



**Republic of Maldives**

**Human Rights Commission of the Maldives**

**UNDP, UNFPA, UNICEF and WHO**

**Support to the Human Rights Commission of the Maldives**

**2006-2009**

This proposal follows the successfully implemented Preparatory Assistance project *Support to the Human Rights Commission of the Maldives*, initiated in January 2004 by UNDP and supported by UNFPA UNICEF and WHO. The achievements of the preparatory phase include:

- Commenting on the Draft Bill, to ensure alignment with the Paris Principles by Human Rights International Experts;
- Key workshops to advocate to the public to create a culture of Human Rights in the Maldives; and
- An action plan for the Human Rights Commission of the Maldives from 2004 -2006.
- A knowledge and attitude survey on Human Rights

UNDP, UNICEF, UNFPA and WHO will under the current project, will contribute to the mission of the Human Rights Commission of the Maldives- "to lead the promotion and protection of human rights under the Constitution of the Maldives, Islamic Shariah and regional and international Human Rights Convention ratified by the Maldives" and support the implementation of the HRCM's Strategic Action Plan of the Human Rights Commission of the Maldives.

**SIGNATURE PAGE**

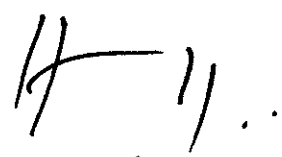
UNDAF Outcome(s)/Indicator(s): **Support to Management of Development**

Implementing partner: **Human Rights Commission of the Maldives**

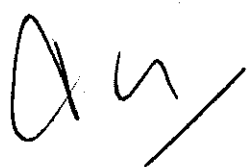
Programme Component:	Governance
Project Title:	Support to the Human Rights Commission of the Maldives
Project ID:	00053600
Project Duration:	3 years
Management Arrangement:	National Execution

Budget :	US \$ 844,000
General Management Support Fee:	
Total budget:	US \$ 844,000
Allocated resources:	
• Government	
• TRAC	US \$ 300,000
•	
○ UNICEF	US \$ 165,000
○ UNFPA	US \$ 50,000
○ Donor	_____
• In kind contributions WHO, OHCHR	
Unfunded budget:	US \$ 349,000

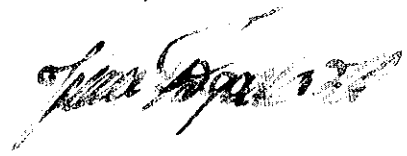
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**Agreed by WHO:**  
**Dr. Jorge Luna**  
WHO Representative



**Date:** 31 October 2006

## **Part I. Situation Analysis**

### **A. Context**

The Republic of Maldives has a parliamentary style of Government, with a strong executive. Under the Constitution, the President holds the dual post of the highest executive authority and highest authority in charge of administration of justice. The President thus appoints all members of the judiciary and one-sixth of the Parliament, as well as the Cabinet. The President derives influence from his constitutional role as the protector of Islam.

Upon inauguration to his 6<sup>th</sup> term in office in November 2003, the President of the Maldives His Excellency Maumoon Abdul Gayoom recognising the urgency and need for greater participation by the public on governance issues called for political reforms. The President established the Human Rights Commission of the Maldives on 10 December 2003, World Human Rights Day, based on the power vested in the President under Article 42 of the Constitution.<sup>1</sup> The Commission is set up as “an independent lawful body with the right to charge and receive charges/allegations.” In his news conference announcing the Commission, the President affirmed that it would function in accordance with the “Paris Principles,”<sup>2</sup> which are the international foundation for the establishment and operation of national human rights institutions.

Whereas the Maldives has made substantial inroads in meeting the economic rights of the people, the challenge now is to ensure the protection of civil and political rights of its people. The Maldives has been cited by international observers such as Amnesty International for reported shortcomings in several areas of human rights, including incidences of alleged ill treatment of prisoners. In September 2003 civil disturbances broke out over the deaths of two inmates in a prison riot. A presidential inquiry was ordered, and the official report of the inquiry was released in January 2004.

### **B. Human Rights Commission’s Act**

While the Human Rights Commission of the Maldives (HRCM) was created as an act by Presidential decree, a Bill that will legalise the Commission was submitted to the *Majlis* (Parliament) in February 2004. The HRCM paid close attention in trying to ensure that the draft Bill was aligned with the Paris Principles. The UN system especially UNDP and the Office of the High Commissioner for Human Rights (OHCHR) provided support to the amendment of the Bill. A stakeholder workshop supported by UNDP was conducted on the draft Bill to provide input to the draft.

