important contributions. However, most of the funding for OHCHR still comes from a small number of donors.

PROVIDING CONTRIBUTIONS

Contributions made in a predictable and timely manner help the Office to plan activities and to use its financial resources effectively and efficiently. It is therefore highly desirable for the Office to receive funding or indications of funding as early in the year as possible and under arrangements that provide

maximum stability in the funding. In 2003, the trend to provide early pledges and payments increased by 50 per cent over the past years and this is a welcome development, particularly since OHCHR can only spend money that has already been deposited. The manner in which contributions are provided has great influence on the Office's ability to implement activities.

◆ OHCHR NEEDS PREDICTABLE AND SUSTAINABLE FUNDING

Arrangements for predictable and sustainable funding have been established with most major donors. OHCHR will continue to work with its donors to improve existing arrangements and establish similar arrangements with others. Donors are encouraged to pledge and pay as early in the year as possible.

◆ OHCHR NEEDS FLEXIBLE FUNDING

In 2003, the trend to provide less rigid earmarking has been encouraging, and OHCHR appreciates donors' efforts to follow this trend. Most donors earmark to the main headings of the Annual Appeal, such as the Voluntary Fund for Technical Cooperation, field offices, treaty bodies or special procedures, and some have provided substantial amounts without any earmarking at all. However, some contributions are still earmarked to individual projects and activities, such as specific mandates within the special procedures or to specific treaty bodies. This is strongly discouraged, as it seriously limits the Office's capacity to ensure that funds are utilized in a sound and cost-effective manner.

◆ OHCHR NEEDS MULTI-YEAR CONTRIBUTIONS

Several donors have committed funds to OHCHR for two or several years. This is also a welcome development, as it allows OHCHR to make long-term plans. As OHCHR continues to move in this direction, multi-year contributions are seen as a vital management tool. Therefore, donors who can commit funds for several years are strongly encouraged to do so.

Contributions can be pledged in a letter addressed to the High Commissioner, the Deputy High Commissioner, or the Head of the Resource Mobilization Unit. A reply indicating details of how the contribution can be paid will be returned to the donor. The pledge should indicate clearly for which activity the contribution is intended. If possible, prospective donors should

contact the resource mobilization unit before making a pledge in order to discuss the Office's current priorities and possible conditions attached to the contribution.

◆ FUNDING SHORTFALL

Expenditure in 2002 amounted to US\$ 42.8 million while income received amounted to US\$ 40.2 million, illustrating that the Office has further aligned its implementation with income received. However, funding shortfall remains a serious problem for the Office. In 2003, income received was US\$ 43.6 million (at the time of writing) compared to the Annual Appeal figure of US\$ 62.5 million and the reduced budget (as per the mid-year review) of US\$ 53.7 million. There was hence a funding shortfall of US\$ 11.7 million against the latter figure, which represents the revised 2003 budget. During the second half of 2003, the Office has, therefore, had to reduce the number of planned activities, so as to adjust the level of activities to that of the expected income. As a result, the implementation of many activities initially planned for 2003 has been postponed to the coming year, when additional funds will hopefully be made available. In order to ensure sufficient funding for all planned activities in 2004, there is a need to increase the income received by some US\$ 10 million. OHCHR continues discussions with governments on this issue.

RESOURCE MOBILIZATION UNIT

This Unit is responsible for donor relations and resource mobilization. Its functions are described in the chapter entitled, "Strengthening the capacity of OHCHR" on page 123. Donors are encouraged to contact the unit for all issues related to funding.

FINANCIAL REPORTING AND CONTROL

OHCHR's third Annual Report, covering the year 2002, showed that implementation has now been aligned with the level of funds that the international donor community is willing to provide. However, this was not achieved without considerable difficulties, particularly in field operations where the cash-flow problem meant large reductions in planned activities, both in

2002 and in 2003. At times, this implied postponing previous engagements with recipient governments and at other times it necessitated a substantial reduction in agreed project activities.

OHCHR regularly monitors its implementation through quarterly financial reviews: They allow the Office to identify unspent resources and re-allocate them to more urgent activities, while respecting the earmarking of the contributions concerned. The reviews have shown that the rate of implementation in most activities remains high and is generally directly linked to funds available. This means that if OHCHR had more funds at its disposal, particularly for field activities, it now has the capacity to implement all or the majority of its planned activities.

OHCHR needs to receive up to 60 per cent of all contributions during the first and second quarters of the year in order to ensure smooth implementation throughout the rest of the year. The Office estimates the total carry-over of funds into 2004 to remain about US\$ 26 million, excluding reserves. This is very similar to the figures reported for 2002 and 2003, and the minimum required to ensure continuity of activities in the following year.

PROGRAMME PLANNING AND MANAGEMENT

The Office continues to capitalize and expand on achievements to date in this area. The budget review process, which is overseen by the Project Review Committee (PRC), ensures that projects are thoroughly analyzed, both substantively and financially, prior to implementation. The finalization of project documents with detailed budgets has been delegated to Chiefs of Branches, rationalizing the work of the PRC. Monitoring and interim reports allow the Office to review progress to date and make adjustments as necessary. More rigorous follow-up to conclusions emerging from final evaluation reports, including the conclusions stemming from the Global Review of the technical cooperation programme which was concluded in September 2003, help to improve the formulation of new projects. General project management training is conducted by the Programme Management Unit, including formal workshops organized twice a year in cooperation with the ILO Turin Staff College and more informal "coffee briefings" organized internally on a weekly basis.

The annual programming cycle is continuously improved in order to further enhance programme planning at all levels. The mid-year review which advises senior managers about progress to date and provides indicative planning figures for the future, is now institutionalized. It leads to a formal revision of funding requirements during the year, taking into account mainly funding trends but also implementation rates.

PROGRAMME SUPPORT COSTS

All voluntary contributions are charged for programme support costs. The rate charged is 13 per cent of the annual final expenditure as approved by the General Assembly. Generally, programme support costs are credited to a special account and used in areas where a demonstrable relationship exists between the supporting activity and the activities that generated the programme support revenue. Programme support resources are normally used to pay for functions within project management and administration, including finance, budget and personnel. Programme support resources may also be used to backstop projects in technical cooperation programmes. Procedures for approving and managing the programme support accounts are well established in the administrative instruction ST/AI/286 of 3 March 1982.

Within the context of the Secretary-General's reform programme under Action 24, a review of the management of Trust Funds is currently under way. One of the issues under review is the percentage of programme support costs to be applied to voluntary contributions provided to departments in the United Nations Secretariat.

STANDARDIZED BUDGETS

This year's Annual Appeal budgets are again presented according to the standard breakdown by item, or object classes, as defined in the United Nations financial system. The associated activities are described in the narrative part of each section.

BUDGET HEADINGS

The following object classes have been included in the budget tables:

- **Staff costs:** salaries and associated benefits of personnel holding United Nations contracts, administered either through UNOG or UNOPS;
- **Experts/consultants fees and travel:** salaries, associated benefits and travel expenses of external experts and consultants hired for a specific time-limited mandate or purpose;
- **Travel:** subdivided into OHCHR staff, Commission members and representatives and other participants (all travel and related expenses incurred by OHCHR staff, members of the Commission on Human Rights, Special Rapporteurs and other representatives of the High Commissioner);
- **Contractual services:** payments for services purchased from external suppliers or service providers, for example conference services, printing services, vehicle maintenance, translation, security services, IT services;
- **General operating expenses:** payments for office rent, communications, fuel;
- **Supplies and acquisitions:** payments for office supplies and equipment, including computers, printers, fax machines;
- **Grants, contributions, fellowships and seminars:** payments in the form of grants or contributions to external entities, organizations, institutes, universities and NGOs for implementation of project activities; and
- **Programme support costs:** (currently 13 per cent of total project costs). This amount is generally shared at a varying ratio among OHCHR and its implementing agents – UNOG, UNOPS, UNDP and UNICEF – to cover the support costs of staff working at their respective headquarters.


OHCHR'S PARTNERS

As one of the major organizational units of the United Nations Secretariat, OHCHR enjoys the services provided by the United Nations in New York and the United Nations Office in Geneva (UNOG). Both offices provide support and advice in the areas of finance, budget, general services, procurement, travel and human resources management. The processing of all administrative requirements in these areas, including budgetary allotments, purchase orders, travel requests and employment contracts goes through UNOG. OHCHR also uses the common services of conference facilities, including interpretation services, for all formal meetings of the Commission on Human Rights, the Sub-Commissions and other official meetings. OHCHR will soon sign a memorandum of understanding with UNOG, which will be effective as of 1 January 2004.

In 2004, OHCHR will continue its implementing arrangement with the United Nations Office for Project Services (UNOPS) to provide administrative services for its projects, particularly for field-based activities. A revised memorandum of understanding, which was signed by both parties in early 2003, sets out the procedures for financial monitoring, control and reporting.

OHCHR BUDGET IN US\$ FOR 2004
(REQUIRED FROM VOLUNTARY CONTRIBUTIONS)

	US\$
United Nations human rights mechanisms	
Support to human rights treaty bodies, the Commission on Human Rights and the Sub-Commission	3,992,942
Response to allegations of human rights violations - Support to the special procedures	3,116,500
Implementation of human rights activities in the field	
Human rights support for peace-making, peacekeeping and peace-building activities	14,270,999
Technical cooperation activities	10,118,351
Thematic human rights challenges	
Global projects	3,261,835
Democracy, development and human rights	1,600,629
Groups in focus	9,393,556
Follow-up to the World Conference against Racism	719,000
Strengthening the capacity of OHCHR	8,405,272
Total	54,879,084

Article 6 
 Everyone has
 the right to recognition
 everywhere as
 a person before
 the law.

OHCHR PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 2004-2005*

(SECTIONS 23 AND 24 OF THE REGULAR BUDGET)

Regular Budget (Section 24)	Estimated for 2004	Regular Budget (Section 24)	Estimated for 2004
Policy-making organs		Executive direction & management	
Commission on Human Rights	105,800	Office of the High Commissioner in Geneva and in New York/ External Relations Branch	
Sub-Commission	384,850	Post	2,878,800
Human Rights Committee	650,550	GTA	44,300
Special Committee to Investigate Israeli practices Affecting the Human Rights of Palestinian People and Other Arabs of the Occupied Territories	124,150	Other expenditures	335,250
Committee on Economic, Social and Cultural Rights	351,200	Sub Total	3,258,350
Committee on the Rights of the Child	664,250		
Committee against Torture	223,600	Programme Support	
Committee on the Elimination of Racial Discrimination	332,400	Administration and common services	
Meetings of persons chairing the human rights treaty bodies	26,500	Posts	912,500
Committee on the Protection of the Rights of Migrant Workers	85,550	GTA	5,050
Sub-Total	2,948,850	Other expenditures	580,050
		Sub Total	1,497,600
		Committee on Missing Persons in Cyprus	181,150
Programme of work		Total Regular Budget (Section 24)	25,615,700
Sub-Programme 1		Regular Budget (Section 23)	
Right to Development, research and analysis		Regular programme of technical cooperation	1,500,000
Posts	3,668,500		
GTA	342,000	Grand Total	27,115,700
Other expenditures	532,900		
Sub Total	4,543,400		
Sub-Programme 2			
Support to human rights bodies and organs			
Posts	3,852,400		
GTA	49,950		
Other expenditures	57,400		
Sub Total	3,959,750		
Sub-Programme 3			
Advisory services, fact finding and field operations			
Posts	6,661,850		
GTA	485,350		
Other expenditures	2,079,400		
Sub Total	9,226,600		

* Section 24 (Human Rights) of A/58/6 of 7 April 2003.

The regular budget appropriation for 2004 is estimated at US\$ 27.1 million; and requirements from voluntary contributions for 2004 amount to US\$ 54.8 million.



UNITED NATIONS HUMAN RIGHTS MECHANISMS

The Commission on Human Rights is the principal United Nations intergovernmental body concerned with human rights. Representatives of its 53 Member States gather in Geneva for six weeks every year to discuss, study, elaborate and monitor human rights standards. Several thousand delegates from Member States, observers and NGOs also participate in the session. The Commission, a functional body of the United Nations Economic and Social Council, adopts resolutions, decisions and statements on a wide range of human rights issues. The Sub-Commission on the Protection and Promotion of Human Rights, composed of 26 experts, is a subsidiary body of the Commission that undertakes research and studies and makes recommendations to the Commission.

The Commission appoints independent experts “special procedures mandate-holders”, to investigate and report on human rights trends or human rights situations in specific countries. The special procedures act as liaisons between the international community, individual governments, civil society and victims of human rights abuses. After receiving information on alleged human rights violations, the experts appointed by the Commission as “special procedures mandate-holders” work with the governments involved to address the allegations. They may undertake, with the consent of governments, country visits to assess the human rights situation and recommend improvements. Thematic experts identify and analyse best practices related to their particular areas of interest and make recommendations to governments.

Human rights treaties are essential for protecting human rights. Once ratified by States, they create legally binding obligations. Treaty bodies are committees made up of 10 to 23 independent experts who serve in their personal capacities. They are “guardians” of the treaties and are mandated to monitor how well States implement their obligations under the human rights instruments. States submit regular reports to the treaty bodies

describing how they are implementing the treaties. Some committees have the authority to examine complaints of human rights violations submitted by individuals; some have the authority to conduct inquiries based on reliable information indicating that there have been violations of rights in States Parties.

OHCHR organizes and supports the numerous meetings of the Commission on Human Rights, its Sub-Commission and those of the treaty bodies. Staff members assist experts appointed by these bodies in investigating and reporting on human rights, and provide research, expertise and administrative services to these entities.

SUMMARY BUDGET IN US\$ UNITED NATIONS HUMAN RIGHTS MECHANISMS

	US\$
Support to the treaty bodies, the Commission on Human Rights and the Sub-Commission	3,992,942
Support to the special procedures	3,116,500
Total	7,109,442



SUPPORT TO HUMAN RIGHTS TREATY BODIES, THE COMMISSION ON HUMAN RIGHTS AND THE SUB-COMMISSION

BACKGROUND

OHCHR is responsible for supporting the human rights bodies and organs of the United Nations. This task is entrusted to its Treaties and Commission Branch, which supports the Commission on Human Rights (Commission), the Sub-Commission on the Protection and Promotion of Human Rights (Sub-Commission), the treaty-monitoring bodies, and the Voluntary Fund for Victims of Torture.

◆ THE TREATY BODIES

The treaty bodies are committees made up of 10 to 23 independent experts who serve in their personal capacities; the experts are mandated to monitor the implementation of the core international human rights treaties and their optional protocols. Every two to five years, States Parties submit reports to the treaty bodies on implementation of the relevant human rights instruments. The treaty bodies also examine complaints submitted by individuals. The Optional Protocol to the International Covenant on Civil and Political Rights (ICCPR) recognizes the competence of the Human Rights Committee to consider communications from individuals claiming that their human rights have been violated by the State. States Parties to the Convention against Torture and Other Forms of Cruel, Inhuman or Degrading Treatment or Punishment and the International Convention on the Elimination of All Forms of Racial Discrimination may also recognize such competence on the part of the respective treaty body.

OHCHR services six of the seven treaty bodies that will be in operation in 2004: the Human Rights Committee (HRC), the Committee on Economic, Social and Cultural Rights (CESCR), the Committee on the Elimination of Racial Discrimination (CERD), the Committee against Torture (CAT), the Committee on the Rights of the Child (CRC), and the Committee on the Convention on the Rights of all Migrant Workers and Members of their Families (MWC). These committees monitor the implementation of the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention

against Torture and Other Forms of Cruel, Inhuman or Degrading Treatment or Punishment, the Convention on the Rights of the Child, and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, respectively. As of July 2003, 105 States had accepted the competence of the Human Rights Committee under its First Optional Protocol to consider individual petitions; 42 had accepted CERD's jurisdiction; and 55 that of CAT. During 2002, over 4,000 complaints were directed to the Human Rights Committee under the First Optional Protocol.

Ratification of and accession to the international human rights treaties by Member States have increased significantly over the last decade. In 1992, the total number of ratifications by States Parties to the International Covenant on Economic Social and Cultural Rights, the International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the International Convention against Torture and the Convention on the Rights of the Child was 556; by August 2003, that figure had risen to 790. In the fourteen years since its adoption, 192 States have become party to the Convention on the Rights of the Child. Two optional protocols to the Convention on Involvement of Children in Armed Conflict and on the Sale of Children, Child Prostitution and Child Pornography, which are also monitored by the CRC, were adopted by the General Assembly in 2000 and have attracted significant numbers of signatories. The number of ratifications of core treaties and their protocols provides evidence of the success of the system. But the greater the number of States that accede to the Conventions, the heavier the workload for the treaty bodies and the Branch: more States Parties' reports must be considered, and more measures must be developed to ensure that treaty-body recommendations are followed up at the national level.

In the context of the Secretary-General's second reform report, the various committees are studying ways to improve their work methods and analyses, to facilitate communication with States Parties and intergovernmental and non-governmental organizations, to formulate general comments or recommendations to assist States and others in understanding and implementing the provisions of the treaties, and to ensure consistent

monitoring under the respective treaties. These efforts require technical, procedural and substantive support from OHCHR's secretariat.


◆ THE COMMISSION AND THE SUB-COMMISSION

Over the past two years, the Commission has established three new working groups which meet for six weeks a year. The secretariat helps representatives of States, specialized agencies, United Nations bodies and departments, intergovernmental organizations and NGOs to keep abreast of the work of these bodies by providing past and current documents and information on relevant precedents, and by briefing interested groups. Each September prior to the General Assembly, the secretariat organizes an informal one-day meeting of the Commission to facilitate the exchange of information on human rights issues on the agenda of the Third Committee.

◆ DISSEMINATING INFORMATION

The Treaties and Commission Branch ensures that relevant information is disseminated within OHCHR, particularly to staff servicing their various mandates. Efforts to disseminate information through OHCHR's Intranet have proven inadequate, both because of the large volume of information to be shared and because the system is still not sufficiently user-friendly.

The establishment of the Documents Processing Unit (DPU) within the Branch in March 2002 has facilitated and accelerated electronic processing of documents within OHCHR: DPU is the central unit for coordinating submission of all documentation and is responsible for processing all outgoing/incoming documents between OHCHR and the Documents Management Section in Geneva and New York. It handles documents relating to the General Assembly and ECOSOC, the Commission and the Sub-Commission (and their related working groups and procedures), the 1503 procedure, Geneva-based treaty bodies, and all communications/complaints. The creation of the DPU has improved the accuracy and speed with which documents are managed.

Article 2 
Everyone is
entitled to all
the rights and
freedoms set forth
in this
Declaration,
without distinction
of any kind, such
as race, colour,
sex, language,
religion, political
or other opinion,
national or social
origin, property,
birth or other
status.

Furthermore, no
distinction shall
be made on the
basis of the
political,
jurisdictional
or international
status of the
country or
territory to which
a person belongs,
whether it be
independent, trust,
non-self-governing
or under any other
limitation of
sovereignty.

STRATEGY FOR 2004

- Provide improved support and information technology to the treaty bodies.
- Enhance OHCHR's capacity to handle individual complaints about human rights violations accurately and expeditiously.
- Strengthen the system's capacity to provide support to follow-up activities concerning the treaty bodies' observations and the views adopted under the individual complaints procedures.
- Improve the support provided to the Commission and Sub-Commission by establishing an automated system to manage workflows resulting from decisions adopted by these bodies as well as by the General Assembly and ECOSOC.
- Enhance information-technology systems supporting the work of human rights bodies and organs.
- Streamline the reporting procedures and work methods of the treaty bodies.
- Ensure compliance with reporting obligations and national-level implementation and follow-up of treaty-body recommendations by building capacity through training sessions.
- Strengthen support to the individual complaints and inquiry procedures of the treaty bodies.
- Assist in enhancing the working methods of the Commission on Human Rights.
- Broaden exchange of information among the four main components of the system: the Commission, the Sub-Commission, the special mechanisms and the seven human rights treaty bodies that will be operative in 2004.

ACTIVITIES IN 2004

The electronic treaty-body and complaints systems will be re-engineered and a system will be provided for the management of the Voluntary Fund for Victims of Torture run by the Treaties and Commission Branch. The activities of this Fund are described in greater detail on page 117. The Commission will also be provided with an automated roster to handle the CVs of mandate holders, and the prototype CD-ROM on the work of the Commission that was produced for the 58th session will be enhanced. An interface will also be developed to ensure smooth transmission of data from the Documents Processing Unit to the documents processing system of UNOG.

The secretariat will provide the treaty bodies with draft guidelines for an enhanced core document outlining national-level implementation of common provisions in the treaties that can be used by all treaty bodies, alongside targeted treaty-specific reports. A third inter-committee meeting of treaty-body members will be convened to discuss these guidelines and harmonized reporting guidelines for the treaty bodies.

Support to the individual complaints and inquiry procedures of the treaty bodies will be strengthened so that the backlog of Russian and Spanish language complaints requiring processing can be reduced.

The Capacity Building and Field Operations Branch and the Treaties and Commission Branch have agreed to work jointly on strengthening national-level implementation of treaty-body recommendations. They will focus on increasing the involvement of national actors in the treaty-reporting and implementation process, strengthening the participation of civil society in the work of the treaty bodies, and enhancing the overall reporting process. Direct beneficiaries of the project will be national human rights institutions, NGOs, the media, government authorities in States Parties to international human rights instruments and treaty-body experts. Indirect beneficiaries will be individual rights-holders at the national level.

- **Global activities** will consist of two workshops, in which up to 10 participants from national human rights institutions, NGOs and the media from five countries will participate in a five-day training session. A workshop will be held in May at the time CRC, CAT and CESCRC meet; another will be held in October/November when HRC, CAT and CESCRC will meet.
- **National activities** will consist of four national-level workshops to be convened in countries that had participated in the Geneva workshops when those countries began to prepare their reports. The workshops will convene 32 participants, including the three target groups and government authorities, for five days.

Training workshops on the model of the pilot workshop for dialogue on the concluding observations of the Human Rights Committee (Quito, August 2002) will also be organized. For the first time, the Branch has placed one of its staff members in the office of an OHCHR regional representative (Santiago de Chile) to provide support at the national level for meeting reporting obligations and following up on treaty-body recommendations.

The secretariat will also:

- Help to draft general comments;
- Support treaty bodies' days of general discussion;
- Compile best practices in reporting and follow-up;
- Update fact sheets on human rights treaty bodies;
- Convene briefings for new members of treaty bodies;
- Support the Secretary-General's in-depth study on violence against children and the independent expert nominated to lead the study;
- Attend the Third Committee of the General Assembly; and
- Evaluate the programme.

BENEFICIARIES

Beneficiaries include the human rights treaty bodies and organs as well as States Parties, delegations, national human rights institutions, NGOs, complainants of human rights violations, civil society and the media.

IMPLEMENTING ARRANGEMENTS

The chief of the Treaties and Commission Branch has overall responsibility for the programme. The Treaty Implementation Unit team leaders, secretaries of the human rights treaty bodies, the Commission and Sub-Commission, the leader of the Petitions Team and the leader of DPU are responsible for implementing the activities in their respective areas. A programme manager assists the Chief of Branch in administering and managing the programme.

FUNDING

An amount of US\$ 3,959,750 has been requested under Section 24 (Human Rights) of the proposed regular budget programme budget for the biennium 2004-2005 representing posts and non-post items for 2004. An additional amount of US\$ 3,992,942 is required from voluntary contributions. OHCHR urges that contributions are given to "support to human rights treaty bodies, the Commission on Human Rights and the Sub-Commission" and are not earmarked for a specific activity.

BUDGET IN US\$ SUPPORT TO HUMAN RIGHTS TREATY BODIES, THE COMMISSION ON HUMAN RIGHTS AND THE SUB-COMMISSION

	US\$
Staff costs	2,438,700
Experts/consultants' fees and travel	113,400
Travel:	
OHCHR staff	100,600
Commission members	
Representatives and other participants	591,400
Contractual services	249,500
General operating expenses	12,977
Supplies and acquisitions	27,000
Grants, contributions, fellowships and seminars	0
Sub-total	3,533,577
Programme support costs	459,365
Total	3,992,942

The Treaties

International Covenant on Civil and Political Rights (1966)
International Covenant on Economic, Social and Cultural Rights (1966)
International Convention on the Elimination of All Forms of Racial Discrimination (1965)
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (1990)
Convention against Torture and Other Forms of Cruel, Inhuman or Degrading Treatment or Punishment (1984)
Convention on the Rights of the Child (1989)
Convention on the Elimination of All Forms of Discrimination against Women (1979)

The Treaty Bodies

Human Rights Committee (HRC)
Committee on Economic, Social and Cultural Rights (CESCR)
Committee on the Elimination of Racial Discrimination (CERD)
Committee against Torture (CAT)
Committee on the Rights of the Child (CRC)
Committee on the Elimination of Discrimination against Women (CEDAW)
*Committee on the Convention of all Migrant Workers and Members of their families (MWC)**

* to be created



RESPONSE TO ALLEGATIONS OF HUMAN RIGHTS VIOLATIONS: SUPPORT TO THE SPECIAL PROCEDURES

BACKGROUND

There are now 35 mandates serviced by OHCHR: 25 thematic mandates (15 serviced by the Special Procedures Branch, nine by the Research and Right to Development Branch, and one by the Anti-Discrimination Unit of the Capacity Building and Field Operations Branch) and 10 country-specific mandates, which are serviced by the Capacity Building and Field Operations Branch.

In his 2002 report on “Strengthening of the United Nations: An agenda for further change”, the Secretary-General emphasized the vital role of special procedures and called on OHCHR to strengthen its support to special procedures by, *inter alia*, appointing more senior professionals to service the mandates, providing better administrative support and devoting greater resources to the special procedures.


Over the past decade, OHCHR has endeavoured to strengthen the analytical, communications, information and logistical assistance that it is mandated to provide to special procedures, through, in particular, an effort to increase the number of staff servicing special procedures, and the creation of a Quick Response Desk to improve the efficiency with which mandate-holders respond to communications addressed to them. However, resources under the regular budget still do not adequately cover the requirements of the special procedures and OHCHR has often resorted to recruiting staff from extra-budgetary resources. Out of 39 professional staff servicing special procedures mandates, less than half (13) are staff funded by the regular budget, 19 are funded from extra-budgetary resources, and seven are funded from the regular budget line devoted to the recruitment of temporary assistance. As in previous years, the greater part of extra-budgetary funds will be devoted to extending the contracts of staff assigned to servicing special procedures to ensure that each mandate is serviced by at least one staff member and to maintain continuity in servicing the mandates.

ACHIEVEMENTS IN 2003

- **Documentation:** Some 103 reports were submitted by special procedures, both thematic and geographic, to the 59th session of the Commission and Human Rights. Eighteen reports were submitted to the 58th session of the General Assembly. All reports were available to participants before the opening of the Commission's session, and edited versions of the reports were available on OHCHR's web site in advance of the session.
- **Fact-finding missions:** Thematic mandate-holders undertook 62 fact-finding missions. They will report on these missions at the 60th session of the Commission. Geographic mandates-holders conducted 15 fact-finding missions.
- **Communications and urgent action:** The Quick Response Desk extended coverage of the urgent action database to all thematic and geographic mandates. The number of communications sent to governments and the number of communications sent jointly by two or more mandate-holders increased over the previous year. In the first half of 2003, 368 urgent appeals were communicated, 70 per cent of which were joint appeals. During the same period, sixty letters of allegations were processed through the urgent action database. All communications with governments concerning allegations of violations of human rights are now processed by the Quick Response Desk through the urgent action database.
- **Coordination:** The 10th annual meeting of special rapporteurs/representatives, experts and chairpersons of working groups of the special procedures was held in June 2003. Participants discussed in particular the Secretary-General's 2002 reform agenda with respect to special procedures and ways to build on OHCHR's first steps in implementing the agenda.
- **Information sharing:** An electronic list-serve has been established, enabling information to be shared among special-procedures and treaty-body experts, particularly documents issued by and information on the activities of the

General Assembly, the Commission on Human Rights, the Sub-Commission on the Protection and Promotion of Human Rights, and the experts themselves. In addition, the information kit for newly appointed special-procedures mandate-holders was updated. During induction sessions organized upon their appointment, newly appointed experts were briefed on the United Nations human rights mechanisms, OHCHR and its activities, and methods of work. They were also given the opportunity to meet with OHCHR staff and management, NGOs and member States.

- **Review of special procedures:** OHCHR's review of special procedures resulted in the following preliminary steps:
 - > Identifying ways of raising awareness among OHCHR's partners about the special procedures (including through the relevant page of the web site and through the production of additional publications on special procedures);
 - > Developing a methodology and analysis capacity in the Office to rationalize and streamline the special procedures' methods of work; and
 - > Exploring linkages and cooperation with the field and United Nations technical assistance work, in particular in the context of Action 2 of the Secretary-General's Reform agenda.
- **Strengthened support to special procedures:** In response to a recommendation made by the Office of Internal Oversight Services, a Special Procedures Branch was created on 1 May 2003. The Branch services the mandates previously serviced by the Thematic Team of the Activities and Programmes Branch.
- **Collaboration with human rights mechanisms and the United Nations system:** The additional staff support and activities provided from extra-budgetary resources improve the ability of special procedures to incorporate the work of other human rights mechanisms into their own mandates and to share the results of their work with other human rights bodies. In addition, increased support improves the extent to which the special procedures can collaborate with, benefit from and encourage the human rights-related activities of other United Nations bodies and agencies.

Article 18 
 Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

OBJECTIVES AND STRATEGY

The main objective will be implementation of the Secretary-General's reform Action 4. To achieve this objective, the current level of staff support must be maintained and, in some areas, reinforced.

In addition, a common methodology will be developed and implemented as part of the Quick Response Desk for special procedures mandate-holders to follow-up on communications with governments and provide urgent action.

Activities will also seek to contribute to the effective coordination of the work of special procedures and to support their collaboration with other relevant human rights mechanisms and United Nations bodies, including with regard to Action 2 of the Secretary General's reform proposals.

ACTIVITIES IN 2004

- Support 15 thematic and three country-specific mandates that are not currently serviced by staff paid from the regular budget to ensure that those mandates can work effectively and provide adequate support to the Quick Response Desk. Such support includes the organization of field missions of mandate-holders, assistance in preparing reports to the Commission on Human Rights and in issuing communications to States, networking with partners (i.e. non-governmental organizations, academic institutions, etc), the conduct of research on the substance of the mandate and the exchange of regular information with the mandate-holders.
- Recruit two additional staff to:
 - > strengthen the Quick Response Desk, i.e. to provide assistance in the screening of communications received from non-governmental sources and the processing of communications to Governments, and in the development of a common methodology to follow-up on communications with Governments; and
 - > reinforce support to the Working Group on Enforced and Involuntary Disappearances, in particular as the processing of the backlog of cases before the Working Group is concerned.
- Organize induction sessions for experts appointed after the 60th session of the Commission on Human Rights.

- Provide short-term additional assistance to conduct several analytical or comparative studies of special procedures, as requested by the Commission on Human Rights and/or special procedures mandate-holders.
- Upgrade the level of two human rights officer posts funded from extra-budgetary resources in order to ensure that more mandates are serviced at the appropriate professional level.
- Support the continued implementation of Action 4 of the Secretary-General's 2002 reform proposals.

ANTICIPATED RESULTS

The main result will be the strengthened and improved support to special procedures, which will enhance and ultimately facilitate coordination among mandates, between mandates and other human rights mechanisms, and with the United Nations technical cooperation work and its country teams. Improved effectiveness and coordination will reinforce the ability of special procedures mandate-holders to clarify further the relationship between their respective mandates and other human rights, and will contribute to strengthening the integration of rights relevant to their mandates into the work of United Nations bodies and agencies, meetings and operational activities.

This will bear a positive impact on victims of human rights violations: improved coordination with OHCHR field operations and United Nations country teams will bring special procedures closer to victims; special procedures will have an opportunity to better analyze trends and phenomena impacting individual situations, bring them to the attention of concerned governments and continue to cooperate with the latter in identifying adequate means to fight against impunity and take remedial action; follow-up on such cases will be developed; more fact-finding missions will be undertaken and follow-up thereto will be possible, including through the active involvement of partners.

BENEFICIARIES

The direct and short-term beneficiaries will be special procedures mandate-holders. In addition, the increase in the number of communications on individual cases sent to governments benefits victims of human rights violations: more cases are

brought to the attention of governments and of the international community, and efforts are being made in order to more systematically follow-up on these cases.

FUNDING

To fulfill the mandates given to OHCHR in resolutions and decisions of the General Assembly, the Economic and Social Council and the Commission on Human Rights to support special procedures mandate holders such as special rapporteurs and representatives and expert and working groups, the Office receives regular budget and extra-budgetary funding. An amount of US\$ 2,900,000 is requested under Section 24 (Human Rights) of the proposed regular budget programme budget for the biennium 2004-2005 to support staffing requirements of the special procedures. Of this amount US\$ 1,470,700 has been requested for 2004. An additional US\$ 3,116,500 will also be required from extra-budgetary resources.

BUDGET IN US\$ SPECIAL PROCEDURES

	US\$
Staff costs	2,595,900
Experts/consultants' fees and travel	45,000
Travel:	
OHCHR staff	40,000
Commission members	0
Representatives and other participants	55,000
Contractual services	0
General operating expenses	0
Supplies and acquisitions	22,000
Grants, contributions, fellowships and seminars	0
Sub-total	2,757,900
Programme support costs	358,600
Total	3,116,500

Article 19 <

Everyone has
the right to freedom
of opinion and
expression;
this right includes
freedom to hold
opinions without
interference and
to seek, receive and
impart information
and ideas through
any media and
regardless
of frontiers.



IMPLEMENTATION OF HUMAN RIGHTS ACTIVITIES IN THE FIELD

OHCHR works increasingly with and through other parts of the United Nations, particularly the United Nations country teams (UNCTs), in promoting human rights. This represents a significant shift from the direct delivery of services, which characterized field work in the past, to creating and developing the capacities of United Nations and other partners to undertake human rights work on their own. OHCHR's work in this area involves advising partners on human rights activities to create or strengthen national protection systems, explaining recommendations made by treaty bodies and mechanisms of the Commission on Human Rights and ensuring they are implemented, and participating in and supporting the Common Country Assessment/United Nations Development Assistance Framework (CCA/UNDAF) efforts and the integration of human rights into the planning and programming activities of UNCTs.

Activities in the field aimed at promoting and protecting human rights are described in the chapters that follow. These activities are implemented through:

- Stand-alone OHCHR offices, based on memoranda of understanding signed with the governments concerned, or in keeping with decisions or resolutions made by the Commission on Human Rights;
- Technical cooperation presences, mostly within UNCTs, undertaken in cooperation with and at the request of Member States;
- OHCHR regional offices, mostly based within United Nations Economic and Social Commissions;
- Human rights advisers within the United Nations country teams, who are appointed to support human rights efforts, including peace efforts, at the request of United Nations Resident Coordinators; and
- Human rights components of United Nations peace missions established by the Security Council or the General Assembly.

OHCHR field presences should be limited in time and in scope. A mission ends when certain concrete benchmarks are achieved, such as the creation of the necessary human rights capacities at the country level and the ability of partners, especially national partners and the United Nations country teams, to carry out further human rights work on their own. Once these objectives have been achieved, responsibilities can be transferred from OHCHR to its partners. Exit strategies and hand-over arrangements are established in close consultation with all partners. A normal "life cycle" for an OHCHR field presence thus includes activities and increasing costs up to a certain level, consolidating those activities over a period of time, and then gradually phasing out while simultaneously handing over responsibility for the activities to local partners and the United Nations country team.

A number of OHCHR field presences will be reviewed during 2004 with the aim of enhancing opportunities for cooperation with international, regional and national partners, especially on capacity-building and technical cooperation-related activities. This will allow OHCHR to concentrate its limited financial and human resources on new priority field missions or on its fundamental protection role wherever mandated by the competent legislative organ of the United Nations.

No new stand-alone OHCHR office has been established since 1997, i.e. since human rights were more effectively integrated within the activities of the United Nations, under the Secretary-General's first reform programme. Implementation of the Secretary-General's second reform programme, especially Action 2, will further enhance the role of UNCTs in creating strong human rights protection systems at the country level.

Technical cooperation activities that promote human rights will focus on realizing international human rights standards in practical ways and on strengthening national protection systems at the country level, at the request of Member States. OHCHR will

IMPLEMENTATION OF HUMAN RIGHTS ACTIVITIES IN THE FIELD

encourage ratification of international human rights treaties, development and implementation of national human rights action plans, establishment of national human rights institutions, formulation of programmes for human rights education, and/or implementation of specific recommendations made by human rights treaty bodies or by the extra-conventional mechanisms of the Commission on Human Rights.

An increase in the number of United Nations peace missions with human rights components is anticipated during 2004. OHCHR is already supporting such missions in several countries. A new OHCHR unit was established within the Resident Coordinator system in mid-2003 in Angola, as a successor to the United Nations Mission in Angola; similar arrangements are being planned with respect to the United Nations Verification Mission in Guatemala, whose mandate ends in December 2004, and to the United Nations Mission in Support of East Timor, whose mandate in Timor-Leste ends in mid-2004. Staff within the human rights components of the Department of Peacekeeping Operations and the Department of Political Affairs missions are funded from United Nations regular budget extra-budgetary funding is used for the implementation of activities. Other human rights activities such as those in Afghanistan, Iraq and support to the Sierra Leone Truth and Reconciliation Commission rely on OHCHR support, which also comes from extra-budgetary contributions, or on OHCHR developing a follow-up project to the peace mission to ensure the continuation of core human rights activities (such as those in Angola and Guatemala).

Requirements for this section of the 2004 Annual Appeal amount to US\$ 14.3 million for field presences and US\$ 10.1 million for global, regional and national technical cooperation activities. The combined sum of US\$ 24.4 million represents about half the total of voluntary contributions OHCHR requires.

BUDGET IN US\$ UNITED NATIONS HUMAN RIGHTS MECHANISMS

	US\$
Africa	
Technical cooperation	2,314,762
Angola	1,179,764
Burundi	2,208,906
Democratic Republic of the Congo	2,528,959
Sierra Leone TRC	520,633
Sub total	8,753,024
Latin America and the Caribbean	
Technical cooperation	1,999,925
Colombia	4,719,437
Sub total	6,719,362
Europe and Central Asia	
Technical cooperation	1,590,600
Bosnia and Herzegovina	608,500
Federal Republic of Yugoslavia	1,002,050
Sub total	3,201,150
Asia and the Pacific	
Technical cooperation	2,000,000
Afghanistan	239,750
Cambodia	1,000,000
Sub total	3,239,750
Arab region	
Technical cooperation	1,988,064
Iraq	263,000
Sub total	2,251,064
Board of Trustees/Project review and evaluation	225,000
Total	24,389,350

**OHCHR offices managed
and resourced by OHCHR**

Bosnia and Herzegovina
 Burundi
 Cambodia
 Colombia
 The Democratic Republic of the Congo
 Serbia and Montenegro

**Human rights components
of United Nations peace missions**

Abkhazia/Georgia (UNOMIG)
 Afghanistan (UNAMA)
 Central African Republic (BONUCA)
 Côte d'Ivoire (MINUCI)
 The Democratic Republic of Congo (MONUC)
 Ethiopia/Eritrea (UNMEE)
 Guatemala (MINUGUA)
 Guinea Bissau (UNOGBIS)
 Iraq (UNAMI)
 Liberia (UNOMIL)
 Sierra Leone (UNAMSIL)
 Tajikistan (UNTOP)
 Timor-Leste (UNMISSET)

**OHCHR technical cooperation
projects**


Azerbaijan
 Croatia
 El Salvador
 Guatemala
 Mexico
 Mongolia
 Palestine
 Solomon Islands
 Somalia
 Sudan
 Timor-Leste
 Former Yugoslav Republic of Macedonia

**OHCHR regional
and sub-regional offices**

Addis Ababa
 Bangkok
 Beirut
 Pretoria
 Santiago de Chile
 Yaoundé

**OHCHR human rights
advisors within
United Nations country teams**

Angola
 Guyana
 Nepal
 Sri Lanka

Article 17 
 Everyone has
 the right to own
 property alone
 as well as in
 association
 with others.
 No one shall be
 arbitrarily
 deprived of
 his property.



HUMAN RIGHTS SUPPORT FOR PEACE-MAKING, PEACEKEEPING AND PEACE-BUILDING ACTIVITIES

OHCHR has stand alone offices in Burundi, the Democratic Republic of the Congo (DRC), Colombia, Cambodia, Bosnia and Herzegovina, and in Serbia and Montenegro. They combine protection and promotion work and are all based on memoranda of understanding signed with the respective host governments. These offices report directly to OHCHR, the Capacity Building and Field Operations Branch and are funded from voluntary contributions provided to OHCHR, except the office in Cambodia which also receives an allocation from the United Nations regular budget.

