

STRENGTHENING THE NATIONAL CAPACITY OF TURKMENISTAN TO PROMOTE  
AND PROTECT HUMAN RIGHTS

Contract No. 2008 / 172-286

# ANNEX 1

Description of the Action



## ANNEX I: DESCRIPTION OF THE ACTION

<b>Name of applicant:</b>	UNDP Turkmenistan (LEF 6000055554)	
<b>Title of the action:</b>	<b>Strengthening the national capacity of Turkmenistan to promote and protect human rights</b>	
<b>Location(s) of the action:</b>	Turkmenistan, Ashgabat and the five velayats (regions)	
<b>Total eligible cost of the action (A)</b>	<b>Amount requested from the Contracting Authority (B)</b>	<b>% of total eligible cost of action (B/Ax100)</b>
2 200 000 €	2 000 000 €	90,9 %
<b>Total duration of the action:</b>	36 months	

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*Handwritten initials*

# I. THE ACTION

## 1. DESCRIPTION

### 1.1. Title

**Strengthening the national capacity of Turkmenistan to promote and protect human rights**

### 1.2. Location(s)

Turkmenistan-Ashgabat and the five velayats (regions).

### 1.3. Cost of the action and amount requested from the Contracting Authority

Total eligible cost of the action (A)	Amount requested from the Contracting Authority (B)	% of total eligible cost of action (B/Ax100)
EUR 2.2 million	EUR 2 million	90,9 %

Please note that the cost of the action and the contribution requested from the Contracting Authority has to be expressed in EURO.

### 1.4. Summary (max 1 page)

Total duration of the action	36 months
Objectives of the action	<p><b>Overall objective(s)</b></p> <p>The overall objective of this action is to engage the Government of Turkmenistan on its duty and capacity to comply with its international human rights standards and to improve the knowledge and capacity of rights holders to claim their rights.</p> <p><b>Specific objective</b></p> <p>Starting the process of consolidation of vertical, and mapping out the strategy for horizontal,<sup>1</sup> institutionalisation of human rights standards and mechanisms in Turkmenistan countrywide.</p>

<sup>1</sup> By horizontal, it is meant institutionalisation of human rights standards and mechanism in the five regions of Turkmenistan. This, however, would be possible once the vertical institutionalisation has occurred.



	Specifically, this action aims to increase the awareness of Turkmen officials and relevant stakeholders on all aspects of human rights standards, and knowledge of the system of reporting and follow-up to treaty body reports, including their technical capacity. This action also aims to increase access to information, particularly human rights information of the Turkmen population and improve rights' protection services for people at large.
Partner(s)	European Commission (EC), United Nations Development Programme (UNDP) Turkmenistan, Office of the High Commissioner for Human Rights (OHCHR)
Target group(s) <sup>2</sup>	Ministry of Foreign Affairs (MFA), the Institute of Democracy and Human Rights (IDHR), the Ministry of Justice, the Medjlis (Parliament), Ministry of Education, the Ministry of Interior, the Ministry of National Security, the Prosecutor's Office, the Supreme Court, the police, the line ministries, the Interdepartmental Commission on ensuring Turkmenistan's compliance with international obligations in the field of human rights, State Commission on Improvement of Legislation, university students and faculty of the Turkmen State University, media representatives, as well as relevant United Nations' agencies and more broadly the rights holders-the people of Turkmenistan.
Final beneficiaries <sup>3</sup>	Government officials (duty bearers) and people of Turkmenistan (rights holders).
Estimated results	<p>Awareness of Turkmen governmental institutions and relevant stakeholders on all aspects of human rights standards, instruments and follow-up rose.</p> <p>Institutional system of reporting and follow-up to treaty body reports is established and operational. Technical capacity to monitor compliance with international human rights is in place.</p> <p>Increased awareness about the principles of proper administration of justice among relevant professional circles.</p> <p>Improved access of the country's population to human rights information, through outreach activities.</p>
Main activities	<p>Translate official human rights instruments into Turkmen to establish an electronic database for the Institute of Democracy and Human Rights (IDHR).</p> <p>Conduct series of workshops, seminars, roundtables on national reports' preparation, implementation of concluding observations, special procedures, exposure to new human rights instruments, and training abroad of government officials to treaty body sessions.</p>

<sup>2</sup> "Target groups" are the groups/entities who will be directly positively affected by the project at the Project Purpose level – See paragraph 2.3 in Section II for the list.

<sup>3</sup> "Final beneficiaries" are those who will benefit from the project in the long term at the level of the society or sector at large

	<p>Professionalize the capacity of the National Coordination Body and conduct a series of trainings for law enforcement agencies on human rights issues.</p> <p>Public awareness strategy including informational materials on human rights developed and implementation started. Undertake assessment to explore possibilities to open human rights resource centers in all five provinces (velayats) of Turkmenistan, and opening of the centers.</p>
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### 1.5. Objectives (max 1 page)

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**The overall objective** of this action is to engage the Government of Turkmenistan on its duty and capacity to comply with its international human rights standards and to improve the knowledge and capacity of rights holders to claim their rights.

**The specific objective** of this action is to start the process of consolidation of vertical, and mapping out the strategy for horizontal,<sup>4</sup> institutionalisation of human rights standards and mechanisms in Turkmenistan countrywide. Specifically, this action aims to increase the awareness of Turkmen officials and relevant stakeholders on all aspects of human rights standards, and knowledge of the system of reporting and follow-up to treaty body reports, including their technical capacity. This action also aims to increase access to information, particularly human rights information of the Turkmen population and improve rights' protection services for people at large.

### 1.6. Relevance of the action (max 3 pages)

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#### 1.6.1. Analysis of the problem

Since early 2007 the GoT announced its intention to firmly fulfill its international commitments. Overdue reporting on the core human rights instruments was a result of unsystematic monitoring of the implementation of the international human rights conventions and covenants for the benefit of the Turkmen citizens. In addition, Turkmenistan had limited opportunities through international exposure to gain knowledge about the system of reporting requirements to the treaty bodies. To address these issues, this proposed action uses a multi-phase, step-by-step approach that would first focus on development of institutional, technical and human capacity of the government institutions that is in line with their current interests. These activities will result in accelerating reporting on the overdue reports to the treaty bodies and the consideration of the Concluding Observations received so far from the Convention on the Elimination of all Forms of Racial Discrimination (CERD), from the Convention on Elimination on all forms of Discrimination Against Women (CEDAW), and the Convention on the Rights of the Child (CRC) Committees. Currently, the government of Turkmenistan is interested to submit upcoming periodic reports on schedule to the treaty bodies.<sup>5</sup> In parallel with addressing the government's needs and interests to comply with human rights reporting, this action offers the unique opportunity to conduct awareness raising and sensitization of the government officials to their roles and implications of being duty

<sup>4</sup> By horizontal, it is meant institutionalisation of human rights standards and mechanism in the five regions of Turkmenistan. This, however, would be possible once the vertical institutionalisation has occurred.