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<sup>1</sup> The Presidential decree, in Dhivehi, is available at <http://www.presidencymaldives.gov.mv/download/humanrights.pdf>. An official English translation is forthcoming.

<sup>2</sup> In 1991, at a United Nations-sponsored meeting in Paris, a detailed set of principles on the status of national human rights institutions was developed. The Paris principles were subsequently endorsed by the United Nations Commission on Human Rights and the General Assembly. Key criteria include:

- Independence guaranteed by statute or constitution
- Autonomy from government
- Pluralism, including in membership
- A broad mandate based on universal human rights standards
- Adequate powers of investigation
- Sufficient resources

On 21 July 2005 the Bill was passed by the Majlis, and was ratified by the President. The Commission, however, expressed its desire to amend the Act, for further review to align it with the Paris Principles. The Commission felt it important that the Act meets with the Paris Principles for the Commission to receive full participation of members of International Human Rights NGOs (such as the Asia Pacific Forum on Human Rights) and support of the international community. In this regard, the OHCHR and UNDP have provided the Government with a number of recommendations to ensure that the institution becomes Paris Principle compliant.

According to the Human Rights Commission's Act, the Commission shall comprise of 7 members who shall be appointed by the President, as advised by the People's Majlis and the members need to be appointed to the Commission before the 18<sup>th</sup> of November 2005. The President proposed a 14-name list attached to a letter dated Tuesday, 15 November 2005, the Parliament could not come to a decision on the names and subsequently no decision was made when the 18 November deadline came.

On 1 December 2005, the Speaker of the People's Majlis said that the issue of appointing HRCM members cannot be solved unless the law is amended. The Government tabled the First Amendment to the Act Bill on 15 March 2006, and the Majlis passed the Amendment on 8 August 2006.

### **C. Capacity of the Human Rights Commission**

With the establishment of the HRCM on 10 December 2003, 9 members were appointed. All the nine members of the Commission had full-time job elsewhere. This coupled with the difficulty that none of the members have any previous substantial experience with working on human rights issues places limitations on the working of the Commission. Concerns were also raised about Government employees being members, as there could be possible areas of conflict of interest between the interests of the Government and the HRCM.

For administrative purposes 9 positions are created in the Commission including the Secretary General, Director for Legal Affairs and two Assistant Legal Officers. However, despite numerous efforts by the Commission, all these positions have not been filled including the senior position of Director of Legal Affairs.

### **D. Previous Interventions by the UN and other development partners of the Maldives**

In January 2004 UNDP raised a Preparatory Assistance project on Support to the Human Rights Commission. The project was implemented with the support from the Government of Canada and the Government of Norway. This proposal follows the successfully implemented Preparatory Assistance phase where key stepping stones for the Human Rights Commission were laid. The success of the Preparatory phase includes:

- Commenting by Human Rights International Experts on the Draft Bill, to ensure its alignment with the Paris Principles. This was implemented with the support of the OHCHR;
- Key workshops to advocate to the public to create a culture of Human Rights in the Maldives including workshop supported by UNICEF and UNFPA on CRC and CEDAW.
- A five-year action plan for the Human Rights Commission
- A knowledge and attitude survey on Human Rights

The current Project builds on the success of the preparatory phase and provides support to implementing the Action Plan that was drafted under the preparatory phase.

### **E. The Draft Strategic Action Plan of the HRCM**

In July 2004 with support from the UNDP Preparatory Assistance project a mission was fielded to draft a Strategic Action Plan for the HRCM. In consultation with Government Stakeholders, NGOs, the private sector, and UN agencies, a first draft was prepared by the consultant. The draft has now been finalised and adopted by the Commission.

The strategic plan provides support to three main functions of the HRCM namely:

- awareness raising on human rights issues both amongst the general public and the Government.
- to receive and investigate complaints of human rights violations and if the complaint is upheld by the Commission, to resolve the complaint between the parties; and
- to undertake research to provide policy advice to the Government where its practice and policies on human rights issues are weak, and analyse legislations for compliance with national and international human rights standards.