In addition OHCHR is responsible for substantive human rights activities in Afghanistan, Angola and Sierra Leone under cooperation arrangements with other parts of the United Nations. Activities planned in Iraq will be implemented once the United Nations is able to resume its activities in the country.

to be the victims of the country's 10-year-old civil war. Massive population displacement, forced disappearances, arbitrary arrest and detention, misappropriation of land and other private property, forced recruitment of children, and sexual violence against women and children are widespread. Most of the perpetrators of these human rights violations remain unpunished because the nation's justice system is both overwhelmed and ineffective.

The ceasefire agreement concluded in December 2002 between the Government and one of the fighting factions of the *Forces pour la défense de la démocratie/Conseil national pour la défense de la démocratie* (FDD/CNDD) has never been implemented. In August 2003, the first face-to-face talks between President Domitien Ndayizeye and rebel leader Pierre Nkurunziza began in South Africa. Discussions focused on implementing the ceasefire. In November 2003, in Pretoria, after long negotiations facilitated by South Africa, the two parties signed an agreement which is considered as a breakthrough in the peace process. Under the terms of this agreement, the FDD/CNDD is to enter the Government and participate in national institutions, such as the national assembly, the army and the security services. The last armed group which has not yet started negotiations with the Government and continues fighting is the *Parti pour la Libération du Peuple Hutu-Forces Nationales pour la Libération* (PALIPEHUTU-FNL).

Only after a ceasefire has taken hold can Burundi move towards developing a democratic system of government based on the rule of law and respect for human rights. A joint commission on the ceasefire is expected to be put in place shortly; and the Arusha Agreement calls for the deployment of a United Nations Observer Mission to supervise implementation of the ceasefire. The first elements of an African peace-keeping force arrived in Burundi on 12 February 2003 and the deployment of 3,128 troops from Ethiopia, Mozambique and South Africa was completed on 20 October 2003.

OHCHR is now the only entity providing legal assistance in Burundi. The Office's legal assistance programme has aided more than 20 per cent of the country's 10,000 prison inmates and has reduced the number of persons detained illegally.

SUMMARY BUDGET IN US\$

HUMAN RIGHTS SUPPORT FOR PEACE-MAKING, PEACEKEEPING AND PEACE-BUILDING ACTIVITIES

US\$

Burundi	2,208,906
The Democratic Republic of the Congo	2,528,959
Colombia	4,719,437
Cambodia	1,000,000
Bosnia and Herzegovina	608,500
Serbia and Montenegro	1,002,050
Angola	1,179,764
Afghanistan	239,750
Iraq	263,000
Sierra Leone Truth and Reconciliation Commission	520,633
Total	14,270,999

BURUNDI

BACKGROUND

Despite implementation of the Arusha Peace and Reconciliation Agreement, signed in August 2000, thousands of civilians continue

OBJECTIVES AND STRATEGY

The objective of the United Nations country team in Burundi is to assist Burundian society in achieving a peaceful transition from conflict and insecurity to stability and development, and to ensure that large numbers of internally displaced persons and refugees can return and reintegrate into their communities. OHCHR will assist all partners in implementing the human rights provisions of the Arusha Peace Agreement, assist in mainstreaming human rights within United Nations agencies and programmes, and strengthen the human rights capacities of the Government and civil society.

OHCHR's office in Burundi plays an important role in a country torn apart by suspicion and mistrust. Its independence, expertise and neutrality make it a reliable and trustworthy partner for the Government and civil society. OHCHR aims to reinforce the capacities of national institutions, civil society and the media to promote and protect human rights so that they can eventually assume responsibility over the activities now implemented by the office.

ACTIVITIES IN 2004

◆ BUILDING NATIONAL CAPACITIES

Protection activities

- Formulate strategies to address human rights violations and assist the relevant authorities and civil society in implementing them.
- Determine training needs, design training schedules, develop modules and conduct lectures on human rights.
- Establish relationships with partners, particularly national human rights associations, the Ministries of Human Rights and Justice, and design an intervention strategy.
- Investigate alleged human rights violations, report to Government authorities and to headquarters, and follow up on those cases.
- Provide assistance to victims who denounce perpetrators of serious human rights violations.
- Assist in the rehabilitation of victims of human rights violations and advocate for the establishment of a national fund for remedies.

- In close cooperation with MONUC Uvira, monitor the situation of Congolese detained in Burundi and Burundian ex-combatants or civilians to be resettled in Burundi.
- Establish a national network of 100-300 local observers and human rights investigators trained in identifying, monitoring and investigating human rights violations and abuses.
- Strengthen the capacity of the national Human Rights NGO Forum.
- Strengthen the capacity of the network of 300 leaders of women's grassroots associations.
- Establish a network of human rights journalists.
- Train members of the Government's Commission on Human Rights.
- Train Government officials at the provincial level on human rights.
- Establish grassroots human rights committees and train their members.
- Train high-ranking Government officials and United Nations agencies on the human rights-based approach so they can use the approach in their work.

Support to United Nations human rights special mechanisms and treaty bodies

- Provide substantive and logistical assistance to the Special Rapporteur on the situation of human rights in Burundi.
- Provide information to other mechanisms and follow up on the recommendations of the treaty bodies in collaboration with all partners, particularly other United Nations agencies.

Administration of justice

- Provide legal assistance to plaintiffs and detainees in criminal chambers.
- Provide legal assistance to individuals or groups of returnees concerning property issues.
- Provide legal expertise on pending draft laws, including civil law, organization of the judiciary, laws related to marriage and inheritance, and the functioning of the Criminal Chambers.
- Assist parliamentarians in drafting laws.
- Advocate for torture to be illegal in the country.
- Train lawyers in human rights.
- Train military magistrates, the police, and members of the penitentiary service and the judiciary.

Promotion activities

- Raise awareness of the rights of women through radio and TV plays.
- Raise awareness of the rights of children through a TV programme specifically designed for youth (Terre d'avenir).
- Raise awareness of the rights of internally displaced persons through radio programmes.
- Produce human rights promotional materials, such as playing cards, T-shirts, posters, leaflets, and notebooks.
- Raise awareness about OHCHR's presence, mandate and activities in the country.

◆ ASSISTANCE TO THE PEACE AND RECONCILIATION PROCESS

Technical assistance

- Provide technical expertise to the national reconciliation process, especially in implementing the Arusha Peace and Reconciliation Agreement.
- Assist the Government in establishing a Truth and Reconciliation Commission, an International Commission of Enquiry, and an Ombudsman's Office, as provided for in the Arusha Agreement.

Public awareness

- Disseminate the human rights principles contained in the Arusha Agreement and sensitize the public on the role of the transitional institutions.
- Disseminate information about other post-conflict countries and promote cohabitation and reconciliation.
- Produce and broadcast radio and TV programmes on the human rights aspects of the peace process.
- Promote greater respect for human rights among the armed forces by integrating human rights principles into the monthly talks/debates among members of the armed forces.

Training for peacekeeping forces

Provide human rights training, in cooperation with other partners, for military observers and members of the African Union Peacekeeping mission (AMIB).

Internally displaced persons

- In cooperation with UNHCR and the inter-agency Groupe Technique de Suivi (GTS), facilitate the return and monitoring of refugees and internally displaced persons.

- Support the repatriation and reintegration processes through information campaigns on peace, reconciliation and respect for the rights of returnees and internally displaced persons.

Election assistance

- Provide training programmes on democratic institutions and principles and electoral systems.
- Participate in debates related to the forthcoming elections, emphasizing the human rights aspects of elections.

BENEFICIARIES

Government and administrative officials, the judiciary, civil society, the Human Rights NGO Forum, journalists, national human rights observers, leaders of women's associations and youth organizations will all benefit from the project.

COORDINATION

The Burundi office works closely with all United Nations agencies present in the country, namely UNHCR, UNDP, UNICEF, UNESCO and OCHA, and with various national and international NGOs. The office contributes information to the Common Country Assessment (CCA) and UNDAF process, the United Nations Consolidated Appeal Process, and United Nations support to the Arusha peace process. It participates in the work of the thematic groups within the United Nations country team in the areas of human rights, education, assistance to vulnerable children, and refugees and returnees. With the expected return of large numbers of both internally and externally displaced persons, OHCHR will strengthen its cooperation with the United Nations system in three main areas: repatriation and reintegration; demobilization and rehabilitation; and economic and social development.

BUDGET IN US\$ BURUNDI

	US\$
Staff costs:	1,478,594
Experts/consultants' fees and travel	68,000
Travel:	
OHCHR staff	15,000
Commission members	0
Representatives and other participants	0
Contractual services	15,245
General operating expenses	154,304
Supplies and acquisitions	30,000
Grants, contributions, fellowships and seminars	193,663
Sub-total	1,954,806
Programme support costs	254,100
Total	2,208,906

DEMOCRATIC REPUBLIC OF THE CONGO

BACKGROUND

The Democratic Republic of the Congo (DRC) has been wracked by civil war for nearly five years. Despite various peace accords signed over the past four years with neighbouring countries, six of which had sent their own troops into the DRC to fight either alongside Government forces or with the rebels, foreign forces have been slow to leave the country. Their presence and reluctant withdrawal coincided with a systematic plundering of the DRC's abundant natural resources. The cost in human life was far greater: an estimated three million people are believed to have lost their lives during the fighting.

In April 2002, the Government of Joseph Kabila agreed to a power-sharing arrangement with the country's rebels. One year later, a new constitution was signed by President Kabila and in July 2003, the DRC's new power-sharing arrangement was inaugurated. As part of the comprehensive programme for restoring peace and national sovereignty, five institutions, all headed by representatives of civil society, were established: a truth and reconciliation

commission, a national human rights commission, an independent electoral commission, an ethics and corruption commission, and a media council.

Despite these significant political advances, peace and respect for human rights have been slow to take root. In April 2003, hundreds of civilians were massacred in ethnic conflict that erupted in the eastern district of Ituri. Across the nation, arbitrary arrests and unlawful detention, extra-judicial killings, torture and the use of sexual violence as a weapon of war are regularly reported. Violence and impunity are widespread, as are poverty and unemployment. Hospitals and schools are ill-equipped to meet the needs of the population as the country's economic infrastructure has been completely destroyed.

OBJECTIVES IN 2004

- Build the institutional and operational capacities of both government and non-governmental national institutions responsible for protecting and promoting human rights.
- Supply reliable information and regular reports on the general human rights situation and on individual cases to the High Commissioner, the special procedures of the Commission on Human Rights, particularly the Special Rapporteur on the human rights situation in the DRC, and treaty bodies.
- Support national and international judicial mechanisms, especially the International Criminal Court, and transitional justice mechanisms.
- Build institutional and operational capacities to fight impunity.
- Promote human rights education and raise awareness of human rights within Congolese society.
- Integrate human rights in the activities of the United Nations country team.

ACTIVITIES IN 2004


◆ TECHNICAL ASSISTANCE

The Kinshasa office and the Goma sub-office will play a leading role in helping to build the country's institutional and operational capacity to fight impunity, especially through the standing committee for the reform of Congolese law, the inter-ministerial committee for drafting periodic reports, citizen's institutions, particularly the National Human Rights Commission and the

Truth and Reconciliation Commission, the Human Rights and Justice Ministries, and among civil society organizations involved in human rights education and promotion, and in legal aid for the victims of human rights violations.

◆ MONITORING

Staff will travel to various provinces to monitor specific cases. The office will also help to build national capacities to open inquiries into human rights violations and to follow up such cases in coordination with the human rights section of the United Nations Mission in the Congo (MONUC). The office will focus its activities on children, women and displaced persons and will work in coordination with UNICEF, OCHA and the Office of the United Nations Special Representative of the Secretary-General for Children and Armed Conflict. OHCHR will also work with national and international judicial mechanisms, notably the International Criminal Court, and will support transitional justice mechanisms.

Article 21 

Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.

Everyone has the right to equal access to public service in his country.

The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

◆ MAINSTREAMING HUMAN RIGHTS

The weekly meeting of agency heads is an excellent forum for promoting the integration of human rights into other agencies' policies and programmes. The office will focus on coordinating activities with United Nations agencies through country team thematic groups.

ANTICIPATED RESULTS

- Monitoring the human rights situation will not only secure in-depth knowledge of the human rights situation but, more important, will help to prevent or redress violations.
- Training activities will help to build institutional and individual capacities to promote and protect human rights.
- Financial support for micro-projects implemented by civil society organizations will help to strengthen these organisations.
- Training-of-trainers seminars for law enforcement officials, security service officials, criminal investigation officers, and magistrates will help to infuse public institutions with a human rights culture.
- Celebrating human rights days and producing radio and television programmes on citizen institutions and human rights education will help to raise public awareness about human rights.

BENEFICIARIES

The direct beneficiaries of these activities will be the victims of human rights violations, civil society, national and local public authorities, the media and representatives of the international community working in the DRC.

IMPLEMENTING ARRANGEMENTS

The OHCHR office consists of a director, a deputy director and 23 national officials. Three national officials will be recruited for the Goma sub-office and one international official will be recruited for the Kinshasa sub-office. Both offices are responsible for monitoring the human rights situation and providing support and advice to the Government and human rights NGOs.

RISK ASSESSMENT

The already tenuous stability of the country could be threatened if the peace process, troop disengagement and the deployment of MONUC's military contingents do not succeed. Project implementation in the eastern part of the country could be delayed because of insecurity.

COORDINATION

National partners involved in implementing activities include ministries and judicial bodies, universities, the army and police, the media, human rights NGOs, trade unions, political parties and youth and women's associations.

International partners include MONUC, United Nations bodies (specifically UNDP, ILO, WHO, WFP, UNHCR, UNICEF, FAO, UNESCO, UNFPA and OCHA), the Office of the Facilitator of the Inter-Congolese Dialogue, the diplomatic corps, international NGOs and the United Nations Sub-regional Centre for Human Rights and Democracy in Central Africa (Yaoundé). Regular meetings with the abovementioned national and international partners will be held to harmonize views and define responsibilities.

BUDGET IN US\$

DEMOCRATIC REPUBLIC OF THE CONGO

	US\$
Staff costs:	845,095
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	67,220
Commission members	0
Representatives and other participants	0
Contractual services	628,435
General operating expenses	234,017
Supplies and acquisitions	116,420
Grants, contributions, fellowships and seminars	346,830
Sub-total	2,238,017
Programme support costs	290,942
Total	2,528,959


COLOMBIA

BACKGROUND

In November 1996, the High Commissioner for Human Rights and the Government of Colombia signed an agreement that established the mandate for the office in Bogotá. That mandate includes observing respect for human rights and international humanitarian law in the country; advising Government authorities and civil society on formulating and implementing policies, programmes and measures to promote and protect human rights; and providing technical assistance that supports the formulation and application of those policies, programmes and measures. Each year the Bogotá office prepares an analytical report on the country's human rights situation and respect for international humanitarian law which the High Commissioner submits to the Commission on Human Rights. In September 2002, at the request of President Uribe, the office's mandate was extended until October 2006. During its 59th session in 2003, the Commission on Human Rights encouraged the establishment of a third field sub-office in addition to those in Cali and Medellín.

Although there were fewer reports of massacres and kidnappings in the country during 2003, human rights defenders, trade unionists and indigenous leaders were specifically targeted for murder. Breaches of international humanitarian law are recurrent, massive and systematic, and large numbers of persons remain displaced. Attacks against the civil population and terrorism have increased. All these violations of human rights occur within the context of a Government trying to recover control of large parts of the country that have been dominated by guerrilla groups; sporadic attempts at peace dialogues between the Government and paramilitaries; a struggling economy; powerful drug-trafficking interests; and wide-scale corruption.

In an effort to reinforce national security, the Government declared a state of emergency in August 2002, under which fundamental rights and freedoms were restricted. The Government also introduced proposals to reform the Constitution and to adopt a law granting judicial powers to the armed forces and a law that suspends prison sentences for members of illegal armed groups who demobilize. The country's security forces have allegedly used illegal searches and detentions to implement these policies.

Article 15 
 Everyone has
 the right to a
 nationality.
 No one shall be
 arbitrarily
 deprived of his
 nationality
 nor denied
 the right to
 change his
 nationality.

OBJECTIVES AND STRATEGY FOR 2004

The long-term objective is to strengthen human rights and the rule of law in the country. The Bogotá office conducts training courses on human rights and international humanitarian law for United Nations officials from all agencies and at all levels. A human rights officer will be recruited specifically to integrate human rights norms and principles in the analysis, programming and implementation of the CCA/UNDAF.

For the period 2004 to 2006, the office will focus its efforts in four areas: observing respect for human rights and humanitarian law; advising national authorities and institutions, civil society and the United Nations system on human rights issues; providing technical cooperation and assistance to strengthen national institutions and to mainstream human rights into the United Nations system; and disseminating information and promotional materials on human rights. The office will also continue to provide technical support in designing projects and verifiable indicators of results and impact, and will cooperate with any United Nations efforts related to resolving the armed conflict.

ACTIVITIES FOR 2004

◆ FOLLOW-UP ON POLICIES AND RECOMMENDATIONS

- Promote the implementation of recommendations made by the High Commissioner, the treaty bodies and special procedures by elaborating and enforcing a concerted strategy.
- Monitor and follow up on the development and implementation of Government policies and programmes related to human rights and international humanitarian law, especially those concerning the national plan of action on human rights and international humanitarian law, and the national plan of action on education in human rights.
- Provide information, support and assistance to United Nations human rights conventional or extra-conventional mechanisms in order to strengthen their activities with the Government.
- Promote the mainstreaming of human rights and international humanitarian law into the activities of the Bogotá office and of other United Nations agencies.

◆ OBSERVATION

- Establish the third regional sub-office in Bucaramanga, which would cover the northeastern part of the country.
- Produce analytical reports with thematic and regional focus.
- Encourage use of the office database for analyzing human rights violations and breaches of international humanitarian law.
- Develop specific regional strategies to follow up cases and improve respect for human rights and international humanitarian law.

◆ LEGAL ADVICE

- Provide legal advice to the Executive and Congress to ensure that domestic legislation conforms to international legal standards and norms.
- Promote the adoption and implementation of policies, plans and programmes related to human rights, international humanitarian law and peace talks.
- Strengthen inter-institutional commissions, committees, and other national mechanisms working on human rights.

◆ TECHNICAL COOPERATION

- Strengthen existing capacities and build new capacities both within state institutions and in civil society to promote and protect human rights.
- Maintain and strengthen the network among state institutions, churches, NGOs and other civil society organizations.
- Develop a dialogue with the armed forces to promote and protect human rights and international humanitarian law.
- Identify, formulate and monitor technical assistance projects.
- Improve coordination with the donor community.

◆ INFORMATION AND PROMOTION

- Maintain and strengthen the relationship with the mass media.
- Promote understanding of OHCHR's mandate in Colombia.
- Conduct a mass-media campaign to enhance public awareness of human rights and international humanitarian law.
- Produce publications on basic human rights and international humanitarian law for specific social sectors, such as academic institutions, peasant organizations, local NGOs and indigenous and Afro-Colombian communities.
- Disseminate international standards and norms through technical publications, legal opinions and informative brochures on human rights and humanitarian law.
- Provide briefings for visiting representatives of foreign governments, parliamentarians and academics.

ANTICIPATED RESULTS

The opening of the Bucaramanga sub-office will further develop OHCHR's capacity to undertake systematic and analytical observation. The legal advice will contribute to encourage a more complex analysis of international law in the government and state institution as well as in civil society. Technical cooperation activities will continue to build a self-sustainable national capacity and to integrate human rights in the United Nations system. The information and promotion campaign will make more Colombians aware of the importance of the respect of human rights in a democratic society.

BENEFICIARIES

Direct beneficiaries include individuals and communities at risk of human rights violations and breaches of international humanitarian law; vulnerable groups, including internally displaced persons, Afro-Colombians and indigenous minority groups; state and national institutions working to promote and protect human rights; national media representatives, especially journalists; and national NGOs and other civil society organizations. All Colombians will ultimately benefit from policies that foster respect for human rights.

RISK ASSESSMENT

The success of the project may be jeopardized by:

- Increased deterioration of human rights violations and respect for international humanitarian law in the country;
- Insufficient political will to implement the recommendations made by the High Commissioner and other international mechanisms;
- Persistent refusal by Colombian authorities to approve policies and measures recommended by the High Commissioner;
- Institutional weakness of implementing partners;
- Threats against beneficiaries; and
- Increased polarization of civil society.

IMPLEMENTING ARRANGEMENTS

Under the leadership of a Director and Deputy Director, the Bogotá office is divided into four interdependent work areas:

- **Observation:** Responsible for consolidating data concerning cases and situations with a view to encouraging investigations by national authorities. Identifies and initiates follow-up on situations and themes requiring further analysis and preventive action.
- **Legal support:** Responsible for analyzing the legal and thematic aspects of human rights and international humanitarian law as applied to the office. Reviews complaints/cases for admissibility and legal categorization and initiates follow-up strategies with the competent authorities.

- **Technical cooperation:** Responsible for identifying, formulating, monitoring and evaluating projects, relations with donors, measurement of impact and development of indicators for office activities.
- **Public information and human rights promotion:** Responsible for promoting and raising awareness of the Office's mandate, functions and activities in addition to international standards and recommendations concerning human rights and humanitarian law.

The sub-offices in Cali, Medellin and Bucaramanga work under the four categories as described above and are supervised by the Director and Deputy-Director of OHCHR's Bogotá office. OHCHR will have 30 international staff and 40 national staff covering the Bogotá office and the sub-offices.

COORDINATION

The office works closely with the Office of the Vice-President, the Ombudsman, the Prosecutor General, the Attorney General, the Supreme Judicial Council, the armed forces and national universities. Civil society partners include human rights NGOs, churches, journalists, opinion-makers, members of Congress, trade-union activists and representatives of the private sector.

International partners include United Nations agencies, the International Committee of the Red Cross, international financial institutions, the diplomatic community, and international NGOs. OHCHR also works closely with the Special Adviser of the Secretary-General for Colombia and implements several projects jointly with UNHCR.

A coordination working group, which includes various countries, development agencies and international agencies, was established to foster international cooperation for the reform of Colombia's justice system. In addition, information is regularly exchanged with members and advisers of the Inter-American Commission on Human Rights and the Inter-American Court.

BUDGET IN US\$ COLOMBIA

	US\$
Staff costs:	3,489,050
Experts/consultants' fees and travel	83,000
Travel:	
OHCHR staff	130,000
Commission members	0
Representatives and other participants	0
Contractual services	102,000
General operating expenses	246,000
Supplies and acquisitions	34,000
Grants, contributions, fellowships and seminars	92,443
Sub-total	4,176,493
Programme support costs	542,944
Total	4,719,437

CAMBODIA

BACKGROUND

The field office in Cambodia was established in 1993 at the end of the mandate of the United Nations Transitional Authority in Cambodia (UNTAC). Its mandate and that of the Special Representative of the Secretary-General for human rights in Cambodia were elaborated in Commission on Human Rights resolution 1993/6 and in subsequent resolutions. They include technical assistance, monitoring and protection, and reporting on the human rights situation in the country.

At the beginning of the 1990s, Cambodia was a country shattered by war, with few functioning institutions, a dearth of trained and qualified professionals, and health, education and justice systems in ruins. The past decade has seen the slow development of the country's laws, institutions and infrastructure and the formulation of comprehensive strategies to address the needs of the people. While there have been some positive developments in legal and judicial reform, building democratic institutions and advancing the enjoyment of human rights under the rule of law are still hampered by an insufficient commitment to open

government, inadequate separation of powers, and a lack of neutral and accountable state institutions.

The third National Assembly elections, held in July 2003, marked an important step in Cambodia's efforts to establish a multi-party democracy. While many technical aspects of election administration were laudable, the elections were beset by other problems, including pre-election violence, intimidation and vote-buying.

Cambodia is one of the poorest nations in Asia. In a country where over 80 per cent of the population depends on agriculture for its livelihood, land continues to be a major source of conflict and human rights violations. The rural poor face the uncertainties that accompany the change to a market economy, growing land speculation and population pressures. The increasing value of land in urban areas, the growing number of rural poor moving to cities, and the lack of policies to address housing problems make the urban poor particularly vulnerable to displacement and forcible evictions, especially in the capital Phnom Penh.

During 2004, OHCHR Cambodia will consolidate and build on programmes begun in 2003, working within the framework established by the General Assembly, the Commission on Human Rights, and the two-year memorandum of understanding signed with the Government in February 2002. In early 2004, the Office will undertake two projects that address the longstanding problem of impunity and the role of human rights defenders.

OBJECTIVES AND STRATEGY IN 2004

The overall objectives are to assist the Government and the people of Cambodia in promoting and protecting human rights, and to support the Special Representative of the Secretary-General for human rights in Cambodia in implementing his mandate. The office works towards the long-term goals of establishing a just and democratic Cambodia based on respect for human rights under the rule of law, and building a strong civil society that can voice its concerns and participate in public life without fear of intimidation. The strategy involves working on immediate issues while pursuing the longer-term goal of helping to establish and strengthen institutions to safeguard and ensure respect for human rights.

Specifically, the office will:

- Work for the protection of human rights and strengthen relevant institutions, laws and policies to safeguard human rights and end impunity;
- Assist in reforming the justice sector, focusing on developing an independent and functioning judiciary and creating appropriate legal-aid programmes to ensure that the poor have access to justice;
- Help to develop legislation in accordance with Cambodia's international human rights treaty obligations;
- Work to ensure the implementation of the land law and other natural-resource legislation in accordance with Cambodia's international human rights obligations;
- Help to integrate human rights into development and poverty-reduction policies and programmes, advance the enjoyment of economic, social and cultural rights, and integrate human rights into the work of the United Nations country team; and
- Strengthen the capacity and role of Cambodia's citizens and non-governmental sector to function individually and in association with others in accordance with the United Nations Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms.

ACTIVITIES IN 2004

◆ PROTECTION OF HUMAN RIGHTS AND ENDING IMPUNITY

As part of a strategy to protect human rights and end impunity, the office will continue to investigate serious cases of human rights violations, and will take up all cases where NGOs and other civil society actors are threatened because of activities aimed at defending human rights. The office will analyze patterns of human rights violations, produce thematic reports, and address the policy implications of such violations. It will also publish an analytical report on impunity in the first part of the year.

◆ NGOs AND CIVIL SOCIETY

The office will work closely with human rights NGOs and civil society groups to help strengthen their capacity to safeguard the

enjoyment of human rights and to investigate, compile and analyze data, and report on human rights violations.

A project will be organized to improve understanding of the provisions of the Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms. The office will also prepare a study on the role of human rights defenders in Cambodia, and will co-organize, with NGOs, a seminar on the Declaration, to be attended by the Special Representative of the Secretary-General on Human Rights Defenders.


In consultation with donor agencies and NGOs, the office will also review the needs of organizations and groups working for human rights. This will include a review of OHCHR's funding to NGOs from 1994 to 2002 and recommendations for future support.

◆ JUDICIAL REFORM, ADMINISTRATION OF JUSTICE AND ACCOUNTABILITY

The office will work with the Government, NGOs and intergovernmental agencies to help reform the justice sector to ensure that the principles and provisions of international human rights declarations and treaties are fully incorporated into law and practice. OHCHR will continue to advocate for an independent judiciary to be established through structural reforms of key institutions, such as the Supreme Council of Magistracy, and the elaboration of relevant laws, such as the law on the status of judges and prosecutors.

To ensure that human rights are upheld in the administration of justice, OHCHR will observe key trials to identify deficiencies in court proceedings. The office will also work with the Bar Association, the Ministry of Justice, and NGOs in developing appropriate legal-aid programmes to ensure that Cambodia's poor have access to justice.

The office will help to develop legislation consistent with international human rights law, focusing on selected draft laws and regulations in line with its programme priorities and with emerging needs. It will also continue to advocate for the regularization of public participation in the law-making process.

Article 14 
 Everyone has
 the right to seek
 and to enjoy in
 other countries
 asylum from
 persecution.
 This right may not
 be invoked in the
 case of prosecutions
 genuinely arising
 from non-political
 crimes or from
 acts contrary to
 the purposes and
 principles of
 the United Nations.

OHCHR will promote more open and accountable government and informed public policy and debate, and it will assist in the development of independent national human rights institutions.

In addition, the office will continue to advocate for the ratification of human rights treaties and their optional protocols and to offer advice to the Government and NGOs on treaty reporting and implementation.

◆ IMPLEMENTATION OF LAND LAW AND NATURAL-RESOURCE LEGISLATION

The office will continue to focus on land issues and on the implementation of the 2001 land law and other natural-resource legislation. It will monitor and contribute to the sub-decrees and other regulations that are necessary to implement these laws fully. The recommendations contained in a study on land concession and their impact on human rights, which will be published in late 2003, will help to refine the programme of work for 2004.

◆ HUMAN RIGHTS IN DEVELOPMENT, RIGHTS-BASED APPROACHES AND SUPPORT TO UN COUNTRY TEAMS

The office will continue to integrate human rights into development work at the country level. It will advocate for human rights-based approaches to development programmes and policies, including national poverty-reduction strategies and trade agreements, based on international and national human rights standards and obligations in such areas as health, education, housing, good governance, and accountability. It will establish links with the relevant thematic rapporteurs established by the Commission on Human Rights, particularly on the rights to health and housing.

OHCHR will continue to focus on economic, social and cultural rights in its education and training programmes and will work with relevant United Nations and other intergovernmental and bilateral agencies on these issues. The office will participate in planning for the Common Country Assessment (CCA) and the United Nations Development Assistance Framework (UNDAF) and in implementing the Millennium Development Goals to ensure that human rights are integrated into relevant programmes and frameworks.

◆ EDUCATION AND PUBLIC OUTREACH

The office will explore how it can most effectively contribute to the development of the human rights curriculum at the Royal University of Phnom Penh. OHCHR will cooperate with the Royal School for the Training of Judges and Prosecutors and the Centre for the Training of Lawyers in developing their teaching capacity and curricula in human rights and the administration of justice. The office will provide resource materials to these institutions, to the courts and to the broader public.

ANTICIPATED RESULTS

- Relevant institutions will be strengthened, laws and policies will be improved, and the justice sector will be reformed.
- Development practitioners will be sensitized to the value of a human rights approach to development, including economic, social and cultural rights.
- Rights-sensitive implementation of the land law and other natural-resource legislation will be encouraged.

- The capacity and role of Cambodia's citizens and non-governmental sector will be strengthened.

BENEFICIARIES

The Ministries of Justice, Interior, Land Management, Agriculture, Forestry and Fisheries, Health, Women's and Veterans' Affairs, judges, prosecutors and the courts, members and staff of the National Assembly and Senate, the United Nations country team, development agencies, NGOs, civil society groups, victims of violations of human rights, and the general population will all benefit from these programmes.

IMPLEMENTING ARRANGEMENTS

OHCHR will implement the above activities through its main office in Phnom Penh, a regional office in Battambang and an office in the Municipal Court of Phnom Penh. The management structure consists of the Chief's office, the Administration Unit, the Protection and Policy Development Team, the Legal Assistance Unit and the Education, Training and Information Unit.

The Chief's office is responsible for policy and management, including coordinating support to the Special Representative of the Secretary-General, working with other international agencies and NGOs, and liaising with donors and the public.

The Administration Unit provides personnel, administrative and finance services to the office and coordinates transport and logistics.

The Protection and Policy Development Team is responsible for investigating human rights violations, preparing thematic reports and developing policies to end impunity.

The Legal Assistance Unit is primarily responsible for helping to reform the justice sector, working with the courts, and developing laws in accordance with international human rights standards.

The Education, Training and Information Unit is responsible for activities that advance economic, social and cultural rights, for integrating human rights into development and poverty-reduction programmes, and for public-outreach activities.

COORDINATION

The Cambodia office works with the executive, legislative and judicial branches of the Government, is a member of the United Nations country team, and cooperates with the World Bank and with other donors and development agencies on issues of common concern. OHCHR's office coordinates closely with NGOs in all areas of its work.

FUNDING

Core funding of US\$ 1,377,200 million is provided under the regular budget. This covers seven professional international staff, 18 national staff, travel costs incurred by the Special Representative of the Secretary-General, and support from Geneva headquarters. All other expenses are funded under the Trust Fund for Human Rights in Cambodia, established by UNTAC and transferred to the OHCHR in 1993. Voluntary funding of US\$ 1 million is required to support additional human rights activities in Cambodia for the year 2004.

BUDGET IN US\$ CAMBODIA

	US\$
Staff costs:	309,000
Experts/consultants' fees and travel	185,000
Travel:	
OHCHR staff	71,700
Commission members	0
Representatives and other participants	8,300
Contractual services	63,400
General operating expenses	117,000
Supplies and acquisitions	61,700
Grants, contributions, fellowships and seminars	68,900
Sub-total	885,000
Programme support costs	115,000
Total	1,000,000

BOSNIA AND HERZEGOVINA

BACKGROUND

Following victory for nationalist parties in the 2002 parliamentary elections, OHCHR's work in Bosnia and Herzegovina has been challenged by political factions within the Government. The country is now at a crucial stage in its transition to a democracy, and indicators suggest that the rule of law and the enjoyment of human rights are deteriorating, rather than improving.

Many of the human rights concerns have their origins in the conflict of the 1990s. Those individuals who profited from illegal activities, namely war criminals and racketeers, continue to do so, and exert growing influence on the Government and in the economy. They deliberately exacerbate ethnic divisions in order to maintain the conditions that prevent bringing perpetrators to justice. Respect for social and economic rights is frequently impeded on grounds of political affiliation, ethnicity and gender. There is also great concern that, in the context of the global war on terrorism, asylum-seekers, other aliens, and persons with dual citizenship may not be accorded adequate protection. The recent bombings and attacks on property and persons demonstrate a deterioration of the security situation in the country. Provisions for education, health care and social protections are falling below human rights standards, and poverty is a serious concern. In addition, Bosnia and Herzegovina has become a country of origin, as well as destination, for human trafficking.

Attempts to create a strong legal framework are impeded by the constitutional demarcations of authority, with state-level institutions holding little power. The massive reforms in the judiciary and in the country's legal framework should, ultimately, improve the rule of law, but much work remains to be done to ensure that the laws and their human rights components are harmonized and implemented.

OBJECTIVES AND STRATEGY

The office in Bosnia and Herzegovina will implement activities within the sub-regional strategy for Southeast Europe. These activities are outlined in the chapter on technical cooperation

(page 72). They will be complemented by monitoring activities that fall within OHCHR's mandate, described below.

The focus of OHCHR's activities in the region is to ensure that human rights are integrated into United Nations country team programming and to strengthen the national capacity in the area of human rights promotion and protection.

The primary objective of OHCHR's mandate under Annex 6 of the Dayton Peace Agreement is to establish a viable legal framework with mechanisms for redress of human rights violations. OHCHR has been the only international organization in Bosnia and Herzegovina to focus on the vital cooperation between duty-bearers and rights-holders to achieve this, working with all levels of Government, relevant sectors of the international community, and civil society. OHCHR is engaged in all parts of the process, from promulgating legislation, to ensuring the participation of civil society, to monitoring implementation. Through this approach, OHCHR's activities can be successfully transferred to its partners in the coming years.

ACTIVITIES IN 2004

The field office is the operational and resource base for the activities in Bosnia and Herzegovina within OHCHR's technical cooperation project for Southeast Europe. In addition, the field office will continue its activities within its monitoring mandate under the Dayton Peace Agreement as follows:

- Monitor and respond to human rights concerns as they arise.
- Respond to human rights issues identified by the Rights-based Municipal Assessment Project, a joint project with UNDP and the Government to mainstream human rights and strengthen national capacities.
- Ensure that the national institutions protecting human rights have the necessary capacity and jurisdiction under the constitution by intervening with the Government, the Office of the High Representative and donors, and encouraging participation by rights-holders.
- Strengthen national capacities for human rights treaty-body reporting.
- Support gender mainstreaming and gender analysis in the programmes and policies of United Nations agencies and other international organizations.

ANTICIPATED RESULTS

Increased understanding of the application of human rights and transparency in the domestic legal framework supporting the transition process; strengthened and more accountable domestic institutions increasing the protection of human rights; greater accountability of non-state actors contributing to end the climate of impunity; increased participation of civil society and greater expertise contributing to the development of democratic processes of participation. Greater transparency and accountability in economic development. Integration of human rights into activities of the United Nations country team.

BENEFICIARIES

Beneficiaries include returnees, individuals at risk of discrimination, trafficking or domestic violence, individuals who have no access to justice or to redress for past human rights violations, employees affected by violations of their labour rights, the Government, and international organizations, particularly the Office of the High Representative.

RISK ASSESSMENT

The primary risk to implementation is the fragmentation of the political parties in power, which could lead to the Government's unwillingness to cooperate. The deterioration of the security situation impedes activities by civil society, which are already weak because of insufficient funding and expertise in addressing human rights concerns. The political agenda of the Office of the High Representative and the constraints imposed by the financial institutions, coupled with unregulated privatization, will, paradoxically, favour the activities of organized crime and imperil the democratization process.

IMPLEMENTING ARRANGEMENTS

The field presence will cooperate closely with national NGOs and relevant Government departments, United Nations agencies, the Organization for Security and Cooperation in Europe, the Council of Europe, and diplomatic missions.

BUDGET IN US\$
BOSNIA AND HERZEGOVINA

	US\$
Staff costs:	457,000
Experts/consultants' fees and travel	5,000
Travel:	
OHCHR staff	15,500
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	59,000
Supplies and acquisitions	2,000
Grants, contributions, fellowships and seminars	0
Sub-total	538,500
Programme support costs	70,000
Total	608,500

SERBIA AND MONTENEGRO

BACKGROUND

In 2003, the State Union of Serbia and Montenegro was admitted to membership in the Council of Europe. The Union adopted a human rights charter, elaborated a Poverty-Reduction Strategy, and work began in both Serbia and Montenegro on new republican constitutions. OHCHR entered into a new memorandum of understanding with the Government of Serbia and Montenegro that emphasizes the need for technical cooperation. An earlier mandate to monitor human rights remains in force.

Serbia and Montenegro suffered a severe blow in March 2003 when Prime Minister Zoran Djindjic was assassinated and a state of emergency was declared. The investigation revealed the strength and extent of organized crime networks in the country and the need to reform the judiciary and law-enforcement institutions urgently.

Trials concerning organized crime and war crimes, Serbian parliamentary and presidential elections, a lack of accommodation

for internally displaced persons and refugees, the return of refugees from Western Europe, particularly Roma, and social tension due to an anticipated increase in unemployment will all affect the human rights situation in Serbia and Montenegro during 2004. In addition, until there is a decision on its final status, Kosovo remains a destabilizing factor in the region, as demonstrated by incidents against minorities and growing pressure in Serbia over the lack of safety for those displaced persons who are returning to their homes. Calls for the resolution of the status of Kosovo will continue, even as the United Nations Interim Administration Mission in Kosovo (UNMIK) substantially reduces its capacity to engage in human rights monitoring.

OBJECTIVES

The office will focus on technical cooperation activities as part of the sub-regional strategy for Southeast Europe. These activities are outlined in the chapter on technical cooperation (page 72) and will be complemented by activities within OHCHR's mandate to promote human rights, described below.

Over the next two years, the sub-regional strategy will focus on integrating human rights activities into the work of other United Nations regional and national entities. The technical cooperation project will support the establishment of a legal framework based on international human rights principles.

ACTIVITIES IN 2004


As the only international mission with a monitoring mandate that extends over the entire territory of Serbia and Montenegro, including Kosovo, OHCHR will:

- Provide training and advisory services to the State and to civil society;
- Analyze human rights developments and implement the sub-regional technical cooperation activities;
- Provide expert advice and training in support of the efforts of the relevant national authorities, and UNMIK in Kosovo, to reform their institutions;
- Support the work of United Nations agencies and the United Nations country team in mainstreaming human rights into their programmes in Serbia and Montenegro;

- Support the Government in treaty-body reporting by providing training and advice on how to implement the committees' recommendations, providing training on United Nations procedures, and, for civil society, providing training on promoting and protecting human rights;
- Analyze the needs of vulnerable groups, including minorities, especially Roma, human rights defenders, and others who may be at risk of being denied their freedom of expression or religion; and
- Develop the capacity of civil society to address human rights issues through United Nations programmes and the Assisting Communities Together (ACT) project which provides small grants for human rights education and training initiatives undertaken by grassroots organizations.

ANTICIPATED RESULTS

Through implementation of the sub-regional strategy, improvements in key aspects of respect for human rights can be expected by the end of the year. Among these will be the increased capacity among civil society actors and the authorities to protect and promote human rights through improved compliance with United Nations procedures and improved integration of human rights in United Nations agencies programmes.

Article 17 
 Everyone has
 the right to own
 property alone
 as well as in
 association
 with others.
 No one shall be
 arbitrarily
 deprived of
 his property.