<sup>5</sup> One periodic report is due in 2009, and two are due in 2010.

bearers towards the people. Thus, the engagement with international human rights treaty bodies that this action envisages serves a double purpose and has the potential to bring fruitful results in terms of improving the human rights of the Turkmen people in both shorter and longer run. With regard to rights holders, limited access to information means that they are largely unaware of basic human rights, including their constitutional rights. For the first time, a project will address this knowledge gap by providing information on human rights and standards to the public in general, as well as to students enrolled in high education.

#### **1.6.2 Target groups and final beneficiaries and estimated number.**

The main stakeholders of this project are the Ministry of Foreign Affairs (MFA), the Institute of Democracy and Human Rights (IDHR), the Ministry of Justice (MoJ), the Medjlis (Parliament), Ministry of Education, the Ministry of Interior, the Ministry of National Security, the Prosecutor's Office, the Supreme Court, the police, the line ministries, as well as relevant UN agencies and more broadly the rights holders - the people of Turkmenistan.

**The MFA** is the lead ministry that coordinates the work on treaty body reporting and facilitates the work of international organizations. The MFA is the main implementing partner of the current OHCHR/UNDP project on treaty body reporting. The human rights knowledge of the MFA is compartmentalized, while it has limited awareness and technical experience with treaty body reporting and follow-up. The MFA is seeking to increase Turkmenistan's cooperation with the international human rights mechanisms and to strengthen Turkmenistan's capacity in this regard. The MFA is also a main actor that would facilitate ratification of optional protocols and international human rights instruments that have not yet been ratified or to make optional declarations under various human rights instruments. The Minister of Foreign Affairs is also the Deputy Chairman of the Cabinet of Ministries on foreign affairs matters and the Chair of the Interdepartmental Commission for monitoring the implementation of the international human rights instruments (henceforth IC) <sup>6</sup> The Ministry of Foreign Affairs will be the key partner to coordinate this project.

**The IDHR**, which was nominated by the MFA to implement this project, puts forward initiatives related to legal reforms to improve the legislation within the country; it also publishes texts and compilations of international instruments and national laws on civil rights and freedoms. The IDHR is also the main partner of MFA in preparing treaty body reports. The IDHR is interested in expanding their role and mandate, receive international advice that will improve their knowledge on all aspects of human rights, to increase their technical skills, and to become a resource centre that would house a Turkmen database on human rights. The IDHR has potential to lobby the government on human rights issues and can be partners to develop a public awareness campaign on human rights for a variety of target groups. To date, the IDHR has limited political influence due to a long term absence of leadership (since 2005, the Institute did not have a Director), and dependence on higher authorities from the Presidential administration. However, a new IDHR Director with good credentials was appointed on 7 June 2007. The Director of the IDHR is the Deputy Chair of the IC. Cooperation and partnership has been strengthened considerably between UNDP/OHCHR and the IDHR through the work conducted under the current project on treaty body reporting.

**The Medjlis** (Parliament) is the body that monitors the harmonization on international law in the national laws and sets up mechanisms for practical realization of laws. The Medjlis has a Committee on Human Rights and Freedoms, as well as Local Development. The Deputies would be interested in obtaining more knowledge on human rights conventions that

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<sup>6</sup> This Interdepartmental Commission is used interchangeably and therefore is synonymous with the National Coordination Body mentioned in the Action Fiche; it was established in 24 August 2007 by Presidential Decree.

Turkmenistan has acceded to and their role in monitoring the follow up to Concluding Observations released by the treaty bodies. They have no direct experience with treaty body reporting, and are confronted with compartmentalized knowledge on human rights issues. Importantly, the Medjlis is also UNDP's main partner for the development and implementation of support to strengthening local governance.

**The Ministry of Justice (Adalat)** oversees the justice system and is charged with upholding the Constitution and the Supreme Law, namely, the national codex of civil and criminal law. The Minister of Justice is appointed directly by the President. The main tasks of the Ministry of Justice are: i) coordination and informational support of the activity of departments of justice, courts, state agencies and institutions of local governing in the sphere of legal policy; ii) analysis of problems of the legislation, participation in drafting of legislative or other normative acts, systemization and codification of the country, Decrees of the President, Resolutions of the Cabinet of Ministers; iii) registration of charters of public organizations and conducting control over their compliance with the charters. The Ministry of Justice would need capacity building in training judges and lawyers on international standards and procedures on human rights. Such activities would be complementary with those conducted by OSCE.

**Ministry of Education** is involved in curricula development and has been recently affected by changes from increase from 9 years to 10 years of study. Further changes can be expected, as the President wants the educational sector to be brought up to international standards. The Ministry would need assistance with curricula changes and introduction of human rights courses as well as developing of textbooks and relevant literature on human rights for all school levels to be available in Turkmen and Russian. They would also need exposure to international experiences on curricula review.

**The Ministry of Interior-** deals with issues of law and order and oversees the activities of the police. It is envisaged that trainings on international standards and procedures on human rights will enhance the knowledge related to their sphere of work and provide better services to citizens.

**Ministry of National Security-**deals with issues related to national security in the country as well as support to other law enforcement agencies. It is envisaged that trainings on international standards and procedures on human rights will create better awareness on rights of different categories of people.

**Police-**is in charge of maintaining security and order in the cities. It is envisaged that trainings on international standards and procedures on human rights will create better awareness on handling their cases, including the rights of their clients.

**The Prosecutor's Office** is the body that monitors the implementation of laws. In accordance with the Constitution of Turkmenistan, the General Prosecutor is responsible for monitoring the precise and unified observance of laws within the territory of Turkmenistan, such as acts of the President, the Cabinet of Ministers by bodies of public administration and control, military administration, the local executive bodies and local self-governance, enterprises, institutions, organizations, unions of all kinds and forms of ownership, entrepreneurs dealing with public organizations, government officials, and citizens. While the Ministry of Justice oversees the judicial system, the Prosecutor's Office is responsible for ensuring that investigative agencies and court proceedings are in compliance with the Constitution and the Supreme Law. The president appoints the republic's prosecutor general and the prosecutors in each province, and the prosecutor general appoints those for the smaller political jurisdictions,



the districts and the cities. The Prosecutor's office would need training on substantive human rights issues and practical advice for lawyers in cases that entail human rights infringements.

**The Supreme Court** was established under the 1992's Constitution and comprises 22 judges appointed by the president to five-year terms. The authority of the Supreme Court includes review of cases as a court of first instance, appeals, overview of new revealed circumstances, study and summary of legal proceedings; analysis of court statistics and provision of guiding interpretation of the applied legislation of Turkmenistan; monitoring over realization of Plenary guiding directions; settlement of disputes on international agreements of Turkmenistan within the limits of its authority; and other functions in compliance with the Turkmen legislation. The Supreme Court would need training on substantive human rights issues and practical advice for judges in cases that entail human rights infringements.