Under the overall mission “to lead the promotion and protection of human rights under the Constitution of the Maldives, Islamic Sharia’ah, and regional and international Human Rights Conventions ratified by the Maldives” 5 long-term goals are identified by the Commission. They are:

**LONG-TERM GOAL 1.** A HUMAN RIGHTS CULTURE THROUGHOUT THE MALDIVES WHERE EVERYBODY’S HUMAN RIGHTS ARE RESPECTED, UPHELD AND EXERCISED FREELY AND RESPONSIBLY - A DEMOCRATIC SOCIETY WHERE FREEDOM OF SPEECH AND FREEDOM OF THE PRESS PREVAIL

**LONG-TERM GOAL 2.** AN END TO HUMAN RIGHTS ABUSES BY THE AUTHORITIES AND EFFECTIVE REMEDIES WHERE VIOLATIONS OCCUR HUMAN RIGHTS COMPLIANCE IN THE PRIVATE SECTOR

**LONG-TERM GOAL 3.** MORE EQUITABLE SHARING OF THE BENEFITS OF ECONOMIC PROGRESS

**LONG-TERM GOAL 4.** ENHANCED HUMAN RIGHTS CAPACITY AMONG HUMAN RIGHTS NON-GOVERNMENTAL ORGANISATIONS AND OTHER CIVIL SOCIETY ORGANISATIONS

**LONG-TERM GOAL 5.** AN EFFICIENT AND EFFECTIVE HUMAN RIGHTS COMMISSION THAT IS INDEPENDENT, PROFESSIONAL, ACCESSIBLE, TRANSPARENT, CONSULTATIVE AND ACCOUNTABLE

Under the reforms that have been expressed by the President, with the proposed change to the Constitution, the HRCM is expected to be one of the four constitutional commissions. The Strategic Plan will complement the reforms that have been expressed by the President, in parallel to an independent judiciary. The long term goals that are expressed in the Strategic Plan are not expected to be achieved during the short term, but are an indication of an end of a journey that is being embarked.

## **Part II. Strategy**

### **A. Overall Objective and main activities**

This Project would provide support to implementing the Strategic Action Plan. The activities expressed in the Project Document are entry points for donors' support to the Project. UNDP, UNICEF, UNFPA and WHO with other UN agencies will support key activities for the project from 2006-2009 and will assist in mobilising donor support for the Project.

### **B. Support provided by the project:**

***Support provided to Goal 1: A human rights culture throughout the Maldives where everybody's human rights are respected upheld and exercised freely and responsibly- a democratic society where freedom of speech and freedom of the press prevails.***

A baseline assessment on knowledge and attitude towards human rights issues has been conducted under the Preparatory Phase. Based on the findings of the survey, the Project will assist to formulate a media strategy which will strategise the advocacy component of the Project. During the terminal year of the Project, an end line assessment will be conducted to assess progress made. Success of the advocacy component will be assessed with information generated from the end line survey. In order to ensure that human rights issues are incorporated in the education system, the project will assist the Human Rights Commission to liaise closely with the Ministry of Education to ensure that human rights tolerance and respect for the rights of others are taught in all education institutions. The Project will organise, conduct and review specialised human rights training programmes ("train trainers") with selected groups such as MPs, government officials, police, prison officers, teachers, legal profession, judiciary, media and NGOs (where appropriate in conjunction with national, regional and/or international partners). To ensure that there is no duplication of efforts, all training programmes conducted under the Project will be carried out in full coordination with relevant stakeholders including the Government. From 2006, at least one public inquiry per year into a key human rights issue will be conducted.

The Project will assist the Commission in the preparation of reports to the UN treaty bodies and review the study undertaken for the *government on the benefits and costs of joining the ILO and promote and provide advice on possible accession to the eight key ILO instruments*. As OHCHR has special expertise in this area, assistance from OHCHR will be sought in treaty body ratification and in training.

The Project will assist in promoting a free diverse media and responsible journalism that does not impinge on other people's rights by supporting the HRCM to undertake a study with the Ministry of Information and Arts on restructuring required for an improved freedom of press, freedom of expression and freedom of information.

With support from UNICEF, UNFPA and WHO, the Project will assist in advancing the human rights needs of the most disadvantaged groups. It will draw attention to the rights of key vulnerable groups such as, women, children, people with disabilities, etc. identified by the Commission with national, regional and international partners and after consultation with key stakeholders.

***Support provided to Goal 2: An end to human rights abuses by the authorities and effective remedies where violations occur. Human rights compliance in the private sector.***

In investigating many of the complaints that have been lodged to the Commission by the public, the Commission find that there is limited knowledge of human rights issues amongst the government employees including lawyers and judges. Therefore to contribute to the goal, the Project will focus on building capacity of the government employees including Atoll and Island Chiefs. In this regard the Project will support a series of human rights seminars for senior government employees and with the NGO Law Society it will conduct training for lawyers and judges. It will build the capacity of the members of the Commission to investigate human rights complaints and resolve them through conciliation and mediation. The activity will be conducted in coordination with the Ministry of Justice.