Analysis of the human rights situation by the mission will complement the technical cooperation activities and make it possible to effectively evaluate achievements as well as provide early warning and planning data for the OHCHR and our partners.

BENEFICIARIES

Beneficiaries include Government officials of Serbia, Montenegro and the State Union, officials of the Provisional Institution of Self-government in Kosovo, educators, victims of human rights violations, lawyers, judges, prosecutors, members of vulnerable groups, and the general population.

BUDGET IN US\$ SERBIA AND MONTENEGRO

	US\$
Staff costs:	722,350
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	33,000
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	123,400
Supplies and acquisitions	8,000
Grants, contributions, fellowships and seminars	0
Sub-total	886,750
Programme support costs	115,300
Total	1,002,050

ANGOLA

BACKGROUND

The human rights division of the United Nations Mission in Angola (UNMA) has been active since 1995, working within the peace processes launched with the support of the United Nations. Following the resumption of conflict in 1998, the division was largely confined to working in Luanda and Benguela. In February 2002, the Security Council mandated the division to assist the Government in protecting and promoting human rights and in building institutions to consolidate peace and enhance the rule of law. OHCHR developed a project to support peace-building in Angola following the termination of UNMA's mandate in February 2003.

Over 80 per cent of Angolans have no access to justice, and only 11 municipalities out of 163 have functioning municipal courts. The budget for the Ministry of Justice cannot cover the expenses required to revitalize the legal system, and public policies are still not guided by human rights principles.

OBJECTIVES IN 2004

This project aims to ensure that rights are fully respected within the judicial system and law-enforcement agencies, to support Angolans in their efforts to know, exercise and defend their rights, and to integrate human rights principles into public policies.

ACTIVITIES IN 2004

- Support the Government and civil society in elaborating a national human rights action plan.
- Encourage the ratification of international and regional human rights instruments and assist in preparing and submitting reports to treaty-bodies.
- Assist in producing a report on the Convention on the Elimination of All Forms of Discrimination against Women.
- Provide training to the National Assembly's Human Rights Commission.
- Train local NGOs in drafting communications and reports to special rapporteurs.

- Follow-up on the municipal justice project by training justice personnel.
- Assist local partners in ensuring that the rights of detainees are respected.
- Provide technical support to the ongoing case-tracking project.
- Train the Forças Armadas Angolanas (Armed Forces of Angola) and the police in human rights and distribute relevant material.
- Train human rights counselors and support legal counseling nationwide.
- Design and implement human rights awareness campaigns.
- Train community and church leaders in peace consolidation and human rights.
- Support the production of a manual on women's political rights.
- Train local actors in monitoring human rights.

ANTICIPATED RESULTS

- A national human rights action plan is elaborated and there is increased participation by all, including women.
- Human rights is mainstreamed into United Nations activities and programmes.
- Outstanding reports are presented to the treaty bodies.
- The Government and United Nations special rapporteurs and independent experts will cooperate more closely, and the Special Representative of the Secretary-General on the situation of human rights defenders will visit the country.
- Respect for the rule of law and delivery of justice are improved.
- The police have greater knowledge of human rights norms.
- More citizens are informed about human rights.

BENEFICIARIES

The direct beneficiaries of the project will be the Government, the judicial system, and various national institutions, including civil society organizations. The ultimate beneficiaries will be the people of Angola.

IMPLEMENTING ARRANGEMENTS

A human rights office, consisting of three international human rights officers, implements the project under the supervision of the United Nations Resident Coordinator in Angola.

BUDGET IN US\$ ANGOLA

	US\$
Staff costs:	720,800
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	31,239
Commission members	0
Representatives and other participants	0
Contractual services	126,600
General operating expenses	54,800
Supplies and acquisitions	5,100
Grants, contributions, fellowships and seminars	105,500
Sub-total	1,044,039
Programme support costs	135,725
Total	1,179,764

AFGHANISTAN

BACKGROUND

The Bonn Agreement of December 2001 contains a number of strong and specific human rights clauses, including provisions binding Afghan authorities to international human rights standards during the transition to peace and reconciliation, securing the political participation of women, providing for the establishment of an independent human rights commission, mandating human rights monitoring and investigations, and calling for a national programme of human rights education. Under the terms of the agreement, implementation of these principles are to be supported by the United Nations.

With the aim of integrating human rights into all the work of the United Nations, and stressing Afghan ownership and leadership of the transition process, most of the United Nations' efforts have been aimed at facilitating Afghan processes and institutions, rather than pursuing direct United Nations planning and implementation. OHCHR and United Nations Assistance Mission in Afghanistan (UNAMA) were thus not requested to deploy a massive corps of foreign personnel to monitor abuses and promote human rights, nor was an entirely new and parallel United Nations human rights mechanism established in the country. Rather, a strong alliance was established between the Afghan authorities, the Afghan Independent Human Rights Commission (AIHRC), civil society, and the United Nations. OHCHR has thus been fully integrated into the peacekeeping mission to ensure that existing human rights capacities could provide technical support to Afghan initiatives and to the Assistance Mission.

OBJECTIVES

- Support UNAMA's efforts in ensuring that all of the United Nations' activities integrate the promotion and protection of human rights.
- Support implementation of the work plan developed by the AIHRC.
- Provide advice on integrating human rights into the peacekeeping mission's work.
- Support the transitional justice processes in Afghanistan.
- Increase the capacity within OHCHR's headquarters to support human rights-related work in Afghanistan.

ACTIVITIES IN 2004

OHCHR will continue to support UNAMA through the work of a senior human rights adviser who reports to the Special Representative of the Secretary-General and to OHCHR and who coordinates all of UNAMA's human rights-related activities.

OHCHR's technical cooperation activities are fully integrated into UNAMA's structures, providing full support for the AIHRC's work-plan. Although the project is financially administered by UNDP in Kabul, UNAMA and OHCHR are responsible for managing the project alongside AIHRC. Planned activities include: human rights monitoring and investigations, including processing

and addressing complaints or petitions; implementation of a national programme of human rights education; promoting respect for the human rights of women and children; and in the area of transitional justice, including a national process of consultations aimed at giving Afghans from all communities a voice in determining how abuses of the past will be addressed.

In collaboration with UNAMA and the AIHRC, OHCHR will develop a “mapping exercise” of past human rights violations. A panel of OHCHR-commissioned experts will seek to compile into one coherent document the range of past human rights violations dating back to the 1978 “Saur Revolution”. Because of security considerations, this exercise will primarily be limited to gathering information from existing publications and other documents. However, some limited on-the-ground investigations will also be undertaken in cooperation with the AIHRC, if deemed feasible and safe. A panel of Afghan experts will be tasked with advising the panel; and OHCHR will act as its secretariat.

Security permitting, and per agreement with UNAMA, the Afghan authorities, and the AIHRC, OHCHR will conduct forensic investigations into two mass grave sites in the north of the country. The work will be carried out with the support of international forensic experts who will work hand-in-hand with the AIHRC and its staff, including an Afghan medical team, to provide on-the-job training in the important field of forensic science. However, the forensic work will only be undertaken if the international community guarantees security. Pending these guarantees, the budget has been excluded from this Annual Appeal.

ANTICIPATED RESULTS

The assistance activities in Afghanistan will give priority to human rights considerations, both in their planning and in their implementation, and the human rights work will be better coordinated, including vis-à-vis the field offices throughout Afghanistan. The AIHRC will become increasingly effective in promoting and protecting the human rights across the country, especially that of women, children, and the more at-risk population, including through a strengthened human rights monitoring and investigations capacity. A programme of human rights education will also be implemented, with appropriate technical support. Finally, in the area of transitional justice, the AIHRC’s

plan of carrying out national consultations will be effectively carried out and Afghans will collectively decide on which approach they would like to proceed in addressing abuses of the past. It is expected for this chosen path to be communicated to the authorities and in turn so implemented. At the same time, through the “mapping” exercise, a comprehensive documentation of past abuses will be made available, which will feed into any chosen transitional justice approach. Moreover, if OHCHR were to be able to investigate into the two mass grave sites, national forensic experts would be trained in this important area, concrete evidence of two massacres will be made available for use in line with the chosen transitional justice approach, and importantly, a key message of the end of impunity will be sent to any future perpetrators of human rights violations.

BENEFICIARIES

The people of Afghanistan and the AIHRC will be the primary beneficiaries of this project. The international community, as a whole, will benefit as a more stable and human rights-sensitive Afghanistan develops.

IMPLEMENTING ARRANGEMENTS

Since human rights is integrated into UNAMA, there will be no OHCHR office in Afghanistan. Support will be provided to UNAMA and to the work of the AIHRC by a desk officer based in Geneva. Consultancy support will also be sought for the “mapping” exercise and for any forensic investigations that may eventually be conducted.

BUDGET IN US\$ AFGHANISTAN

	US\$
Staff costs:	138,000
Experts/consultants' fees and travel	74,150
Travel:	
OHCHR staff	0
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	212,150
Programme support costs	27,600
Total	239,750

IRAQ

BACKGROUND

For more than a decade, OHCHR has supported United Nations human rights mechanisms – treaty bodies, thematic rapporteurs and, since 1991, the Iraq country rapporteur – in documenting human rights violations in Iraq.

During the past thirty years, Iraq's policies, laws and institutional structures suppressed political and religious freedoms and the rights to free expression and association. Ethnic cleansing, the confiscation of property, discrimination against ethnic and religious groups, and the systematic use of torture and summary executions were widespread. Tens of thousands of Iraqi men and women from all religious, ethnic and political groups “disappeared” during this period.

In the aftermath of the recent conflict, Iraqis have emphasized the need for justice for past human rights violations and for information on the disappeared. But the bitterness towards the previous regime is now mixed with apprehension about the future. Iraqis are concerned about the human rights situation

precipitated by the war, including the numbers of civilians killed and wounded during the conflict. The destruction and collapse of essential infrastructure, social services and utilities have undermined the economic and social rights of Iraqis, while the breakdown of law and order threatens human security throughout the country.

In late 2002, OHCHR began the precedent-setting work of incorporating human rights into United Nations emergency humanitarian assistance. In March 2003, it seconded staff to the United Nations Office of the Humanitarian Coordinator for Iraq (UNOHCI) to develop a protection policy framework with United Nations humanitarian agencies and other international organizations. Following the end of the war in May 2003, five human rights officers were deployed in UNOHCI offices in Erbil, Basra and Baghdad. In July, Security Council resolution 1500/2003 established the United Nations Assistance Mission in Iraq (UNAMI), which included a Human Rights and Rule of Law Office.

International assistance in Iraq suffered a devastating setback when, on 19 August 2003, a terrorist attack against United Nations Baghdad headquarters claimed the life of the Special Representative of the Secretary-General – the High Commissioner for Human Rights – and many other United Nations staff and Iraqi civilians. Following the tragedy, the United Nations drastically reduced the size of its operations in the country and began to reassess security conditions and the nature of its future mission in Iraq.

ACHIEVEMENTS IN 2003

In addition to holding consultations on transitional justice and legal reform with Iraqi counterparts, human rights officers have carried out capacity-building work with NGOs, the judiciary, public prosecutors, and the Iraqi Governing Council. Initial work has begun on establishing a human rights documentation and training centre in Baghdad. OHCHR has also begun translating human rights training materials into Arabic for distribution throughout the country.

OBJECTIVES AND STRATEGY IN 2004

The overall objective is to continue the work begun in 2003 and to assist the Iraqi people in laying the foundations of a system to promote and protect human rights. To this end, OHCHR will support the mandate of a United Nations human rights mission in Iraq.

The conceptual framework of the human rights programme is based on Iraq's obligations and on the concluding observations and recommendations of the United Nations human rights treaty bodies and special procedures of the Commission on Human Rights. OHCHR has been working with the Office of the Special Representative of the Secretary-General for Iraq, other international partners, and in consultation with Iraqi actors, to identify priorities.

The programme of activities will focus primarily on:

- Addressing past human rights violations and ensuring accountability of the perpetrators, with a view to enhancing national reconciliation;
- Assisting the Iraqi people in ensuring that an accountable and independent justice system, which conforms with international human rights standards, is put in place;
- Raising awareness of human rights among the Iraqi people and providing professional groups with the knowledge and tools to ensure that human rights are promoted and protected; and
- Helping to build an active and empowered Iraqi civil society, and enhancing national capacities to promote and protect human rights, including by establishing a national human rights institution.

Since the gender dimension of human rights is of special concern in Iraq, OHCHR will integrate its Gender Mainstreaming Strategy in all activities.

ACTIVITIES IN 2004

At the time of publication, a United Nations mission, including a human rights component, has yet to be established. Nonetheless, OHCHR remains committed to promoting and protecting human rights in Iraq through the following activities, subject

to the status of the United Nation's overall operations in the country.

◆ FACILITATING THE PROCESS OF TRANSITIONAL JUSTICE

Ensuring accountability for past crimes and providing information on the fate of those who disappeared are among Iraqis' most pressing needs. A degraded justice system coupled with an inadequate and outdated legal framework cannot render fair and effective justice for the prior regime's violations of international humanitarian law and other serious crimes. OHCHR will support the follow-up to the 2003 Expert Consultation on International Principles to Support Justice for Past Human Rights Violations Committed in Iraq, in particular by supporting the work of an independent and impartial body, composed of Iraqi and international experts, in recommending how to ensure accountability among those with the greatest responsibility for past gross human rights violations, and in formulating standards for gathering and preserving evidence.

◆ THE ADMINISTRATION OF JUSTICE AND THE RULE OF LAW

Activities in this area will include:

- Supporting the creation of a judicial reform commission empowered to appoint, remove and discipline judges and to advise on legal reform;
- Revising the curriculum of the Judicial Training Institute, which provides legal training to prospective judges and prosecutors, and revising the curriculum for defense counsel. Substantive training on international human rights standards and basic legal skills, such as collecting evidence, questioning witnesses and legal reasoning, will be provided;
- Revising the curricula used to train police and prison officials so they conform with international standards;
- Supporting the Iraqi Bar Association, which should be a focal point for legal education and reform efforts. Workshops on strategies for legal reform in accordance with international human rights standards will be organized; and
- Providing human rights training materials in Arabic for legal and law enforcement professionals.

◆ HUMAN RIGHTS EDUCATION AND AWARENESS-RAISING

- Creating the Sergio Vieira de Mello Chair on Human Rights at Baghdad University.
- Organizing human rights education workshops at the regional and national levels for education policy-makers, curricula developers, student organizations and NGOs.
- Sensitizing the population through a series of human rights awareness-raising activities, such as a human rights award.
- Organizing commemoration events on significant human rights days, such as International Human Rights Day, which would include participation by well-known personalities and celebrities.
- Launching a national media campaign on human rights issues.
- Translating and distributing human rights education and training material.

◆ CIVIL SOCIETY AND INSTITUTIONAL CAPACITY-BUILDING (AND THE ESTABLISHMENT OF A NATIONAL HUMAN RIGHTS INSTITUTION)

Following the conflict, several human rights initiatives were launched by Iraqis; but many Iraqis lack knowledge about international human rights standards and the practical skills to advocate for them. Activities will include:

- Providing fellowships to human rights activists at OHCHR and with an international/Arab NGO;
- Providing small grants to NGOs;
- Supporting the activities of the recently established Human Rights Documentation and Training Centre;
- Organizing sensitization workshops and consultations with Iraqi authorities, civil society and academics on the mandate and role of a future national institution, on formulating enabling legislation and on the experiences in building similar institutions elsewhere; and
- Developing a human rights course to be included in training curricula for journalists.

BENEFICIARIES

The people of Iraq are the ultimate beneficiaries of OHCHR's activities. In the short term, students at primary, secondary and university levels, educators, journalists, human rights NGOs, police, military and prison officials, the legal profession and the members of the Iraqi Governing Council will benefit from the activities.

IMPLEMENTING ARRANGEMENTS

OHCHR will continue to work with the Special Representative of the Secretary-General, the United Nations country team, other intergovernmental organizations, Iraqi authorities, NGOs and civil society. It seeks to play a catalytic role by enhancing the capacities of others to develop a national human rights protection system.

Implementing arrangements and coordination will be based on the status of the United Nations future presence in Iraq.

FUNDING

Security Council resolution 1511/2003 implies that, beginning in 2004, almost all staffing costs for OHCHR's activities in Iraq will be covered by the UNAMI peacekeeping budget. However, the programme of activities of the human rights unit, as outlined above, will be funded from voluntary contributions. OHCHR will provide primary programming and fundraising support for the unit's activities.

Voluntary funding of US\$ 263,000 is required to cover the costs of one Geneva-based staff member to backstop the Iraq desk, the reproduction and dissemination of human rights materials in Arabic, and equipment, travel and miscellaneous consultancies. The range of activities will be expanded, and additional funding will be required, as the situation in Iraq permits.

BUDGET IN US\$
IRAQ

	US\$
Staff costs:	112,600
Experts/consultants' fees and travel	20,000
Travel:	
OHCHR staff	22,100
Commission members	0
Representatives and other participants	0
Contractual services	73,100
General operating expenses	0
Supplies and acquisitions	5,000
Grants, contributions, fellowships and seminars	0
Sub-total	232,800
Programme support costs	30,200
Total	263,000

**FOLLOW-UP TO
THE SIERRA LEONE TRUTH
AND RECONCILIATION
COMMISSION**

BACKGROUND

OHCHR's support to the Sierra Leone Truth and Reconciliation Commission (TRC) represents the Office's first substantial undertaking in support of a transitional justice mechanism anywhere in the world. This support originated in the Sierra Leone Human Rights Manifesto of June 1999 in which Ms. Mary Robinson, then High Commissioner, committed herself to supporting the establishment of such a body. The creation of the TRC was subsequently provided for in the Lomé Peace Agreement of July 1999 and enacted into law when parliament adopted the TRC Act in February 2000. The TRC is currently writing its concluding report and is expected to make a number of recommendations on addressing impunity, responding to victims' needs, promoting healing and reconciliation, and preventing a repetition of the violations and abuses suffered. OHCHR will support the Government of Sierra Leone in implementing

some of the recommendations of the TRC, including the possible creation of a national human rights commission.

OBJECTIVES

The aim of the proposed project is to support the rehabilitation of Sierra Leone after a decade-long conflict and to nurture the peace process. To this end, the programme will support the implementation of and follow-up to the recommendations of the TRC and ensure the sustainability of community reconciliation initiatives begun by the TRC.

ACTIVITIES IN 2004

Secretarial and logistical support will be provided to the TRC's follow-up committee. In addition, OHCHR will support:

- Community reconciliation initiatives and district reconciliation committees established by the TRC;
- The establishment of an effective framework for providing quarterly reports, and verification of those reports, on measures taken by the Government to implement the recommendations of the TRC; and
- Creation of an effective and efficient national human rights commission capable of protecting and promoting human rights.

ANTICIPATED RESULTS

The successful implementation of the proposed activities will assist the consolidation of peace in Sierra Leone through creating the conditions for the restoration of societal relations.

RISK ASSESSMENT


The implementation of activities is linked to continuing progress in the peace process. Any setback in that process could have an adverse effect on the activities. Implementation is also related to the conclusion of the TRC's operations, scheduled for December 2003. Any delays in the conclusion of its work will also delay the proposed activities.

IMPLEMENTING ARRANGEMENTS

OHCHR will be responsible for monitoring activities within the established structure for project management in the Capacity Building and Field Operations Branch. The human rights section of the United Nations Mission in Sierra Leone (UNAMSIL) will assist OHCHR in monitoring the activities.

COORDINATION

The activities will be implemented in collaboration with the Government, UNAMSIL and local NGOs that are already active in the field of reconciliation and peace-building. Direct assistance will be given to NGOs and existing district organizing committees, which will be directly responsible for implementing activities in their respective areas.

Article 8 
 Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

BUDGET IN US\$ SIERRA LEONE TRC

	US\$
Staff costs:	185,466
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	40,456
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	186,009
Supplies and acquisitions	48,807
Grants, contributions, fellowships and seminars	0
Sub-total	460,738
Programme support costs	59,896
Total	520,633

SUPPORT TO UNITED NATIONS PEACE MISSIONS

Through a revised memorandum of understanding, signed by OHCHR and the Department of Peacekeeping Operations (DPKO) in 2002, the establishment of a Peace Missions Unit within the Capacity Building and Field Operations Branch in the same year, the participation in Integrated Mission Task Forces, and cooperation with DPKO and the Department of Political Affairs (DPA), OHCHR helps to integrate human rights into UN-led peace missions. By participating in the planning of peace missions, OHCHR can help to formulate peace agreements that are consistent with international human rights standards and humanitarian law.

OHCHR's support to human rights components of peace missions focuses on integrating human rights into prevention strategies and early-warning mechanisms; developing relevant guidelines, systems, approaches and tools for human rights work in the field; supporting the development of national human rights protection systems; producing and adapting training materials; and identifying lessons learned and best practices in integrating human rights into peace-making, peacekeeping and peace-building missions. Cooperation between OHCHR, DPKO and DPA

also includes assisting in the selection and recruitment of qualified candidates to serve as human rights personnel in peace missions. Over the past year, the Office has also briefed the Security Council on the human rights situation in countries where serious violations of human rights and international humanitarian law have occurred.

Working with DPKO and DPA, OHCHR supports the human rights components of numerous peace operations, including those in Afghanistan, the Democratic Republic of the Congo, the Central African Republic, Guatemala, Côte-d'Ivoire, Guinea-Bissau, Liberia, Burundi, Sierra Leone, Tajikistan, Timor-Leste, Iraq, Ethiopia/Eritrea and Abkhazia/Georgia.

DEMOCRATIC REPUBLIC OF THE CONGO

OHCHR supports the DPKO-led peacekeeping operation, United Nations Mission in the Congo (MONUC) pursuant to Security Council resolution 1279 (1999) of 30 November 1999 and whose mandate includes a framework for the promotion and protection of human rights. In accordance with Security Council resolution 1493 (2003) of 28 July 2003, MONUC functions include at present assisting the transitional authorities of the Democratic Republic of the Congo in order to put an end to impunity. This includes in particular investigating the persistent violations of human rights and international humanitarian law, notably those committed against civilians in the Ituri and other parts of the Kivus, and supporting the restoration of the justice system and the rule of law. Working closely with the Human Rights Field office in the DRC (HRFOC), MONUC established is strengthening its capacity to help build national human rights infrastructures and help develop transitional justice mechanisms. The recruitment of additional human rights personnel for MONUC will allow the mission to focus on human rights investigations and on strengthening the capacity of national institutions, including the National Truth and Reconciliation Commission and the National Observatory for Human Rights, to address human rights issues.

AFGHANISTAN

OHCHR also provides significant human rights support to the United Nations Assistance Mission in Afghanistan. The Bonn

Agreement, endorsed by the Security Council in December 2001, calls upon the United Nations to assist Afghanistan in promoting human rights education and awareness. To this end, UNAMA which receives advice and guidance from OHCHR, serves as the principal contact point for Afghanistan's independent Human Rights Commission. More details on OHCHR's activities can be found on page 51.

TIMOR-LESTE

The mandate of the United Nations Mission of Support in East Timor (UNMISSET), established by Security Council resolution 1410 (2002), requires that the mission provides training on internationally accepted human rights principles. UNMISSET contains a Serious Crimes Unit, which investigates past human rights violations, and a Human Rights Unit, which supports the Reception, Truth and Reconciliation Commission (CAVR) and provides human rights training for United Nations and Timorese officers, particularly police and defense personnel.

CÔTE D'IVOIRE

Security Council resolution 1479 (2003), which established the United Nations Mission in Côte d'Ivoire (MINUCI), also approved the creation of a human rights component for the mission. This component assists in the implementation of the human rights-related provisions of the Linas-Marcoussis Agreement, monitors and reports on human rights developments across the country, and works with relevant national partners and international actors in addressing persistent human rights violations and the culture of impunity. MINUCI human rights unit is currently comprised of five international human rights officers, whose activities focus on interacting with relevant national actors and international partners, in particular the United Nations country team and adapting the human rights work to the evolving fragile context.

CENTRAL AFRICAN REPUBLIC

The human rights section of the United Nations Peace-building Office (BONUCA) reports on human rights violations, implements activities designed to strengthen national human rights capacities, including human rights education programmes and

institution-building, advises the Representative of the Secretary-General on the human rights aspects of his responsibilities, provides advice and technical assistance on issues related to legal reforms, conducts a series of training programmes for law-enforcement officials, and assists in formulating a national human rights plan. OHCHR helps the DPA to identify qualified human resources, supports initiatives aimed at building the capacities of emerging national-protection structures, and provides guidance on formulating and implementing human rights programmes.

GUATEMALA

In cooperation with the UN Country Team and the UN Verification Mission for Guatemala (MINUGUA), OHCHR assists the Government in developing and implementing a system for reporting to the human rights treaty bodies. The Office also assists the Ombudsman, the Office of Defence for Indigenous Women and NGOs in coordinating their efforts to protect and promote human rights and to end ethnic and racial discrimination, and offers training for judges and magistrates on international human rights instruments and on the mechanisms used in applying these principles to domestic judicial processes. In 2004, OHCHR will focus on developing the capacities of the Ombudsman's Office (Procuraduría de Derechos Humanos) and civil society organizations to monitor respect for international human rights norms and standards at national and local levels. OHCHR will also work closely with MINUGUA in anticipation of the opening of an OHCHR office in Guatemala in mid-2004. The proposed office would have a combined technical cooperation and monitoring mandate.

LIBERIA

The early deployment of human rights personnel to the field, made it possible to integrate human rights into humanitarian assistance work. OHCHR's participation in the multi-disciplinary assessment mission sent to Liberia resulted in the inclusion of human rights components in the structure and mandate of the United Nations Mission in Liberia (UNMIL). Human rights activities focus on vulnerable groups, particularly on refugees, returning refugees, internally displaced persons, women, children and demobilized child soldiers.

SIERRA LEONE

The mandate of the United Nations Assistance Mission in Sierra Leone (UNAMSIL) includes a wide range of human rights activities, including monitoring and reporting on human rights developments across the country, advocacy, and support to capacity-building. The "Sierra Leone Human Rights Manifesto", signed on 24 June 1999 by the High Commissioner and the United Nations Special Representative of the Secretary-General, provided an additional framework for human rights activities. OHCHR assists UNAMSIL's human rights component in implementing activities that support the Truth and Reconciliation Commission and the special court established to try those responsible for the most serious violations of international humanitarian law. OHCHR also selects and trains human rights personnel, provides guidance on and tools for implementing capacity-building activities, and conducts human rights training sessions for NGOs, police and other law-enforcement officials. For further information on OHCHR's support to technical cooperation activities and support to the Sierra Leone Truth and Reconciliation Commission please see page 66 and 56 respectively.

ETHIOPIA/ERITREA

The human rights component of the United Nations Mission in Eritrea and Ethiopia (UNMEE) advises the Special Representative of the Secretary-General, monitors and reports on how Ethiopia and Eritrea treat each other's nationals, and protects the rights of vulnerable groups and communities living in sensitive border areas. OHCHR provides support and advice to the human rights component and assists in integrating human rights into the programmes of the UN Country Teams in the two countries.

IRAQ

Like in Liberia, the early deployment of human rights personnel to the field made it possible to integrate human rights into the humanitarian assistance work, and to ensure that the delivery of humanitarian assistance is carried out in a rights-based manner. In this connection, in late 2002, OHCHR began the precedent-setting work of incorporating human rights into United Nations emergency humanitarian assistance. In this

context, in March 2003, OHCHR seconded staff to the United Nations Office of the Humanitarian Coordinator for Iraq (UNOHCI) to develop a protection policy framework with United Nations humanitarian agencies and other international organizations. By the end of the war in May 2003, five human rights officers were deployed in UNOHCI offices in Erbil, Basra and Baghdad. In July 2003, Security Council resolution 1500 (2003) established the United Nations Assistance Mission in Iraq (UNAMI), which included a human rights and rule of law office. In its resolution 1483 (2003), the Security Council requested that the functions of UNAMI shall notably involve promoting the protection human rights and encouraging international efforts to promote legal and judicial reform. These provisions provided a solid basis for an important human rights contribution to the United Nations activities in Iraq until 19 August 2003, when a devastating attack claimed the life of the Special Representative of the Secretary-General and of many other United Nations staff in Iraq. Since then, OHCHR is contributing to efforts by all relevant entities of the United Nations to reassess security conditions and the nature of future human rights activities. For further information on OHCHR's planned activities in Iraq for 2004 please see page 53.

TAJIKISTAN

The United Nations Tajikistan Office of Peace-building (UNTOP), established in June 2000, mobilizes international resources and assistance for national recovery and reconstruction, coordinates the peace-building efforts of the United Nations country team, promotes the rule of law, strengthens democratic institutions, and supports local human rights initiatives. A human rights officer, deployed to Dushanbe in April 2001, assists in drafting national reports under the main human rights treaties and in implementing the Government's human rights education programme. UNTOP established a Human Rights Information and Documentation Centre was established. A bi-monthly newspaper on human rights education is published as an addendum to the national teachers' newspaper. Follow-up projects on treaty reporting and on human rights education have also begun.

ABKHAZIA, GEORGIA

The United Nations Human Rights Office in Abkhazia, Georgia (HROAG) was established on 10 December 1996 as part of the United Nations Observer Mission in Georgia (UNOMIG). HROAG promotes respect for human rights, and helps to ensure the safe and dignified return of refugees and internally displaced persons by improving the human rights situation in the self-declared republic. Because Abkhazia is not recognized by the international community, standard mechanisms used in human rights cases, such as complaint procedures to international bodies, are not applicable. Since late spring 2003, HROAG has increased its activities in the Gali District, including visits to pre-trial detention centres. In July 2003, the Security Council called on the Abkhaz side to agree to open the Gali branch of HROAG in Sukhumi as soon as possible. To date, there is still no branch office in the Gali district, where the human rights situation is grave.



TECHNICAL COOPERATION ACTIVITIES

OHCHR's technical cooperation programme supports countries in their efforts to build capacities for promoting and protecting human rights at the national, sub-regional and regional levels. Such efforts include incorporating international human rights standards in national laws, policies and practices; building sustainable national human rights capacities and infrastructures to implement these standards and to ensure respect for human rights; and promoting a human rights culture through human rights awareness and training activities. Technical cooperation activities are based on conclusions suggested by treaty bodies and on recommendations from special procedures.

A strategy has been developed for each region, under which OHCHR prioritizes its technical cooperation activities. The approach is described in the following sections on Africa, Latin America and the Caribbean, Europe, Central Asia and the Caucasus, Asia and the Pacific, and the Arab region.

Regional representatives have been posted in Addis Ababa for the East Africa sub-region; Pretoria for the Southern Africa sub-region; Yaoundé, for the Central African sub-region; Santiago de Chile for the Latin America and the Caribbean region; Beirut for the Arab region; and Bangkok for the Asia and Pacific region. These representatives are responsible for, among other tasks, helping to mainstream human rights within the United Nations system. In 2004, human rights representatives or experts for Central Asia and West Africa will also be deployed.

In 2004 OHCHR will have staff posted in Azerbaijan, El Salvador, Guatemala, Mexico, the former Yugoslav Republic of Macedonia, Mongolia, Nepal, Palestine, the Solomon Islands, Somalia, Sri Lanka, the Sudan and Timor-Leste who will oversee implementation of technical cooperation activities. New technical cooperation activities in 2004 include programmes in the Islamic Republic of Iran, Nigeria and Uruguay. OHCHR field offices in Burundi, the Democratic Republic of the Congo, Colombia, Cambodia, Bosnia and Herzegovina and Serbia and Montenegro will continue with ongoing technical cooperation programmes. These activities are described in the chapter entitled "Human rights support for peace-making, peacekeeping and peace-building activities" (page 34).

Article 11



Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

In 2003 OHCHR strengthened its project-management unit to provide more Office-wide support in training related to project management, implementation, evaluation and project performance. In keeping with the recommendations made in the global review of the technical cooperation programme conducted in 2003, technical cooperation activities will become increasingly results-based. A plan to implement the major recommendations of this review will be developed and implemented throughout 2004.

FUNDING

Technical cooperation activities are mainly funded through the Voluntary Fund for Technical Cooperation in the Field of Human Rights. The Fund's Board of Trustees meets twice a year to discuss the performance of the Fund and act as an external advisory body for the Technical Cooperation Programme.

The number of technical cooperation activities has increased markedly over the years, and OHCHR's implementation capacity has improved substantially, such that the Office is now committing and spending most available funds. Since budgetary requirements usually exceed annual contributions, the Office used to rely on carry-over funds from the Voluntary Fund for Technical Cooperation to pay for its activities. However, in 2004 as in 2003, carry-over funds will not cover the cost of the proposed activities.

For the biennium 2004-2005, US\$ 1,500,000 has been approved from the United Nations regular budget for 2004. Voluntary contributions of US\$ 12,224,451 million are requested for 2004, as well. OHCHR prefers that contributions for technical cooperation activities are made to the Voluntary Fund for Technical Cooperation rather than earmarked to specific regional and national activities.

Some activities that are funded from the Voluntary Fund for Technical Cooperation are outlined in the chapter entitled "Thematic Human Rights Challenges" on page 89.

SUMMARY BUDGET IN US\$ TECHNICAL COOPERATION

	US\$
Africa	2,314,762
Latin America & the Caribbean	1,999,925
Europe and Central Asia	1,590,600
Asia Pacific	2,000,000
Arab Region	1,988,064
Total*	9,893,351

* In addition, global technical cooperation projects amount to US\$ 2,331,100 which are found in the chapter entitled "Thematic human rights challenges" on page 89.

BUDGET IN US\$ BOARD OF TRUSTEES

	US\$
Staff costs	0
Experts/consultants' fees and travel	14,000
Travel:	
OHCHR staff	0
Commission members	0
Representatives and other participants	30,000
Contractual services	0
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	44,000
Programme support costs	5,800
Total	49,800

BUDGET IN US\$ PROJECT REVIEW AND EVALUATION

	US\$
Staff costs	0
Experts/consultants' fees and travel	99,500
Travel:	
OHCHR staff	50,000
Commission members	0
Representatives and other participants	0
Contractual services	1,500
General operating expenses	4,000
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	155,000
Programme support costs	20,200
Total	175,200



AFRICA

INTRODUCTION

Many African countries have ratified the core international human rights treaties, and all members of the African Union (AU) are party to the African Charter on Human and Peoples' Rights. However, the inability of States to fully meet their obligations under regional and international instruments hinders progress towards the realization of human rights. In key African policy documents, programmes and initiatives, especially the New Partnership for Africa's Development (NEPAD), respect for human rights is considered a pre-condition for development. Yet frequent eruptions of conflict throughout the continent undermine most attempts to improve the human rights situation.

There has nonetheless been progress: more nations are holding multi-party elections and a few are making significant progress in their transition to democracies. But in many of these fragile democracies the system for the administration of justice and the national institutions responsible for ensuring respect for human rights and the rule of law are still very weak.

Regional representatives deployed in sub-regional offices in Addis Ababa and Pretoria and the Yaoundé Centre for Human Rights have been developing mutually beneficial partnerships with key African regional and sub-regional institutions and initiatives aimed at mainstreaming human rights; and will continue these efforts in 2004.

At the national level OHCHR will continue activities through its field offices in Burundi and the Democratic Republic of the Congo. The Office will also follow human rights operations led by the Department of Peacekeeping Operations (DPKO) and the Department of Political Affairs (DPA) in Liberia, Guinea-Bissau, Eritrea, Ethiopia, the Democratic Republic of the Congo, the Republic of Congo and the Central African Republic. In Angola, OHCHR will support the continuation of human rights activities through the United Nations country team following the end of the mandate of the United Nations Peacekeeping Mission (UNMA). In Sierra Leone, OHCHR will continue its commitment to follow-up activities related to the Sierra Leone Truth and Reconciliation Commission. Further information on these activities can be found in the chapter entitled "Human rights support for peace-making, peacekeeping and peace-building activities".

Technical cooperation activities in Liberia, Nigeria, Sierra Leone, Somalia and Sudan are planned in the region for 2004 and are

described in greater detail below as well as a number of regional and sub-regional activities. In addition, on-going support will be provided to special rapporteurs and independent experts who cover Burundi, Liberia, the Democratic Republic of the Congo, Somalia and Sudan.

OBJECTIVES AND STRATEGY

OHCHR aims to:

- Consolidate its efforts in mainstreaming human rights by working with key actors at the national and regional levels;
- Help strengthen the African human rights system by building the capacities of the African Commission on Human Rights, the Commission of the African Union and regional economic communities;
- In collaboration with other United Nations entities, strengthen national protection systems by facilitating the development of national human rights plans of action, promoting a rights-based approach to development, providing human rights education and training, supporting the establishment of and strengthening national human rights institutions; and building the capacities of judiciaries and parliaments; and
- Promote sub-regional involvement in mainstreaming human rights and in following-up on Africa-owned strategies, such as those developed by NEPAD, the AU, the Bamako and Cotonou initiatives on democracy, and the Kigali declaration on human rights.

REGIONAL ACTIVITIES

◆ SUPPORT FOR THE AFRICAN HUMAN RIGHTS SYSTEM

Discussions between OHCHR and the African Commission in late 2003 concluded that information-sharing and communication between the two organizations needed improvement, and that the African Commission's secretariat required strengthening. OHCHR supports capacity-building efforts for the African Committee on the Rights and Welfare of the Child, African Parliaments, and the secretariat of the Conference on Security, Stability, Development and Cooperation in Africa (CSSDCA). All these activities will be implemented in close collaboration with the secretariat of the AU, other relevant African institutions and mechanisms, United Nations agencies and civil society. Activities will include:

- Facilitating the exchange of information and collaboration between United Nations treaty bodies and national institutions by encouraging participation in each other's activities;
- Granting fellowships to enhance the capacity of the legal team in the African Commission's secretariat;
- Supporting the campaign for the ratification of the Protocol on the Rights of Women and the Protocol for the Establishment of the African Court, through activities jointly developed by OHCHR, the AU and other relevant institutions and actors;
- Supporting the AU in implementing the human rights component of the CSSDCA;
- Enhancing the oversight role of African parliamentarians by building their capacity in collaboration with the Inter-Parliamentary Union, the Africa Leadership Forum, and the African Capacity-Building Foundation; and
- Strengthening the collaboration between African national institutions and the African human rights system.

◆ AFRICAN DIALOGUE III

In November 2001, OHCHR organized the first of a series of consultative Dialogues as part of a new approach towards developing its regional strategy for promoting and protecting human rights. A second Dialogue was held in May 2002, and a number of activities were undertaken by OHCHR to implement recommendations made during the two Dialogues which includes continuous consultation with the African Union and NEPAD in order to strengthen the human rights content and component of their activities and programmes; and as recommended organize an experts consultation with African Regional Economic Communities in order to discuss their possible role in mainstreaming human rights in their activities and amongst Member States. OHCHR has planned a third Dialogue for 2004, during which the Kigali declaration and plan of action, adopted in May 2003, the establishment of the NEPAD's Africa Peer-Review Mechanism, and the AU's political peer-review exercise, envisaged under the CSSDCA process, will be discussed. Dialogue III will also serve as a forum for reviewing implementation of the recommendations made during the first two Dialogues.

◆ SUPPORT FOR AFRICAN NATIONAL INSTITUTIONS

OHCHR will support the secretariat of African national institutions and the implementation of their activities. In addition, OHCHR will support the establishment and strengthening of

institutions in Ethiopia, the Democratic Republic of the Congo, Sierra Leone, Niger and Kenya. Support to national institutions in other countries will continue, mainly through the secretariat of African national institutions. An expert consultative meeting to facilitate collaboration between African parliamentarians and national institutions is also planned.

◆ SUPPORT FOR STRENGTHENING THE HUMAN RIGHTS COMPONENT OF AFRICAN INITIATIVES

OHCHR is responsible for ensuring that respect for human rights is central to the implementation of NEPAD's activities and programmes, including the peer-review exercises. The AU has also requested that OHCHR support the political peer-review process in the CSSDCA. Activities within this project aim to:

- Facilitate the implementation of NEPAD's and CSSDCA's commitments in accordance with regional and international human rights standards and recommendations, such as United Nations treaty bodies and special procedure mechanisms;
- Foster effectiveness and accountability in African peer-review mechanisms, and encourage the inclusion of human rights and adherence to good governance and the rule of law as central themes; and
- Strengthen national institutions, such as Parliament and civil society organizations, especially organizations for women and youth, so they can participate effectively in the implementation of the human rights components of the NEPAD and CSSDCA peer-review exercises.

Requirements for these activities in 2004 are estimated at US\$ 180,000.