### **Others<sup>7</sup>**

**An Interdepartmental Commission on ensuring Turkmenistan's compliance with international obligations in the field of human rights** was established on 24 August 2007 by Presidential Decree. This commission is the equivalent of the National Coordination Body in the Logical Framework. The mandate of this Interdepartmental Commission (IC) is to coordinate the activities of relevant organizations, ministries and agencies to implement the international legal obligations of Turkmenistan in the area of human rights. Furthermore, this IC is mandated to prepare the national reports on progress on the realization of international obligations in the field of human rights for the relevant human rights mechanism, monitor national legislation of Turkmenistan for conformity to international human rights norms and prepare proposals to amend the legislation of Turkmenistan to conform with international human rights standards and principles. The IC has set up a Working Group made up of heads of departments of the relevant ministries, agencies and organizations. The IC is chaired by the Minister of Foreign Affairs; the deputy chairperson is the Director of the IDHR. This new IC and its Working Group need capacity building in report preparation including analytical skills, analysis of data for policy development.

**The State Commission on the improvement of legislation** was established on 28 November 2007, under the chairmanship of the President. The mandate of the Commission is to collect and prepare suggestions on aligning the national legislation in compliance with international standards. In particular, The Commission has to identify areas for improvement of national legislation, coordinate the preparation of suggestions of the involved government institutions, and ensure implementation of the international conventions and agreements ratified by Turkmenistan. As a result, a new institute "State and Law" was established to oversee the work from practical point of view. This new Commission as well as this new Institute will need capacity building in the field of human rights and expert assistance with fulfilling their mandates.

**University students and faculty of the Turkmen State University**, specifically from the Law and International Law Departments currently do not benefit of courses on human rights law or human rights issues. Getting familiar with human rights treaties and issues will strengthen their professional capacity as future lawyers.

**Media representatives** have limited opportunities as far as human rights trainings are concerned. They need to acquire factual knowledge on the international human rights

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<sup>7</sup> Since the approval of the Action Fiche, during subsequent missions of the EC in Ashgabat, and as a result of their meetings with the IDHR, we agreed to add additional target groups and beneficiaries.

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mechanisms, national commitments in the area of human rights made by Turkmenistan, including the implementation of these commitments.

**Turkmen people at large**, in particular those living in the velayats have little/no knowledge of their rights, the provisions of national legislation and the conventions that the Turkmen Government has ratified, including the obligations of the latter to promote and protect human rights of all the people under its jurisdiction.

Under this action, we envisage to work with a total of at least 120 government officials from the above mentioned ministries and state institutions. In addition, we will train at least 540 law enforcement personnel on international standards of proper administration of justice in Ashgabat and velayats. Educational activities for students and teachers will reach out to a total of at least 100 people per each activity; once the information and outreach centers on human rights will be established in the velayats, their resources and activities will reach out to potentially large parts of the population, given that reach out will be conducted in smaller settlements as well. This will be a first step towards benefiting the population more broadly, as the capacity of officials is built and will be equipped to bring about changes in national legislation and policies that reflect international human rights standards. The treaty body component of this action will serve to engage the government in systematic monitoring of the economic, social, cultural, civil and political rights of all people in the country. This will also allow the authorities to improve their compliance with international standards and therefore lead to improved conditions for the population.

#### 1.6.3 Identify clearly the specific problems to be addressed by the action and the perceived needs and constraints of the target groups.

The reason for selecting duty bearers is because this action aims to initiate a deep change in how human rights are implemented, reported, and promoted in Turkmenistan. Currently, the government officials have a severe need for training and access to human rights literature in Turkmen. In particular, the IDHR lacks a number of basic resources to do their job such as computers, access to internet, up-to-date literature on human rights, and data bases. It is obvious that without these resources, Turkmenistan's ability to internalise UN's human rights treaties is limited. Therefore, investing in these areas would significantly increase the government's ability to address human rights issues. Thus, this action will provide government officials with systematic hands-on training on a variety of issues related to treaty body reporting, implementation of human rights standards in national legislation and in practice, international standards of proper administration of justice, to improve the lives of their constituencies. This action will also provide, for the first time, access to international expertise and experience, professional literature and information resources that are currently lacking as well as procurement of equipment.

With regard to rights holders, limited access to information means that they are largely unaware of basic human rights, including their constitutional rights. For the first time, a project will address this knowledge gap by providing information on human rights and standards to the public in general, as well as to students in secondary and higher education. More specifically, this action aims to conduct a variety of activities to raise the level of knowledge of specific segments of the Turkmen population, such as: a) Increase the level of human rights education of students and faculty by conducting lectures at the Turkmen State University; b) Develop capacity for media representatives involved in covering human rights issues for the public; c) Development of information materials such as booklets, leaflets for

various target groups; d) Opening, for the first time ever, of human rights outreach and information centres in all five provinces of Turkmenistan, that would ensure that people at large have access to human rights information and know how in ensuring that their rights are adequately protected.

1.6.4 Demonstrate the relevance of the action to the needs and constraints in general of the target country(ies) or region(s) and to the target groups/final beneficiary groups in particular and how the action will provide the desired solutions, in particular for the targeted beneficiaries and population.

This action, through its activities will be in line with the current interests of the main target groups and final beneficiaries as detailed below:

The MFA is highly motivated to improve the international human rights record of Turkmenistan, and thus to strengthen their own institutional capacity in handling the reporting and follow up on treaty body reporting. This action will improve coordination of the main government ministries when preparing national reports for the treaty bodies.

The IDHR is interested in expanding their role and mandate, receive international advice that will improve their knowledge on all aspects of human rights, to increase their technical skills, and to become a resource centre that would house a Turkmen database on human rights. The Institute is also interested to develop a public awareness strategy on human rights and improve coordination with the representatives of local authorities in all five velayats (provinces) of Turkmenistan. Through endowment of the IDHR with a database of translated documents and materials on official human rights conventions, treaties, guidelines, etc., through endowment of the Human Rights Resource Centre and through exposure to international experts and experiences, this action will accomplish institutional and capacity building that the IDHR needs to coordinate the treaty body reporting processes and to become a one stop informational hub on human rights issues for both state institutions and public at large.

The law enforcement ministries and agencies need capacity building trainings for judges and lawyers on international standards and procedures on human rights. Through a number of various trainings on human rights and administration of justice for the representatives of the law enforcement agencies, this action will provide practical knowledge and skills to these agencies.

Students and faculty of the Turkmen State University from the Law Department need courses on human rights issues. Through the meeting to be conducted with the Ministry of Education and through the ad hoc lectures, this action will be a step towards inserting human rights issues awareness in the high education study curriculum. The profession of lawyer will be strengthened by adding human rights educational component in their studies.

Turkmen citizens at large, in particular those living in the velayats have little/no knowledge of their rights, the provisions of national legislation and the conventions that the Turkmen Government has ratified, including the obligations of the latter to promote and protect human rights of all the people under its jurisdiction. This action will provide substantive reach out and human rights information to people so they can learn about their rights and means to uphold them.

## **1.7. Description of the action and its effectiveness (max 14 pages)**

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### 1.7.1 Overall Objective and the Purpose of the Action (max 1 page).