The project will support research into key human rights issues/areas that are of particular national interest. In this regard that project will assist in conducting a joint study with the Ministry of Higher Education, Employment and Social Security and the private sector organisations with a view to improving working conditions in accordance with national and international human rights standard of public and private sector workers in the Maldives. Where there is a need it will support in providing technical assistance that will assist in investigating complaints received by the Commission.

***Support provided to Goal 3: More equitable sharing of the benefits of economic progress.***

Based on the findings of the VPA 2 and other available information on the disparity of income levels and standard of living between people in the Maldives, the Project will provide training and conduct workshops with the Ministry of Planning and National Development and other relevant agencies on how to incorporate constitutional and international human rights in national and departmental planning.

***Support provided to Goal 4: To encourage an active civil society, including human rights non-governmental organisations, and independent media, independence of tertiary institutions and effective protection for the rights of workers.***

Through advocacy awareness and capacity building programmes, the Project will support efforts to promote human rights through civil society and the establishment of civil society organisations and include such information in education and information programmes delivered throughout the Maldives.

***Support provided for Goal 5: An efficient and effective human rights commission that is independent, professional, accessible, transparent, consultative and accountable.***

In close coordination with other donors, the Project will support building the capacity of the Commission members in the management and operation of the Commission. It will support training of Commissions' national human rights focal points once they are in place. In order to support the Commission's transparency and accountability, the Project will support the drafting of the Commission's Code of Ethics to include a register of member's interests that is available for official and public scrutiny.

## **F. Beneficiaries**

The key beneficiaries of the Project are the people of Maldives and the members and the staff of the Commission. Special attention will be given to the disadvantaged people, including children, women and the disabled. By improving awareness, building capacities coupled with good policies on human rights it is hoped that the people of the Maldives will benefit from the enhancement of a culture of human rights in the Maldives.

## **G. Partnerships**

The Project will be implemented in close coordination with the United Nations Office of the High Commissioner for Human Rights (OHCHR), United Nations Children Fund (UNICEF) and United Nations Population Fund (UNFPA) who will provide advice in implementing the activities. It will rely on the support of international human rights NGOs in the region such as the Asia Pacific Forum on National Human Rights Institutions for the Promotion and Protection of Human Rights. It will receive technical support from the UNDP Regional Centre in Bangkok.

To implement the capacity building components it will foster support from international reputable universities and institution such as the International Human Rights Training Programme (IH RTP) held annually at John Abbott College in Sainte-Anne-Bellevue, Canada, that has given support to the Commission through the UNDP preparatory assistance project.

Nationally it will seek support of the private sector especially in implementing the components on improving conditions of work in accordance with the Constitution of the country and national and international human rights standards.

The Maldives has very few human rights NGO established. The Project will make every effort to advocate for the establishment of human rights NGOs in the country and build capacities of NGOs once they are established. In the meantime the Project will work with existing NGOs to mainstream human rights issues. In this regard it will work with the Law Society to conduct national level training on human rights amongst lawyers.

Especially in conducting training on human rights issues, the Project will seek to foster partnerships with regional non-governmental organizations as well as the expert resident organizations such as OHCHR and other national human rights institute.

## **G. Expected End of Project Situation**

The long term goals of the Project are not expected to be met by the end of the Project but will pave the way for the journey that has begun. The activities of the Project will complement the reforms that have been set by the President in his speech of 8 June 2004. At the end of the Project it is expected that the HRCM will be empowered to fully realise its mandate stipulated in the Human Rights Act and in accordance with regional and international standards namely the Paris Principles. The HRCM will have developed its capacity to provide high-quality human rights policy advice to the government and to analyse legislation for human rights implications. It will be able to assist the government with its reports to the international treaty bodies.

As a result of the Project there will be an increase in awareness of human rights issues in the country and increased capacity, especially of the government employees to address human rights issues. This will enhance commitment for human rights in the country and subsequently decrease the number of complaints received by the Commission. The HRCM will have an effective



complaints process. It will have established procedures, capacity to investigate complaints promptly and to resolve those complaints it sustains. Through awareness creations and capacity building, it is expected that by the end of the Project period there will be effective NGOs in the country that are in partnership with the Commission in promoting human rights throughout the country.