SUB-REGIONAL ACTIVITIES

◆ REGIONAL REPRESENTATIVES

The sub-regional offices in Southern Africa (Pretoria), Central Africa (Yaoundé) and East Africa (Addis Ababa) have become focal points for mainstreaming human rights within UNCTs and in the work of regional and sub-regional institutions. Implementation of their activities has led to an increase in requests for technical assistance. In 2004, OHCHR will seek closer funding partnerships with United Nations agencies, especially UNDP, in order to meet the costs of these requests. Regional representatives will

help to prepare the Common Country Assessment/United Nations Development Assistance Framework (CCA/UNDAF) and to develop thematic human rights working groups within the UNCTs. The sub-regional offices, in collaboration with thematic focal points on trafficking, gender-mainstreaming, poverty-reduction, human rights and HIV/AIDs will support the use of OHCHR guidelines and training tools. The Africa team, located within the Capacity Building and Field Operations Branch, will provide all necessary support to these sub-regional offices.

◆ EAST AFRICA

The establishment of the Addis Ababa office in October 2002 and consolidation of its activities in 2003 has enhanced OHCHR's collaboration with the AU secretariat and the Economic Commission for Africa (ECA), both of which have an important role to play in setting the human rights agenda in Africa. The office covers Djibouti, Eritrea, Ethiopia, Kenya, Tanzania and Uganda.

The East Africa office will work to encourage courts to apply international human rights standards in their proceedings, promote country reporting and compliance with international human rights instruments, and strengthen networking among sub-regional human rights actors. These activities will complement the human rights training workshop and initiative that were jointly organized by OHCHR/UNDP Sub-regional Resource Facilities (SURF) in Addis Ababa in January 2003. Activities will be implemented with UNCTs in Kenya, Eritrea and Uganda, which will also focus on strengthening their own capacities to support human rights activities in their respective countries. The office will also participate in the ECA's fourth African Development Forum on Governance.

◆ SOUTHERN AFRICA

The Southern Africa sub-regional office is jointly funded by OHCHR and UNDP. A regional representative for Southern Africa was deployed in October 2002. In response to increasing demands, the office will provide training and technical and substantive support to governments, UNCTs, national human rights institutions and civil society organizations in the region. It will also assist the Southern African Development Community in integrating human rights into its programming and policies. The office will support the OHCHR focal point on NEPAD based in Geneva and will develop its web site.

◆ WEST AFRICA

West Africa is currently the most volatile sub-region on the continent. OHCHR has been working through and with peacekeeping missions in Sierra Leone, Guinea-Bissau, Côte d'Ivoire and Liberia to ensure that respect for human rights is central to all peace processes. OHCHR has supported efforts to maintain peace and security in the Mano River Union area, supports transitional justice initiatives, such as the Truth and Reconciliation Commission in Sierra Leone, supports human rights training for ECOWAS and United Nations peacekeepers in Sierra Leone, Liberia and Guinea, participated in the establishment of post-conflict initiatives and human rights units in peacekeeping missions in Côte d'Ivoire and Liberia, and has helped to strengthen civil society's capacity to promote conflict-prevention and address human rights issues.

The delay in recruiting a senior human rights officer for the United Nations West Africa office in Dakar has hindered planned implementation. However, OHCHR continues to respond to requests from countries and regional structures in the sub-region. OHCHR supported the establishment of the human rights programme in Côte d'Ivoire, and is considering requests for support from Benin, Niger and Togo. OHCHR participates in the United Nations peace-consolidation process in Liberia. At the request of ECOWAS, OHCHR will support the deployment of an international human rights officer to its secretariat to assist in developing a comprehensive human rights programme; and work with existing human rights entities in the sub-region.

◆ CENTRAL AFRICA

OHCHR activities in Central Africa will continue to be coordinated through the Yaoundé Centre for Human Rights and Democracy. Activities to strengthen civil society will be carried out in Chad, the Republic of Congo, Equatorial Guinea and Cameroon. The Yaoundé Centre is supported with US\$ 500,000 in 2004 from the regular budget.

OHCHR's field offices in Burundi and the Democratic Republic of the Congo (DRC) are being re-oriented to reflect the transitional processes taking place in these two countries. Support will be provided to the DPKO and DPA-led operations such as MONUC in the DRC and BONUCA in Central African Republic.

Requirements for these sub-regional activities in 2004 are estimated at US\$ 1,235,962.

NATIONAL ACTIVITIES

◆ ANGOLA

OHCHR's project in Angola focuses on strengthening national capacities in human rights, democracy and the rule of law, and supports mainstreaming human rights within the UNCT. Detailed information about this project can be found in the chapter entitled "Human rights support for peace-making, peacekeeping and peace-building activities".

◆ LIBERIA

Analyses of the conflict in Liberia link its origins to human rights abuses perpetrated by successive regimes against the country's civilian population. OHCHR's project in Liberia aims to support implementation of the Comprehensive Peace Agreement, adopted in August 2003; provide comprehensive information on war-related human rights abuses and violations, which will facilitate the operations of the Truth and Reconciliation Commission provided for under the Comprehensive Peace Agreement and help to bring perpetrators to justice; and establish and nurture a collaborative relationship between the human rights community and humanitarian actors with the aim of ensuring that humanitarian operations also advance human rights. Requirements for 2004 are estimated at US\$ 105,500.

◆ NIGERIA

Activities developed following a needs-assessment mission in March 2002 include providing assistance to the National Human Rights Commission, facilitating an inter-institutional consultative workshop on the administration of justice, supporting the Parliamentary Committee on justice, human rights and legal matters, and strengthening the capacity of the Legal Aid Council. The project will be managed by a national human rights officer supported by the United Nations country office. Requirements for 2004 are estimated at US\$ 100,000.

◆ SIERRA LEONE

With the expected withdrawal of the United Nations Mission in Sierra Leone (UNAMSIL) in 2004, OHCHR is keen to consolidate the gains that have been made during the past five years through assisting national bodies and groups to establish and maintain structures for the protection and promotion of human rights.

Activities will include the training in human rights for national monitors and the armed forces; the establishment of human rights and law reference libraries in Bo, Kenema and Makeni; and the training on reporting to human rights treaty bodies. It is expected that these activities will promote human rights awareness, reform the justice sector; improve access to up to date information on the state of domestic law, international law and international human rights law and improve the capacity of the Government of Sierra Leone to fulfill its reporting obligations.

Requirements for 2004 are estimated at US\$ 200,000

◆ SOMALIA

The first OHCHR project in Somalia was concluded in February 2003. This was followed by extensive consultations, involving a wide range of stakeholders, to devise a new programme that would reflect the ongoing peace process and take into account the prevailing political and security situation in the country. The new project will involve establishing an office in Hargeisa, "Somaliland", staffed by an international human rights officer and a national associate human rights officer that will focus on integrating the rule of law and human rights into the peace process and promoting of a culture of human rights. The project will continue to support the mandate of the Independent Expert on Somalia. Requirements for 2004 are estimated at US\$ 243,300.

◆ SUDAN

In 2004, OHCHR activities will focus on a human rights training programme for members of the armed forces of Sudan, including the police, military and security officers. OHCHR will also promote the following activities with the assistance and support of UNDP: Moot Court exercise; the establishment of a national human rights commission; the creation of a human rights centre for Sudanese national NGOs working on human rights issues; and conflict resolution and humanitarian relief. Requirements for 2004 are estimated at US\$ 250,000.

ANTICIPATED RESULTS

Through its regional approach OHCHR is making efforts to ensure that available limited resources are channeled in a manner that maximizes their impact at the national and sub-

regional levels. For this reason emphasis will be placed on cooperation with United Nations and regional partners in addressing the needs of countries of a given region or sub-region.

The activities and projects will contribute to the strengthening of human rights at the regional, sub-regional and national levels. The immediate beneficiaries of the projects will benefit from a systematized culture of human rights as a result of enhanced capacities and process of empowerment.

IMPLEMENTING ARRANGEMENTS

Activities will be carried out at the request of governments or in collaboration with regional or intergovernmental institutions, NGOs and other civil society actors. In some cases, grants and fellowships will be made available to NGOs to support capacity-building initiatives.

Most of the activities under this programme will be carried out with UNDP, the AU, African human rights commissions, the regional economic communities, and NGOs. OHCHR will encourage cooperation and exchange of information and best practices among all regional and sub-regional organizations, especially in the framework of South-South cooperation.

Following consultations with all stakeholders and beneficiaries, the regional representatives will develop work-plans for implementing the identified activities. Projects will be implemented in close collaboration with UNDP, the regional economic communities, and OHCHR Geneva. UNDP, OHCHR's main partner in Africa, will continue to co-finance activities and provide logistical support for the existing regional offices and for national programmes. ECA, ECOWAS and the Common Market for Eastern and Southern Africa (COMESA) have pledged to do the same. Details will be agreed through bilateral consultations.

MONITORING AND EVALUATION

OHCHR will field mid-project cycle-assessment and monitoring missions during the year. An evaluation involving all stakeholders designed and led by an independent consultant, will be conducted at the end of the year. An analysis of the evaluation

report will assist OHCHR, its United Nations partners and other partners in planning for the future.

BUDGET IN US\$ AFRICA

	US\$
Staff costs:	
Regional office East Africa	241,400
Regional office Southern Africa	264,000
Regional office West Africa	108,000
Backstopping regional activities	112,600
Backstopping Liberia and Sierra Leone	105,000
Liberia	4,500
Nigeria	56,400
Somalia	138,800
Sudan	156,000
Experts/consultants' fees and travel:	
Regional office Southern Africa (evaluation)	12,300
Strengthening capacities for human rights in Central Africa	2,710
Liberia	15,500
Nigeria	7,000
Sudan	15,500
Travel:	
OHCHR staff/Regional activities	60,700
OHCHR staff/Liberia	6,000
OHCHR staff/Nigeria	7,100
OHCHR staff/Sierra Leone	5,000
OHCHR staff/Somalia	1,500
OHCHR staff/Sudan	9,500
Representatives/Somalia	2,200
Contractual services	8,300
General operating expenses	121,500
Supplies and acquisitions	123,900
Grants, contributions, fellowships and seminars:	
Regional activities	130,000
African regional framework	159,300
Strengthening capacities for human rights in Central Africa	68,124
Liberia	8,400
Nigeria	12,000
Sierra Leone	30,000
Somalia	42,300
Sudan	13,000
Sub-total	2,048,534
Programme support costs	266,228
Total	2,314,762



LATIN AMERICA AND THE CARIBBEAN

BACKGROUND

The region comprising Latin America and the Caribbean (LAC) has an effective regional human rights protection system, its own sub-regional arrangements for cooperation in economic integration, some of which have clear human rights mandates and mechanisms, and, with the exception of Colombia, is characterized by an absence of internal conflict. The region has the highest rate of ratification of international human rights treaties, the highest gross domestic product of all regions, national institutions that promote and protect human rights, a strong constitutional or legislative basis for human rights protection in almost every country, large, organized, experienced and effective civil societies that are willing to cooperate with governments in tackling social and economic problems, and individual governments that cooperate with human rights mechanisms and are willing to receive advisory and technical assistance to improve their human rights records.

Alongside these factors that positively influence respect for human rights are some troubling trends and statistics that could undermine that respect, notably: the biggest gap in income distribution and the highest external debt among developing regions; weak judicial systems; internal tensions in several countries which could worsen if not addressed promptly; a rise in crime and violence which, in some countries, is associated with organized crime and targets human rights defenders; and a very low rate of ratification of international human rights treaties in the English-speaking Caribbean countries.

On 1 December 1999, governments in the region, in cooperation with OHCHR, adopted a framework for technical cooperation in Latin America and the Caribbean. The framework, which was adopted in Quito, Ecuador, aims to strengthen national capacities for promoting human rights by developing national plans of action, providing human rights education, establishing or strengthening national human rights institutions, developing strategies for the realization of the right to development and the enjoyment of economic, social and cultural rights, and promoting the human rights of women, children and vulnerable groups.

In November 2001, OHCHR appointed a regional representative who is based in the United Nations Economic Commission for Latin America and the Caribbean (ECLAC) in Santiago de Chile. He helps to integrate human rights into the activities of ECLAC

and United Nations country teams (UNCTs); he also facilitates cooperation with governments, regional institutions and NGOs, and helps to identify strategic priorities.

OBJECTIVES AND STRATEGY

OHCHR's activities in the region aim to build and strengthen national capacities to promote and protect human rights. This will be done by:

- Mainstreaming human rights within the work of UNCTs;
- Supporting national institutions;
- Supporting the adoption of national policies and mechanisms that promote and protect human rights;
- Facilitating cooperation between the regional representative and UNCTs;
- Strengthening the collaboration with UNCT members by appointing focal points with whom OHCHR will regularly liaise; and
- Strengthening partnerships with regional institutions and NGOs.

REGIONAL ACTIVITIES

◆ SUPPORT THE REGIONAL REPRESENTATIVE AND HUMAN RIGHTS ADVISORS

OHCHR works with various actors in the region, particularly with UNCTs, to strengthen national systems to protect human rights. The regional representative will:

- Advise ECLAC and UNCTs on the recommendations of the treaty bodies and special procedures of the Commission on Human Rights, and help to establish a human rights working group with the country teams;
- Identify best practices in order to improve OHCHR's activities in the region;
- Develop strategic relationships with UNCTs and organize activities to strengthen their capacities to establish and build national protection systems;
- Review and analyze ECLAC's programmes and the UNCTs' United Nations Development Assistance Framework (UNDAF)

documents with the aim of formulating programmes with a human rights-based approach; and

- Organize, with the support of headquarters and regional partners, training activities for the staff of ECLAC and UNCTs – including the UNDP's Sub-regional Resource Facilities – on international human rights instruments and the formulation of human rights-based programming.

◆ IMPLEMENTATION OF OTHER REGIONAL AND SUB-REGIONAL ACTIVITIES

In the context of the Quito Framework and the follow-up to the 2001 Durban Conference, OHCHR focused its activities on vulnerable groups during 2003-2004. A study on prison conditions for women in Central American countries was prepared during 2003 with the assistance of the Latin-American Institute for Crime Prevention and Treatment of Offenders (ILANUD). In 2004, a sub-regional workshop will be organized to review implementation of the study's recommendations and to consider follow-up strategies.

◆ SUPPORT TO NATIONAL INSTITUTIONS AND NGOs

OHCHR supports the network of national institutions in the Americas. The network comprises nine national institutions within the region; the national institutions of the Caribbean have observer status in the network. OHCHR proposes to support the network's general assembly, two thematic seminars, an interchange programme among the various national institutions, and education and information activities that provide advice to regional governments in establishing national institutions. OHCHR will also promote the establishment of these institutions where they do not yet exist.

◆ STRENGTHENING PARTNERSHIPS WITH REGIONAL INSTITUTIONS

During 2004, OHCHR will continue to strengthen its partnership with the Inter-American Commission on Human Rights and will implement its agreement with the Inter-American Institute for Human Rights (IHR). OHCHR and the secretariat of the Inter-American Commission on Human Rights are planning a temporary exchange of staff to provide opportunities for staff

of both organizations to become familiarized with the concluding observations, recommendations and legal interpretations developed by each institution. The exchange of staff will also facilitate the adoption of a common approach in setting priorities and in establishing advisory-services programmes. In addition, OHCHR will support the development of a regional human rights action plan for Central America in cooperation with the secretariat of the Central American Integration System (SICA). OHCHR will assist the recently created SICA ad-hoc committee on human rights in drafting a human rights action plan for the region; the plan is expected to be signed and adopted by each country during the 2004 Central American Summit.

Requirements for 2004 are estimated at US\$ 391,900 for the above-mentioned regional activities.

NATIONAL ACTIVITIES

◆ COLOMBIA

The office in Colombia, established under an agreement with the Government, carries out technical cooperation activities that aim to strengthen the capacities of both government and non-governmental institutions to promote and protect human rights. These activities are part of the wider activities amounting to US\$ 4.7 million undertaken by the Colombia office; they are described in further detail in the chapter entitled "Human rights support to peace-making, peacekeeping and peace-building activities" (page 39).

◆ EL SALVADOR

OHCHR will continue supporting the national institutions responsible for promoting and protecting human rights, particularly the Ombudsman's Office (*Procuraduría para la Defensa de los Derechos Humanos*). Through the project, an adviser to both the *Procuraduría* and the United Nations system, together with specialized national consultants, will implement the strategy jointly designed with the *Procuraduría*. Assistance will include human rights training workshops for management and technical staff of the *Procuraduría*, the elaboration of a human rights training programme, and provision of educational and human rights materials. The project is expected to end in May 2004 and requirements are estimated at US\$ 85,025.

◆ GUATEMALA

OHCHR assists the Government in developing and implementing a system of participatory reporting to the human rights treaty bodies and follow-up to its recommendations, assists the Ombudsman's Office (*Procuraduría de Derechos Humanos*), the Ombudsman for Indigenous Women (*Defensoría de la Mujer Indígena*), and NGOs in coordinating efforts to protect and promote human rights, emphasizing the elimination of ethnic and racial discrimination, and trains judges and magistrates on international human rights instruments and on the mechanisms for applying these principles to the domestic judicial process.

Together with the UNCT and the United Nations Verification Mission for Guatemala (MINUGUA), OHCHR provides advice to several government and non-governmental institutions on promoting and protecting the rights of indigenous peoples, strengthening the capacity of the judiciary, and increasing the capacities of national human rights institutions and civil society to monitor respect for international human rights norms and standards.

In 2004, OHCHR will focus on two key areas: developing the capacities of the Ombudsman's Office and civil society organizations to monitor respect for international human rights norms at national and local levels, and working with MINUGUA during its last year in the country, in order to benefit from its experience in anticipation of the possible opening of an OHCHR office in Guatemala during the second half of the year. Requirements for activities during the support phase to MINUGUA are estimated at US\$ 469,500. Requirements thereafter will be determined once the parameters of a possible OHCHR office are finalized.

◆ HAITI

Despite recommendations made by the independent expert of the Commission on Human Rights that OHCHR should continue providing technical cooperation assistance to the country, OHCHR could not carry out any activities in Haiti in 2003 due to lack of funding. The Office expects to implement activities to strengthen the Office of the Ombudsman, the Judicial School and civil society in 2004 once activity areas are more clearly defined and funding is available. At present there are no budgetary requirements for this activity.


◆ MEXICO

During 2004, OHCHR will assist the Government in designing and adopting a new national programme on human rights, will conduct training courses and prepare training manuals on the medical and forensic examination of torture, and promote the rights of indigenous peoples by conducting seminars and training activities on United Nations and regional human rights mechanisms for representatives of indigenous communities.

The 2003 in-depth analysis of the country's human rights situation helped to identify the main obstacles that have been delaying the full integration of international human rights standards into domestic legislation and the implementation of recommendations made by international human rights mechanisms. This analysis will serve as a basis for the design and adoption of a new national programme on human rights. Requirements for 2004 are estimated at US\$ 958,600.

◆ URUGUAY

In Uruguay a new project will be designed, where OHCHR will assist the Parliament in integrating human rights into its law-reform programme. The project will focus on harmonizing domestic law with international human rights standards and working with the Parliament to expedite the establishment of an Ombudsman's Office. The project will also strengthen the human rights capacities of the UNCT. Requirements for 2004 are estimated at US\$ 94,900.

Article 28 
 Everyone is
 entitled to a
 social and
 international order
 in which the rights
 and freedoms set
 forth in this
 Declaration can be
 fully realized.

ANTICIPATED RESULTS

UNCTs' capacities to support the strengthening of national protections system will be increased. In order to facilitate this, focal points will be established within UNCTs to liaise with OHCHR and other actors with respect to human rights. It is expected that OHCHR and UNCTs would have contributed to increase the capacities of governments to adopt and implement national policies that promote and protect human rights, and to increase the capacities of national institutions and NGOs to monitor and contribute to the implementation of such policies. It is expected that the promotion of economic, social and cultural rights will be given a higher priority in the policies of governments, the programmes of ECLAC and UNCTs.

BENEFICIARIES

The beneficiaries of the regional and national programmes will be governments and other state institutions, and the national institutions and representatives of civil society who participate in the activities. United Nations country teams and other regional partners will also benefit from projects developed jointly with OHCHR.

IMPLEMENTING ARRANGEMENTS

OHCHR staff in Colombia, El Salvador, Guatemala and Mexico, the regional representative in Santiago, the human rights adviser in Guyana and international consultants recruited on a short-term basis will implement the above activities. OHCHR will coordinate implementation of all its activities with ECLAC and UNCTs. It will also work closely with its regional partners, particularly ILANUD, IIHR, the Andean Commission of Jurists, the Inter-American Commission on Human Rights, the Organization of American States, the Inter-American Development Bank and SICA.

In the English-speaking Caribbean, OHCHR will coordinate with the United Nations sub-regional team in Barbados and the United Nations country teams of Jamaica and Trinidad and Tobago. OHCHR will also coordinate with the independent

expert for Haiti and will support the mandate of the Personal Representative of the High Commissioner for Human Rights for Cuba and the special procedures mechanisms during their missions to the region.

BUDGET IN US\$ LATIN AMERICA & THE CARIBBEAN

	US\$
Staff costs:	
Regional office (Santiago de Chile)	195,600
El Salvador	23,000
Guatemala	243,100
Mexico	383,960
Experts/consultants' fees and travel:	
El Salvador	22,000
Guatemala	16,900
Mexico	215,800
Uruguay	9,000
Travel:	
OHCHR staff/regional activities	24,700
OHCHR staff/Guatemala	24,600
OHCHR staff/Mexico	37,200
Contractual services	18,000
General operating expenses	128,440
Supplies and acquisitions	35,025
Grants, contributions, fellowships and seminars:	
Regional activities	120,000
El Salvador	6,000
Guatemala	50,500
Mexico	141,000
Uruguay	75,000
Sub-total	1,769,825
Programme support costs	230,100
Total	1,999,925



EUROPE, CENTRAL ASIA AND THE CAUCASUS

BACKGROUND

The region comprising Europe, Central Asia and the Caucasus is made up of distinctive sub-regions that have common challenges in the areas of development and human rights. The countries in which OHCHR works are largely post-communist states in transition. Several are emerging from years of internal conflict; some are still suffering from conflicts; and in some instances conflicts threaten OHCHR support to the development of national capacities to address issues such as the independence of the judiciary, human rights education, law enforcement and gender-related problems. These activities complement the work of and, in some cases, will be implemented with, regional inter-governmental organizations, such as the Council of Europe and the Organization for Security and Cooperation in Europe (OSCE).

In Central Asia, OHCHR will work closely with the OSCE and national partners. A regional expert will be deployed to Central Asia to serve as a high-level resource person for governments and civil society.

In the Balkans, OHCHR conducts technical cooperation activities and monitors human rights through its field offices in Bosnia and Herzegovina and Serbia and Montenegro, including Kosovo. Technical cooperation activities in Southeast Europe are largely carried out by staff in these technical cooperation offices and in OHCHR field offices in former Yugoslav Republic of Macedonia and Croatia. With the goal of joining the European Union, these countries have demonstrated a readiness to reform their laws and institutions in accordance with international human rights standards.

Final activities related to a three-year project on human rights education will be conducted in Russia; many of the materials and expertise developed through this project are now in use throughout the former Soviet Union.

OBJECTIVE AND STRATEGY

The overall objective of OHCHR's activities in the region is to help build and strengthen national capacities to promote and protect human rights. Activities focus on sub-regions and aim to:

- Mainstream human rights into the work of other United Nations agencies;
- Integrate activities with other regional actors;
- Make the most efficient use of resources by working at sub-regional levels; and
- Promote conflict-prevention.

REGIONAL ACTIVITIES

◆ CENTRAL ASIA

Following needs-assessment missions to Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan, a four-year project was developed and agreed upon between the four Governments and OHCHR. As noted in OHCHR's Annual Report 2002, this project was scheduled to begin in early 2003. Due to financial constraints, implementation was postponed. The project is now expected to begin in January 2004.

There are two main components to the project: deploying a high-level regional expert who will work with governments, policy-makers, scholars, civil society and others to develop human rights policies; and strengthening national capacities to offer human rights education in the formal school system through regional and national activities. Information about human rights will also be disseminated to targeted sectors and to the general public.

- The high-level regional expert deployed to the region will conduct several workshops on human rights for government officials and policy makers, local government officials, civil society organizations and others. He will also produce commentaries and articles on relevant human rights topics; these will be disseminated through newspaper articles and radio broadcasts in Russian or local languages.
- The regional expert will work closely with United Nations agencies to mainstream human rights into their work.
- OHCHR will help to organize four national-level round tables to assess the status of human rights-related education in the formal school system. Based on the results of these round tables, OHCHR will assist a leading academic institution in the field of human rights in organizing a one-month training course on human rights teaching methodologies for 50 educators, education professors and other experts from the region.

- Country-specific activities include: training teachers by a Kyrgyz NGO with extensive expertise in human rights education; strengthening the capacity of the Tajikistan Department of Constitutional Guarantees and Citizen Rights – the primary human rights institution in the country – to implement its mandate at the provincial level; supporting the human rights information-dissemination capacities of the National Human Rights Centre of Uzbekistan and the Human Rights Information and Documentation Centre in Tajikistan; and printing and disseminating human rights education materials and human rights reference documents in the Kazakh, Kyrgyz, Uzbek and Tajik languages.
- OHCHR will support the establishment of human rights mini-libraries for government departments, courts, public libraries, academic institutions, civil society organizations and others.
- OHCHR will ensure that human rights education materials from the region and/or in local languages are made available on a human rights education web site established by the OHCHR project in Russia.

Requirements for 2004 are estimated at US\$ 672,200

BENEFICIARIES

The immediate beneficiaries of the project are government institutions, NGOs, and the educators and education professors who will be trained. Students and other users of the human rights mini-libraries, the human rights education web site and all other materials and commentaries produced through the project will also benefit.

IMPLEMENTING ARRANGEMENTS

Project implementation will be entrusted to two national project managers, a leading academic institution with expertise in designing and implementing human rights training courses, and two local NGOs with extensive expertise in human rights education and a proven record of working with international organizations. Project advisory committees at the national and regional levels will supervise implementation; they will be chaired by the regional expert and will include representatives of government ministries, education experts and NGOs. Representatives of relevant international organizations will also be invited to

attend the committees' meetings. At the beginning of the third year of implementation, a mid-term evaluation will be conducted; a final evaluation will be conducted within three months of the end of the project.

◆ SOUTHEAST EUROPE

The countries in Southeast Europe are seeking admission to the European Union and full integration into European political structures. They are required to achieve a certain level of respect for democratic principles, sustainable return of refugees and internally displaced persons, and economic development.

Organized crime, however, is one factor impeding progress on human rights. The power brokers of the 1990s who were involved in war crimes and war profiteering are now engaged in organized crime and exert strong political and economic influence that exacerbates ethnic divisions, bolsters nationalistic parties, inhibits democracy and threatens the realization of human rights.

OHCHR's work in the region focuses on advising United Nations agencies, the OSCE, the Council of Europe and other international actors on how to mainstream international human rights obligations into their activities and developing civil society's capacity to monitor respect for human rights. Five areas have been identified as priorities for the region:

- Impunity and the rule of law;
- Human rights frameworks for development, including poverty-reduction strategies;
- Human trafficking and other forms of gender-based violence, exploitation and discrimination;
- Human rights frameworks for migration, including refugees and internally displaced persons; and
- Human rights education and promotion.

Impunity and the rule of law

OHCHR will undertake a series of targeted surveys that assess the laws and practices that undermine the rule of law, including ill-treatment by police, war crimes, disappearances, domestic violence and non-state actors. Initial conclusions and recommendations will be formulated.

The Office will also help to establish a system of victim and witness protection and work with others in the field in order to draft regional cooperation agreements. Field presences will

establish a network to monitor the protection of victims and witnesses.

OHCHR's activities will also focus on improving access to justice, particularly in relation to domestic crimes, disappeared and missing persons. OHCHR field staff will review the legislative frameworks for the newly-created war crimes courts.

Human rights frameworks for development, including poverty-reduction strategies

OHCHR aims to integrate human rights into United Nations country team (UNCT) programmes and activities through regular participation in the UNCT and work with individual agencies. United Nations programmes and projects will be reviewed to evaluate their human rights components.

Activities will be undertaken to ensure national support for the implementation of the Poverty Reduction Strategies.

OHCHR's field staff will analyze development-related legislation, policy and practices, including privatization, to ensure that duty-bearers undertake all measures necessary to ensure the realization of economic and social rights.

Human trafficking and other forms of gender-based violence, exploitation and discrimination

The Office will review methodologies for the creation of national plans of action, focusing on obstacles and transfer of experience from Bosnia and Herzegovina to Serbia and Montenegro, including Kosovo and Croatia. Through a series of consultations, OHCHR will also support NGOs' abilities to develop sustainable mechanisms for monitoring implementation of national plans of action.

OHCHR will organize training on OHCHR principles and guidelines, and on UNICEF guidelines for the protection of children, in Serbia and Montenegro and Kosovo, and will offer refresher training sessions on the legal framework of human rights in Bosnia and Herzegovina for individuals who provide legal advice and/or representation to victims and witnesses.

Human rights frameworks for movements of people, including durable solutions for refugees and internally displaced persons

OHCHR will ensure that legal frameworks are developed that incorporate *de jure* and *de facto* human rights protection for refugees and internally displaced persons.

Human rights education and promotion

OHCHR will support reform of the education system. In Serbia and Montenegro, OHCHR will help to integrate a human rights dimension into civic lessons taught in primary and secondary schools.

OHCHR will continue to strengthen the capacity of civil society organizations by improving their skills to monitor, analyze, advocate, train and network on human rights issues. The Office also aims to raise awareness about human rights among the general population. The Office will offer advice on human rights training sessions conducted by and for NGOs, and will help to print, translate and distribute various human rights training and promotional materials.

Requirements for 2004 are estimated at US\$ 282,000

BENEFICIARIES

National authorities, NGOs and victims and potential victims of human rights violations will benefit from OHCHR's advice on human rights mainstreaming and developing civil society's capacity to monitor respect for human rights.

IMPLEMENTING ARRANGEMENTS

Training and United Nations human rights mainstreaming activities will be implemented by OHCHR staff funded through the Balkans field offices, by local experts engaged as short-term consultants, and through modest grants to local organizations for work on specific issues. Support and cooperation from international and local partners will be sought.

NATIONAL ACTIVITIES

◆ AZERBAIJAN

OHCHR's project in Azerbaijan aims to improve compliance with international norms and standards in law enforcement and the administration of justice, to strengthen national capacity in the United Nations treaty-reporting process, and to assist the country's law schools in their efforts to promote education on international human rights standards.

A new three-level judicial system was recently established in the country. Following a selection process carried out in 1999-2000, 60 per cent of the judicial corps is now composed of new judges. The State Programme on Poverty Reduction and Economic Development, launched in October 2002, defines judicial reform as one of the Government's priorities, aimed at improving public access to information on the laws, rights and access to legal institutions, and building the capacity of the legal professions to develop relevant legal frameworks. OHCHR's project focuses on supporting the Government and civil society in implementing the new laws and legal structures.

The main objectives of the project are to:

- Assist the Government in enhancing the professional skills and knowledge of judges, prosecutors and law students about the rule of law and human rights by providing relevant training and expertise;
- Enhance the national capacity to teach human rights norms and standards, particularly for trainers at the Azerbaijani Judicial Training Centre, by developing training tools and methodologies; and
- Strengthen the national capacity in treaty-reporting procedures.

Project activities in 2004 will include:

- Training workshops for judges and prosecutors to be organized in cooperation with the Ministry of Justice and the Council of Europe;
- Development of training materials in collaboration with the Judicial Training Centre;
- Translation and dissemination of OHCHR's *Manual on Human Rights in the Administration of Justice*;
- Convening follow-up training seminars on treaty-reporting for Government officials, the Public Defender's Office and representatives of NGOs;
- Supporting a core group of law school teachers and professors who are developing pilot course materials on teaching human rights law; and
- Translating into the Azeri language and publication of human rights reference and public information materials.

Judges, prosecutors, defense lawyers and government officials responsible for the administration of justice and implementation of relevant legislation, government officials responsible for United Nations treaty reporting, law students, staff of the Public

Defender's Office, members of civil society and others who will implement project activities will all benefit. In the long term, the population as a whole will benefit from increased awareness about and respect for human rights.

The Government counterpart for the implementation of the project is the Ministry of Justice. Close working relations with relevant ministries and with the Public Defender's Office will also be maintained. Project activities will be implemented in cooperation with key regional organizations, such as OSCE and the Council of Europe. OHCHR's representative, as the international project coordinator, will work with a national project assistant who may assume responsibilities for project coordination at a later stage. A project advisory committee, composed of the international project coordinator and representatives of the Government and of UNDP, meets monthly to exchange views on the implementation of the project and discuss areas of mutual concern.

Requirements for 2004 are estimated at US\$ 92,700

◆ RUSSIAN FEDERATION

OHCHR's project in Russia focuses on human rights education for youth: supporting national experts to train other educators, developing and distributing teaching materials, and strengthening a network of people and institutions active in this field.

In addition to the seismic changes in the legal and political systems that have occurred in Russia over the past several years, the education system has undergone its own shake-up. Many teachers have begun to incorporate information about human rights into their lessons. OHCHR supports their efforts both substantively and financially, especially while financial constraints limit the Government's support to nurture these fledgling curricula.

The main objectives of the project are to:

- Introduce an understanding of human rights concepts among education professors and teachers; and
- Enhance the capacity of the national educational system to provide human rights education.

During 2004, OHCHR will:

- Offer training and internships for graduate education students and education professors. The programme, which has

been carried out over the past two years in an institute of higher learning, instructs educators from across the country on how to teach human rights and assists them in developing new teaching materials. The internship programme introduces participants to the major institutions working on human rights promotion and protection, including the Constitutional Court, the Duma, NGOs, international organizations and others;

- Produce monthly articles in national teachers' newspapers, support a project web site, and provide teaching materials and information about essay competitions and project activities. The winning essays from regional student competitions and teaching plans developed in educators' regional and national training sessions will be published;
- Develop regional resource centres for human rights education; they will provide access to teaching materials and electronic sources of information;
- Provide mini-libraries of human rights reference materials to two target sectors: Higher education institutions for teachers and human rights NGOs working on human rights education;
- Organize specialized training for NGO representatives on United Nations human rights procedures. A training seminar on preparing periodic reports for treaty bodies, aimed at NGO leaders, will be led by officials from the United Nations and the Ministry of Foreign Affairs; and
- Evaluate the project which is scheduled to be completed by December 2004. Quantitative indicators to measure the impact of the project are being developed, as per the recommendation of the independent evaluation conducted in 2003 and available from OHCHR.

The recent interim independent evaluation showed that the project has had an even greater effect than had been anticipated, reaching a high number of teachers. Teaching materials produced are widely used by teachers and professors, and the project's activities have generated great interest throughout the country. Russian central and regional TV stations and mass media reported extensively on the results of the national student competition, whose final event was hosted by the Constitutional Court. Experts and officials from the project are now regularly called on to share their experience and expertise with other countries of the region, particularly in Central Asia.

Teachers, students and education professors are the main beneficiaries. Government officials, human rights NGOs, law faculties,

pedagogical institutes and bar associations will also benefit from use of the project's web site and human rights mini-libraries.

An executive committee, composed of OHCHR, the NGO implementing the project and relevant Government representatives, oversees implementation of the project. A project advisory committee, made up of representatives of the national NGO implementing the project, experts and representatives of the Ministry of Foreign Affairs, the Ministry of Education, United Nations agencies and OHCHR, guide implementation of the project. UNICEF, UNHCR, UNESCO and UNDP have standing invitations to attend the regular meetings of the project advisory committee and to participate in project activities. Selected activities are implemented by Russian institutions on a sub-contract basis, following selection by public tender. Information on the project is published monthly in a nationwide teachers' newspaper and on a project web site in Russian (www.proobraz.ru).

Requirements for 2004 are estimated at US\$ 224,900.

◆ THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

OHCHR was present in the former Yugoslav Republic of Macedonia between 1993 and 1999, mostly to support the mandate of the United Nations Special Rapporteur on human rights in the former Yugoslavia, and to support emergency programmes established in the wake of the Kosovo crisis. A technical cooperation programme was launched in the country in November 2001 and a technical cooperation office was opened in Skopje in June 2002. Project activities include work in human rights education in primary and secondary schools, building the capacities of human rights civil society organizations and the Ministry of Foreign Affairs, developing a national human rights action plan, and supporting the national human rights institution, the Office of the Ombudsman. Work in 2004 will focus on transferring responsibility for planning, implementing, monitoring and evaluating activities to national stakeholders, and integrating activities with those of other regional and international organizations working in the country.

Activities will include:

- Training educators with the aim of developing human rights curricula for primary and secondary schools;

- Convening a series of professional training courses for civil society, employees of the Office of the Ombudsman and Government human rights experts, focusing on developing skills for human rights monitoring and reporting, advocacy and communication;
- Organizing a series of consultations and training events in preparation for developing a national action plan for human rights and an action plan for human rights education; and
- Coordinating human rights work conducted by international and regional organizations and NGOs through technical support activities and by chairing several inter-agency task forces and coordination bodies.

The project will help to strengthen the capacity of the Government, the Office of the Ombudsman, academic institutions and civil society to promote and protect human rights. Activities will also promote a culture of rights, especially among youth and within civil society, and foster cooperation between Government structures and civil society.

Ministry of Education officials, local education authorities, teachers, students, Ministry of Foreign Affairs officials responsible for developing the action plan and for reporting to the treaty bodies, and civil society will all benefit. Women and groups vulnerable to human rights abuses will be specifically targeted.

The project will be supervised by the national technical cooperation expert based at the OHCHR office in Skopje. Activities will be implemented jointly with the Ministries of Foreign Affairs, Interior and Education, and local NGOs, including the Civil Society Resource Centre and the Centre for Human Rights and Conflict Resolution. The UNDP office in Skopje will provide general support and, with other international agencies, will continue to evaluate needs and project implementation.

Requirements for 2004 are estimated at US\$ 118,800.

◆ CROATIA

Although OHCHR closed its human rights-monitoring field presence in Croatia in December 2002, after nine years in the country, its technical cooperation activities continue. OHCHR has been working with the Government to develop the Zagreb Human Rights Documentation and Training Centre; responsibility for the Centre, which is intended to be a sustainable

national resource on human rights, is expected to be transferred to national entities by the end of 2004.

The Human Rights Centre provides a forum for cooperation among Government officials, academia, national human rights institutions, civil society and others involved in human rights work in Croatia. Resources available through the Centre, including the human rights library and database, will be used by members of Parliament and representatives of civil society and the Government.

Activities will include:

- Establishing a human rights library, including electronic information resources;
- Establishing a human rights database, with the aim of identifying trends and best practices in the protection of human rights;
- Helping to develop the capacities of academic institutions for research and analysis;
- Organizing training sessions, roundtable discussions, debates and seminars on human rights;
- Assisting other organizations and groups in conducting training sessions, seminars, round-table discussions and presentations; and
- Improving cooperation among similar institutions and specialized human rights libraries throughout the region.


The Human Rights Centre coordinates closely with the Croatian Ombudsman institution and is endorsed by representatives of international organizations and Member States present in the country.

Beneficiaries include Government officials, academics and civil society. The development of the Human Rights Centre will continue under the direction of a steering committee, composed of Government representatives, members of academia, civil society and OHCHR. The day-to-day management of the Centre is carried out by a national project coordinator and other local staff, including a programme officer, an information and research specialist, a librarian and support staff.

Requirements for 2004 are estimated at US\$ 200,000.

BUDGET IN US\$
EUROPE, CENTRAL ASIA
AND THE CAUCASUS

	US\$
Staff costs:	
Central Asia	237,100
Azerbaijan	31,800
Croatia	151,880
Former Yugoslav Republic of Macedonia	26,000
Experts/consultants' fees and travel:	
Central Asia	5,000
Southeast Europe	75,300
Azerbaijan	30,000
Former Yugoslav Republic of Macedonia	15,220
Russian Federation	10,000
Travel:	
OHCHR staff/Central Asia	20,100
OHCHR staff/Southeast Europe	30,800
OHCHR staff/Azerbaijan	4,200
OHCHR staff/Croatia	6,120
OHCHR staff/Former Yugoslav Republic of Macedonia	12,600
OHCHR staff/Russian Federation	5,000
Contractual services	43,600
General operating expenses	59,200
Supplies and acquisitions	23,630
Grants, contributions, fellowships and seminars:	
Central Asia	274,000
Southeast Europe	115,500
Azerbaijan	5,000
Former Yugoslav Republic of Macedonia	41,550
Russian Federation	184,000
Sub-total	1,407,600
Programme support costs	183,000
Total	1,590,600

Article 24 

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.



ASIA AND THE PACIFIC

BACKGROUND

Since Asia and the Pacific is the only region that does not have a comprehensive regional human rights treaty and institution, the need for regional and country-level programmes to promote and protect human rights is urgent. At the 11th annual workshop of the Asia-Pacific framework for regional cooperation in human rights, held in Islamabad in February 2003, Member States encouraged OHCHR to advise and support governments and United Nations country teams (UNCTs) in building the four pillars of the framework, namely: national human rights action plans, human rights education, national human rights institutions, and securing the right to development and economic, social and cultural rights.