**The overall objective** of this action is to engage the Government of Turkmenistan on its duty and capacity to comply with its international human rights standards and to improve the knowledge and capacity of rights holders to claim their rights.

#### **Purpose of the action**

Starting the process of consolidation of vertical, and mapping out the strategy for horizontal,<sup>8</sup> institutionalisation of human rights standards and mechanisms in Turkmenistan countrywide.

Specifically, this action contributes to:

- Increase the awareness of government officials and relevant stakeholders on all aspects of human rights standards, by consolidating the system of reporting and follow-up to treaty body reports, including its technical capacity
- Strengthen and institutionalize the system of reporting and follow-up to treaty body reports to monitor compliance of human rights with international standards and their practical implementation.
- Increase awareness about principles of proper administration of justice among relevant law enforcement agencies in the country.
- Increase access to information, particularly human rights information of the Turkmen population and improve rights' protection services for people at large.

### 1.7.2 Outputs and expected results (max 4 pages).

This action envisages the following results:

Result 1. Awareness of Turkmen governmental institutions and relevant stakeholders raised on all aspects of human rights standards, instruments and follow up.

This action will assist Turkmen Government officials to improve their coordination and to prepare better state reports, conduct a systematic dialogue with the UN treaty bodies on human rights situation in the country, and open the path whereas more Special Procedures' representatives would be invited to visit Turkmenistan. Currently, the government officials have a limited understanding on the implications of monitoring the implementation of human rights standards they have committed to when they acceded to the six core human rights treaties they are a part of. In addition, there is limited awareness on the government's responsibility towards its citizens to protect their human rights and the actions this entails. This action will increase the understanding and engagement of the government of Turkmenistan with the international human rights mechanisms and the importance of implementing the recommendations of the UN treaty bodies and Special Procedures. As a result, this action can contribute to lobby for the ratification of the Optional Protocols of the Convention on Elimination of All Forms of Discrimination against Women and of the Convention against Torture, as well as of the two new core international human rights treaties, namely the Convention for the Protection of All Persons from Enforced Disappearances, and the Convention on the Rights of Persons with Disabilities, and its Optional Protocol.

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<sup>8</sup> By horizontal, it is meant institutionalisation of human rights standards and mechanism in the five regions of Turkmenistan. This, however, would be possible once the vertical institutionalisation has occurred.

Result 2. Institutional system of reporting and follow-up to treaty body reports is established and operational. Technical capacity to monitor compliance with international human rights is in place.

This action will assist the Government of Turkmenistan to establish and operationalize an institutional system of reporting and follow-up to the recommendations of the treaty bodies to monitor substantial compliance with international human rights standards and their practical implementation. Until recently, there was no system of coordination in place regarding the monitoring and implementation of the human rights standards that Turkmenistan has committed to when it acceded to the core human rights treaties.<sup>9</sup> A national coordinating body for treaty body reporting and implementation was recently established; this is a permanent decision-making interdepartmental body made up of deputy-ministers and chaired by the Minister of Foreign Affairs, established to coordinate the activities of the ministries, state committees, institutions and local executive agencies, enterprises, and organizations, to implement the international legal obligations of Turkmenistan in the area of human rights in national legislation.<sup>10</sup> A Working Group consisting of representatives of line ministries and state agencies (at the level of heads or deputy-heads of departments) was also established as a subordinate mechanism of the national coordinating body. The working group is collecting and preparing information relevant to their sphere of work that feeds into the specific national reports for the treaty bodies. At the same time, the members of the Working Group are responsible for policy analysis and design in their particular ministries, therefore it is crucial to increase their level of understanding of human rights principles and standards and their practical application. Both the national coordination body and its working group need to be strengthened to be able to monitor compliance with the international human rights instruments that Turkmenistan has acceded to and prepare proposals necessary to improve national legislation and its implementation to meet these international human rights standards. To improve the institutional capacity and sustainability of the national coordinating body and its working group on monitoring and improving the human rights situation in Turkmenistan (both progress made and challenges remaining), a special unit within the IDHR will be assigned to act as a secretariat. This unit will analyze the information received from the ministries and agencies involved in the treaty body processes, and will monitor the implementation of the Concluding Observations received from treaty bodies by negotiating with government institutions, as needed. Further, this unit will conduct monitoring of implementation of human rights standards, analyze data, trends, and make recommendations for policy and legislation changes, in line with their findings. To formalize their efforts, this unit, together with the national coordinating body and its working group will develop a Human Rights National Action Plan and through data analysis will produce analytical reports on monitoring the human rights situation in the country. As a first step, the technical capacity of the national coordinating body, including its working group and this monitoring unit will be strengthened. This entails upgrading of skills of the members of the national coordination body, the working group and its secretariat in terms of data analysis, design of policy options, analytical writing, communication and coordination of actions that will result in improved quality of national reports to the treaty bodies, including better dialogue with the experts that review the reports. Furthermore, better understanding of human rights standards and principles will improve the national policies and their implementation practices that will benefit the rights of people.

As a result of these activities, the capacity for monitoring of human rights will be in place and will be systematic which will lead to the practical application of international human rights

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<sup>9</sup> Subsequent to the finalization of the Action Fiche, the Turkmen established a national coordinating body.

standards in national legislation and practical improvement in people's human rights. Furthermore, the reports to the UN treaty bodies will be of high quality and will contain data analysis what will lead to better understanding of what monitoring of human rights entails.

**Result 3.** Improved awareness about principles of proper administration of justice among relevant professional circles of the country (judges, lawyers, prosecutors, police and representatives of correction facilities' administration) and the system dealing with issues of citizens' appeals on activities of the law enforcement strengthened.

A series of trainings for law enforcement agencies on a variety of human rights issues will be conducted with the purpose to increase the awareness of these officials of principles of proper administration of justice. These outputs will contribute to sensitise public officials that are in the 'first line' and are the ones most likely to be approached with complaints or rights' violations issues from ordinary citizens.

**Result 4. Improved access of the country's population to human rights information, through outreach activities.**

Currently, the citizens of Turkmenistan are largely unaware of their rights, including their Constitutional rights. This action will increase access to information on human rights by using a variety of means and ways. A public awareness strategy on human rights will be developed and the implementation will be started, a first of its kind, as far as its comprehensive scope is concerned. Complementary actions will focus on specific target groups, as follows;

- capacity for media representatives in covering issues of human rights will be developed through a series of trainings and with provision of relevant information materials. Currently, journalists that cover issues of human rights are making factual mistakes and misinterpret facts due to lack of general knowledge on human rights.
- information materials will be developed for different target groups, such as women, people with disabilities, and pensioners.
- ad hoc lectures for students and faculty of the Turkmen state University will be provided
- consultations on development of the social sciences curricula in secondary education will be provided for the Ministry of Education.

To increase the access of all people in Turkmenistan to information on human rights, an assessment will be conducted on the possibility to open resource and outreach centres on human rights in all the five velayats (regions). It is expected that by the time this assessment will be prepared five resource and outreach centres will be opened for the public. The public will benefit from both information on legislation and international laws and treaties that Turkmenistan is part of as well as on advice on solving human rights related problems they might encounter in their daily lives.