The Project, when fully implemented, will increase credibility of the government and government employees amongst the public, and may contribute to a decrease in the workload of the judiciary.

### **Part III. Management Arrangements**

#### **A. Implementation Strategy**

The Project will be executed by the Human Rights Commission of the Maldives. The Project document will be used as a tool to mobilise support to the HRCM. The Project will be executed under National Execution by the Human Rights Commission of the Maldives with the understanding that this will ensure transfer of skills to the Commission which will provide additional support to strengthening the Commission.

The Project will be executed in close coordination with the Government especially key stakeholder Government agencies such as the Attorney General's Office, Ministry of Defence and National Security, Ministry of Justice, and Ministry of Home Affairs.

Wherever there are opportunities, activities will be implemented in close partnership with NGOs, with the understanding that this will empower the NGOs and equip them to reach to the people beyond the framework of the Project activities and duration.

#### **B. Project Management**

The Project will be under the direct management of the Secretary General of the HRCM who will ensure that the project remains relevant to the HRCM's objective and priorities and is responsive to the changing national context.

As the Commission is severely understaffed, the Project will support a national project manager, placed at the Human Rights Commission to provide support to the Human Rights Commission of the Maldives in the day to day implementation of the Project. The project will also be supported by an international human rights advisor to advise the Commission in implementing its activities and in giving strategic direction.

The national project manager and the human rights advisor are project staff attach to the Commission who will be recruited by UNDP in consultation with the Commission and the Government of Maldives.

#### **C. Project Duration**

This is a three year project. Any change in the project duration will be done in consultation with the HRCM, the Government of Maldives and UNDP through a tripartite meeting.

#### **D. Project Steering Committee**

To advise, assist, and to ensure participation of stakeholders in the implementation of the activities, a project Steering Committee will be formed. The Steering Committee will include key representatives from:

- The Attorney General's Office
- Ministry of Justice
- Representative of the private sector
- The High Court of the Maldives
- Parliamentarians
- The Law Society
- Relevant NGOs
- Ministry of Planning and National Development
- Department of External Resources
- Supreme Council for Islamic Affairs
- Ministry of Home Affairs
- Commissioner of Elections
- Ministry of Education
- Ministry of Information and Arts.

#### **Part IV. Monitoring and Evaluation**

The Project will be monitored by the Project Steering Committee, the Department of External Resources and by UNDP, according to its rules, regulation and procedure. An independent mid-year evaluation of the Project will be conducted. The Project will be amended in accordance with the recommendations and suggestions made by the evaluators. An independent terminal Project evaluation will be done to determine the success of the Project. Verifiable indicators for each activity will be developed for tracking of the progress. The Project activities will be tailored to the local context and appropriate changes may be made in the project phase to accommodate to changing situations.

At the beginning of the Project, and for each calendar year of implementation, the Implementing Agency, with the Steering Committee will agree on the work plan for the year. The work plan will give due priority to activities on building capacity of the Commission and other stakeholders including the Government.

An annual project progress report will be submitted to the UNDP at the beginning of each calendar year by the HRCM. Based on the annual progress report a tripartite meeting will be held between the HRCM, the Government of Maldives and UNDP. Regular monitoring and progress of Project will be done through quarterly work plans and progress and financial report.

#### **Part V. Legal Context**

This project document shall be the instrument referred to as such in the Standard Basic Assistance Agreement between the Republic of Maldives and the United Nations Development Programme. The host country implementing agency shall, for the purpose of the Standard Basic Assistance Agreement, refer to the government cooperating agent described in that Agreement.

The following types of revisions may be made to this project document with the signature of the UNDP Resident Representative only, provided he or she is assured that the other signatories of the programme document have no objections to the proposed changes:

- (a) Revisions in, or addition of, any of the annexes of the project document;
- (b) Revisions which do not involve significant changes in the immediate objectives, outputs, or activities of a project, but caused by the rearrangement of inputs already agreed to or by cost increases due to inflation; and
- (c) Mandatory annual revisions which re-phase the delivery of agreed programme inputs or increased expert or other costs due to inflation or take into account agency expenditure flexibility