Building on the priorities identified under the Asia-Pacific regional framework, OHCHR assists United Nations peace missions and UNCTs throughout the region in integrating human rights into their programming. OHCHR has found this a cost-effective way of maximizing the impact of its work. In the last year, OHCHR also deployed senior human rights advisers to the UNCTs in Nepal and Sri Lanka to assist the United Nations Resident Coordinators in building capacities to support the peace process in Sri Lanka and to foster progress towards peace in Nepal.

In addition to developing cooperative relationships with United Nations partner agencies, OHCHR works to strengthen the rule of law and support peace-building efforts in a number of countries in the region, namely Afghanistan, Cambodia, Nepal, Solomon Islands, Sri Lanka and Timor-Leste. Activities focus on supporting transitional justice systems and rebuilding institutions in these societies, and nurturing truth and reconciliation efforts, especially in Timor-Leste and the Solomon Islands. Support for legislative reform and national initiatives in the areas of law enforcement and correctional institutions figure prominently in OHCHR's projects in China and Iran.

Activities in Afghanistan and Cambodia are described in greater detail in the chapter entitled, "Human rights support to peace-making, peacekeeping and peace-building activities" (page 42).

OBJECTIVES AND STRATEGY

In keeping with the Millennium Declaration and the Secretary-General's reform process, OHCHR will focus its strategy on:

- Enhancing strategic partnerships with UNCTs and OHCHR's network of partners at the national and regional levels;
- Promoting ratification of and effective reporting under international human rights instruments;
- Ensuring national follow-up to recommendations made by the international human rights machinery, including treaty bodies and special procedure mechanisms;
- Assisting in the formulation of rights-based development plans and national human rights plans of action;
- Supporting the establishment and strengthening of national human rights institutions;
- Supporting NGOs and civil society working on human rights in their efforts to strengthen national protection systems; and
- Integrating a gender perspective into all programmes and activities.

Article 6 
Everyone has
the right to
recognition
everywhere
as a person
before the
law.

REGIONAL ACTIVITIES

◆ THE REGIONAL FRAMEWORK

Based upon the 1998 Tehran framework for regional cooperation in promoting and protecting human rights, governments agreed on a two-year plan of action at the 2002 regional workshop in Beirut, Lebanon, and identified objectives under the four pillars of the framework, namely to:

- Gather lessons-learned and best practices and develop national plans of action;
- Strengthen national capacities for human rights education, focusing on incorporating human rights education into school curricula;
- Support regional initiatives to strengthen the role of national institutions and their regional associations; and
- Strengthen national capacities to develop the justiciability of economic, social and cultural rights.

In 2004, OHCHR will continue to implement the 2002 Beirut plan of action by:

- Evaluating the completed national plans of action to gather lessons-learned and best practices;
- Following up on a sub-regional workshop in the Gulf States on human rights education;
- Supporting the annual meeting of the Asia-Pacific Forum of National Human Rights Institutions;
- Supporting the development of a training programme for national institutions in the area of investigation techniques;
- Supporting regional and national initiatives aimed at strengthening national institutions' work concerning respect for the rights of women, with a special focus on economic, social and cultural rights; and
- Organizing a regional meeting to discuss the causes and consequences of migration.

Requirements for 2004 are estimated at US\$ 366,200.

◆ OHCHR REGIONAL REPRESENTATIVE

A regional representative has been posted in Bangkok since January 2002, located at the Economic and Social Commission for Asia and the Pacific (ESCAP). The regional office brings OHCHR closer to governments, UNCTs, development

cooperation agencies, national human rights commissions, NGOs and the business sector.

Through the regional office, OHCHR has intensified its work with the United Nations system to integrate human rights approaches into all programmes and to support the creation and strengthening of national human rights protection systems, including national human rights institutions and human rights NGOs. The regional representative assists states in ratifying human rights treaties and implementing recommendations of treaty bodies and of thematic or country experts of the Commission on Human Rights. The office advises headquarters on developments in the region and brings a regional perspective to OHCHR's global work.

In 2004, the regional representative will identify lessons-learned from United Nations, government and NGO programmes that have integrated a human rights approach. The office will develop its face-to-face Practitioners' Forum on Human Rights in Development, organize national-level practitioners' fora, and develop its internet-based resource, information and e-conferencing tools to help development practitioners apply the rights-based approach to their work.

In addition, the regional representative will provide advice, training and support for the United Nations Resident Coordinators, UNCTs and governments in countries where OHCHR is not represented, especially in countries in conflict, emerging from conflict or facing a human rights crisis. He will work with development cooperation agencies and regional financial institutions on applying a human rights approach to development. Work with ESCAP will include contributing to a regional project on implementation of the Millennium Development Goals, providing advice related to the proposed United Nations convention on the rights of persons with disabilities, and examining the relationship between human rights and trade. The regional representative will highlight the plight of marginalized groups, such as people with disabilities, migrant workers, trafficked persons, people living with HIV/AIDS, minorities and indigenous populations, and encourage governments to ensure that these groups participate in the development process. Through a consultative process, UNAIDS and other United Nations agencies, experts and governments will develop recommendations for combating discrimination against those living with HIV/AIDS.

The regional representative will also establish stronger links with governments and civil society in the Pacific Islands and organize a civil society consultation in that sub-region.

Requirements for 2004 are estimated at US\$ 314,100.

NATIONAL ACTIVITIES

◆ AFGHANISTAN

OHCHR's technical cooperation activities in Afghanistan will continue to be fully integrated into the structures of the United Nations Assistance Mission in Afghanistan (UNAMA) in 2004. Concretely, this integration has resulted in the funding for the project also being channeled through UNDP in Kabul. Donors are advised to make their contributions for the technical cooperation project through the UNDP account dedicated for the joint project of UNAMA/OHCHR/UNDP, in support of the work-plan of the Afghan Independent Human Rights Commission (AIHRC). In addition to providing substantive technical advice to the AIHRC, OHCHR will continue supporting the overall responsibility of managing this technical cooperation project, together with UNAMA and the AIHRC. Substantive activities are planned throughout 2004 in the following areas: human rights monitoring and investigations, including processing and addressing complaints or petitions; implementation of a national programme of human rights education; a work plan to promote respect for the human rights of women and children; and in the area of transitional justice, in particular a national process of consultations aimed at giving Afghans in all communities a voice in determining how abuses of the past will be addressed. Additional Afghanistan-related activities are described in detail in the chapter entitled "Human rights support to peace-making, peacekeeping and peace-building" on page 51.

◆ CAMBODIA

OHCHR's work in Cambodia focuses on combating impunity, monitoring the situation of human rights defenders and monitoring land concessions. The office will continue to promote economic and social rights, integrate human rights into development programmes and into the work of the United Nations country team, and promote human rights-based approaches. It will also continue providing assistance for legal and judicial reform in cooperation with the School for Training Judges and

Prosecutors and a number of courts. These activities are described in detail in the chapter entitled "Human rights support to peace-making, peacekeeping and peace-building activities" on page 42.

◆ CHINA

OHCHR's technical cooperation project in China focuses on supporting ratification and implementation of international human rights treaties, analyzing the practice of law in various systems around the world to obtain a deeper understanding of the rule of law, and raising awareness about human rights. The memorandum of understanding between China and OHCHR, which underpins OHCHR's activities in the country, includes work in the administration of justice, human rights education, legal and legislative reform, the right to development, and economic, social and cultural rights.

International and Chinese experts from the professions and from academia have been working together to develop training materials based upon United Nations human rights standards and Chinese practices. These materials will be field tested at selected professional training facilities before being incorporated more broadly into training-of-trainers programmes.

The core of the technical cooperation project consists of:

- Human rights training for law enforcement officials;
- Developing human rights curricula for schools;
- Support for human rights-related activities in academic institutions;
- Training in human rights and curriculum development in prison administration;
- Providing human rights fellowships for key Chinese practitioners; and
- Conducting comparative studies on the punishment of minor crimes, particularly on alternatives to incarceration.

OHCHR works closely with the United Nations system in China. It is regularly consulted by members of the UNCT on human rights issues, and serves as part of the country team's rule-of-law theme group. OHCHR also participates in the United Nations Development Assistance Framework (UNDAF) process.

An estimated US\$ 274,000 is required for 2004 to cover the costs of project personnel, contractual services involving drafting,

translation and publication of human rights documentation and training modules, grants, fellowships, seminars, workshops and other training activities.

◆ ISLAMIC REPUBLIC OF IRAN

In February 2003 OHCHR fielded a project-formulation mission to the Islamic Republic of Iran. Building on the recommendations of OHCHR's needs-assessment mission to Iran in 1999, the mission explored four areas of possible cooperation, namely law enforcement, prisons and correctional institutions, city councils and human rights education. Among these areas, human rights education was selected as best-suited for a technical cooperation pilot project and a project document was developed. Financial constraints, however, made it impossible to implement activities in 2003.

An estimated US\$ 238,400 is required for 2004 to cover expenses for research, translation and publication, a workshop, a study-tour and other related activities.

◆ NEPAL

A senior human rights officer began work with the UNCT in Kathmandu in March 2003. His role is to propose methods of promoting and protecting human rights that will safeguard civilians during periods of renewed conflict and that will strengthen progress towards a stable peace. The officer consults closely with the National Human Rights Commission, the UNCT, local and international NGOs, the diplomatic community and the Government. Since the officer's arrival at Kathmandu, a human rights accord was drawn up in cooperation with the National Human Rights Commission and was presented to the Government and to the Maoists, who are fighting against the Government, for consideration.

OHCHR will fund the human rights officer for the first six months of 2004; UNDP will provide additional funds thereafter.

Requirements for 2004 are estimated at US\$ 134,600.

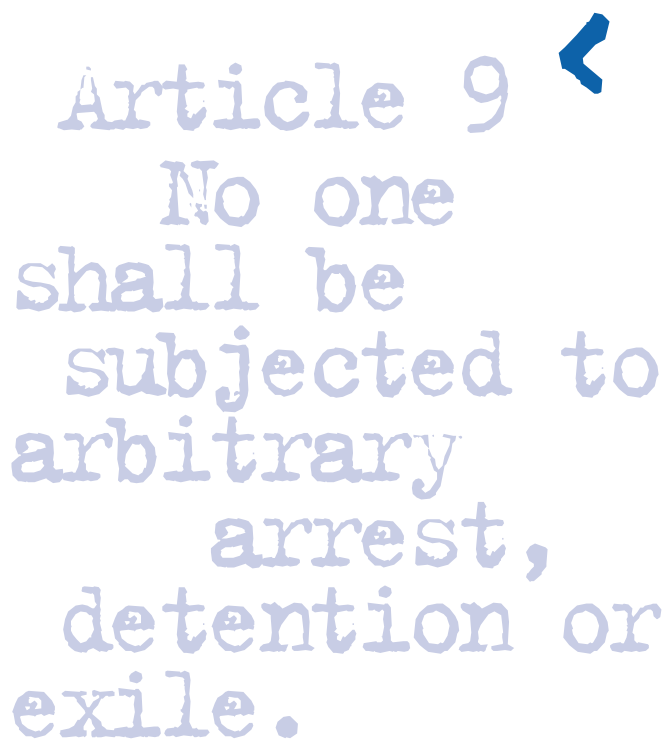
◆ SOLOMON ISLANDS

OHCHR started its first technical cooperation project in the Solomon Islands in 2001, after two years of civil conflict among different ethnic groups. The initial project aimed to provide

support to the peace process, focusing on the rule of law and building a human rights capacity within civil society.

A new project began in June 2003, focusing on strengthening the capacity of the police to respect and promote human rights, introducing human rights approaches into prisons administration and practices, improving access to justice, integrating international human rights standards into the Solomon Islands' legal system, supporting the post-conflict peace-building process, and raising public awareness about human rights standards and norms, particularly women's rights, children's rights and economic, social and cultural rights.

Requirements for 2004 are estimated at US\$ 180,800.



◆ SRI LANKA

In April and May 2002, a high-level needs-assessment mission was fielded to Sri Lanka by the Secretary-General upon the request of the Prime Minister. The mission was jointly conducted by UNDP, UNICEF, UNHCR, WFP, OCHA, DPA and OHCHR, and made recommendations for immediate United Nations socio-economic and peace-building efforts; they include the deployment of an OHCHR human rights adviser to the United Nations country team. The senior adviser, working with the Resident Coordinator, supports the ongoing peace process and subsequent peace-building efforts, and advises the UNCT on mainstreaming human rights into its activities. This work is undertaken in close consultation with the Sri Lanka Human Rights Commission. Implementation of the project was temporarily suspended when the adviser left the post in early June 2003; his replacement began work in Sri Lanka in the last quarter of 2003.

OHCHR will fund the adviser for the first six months of 2004; UNDP will provide additional funds thereafter. Requirements for 2004 are estimated at US\$ 129,500.

◆ TIMOR-LESTE

The technical cooperation project between OHCHR and the human rights unit in the United Nations Mission of Support in Timor-Leste (UNMISSET) will continue in 2004, focusing on:

- Providing technical assistance to the process of ratification, implementation and reporting of the principal international human rights instruments and providing support to civil society regarding Timor-Leste's obligations under the treaties;
- Providing technical assistance to the Commission on Reception, Truth and Reconciliation (CAVR), particularly on transitional justice, completion of a historical research programme, and consolidating the CAVR's findings;
- Strengthening the human rights capacity of the justice system, including by providing human rights training and materials for judicial officers and law-enforcement officials;
- Providing support to the national human rights institution, the *Provedor* for Justice and Human Rights, including staff training, and procurement, translation and reproduction of materials; and

- Strengthening civil society human rights expertise by procuring, translating, reproducing and disseminating human rights educational and promotional materials, offering training on human rights advocacy and providing fellowships for regional human rights NGO activists.

As the end of UNMISSET's mandate draws closer, discussions are underway concerning what sort of United Nations human rights presence should continue to operate in Timor-Leste. Whatever is decided, funding will be necessary to ensure a smooth transition to the post-UNMISSET phase and to ensure that the Government strengthens its capacity to promote and protect human rights.

Requirements for 2004 are estimated at US\$ 362,400.

ANTICIPATED RESULTS

In contributing to the Secretary-General's reform process, the Asia-Pacific team's activities will focus on achieving the following:

- Strengthening of national human rights protection systems through support to national human rights institutions; support to NGOs and civil society; and assistance in developing human rights action plans;
- Enhanced strategic partnerships with United Nations country teams and other regional and sub-regional partners; and
- A greater number of ratifications of international human rights treaties and better follow-up to recommendations of the international human rights machinery.

BENEFICIARIES

The beneficiaries of all programmes in the region include governments and state institutions, local authorities, national human rights institutions, members of civil society who participate in the activities and individual citizens across the region. United Nations agencies and other regional partners will also benefit from implementing projects developed in cooperation with OHCHR.

IMPLEMENTING ARRANGEMENTS

OHCHR will work with United Nations agencies, UNCTs and departments of the United Nations secretariat, particularly the Department of Peacekeeping Operations, in implementing its activities in the region.

In 2004, in addition to its regional office in Bangkok, OHCHR will operate through country level presences (Cambodia, Nepal, Solomon Islands and Sri Lanka) set up independently or in cooperation with partner agencies. OHCHR is also integrated into two peacekeeping missions in the region through human rights components (Afghanistan and Timor-Leste). Technical cooperation activities will also be carried out in Afghanistan, China, the Islamic Republic of Iran and Timor-Leste. In implementing projects, the Asia-Pacific Team will work closely with other teams and units within OHCHR, as well as other United Nations agencies and United Nations country teams, other Departments of the Secretariat, particularly the Department of Peacekeeping Operations.

BUDGET IN US\$ ASIA AND THE PACIFIC

	US\$
Staff costs:	
Regional office (Bangkok)	207,000
China	10,000
Backstopping Geneva	114,000
Nepal	86,000
Solomon Islands	46,250
Sri Lanka	78,000
Timor-Leste	80,500
Experts/consultants' fees and travel:	
Asia-Pacific framework	56,500
China	39,700
Iran	40,500
Solomon Islands	61,825
Travel:	
OHCHR staff/Regional activities	40,000
OHCHR staff/Asia-Pacific framework	25,600
OHCHR staff /China	17,100
OHCHR staff/Iran	10,000
OHCHR staff/Nepal	16,500
OHCHR staff/Solomon Islands	10,575
OHCHR staff/Sri Lanka	20,000
OHCHR staff/Timor-Leste	5,200
Representatives/Asia-Pacific framework	170,000
Representatives/China	17,600
Contractual services	65,000
General operating expenses	73,450
Supplies and acquisitions	38,150
Grants, contributions, fellowships and seminars:	
Asia-Pacific framework	72,000
Regional activities	4,000
China	22,000
Iran	95,000
Solomon Islands	15,850
Timor-Leste	231,700
Sub-total	1,770,000
Programme support costs	230,000
Total	2,000,000



ARAB REGION

BACKGROUND

The first Human Development Report for Arab States, published by UNDP in 2002, notes that although Arab countries have made substantial progress in development over the past three decades, nonetheless, important changes lie ahead. This report illustrates that human development requires systems of good governance that promote economic, social, cultural and political rights, particularly for the poorest and most marginalized segments of society.

During the past few years, several countries in the Arab region have shown greater commitment to promoting and protecting human rights by taking such steps as holding multi-party elections, establishing national human rights institutions, and creating a better environment in which Arab human rights NGOs can provide human rights education, legal assistance and research, and rehabilitate victims of human rights violations.

The League of Arab States has demonstrated a serious commitment to reforming itself, including in the field of human rights. The memorandum of intent, signed in 2002 between the League and OHCHR, provides the basis for cooperation between the two organizations in areas such as training for secretariat staff, joint meetings and seminars, and the exchange of information and documentation. In 2003, the Secretary-General of the League requested OHCHR's technical and financial assistance in revising the Arab Charter on Human Rights. Assistance in developing the League's institutional capacities in the field of human rights was also sought.

OHCHR continues to support national technical cooperation activities in Palestine and in Morocco. OHCHR also supports the monitoring mandates of the Special Rapporteur of the Commission on Human Rights on Iraq and the Special Committee to Investigate Israeli Practices Affecting the Human Rights of Palestinian People and Other Arabs in the Occupied Territories. In addition, extensive activities will be carried out in Iraq, if the situation on the ground permits. These activities are described in the chapter entitled "Human rights support to peace-making, peacekeeping and peace-building activities" (page 53).

A regional representative is posted to Beirut to work with governments, the League of Arab States, and the United Nations Economic and Social Commission for Western Asia (ESCWA).

OBJECTIVES AND STRATEGY

OHCHR's strategy in the region aims to strengthen partnerships with governments, international organizations and civil society, build national and regional capacities for effective human rights work, and mainstream a human rights approach into the programmes and development policies of international and regional actors. The regional representative is responsible for strengthening government, institutional and civil society capacities and for implementing relevant parts of the 2002 Beirut Asia-Pacific framework for regional cooperation.

OHCHR will continue to work with NGOs in the field of human rights education and will strengthen its cooperation with United Nations specialized agencies to implement projects and develop strategies. OHCHR will provide support to United Nations country teams (UNCTs) with the objective of improving their capacity to assist national actors in establishing policies that are favourable to human rights. OHCHR will also assist the League of Arab States in its efforts to establish a regional framework for cooperation in the area of human rights.

Building on the work carried out in 2002 and 2003, and in line with the Millennium Declaration and the Secretary-General's reform process, the objectives are to:

- Promote partnership with UNCTs and ESCWA to make progress towards achieving the Millennium Development Goals;
- Assist and strengthen regional efforts, namely the League of Arab States framework, to promote and protect human rights;
- Support capacity-building efforts of national human rights institutions, civil society and human rights NGOs in the region; and
- Promote human rights education in both the formal and non-formal education sectors.

REGIONAL ACTIVITIES IN 2004

◆ REGIONAL REPRESENTATIVE FOR THE ARAB REGION

In 2004, the regional representative will continue activities aimed at mainstreaming human rights and advancing a rights-based approach, supporting the establishment of thematic human rights working groups within United Nations country teams, and advising those groups on human rights priorities.

The office in Beirut will work with members of UNCTs to ensure that specific recommendations made by the United Nations human rights bodies are integrated into their programming and into the Common Country Assessment (CCA) and United Nations Development Assistance Framework (UNDAF) processes. The office will continue to promote implementation of the provisions of the core international human rights instruments and will support the special procedures of the Commission on Human Rights. Advice will be provided on the use of OHCHR's guidelines, such as those on poverty-reduction, trafficking, HIV/AIDS, internally displaced persons, and gender mainstreaming, and tools, such as the Professional Training Series manuals. A workshop on the human rights-based approach to development (Phase II), funded by UNDP's Sub-regional Resource Facilities, will be organized early in the year in Qatar.

◆ REGIONAL PROJECT ON HUMAN DEVELOPMENT AND HUMAN RIGHTS

The regional project on human development and human rights is a joint venture between OHCHR and UNDP. Currently implemented by the Arab Organization for Human Rights, the project is intended to foster dialogue among governments, civil society and researchers on improving the protection and promotion of economic, social and cultural rights and the right to development. Under this project:

- A workshop on the Convention on the Elimination of All Forms of Discrimination against Women, and on violence against women will be organized during the first quarter of the year;
- A workshop on civil society and the right of association in the Arab world will be held in Egypt during the second quarter of the year; and

- Publications will be produced and the Arabic-language web site will be developed.

◆ ARAB INSTITUTE FOR HUMAN RIGHTS

OHCHR will continue providing assistance to the Tunis-based Arab Institute for Human Rights (AIHR) in strengthening the operational capacities of regional NGOs. AIHR's activities will focus on developing civil society and human rights education, enhancing democracy and peace, promoting economic, social and cultural rights and the rights of women and children, and combating discrimination.

Activities include the 14th session of the Anabtawi annual training course, and publication and dissemination of the proceedings of the workshop on human rights training methods and tools for vulnerable groups.

◆ LEAGUE OF ARAB STATES

In the context of the memorandum of intent signed between the League of Arab States and OHCHR, activities include a project-formulation mission to Cairo for technical cooperation activities with the League, and the establishment of an international technical commission, composed of six Arab experts, to revise the Arab Charter on Human Rights so that it conforms with international human rights standards.

◆ ASIA-PACIFIC FRAMEWORK FOR REGIONAL COOPERATION

OHCHR will continue to support activities described in the 2002 Beirut plan of action. Specifically, OHCHR will evaluate the impact of the sub-regional workshop on human rights education on schools in the Gulf States.

Requirements in 2004 for regional activities are estimated at US\$ 542,300 for regional activities of the Beirut office, US\$ 83,000 for the regional framework, US\$ 233,600 for the Arab Institute for Human Rights and US\$ 159,500 for support to human rights activities in the Arab States and by the League of Arab States.

NATIONAL ACTIVITIES

◆ PALESTINE

Following an agreement between OHCHR and Palestinian National Authority (PNA), the first project, entitled "Support for the rule of law in Palestine", was launched in 1996 and completed in 2000. This project focused on the legislative framework, the administration of justice, and strengthening national institutions. A second two-year project was initiated in August 2002 at the request of the PNA and human rights NGOs. The current project broadens the scope of activities to include human rights education and the mainstreaming of human rights into the work of United Nations agencies based in the territory. Activities include: raising awareness about human rights and providing human rights education; strengthening the national human rights institution; improving the administration of justice; and mainstreaming human rights.

An estimated US\$ 816,100 is required. This budget will cover the cost of activities and the salaries of existing staff until December 2004.

◆ MOROCCO

Since its inauguration in 2000, the country's Human Rights Documentation, Information and Training Centre has received support from OHCHR, UNDP and the Government. The Centre has developed relationships with a wide range of national, regional and international organizations. However, due to the terrorist attacks in Casablanca in May 2003, the impact of the war in Iraq, and the legislative elections that were held in September, several activities scheduled for 2003 were delayed. Under this project:

- A workshop to evaluate national activities undertaken in the context of the International Decade for Human Rights Education will be held for 45 representatives of NGOs, ministries and the media;
- A study on teaching human rights at university will be prepared, with the assistance of relevant ministries, universities, political leaders, NGOs and students;
- A training workshop on how to develop a database of human rights violations by using new information technologies will be held for 20 staff members of the Ombudsman's Office and the Diwan Al Maddalim Institute;

- A training session on communication skills will be held for 20 staff members of the Ombudsman's Office with the aim of improving interaction between the Office and Moroccan citizens; and
- A series of activities will be launched to implement the *Manual on the effective investigation and documentation of torture, other cruel, inhuman and degrading treatment and punishment* (Istanbul Protocol).

Requirements for 2004 are estimated at US\$ 153,565.

◆ IRAQ

OHCHR will provide primary programming and financial support for the activities of the human rights component of the United Nations assistance mission in Iraq, which include:

- Addressing past human rights violations;
- Improving the administration of justice and respect for the rule of law;
- Providing human rights education in the formal education sector and raising awareness about human rights among the population; and
- Building the human rights capacities of civil society and institutions, including by creating a national human rights institution.

Activities carried out in Iraq are described in greater detail in the chapter entitled "Human rights support to peace-making, peacekeeping and peace-building activities" found on page 53.

BENEFICIARIES


Beneficiaries of all the projects in the region include government institutions, national human rights institutions, members of civil society and individual citizens. United Nations agencies and other regional partners will also benefit from projects developed in cooperation with OHCHR.

RISK ASSESSMENT

The uncertain security situation in Iraq and Palestine might slow, delay or suspend implementation of the activities.

IMPLEMENTING ARRANGEMENTS

The regional office in Beirut will implement activities in cooperation with the Arab region team at OHCHR headquarters. The regional project on human development and human rights and project concerning the Documentation Centre in Morocco will be implemented and administered through partnership agreements with UNDP. Activities planned in Iraq will be part of the United Nations' assistance mission there. In implementing projects, the Arab region team will work closely with other units within OHCHR, with UNCTs and with other United Nations agencies.

Article 28 
 Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

BUDGET IN US\$ ARAB REGION

	US\$
Staff costs:	
Regional office (Beirut)	246,600
Palestine	524,000
Coordinator Geneva	147,600
Experts/consultants' fees and travel:	
Arab Institute for Human Rights	6,000
Arab regional framework	20,000
Regional programme (evaluation)	7,000
Palestine	2,800
Travel:	
OHCHR staff/Regional activities	50,500
OHCHR staff/Arab Institute for Human Rights	2,500
OHCHR staff/Palestine	42,600
Contractual services	12,500
General operating expenses	79,900
Supplies and acquisitions	12,000
Grants, contributions, fellowships and seminars:	
Arab Institute for Human Rights	198,200
Arab regional framework	53,450
Human rights in the region of Arab States	141,150
Documentation, information and training centre/Morocco	135,897
Palestine	76,600
Sub-total	1,759,297
Programme support costs	228,767
Total	1,988,064



THEMATIC HUMAN RIGHTS CHALLENGES

OHCHR must be a leader in anticipating and responding to thematic human rights challenges and in offering both conceptual and practical guidance to Member States. OHCHR has a key role to play in education, development of norms, and elaboration of best practices.

In accordance with Action 2 of the Secretary-General's Reform Report of 2002, OHCHR has been deeply involved in ensuring that human rights considerations are thoroughly integrated into the work of other United Nations programmes. The Office works closely with the United Nations Department of Peacekeeping Operations in developing human rights training programmes for peacekeepers, to ensure that those who are entrusted to protect civilians in the aftermath of conflict do not themselves commit abuses. An expansion of these kinds of activities, involving other United Nations departments and agencies, is anticipated during 2004.

The Office seeks to inject human rights into a wide range of public-policy issues at the national level. For example, OHCHR's *Recommended Principles and Guidelines on Human Rights and Human Trafficking* offers governments practical means to ensure that law enforcement objectives in combating traffickers are not achieved at the expense of the victims of this human rights violation. These guidelines have been widely disseminated and have served as a model for governments and others active in the issue. Efforts to promote human rights awareness related to gender inequality will continue by providing policy guidance and supporting United Nations, governmental and civil society efforts in this area.

OHCHR also anticipates continued work on "groups in focus", or populations that have, historically, been the victims of discrimination and abuse. Discussions on the benefits of a new convention related to the rights of disabled persons will continue throughout 2004, and OHCHR will contribute expert advice to the debate. The Office will also pursue follow-up to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance.

Efforts to promote an international human rights culture will include providing support to the Assisting Communities Together (ACT) project, a highly regarded initiative which gives grants to grassroots organizations for human rights education projects around the world. OHCHR's support for national human rights institutions reflects the view of both the Secretary-General and the Office that these institutions can play a crucial role in promoting national adherence to international norms.

OHCHR will also conduct research on the right to development and explore the linkages between development issues, poverty, good governance and human rights. Member States have expressed a keen interest in these relationships, which present demanding conceptual and practical challenges.

BUDGET IN US\$ THEMATIC HUMAN RIGHTS CHALLENGES

	US\$
UN decade for human rights education	855,900
Gender mainstreaming and women's rights	415,425
Human rights and counter-terrorism	190,200
Human rights training for peacekeepers	411,300
Support to national institutions	997,710
Trafficking in persons	391,300
Democracy, development and human rights	1,343,229
Support to UN country teams	257,400
People living with disabilities	242,410
People affected by HIV/AIDS	156,400
Minorities	360,388
Indigenous peoples*	884,358
Victims of slavery	250,000
Victims of torture	7,500,000
Follow-up to the World Conference against Racism	719,000
Total	14,975,020

* Includes the Voluntary Fund for Indigenous populations and the Voluntary Fund for the International Decade for the World's Indigenous People.



GLOBAL PROJECTS

UNITED NATIONS DECAD FOR HUMAN RIGHTS EDUCATION (1995-2004)

BACKGROUND

The United Nations Decade for Human Rights Education (1995-2004) was proclaimed by the General Assembly in December 1994, covering the period 1 January 1995 to 31 December 2004. The High Commissioner for Human Rights was asked by the General Assembly to coordinate the implementation of a related Plan of Action (A/51/506/Add.1), whose objective is to strengthen human rights education programmes at the international, regional, national and local levels.

OBJECTIVES AND STRATEGY

The ultimate objective of the work undertaken under the Decade project is to promote respect for human rights. Specifically, OHCHR will:

- Facilitate information-sharing and networking among all relevant actors;
- Support human rights education and training initiatives through national, sub-regional and regional technical cooperation projects;
- Support grassroots human rights education and training initiatives;
- Produce and disseminate selected human rights training and education materials; and
- Disseminate the Universal Declaration of Human Rights (UDHR) worldwide.

ACTIVITIES IN 2004

- Create a database on human rights education and training in three languages (English, French and Spanish) which provides information on related materials, programmes and organizations and is available via Internet (www.unhchr.ch/hredu.nsf). The process of merging this database with related databases began in 2003 and will be completed in 2004.

- Build a collection of human rights education and training materials for a specialized section of OHCHR's library.
- Maintain a web page on the UDHR, which contains more than 320 national and local-language versions of the Declaration and is available via Internet (www.unhchr.ch/udhr/index.htm).
- Collect UDHR materials from around the world; the collection now includes more than 500 items developed both for the 50th Anniversary of the Declaration (1998) and prior to or after the anniversary year.
- Assist desk officers organizing human rights education and training activities under OHCHR's technical cooperation programme.
- Implement the fourth phase of the Assisting Communities Together (ACT) project, which provides small grants to human rights education and training initiatives undertaken by grassroots organizations.
- Complete, translate or disseminate selected human rights education and training materials, such as training packages for judges, prosecutors and lawyers, training packages for prison officials, training packages on human rights monitoring and other educational materials.
- Act as focal point for the United Nations Decade for Human Rights Education by organizing, with UNESCO, an event to conclude the Decade, responding to related inquiries and participating in related events, and preparing the High Commissioner's reports to the General Assembly and the Commission on Human Rights.

ANTICIPATED RESULTS

- International, regional, sub-regional and national human rights education and training initiatives organized under OHCHR's technical cooperation programme will continue to benefit from substantive support.
- Human rights education activities conceived by grass-roots organizations will be developed and implemented under the ACT project.
- Selected human rights education and training materials will be available and used by interested actors.
- Information-sharing and networking among relevant actors will be enhanced.

Article 26 <

Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages.

Elementary education shall be compulsory.

Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

Parents have a prior right to choose the kind of education that shall be given to their children.

BENEFICIARIES

OHCHR has a mailing list of approximately 2,000 organizations and individuals and receives more than 600 requests for human rights publications, education materials and other related information each month. OHCHR's web site attracts more than 3.5 million hits a month. In addition, OHCHR carries out technical cooperation projects, which in most cases have an education and training component, in some 55 countries, and oversees various regional and international training and education programmes. In the framework of the ACT project, OHCHR reaches out to hundreds of organizations and individuals at the community level.

Those institutions, organizations and individuals carrying out education activities under the umbrella of the Decade receive assistance and materials from OHCHR with which to elaborate, deliver and evaluate their human rights education programmes.

IMPLEMENTING ARRANGEMENTS

OHCHR works with UNESCO on various general initiatives related to the Decade's mandate, with UNDP on the ACT project, and with the International Bar Association on developing training package for judges, prosecutors and lawyers.

BUDGET IN US\$ UN DECADE FOR HUMAN RIGHTS EDUCATION

	US\$
Staff costs	182,400
Experts/consultants' fees and travel	21,000
Travel:	
OHCHR staff	15,000
Commission members	0
Representatives and other participants	0
Contractual services	150,000
General operating expenses	0
Supplies and acquisitions	10,000
Grants, contributions, fellowships and seminars	379,000
Sub-total	757,400
Programme support costs	98,500
Total	855,900

GENDER MAINSTREAMING AND WOMEN'S RIGHTS

BACKGROUND

Since its creation, the United Nations has recognized the need to set standards and target actions to address specific issues that affect the enjoyment of human rights. Major international conferences, such as those held in Vienna, Beijing and Durban, the Commission on Human Rights and ECOSOC, have mandated OHCHR to continue developing new strategies to address gender inequality.

Article 16

Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

Marriage shall be entered into only with the free and full consent of the intending spouses.

The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

OBJECTIVES

OHCHR seeks to increase awareness about the many human rights issues related to gender inequality. The immediate objectives are to improve the capacity of OHCHR to provide leadership and policy guidance on gender discrimination and women's rights, support the efforts of the United Nations human rights system to promote women's rights, and encourage governments, national institutions, civil society and international organizations to mainstream a human rights approach to gender inequality.

In this area, OHCHR seeks to improve the integration of gender perspectives into all its activities and those of the United Nations human rights system. In addition, support is provided for activities on selected women's rights issues.

ACTIVITIES IN 2004

- Offer guidance on how to include women's rights issues and concepts in human rights activities at the country level by providing simple materials with concrete information on women's rights concepts and examples of best practice.
- Continue implementation of OHCHR's gender-mainstreaming strategy, with particular emphasis on strengthened gender review of all OHCHR activities.
- Support the integration of gender perspectives and women's rights issues into the work of the special procedures including by (a) holding a joint meeting with the Division for the Advancement of Women for special-procedure mandate holders to review the analysis of their reports since 1996 (the Division is finalizing a review of those reports in 2003); and (b) holding one regional consultation in Africa or Europe on women and housing, in connection with the study to be carried out in 2003-2005 by the Special Rapporteur on adequate housing at the request of the Commission on Human Rights.
- Contribute to inter-agency activities and organize events, including in connection with the 2004 session of the Commission on Human Rights. OHCHR will continue to participate in the annual meeting of the Inter-agency Network on Women and Gender Equality and inter-agency mechanisms dealing with gender and humanitarian action, women, peace and security, gender and the millennium development goals, and gender and trade.

- Hold an expert consultation on challenges faced by migration-destination countries in connection with harmful traditional practices. The consultation will allow the Special Rapporteur of the Sub-Commission to meet with experts from countries of origin and countries of destination to discuss data collection and extra-territorial issues that affect legislation, programmes and policies that address the problems of early and forced marriage, female genital mutilation and honour killings among migrants, especially women and girls.

ANTICIPATED RESULTS

OHCHR will be better equipped to address gender issues and women's human rights in its activities and mandate holders of the Commission on Human Rights will be more aware of gender issues.

BENEFICIARIES

Beneficiaries include OHCHR staff, the United Nations human rights mechanisms and selected key partners in the United Nations system. National human rights institutions and NGOs will also benefit by participating in planned activities.

IMPLEMENTING ARRANGEMENTS

Activities will be carried out by the gender adviser to the High Commissioner and the officers responsible for women's rights and the right to housing under the direction of the chief of the Research and Right to Development Branch and under the direct supervision of the coordinators of the Human Rights and Economic and Social Issues Unit. A close partnership has been established with the Division for the Advancement of Women, the Inter-agency Network on Women and Gender Equality, Habitat, WHO and the World Bank. Particular emphasis will be placed on strengthening collaboration with United Nations country teams. An evaluation of the programme will be conducted in late 2005.

BUDGET IN US\$ GENDER MAINSTREAMING AND WOMEN'S RIGHTS

	US\$
Staff costs	162,360
Experts/consultants' fees and travel	29,300
Travel:	
OHCHR staff	26,285
Commission members	32,510
Representatives and other participants	97,670
Contractual services	17,000
General operating expenses	0
Supplies and acquisitions	2,500
Grants, contributions, fellowships and seminars	0
Sub-total	367,625
Programme support costs	47,800
Total	415,425

HUMAN RIGHTS AND COUNTER-TERRORISM

BACKGROUND

Protecting human rights in the context of national security measures has been a concern of the United Nations human rights programme for many years, but it has become more prominent following the 11 September 2001 attack on the United States of America and the worldwide surge in acts of terrorism. On 28 September 2001, the Security Council adopted resolution 1373 under Chapter VII of the Charter of the United Nations, which calls for strong and coordinated action by States to implement comprehensive counter-terrorism legislation and related measures at the national level. The resolution also created a Counter-Terrorism Committee (CTC) to monitor action on this issue and to receive reports from States on measures taken at the national level.

While acknowledging the legitimate and urgent need to eradicate terrorism, United Nations human rights bodies and others have expressed concern that counter-terrorism measures could infringe on human rights. Since 11 September 2001, High

Commissioner Mary Robinson and the late High Commissioner Sergio Vieira de Mello addressed the CTC, urging it to consider human rights when it reviews security measures designed to prevent and punish terrorism. Mr. Vieira de Mello, in an address to the CTC in October 2002, stated his conviction that “the best – the only – strategy to isolate and defeat terrorism is by respecting human rights, fostering social justice, enhancing democracy and upholding the primacy of the rule of law”. In resolution 1456 (2003), the Security Council declared that “States must ensure that any measure taken to combat terrorism complies with all their obligations under international law, and should adopt such measures in accordance with international law, in particular international human rights, refugee, and humanitarian law”.

OHCHR's actions on the issue of human rights and counter-terrorism measures are guided by the findings of the Secretary-General's Policy Working Group on Terrorism, particularly its sub-group on human rights and terrorism, and by General Assembly resolution 57/219 (2002) and Commission on Human Rights resolution 2003/68. The resolutions call upon the Office of the High Commissioner to:

- Examine the question of how to protect human rights and fundamental freedoms while countering terrorism;
- Make general recommendations concerning the obligation of States to promote and protect human rights and fundamental freedoms while taking actions to counter terrorism; and
- Provide assistance and advice to States, upon their request, and to relevant United Nations bodies on protecting human rights and fundamental freedoms while countering terrorism.

Article 3 
 Everyone has the
 right to life,
 liberty and
 security of
 person.

OBJECTIVES AND STRATEGY

The project emphasizes the importance of ensuring respect for human rights in all measures intended to combat terrorism and assisting States in achieving this goal. Research will be conducted into key issues, best practices will be identified, and tools, including guidelines and education materials, will be developed, all of which can be used to assist States in designing their own counter-terrorism measures.

ACTIVITIES IN 2004

- Gather information on counter-terrorism measures worldwide and prepare analyses and recommendations for the High Commissioner.
- Support ongoing dialogues and exchanges of information with the CTC under the authority of the High Commissioner.
- Update the digest of jurisprudence and develop additional guidelines and educational materials on the issue of human rights and security measures, for use in OHCHR's technical assistance programme and other initiatives.
- Assess needs and provide support to governments and partners, upon request, for protecting human rights and fundamental freedoms while countering terrorism.
- Conduct research on the issue of human rights and counter-terrorism measures, human rights in states of exception, and other issues, as requested by the High Commissioner.

BENEFICIARIES

Beneficiaries will include Member States, partner organizations, other United Nations entities, policy-makers, judges, lawyers, human rights defenders, and, ultimately, all who are affected by counter-terrorism measures.

IMPLEMENTING ARRANGEMENTS

Activities are coordinated with internal and external partners, including OHCHR field presences, other United Nations offices, United Nations country teams, governments, regional

organizations, national human rights institutions and national and international human rights NGOs in order to maximize effectiveness. Coordination with the human rights treaty bodies and special procedures will also be ensured to enable access to all relevant information.