1.7.3 The proposed activities and their effectiveness (max 9 pages). Identify and describe in detail each activity to be undertaken to produce the results, justifying the choice of the activities and specifying where applicable the role of each partner (or associates or subcontractors) in the activities. In this respect, the detailed description of activities must not repeat the action plan.

The project's strategy focuses both on duty bearers and rights holders, recognizing the challenges in working directly with the latter. A step-by-step approach is therefore adopted. Thus, this project intervention will firstly focus on building awareness and capacity for the

government and related stakeholders on human rights standards, instruments and follow up procedures through the process of treaty body reporting by building a long-term dialogue with the Turkmen government. The treaty body reporting is used as a framework that leads to the systematic monitoring of human rights of people in parallel with building awareness, institutional and human capacity of the Turkmen government.

So far, the current one-year joint UNDP/OHCHR project implementation has provided a window of opportunity to initiate the dialogue on protection of people's human rights.

In line with this strategy, the following overarching implementation steps are envisaged:

- building a long term sustainable dialogue with a wide range of government institutions on issues of human rights;
- providing government officials with international exposure, experience of challenges of other countries in areas of human rights, to develop policy options for improvement of the human rights situation in Turkmenistan;
- building the resource (information) base on human rights in the country in local language to be used for further policy analysis and policy development as well as training of local professionals; and
- demonstrating different approaches for the development and dissemination of human rights information to the population.

These overarching objectives will be implemented through three project phases, that will unfold both in parallel and in stages, as described below:

In the first phase while concentrating on work already made on international commitments by the Turkmen government, the strategic focus will be on building understanding and trust between the UN and the Government officials by supporting them to comply with these commitments. In regular meetings, round tables, consultations with expert missions the issues of human rights standards, their application and follow up will be discussed. In parallel, a system for coordination of preparation of the reports will be established, and then consolidated.

In parallel, the capacity building activities for main stakeholders that will be involved in the reporting and follow up actions will be carried out. It will include upgrading of skills in data analysis, designing policy options, analytical writing, communication and coordination of actions. These skills will be useful not only for this particular project, but also for further advancement of overall government capacity to design and implement the announced reform agenda.

Special capacity strengthening measures will be devoted to the Institute of Democracy and Human Rights. As the Institute is nominated as the major implementation partner for this action, the technical capacity to carry out coordination of preparation of the treaty body reports and follow up is necessary. Therefore, the Human Rights Resource Centre that functions within the IDHR will be enhanced, including its technical capacity to provide a wealth of materials on human rights to government institutions and to the public. It will also include an electronic data base of resources and materials translated in Turkmen. Concretely, the data base will contain 3 types of resources: a) official international human rights documents (e.g. all human rights conventions, covenants, declarations, protocols, etc.); b) technical documentation for treaty body reporting and follow up ( e.g. guidelines, special procedures, working methods, data for reports, etc.); and c) public information awareness materials (e.g. booklets, leaflets, etc.). In addition, it is envisaged that the data base will be periodically updated. The Resource Centre will be also endowed with books, newspapers subscriptions, and articles. The Institute also will be responsible for coordination and implementation of the information and awareness raising campaign. Therefore, additional attention will be paid to building capacity for organizing outreach work. This phase will unfold during the three years the action.

The second phase will include activities to strengthen the capacity and improve awareness of law enforcement institutions about proper administration of justice. Series of trainings in provinces and Ashgabat will be provided to groups of representatives of law enforcement agencies – judges, prosecutors, police, and representatives of correction facilities administration, on a yearly basis, to raise awareness of human rights principles in law enforcement work. These activities require commitment and agreement of the government institutions and local authorities. It could lead to further dialogue on potential work in the areas of rule of law and international law (subject to political will and favourable political climate). The second phase will start when the government is ready to allow access to provide trainings to law enforcement agencies, in Ashgabat and the velayats. We anticipate providing better clarity on timing during the inception report.

Third phase. Alongside these activities, a special effort will be made to disseminate information on human rights to the public. Taking into account that no independent media and NGOs exist in Turkmenistan, the agreement of authorities will be essential to carry out awareness raising and outreach activities. Therefore, the information materials for special target groups (vulnerable groups) will be prepared and existing dissemination channels will be used. As a first step, from year one of this action, journalists will be invited to attend activities conducted on national reports' preparation, so that information on the progress made on treaty body reporting by the Government of Turkmenistan will be published and presented consistently in the mass media. Journalists will be trained to understand the value and principles of the human rights instruments. Ad hoc lectures will be provided at the Turkmen State University to initiate the introduction of human rights in the study curriculum. The assessment (feasibility study for opening resource and outreach centres) will be carried out and discussed with the authorities. If the authorities will agree, the 5 outreach centres in velayats (provinces) will be opened to provide access to human rights information for the public. The Centres will be involved in the public awareness and outreach work.

While long term sustainability of the proposed measures is not guaranteed, this action contributes to building a long term structural dialogue and trust with the Government of Turkmenistan and will provide a solid foundation for advancing reforms not only in the area of human rights but also in other sectors.

#### Inception report

An inception report will be drafted within the first three months of the project to adjust activities, define the detailed project work plan and assess requirements for international expertise. During this phase, extensive consultations with a wide range of stakeholders will be conducted. According to the findings, the indicators and the logframe will be reviewed and revised to reflect the current situation and identify potential new entry points for new activities. The inception report will cover the period starting from the moment when the Chief Technical Advisor is present at the location of assignment.

The activities envisaged by this action, according to the three phases described above are as follows:

Description of Activities linked to Result One:



**Activity 1.1. Translation of official human rights instruments/declarations into Turkmen and of reference and briefing materials on human rights (manuals, best practices, reports, etc.) in Russian and Turkmen, and further distribution among government institutions and local self-governance bodies.** The first activities will focus on translating international human rights instruments, rules of procedure and working methods into Turkmen. This will contribute to the creation of the first consolidated electronic data base in Turkmen that will assist government officials in having easy access to texts of conventions, guidelines and other relevant information needed for preparing their reports on human rights implementation. Specifically, the database will contain a) official human rights documents (e.g. all human rights conventions, covenants, declarations, protocols, etc.); b) technical documentation for treaty body reporting and follow up (e.g. guidelines, special procedures, working methods, data for reports, etc.), and c) public information awareness materials (e.g. CDs, booklets, leaflets, etc.). In addition, reference, briefing materials on human rights (such as, manuals, best practices, reports, etc.) will be translated in Turkmen and when needed in Russian and will be distributed to government institutions and local self-governance bodies. Specifically, the documents to be translated during the first year of this action are as follows: The Concluding Observations from CERD, CEDAW and CRC (in Turkmen); the Universal Periodic Review Guidelines (in Turkmen); the guidelines for the International Covenant on Civil and Political Rights and the Convention against Torture (in Turkmen); the Convention on rights of people with disabilities and its optional protocols and the Convention on Enforced Disappearances (in Turkmen); best practices on following up to Concluding Observations from the NIS region (in Turkmen); selected manuals on human rights issues. Availability of such information in Russian and Turkmen will assist that Turkmen officials will be more effective in preparing their treaty body reports, including the quality of their reports by having access to information on guidelines, methodology and text of the conventions in their native language. The text of official human rights conventions and treaties, Concluding Observation from the treaty bodies will be used during the planned workshops with government officials and will also be disseminated in the velayats, during workshops and seminars. In due time, the initial reports to the International Covenant on Civil and Political Rights and the Convention against Torture will be translated in Turkmen, as well as the Concluding Observations received from the Human Rights Committee and the Committee Against Torture.<sup>11</sup> These materials will be included in the data base of the IDHR and all the five velayats' outreach resource centres

Indicators: Translated reference and briefing materials in Turkmen and in exceptional circumstances in Russian.