**PROJECT RESULTS AND RESOURCES FRAMEWORK**

<b>Intended Outcome as stated in the Country Results Framework:</b> Contribute to the national dialogue on governance reform in the Maldives			
<b>Outcome indicator as stated in the Country Programme Results and Resources Framework, including baseline and target.</b> Policy Support for Democratic Governance			
<b>Applicable MYFF Service Line:</b> Justice and Human Rights			
<b>Partnership Strategy:</b>			
<b>Project title and ID:</b> Support to the Human Rights Commission of the Maldives			
<b>Intended Outputs</b>	<b>Output Targets for (years)</b>	<b>Indicative Activities</b>	<b>Inputs (USD)</b>
1 A human rights culture throughout the Maldives where everybody's human rights are respected and upheld and exercised freely and responsibly- a democratic society where freedom of speech and freedom of speech and freedom of the press prevails.	1.1 To create human rights awareness among the general public	<p>1.1.1 Develop and implement an education and information plan (including communications) to deliver human rights information, education and training to all sectors in Maldivian society throughout the country and raise awareness of the Commission and its role, such as, the production of television and radio programmes, publications, training materials and other resource as appropriate</p> <p>1.1.2 Develop a television drama or documentary series on human rights issues from 2006</p> <p>1.1.3 Develop a radio drama or documentary series on human rights issues from 2006</p> <p>1.1.4 Through close cooperation with the Ministry of Education, and in particular its Educational Development Centre ensure human rights, tolerance and respect for the rights of others are taught in all educational institutions at all levels throughout the country</p> <p>1.1.5 In coordination with the relevant national authorities, and the OHCHR, organise, conduct and review specialised human rights training</p>	<p>75,000</p> <p>50,000</p> <p>15,000</p> <p>10,000</p> <p>50,000</p>