BUDGET IN US\$ HUMAN RIGHTS AND COUNTER-TERRORISM

	US\$
Staff costs	138,300
Experts/consultants' fees and travel	15,000
Travel:	
OHCHR staff	15,000
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	168,300
Programme support costs	21,900
Total	190,200

HUMAN RIGHTS TRAINING FOR PEACEKEEPERS

BACKGROUND

Over the past decade, United Nations peacekeeping operations have evolved from primarily military activities, such as cease-fire observation and force separation, into multidimensional operations with complex mandates involving military, police and civilian components. Protecting and promoting human rights has become an integral part of peacekeeping work. Civilian police and military components of peace operations also have human rights functions. To keep up with these changes, new training programmes and materials have been developed

to prepare United Nations military and civilian police personnel for their peacekeeping tasks.

Since 1994, OHCHR has been working with the Department of Peacekeeping Operations (DPKO) to provide training to police and military officers in charge of training personnel for deployment to peace missions. In 2000, the High-Level Panel on United Nations Peace Operations ("Brahimi Panel") stressed "the importance of training military, police and other civilian personnel on human rights issues and on the relevant provisions of international humanitarian law", and emphasized OHCHR's role in this effort. The memorandum of understanding between OHCHR and DPKO, renewed in November 2002, calls for cooperation in providing human rights training to all deployed peacekeeping personnel and in integrating human rights in the training provided by Member States.

In late 2002, OHCHR began a project to enhance its contribution to human rights training of civilian police and military components of peace operations. This project included providing advice to DPKO and Member States on the incorporation of human rights into peacekeeping training, revising OHCHR training packages for civilian police personnel and began drafting a training package for military personnel; the two training packages are expected to be ready for field testing by the end of 2003.

Over the past year, new areas have been identified. A review of national training programmes has found that training centres established by Member States for peacekeeping operations often lack sufficient capacity to provide human rights training on issues relevant to military and civilian police personnel. In many of the countries that contribute significant numbers of troops and police to United Nations operations, human rights training is either not provided or not provided systematically. Publication of the above-mentioned training packages will not, in itself, ensure that the materials are used in national and in-mission training. Trainers at the national level and within peace operations must learn how to disseminate and use the materials. In addition, OHCHR should continue working with DPKO in conceptualizing and drafting the human rights components for more advanced materials it is planning to develop.

ACHIEVEMENTS IN 2003

- A Standard Generic Training Module (SGTM) on Human Rights (Level I) was drafted as part of a broader DPKO project aimed at standardizing the training provided to military peacekeeping personnel. Comments have also been provided on other human rights-related training modules, including child protection, gender, the United Nations system, and on the draft DPKO Multidimensional Handbook on Peacekeeping Operations.
- Through participation in the United Nations Training Assistance Teams courses organized by DPKO in Uruguay, Sri Lanka and Namibia, the project ensured that SGTMs on human rights and child protection were disseminated among military officers from the Latin American, Asian and English-speaking African regions in charge of training national contingents and military observers prior to their deployment to peacekeeping operations.
- Contacts with institutions active in training military and civilian police peacekeepers, including national or regional peacekeeping training centres, were either renewed or established. These institutions will be involved in developing OHCHR training materials and programmes.
- OHCHR participated in, and ensured that human rights training was included in, pre-deployment training for the new mission in Côte d'Ivoire (MINUCI) and UNMIL in Liberia.


materials, training national and field trainers and providing expert advice to DPKO.

The strategy involves field testing and disseminating the two new training packages for civilian police and military peacekeepers. Through a series of training activities aimed primarily at national trainers and trainers from United Nations peace operations, materials will be tested to determine whether they meet current field training needs and whether the methodologies involved are suitable for national training programmes. Field testing will also help to generate support for systematic human rights training; and training participants on the use of the packages will enable them to deliver training within their institutions or operations and help to build a pool of qualified persons, trained in OHCHR's approach and materials, who could be called upon to assist in providing national, pre-deployment and on-site training for police and military peacekeepers.

The project will also enable OHCHR to continue providing expert advice to DPKO and, through it, to Member States, on how to integrate human rights into generic training materials prepared by DPKO.

ACTIVITIES IN 2004

- Two training courses for national and on-site trainers of civilian police peacekeepers based on the relevant OHCHR draft package.
- Two training courses for trainers from national military peacekeeping training centres and mission training cells, based on the draft OHCHR package on human rights for military peacekeeping personnel.
- Finalization and printing of two training packages for civilian police and military peacekeepers.
- Assistance to DPKO in integrating human rights into generic training materials for Member States, and participation in DPKO-led training and dissemination activities.
- Participation in activities organized by other institutions or Member States to promote the integration of human rights into training for police and military peacekeepers.
- Assistance to OHCHR desk officers and peacekeeping operations in organizing and providing pre-deployment and on-site training to police and military peacekeepers, as needed.

Article 9 
 No one shall be
 subjected to
 arbitrary arrest,
 detention or exile.

OBJECTIVES AND STRATEGY

The objective is to strengthen the capacity of the United Nations, its Member States and peace operations to provide human rights training to civilian police and military peacekeepers by producing

ANTICIPATED RESULTS

- National peacekeeping training centres and trainers within peacekeeping operations will have been introduced to OHCHR's training packages for civilian police and military peacekeepers and trained in their use.
- Two training packages will offer a coherent human rights training scheme for Member States and relevant United Nations departments.
- OHCHR's capacity to provide training to civilian police and military peacekeepers will be expanded as participants in the training activities will, themselves, be able to assist the Office in providing such training to others.

RISK ASSESSMENT

- As the project involves a close partnership with DPKO, delays or changes in DPKO plans or in its ability to provide the necessary input to help develop OHCHR materials and activities could require changes in plans or schedule.
- Project results may be adversely affected if participants in training activities provided by Member States do not correspond to the profile set by OHCHR.
- Major revisions of the draft materials following field testing may delay finalization.
- Delays in funding may result in the postponement of project activities.

IMPLEMENTING ARRANGEMENTS

The project will continue to be implemented in cooperation with DPKO. The main counterparts in DPKO will be the Training and Evaluation Service (TES), the Civilian Police Division (CPD), and the Peacekeeping Best Practices Unit. Training activities under the project will be either implemented jointly with DPKO or will include DPKO staff as resource persons or participants. TES and CPD will continue to provide advice on OHCHR training materials prior to finalization and on the most appropriate national partners, beneficiaries and vehicles for dissemination. OHCHR will continue to ensure that DPKO-developed training materials incorporate human rights.

National peacekeeping training centres and programmes will be both project beneficiaries and partners. They will be involved in the field testing of materials to ensure that the finalized materials meet Member States' training needs. They will also be the main beneficiaries of OHCHR's training activities.

The project will work closely with existing peace operations, particularly human rights, military and civilian police components and mission training cells, to ensure they contribute to field testing and finalizing the materials.

FUNDING

The project is primarily funded under the Voluntary Fund for Technical Cooperation, but is also partly funded by the United Nations regular budget. The budget below reflects anticipated extra-budgetary costs under the Voluntary Fund for Technical Cooperation. Subject to approval by the General Assembly, regular budget funding will be made available for printing and translating the training packages, as well as funding for consultancies.

BUDGET IN US\$ HUMAN RIGHTS TRAINING FOR PEACEKEEPERS	
	US\$
Staff costs	126'000
Experts/consultants' fees and travel	30,000
Travel:	
OHCHR staff	40,000
Commission members	0
Representatives and other participants	135,000
Contractual services	0
General operating expenses	30,000
Supplies and acquisitions	3,000
Grants, contributions, fellowships and seminars	0
Sub-total	364,000
Programme support costs	47,300
Total	411,300


SUPPORT TO NATIONAL INSTITUTIONS

BACKGROUND

Recent developments concerning national institutions are impressive. The largest number of national institutions attended the 56th Session of the Commission on Human Rights and, in 2003, for the first time ever, national institutions participated in their own right in the Sub-Commission. National institutions attended the Ad-Hoc Committee on a Comprehensive and Integral International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities and have a permanent representative to the Committee and its Working Group; this is the first time national institutions have participated directly in the drafting process of an international convention. In addition, special procedures mandate-holders rely on national institutions for information and support.

Forty-three national institutions are deemed by the International Coordinating Committee of National Institutions as conforming to the 1993 Paris Principles. The capacities of a number of institutions to promote and protect human rights vary greatly, depending on the available institutional knowledge, resources, and their ability to set priorities properly; some need support to protect their very independence.

OHCHR's work on national institutions is facilitated by the regional networks of national institutions that exist in Africa, the Americas, the Asia-Pacific region and in Europe under the auspices of the Council of Europe. Such networks reinforce national institutions by providing a forum in which views, experiences and practices can be shared. OHCHR's financial contribution to the Secretariat of the African Coordinating Committee of National Human Rights Institutions was used to recruit staff and develop its work plan and programme of activities; the Office has supported the Secretariat in its discussions relating to disability issues. OHCHR has been engaged financially and substantively in the work of the Asia-Pacific Forum of National Institutions for the Promotion and Protection of Human Rights and the Network of National Human Rights Institutions of the Americas, addressing a wide range of issues including indigenous peoples' rights, disability, national security and investigation techniques.

Article 12 
 No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation.
 Everyone has the right to the protection of the law against such interference or attacks.

OBJECTIVES AND STRATEGY

The principal objective is to support the establishment or strengthening of national institutions in accordance with the Paris Principles.

ACTIVITIES IN 2004

The National Institutions Unit, located in the Capacity Building and Field Operations Branch, will continue its work as secretariat of the International Coordinating Committee of National Institutions. The Unit will work to ensure that substantive issues are addressed by the Committee and will work to strengthen its credentials committee. Joint reviews to assess the strengths and weaknesses of national institutions will be undertaken by the Committee's regional representatives and a representative of OHCHR's National Institutions Unit.

OHCHR will provide financial and substantive assistance for organizing the Seventh International Conference of National Human Rights Institutions. Assistance will be provided to allow a representative of national institutions to participate in the Working Group of the Ad-Hoc Committee on a Comprehensive and Integral International Convention on Protection and Promotion of the Rights and Dignity of Persons with Disabilities. A project to enhance national institutions' knowledge about the treaty-body system will also be implemented. Related training will be provided by the National Institutions Unit and colleagues of the Treaties and Commission Branch.

OHCHR will continue to support regional secretariats of national institutions, but it is also working with other organizations to provide additional support. The Office has engaged the British Council, for example, to support the activities of the regional networks of Africa and the Asia and Pacific.

The National Institutions Unit will provide advice and support to the Office's geographic desks, including on national institutions' legislation, comparative analyses, needs assessments, project formulation, evaluation missions and training activities. Similar support will be provided upon request from UNCTs or UNDP. The Office will provide advice upon request by Member States, the United Nations Resident Coordinator/UNDP Resident Representative or by national institutions themselves.

OHCHR will review and assess the role of national institutions in encouraging rights-based governance. In addition, a round table will be convened in which national institutions, United Nations agencies and other organizations will exchange views and best practices related to migration. Particular attention will also be paid to the role of national institutions in conflict and conflict resolution as well as the prevention of torture.

The national institutions web site (www.nhri.net), developed in 2003, will be maintained and strengthened in partnership with the Danish Centre for Human Rights.

OHCHR staff and UNCTs will receive training on the Paris Principles and the roles of national human rights institutions. Training modules and materials, and indicators to measure the effectiveness of national institutions, will be developed. The Office will also provide training on human rights or related topics to those national institutions that request such assistance.

ANTICIPATED RESULTS

- Up to five governments will have established national institutions, and national institutions will be strengthened to promote and protect human rights.
- The international norms concerning national institutions will have been applied by other United Nations agencies, programmes, partners and governments.
- The treaty bodies will have strengthened their ability to monitor the human rights situation at the country level, and implementation of treaty-body recommendations will have been strengthened, with the participation of national institutions.
- The Commission on Human Rights and the General Assembly will have the means to assess the role and effectiveness of national institutions as human rights monitoring bodies.
- National institutions' expertise on thematic issues will be enhanced and best practices will be shared.
- One international conference and at least two international round tables will be held on national institutions.
- One International Coordinating Committee meeting will be held.
- At least 20 national institutions will have participated in the Commission on Human Rights.
- At least 20 national institutions will have benefited from participation in international and regional meetings.
- A training module for national institutions will have been developed.
- At least three training activities on national institutions will have been conducted.
- At least five national institutions will have engaged with international treaty bodies.

BENEFICIARIES

National institutions are the principal beneficiaries of the activities; however OHCHR staff and UNCTs will also benefit from the proposed training programmes.

RISK ASSESSMENT

National institutions will be ineffective if they do not conform to international standards and if governments use them to justify actions that undermine human rights. A weak judiciary or civil society can also hamper the effectiveness of national

institutions, as can internal conflict and the inability to devote adequate financial and human resources to their establishment and development.

IMPLEMENTING ARRANGEMENTS

The Unit will continue to focus on strengthening external partnerships. Greater efforts will be made to establish more effective linkages with African and Latin American partners. Joint initiatives will be pursued with UNDP and UNCTs. The Unit will also work with strategic partners such as the British Council, La Francophonie, United Nations Volunteers, the Friedrich Naumann Stiftung, the World Bank, and others.

FUNDING

The Unit consists of two staff funded from voluntary contributions and two staff funded from the regular budget.

BUDGET IN US\$ SUPPORT TO NATIONAL INSTITUTIONS	
	US\$
Staff costs	252,710
Experts/consultants' fees and travel	83,000
Travel:	
OHCHR staff	63,200
Commission members	0
Representatives and other participants	28,000
Contractual services	103,000
General operating expenses	0
Supplies and acquisitions	8,000
Grants, contributions, fellowships and seminars	345,000
Sub-total	882,910
Programme support costs	114,800
Total	997,710

TRAFFICKING IN PERSONS

BACKGROUND

Despite its overwhelming human rights dimensions, trafficking in persons continues to be addressed as a “law and order” problem, located primarily within the crime-prevention framework. In most parts of the world, victims of cross-border trafficking are prosecuted as illegal aliens, undocumented workers or irregular migrants, rather than as victims of a crime. Women and young girls who are forced into the sex industry are charged with the crime of prostitution instead of receiving assistance as victims. Trafficking must be prevented, the perpetrators prosecuted and the rule of law strengthened. However, it is also crucial that the human rights of the victim remain paramount in all anti-trafficking interventions.

In July 2002, OHCHR issued its *Recommended Principles and Guidelines on Human Rights and Human Trafficking*: They are based on the understanding that efforts to combat trafficking must address the entire cycle of trafficking and should include prevention as well as protection and support for those affected by the problem. Combating trafficking requires effective international and regional cooperation and national responses that are based on a comprehensive, long-term strategy that gives priority to human rights.

OHCHR's work in this field involves:

- Legal and policy development, particularly at the international and regional levels;
- Integrating anti-trafficking issues into related areas, such as development, migration, labour, conflict, security and gender; and
- Acting as a catalyst and partner in the anti-trafficking work of other organizations.

OBJECTIVES

The goal of OHCHR's work to combat trafficking in persons is to integrate human rights into international, regional and national anti-trafficking initiatives through legal and policy development. The project has four basic objectives:

- Enhance the capacity of the High Commissioner to provide policy guidance and leadership on the issue of trafficking;
- Strengthen the capacity of OHCHR and the United Nations human rights system to deal with the human rights dimension of trafficking;
- Ensure that a human rights perspective is integrated into anti-trafficking work of other United Nations agencies and programmes and raise awareness of trafficking as a human rights issue throughout the United Nations system; and
- Encourage governments, intergovernmental organizations, NGOs and national human rights institutions to consider the issue of trafficking in their policies and activities.

OHCHR focuses on legal and policy issues related to trafficking and does not undertake multiple or complex operational projects or technical cooperation activities. It has defined its role as that of a catalyst in ensuring that the rule of law and human rights is central to the anti-trafficking work of other organizations.

STRATEGY

Until recently, OHCHR's trafficking project focused on helping to set standards by formulating human rights tools and instruments. The next phase of the project will focus on prevention while also strengthening victim assistance and protection.

OHCHR will apply a two-pronged approach:

- Prevention of trafficking, which involves articulating the linkages with development issues, including the rule of law, irregular migration, forced labour and gender discrimination; and
- Protection to victims of trafficking, which involves strengthening legal and policy initiatives and programmes, including shelters, skills training and reintegration schemes, that provide assistance to and protect the victims of trafficking.

The approach will be realized by:


- Strengthening United Nations human rights-related action at the country level under the United Nations Development Group (UNDG)/Executive Committee on Humanitarian Affairs (ECHA) plan of action by building the capacity of United Nations country teams (UNCTs) and integrating the prevention of trafficking in development issues;

- Mainstream the issue of trafficking into the work of the treaty bodies, special procedures, working groups, the Commission on Human Rights and the Sub-Commission; and
- Strengthening partnerships among agencies.

ACTIVITIES IN 2004

Activities are divided into five strategic sectors (i.e. policy and leadership, internal capacity building, support to United Nations agencies, support to external organizations and initiatives, training and public information). Key activities will include:

- Critical analysis of anti-trafficking interventions through a *Do No Harm Handbook*;
- Publication and dissemination of *Frequently Asked Questions on Human Rights and Human Trafficking* and the *Legislative Guide on Trafficking and Human Rights* (OHCHR, the Office against Drug and Crime and Discrimination against Women initiative);
- Publication and dissemination of a user-friendly version of *Recommended Principles and Guidelines on Human Rights and Human Trafficking*;
- Sponsorship, in collaboration with national institutions, of two international seminars to develop conceptual and programmatic linkages between trafficking, migration and human rights;
- Publication of a legal commentary of the International Convention for the Protection of the Rights of All Migrant Workers and Members of Their Families in the context of the Palermo Protocol and the *Principles and Guidelines*;
- Integration of trafficking and related issues into the activities planned under the UNDG/ECHA plan of action, with the aim of strengthening UNCTs by providing them with training materials, including modules on trafficking, advocacy notes and handbooks. These modules are already being field tested in Armenia and the Former Yugoslav Republic of Macedonia;
- Substantive support to and collaboration with the United Nations/Joint Initiative Against Trafficking, OHCHR's partner in the implementation in Nepal of a project to field test the *Principles and Guidelines* in the area of rescue and reintegration;
- Coordination of the Intergovernmental Organizations (IGO) Contact Group on Trafficking and Migrant Smuggling (UNHCR, ILO, IOM, OHCHR, NGO caucus on trafficking, UNICEF, WHO, OSCE);

Article 13 
 Everyone has the right to freedom of movement and residence within the borders of each State.
 Everyone has the right to leave any country, including his own, and to return to his country.

- Participation in meetings of the Ad Hoc Committee on Action Against Trafficking in Human Beings (CAHTEH), sponsored by the Council of Europe, to discuss the European Convention against Trafficking; and
- Provision of technical support to field offices, especially on legal and policy initiatives.

ANTICIPATED RESULTS

The dissemination of the publications finalized in 2003 and the use of training modules by UNCTs will enhance OHCHR's leadership role in the field of combating trafficking. OHCHR's key role in the two seminars and in the briefings planned to integrate trafficking into the human rights mechanisms will help to develop conceptual and programmatic linkages between trafficking, migration and development-related issues.

The degree of inter-agency coordination facilitated by OHCHR increased during 2003 and will continue to strengthen. The IGO Contact Group on Trafficking and Migrant Smuggling will provide an important forum for strategizing on key anti-trafficking issues.

BENEFICIARIES

With a two-pronged approach involving victim assistance and prevention, and thus focusing on both the root causes of trafficking and the plight of trafficked persons, the trafficking project

will ultimately benefit the individual victims of trafficking and those vulnerable to this harm.

The project will also benefit UNCTs, by building their capacity in this field under the UNDG/ECHA plan of action. Government representatives, organizations, groups and individuals who are involved in activities under the project will also benefit, as will OHCHR itself by building the capacity of its field offices, ensuring greater awareness of and action on the issue within United Nations human rights mechanisms, and strengthening cooperation among those dealing with trafficking and related issues.

IMPLEMENTING ARRANGEMENTS

OHCHR's project on trafficking, located in the Research and Right to Development Branch, is administered by a programme manager based in Geneva, who is also the Adviser on Trafficking to the High Commissioner. Collaboration with other United Nations entities, inter-governmental organizations and NGOs will continue, primarily through the IGO Contact Group on Trafficking and Migrant Smuggling, which convenes regular meetings of representatives of major Geneva-based inter-governmental organizations and NGOs working on trafficking.

BUDGET IN US\$ TRAFFICKING IN PERSONS

	US\$
Staff costs	138,300
Experts/consultants' fees and travel	107,500
Travel:	
OHCHR staff	34,000
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	0
Supplies and acquisitions	2,500
Grants, contributions, fellowships and seminars	64,000
Sub-total	346,300
Programme support costs	45,000
Total	391,300



DEMOCRACY, DEVELOPMENT AND HUMAN RIGHTS

"We will spare no efforts to promote democracy and strengthen the rule of law, as well as respect for all internationally recognized human rights and fundamental freedoms, including the right to development"

[United Nations Millennium Declaration]

BACKGROUND

The crucial link between democracy, development and respect for human rights has been affirmed by the World Conference on Human Rights, the Millennium Declaration, and by numerous resolutions adopted by the General Assembly and the Commission on Human Rights. Promoting and protecting human rights is essential for preventing conflicts. When victims of discrimination are able to express their grievances through democratic channels, there is less risk that those grievances will result in violent conflict. The quality of democratic institutions and entitlements must be defined in substantive, rather than theoretical, terms and be based on universal human rights standards. Yet freedom of expression or the right to vote cannot be enjoyed in a climate of fear or famine. Thus, the realization of economic, social and cultural rights conditions the effectiveness of democracy and reinforces the goal of poverty reduction as the overarching development goal. Progress in the operationalization of the right to development will contribute to pursuing democracy, development and human rights in an integrated and mutually reinforcing manner.

The United Nations reform programme, launched in 1997, identified human rights as a cross-cutting theme in all activities of the United Nations system, and called for OHCHR to help integrate human rights in all United Nations work. During the past three years OHCHR has supported United Nations agencies in integrating human rights within their development policies and programmes. This mandate was further strengthened by the Secretary General's "An Agenda for Further Reform", of 2002. As part of this reform agenda, OHCHR led an inter-agency process, which included the United Nations Development Group (UNDG) and the Executive Committee on Humanitarian Affairs (ECHA), in developing a plan of action aimed at strengthening human rights-related United Nations action at country level. OHCHR will play a crucial role in facilitating the work of United Nations agencies and country teams in implementing the plan.

OBJECTIVES AND STRATEGY

Activities aim to encourage joint programming for activities that address the links between human rights and democracy, development and the rule of law. All activities will be conducted in cooperation with relevant United Nations agencies. To the extent possible, each activity will be funded and managed by the agency directly responsible for the activity.

The project applies a three-step strategy:

- Further clarify the conceptual linkages between human rights and democracy, development and the rule of law;
- Cooperate with United Nations agencies and other organizations in learning how to integrate human rights in development policies and programmes, including in poverty-reduction strategies, at the international and national levels; and
- Disseminate human rights information, analysis and experiences from the United Nations human rights system to operational agencies on the ground.

ACTIVITIES IN 2004

In most cases the activities described below focus not only on clarifying or deepening the understanding of a particular concept, but also on how that concept can be applied in practice to strengthen United Nations human rights activities at country level.

◆ PROMOTING BETTER CONCEPTUAL UNDERSTANDING

Good-governance practices for promoting human rights

OHCHR will convene a joint seminar with UNDP on national good-governance practices for promoting human rights. The objective of the seminar is to build a better understanding of the relationship between national good-governance practices and the promotion of human rights. The seminar is expected to compile examples of good-governance practices from States, national human rights institutions, relevant United Nations organizations, programmes and funds, specialized agencies and NGOs; it will also submit a report to the Commission on Human Rights on its outcomes.

Rule of law and justice administration

Mandated by the Sub-Commission on the Protection and Promotion of Human Rights, OHCHR will undertake a number of research activities focused on the human rights aspects of the administration of justice, including combating impunity, the death penalty and remedies for violations. The Office will conduct an independent study on best practices to assist States in strengthening their capacity to combat impunity, disseminate the 1997 set of principles to combat impunity, produce a study outlining the final outcome of the second consultative meeting on the right to restitution, and produce an analytical report on the death penalty. Particular attention will be paid to the needs of United Nations peacekeeping and peace-building operations and United Nations country offices.

Operationalizing the right to development

In its recent resolution on the right to development (2003/86), the Commission on Human Rights asked the Sub-Commission to prepare a concept document establishing options for the implementation of the right to development, which will be considered by the Commission in 2005. It also asked OHCHR to convene a two-day, high-level seminar prior to the February 2004 session of the Working Group on the Right to Development.

While the high-level seminar will be organized as part of the regular programme of work, preparation of the concept document for 2005 will require additional research and analytical support. The Office will extend research and analytical support to the Sub-Commission and the Independent Expert on the Right to Development to develop a methodology and to collect and analyze information for undertaking these studies. This work will also involve consultations, networking and partnerships with research institutions, United Nations agencies and country teams.

Human rights and the Millennium Development Goals

The Millennium Declaration expressed two fundamentally inter-related sets of commitments: human rights and sustainable development. While overcoming extreme poverty is the overarching objective of the Millennium Development Goals (MDGs), the Millennium Declaration principles concerning governance, human rights and conflict-prevention also provide the framework for strategies to realize the MDGs. OHCHR will organize an inter-agency meeting in Geneva with the aim of improving understanding of the linkages between human rights and the

MDGs. The High Commissioner also appointed a Special Adviser on Human Rights and MDGs who represents the Office within the Millennium Project.

◆ PROMOTING PRACTICAL IMPLEMENTATION AT THE COUNTRY LEVEL

Joint United Nations activities in development and humanitarian work

In September 2003, the UNDG, ECHA and OHCHR agreed on a three-year, inter-agency plan of action (so called "Action 2" Plan) that defines a system-wide approach to strengthening national human rights protection and promotion systems. United Nations country teams will be the key vehicles for implementing the plan which will build on other elements of the United Nations reform, such as harmonization and simplification of United Nations cooperation and will improve the effectiveness of United Nations human rights assistance activities. During its three year duration, the plan will focus on building the capacity of the United Nations country teams. The Resident/Humanitarian Coordinator will lead activities in training, needs assessment, information-sharing and coordination. UNDG, ECHA and OHCHR will share responsibility for implementing the plan.

One of the most important tasks under the plan is to provide support and advice on how to integrate human rights in the common analytical and programmatic frameworks for the United Nations development and humanitarian activities at country level, namely the Common Country Assessment (CCA), the United Nations Development Assistance Framework (UNDAF), the Consolidated Appeals Process (CAP) and the Common Humanitarian Action Plan (CHAP) processes. OHCHR will work through the UNDG to help revise CCA/UNDAF Guidelines, prioritize the delivery of country-specific human rights information to country teams, ensure that headquarters and regional offices work to improve the quality of the CCA/UNDAF, and refine methodologies used to strengthen the human-rights content of the CCA/UNDAF.

OHCHR will continue to participate in the inter-agency Consolidated Appeal Process by integrating human rights aspects and concerns and by including its own programmes and requirements where relevant. OHCHR will also play an active role in the Inter-Agency Standing Committee Reference Group on Humanitarian Action and Human Rights.

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

While some of these activities will be implemented as part of other OHCHR projects and activities, this project aims to provide substantive support and advice for integrating human rights into CCA/UNDAF and CAP/CHAP processes through the following activities:

Training United Nations country teams on human rights

Support to strengthen human rights integration will be provided to the 16 countries that will develop the CCA/UNDAF in 2004: A project coordinated among OHCHR, the United Nations Staff College, UNDG and UNDP has been developed for this purpose. The Staff College will take the lead managerial role in this project; OHCHR will focus on ensuring that the materials used are sound and will make its staff available as resource persons for training events; UNDP will cover local training costs through Resident Coordinator funds. In cooperation with the Staff College, the training module for this course will be updated.

Training for OHCHR staff

Some 60 OHCHR staff members will receive in-depth training on mainstreaming human rights into development and humanitarian work and poverty-reduction strategies. Three workshops will be organized through which staff members will acquire knowledge and share experiences about United Nations reform and development and humanitarian operations at the country level, learn about the linkages between human rights and development or humanitarian relief, and about integrating human rights in United Nations country-level work. They will also be introduced to the relevant tools and services offered by OHCHR, and will identify further needs as they become more closely involved in supporting the work of United Nations country teams.

Integration of human rights into poverty-reduction strategies

OHCHR will publish and disseminate a paper entitled "Human Rights and Poverty Reduction: A Conceptual Framework"; designed to identify the conceptual linkages between human rights and poverty reduction, it is intended for use by development practitioners

and policy-makers at international and national levels. Draft guidelines for integrating human rights into poverty-reduction strategies, designed to strengthen accountability and empower people to lift themselves out of poverty, will be completed in 2004; an abbreviated version of the draft guidelines will also be prepared. During 2004, the draft guidelines will be field tested, in cooperation with United Nations agencies, at four country-level locations. An inter-agency meeting will be organized by OHCHR in Geneva to share the results of the field tests with other United Nations agencies and to finalize the guidelines.

CCA/UNDAF indicators matrix

The indicators matrix annexed to the undg integrated guidelines for CCA/UNDAF will be revised. To contribute to this exercise by proposing measures to strengthen the human rights content of the matrix, OHCHR will organize an inter-agency meeting in Geneva.

Monitoring, sharing knowledge and lessons learned

The plan of action emphasizes the importance of sharing knowledge and experience on human rights. In cooperation with its United Nations partners, OHCHR will collect, assess and systematically disseminate lessons learned and good practices in integrating human rights into development and humanitarian activities. OHCHR will recruit a senior consultant to assess the experience of integrating human rights within CCA/UNDAFs prepared in 2003. OHCHR will also commission a consultancy to assess lessons learned and progress achieved during the first year of the plan's implementation and to share the results of the assessment with other United Nations agencies.

◆ DRAFT VOLUNTARY GUIDELINES ON THE RIGHT TO FOOD

OHCHR will continue to support, together with the Food and Agriculture Organization (FAO), the work of the inter-agency working group on the development of draft voluntary guidelines to support the realization of the right to food. Draft guidelines will be submitted to the FAO Council on Food Security in 2004. FAO supports a human rights officer to ensure the contribution of the human rights system to this process.

◆ COOPERATION WITH UNDP (HURIST)

In a continuing effort to build capacity for rights-based development programming within UNDP, programming guidelines in

the areas of the environment and energy use and decentralized governance will be finalized. HURIST draft working guidelines on a human rights-based review of UNDP country programmes will undergo two field tests (the drafts were field tested three times during 2003). In partnership with the relevant sectors of UNDP, initiatives will also be undertaken to integrate human rights within parliaments, access to justice activities and the security sector. Results of field tests will be disseminated through the Internet and during workshops. Funding through this Annual Appeal is limited to ensuring OHCHR's leadership role within the programme. HURIST activities receive financial support through UNDP.

◆ TRANSITIONAL JUSTICE IN POST-CONFLICT SITUATIONS

OHCHR will develop an operational manual for transitional justice in post-conflict countries, for use by practitioners on the ground, including United Nations country teams. The manual will provide practical advice on how to apply a model criminal code and criminal procedure code consistent with international human rights standards. It will address criminal law, the judicial options for trying perpetrators of human rights violations in post-conflict societies, truth-and-reconciliation processes and non-judicial mechanisms. Implementation is underway and will continue throughout 2004. In addition to the manual, the project will produce an assessment report, a report of expert recommendations and legal advisory notes. Only the manual will be published and made available for general distribution.

ANTICIPATED RESULTS

Research and analytical activities will result in greater clarity and understanding of the relevance of human rights in development and humanitarian contexts, particularly in the context of realizing the Millennium Development Goals and reducing poverty in strengthening the rule of law, the administration of justice, in policies and institutions to promote democracy, development and good governance, and in operationalizing the right to development.

The programme is expected to result in greater inter-agency efforts to integrate human rights into development and humanitarian work and, ultimately, to strengthen national human rights promotion and protection systems.

BENEFICIARIES

Immediate beneficiaries will include United Nations agencies and country teams seeking to integrate human rights into their work. Enhanced research and analysis capacities will also benefit OHCHR human rights policy-making bodies and mandate-holders. To the extent that activities help to strengthen and sustain the impact of the United Nations' country-level development and humanitarian work, the ultimate beneficiaries will be individuals and groups living in Member States, and, in particular, in developing, post-conflict or transitional countries.

RISK ASSESSMENT

The successful completion of the activities and the realization of programme objectives will be contingent upon OHCHR's ability to devote adequate staff resources to prepare and carry out the required activities, the commitment of key United Nations system partners to cooperate with OHCHR, and donors' commitment to fund the programme.

IMPLEMENTING ARRANGEMENTS

Activities have been developed through an inter-agency process and in consultation with other branches within OHCHR. An inter-branch task force that will serve as a coordinating mechanism for implementing the "Action 2" has been established. Activities will be managed by the Research and Right to Development Branch in close cooperation with all other OHCHR units. All elements of the programme will be closely coordinated with relevant human rights mechanisms and United Nations agencies.

FUNDING

The Rule of Law and Democracy Unit and the Human Rights and Development Unit falls under the responsibility of the Research and Right to Development Branch. US\$ 1,600,629 is required from extra-budgetary funds to support staff and the above-mentioned activities which are not supported by the regular budget.

BUDGET IN US\$ DEMOCRACY, DEVELOPMENT AND HUMAN RIGHTS

	US\$
Staff costs	576,100
Experts/consultants' fees and travel	223,856
Travel:	
OHCHR staff	80,000
Commission members	0
Representatives and other participants	126,050
Contractual services	10,500
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	172,223
Sub-total	1,188,729
Programme support costs	154,500
Total	1,343,229

BUDGET IN US\$ SUPPORT TO UN COUNTRY TEAMS

	US\$
Staff costs	0
Experts/consultants' fees and travel	7,500
Travel:	
OHCHR staff	2,000
Commission members	0
Representatives and other participants	0
Contractual services	218,300
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	227,800
Programme support costs	29,600
Total*	257,400

* Funded through the Voluntary Fund for Technical Cooperation.



GROUPS IN FOCUS

PEOPLE LIVING WITH DISABILITIES

BACKGROUND

For too long, discrimination against persons with disabilities was neglected by the human rights community. Over the past two decades, however, awareness of the human rights dimension of disability has grown and, since 2000, OHCHR has sought to strengthen its expertise in this area.

OBJECTIVES

The immediate objective is to increase OHCHR's capacity to promote the rights of persons with disabilities. OHCHR will contribute to discussions regarding the proposed "comprehensive and integral international convention to promote and protect the rights and dignity of persons with disabilities" while pursuing its efforts to encourage treaty bodies to address disability issues under the existing human rights instruments.

The ultimate objective is to provide global and regional advocacy, including by encouraging human rights mechanisms, governments, NGOs, civil society, and national and international organizations to address the human rights dimensions of disability throughout their policies and activities.

ACTIVITIES IN 2004


- OHCHR will continue disseminating the 2002 study *Human Rights and Disability* as a fundamental tool to promote awareness of the human rights dimensions of disability issues and to draw attention to the usefulness of existing mechanisms.
- A consultation will be organized early in the year to assist selected NGOs and United Nations agencies in submitting information to treaty bodies in connection with the examination of State reports.
- OHCHR will participate in future sessions of the Ad Hoc Committee set up by the General Assembly to consider proposals concerning a new convention on the human rights of persons with disabilities and the Working Group it established at its second session. The Office will also prepare

background papers on related issues and participate in and contribute to expert and regional meetings, as mandated by the General Assembly.

- In collaboration with ILO and WHO, OHCHR will organize an expert consultation on mental health and human rights, following up on a report prepared in 2003. This is an area that requires additional analysis from a human rights perspective, particularly in the context of standard-setting and legal procedures.
- The web page on human rights and disability will be developed further, and the Fact Sheet on Human Rights and Disability, prepared in 2003, will be disseminated.

ANTICIPATED RESULTS

These activities will improve knowledge of the United Nations human rights system among disability NGOs and experts, and will increase attention to disability issues made in the activities of the treaty bodies.

Article 7 
All are equal before
the law and are
entitled without any
discrimination to
equal protection
of the law.
All are entitled
to equal protection
against any
discrimination in
violation of this
Declaration
and against any
incitement to
such discrimination.

BENEFICIARIES

The immediate beneficiaries will be the international human rights mechanisms, including OHCHR, the treaty bodies and the special procedures of the Commission on Human Rights. National human rights institutions and NGOs, including organizations representing persons with disabilities, will also benefit. The ultimate beneficiaries will be those who are vulnerable to discrimination because of disabilities and their families.

IMPLEMENTING ARRANGEMENTS

OHCHR will be responsible for the overall execution and implementation. Activities will be carried out by the officer responsible for disability and human rights under the direction of the Chief of the Research and Right to Development Branch and under the direct supervision of the Coordinator of the Human Rights and Economic and Social Issues Unit. Activities will also be undertaken in close collaboration with the United Nations Department of Economic and Social Affairs. Close partnerships have been established with ILO, WHO, several national institutions, NGOs representing persons with disabilities, and human rights NGOs. Activities are also undertaken in close collaboration with individual experts and governments with a particular interest in this area.

BUDGET IN US\$ PEOPLE LIVING WITH DISABILITIES

	US\$
Staff costs	90,550
Experts/consultants' fees and travel	39,510
Travel:	
OHCHR staff	25,620
Commission members	0
Representatives and other participants	46,330
Contractual services	12,500
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	214,510
Programme support costs	27,900
Total	242,410

PEOPLE AFFECTED BY HIV/AIDS

BACKGROUND

Twenty years after the first clinical evidence of acquired immunodeficiency syndrome was reported, AIDS has claimed the lives of millions of people. Since the pandemic began, more than 60 million people have been infected. At the end of 2002, an estimated 42 million people were living with HIV. Those who are infected or suspected of being infected commonly face stigmatization and discrimination. This discrimination not only adversely affects those it targets, but also hampers efforts to curtail the spread of the disease.

The Commission on Human Rights has long considered the impact of HIV/AIDS on human rights; and since 1996, HIV/AIDS has appeared on the Commission's formal agenda. OHCHR is committed to continuing its efforts to ensure a rights-based response to the HIV/AIDS epidemic. Respect for human rights both helps to reduce the spread of HIV/AIDS and to ensure that those infected and affected by the disease live lives free from discrimination.

OHCHR promotes and disseminates the *International Guidelines on HIV/AIDS and Human Rights*, developed at the Second International Consultation on HIV/AIDS and Human Rights, hosted by UNAIDS and OHCHR in September 1996. This document, revised in 2002, provides guidance for States on how to orient and design their policies, programmes and practices to ensure that respect for human rights is maintained in the context of the HIV/AIDS epidemic.

OBJECTIVES

A joint agreement with UNAIDS outlines the programme's key objectives:

- Promote the further understanding and implementation of human rights in the context of HIV/AIDS;
- Integrate HIV/AIDS within the work of the international human rights mechanisms; and
- Strengthen the capacity of the United Nations to address human rights issues at the national level.

Joint efforts with UNAIDS have, in the past, focused on developing policy linkages and substantive guidelines within the United Nations system. In 2004, the programme's priority will shift to a broader dissemination of information concerning HIV/AIDS and human rights at sub-national, national and regional levels, while continuing to provide support to the treaty bodies, special procedures and the Commission on Human Rights.

Article 16

Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

Marriage shall be entered into only with the free and full consent of the intending spouses.

The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

ACTIVITIES IN 2004

- Strengthen the focus on HIV/AIDS-related human rights issues within the mandates and activities of national human rights institutions, including by developing training materials.
- Develop and disseminate best-practice examples in the area of HIV/AIDS and human rights. A range of case studies will

be collected from around the world demonstrating the impact of rights-based actions in limiting the spread of HIV/AIDS.

- Continue to work with treaty bodies and special rapporteurs to enhance their understanding of the impact of HIV/AIDS on vulnerable groups and to provide information about the effect of the disease in particular countries. This will include supporting the work of the treaty bodies in their consideration of reports of States Parties by ensuring that committee members have access to accurate and relevant country information on HIV/AIDS. It will also include supporting and encouraging national institutions, NGOs, AIDS service organizations and other interested groups in preparing shadow reports to relevant treaty bodies.
- Support relevant special rapporteurs to encourage them to continue addressing issues related to HIV/AIDS in their mandates.
- Develop user-friendly information about HIV/AIDS and human rights, including fact sheets, frequently asked questions and answers, advocacy notes, and simplifying the *International Guidelines of HIV/AIDS and Human Rights*. These publications are intended for use by OHCHR field staff and United Nations country teams.