**Activities 1.2. Conduct series of workshops and round tables for members of the National Coordination Body for purpose of coordination of the national reports' preparation.** The first workshop will focus on coordination and methodology for reporting on the International Covenant on Civil and Political Rights; the second will focus on the coordination and methodology for reporting on the Convention against torture. Both workshops will be conducted for the members of the National Coordination Body, including its working group, in charge with drafting these national reports. Three other workshops will be planned in due course to assist the members of the NCB to prepare their periodic reports to CERD, CEDAW and CRC. Three international experts and resource persons from relevant UN agencies will conduct these workshops. These workshops will ensure clear understanding on the reporting guidelines for these two treaties with the goal that the government will submit the initial reports under these two treaties to their respective treaty bodies.

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<sup>11</sup> Depending on when the Concluding Observations will become available.

Indicators: At least three events for each treaty body report held.

Activity 1.3. Trainings abroad of selected members of the Coordination body to a session of a treaty body in Geneva. The Government of Turkmenistan has recently set up a treaty body reporting plan up to 2010, whereas the overdue initial reports to the two Covenants and the Convention against Torture are priorities. As described above, this action will provide substantial content oriented workshops and events, which needs to be complemented by participation of the members of the NCB and its Working Group to treaty body sessions to acquire practical experience. The government officials had no such opportunities before, and such exposure to treaty bodies' work is critical for professionalizing the members of the NCB and its Working Group as to how constructive dialogue is conducted with these monitoring bodies. These trainings abroad will have a clear learning agenda, and besides observing Committees in session and states reporting, the participants will also attend meetings with Treaty Body members and other relevant departments. Since the Government will prepare its initial report on the International Covenant on Civil and Political Rights, it is envisaged that selected members of the Coordination body will attend a session of the Human Rights Committee and/or Committee against Torture in 2009/2010. Through this activity government officials will benefit of international exposure on the work of treaty bodies; in particular, it will provide practical experience of interacting with the Human Rights Committee and/or Committee against Torture in 2009/10, following the theoretical workshop on coordination and methodology to prepare these reports completed under Activity 1.2. (above). This training abroad will also ensure enhancement of the constructive dialogue between Turkmen government officials on human rights situation in their country during their future reporting. Two more trainings abroad to observe the CERD and the CEDAW treaty bodies' activities will be conducted during the life of the project to complement the workshops on the preparation of periodic reports on the CERD and CEDAW and to allow other members from the NCB and its Working Group to attend treaty body sessions. Each of these training abroad shall be for a period of about one week and shall be accompanied by a translator, and a project representative, whose role will be to liaise with OHCHR planning the agenda and relevant meetings, enhancing the learning process and help to make adjustments in the programme as required as well as follow-up. The knowledge and experience gained during trainings abroad shall be further used in daily work. All trainings abroad shall require participants to write reports. Additionally, participants shall hold a meeting or a roundtable for the other NCB members and its Working Group who did not participate in the training abroad as well as other relevant stakeholders on their return to share ideas, documents, and potential new initiatives. The need to attend several treaty body sessions is justified by the fact that each visit will be made up of different members of the NCB and/or the Working Group, so that all of them would have benefited by one exposure to the treaty body sessions. Participation to observe the work of treaty bodies is crucial, since the Turkmen government does not have a diplomatic mission in Geneva, and because this will enhance the quality of constructive dialogue between the Turkmen officials and the treaty bodies.

Indicators:

At least one treaty body meeting observed by NCB members/working group;  
Meetings with treaty body members held.

**Activity 1.4. Conduct series of workshops on development of action plans for the implementation of recommendations contained in Concluding Observations released by CERD, CEDAW and CRC.** After the Concluding Observations will be translated in Turkmen (under Activity 1.1. above), a series of workshops will be conducted for government officials from Ashgabat and from all the five velayats (provinces) to familiarize them with

their content and steps that the government is required to take for their implementation. At least two series of workshops will be conducted for each Concluding Observations received so far. The first series of three workshops focusing on CERD, CEDAW and CRC Concluding Observations will be first held in Ashgabat. The second series of workshops will be held in each velayat for the representatives of local authorities focusing on the actions of the Government of Turkmenistan to implement the Concluding Observations. These workshops are envisaged to lead to development of action plans for the implementation of recommendations contained in Concluding Observations released by CERD, CEDAW and CRC Committees. Given that there are substantive areas of overlap between these Concluding Observations it is anticipated that these plans will be integrated and will lead to the development of a national action plan on follow up to the CERD, CEDAW and CRC Concluding Observations. Once Activity 1.5 (below) is completed, a national workshop will be organized to finalize the national action plan on follow up to the CERD, CEDAW and CRC Concluding Observations. These workshops will be conducted in association with other UN agencies represented in Turkmenistan and international experts.

Indicators:

At least two events for each Concluding Observations received so far (CERD, CEDAW and CRC);

National workshop held to draft action plans developed and /or a national action plan to follow up to the Concluding Observations on CERD, CEDAW and CRC.

**Activity 1.5. Organize a Regional Conference in Ashgabat on sharing experience on lessons learned and good practices on follow up to Concluding Observations.** This regional conference will deepen the understanding of Turkmen government officials on effective ways to follow up to the received Concluding Observations, by exposure to experiences from other Central Asian and NIS countries, from international participants at this event. Representatives from Kazakhstan, Kyrgyzstan, Tadjikistan and Uzbekistan will participate at this regional conference to share their experiences on implementing their Concluding Observations. In addition, international experts from other NIS countries will facilitate the conference and share international good practices on the topic. This activity will create greater awareness and sensitise not only government officials from Turkmenistan, but more broadly officials from other Central Asian states on following up to their human rights commitments. While as a result of this regional conference more effective follow up on the Concluding Observations in Turkmenistan can be expected, it would be equally beneficial for the other Central Asian participants. A national workshop under Activity 1.4 (above), will follow this regional conference to finalize the national action plan on the follow up to the CERD, CEDAW and CRC Concluding Observations for Turkmenistan.

Indicators: Regional conference held, conference proceedings prepared and disseminated.