	<p>programmes ("train trainers") with selected groups such as MPs, government officials, police, prison officers, MPs, teachers, legal profession, judiciary, media and NGOs (where appropriate in conjunction with national, regional and/or international partners.</p> <p><i>1.1.6 Develop a human rights resource website and provide information on the role and activities of the Commission</i></p> <p><i>1.1.7 From 2006, conduct at least one public inquiry per year into a key human rights issue, preferably with the support of another national human rights institution</i></p> <p><i>1.18 From 2006, organise an annual children's painting competition to highlight awareness of human rights</i></p> <p><i>1.2.1 Provide advice to the Government on its obligations under international human rights treaties and the desirability of joining international human rights instruments. Where necessary, train Government officials in the preparation of reports to treaty bodies. Support to the activity can be sought from the Treaty Body and Commission Branch of OHCHR</i></p> <p><i>1.2.3 Review the study undertaken for the government on the benefits and costs of joining the ILO and promote and provide advice on possible accession to the eight key ILO instruments</i></p> <p><i>1.3.1 Undertake a study into the need for and content of a media law</i></p> <p><i>1.3.2 Undertake a study into the restructuring needed in the media and information sector, in cooperation with the Ministry of Information and Arts in order to improve freedoms of the press, freedom of expression and freedom of information</i></p>	<p><i>1.2 The Government, of need to produce timely reports to treaty bodies under those instruments already ratified.</i></p> <p><i>1.3 To promote a free, diverse and active mass media</i></p>	<p>1,000</p> <p>30,000</p> <p>3000</p> <p>45,000</p> <p>20,000</p> <p>20,000</p> <p>20,000</p>
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	<p><i>1.4 To advance the human rights needs of the most disadvantaged groups</i></p>	<p><i>1.4.1 As a priority, develop joint activities, relating to the rights of people with disabilities, women, children and migrant workers, and other priority sectors identified by the Commission, with national, regional and international partners and after consultation with representatives of the respective sectors</i></p> <p><i>1.4.2 Identify focal points at Commissioner and staff level for the priority sectors</i></p> <p><i>1.4.3 Organise a seminar on women in business in cooperation with the Women Entrepreneurs' Council</i></p> <p><i>1.4.4 Cooperate with the Ministry of Gender and Family to ensure that violence against women and children is addressed by the authorities including through legislation on domestic violence and policies dealing with trafficking of women and children (nationally as well as internationally) and policies addressing workplace sexual harassment</i></p> <p><i>1.4.5 Promote increased awareness and legal protection of the rights of people with disabilities, particularly through a study of the implications for the Maldives of the Draft Convention on the Rights of People with Disabilities</i></p>	<p>30,000</p> <p>Staff time</p> <p>5,000</p> <p>5,000</p> <p>20,000</p>
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<p>2. An end to human rights abuses by the authorities and effective remedies where violations occur.</p> <p>Human Rights compliance in the private sector</p>	<p>2.1 To provide human rights training for Government officials, commencing at ministerial and secretarial level and in the office of the president and including atoll and island chiefs</p> <p>2.2 To promote substantial reform of the police force, including its accountability to a civilian minister and the adoption of international human rights standards for the police.</p> <p>2.3 To promote the rule of law and substantial reform of the judicial system, including the independence of the judiciary and appropriate training for judges in human rights and sentencing strategies</p>	<p>2.1.1 Arrange human rights seminars, relevant to their positions, for senior public servants from various government Ministries and Departments, and Atoll and Island Chiefs</p> <p>2.1.2 Work with the Public Service Division to develop the capacity within the public service, to train all public servants in their human rights and responsibilities</p> <p>2.2.1 Undertake discussions with the Maldives Police Service, to gain commitment to:</p> <ul style="list-style-type: none"> <li>• human rights compliance at all levels within the Police;</li> <li>• the recruitment and advancement of women within the Police (including ensuring their safety in the workplace);</li> <li>• alternative investigation methods to the obtaining of confessions, and the necessary forensic equipment</li> <li>• adequate internal complaints mechanisms</li> <li>• human rights complaint training for new recruits and in-service training for serving Police staff</li> <li>• police staff performance measures to reflect any human rights complaints upheld (material to be provided by OHCHR)</li> </ul> <p>2.2.2 Undertake an investigation into torture at detention centres and the prison, (material available from OHCHR)</p> <p>2.3.1 In cooperation, where appropriate, with the Law Society, undertake human rights training for lawyers and judges. Undertake human rights training for members of the People's Majlis following new elections</p> <p>2.3.2 In cooperation with the Law Society, establish legal advice mechanisms for those on Atolls and Islands</p>	<p>30,000</p> <p>20,000</p> <p>Staff time</p> <p>20,000</p> <p>20,000</p> <p>30,000</p>
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<p>3. More equitable sharing of the benefits of economic progress</p>	<p>2.4 To develop an efficient and accessible complaints process at the commission which provides effective remedies for the victims of human rights violations</p> <p>2.5 To promote improved conditions of work, including pay levels, and conformity with international labour standards in the private sector</p> <p>3.1 To ensure government and public awareness of the social and political awareness of the social and political advantages of more equitable distribution of the benefits of economic progress</p> <p>3.2 To promote a rights based approach by the authorities in</p>	<p>2.3.3 In cooperation with the Law Society and the Law Commission, promote the publication of court decisions and, when feasible, law reports on court proceedings</p> <p>2.3.4 Undertake a study of flogging as a punishment, in relation to the Convention against Torture and other Cruel, Inhuman and Degrading Treatment (material available from OHCHR)</p> <p>2.4.1 Engage an international expert, or undertake an exchange with a comparable national human rights institution, to enhance the Commission's complaints process and develop a computer-based case management system and a complaints manual (possibility of engaging with other national human rights institute)</p> <p>2.4.2 Organise training for Commissioners and staff on investigating human rights complaints and resolving them through conciliation and mediation</p> <p>2.5.1 Undertake a joint study with the Ministry of Higher Education, Employment and Social Security and private sector organisations such as the Chamber of Commerce, the Maldivian Association of Tourism Industries and the Women Entrepreneurs' Council with a view to improving conditions of work, in accordance with national and international human rights standards, of all public and private sector workers in the Maldives</p> <p>3.1.2 Undertake a study with an appropriate government agency such as the Ministry of Planning and National Development into the extent to which the benefits of economic progress in recent years have been shared among all levels of Maldivian society and geographically across the country with recommendations for future action (material available from OHCHR)</p> <p>3.2.1 Conduct a workshop with the Ministry of Planning and National Development and other relevant officials on how to incorporate constitutional and international human rights standards in national and</p>	<p>50,000</p> <p>20,000</p> <p>20,000</p> <p>10,000</p> <p>20,000</p> <p>20,000</p> <p>10,000</p>
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	<p>departmental planning for poverty alleviation, housing, education, employment opportunities, and social security</p>		
<p>4. Enhanced human rights capacity among human Rights NGOs and other civil society organizations</p>	<p>4.1 To encourage an active civil society including human rights NGOs, an independent media independency of tertiary institutions and effective protection of the rights of workers</p>	<p>4.1.1 Hold a public seminar on the promotion of human rights through civil society and the establishment of civil society organisations and include such information in education and information programmes delivered throughout the Maldives</p> <p>4.1.2 Conduct human rights education and training in partnership with civil society organisations as a mechanism for developing their capacity</p>	<p>10,000</p> <p>10,000</p>
<p>5. An efficient and effective human rights commission that is independent professional accessible transparent, consultative and accountable</p>	<p>5.1 To develop the commission's capacity through an effective organisational structure and efficient management and administration</p>	<p>5.1.1 Develop the capacity of the Commissioners and staff through internal training programmes, work placements and exchanges with other national institutions, fellowships and with the assistance of international advisors, as necessary (to liaise with the National Institute Unit OHCHR in development of a fellowship programme for staff of Commissions to be with OHCHR for a six months period)</p> <p>5.1.2 Engage, with the assistance of donors, senior human rights national institution practitioners to advise and train Commissioners and staff, including in the management and operation of a national human rights institution, effective complaints processes (including computerised case management and complaints manual and conciliation and mediation of complaints), the conduct of national inquiries, the development of information and education strategies, the (including a public affairs / information unit) relationships with government and community sectors; the media; publications policies and programmes and training in working with media (including media skills for appropriate Commissioners and staff)</p> <p>5.1.3 Establish a computerised human rights information and documentation system at the Commission for use by Commissioners, staff and the general public. Acquire and install a library automated system and On-line Public</p>	<p>10,000</p> <p>20,000</p> <p>25,000</p>