ANTICIPATED RESULTS

The production and distribution of a practical and user-friendly manual on HIV/AIDS and human rights for national human rights institutions should improve the ability of these organizations to develop and implement policies and programmes to combat HIV/AIDS-related discrimination. It is also anticipated that there will be an increased awareness and focus upon HIV/AIDS in the activities and reports of the treaty bodies, special rapporteurs and independent experts. Support provided to United Nations country teams in the area of HIV/AIDS and human rights will result in greater coordination and more activities related to HIV/AIDS and human rights.

BENEFICIARIES

The ultimate beneficiaries will be those who are at risk of becoming infected with HIV/AIDS and those who are already infected. Governments and organizations will benefit through greater awareness of the links between HIV/AIDS and human

rights. Activities will also benefit OHCHR, human rights mechanisms and United Nations country teams by strengthening the ability of each to deal with this complex and sensitive issue.

IMPLEMENTING ARRANGEMENTS

Activities are carried out by the Human Rights and Development Unit of the Research and Right to Development Branch. UNAIDS is the main implementing partner under a joint letter of agreement. Most activities will be financed directly by UNAIDS. OHCHR will also work closely with many partners in the area of HIV/AIDS, including national human rights institutions and civil society.

BUDGET IN US\$ PEOPLE AFFECTED BY HIV/AIDS


	US\$
Staff costs	113,410
Experts/consultants' fees and travel	7,960
Travel:	
OHCHR staff	12,360
Commission members	0
Representatives and other participants	3,170
Contractual services	0
General operating expenses	0
Supplies and acquisitions	1,500
Grants, contributions, fellowships and seminars	0
Sub-total	138,400
Programme support costs	18,000
Total	156,400

MINORITIES

BACKGROUND

Minority rights are human rights, and human rights are recognized as the cornerstone of the Charter's vision of a just and peaceful world. The promotion and protection of minority rights are closely connected with democratization, sustainable human development, respect for cultural diversity, and the prevention of conflict. The Millennium Declaration and the Secretary-General's reform proposals both emphasize the need to strengthen national capacities to implement the principles of democracy and respect for human rights, including minority rights.

The main purposes of sub-regional meetings on minority issues are to promote dialogue between and among minorities and the majority population, to better understand sub-regional approaches by sharing experiences in the protection and promotion of minority rights, to raise awareness of the United Nations work on minority issues and to empower minority communities. Training on the use of human rights mechanisms, with assistance from regional organizations, national institutions and other United Nations agencies, is part of the focus of this approach. The *United Nations Guide for Minorities*, available in all six United Nations languages, provides basic training material on the issue.

Article 15 
 Everyone has the
 right to a
 nationality.
 No one shall be
 arbitrarily deprived
 of his nationality
 nor denied the
 right to change his
 nationality.

OBJECTIVES

OHCHR will plan activities for the Asia-Pacific and African regions to disseminate information on promoting and protecting the rights of minorities.

ACTIVITIES IN 2004

- Enhance inter-agency cooperation to protect minority rights. OHCHR will invite outside experts and those of the Working Group on Minorities and representatives of United Nations organizations to discuss ways of improving inter-agency cooperation on minority issues and options for improving the protection of minority rights at the national level.
- Strengthen minority protection. OHCHR will invite outside experts and those of the Working Group and representatives of interested States to a one-day informal consultation to discuss options for future developments on minority protection.
- Build the human rights capacity of minority organizations. A second workshop (the first was held in 2003) on minority rights for minority representatives will be organized prior to the annual session of the Working Group, thus facilitating participation by minority representatives in the Working Group session.
- Promote inter-cultural dialogue and the rights of minorities at the regional level. OHCHR will organize two sub-regional seminars, one in Africa and one in Asia, to provide training on international standards and mechanisms and on how to work effectively on minority issues within the United Nations system.

IMPLEMENTING ARRANGEMENTS

United Nations agencies, regional inter-governmental organizations, national institutions and NGOs will implement the above activities with the assistance of a Geneva-based human rights officer.

BENEFICIARIES

The main beneficiaries will ultimately be minority representatives and civil society through supporting the dissemination of information on the promotion and protection of the rights of persons belonging to minorities, including through national human rights systems.

BUDGET IN US\$ MINORITIES

	US\$
Staff costs	113,410
Experts/consultants' fees and travel	23,500
Travel:	
OHCHR staff	8,000
Commission members	0
Representatives and other participants	167,828
Contractual services	6,150
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	318,888
Programme support costs	41,500
Total	360,388

INDIGENOUS PEOPLES

BACKGROUND

OHCHR undertakes a number of mandated activities aimed at promoting the human rights of indigenous peoples. These include organizing the annual sessions of the Working Group on Indigenous Populations and the working group on the draft declaration on the rights of indigenous peoples, supporting the Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous peoples, implementing activities under the International Decade of the World's Indigenous Peoples, and training indigenous persons through the Indigenous Fellowship Programme. OHCHR also ensures the functioning of the Voluntary Fund for Indigenous Populations and the Voluntary Fund for the International Decade of the World's Indigenous Peoples, both established by the General Assembly and advised by a Board of Trustees and an Advisory Group, respectively.

OBJECTIVES AND ACTIVITIES IN 2004

- **Implement and follow-up on recommendations of the Special Rapporteur:** In an effort to ensure a more focused and effective follow-up to the recommendations made by the Special Rapporteur on indigenous peoples and relevant recommendations made by other special procedures and the treaty bodies, OHCHR will organize a meeting in one of the countries visited by the Special Rapporteur to develop a plan of action for implementation of the recommendations. Government agencies, national human rights institutions, indigenous and non-governmental organizations and the United Nations country team will be invited to attend.
- **Engage civil society:** In 2002, OHCHR organized a meeting of private-sector natural resource-extraction companies and indigenous peoples to discuss negative and positive consequences of mining and other development activities on indigenous peoples' lands and communities. Participants recommended that the Office organize another such meeting, and this recommendation was supported by the Sub-Commission at its 2003 session. The purpose of a second meeting would be to provide an opportunity for States, private-sector representatives and indigenous peoples to elaborate a human rights framework or guidelines for natural resource-extraction companies to work in indigenous areas. The meeting would be undertaken in cooperation with relevant United Nations agencies.
- **Build the capacity of indigenous youth:** In July and August 2004, Barcelona will host a major forum aimed at promoting cultural diversity. OHCHR has been invited to be a partner, and the Barcelona Cultural Forum has set aside funds to ensure the participation of up to 70 indigenous youth. The Office has already been in contact with all recipients of indigenous fellowships, with whom three events will be organized: an evaluation of OHCHR's Indigenous Fellowship Programme, now in its eighth year; a World Indigenous Youth Forum to evaluate the International Decade and identify the priorities for the coming years; and a cultural event to mark the International Day of Indigenous Peoples on 9 August. The project requires partial funding from the Annual Appeal.
- **Promote indigenous participation in United Nations development activities at the country level:** In framework of the joint UNDP/OHCHR Human Rights

Strengthening Programme (HURIST), the Office will undertake a joint activity to help ensure that indigenous peoples participate in all stages of the development of country programmes. This is a pilot project, funded by UNDP, for which no financial support is necessary from the Annual Appeal.

- **Support the Permanent Forum on Indigenous Issues:** The Permanent Forum has requested that organizations of the United Nations system undertake activities relating to indigenous peoples. Depending on the resources available, the Office will contribute by participating in a workshop on data collection, analyzing the treaty bodies' work with indigenous peoples, and organizing regional workshops on indigenous issues. The project requires partial funding from the Annual Appeal.

Article 27

Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

ANTICIPATED RESULTS

Activities are expected to build the human rights capacity of indigenous peoples, encourage implementation of recommendations made by the Special Rapporteur, stimulate inter-agency action to mainstream indigenous rights into overall development planning and implementation, and elaborate guidelines for work done by private-sector resource companies in indigenous areas.

IMPLEMENTING ARRANGEMENTS

Activities are implemented by the indigenous and minorities unit in the Research and Right to Development Branch and includes, since July 2003, the Voluntary Fund for Indigenous Populations and the Voluntary Fund for the International Decade of the World's Indigenous People. They are organized in close cooperation with indigenous peoples, sometimes with communities initiating and implementing the projects, and with other United Nations agencies. Natural resource-extraction companies that have expressed interest in developing guidelines on working in indigenous areas will also cooperate.

BUDGET IN US\$ INDIGENOUS PEOPLES

	US\$
Staff costs	113,410
Experts/consultants' fees and travel	15,000
Travel:	
OHCHR staff	21,120
Commission members	0
Representatives and other participants	49,800
Contractual services	1,028
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	7,000
Sub-total	207,358
Programme support costs	27,000
Total	234,358

VOLUNTARY FUND FOR INDIGENOUS POPULATIONS

Ensure participation of indigenous peoples in United Nations activities that affect them: Since 1985, the Voluntary Fund for Indigenous Populations has helped hundreds of indigenous representatives to participate in major United Nations meetings, initially the Working Group on Indigenous Populations and now the Working Group on the Draft Declaration and the Permanent Forum. The Fund helps to ensure equitable geographical representation in United Nations meetings and participation by indigenous communities that would not otherwise have the resources to take part in these activities. In March 2004, the Board of Trustees, composed of indigenous experts, will meet to make its recommendations for disbursement of some 120 grants.

Contributions to this Fund should be made prior to March 2004.

BUDGET IN US\$ UN VOLUNTARY FUND FOR INDIGENOUS POPULATIONS

	US\$
Staff costs	0
Experts/consultants' fees and travel	0
Travel:	0
OHCHR staff	13,700
Commission members	0
Representatives and other participants	296,035
Contractual services	0
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	309,735
Programme support costs	40,265
Total	350,000

VOLUNTARY FUND FOR THE INTERNATIONAL DECADE OF THE WORLD'S INDIGENOUS PEOPLE

- **Build the human rights capacity of indigenous organizations:** In 2003, a pilot project for a new programme of community-led human rights training workshops was supported by the Voluntary Fund for the International Decade. The project was evaluated as a success, and four similar community-led workshops is proposed for 2004. Indigenous organizations are given a small grant to organize their own human rights training workshop, with the Office providing advice, training materials and a partnership project between the Office and the community.
- **Provide small grants for indigenous peoples' projects:** Since the establishment of the Voluntary Fund for the International Decade, indigenous organizations have been invited to submit projects to OHCHR for possible funding. The Coordinator of the Decade established an advisory group to help select suitable projects and offer advice on other activities to be held under the Decade. The number of indigenous projects now far exceeds the capacity of the Fund to support them. However, the advisory group will make recommendations to the Coordinator on projects that might be considered for funding during 2004.
- **Evaluate the Decade and look beyond:** The International Decade of the World's Indigenous Peoples ends in December 2004. The Secretary-General will present a short report on the Decade to the legislative bodies of the United Nations. To supplement this report, the Coordinator of the Decade will prepare a publication that summarizes some of the national and international activities conducted over the past ten years. Indigenous organizations will be given an opportunity to assess the Decade's impact on their region and to recommend future cooperative activities. Proposals for these regional consultations and for an event to mark the end of the Decade will be considered by the Voluntary Fund's Advisory Group.

Contributions to this Fund should be made prior to March 2004.

Article 29 ◀

Everyone has duties
to the community
in which alone the free
and full development
of his personality is
possible.

In the exercise
of his rights and freedoms,
everyone shall be
subject only to such
limitations as are
determined by law solely
for the purpose of securing
due recognition and
respect for the rights
and freedoms of others
and of meeting
the just requirements
of morality, public order
and the general welfare
in a democratic society.

BUDGET IN US\$

UN VOLUNTARY FUND FOR THE INTERNATIONAL
DECADE OF THE WORLD'S INDIGENOUS PEOPLE

	US\$
Staff costs	0
Experts/consultants' fees and travel	0
Travel:	0
OHCHR staff	7,000
Commission members	0
Representatives and other participants	19,400
Contractual services	0
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	239,087
Sub-total	265,487
Programme support costs	34,513
Total	300,000

VICTIMS OF SLAVERY

BACKGROUND

Despite international standards and national legislation outlawing debt bondage, forced prostitution, trafficking, forced and extreme forms of child labour, such types of contemporary slavery persist and, in the case of trafficking of women, are becoming more widespread. The Voluntary Trust Fund on Contemporary Forms of Slavery was created to allow representatives of NGOs that focus on this issue to attend sessions of the Working Group on Contemporary Forms of Slavery and to extend humanitarian, legal and financial aid to individuals who have been victims of these forms of slavery.

The Fund is administered by the Secretary-General with the advice of a Board of Trustees composed of five experts with relevant experience in the field of human rights who are appointed by the Secretary-General for three-year, renewable terms. The experts serve in their personal capacities. The ninth session of the Board of Trustees is scheduled to take place in Geneva from 26-30 January 2004.

ACTIVITIES IN 2004

Provide assistance to representatives of civil society can attend the Working Group on Contemporary Forms of Slavery: Through their participation in the Working Group, victims of contemporary forms of slavery and project leaders provide an invaluable perspective on the issue and help to raise awareness among governments. The next session of the Working Group is scheduled to take place in Geneva in June 2004. The main theme of the Working Group, which will be taken into consideration by the Board of Trustees when recommending travel grants, will be “forced labour”.

Article 4
 No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Provide small grants for grassroots projects: Projects that provide humanitarian, legal and financial assistance to victims of contemporary forms of slavery in all regions of the world receive small grants from the Fund. The projects presented by grassroots organizations and subsidized by the Fund deal with a variety of issues including trafficking for the purpose of sexual exploitation, domestic servitude, child labour and bonded labour. Many of the projects target women and child victims of slavery. Project proposals vary according to the beneficiaries' particular needs and context. A recurrent aspect, for example in the projects aimed at assisting child victims of slavery or bonded labourers, is the goal of providing them with assistance to return to school or providing them with non-formal and vocational training. Other projects aim to establish welcome centres for victims of trafficking providing them with comprehensive assistance including housing, food, legal aid, psycho-social support and medical care. Most projects also include a component of awareness raising among the population on human rights and in particular on the new forms of slavery.

Contributions to the Fund should be made prior to December 2003, as the Board of Trustees will meet for its 9th session in January 2004.

BUDGET IN US\$ UN VOLUNTARY TRUST FUND ON CONTEMPORARY FORMS OF SLAVERY

	US\$
Staff costs	0
Experts/consultants' fees and travel	0
Travel:	0
OHCHR staff	10,000
Commission members	0
Representatives and other participants	65,000
Contractual services	0
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	146,239
Sub-total	221,239
Programme support costs	28,761
Total	250,000

VICTIMS OF TORTURE

BACKGROUND


The Voluntary Fund for Victims of Torture is a general trust fund established by the General Assembly in its resolution 36/151 of 16 December 1981. The Fund's mandate is to distribute voluntary contributions received from governments, NGOs and individuals to NGOs providing humanitarian assistance to victims of torture and members of their families. The Fund is administered by the Secretary-General with the advice of a Board of Trustees, composed of experts appointed by the Secretary-General for a three-year, renewable term.

THE BOARD OF TRUSTEES

During its annual May session, the Board reviews the narrative and financial reports on the use of previous grants, adopts recommendations on applications for new grants, meets with project leaders and donors, consults with the Special Rapporteur on Torture and the Committee against Torture, and adopts other recommendations relevant to the Secretary-General on the activities of the Fund. In June/July, the High Commissioner adopts decisions, on behalf of the Secretary-General, on the basis of the Board's recommendations. The 23rd session of the Board will take place from 10 to 27 May 2004 in Geneva. As the Board recommended allocating all money available in the Fund at its 22nd session, it urges the Secretary-General to appeal for new contributions.

Year	Applications amounted to US\$	Approved amount in US\$	Approved percentage	Implementation rate
2004	14,000,000			
2003	13,340,781	7,222,691	54%	(*)
2002	12,055,638	7,815,070	65 %	87%
2001	11,119,341	8,009,842	72 %	92%
2000	10,000,000	7,000,000	70%	84%

* The implementation rate for the year 2003 will be available in May 2004 before the next session of the Board.

Article 5 
No one shall be
subjected to torture
or to cruel, inhuman
or degrading
treatment or
punishment.

TYPE OF ASSISTANCE AND ANTICIPATED RESULTS

The type of assistance provided by organizations that receive grants from the Fund is determined by the General Assembly and the Secretary-General on the recommendation of the Board and consists mainly of psychological, medical, social, legal and economic assistance. The percentage of projects providing one or more specific types of assistance to victims of torture increased markedly between 1997 and 2002: from 61 per cent to 82 per cent for psychological assistance; from 58 per cent to 79 per cent for medical assistance; from 46 per cent to 69 per cent for social assistance; from 13 per cent to 51 per cent for legal assistance and from 0 to 20 per cent for economic assistance. Requests for assistance considered at the 22nd session confirm the increase in the number of projects providing direct, multi-sectoral assistance to victims of torture and their relatives.

◆ PSYCHOLOGICAL ASSISTANCE

The majority of organizations financed by the Fund (87 per cent in 2002) provide psychological assistance designed to help victims overcome the trauma they have experienced. This assistance is supported by various kinds of therapies, including clinical, psychoanalytical and behavioural, and is designed to enable the victim to step back from the trauma, identify and accept it, and gradually become reintegrated into society. The psychologists and psychiatrists who treat victims of torture are often specialists in the field with expertise in treating post-traumatic stress. In addition to these forms of individual therapy, many organizations also offer family or group therapy on a case-by-case basis.

◆ MEDICAL ASSISTANCE

Medical assistance constitutes the second most common form of aid provided by organizations financed by the Fund (79 per cent in 2002). It is designed to treat the physical effects of torture. After the first diagnosis is made by a general practitioner, treatment is generally provided by specialists in accident and emergency services, surgery, orthopedics, neurology, dermatology, gynaecology, urology, etc. Initial care is often accompanied by paramedical treatment, such as physiotherapy or nursing assistance. Such assistance is provided either directly by organizations financed by the Fund or through partner health-care organizations and professionals to whom patients are referred, with the organization covering related expenses, including, on occasion, transportation.

◆ SOCIAL ASSISTANCE

Social assistance helps victims reintegrate into society. Such assistance can consist of professional training to develop particular skills, such as in computer science, sewing, secretarial work and mechanics, which can, in turn, lead to employment. This assistance also plays an essential therapeutic role, enabling victims to regain confidence in their abilities and recover their human dignity. For elderly and handicapped people who have been victims of torture, this assistance can mean easing access to social services, referring victims to charitable institutions or providing them with home care.

◆ LEGAL ASSISTANCE

In the case of torture victims seeking asylum, this kind of assistance helps to establish the files required by the host country to obtain refugee status. The legal advisers of grant-assisted organizations also help to promote the social and family rights of the applicants.

More generally, legal assistance helps to combat impunity by seeking reparation and compensation for victims of torture from the competent national, regional and international authorities. The Fund's grants cover the costs of lawyers, courts, translations and procedures.

◆ FINANCIAL ASSISTANCE

In the poorest regions, financial aid enables the victims to gain easier access to other types of assistance when their basic needs for survival are only partly met. In some cases, assistance is distributed in the form of nominal cash grants that allow unemployed victims to cover their own and their relatives' basic needs, such as food, clothing and housing. In other cases, the financial assistance may help to pay the school fees for a victim's children. Indirect financial assistance can include reimbursing the travel costs of victims for regular trips to receive medical or psychological care, or for relatives of torture victims to visit the victims if they are being treated in a medical facility. Some victims may receive in-kind donations, such as food, utensils, tools and clothing.

TRENDS

The first projects financed by the Fund focused mainly on providing victims of torture with psychological and medical care. Subsequent projects offered a more holistic approach to assisting victims by incorporating social, legal and financial components. This approach has been found to be more effective in helping victims of torture to cope with the after-effects of the trauma they experienced, to reclaim their dignity, and to re-integrate into society.

It is noteworthy that 54 per cent of the victims who received assistance in 2002 were men and 46 per cent were women. 86 per cent of the victims were adults between 18 and 60 years of age, 6 per cent were children, and 8 per cent were elderly people. These percentages include victims of torture and their family.

LESSONS AND GOOD PRACTICES

In accordance with Commission on Human Rights resolution 2003/32, OHCHR has initiated an independent evaluation of the Fund which will include lessons learned from the Fund's activities, with a view to further enhancing its effectiveness.

Given that 2006 marks the Fund's 25th anniversary the Board recommended that OHCHR publish a book containing testimonies

from torture victims, health professionals, lawyers and social workers who received assistance from the Fund and contributions from former or current members of the Board of Trustees.

APPROVAL OF GRANTS

Applications for grants must be submitted before 30 November each year for review by the Fund's secretariat. Admissible applications are examined by the Board of Trustees at its annual session in May. All applicants are informed of decisions by mid-July. Grants are paid in August. Beneficiaries must provide satisfactory narrative and financial reports on the use of grants before 30 November. The Fund's secretariat requests that grant-aided organizations provide data on the number of victims assisted, the gender and age profile of the victims, and the kind of assistance that was supported by the Fund. The number of victims recorded by organizations should include direct victims and their relatives who have received assistance from the Fund.

GRANTS RECOMMENDED IN 2003

Applications for grants amounting to approximately US\$ 13 million were received for consideration by the Board of Trustees at its 22nd session (Geneva, 12 - 28 May 2003). In July, the Acting High Commissioner, on behalf of the Secretary-General and upon recommendations adopted by the Board of Trustees, approved US\$ 7.2 million for new grants to be distributed to 186 projects in 68 countries during 2003/2004. Some US\$ 50,000 for emergency assistance was also approved. All the money available in the Fund has therefore been allocated for expenditure.

REPORTING

The Secretary-General reports on the activities of the Fund and its Board of Trustees once a year both to the General Assembly and to the Commission on Human Rights. The latest reports are the report of the Secretary-General to the General Assembly (A/58/284) and to the Commission (E/CN.4/2003/61 and Add.1).

FUNDING

In their resolutions, the General Assembly and the Commission on Human Rights appealed to all governments, organizations and individuals to contribute annually to the Fund, preferably by 1 March, prior to the annual session of the Board. The implementation rate shows that the Fund systematically spends more than 80 per cent of the amount approved for grants by the following session of the Board. The balance consists of pending grants for which additional information is needed before they can be paid. The implementation rate for the year 2003 will be available in May 2004 before the next session of the Board.

BUDGET IN US\$ UNITED NATIONS VOLUNTARY FUND FOR VICTIMS OF TORTURE

	US\$
Staff costs	0
Experts/consultants' fees and travel	0
Travel:	0
OHCHR staff	60,000
Commission members	0
Representatives and other participants	63,770
Contractual services	0
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	6,513,398
Sub-total	6,637,168
Programme support costs	862,832
Total	7,500,000



FOLLOW-UP TO THE WORLD CONFERENCE AGAINST RACISM, RACIAL DISCRIMINATION, XENOPHOBIA AND RELATED INTOLERANCE

BACKGROUND AND OBJECTIVES

The Anti-Discrimination Unit (ADU) at OHCHR is working to facilitate the implementation of the Durban Declaration and Programme of Action. At the global level, the Unit services the World Conference follow-up mechanisms that were established by General Assembly and Commission on Human Rights resolutions, prepares reports to the General Assembly, the Economic and Social Council (ECOSOC) and the Commission on Human Rights, develops a database as requested in the Durban Programme of Action, promotes ratification of the International Convention on the Elimination of All Forms of Racial Discrimination and the work of its Committee, and prepares various publications. At the regional level, the Unit organized four expert seminars on implementation of the Programme of Action and various meetings on more specific themes. It also carries out technical cooperation projects at the national level.

OHCHR is the lead agency responsible for integrating the Durban Programme of Action into the mandates, programmes and projects of the United Nations and has engaged in joint activities with UNESCO, ILO and WHO. The ADU also works with NGOs and youth organizations in an effort to encourage civil society to fight against racism.

ACTIVITIES IN 2004

◆ GLOBAL ACTIVITIES

- Five eminent experts, appointed in June 2003, will follow-up implementation of the Declaration and Programme of Action (General Assembly resolution 56/266, Commission on Human Rights resolutions 2002/68 and 2003/30). The experts are: Mr. Martti Ahtisaari (Finland), Prince El Hassan Bin Talal (Jordan), Ms. Hanna Suchocka (Poland), Ms. Edna Maria Santos Roland (Brazil) and Mr. Salim Ahmed Salim (Tanzania).
- The Working Group of Experts on People of African Descent (WGPAD) will study racial discrimination faced by Africans and people of African descent and propose measures to

address the problem (Commission on Human Rights resolutions 2002/68 and 2003/30). The experts are: Mr. Peter Lesa Kasanda (Zambia), Mr. George N. Jabbour (Syrian Arab Republic), Ms. Irina Zlatescu (Romania), Mr. Roberto B. Martins (Brazil) and Mr. Joe Frans (Sweden).

- The Inter-Governmental Working Group (IGWG) on follow-up to the World Conference will meet for its second session from 26 January to 6 February 2004. Its mandate is to make recommendations on the effective implementation of the Declaration and Programme of Action and to prepare complementary international standards to strengthen and update international instruments against racism in all its aspects.

The ADU services all three groups. To support the WGPAD and the IGWG, the ADU will develop comprehensive work programmes in areas chosen by the groups at their previous sessions.

Reporting

The ADU will report to the Commission on Human Rights and the General Assembly on the implementation of the Durban Declaration and Programme of Action by different stakeholders, on meetings of eminent persons, the IGWG and the WGPAD, and on the regional expert seminars it convened.

Development of a database

Work will focus on finishing a study of best practices and the redesign of ADU's web site, both of which began in 2003. As a first step toward building a database, the Unit will begin to post on its web site national legislation, regional and international instruments, national action plans, and technical cooperation projects to combat racism.

Human rights instruments

The ADU will continue inviting members of the Committee on the Elimination of Racial Discrimination to contribute to its activities and organizing information sessions for NGOs.

◆ REGIONAL ACTIVITIES

In cooperation with the Economic and Social Commission for Asia and the Pacific, the Unit will organize an expert seminar, to be held in Bangkok, for Asian-Pacific States. Experts from United

Nations mechanisms and treaty bodies, academics, and representatives of national institutions and NGOs from the region will be invited to present background papers, and recommendations on national-level implementation of the Durban Programme of Action will be encouraged.

◆ NATIONAL ACTIVITIES

Financial assistance will be provided to NGOs in some 14 countries in different regions through the joint OHCHR/UNDP human rights education programme "ACT to combat racism and xenophobia".

◆ LIAISON WITH UNITED NATIONS PARTNERS AND REGIONAL ORGANIZATIONS

The ADU has undertaken a number of activities to mainstream the Durban Programme of Action into the mandates, programmes and projects of the United Nations, specialized agencies, international and regional organizations. Among its regular tasks are:

- Convening inter-agency meetings in Geneva to inform other agencies about World Conference follow-up and to discuss future joint activities;
- Distributing information on follow-up to the World Conference to relevant focal points in other agencies;
- Participating in meetings hosted by partners, such as the European Monitoring Centre on Racism and Xenophobia (EUMC), the OSCE, UNESCO, the World Bank and the Pan American Health Organization (PAHO); and
- Encouraging other agencies to make statements, prepare papers or be panellists at meetings of the Working Groups and to provide information on their implementation activities for the reports to the General Assembly and the Commission on Human Rights.

The ADU will finalize a publication, produced jointly with UNESCO, aimed at combating racism and fostering tolerance.

With PAHO, the Unit will also organize in Santiago de Chile a meeting of experts involved in delivering health care services to disadvantaged communities in Latin America and the Caribbean. The meeting will produce a set of recommendations that could assist PAHO and its Member States in designing policies and programmes to target disadvantaged groups more effectively

and assist States in implementing the health-related provisions of the Durban Programme of Action and the United Nations Millennium Declaration.

◆ LIAISON WITH NATIONAL HUMAN RIGHTS INSTITUTIONS

The Unit will follow up with the OHCHR National Institutions team on the use of grants disbursed to national institutions in 2003. Assistance will also be provided in preparations and servicing the Racism Round Table in Auckland which aims to enhance the implementation of the Durban Programme of Action by making it more accessible to stakeholders.

◆ LIAISON WITH NON-GOVERNMENTAL ORGANIZATIONS

The Unit regularly:

- Shares information with NGOs;
- Facilitates NGO participation in meetings convened to follow-up the World Conference against Racism and in other events it organizes; and
- Encourages NGOs to provide information on their implementation of activities for the reports to the General Assembly and the Commission on Human Rights.

The NGOs with whom ADU liaises include NGOs in consultative status with ECOSOC that are engaged in fighting racism and the 1,300 NGOs that were accredited to the World Conference.

The ADU will organize four information events for NGOs to be held concurrently with a number of key meetings planned by organizations such as the Inter-American Commission for Human Rights, the African Commission for Human Rights and CONGO. These events are intended to:

- Increase awareness about the outcome of the World Conference against Racism;
- Facilitate NGO participation in the follow-up to the Conference;
- Identify priority issues with civil rights advocates and social justice activists; and
- Provide training on the international legal framework to combat racism, specifically the International Convention on the Elimination of All Forms of Racial Discrimination.

Article 7
 All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

◆ LIAISON WITH YOUTH

Since its creation, the ADU has focused on youth participation in the struggle against racism, racial discrimination, xenophobia and related intolerance. It gathers information from youth groups and NGOs working with youth for its reports to the General Assembly and the Commission on Human Rights, and funds some activities carried out by NGOs, youth groups and national institutions aimed at combating racism. In cooperation with OHCHR's Methodology, Training and Education team, the Unit has developed a drawing contest for young people to highlight the Universal Declaration of Human Rights.

In 2004, the Unit will finalize implementation of the project "ACT to combat racism and xenophobia", which allocates a substantial portion of the grants it distributes to initiatives involving youth. In an effort to educate youth about racism through sports, the ADU will also explore possibilities for cooperation with the International Football Federation (FIFA). The Unit will also seek further cooperation with UNESCO to highlight the role of young people in the struggle against racism.

ANTICIPATED RESULTS

Through its information and awareness-raising activities, the Unit will ensure that the Durban Declaration and Programme of Action remain on the agendas of those who were asked to implement its provisions, namely States, United Nations bodies and specialized agencies, international and regional organizations,

parliamentarians, national human rights institutions, NGOs, civil society, the private sector and youth. The ADU's web site, database and various publications will provide relevant information for all those interested in combating racism, racial discrimination, xenophobia and related intolerance.

BENEFICIARIES

Immediate beneficiaries include participants in meetings convened or serviced by the ADU and the recipients of information, provided by the Unit, on follow-up to the Conference.

FUNDING

Out of the seven professional and two general-service positions in the Unit, three professional posts and one general-service post are funded from the regular budget and one professional staff is a junior professional officer. The proposed regular budget programme for the biennium 2004-2005 amounts to US\$ 495,400 for 2004 in support of the Durban Programme of Action. The Unit seeks voluntary funding for the implementation of activities, for two human rights officers, an NGO liaison officer and one support staff.

BUDGET IN US\$ FOLLOW-UP TO THE WORLD CONFERENCE AGAINST RACISM	
	US\$
Staff costs	424,300
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	79,200
Commission members	0
Representatives and other participants	122,100
Contractual services	8,800
General operating expenses	1,900
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	636,300
Programme support costs	82,700
Total	719,000



STRENGTHENING THE CAPACITY OF OHCHR

INTRODUCTION

This section describes management and policy-making functions provided through the Executive Office, external relations functions provided through the new External Relations Branch, and administrative and technical support functions that ensure that the Office's activities run smoothly. Activities include resource mobilization, media relations, communications, resource management, information technology, methodology and training, publications, the documentation centre and library, and staff security.

The **Executive Office** provides secretarial and administrative support to the High Commissioner and the Deputy High Commissioner and shapes the broad policy and programme strategies of the Office.

The establishment of the **External Relations** Branch brought together two existing units that were previously placed within the Executive Office: the media unit and the resource mobilization unit and added a new communications and NGO partnership unit.

The Office has considerably strengthened its capacity to administer and manage its **financial and human resources** in the past few years. It is important that this capacity is maintained and strengthened. Better tools and more transparent procedures are expected to bring further improvements in efficiency, cost-effectiveness and overall performance.

Information technology (IT) is essential for effective human rights promotion and protection, and IT equipment must be updated regularly to keep up with technological developments. Yet this is an area that is still severely under-resourced. With the signing of a memorandum of understanding with the International Computing Centre in Geneva in 2002, OHCHR

significantly upgraded its IT infrastructure. Work to modernize databases and to enhance the web site and the Intranet continues.

The OHCHR **Documentation Centre and Library**, which opened in August 2003, provides researchers, experts, working groups, United Nations agencies, teachers, students and others with an interest in human rights access to reference manuals, handbooks and other background documentation. The Office seeks to expand access to periodicals and books, upgrade the collection of human rights education and training materials, and ensure that users can easily retrieve information from databases. OHCHR sees **publications** as another important tool for communicating the human rights message to governments, civil society and individuals. The Office aims to improve the quality of its publications, update existing publications, including fact sheets, and make all of its publications more widely available.

OHCHR's capacity to develop **methodologies**, guidelines, manuals and training programmes on human rights standards was recently enhanced by the recruitment of one additional staff member with experience in training and methodology.

Events in Baghdad underscore the need for a professional approach to **staff security**. OHCHR's staff security unit is involved in setting policy, standards and procedures to ensure security, particularly for OHCHR staff, in United Nations field operations. Following the report of the Independent Panel on the Safety and Security of United Nations Personnel in Iraq, headed by Martti Ahtisaari, the United Nations Secretary-General appointed a team to determine accountability at all managerial levels at United Nations headquarters and in the field, and to review responsibilities for security-related decisions prior to the attack. The head of the OHCHR security unit is a member of this team.

FUNDING

In the context of the proposed programme budget (regular budget) for the 2004-2005 biennium, an amount of US\$ 3,258,350 has been requested for executive management and direction at both the New York office and OHCHR headquarters in Geneva. This amount also includes a small allocation for communications and NGO partnership within the External Relations Branch.

In the same context, a request was made for US\$ 1,497,600 for programme support, including staff and other costs. This includes administrative support, general operating expenses and approximately US\$ 230,000 for IT services and some US\$ 100,000 for IT equipment.

Voluntary contributions are sought to cover costs totaling US\$ 8,405,272. Further details can be found in subsequent pages of this Appeal.

BUDGET IN US\$ STRENGTHENING THE CAPACITY OF OHCHR

	US\$
Executive office	520,670
External relations	1,989,273
Resource management	1,841,222
Information technology and management	2,529,868
Documentation centre and library	164,450
Policy analysis and methodology	374,310
Publications	552,569
Staff security	432,910
Total	8,405,272

EXECUTIVE OFFICE

BACKGROUND


The challenge for the Executive Office has been to sustain continuity and forward-movement in a time of unusual uncertainty about the leadership of the Office of the High Commissioner for Human Rights. Supporting the High Commissioner and the Deputy High Commissioner is the primary objective of the Executive Office, and its shape and activities will, inevitably, depend upon the vision and the strategy of the Office. At the same time, there are basic requirements that remain constant.

OBJECTIVES AND STRATEGY FOR 2004

The Executive Office will further consolidate the new management and policy coordination processes which were instituted by the Chief of the Executive Office upon his arrival. In addition, the Executive Office will strengthen its policy-analysis capabilities and will play a key role in helping the High Commissioner to develop programme priorities.

ACTIVITIES IN 2004

- Provide secretarial and administrative support to the High Commissioner and the Deputy High Commissioner and ensure that they receive timely and coordinated information on management and policy issues.
- Conduct research to help advise the High Commissioner.
- Draft public statements for the High Commissioner.
- Shape the broad policy, management and programme strategies of OHCHR in accordance with the goals of the High Commissioner and oversee implementation.
- Solicit and coordinate the contributions of upper and middle management with a view to harmonizing policy development across branches.
- Liaise with officials on behalf of the High Commissioner.

Article 14 
 Everyone has the
 right to seek
 and to enjoy
 in other
 countries asylum
 from
 persecution.
 This right may
 not be invoked
 in the case
 of prosecutions
 genuinely arising
 from non-
 political crimes
 or from acts
 contrary to the
 purposes and
 principles of the
 United Nations.

ANTICIPATED RESULTS

A strengthened Executive Office will be able to give sustained attention to OHCHR's broad policies, ensuring that the goals set by the High Commissioner are met and that consistency, high quality and reliability are the hallmarks of OHCHR's services.

BENEFICIARIES

Beyond the institution itself, the beneficiaries of a strengthened Executive Office are all OHCHR partners, including permanent missions of States, other United Nations agencies and programmes, NGOs, mandate holders and individuals, as well as individuals and institutions that benefit from OHCHR's work.

IMPLEMENTING ARRANGEMENTS

The Executive Office is composed of seven professional and seven general staff in addition to the High Commissioner and the Deputy High Commissioner. Four professional staff – the Special Assistant to the High Commissioner, the Senior Advisor, the Senior Policy Coordinator, and the Management and Planning Officer – and six secretaries are paid from the United Nations regular budget. Voluntary funds are sought for two professionals – the Chief of the Executive Office and a human rights officer – and a secretary, all of whom will provide immediate support to the High Commissioner. Funds are also sought for a six-month post for a human rights officer to assist a new High Commissioner during the transition phase. Regular budget funds allocated to the Executive Office amount to US\$ 3,258,350 for the biennium 2004–2005. An additional US\$ 520,670 is sought from voluntary contributions. As a way of exposing motivated colleagues to the work of the Executive Office and to foster greater understanding of and communication between the branches and the Executive Office, at least one human rights officer will be seconded from a branch of OHCHR to the Executive Office.

BUDGET IN US\$
EXECUTIVE OFFICE

	US\$
Staff costs	422,950
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	35,220
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	0
Supplies and acquisitions	2,600
Grants, contributions, fellowships and seminars	0
Sub-total	460,770
Programme support costs	59,900
Total	520,670

EXTERNAL RELATIONS

The main task of the External Relations Branch is to draw the attention of partners, constituencies and the public to human rights issues and to what OHCHR does to address those issues. This involves using the High Commissioner's voice to mobilize support for human rights and the work of the Office and the human rights mechanisms, and ensuring that OHCHR communicates a coherent, consistent and convincing message to partners and constituencies.

Article 23 

Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

Everyone, without any discrimination, has the right to equal pay for equal work.

Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

Everyone has the right to form and to join trade unions for the protection of his interests.

The External Relations Branch was created in accordance with one of the recommendations of the Office of Internal Oversight Services and in keeping with the late High Commissioner's vision of establishing a coherent communications strategy to advance the cause of human rights and the Office's work. The Branch consists of three units: Resource Mobilization, Media Relations, and Communications and NGO Partnership. The Resource Mobilization and Media Relations Units are well established, while the Communications and NGO Partnerships Unit requires further development and resources.

As the allocation from the regular budget will only cover the Senior Communications Officer and the NGO Liaison Officer posts, the Branch relies on voluntary contributions to fund most of its human resources, including the Chief of Branch. Overall requirements for the Branch amount to US\$ 1,989,273.

BUDGET IN US\$
EXTERNAL RELATIONS
(BRANCH RELATED COSTS)

	US\$
Staff costs	221,800
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	13,370
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	7,000
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	242,170
Programme support costs	31,500
Total	273,670

RESOURCE MOBILIZATION

BACKGROUND

OHCHR relies heavily on voluntary contributions to carry out its activities. In 2002, US\$ 40 million was raised from Member States, the European Commission, foundations and individual donors, while US\$ 22 million came from the United Nations regular budget. Although efforts are being made to increase OHCHR's share of the regular budget (currently less than two per cent), OHCHR's dependence on extra-budgetary resources is expected to continue if the total United Nations regular budget is maintained at zero growth.

While efforts to broaden the donor base in the past few years have been successful, OHCHR remains dependent on a few donors. Ten major donors provided 81 per cent – and the twenty top donors provided 97 per cent – of OHCHR's total voluntary contributions in 2002. These donors are likely to remain OHCHR's main donors in the foreseeable future. To obtain higher levels of predictable and flexible funds, which, in turn, will help to stabilize OHCHR's programme, the Office must maintain a close working relationship with those 10 to 15 major donors.


The Resource Mobilization Unit was placed within the External Relations Branch in November 2002. As OHCHR depends heavily on voluntary contributions, resource mobilization has become one of the Office's priorities. A considerable amount of time has been spent on missions to donor capitals, funding issues have been raised at meetings with government representatives in Geneva, and greater efforts have been made to share substantive and financial information with donors and Member States. These activities have revived donor interest in OHCHR's activities, reinforced ties with existing donors, and inspired new donors to provide financial support.

OBJECTIVES

◆ OBTAIN PREDICTABLE AND TIMELY FUNDING AT AN INCREASED LEVEL

Credibility, trust and transparency are the basis upon which OHCHR tries to build its relationship with its donors. Open,

frank and sustained dialogue with donors in Geneva, in State capitals, and in the field must be fostered and reinforced to strengthen mutual support and understanding of the challenges facing both parties. The objective is to secure more predictable funding arrangements with donors, ideally covering several years. This will allow for more precise planning and prioritization of OHCHR's activities and for a more stable cash flow.