**Activity 1.6. Conduct meetings with relevant government authorities to introduce them to new human rights instruments: CMW; CEDAW Optional Protocol; CAT Optional Protocol<sup>12</sup> and New Conventions: CED and CPD and its Optional Protocol<sup>13</sup>**

Under this activity, an OHCHR expert will conduct a series of individual meetings with relevant government authorities, among others, MFA and IDHR, Ministry of Justice and the Mejlis, to introduce them to new human rights information on the core human rights

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<sup>12</sup> International Convention on the Protection of the Rights of all migrant workers and members of their families; Optional Protocol to the Convention on the elimination of all forms of discrimination against women; Optional Protocol to the Convention against torture and cruel, inhuman or degrading treatment or punishment.

<sup>13</sup> Convention for the Protection of all persons from enforced disappearances; Convention on the rights of persons with disabilities and its Optional Protocol.

conventions they did not ratify yet and on new conventions, namely on enforced disappearances and on the rights of persons with disabilities. As a result, the Turkmen authorities will get more information on these human rights instruments that might lead to ratification of some of them.

Indicators:

Individual meetings with the relevant Turkmen authorities conducted by OHCHR representative.

Reference materials translated in Turkmen and Russian.

**Activity 1.7. Carry out an analysis of legal ramifications of ratifying the OPCAT, CEDAW OP and 3 Conventions and present findings of the expert's report at the roundtable.** Five national experts are envisaged to prepare five pieces of analysis of the legal ramifications of ratifying the OPCAT, CEDAW OP, the core human rights conventions that Turkmenistan did not yet ratify. The findings will be presented at five roundtables with relevant government authorities. This activity will act as a springboard in raising awareness of the government officials on concrete steps the ratification of these international instruments will entail and potentially for ratification of some of these new instruments.

Indicators:

Five reports containing five analyses on legal ramifications prepared by national experts and presented to the relevant government representatives.

**Activity 1.8 Conduct a roundtable on mandates and methods of work of the Special Procedures (focus on those that have requested an invitation to visit the country).** This roundtable aims to familiarize relevant government officials on the work of the Special Rapporteurs. This activity aims to assist the Government of Turkmenistan to effectively follow up on the visit of the first Special Rapporteur, (on Freedom of Religion or Belief) who visited Turkmenistan in September 2008. In addition, this roundtable will sensitise the officials to the scope of work of the Special Rapporteurs, substance of their work and enhance a constructive dialogue between the Turkmen authorities and OHCHR special procedures. Furthermore, a follow up meeting will be conducted with the IDHR to explore possibilities for future invitations of Special Rapporteurs that expressed a wish to visit Turkmenistan.

Indicators: Presentations on mandates, methods of work and follow-up to the visits of the Special Procedures prepared by an international expert, consultations and discussions conducted.

**Activity 1.9 Provide information to Turkmen authorities on the Universal Periodic Review mechanism once decision is adopted in June 2007.** This activity aims to provide information on the substance of the Universal Periodic Review (UPR) mechanism. Since the Project Fiche was approved, Turkmenistan was selected to report under this procedure in December 2008. Thus, an informational session on the UPR mechanism and reporting guidelines was already provided to the Turkmen authorities under the current joint UNDP/OHCHR project, "Building of reporting capacities in Turkmenistan." To avoid duplication, three meetings over the course of this project will be provided under this activity that will focus on how the Turkmen Government has to follow up effectively on this new reporting mechanism.

Indicators:

Three meetings with the relevant Turkmen authorities conducted by OHCHR representative;  
Reference materials translated in Turkmen and Russian.

Description of Activities linked to Result Two:

**Activity 2.1 Promote the establishment of the National Coordination Body (NCB), if not established. If established, strengthen the professional capacity of the NCB to cooperate with the treaty bodies.** Since the EC members approved the project fiche, a NCB was established in Turkmenistan with the purpose to engage in the treaty body reports and to monitor the implementation of the human rights commitments of Turkmenistan. A group of focal points (working group) was appointed for treaty body reporting in line ministries and relevant institutions that work under the guidance of the NCB members. Periodic meetings will be conducted with the NCB members, among others on preparation of the UPR report, the overdue reports on ICCPR and CAT, ratifying new conventions, to develop the human rights national action plan and to raise awareness on various human rights issues. These systematic meetings in the form of consultations will lead to greater understanding of their role in monitoring human rights issues as per each member's sector of activity as well as increase in their learning curve and a forum where a large number of human rights issues can be discussed in a comfortable space.

Indicators: Members of the NCB participate in regular meetings.

**Activity 2.2. Focal points for treaty body reporting in line ministries and relevant institutions assigned and understand their functions.** This activity envisages development of terms of reference for the focal points for treaty body reporting in line ministries and relevant institutions. This activity will allow for development of TORs that aim to formalize the focal points' work on treaty body reporting within their official duties, will allow them to gain access to relevant information for the purpose of reports' preparation, and participate in trainings, workshops, seminars on human rights issues under this action. Thus, it is envisaged that the focal points will be able to work more effectively by gaining new skills and information on reports' preparation and guidelines, and to be able meet the deadlines assigned by the IDHR and MFA, in charge with the finalization and submission of reports to the UN treaty bodies.

Indicators: TORs for focal points developed.

**Activity 2.3 Series of events (seminars, workshops, round tables) to strengthen capacity to prepare national reports and follow up action plans (for example, skills development in analytical writing, data analysis).** The treaty body process of reporting will be supported by a series of activities aimed to professionalize the government officials in charge with the reports' preparation. Prior evidence of treaty body reports submitted by Turkmenistan (CERD, CEDAW, CRC) showed that these reports lacked analysis, including data analysis, concise writing of how facts are communicated in writing. The official meetings between these three treaty bodies and Turkmen government delegations indicate that officials would benefit from enhanced presentation skills that will lead to improved communication with the treaty bodies in the spirit of constructive dialogue. This activity envisages the development of a needs assessment and training plan developed by an international consultant with experience on these issues. These events will be conducted by resource persons with experience in issues such as analytical writing, data analysis, presentation skills and designing policy options (among others). The timing of these activities will be in line with other activities; for example seminar on analytical writing and data analysis will coincide with reports preparation (activity 1.2. above), while seminars on presentation skills will be conducted prior official meetings between Turkmen authorities and treaty bodies. As a result, this activity will enhance government capacity to design and implement the earlier announced reform agenda that

includes implementation of international human rights standards in the legislation and practice of Turkmenistan. Better coordination for the preparation of treaty body reports by Turkmen officials is established and consolidated. Upgrading of skills of Turkmen officials and experts in terms of data analysis, design of policy options, analytical writing, communication and coordination of actions will result in improved quality of national reports to the treaty bodies as well as to prompt changes and improvements of national policies that have direct impact on protecting and implementing human rights for people in Turkmenistan.

Indicators:

Needs assessment, training plan and training materials developed by an international consultant.

Seminars, workshops, roundtables on analytical writing, data analysis, concise writing, and communications skills conducted.

A Human Rights National Action Plan developed and mechanism for its monitoring established.