	<p>5.2 To make the commission's services available to all Maldivias, including those on the remotest atolls and islands.</p>	<p>Catalogues (OPACs). Develop for ultimate online access a human rights case law database of Constitutional (Bill of Rights) and other human rights cases, including case studies based on processed complaints</p> <p>5.2.1 To ensure the Commission's accessibility throughout the Maldives develop, train and resource a network of human rights focal points on all Atolls and on their largest islands either as staff of the Commission or, should resources not permit the employment of staff, as volunteers.</p> <p>5.2.2 Undertake a programme of regular "Roadshows" to atolls and islands to undertake human rights awareness-raising among the general public, civil society and officials and to receive and investigate complaints. All atolls to be visited at least once by the end of 2007 and at least annually thereafter</p> <p>5.2.3 With donor assistance if necessary, evaluate and update the Strategic Plan annually and develop a new Corporate Plan for the following year. The Strategic Plan will be revised every three years</p>	<p>10,000</p> <p>10,000</p> <p>15,000</p>
<p>5.3 To establish the commission as a transparent accountable and ethical institution</p> <p>5.4 Project Manager</p> <p>5.5 Technical Support</p>	<p>5.3.1 Revise the Commission's Code of Ethics to include a register of members' interests that is available for official and public scrutiny</p> <p>5.3.2 Following the presentation to the authorities of the Commission's Annual Report, hold a public meeting at which the Report is discussed by the Commission with its stakeholders and the general public</p> <p>5.4.1 Project Manager</p> <p>5.4.1 Human Rights Advisor</p>	<p>5,000</p> <p>5,000</p> <p>40,000</p> <p>90,000</p>	

## **Annex 1**

### **Terms of Reference for the Steering Committee**

#### **Background:**

A Project Steering Committee (PSC) will be established to provide the overall guidance and support to project implementation activities and to serve as a forum for stakeholders input and discussion.

The Human Rights Commission Maldives, the Department of External Resources and the UN agencies will establish the PSC upon signing of the project document. The PSC will meet bi annually to provide overall strategic policy on Project implementation.

The members of the PSC will comprise of representative from

- The Attorney General's Office
- Ministry of Justice
- Representative of the private sector
- The High Court of the Maldives
- Parliamentarians
- The Law Society
- Relevant NGOs
- Ministry of Planning and National Development
- Department of External Resources
- Supreme Council for Islamic Affairs
- Ministry of Home Affairs
- Commissioner of Elections
- Ministry of Education
- Ministry of Information and Arts.

The responsibilities of the PSC as a whole and the individual members are to:

- Provide key policy guidance to the project team and to project implementation
- Facilitate project work within each member's respective institution and ensure that cooperative activities are implemented in a timely manner;
- Facilitate the integration of project-inspired activities into existing programme and practices;
- Annually review and approve the advice on workplan
- Support the cross-sectoral approach of the project by creating mechanisms for interaction with NGOs and other stakeholders; and,
- Annually review and assess the progress of the Project and its components and monitor the project's implementation to ensure timely progress in attaining the desired results, and efficient coordination with other projects.