Article 20 
 Everyone has the
 right to freedom
 of peaceful
 assembly and
 association.
 No one may be
 compelled to
 belong to an
 association.

◆ OBTAIN FLEXIBLE CONTRIBUTIONS

OHCHR must convince donors not to earmark a portion of their annual contribution and to accept standardized reporting formats; this can only be achieved if OHCHR dedicates considerable time to reporting to donors and managing earmarked contributions.

◆ EXPAND THE DONOR BASE

The Office tries to seek financial support for new budget lines among major donors and to secure more funding from donors who contribute less or irregularly. The Unit will work to obtain more funding from foundations.

ACTIVITIES IN 2004

◆ NEGOTIATIONS WITH DONORS

- Advise and brief the High Commissioner on funding strategies and issues.
- Strengthen relations with the main donors by regularly exchanging information on operational, political and financial issues.
- Analyze and explore new budget lines among existing and potential donors, systematically contact donors who make small contributions and strengthen OHCHR's relationship with the European Commission.
- Organize annual consultations with governments early in the year, either in Geneva or in the State capitals, to improve predictability in funding and promote flexible multi-year agreements, especially among larger donors, and insist on the importance of flexible funding with less earmarking and fewer conditions.
- Undertake fundraising missions to donor capitals.
- Continue to review funding agreements with donors with the aim of standardizing them.
- Convince donors who have very specific funding requirements to be more flexible in their conditions.
- Continue to build relations with foundations, such as the Ford Foundation and United Nations Foundation/United Nations Fund for International Partnerships, and cooperate with the International Human Rights Funders Group.
- Follow-up on pledges and contributions, respond to donor requests, update relevant funding tables, and prepare briefing notes for the High Commissioner and senior management in a timely manner.

◆ PREPARING SUBMISSIONS AND REPORTS

- Present the Annual Appeal for 2005 and the Annual Report on 2003 to donors. Financial information on the funds received from the United Nations regular budget will be included.
- Prepare tailored proposals for the European Commission and foundations.
- Coordinate narrative and financial inputs for the United Nations' system-wide Consolidated Appeal Process (CAP) and participate in relevant events/meetings, such as the launch of the CAP and mid-year review of the CAP with donors.

◆ SHARING INFORMATION WITH DONORS

- Coordinate the narrative part of the mid-year review to be shared with donors, and adjust programmes according to priorities and the availability of funds.
- Organize formal and informal briefing sessions for Member States and donors to share information on the implementation of activities at the global, regional and country levels or on specific projects of particular interest to donors.
- Include information on funding in OHCHR's Newsletter.
- Improve the funding information posted on OHCHR's website.

ANTICIPATED RESULTS

- A higher level of voluntary contributions.
- Strengthened cooperation with major donors under multi-year and more standardized funding agreements.
- Reinforcement of the trend among donors not to earmark all or part of their contribution.
- Strengthened relations with the European Commission and foundations.
- More stable funding from mid-sized donors and more new donors.
- More timely payment of contributions that will reduce the gap between the budget and income.
- Annual Appeal 2005 and Annual Report 2003 issued as scheduled with improvements in substance and presentation.
- Timely preparation and improved content of OHCHR's input to the Consolidated Appeals and other tailored submissions and reports made to donors.
- Improved contributions management and presentation of funding tables and financial charts for internal and external use.
- More timely and accurate information on implementation provided to donors and Member States on technical cooperation activities, field presences, specific projects, management and funding through briefing sessions, newsletters and OHCHR's web site.

BENEFICIARIES

The main beneficiaries of the project are the people who benefit from OHCHR's mandates. OHCHR staff, particularly project and programme officers in the three Branches and the finance staff, will also benefit. Donors will benefit from OHCHR's ability to produce timely reports and accurate financial information.

RISK ASSESSMENT

Major donors expect improvements in prioritization, strategic planning, objectives set against measurable targets and a systematic approach to evaluations. As the Resource Mobilization Unit relies heavily on other parts of the Office to effect such changes, management's will to embrace such reform is a prerequisite for reaching higher voluntary funding targets.

Competition for funding among United Nations agencies and from NGOs is increasing. Governments are under pressure from shrinking state budgets, in general, and foreign aid budgets, in particular. OHCHR will thus be seeking greater contributions from donors in a difficult fundraising environment.

As all funding agreements with donors must be cleared and approved by the United Nations Office at Geneva, the Resource Mobilization Unit seeks the advice of UNOG for standardizing agreements according to United Nations financial rules and regulations. This process is work-intensive and time-consuming, often resulting in delays in payment of contributions.

Although the Resource Mobilization Unit has made significant strides over the past four years, its capacity lags far behind that of other United Nations agencies, such as UNHCR and UNICEF. If OHCHR is to raise the level of its voluntary contributions substantially, it must spend more time working with donors who are not contributing sufficiently and enlarge the donor base; it is essential, then, that the capacity of the Resource Mobilization Unit is expanded.

MANAGEMENT ARRANGEMENTS

The Head of the Resource Mobilization Unit reports to the Chief of Branch. In May 2003, the Head of the Unit was appointed Acting Chief of the External Relations Branch. The incumbent thus oversees both the Unit and the Branch. The Unit consists of five professional staff members, a junior professional officer, and a secretary; one additional staff member will be recruited in 2004.

FUNDING

The budget includes six professional staff and one secretary, as well as travel to donor capitals and field offices. Costs for preparing the Annual Appeal and Annual Report include design, editing, proofreading and printing. There is no regular budget allocation for the Unit.

BUDGET IN US\$ RESOURCE MOBILIZATION

	US\$
Staff costs	706,125
Experts/consultants' fees and travel	27,800
Travel:	
OHCHR staff	38,000
Commission members	0
Representatives and other participants	0
Contractual services	81,130
General operating expenses	3,275
Supplies and acquisitions	1,000
Grants, contributions, fellowships and seminars	0
Sub-total	857,330
Programme support costs	111,453
Total	968,783

MEDIA RELATIONS

BACKGROUND

Public support is essential for promoting and protecting human rights. The growing demand for objective and authoritative human rights information from both the public and the media provides an excellent opportunity for OHCHR to use its expertise and stature to raise awareness about human rights issues. To capitalize on this opportunity, the Media Relations Unit will tap into OHCHR's vast store of expertise, including its field presences, to identify compelling stories that demand to be told. The Unit's aim is to make OHCHR a regular participant in the international discourse on human rights issues.

In 2003, the Media Relations Unit was instrumental in placing a widely-read opinion article on collective security and human rights, written by the late High Commissioner, in a number of major international publications, including the Wall Street Journal (United States), El País (Spain) and La Croix (France). The Unit also organized a series of high-profile media appearances for the late High Commissioner, including on the BBC Programme "Hard Talk". The Unit, which now consists of two professional officers, plans to resume publication of an OHCHR newsletter, to be distributed internally and externally, which is intended both to keep the media and the public apprised of the Office's activities and to serve as an in-house forum for sharing information. The newsletter will be produced in close coordination with the Communications Unit.

OBJECTIVE

The Unit's aim is to establish OHCHR as the leading international voice on human rights. As such, OHCHR can more effectively shape public opinion in support of universal human rights standards.

ACTIVITIES IN 2004

- Act as spokesperson for OHCHR, including by giving interviews and bi-weekly press briefings in Geneva.
- Draft and/or edit daily press releases.
- Expand OHCHR's media network.

- Arrange press conferences or interviews with the High Commissioner, senior OHCHR officers or members of the human rights mechanisms.
- Place opinion articles by the High Commissioner in major international publications.
- Accompany the High Commissioner on field missions of potential interest to the media.
- Update and refine the renovated news page within the OHCHR website; the page will be available in both English and French.
- Produce media-relations materials, including the Office's first general press kit.
- Develop information materials, in print or in audiovisual format, on OHCHR's work in the field, in cooperation with field offices and local partners.
- Produce a monthly newsletter to inform OHCHR's partners of its work and activities.
- Facilitate media coverage of the Office's work in the field, as well as its work on special procedures and treaty-body mechanisms.
- Help to develop a comprehensive communications strategy emphasizing OHCHR's leading role in the international human rights movement; this will entail greater involvement of staff from all parts of the Office.
- Provide media training for headquarters and field staff to enable them to interact more professionally and effectively with journalists.

ANTICIPATED RESULTS

The overall results of the above activities will be a greater awareness of human rights issues among the media and the public, and OHCHR's position as a leader of the international human rights movement will be strengthened.

BENEFICIARIES

The direct beneficiaries are international and national media, their readers and viewers, who will receive timely, in-depth information on the Office's work and on key human rights issues.

RISK ASSESSMENT

The capacity of the Unit must be strengthened if the Office is to respond more effectively to the needs of the media and the public. The two professionals already on board perform a variety of tasks, including serving as the Office's media focal point. To undertake additional activities, such as media training for OHCHR field staff, an additional professional must be recruited.

MANAGEMENT ARRANGEMENTS

The Unit consists of a spokesperson and an information officer. The spokesperson reports to the Chief of Branch and is responsible for coordinating OHCHR's media relations. The information officer liaises with the media and the different parts of the Office on substantive issues and prepares press releases and information materials. An associate information officer will be recruited in 2004.

COORDINATION

The Media Relations Unit works closely with the United Nations Department of Public Information in producing and disseminating information materials, and coordinating media events, including press briefings and commemorative events. The Unit also cooperates with the media staff of other United Nations agencies in Geneva and around the world for joint events and campaigns.

FUNDING

Funds will be required to cover the salaries of three professional staff members. The budget also includes media-related travel to accompany the High Commissioner on missions and to provide training to OHCHR staff in the field. There is no allocation from the regular budget.

BUDGET IN US\$ MEDIA RELATIONS

	US\$
Staff costs	392,200
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	41,100
Commission members	0
Representatives and other participants	0
Contractual services	8,900
General operating expenses	0
Supplies and acquisitions	0
Grants, contributions, fellowships and seminars	0
Sub-total	442,200
Programme support costs	57,500
Total	499,700

COMMUNICATIONS AND NGO PARTNERSHIP

BACKGROUND

The Unit focuses on strengthening outreach capacity, establishing closer working partnerships with the NGO community and with civil society, and developing a communications strategy that can be adapted to suit the needs of the Office in different regions. Development and implementation of this strategy should be acknowledged as a core activity.

Although the Unit is still developing, efforts to build an outreach capacity were begun in 2003 and the framework for a communications strategy was created and is now being refined.

OBJECTIVES

- Establish comprehensive communication strategies on emerging issues and selected themes.
- Improve the profile of OHCHR by identifying key audiences and delivering targeted messages.
- Reinforce alliances with NGOs.

- Create original promotional texts from existing specialized material.

ACTIVITIES IN 2004

- Create new, basic publications, including one-page flyers on key human rights issues, country profiles illustrating OHCHR activities, and posters.
- Establish an Office-wide policy on NGO outreach, pool existing NGO databases, and maintain a comprehensive NGO database.
- Facilitate the participation of national and international NGOs in the human rights mechanisms servicing the Commission on Human Rights, the Sub-commission on the Promotion and Protection of Human Rights, working groups and the treaty bodies.
- Engage NGOs and other elements of civil society in elaborating and implementing the Office's communications strategy.
- Work with the IT Unit to ensure that the Office's web pages are consistent with OHCHR's communications strategy.
- Plan and implement special events on selected themes for the year especially the Human Rights Day and United Nations Day.

BENEFICIARIES

Activities will benefit the public at large and target groups identified in the context of each individual theme or campaign. NGOs and OHCHR will benefit from improved communications and external outreach activities.

MANAGEMENT ARRANGEMENTS

The Communications and NGO Partnership Unit is headed by a senior adviser to the High Commissioner and Head of Unit. The Unit will also consist of one NGO liaison officer and an external relations officer.

COORDINATION

The Unit works closely with the Executive Office of the Secretary-General (EOSG), the Department of Public Information (DPI), UNOG, and the communications offices of the United

Nations Secretariat, the specialized agencies and intergovernmental organizations based in Geneva. It also works with Member States, host-country institutions, private think tanks, such as the Centre on Humanitarian Dialogue, and foundations. Coordination of activities within the United Nations system is undertaken through participation in the Geneva-based United Nations communications group and through membership in the United Nations communications group at Headquarters in New York. Coordination with the NGO community will be essential for strengthening partnerships. Work with EOSG, DPI, the communications offices of UNICEF, UNDP, WFP, UNHCR, ILO and others to promote selected and targeted human rights themes. The Unit also works with the Office for the Coordination of Humanitarian Affairs to create a human rights niche in the Humanitarian Information Centres in emergency situations.

FUNDING

Funding is sought to cover the costs of an external relations officer, costs for travel, and for consultancies needed in the context of formulating a comprehensive communications strategy, printing of posters, translations and training. The posts of senior adviser to the High Commissioner and NGO liaison officer are funded from the regular budget.

BUDGET IN US\$ COMMUNICATIONS AND NGO PARTNERSHIP

	US\$
Staff costs	118,410
Experts/consultants' fees and travel	30,000
Travel:	
OHCHR staff	25,110
Commission members	0
Representatives and other participants	0
Contractual services	21,000
General operating expenses	6,000
Supplies and acquisitions	3,200
Grants, contributions, fellowships and seminars	15,000
Sub-total	218,720
Programme support costs	28,400
Total	247,120

RESOURCE MANAGEMENT

BACKGROUND

This project began in 2001 as a result of recommendations from the Office of Internal Oversight Services (OIOS) and external auditors and following an evaluation of the Office's management functions. It aims to improve and rationalize the management of OHCHR's resources, both human and financial, in order to achieve greater cost-efficiency, effectiveness and transparency. In 2002, the project was expanded to include project management with the aim of improving the Office's implementation capacity, targeting and professionalism. Another objective is to improve and strengthen the Office's internal and external reporting mechanisms, particularly concerning donor reporting, through greater use of the Intranet and Internet. In this context, a data warehouse comprising three modules for financial, contributions and project management and reporting is under development. Most of these activities are undertaken in the Administrative Service, with the exception of the project management component which is undertaken in the Capacity Building and Field Operations Branch, and the development of the data warehouse which is undertaken in the Research and Right to Development Branch.

ACTIVITIES AND OBJECTIVES IN 2004

The main objective is to improve services, information-sharing and tools available for the main beneficiaries, namely OHCHR project managers, senior managers and donors. Planned activities include:

◆ DEVELOPMENT OF THE DATA WAREHOUSE

The financial and contributions management and reporting modules will be completed and improved as required. With assistance from the External Relations Branch, a new component for donor management will be developed, tested and linked to the existing contributions database. The project-management module will be developed and tested, with assistance from the Project Management Unit (PMU) situated in the Capacity Building and Field Operations Branch and selected

project managers, and will be linked to the contributions and financial-reporting modules. All three modules will be made accessible to field-based staff through a special Internet site.

Anticipated results

OHCHR project managers will have easy access to integrated substantive, financial and administrative information on projects implemented with voluntary contributions. Duplication of efforts and potential for errors will be reduced. There will be greater consistency and adherence to standards in project formulation, design, monitoring and evaluation as well as in lessons learned. Senior managers will be able to make informed decisions through on-line access to performance indicators, expenditure, contributions received and allocated, project monitoring and evaluation reports.

◆ FINANCIAL MONITORING AND CONTRIBUTIONS MANAGEMENT

Extra-budgetary activities implemented both at headquarters and in the field will be monitored; daily advice and support will be provided in the areas of budgeting, allotment requests, payments, grants, donor reporting, expenditure monitoring and general financial and administrative follow-up of project implementation. Monthly reports for all project activities will be prepared. Administrative guidelines, including financial rules and regulations, for use by OHCHR field offices and field presences within United Nations country teams will be prepared and made accessible on the Intranet. Information regarding the financial aspects of project management will be provided as part of the ongoing training sessions organized by the PMU.

The resource management project also aims to ensure that voluntary contributions are adequately accounted for and used in the most appropriate and effective manner, according to donor requirements. The cash-flow situation of individual projects will be monitored in order to determine funding shortfalls and make recommendations to senior management concerning the use of lightly earmarked and un-earmarked contributions. Financial input for the 2003 Annual Report, the 2004 Mid-Year Review and the 2005 Annual Appeal will be prepared.

Anticipated results

Extra-budgetary activities implemented at headquarters and in the field will run more smoothly, current financial information on all projects will be available and staff will have a better

understanding of the financial and budgetary procedures involved in project implementation.

Voluntary contributions will be used efficiently and effectively while respecting donor wishes, and financial data will be provided for OHCHR's three main donor-reporting publications, the Annual Report, the Mid-Year Review and the Annual Appeal, thus reducing the number of donor requests for tailor-made reports.

◆ HUMAN RESOURCES MANAGEMENT

Applicants for all extra-budgetary posts will be pre-screened. Assistance and advice will be provided to project managers on all personnel-related issues. All personnel actions, requests for recruitment and related tasks will be processed. The secretariat for the Advisory Panel on Personnel Issues (APPI) will be provided, and the APPI's rules of procedure, composition and working methods, will be reviewed. A career and staff-development function will be created through which staff could obtain advice and guidance on career planning, rights and privileges, entitlements and responsibilities. The Office also intends to develop an integrated personnel and career system by ensuring greater professional security, developing mobility between headquarters and the field and increasing staff training opportunities. An electronically published compendium, announcing vacancies for posts approved for one year, will be established and issued quarterly. The roster established jointly with the Department of Peacekeeping Operations will be used more effectively to respond to the staffing needs of peace missions.

Anticipated results

The personnel unit will run smoothly and vacancy management, recruitment and administration of personnel, both at headquarters and in the field, will be even more efficient. The recruitment and postings policy will be impartial and unbiased in line with the rules and regulations of the United Nations Secretariat. APPI procedures will become more professional and transparent. The compendium is expected to assist in the planning/staffing process and identify the best-qualified candidate since anticipated vacancies and field missions would be announced well in advance. A much-needed career counselling capacity will be available, and there will be improved professional security and career prospects for headquarters and field staff.

◆ PROJECT MANAGEMENT

The technical cooperation manual which will be accessible on the Intranet will be revised and expanded; it will include new guidelines for project design, planning, monitoring, reporting, evaluation and lessons learned. A project-management workshop will be organized in cooperation with the United Nations Staff College in Turin. To implement the recommendations of the Global Review, a seminar will be organized with the Board of Trustees of the Voluntary Fund for Technical Cooperation (VFTC) and major stakeholders to validate the strategic considerations for the follow-up to the review and in the implementation of the Secretary-General's reform programme.

The Turin Staff College will also be called upon to organize early-warning and preventive measures training in five geographical regions, jointly with other United Nations agencies. The secretariat of OHCHR's Project Review Committee (PRC) and the Board of Trustees of the VFTC will run smoothly.

Anticipated results

The guidelines will ensure consistency in project formulation, development and implementation and the new on-line tools will be used to select consultants and implementing partners. Coordination with other United Nations agencies will be improved, particularly concerning implementation of the Secretary-General's reform programme. An overall improved project management capacity in OHCHR.

BENEFICIARIES

The direct beneficiaries of this project are OHCHR staff and donors. Indirect beneficiaries include governmental institutions, civil society and others involved in implementing OHCHR project activities.

RISK ASSESSMENT

Difficulties in the bidding process earlier this year slowed the development of the data warehouse. OHCHR is confident, however, that the data warehouse will be finalized in 2004, using largely internal resources. Resistance to change, both within OHCHR and among some of its partners, could undermine

efforts to adopt the new tools and procedures necessary to maximize performance and efficiency.

The need to assess the implications of the action plan on the implementation of Action 2 of the Secretary-General's reform programme is another element that may have implications for the future, particularly with regard to the new methodology to be developed for technical cooperation programmes, but also for other areas of OHCHR's work.

Given the possibility that OHCHR will in future have delegation of authority which currently rests with the United Nations Controller, the Office may have to review its resource requirements in terms of finance and personnel management and adopt new procedures as a result of the increased responsibility placed upon the Administrative Service.

IMPLEMENTING ARRANGEMENTS

OHCHR works closely with UNOG on both financial and personnel matters. UNOG authorizes personnel and financial actions; OHCHR initiates, proposes, processes and reviews such actions. It is hoped that the High Commissioner's request for further delegation of authority for extra-budgetary resources will result in a positive response. A memorandum of understanding will soon be signed between UNOG and OHCHR that will clarify the division of responsibility, establish a framework through which the two entities will cooperate, and define a cost basis for services rendered.

OHCHR also works with UNOPS for field-based activities. Field operations in Burundi, Democratic Republic of the Congo, Angola, Colombia, Bosnia and Herzegovina, Serbia and Montenegro and Iraq are currently administered through UNOPS.

In developing the data warehouse, the Office will continue to work closely with the International Computing Centre.

FUNDING

The project covers staff costs of nine professional and five general-service staff as well as travel, hardware and software,

training, team-building and seminars/workshops, including the services of the Staff College in Turin.

BUDGET IN US\$ RESOURCE MANAGEMENT

	US\$
Staff costs	1,378,400
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	55,000
Commission members	0
Representatives and other participants	0
Contractual services	176,000
General operating expenses	0
Supplies and acquisitions	20,000
Grants, contributions, fellowships and seminars	0
Sub-total	1,629,400
Programme support costs	211,822
Total	1,841,222

INFORMATION TECHNOLOGY AND MANAGEMENT

BACKGROUND

Gathering, processing, analyzing, organizing and disseminating information form an important part of human rights work. The Internet can be an excellent source of human rights information for both experts and the general public, and OHCHR is striving to be a leader in providing quality, up-to-date information on human rights through widely accessible technologies.

OBJECTIVES

- Develop and maintain comprehensive web-based information technology and management systems.
- Develop a generic web-based human rights protection database and OHCHR Internet site.

- Develop an information- and knowledge-sharing environment for better access to documents and information within OHCHR, both at headquarters and in the field, and externally among United Nations agencies, Member States, NGOs and the public.
- Integrate e-management and e-administration, which are crucial to successful operations and accelerated decision-making in the Office.

ACTIVITIES IN 2004

- Replace outdated hardware and software licenses, outsource server management and administration services, strengthen OHCHR's connectivity and communication capacity among its field offices, the human rights components of the Department of Peacekeeping Operations, governments, NGOs and human rights experts, and establish web- and database-management systems.
- Consolidate and transform the existing human rights databases into a web-based human rights protection database.
- Consolidate and transform the human rights documents databases into one central and easy-to-manage data warehouse.
- Translate selected web site contents into all six official languages of the United Nations.
- Redesign the web site to better comply with World Wide Web Consortium guidelines on accessibility of web content, and explore ways to display OHCHR web contents on mobile handheld devices.
- Develop the OHCHR Intranet on a new portal environment, enable OHCHR field presences to contribute to the Intranet, and install and configure the Internet File System to create a central repository through which headquarters and field staff can share data.
- Consolidate the existing bibliographic information systems into one web-based integrated library system.
- Develop an information and management system for budgets, contributions and expenditure, including database management, document management and reporting systems, covering all stages of OHCHR's project cycle.

BENEFICIARIES

Once OHCHR's web site is accessible in more languages and a human rights protection database is made available to all

interested users, the beneficiaries will include OHCHR staff, United Nations human rights mechanisms and experts, other United Nations agencies, international organizations, NGOs, university, research institutions and the general public.

IMPLEMENTING ARRANGEMENTS

The activities are guided, monitored and reviewed by the information and communication technology committee, an internal body established by OHCHR's senior management. The International Computing Centre is the implementing partner for IT technical services, as agreed in a memorandum of understanding signed in January 2002.

BUDGET IN US\$ INFORMATION TECHNOLOGY AND MANAGEMENT	
	US\$
Staff costs	75,000
Experts/consultants' fees and travel	72,215
Travel:	
OHCHR staff	0
Commission members	0
Representatives and other participants	21,000
Contractual services	1,592,489
General operating expenses	1,154
Supplies and acquisitions	477,010
Grants, contributions, fellowships and seminars	0
Sub-total	2,238,868
Programme support costs	291,000
Total	2,529,868

DOCUMENTATION CENTRE AND LIBRARY

BACKGROUND

As the leading United Nations body in the field of human rights, OHCHR needs to have access to accurate, comprehensive and timely information. Increasingly, the Office is asked to meet the information needs of other United Nations agencies and bodies as human rights is mainstreamed throughout the United Nations system.

OHCHR's library and documentation centre was opened in August 2003. The library collection is searchable via a bibliographical database and via the human rights education database, a contribution to the United Nations Decade for Human Rights Education (1995-2004), which provides information on organizations, materials and programmes for human rights education. Library staff also maintain a database on external partners for additional information.

OBJECTIVES FOR 2004

- The library's special collection of training resources, handbooks and manuals will be enhanced to become the main depository of human rights education material published around the world.
- The library will use information technology, including the Internet, to link specialist human rights collections held by academic, governmental and non-governmental libraries and act as the United Nations portal to human rights documentation.
- The documentation centre and library will become an effective information and reference resource centre through its core collection of human rights books, publications, documents and information materials, both in hard copy and in electronic format, through networking with other sources of information, and by providing assistance to users both inside and outside OHCHR.

ACTIVITIES IN 2004

- Merge all databases into one user-friendly retrieval system.
- Continue to offer access to commercial electronic information providers.

- Plan and manage book acquisitions and subscriptions to periodicals.
- Upgrade the collection of human rights education and training materials.
- Liaise with United Nations departments, libraries, the United Nations Consortium on Information Services, United Nations agencies, international and national organizations, universities and research institutes in an effort to strengthen the information service network.
- Provide OHCHR external partners, United Nations agencies, the Commission on Human Rights and the Sub-Commission on the Protection and Promotion of Human Rights, United Nations human rights mechanisms and experts, working groups, special rapporteurs, independent experts, and OHCHR staff with information and reference services through electronic information network facilities.
- Use IT networks to search and secure information.

IMPLEMENTING ARRANGEMENTS

The Librarian and the Library Assistant service the documentation centre and library. A documentation expert assists with database operations.

BUDGET IN US\$ DOCUMENTATION CENTRE AND LIBRARY

	US\$
Staff costs	0
Experts/consultants' fees and travel	90,550
Travel:	
OHCHR staff	0
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	35,000
Supplies and acquisitions	20,000
Grants, contributions, fellowships and seminars	0
Sub-total	145,550
Programme support costs	18,900
Total	164,450

POLICY ANALYSIS AND METHODOLOGY

BACKGROUND

OHCHR, like all international organizations, needs policies and methodologies to guide its activities, particularly at a time when it is undergoing profound changes in its work. Developing OHCHR's methodology means creating a system of norms and standard procedures to be applied in human rights work, developing tools, such as manuals and other training aides, and establishing a functional system of evaluation.

OBJECTIVES IN 2004

- Manage the production of human rights manuals and other training materials for use by OHCHR, United Nations partners and the wider human rights constituency, and formulate an OHCHR human rights training strategy to enhance training capacity.
- Develop a consistent approach to evaluation and lessons-learned, including by improving the capacity to follow-up on recommendations and implement best practices.
- Mainstream human rights awareness and approaches into the work of the United Nations and other partners engaged in humanitarian relief.

ACTIVITIES IN 2004

◆ HUMAN RIGHTS MANUALS AND OTHER TRAINING MATERIALS

- Continue the work on manuals in the pipeline and ensure methodological coherence in training materials produced.
- Develop a revised methodology for human rights training tools to be prepared by OHCHR, with a view to making them better applicable in the work at the country level, in particular with regard to strengthening the national systems for the promotion and protection of human rights.
- Develop partnerships with academic institutions, NGOs and United Nations agencies in the preparation and production of human rights manuals and other training tools.

- Develop an OHCHR training programme in priority areas, to foster an institutional approach to training with a view to building on the OHCHR existing expertise and developing its training capacities in the areas of OHCHR comparative advantages.

◆ EVALUATION AND LESSONS LEARNED

Draft a concise policy on programme oversight, as recommended by Office of Internal Oversight Services, including evaluation and lessons-learned functions and a workplan for implementing that policy. Develop and adapt materials and guidelines to support a new policy.

◆ MAINSTREAMING HUMAN RIGHTS IN HUMANITARIAN WORK

- In cooperation with humanitarian partners prepare a conceptual and operational framework for integrating human rights in humanitarian work. This will include the preparation of essential methodological tools, including guidelines for humanitarian coordinators, training and information materials. An expert workshop on the issue will also be organized.
- OHCHR will continue to chair the working group on human rights and humanitarian work of the inter-agency standing committee that hosted the first workshop on human rights for humanitarian workers from United Nations agencies and NGOs, prepared publications promoting the integration of human rights in the humanitarian work (good practices), and served as information sharing and coordination forum.

ANTICIPATED RESULTS

In general, the consistency of the Office's training strategy and programme of manuals will be enhanced and the capacity of the Office on evaluation and lessons-learned will be strengthened. This will improve the quality and accountability of the Office's work. Through the concerted implementation of the project, the Office will increase its visibility as a leading human rights organization and become a more reliable partner for actors within and outside the United Nations system.

BENEFICIARIES

OHCHR, other United Nations agencies and programmes, humanitarian agencies, such as OCHA, UNHCR and the International Committee of the Red Cross (ICRC), governments, regional organizations, NGOs and academic institutions will benefit. Participants in human rights training who use training tools developed or coordinated by OHCHR will also benefit.

IMPLEMENTING ARRANGEMENTS

The Methodology, Education and Training Unit is responsible for implementation. Activities will be carried out in close consultation with other Branches, including the Executive Office, to ensure a consistent, Office-wide approach to the issues involved. In implementing its workplan for 2004, the Unit will cooperate closely with the Inter-Branch Task Force on Training, the Project Management Unit, the Peace Missions Unit, OHCHR field presences, other United Nations departments and agencies, such as OCHA and UNHCR, ICRC, the Inter-Agency Standing Committee (IASC), and other international organizations, particularly human rights training institutions and organizations involved in humanitarian work.

BUDGET IN US\$ POLICY ANALYSIS AND METHODOLOGY

	US\$
Staff costs	273,280
Experts/consultants' fees and travel	20,000
Travel:	
OHCHR staff	19,530
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	0
Supplies and acquisitions	18,400
Grants, contributions, fellowships and seminars	0
Sub-total	331,210
Programme support costs	43,100
Total	374,310

PUBLICATIONS

BACKGROUND

Compiling, organizing and disseminating information in the form of publications is essential to OHCHR's work. As part of the Office's public information strategy, publications help raise awareness about human rights and fundamental freedoms, and provide individuals, communities, governments and the international community with the tools needed to protect them. They also provide the public with basic information on OHCHR's work and by way of trainings and producing educational material for use by professional groups and educational institutions human rights awareness is promoted.

ACHIEVEMENTS IN 2003

OHCHR's publications list now contains 79 different titles available in some or all official languages: it indicates the language, internet and stock availability of publications, while at the same time serving as an order form. The monthly updating and posting of the list on the website and its circulation at meetings and major events has led to a dramatic increase in the number of requests for OHCHR's publications. During the first seven months of 2003, well over 80,000 copies of publications were distributed to 96 countries in all parts of the world (both developed and developing countries). Another major development has been the streamlining of publications stock management (receipt, registry, storage, distribution and reprinting) supported by the publications database.

OBJECTIVES AND STRATEGY FOR 2004

A lack of human and financial resources has stymied implementation of a forward-looking publications policy, and has made it impossible for OHCHR to engage the services of external authors with human rights expertise and proven writing skills to produce the kinds of publications required and to commission external translations, proofreading, design and printing. Funding permitting, the immediate objective of the programme will be to produce high-quality publications on human rights and OHCHR's work in the field.

ACTIVITIES IN 2004


- Integrate the publications programme into OHCHR's overall publication information strategy.
- Prepare new publications and update existing ones, such as fact sheets, training and educational material, and special-issue papers.
- Streamline drafting, translation and distribution of publications.
- Distribute OHCHR publications widely by using a publications list and through OHCHR's web site.

ANTICIPATED RESULTS

OHCHR will issue reader-friendly and accurate publications which are updated and well-suited to the respective audience; they will also benefit from an attractive design and layout. Multilingualism will be ensured by translations into the other official languages of the United Nations. Furthermore, human rights information will be distributed in a structured, effective and timely manner.

BENEFICIARIES

The public, OHCHR's external partners, including Member States, United Nations human rights mechanisms and experts, United Nations agencies, international organizations, NGOs, universities and research institutes, and OHCHR staff will all benefit from well-written and well-designed publications.

Article 9 
 No one shall be subjected to arbitrary arrest, detention or exile.

BUDGET IN US\$ PUBLICATIONS

	US\$
Staff costs	288,969
Experts/consultants' fees and travel	71,500
Travel:	
OHCHR staff	0
Commission members	0
Representatives and other participants	0
Contractual services	120,000
General operating expenses	0
Supplies and acquisitions	8,500
Grants, contributions, fellowships and seminars	0
Sub-total	488,969
Programme support costs	63,600
Total	552,569

STAFF SECURITY

BACKGROUND

Staff security is a major concern at all levels in the United Nations. The horrific events in Baghdad on 19 August 2003, in which 22 people lost their lives, brought home the reality that the Organization is now regarded as a legitimate target by extremist groups. Elsewhere, United Nations staff continue to face the threat of being taken hostage or kidnapped or to become the victims of rape or sexual assault. They have also been victims of armed robbery and attacks on their humanitarian convoys, and have endured car-jackings, harassment, arrest and detention. Often, respect for the mandate, work and immunity of United Nations staff does not exist; sometimes staff are deliberately targeted for political or other reasons. In many countries, OHCHR staff face grave threats because of the sensitive nature of the work they do and of the investigations they conduct. Given OHCHR's unique mandate, the Office must employ a Field Security Unit to ensure the safety and security of its staff and assets in the field.

The attack on the United Nations compound in Baghdad demonstrated that the Organization's existing security-management

system is not resourced, empowered or efficient enough to provide the appropriate level of risk management that field staff have a right to expect. As a result, the Secretary-General asked the Deputy Secretary-General to review the results of earlier, independent reports on the United Nations security-management system and urgently implement a programme of change. In October 2003, the Secretary-General created a panel to establish the chain of responsibility at the Baghdad office at the time of the bombing and to hold accountable those managers at all levels who failed to fulfill their security obligations.

OBJECTIVES

- Strengthen OHCHR's security focal point and related activities.
- Continue to develop and implement the United Nations security policy.
- Establish and maintain minimum obligatory requirements for staff security issues.
- Develop strategies for coping with stress and promote interventions for stress management.
- Continue to implement the Minimum Operating Security Standards (MOSS) and the Minimum Telecommunications Standards (MITS) in all field presences in order to meet the compliance standards that came into effect on 1 January 2003.

ACTIVITIES IN 2004

◆ SECURITY IN FIELD OPERATIONS

In many locations where OHCHR operates, the Office of the United Nations Security Coordinator (UNSECOORD) provides a Field Security Coordination Officer (FSCO), usually within the United Nations country team or within UNDP's duty station office. He or she provides advice to the Designated Official and Security Management Team in the country and ensures timely sharing of information. However, the FSCO cannot give dedicated service to the needs of OHCHR only. In offices where there is a high level of activity, OHCHR provides its own security officers who, in coordination with the UNSECOORD FSCO, provide the necessary advice and support to OHCHR staff. In locations where staff operate or visit, and where no security coverage is

readily available, support is provided as required, on an ad hoc basis, by the Field Security Unit in Geneva.

◆ STAFF SECURITY

The Field Security Unit in Geneva will continue to assist in the development and implementation of United Nations security policy. Training programmes for staff will be designed, delivered and coordinated with other training programmes. Minimum Operating Security Standards (MOSS) and Minimum Telecommunications Standards (MITS) will be implemented in all field presences in order to meet compliance standards. UNSECOORD, supported by OHCHR and others, has established standards for equipment, communications and training for each duty station. These standards have an accountability aspect for all supervisors and staff, and there is a budget implication and compliance element for each activity. In essence, those who do not meet these standards will have restrictions placed on their ability to operate in the field in a United Nations context.

In accordance with established standards, staff must be equipped, prepared, cleared and briefed before departing on missions. The Field Security Unit is available to staff for this purpose and maintains records of all staff movements to ensure staff meet system-wide requirements related to evacuations and insurance programmes. There must also be a system in place to receive and react to incident reports in accordance with the UNSECOORD field-reporting system. Timely information and advice must also be available to the High Commissioner and his senior managers.

As part of this project, OHCHR will:

- Evaluate existing and proposed field activities with the aim of improving all aspects of safety and security for personnel, information and property;
- Conduct risk assessments, and establish, standardize and implement security procedures;
- Develop an emergency telecommunications plan and maintain communication channels with the field presences;
- Establish the criteria and a programme for the selection, recruitment and training of security staff, including detailed job descriptions;
- Manage OHCHR's human rights duty officer system; and
- Cooperate closely with other United Nations entities to share resources and avoid duplication of effort.

◆ PROMOTING SECURITY AWARENESS AMONG OHCHR STAFF

- Provide support, training, advice and technical supervision to security staff deployed to OHCHR field operations.
- Raise the level of security awareness among all OHCHR staff.
- Establish a comprehensive training programme for Geneva-based personnel, field staff and professional security officers.

◆ SUPPORT SERVICES

Staff stress has become a major concern, both at UNSECOORD and in all operational agencies with field presences. There are two principal types of stress: "critical incident stress", or the reaction of those directly and indirectly involved in traumatic incidents, such as death or hostage-taking; and "cumulative stress", which builds up over time with exposure to danger, frustration and overwork. These forms of stress, which are found both at headquarters and in the field, can result in reduced performance, increased sick leave and poor morale. The General Assembly has asked UNSECOORD to coordinate all inter-agency initiatives aimed at increasing staff awareness about stress, developing strategies for coping with stress, and promoting interventions that can help to manage stress.

MANAGEMENT ARRANGEMENTS

OHCHR's Senior Security Manager, or Security Focal Point, supervises the unit, which analyzes the security situation in areas in which OHCHR is operating or wants to operate, and advises OHCHR and liaises with other United Nations bodies and the office of the UNSECOORD in New York.

Two security officers will coordinate clearances, analyze conditions in proposed locations, provide pre-deployment briefings, liaise with local law-enforcement personnel and, on occasion, accompany human rights staff to the field. They will provide training and awareness programmes and ensure compliance with MOSS and MITS. The officers will also maintain an operations room from where security support to all field activities will be directed.

An administrative assistant/secretary will maintain databases, files and records, and assist in preparing reports.

FUNDING

In the wake of the Baghdad bombing, OHCHR will be re-assessing its needs and the security conditions in the countries in which it operates with the aim of better aligning funding with requirements. Funding will cover staff salaries, field evaluations, security-related equipment for the field, training programmes and manuals. In order to manage and disseminate information in a secure and timely manner, information technology equipment is also needed.

BUDGET IN US\$ STAFF SECURITY

	US\$
Staff costs	350,610
Experts/consultants' fees and travel	0
Travel:	
OHCHR staff	18,000
Commission members	0
Representatives and other participants	0
Contractual services	0
General operating expenses	0
Supplies and acquisitions	7,000
Grants, contributions, fellowships and seminars	0
Sub-total	375,610
Programme support costs	57,300
Total	432,910

CONTINGENCY FUND

The fund will help the Office respond to emergencies and other urgent unforeseen needs. It will be used to advance money for such needs and will be replenished once voluntary contributions to cover that activity have come forward. The fund is managed by the Chief of the Administrative Service under the authority of the High Commissioner. The target level for the fund is US\$ 500,000. As half of that amount is currently available in the fund, contributions amounting to **US\$ 250,000** in early 2004 would be welcome.

Article 30[<]

Nothing in this Declaration
may be interpreted
as implying for any State,
group or person any right
to engage in any activity
or to perform any act
aimed at the destruction
of any of the rights
and freedoms set forth herein.



OFFICE OF THE UNITED NATIONS
HIGH COMMISSIONER FOR HUMAN RIGHTS

Prepared by the Resource Mobilization Unit of the Office of the High Commissioner for Human Rights

Editorial Consultant: Marilyn Achiron

Design and Desktop Publishing by Latitudesign, Vernier

Printed by Atar Roto Presse SA, Vernier

Photographs (cover page): UNICEF/HQ 00-0570/Roger LeMoyne; UNICEF/HQ 99-0860/Roger LeMoyne; UNICEF/HQ 00-0625/Roger LeMoyne; UNICEF/HQ 99-0019/Roger LeMoyne; UNICEF/HQ 98-0411/Lauren Goodsmith; UNICEF/HQ 99-0635/Giacomo Pirozzi; UNICEF/HQ 03-0218/Roger LeMoyne; UNICEF/HQ 02-0087/Susan Markisz.

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OFFICE OF THE UNITED NATIONS
HIGH COMMISSIONER FOR HUMAN RIGHTS

ANNUAL APPEAL 2004

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