**Activity 2.4 Provide substantive consultations to the focal points on various aspects on report preparation.** Substantive, on-going consultations on various aspects of reports' preparation will be provided by the project manager/Chief Technical Advisor on an on-going basis. Besides enhancing inter-ministerial coordination, these consultations will expose the focal points to international expertise and build their capacities and confidence with the treaty body processes. These consultations are also necessary considering that treaty body guidelines for report preparation are sometimes changing and new general comments are likely to be issued, so consultations would be crucial to keep focal points informed on all the changes and the new requirements. These consultations will also offer opportunities to disseminate information and to train the focal points on internet research on treaty body issues and enhance their abilities to locate information. As a result of these consultations, human rights data and indicators will be collected. By analyzing the data, the focal points will be able to identify the implications for policy design, monitoring and evaluation on progress made on implementation on various human rights as well as challenges that remain to be solved.

Indicators:

Focal points actively contribute to the preparation of the overdue and periodic reports

Draft reports prepared

**Activity 2.5. Capacity of the Institute of Democracy and Human Rights strengthened to promote wider human rights awareness to the government institutions and to the public by exposure to international practice and advice.** This activity aims at building the capacity of the IDHR on how to apply and monitor the implementation of human rights standards. Selected members of the IDHR will participate in a training exchange at an EU country's human rights institute in the early stages of the project. Two or three trainings abroad in EU and non-EU countries shall be organized in the course of project implementation. In order to make the trainings abroad relevant to the experience of the Turkmen participants, it will be most appropriate to visit countries in transition from the former Soviet Union and Eastern Europe. Thus, the trainings abroad will be in one or two of the new EU members states and a non-EU state that can provide exposure to applying, and monitoring international human rights standards and has had some successes but also challenges in doing so. The precise location will be decided during the inception phase. Each of these trainings abroad shall be for a period of about one week and shall be accompanied by a translator, and a project representative, whose role will be to assist in negotiation with the host institutions, planning,

enhancing the learning process and help to make adjustments in the programme as required as well as follow-up. The knowledge and experience gained during trainings abroad shall be further used in daily work. All trainings abroad shall require participants to write a report on the training abroad, including recommendations on how to integrate good working methods learnt during the trip into the daily work of the IDHR. Additionally, participants shall hold a meeting or a roundtable for IDHR staff and other relevant stakeholders on their return to share ideas, documents, and potential new initiatives. After these training abroad are completed, an international expert will review and advise on possible directions of expansion of the role and mandate of the IDHR. This activity will lead to strengthening of the Turkmen IDHR as an organization as well as enable it to implement more educational and public awareness human rights activities in the country. Overall, these activities will result in increased awareness/sharing/replication of models and practices at the national level, as well as continuously increase the professionalism of the IDHR's staff to ensure more effective application and implementation of human rights standards in their work and acquire a more strategic view of their role in protecting and promoting human rights.

Indicators:

Training exchanges for selected members of the IDHR to a human rights institution in EU and non-EU country(ies).

International advice on expansion of the role and mandate of the IDHR.

**Activity 2.6 Strengthen the Human Rights Resource Centre at the IDHR to better service government institutions for treaty body reporting needs and public.** Currently, the IDHR has a small resource center equipped with two desk tops (from 1996), has no internet connection and has small library made up of around 50 books, mostly in English from previous ad hoc donations from international organizations; since the books are almost all in English are therefore difficult to read or to use. At this stage, the state budget does not foresee the allocation of funds for new equipment for the center and the IDHR cannot afford to provide for these. However, the IDHR will provide an additional room to expand the Human Rights Resource Centre. This activity aims to provide the necessary equipment and resources so that the Human Rights Resource Centre can adequately fulfil its role of an information hub on human rights issues and accommodate the easy access for information of the government institutions, other relevant institutions, and the public at large. Thus, this activity aims to set up an electronic database of resources on official human rights documents, technical materials and public awareness information materials in Turkmen and Russian. In addition, procurement of equipment is envisaged, as the premises of the current resource centre will be expanded. The expanded Resource Centre will then have a room with research stations that needs to be equipped with computers, network server, internet access and appropriate furniture. Another room of the resource centre will serve as a library that will house human rights books and journals, newspapers, articles and thus appropriate furniture will be provided for the library. In addition, the resource centre will need to be able to duplicate informational materials and therefore photocopiers, binding machines and shredders will be provided. TV-set(s), LCD, projector, DVD player and CD/DVD burner will be provided among others for facilitating conducting informational activities for the public. A detailed procurement plan will be developed during the action's inception phase. This activity aims to enhance the technical capacity of the IDHR to service both government institutions as well as the public. The following categories will benefit from the facilities of the Human Rights Resource Centre: a) University students: Currently, International Relations' and Law students from the Turkmen State University and Turkmen-Turkish University that are doing internships at the IDHR gained already access to the facilities. A formal agreement will be developed between the IDHR and the deans of these two universities to organize groups of interested students to

come to use the Resource Center for research, according to a weekly schedule; b) State institutions: the IDHR shares the premises with the Supreme Court, the City Court, and the Arbitrage Court as well as the Ministry of Adalat (Justice), State Customs, and the Institute of State and Law whose employees will use the Resource Center on a daily basis. Moreover, MFA and Mejlis will also take advantage of it; c) The National Coordination Body and in line ministries' focal points: members of the NCB and its in line ministries' focal points will be using the center for preparation of reports to the UN treaty bodies ; d) NGOs: representatives of the local NGOs will use the center; e) Public: the IDHR has the Department on Individual Complaints; people who come here also need information on current legislation and other issues and these people will be using the Center too. In addition, anybody interested in the materials and resources on various human rights issues will have access to use the facilities of the Resource Center. This Centre will host a data base made up of the translated materials under Activity 1.1.; in addition, the Turkmen IDHR staff will be trained how to use it and how to update it. Together with the database, availability of human rights materials in Russian and Turkmen will ensure that the IDHR becomes a one stop information hub on all issues of human rights for all purposes: treaty body reporting, information for public, research by students and academics, etc. Selection of materials, books and journals will be done in consultation with OHCHR.

Indicators:

Shared database between the IDHR, Ministry of Foreign Affairs, and the Ministry of Justice on human rights resources developed in Turkmen and Russian and used for reporting and information purposes;

Official human rights reference materials received and e- catalogue developed for easy access;

Textbooks on human rights purchased;

Office equipment for the Human Rights Resource Centre purchased.

Description of Activities linked to Result Three:

**Activity 3.1 Conduct a series of trainings for law enforcement agencies on human rights issues.** Under this activity, at least three series of trainings will be conducted by international experts, in the provinces and Ashgabat, to groups of representatives of law enforcement agencies-judges, prosecutors, police, and correction facilities' administration to raise awareness on human rights principles in law enforcement good practice. The topics of these trainings will be determined in due time to complement and avoid duplication of similar trainings conducted by other donors. This activity will lead to enhanced commitments and agreement of government institutions and local authorities, leading to further work and potential dialogue in the areas of rule of law (subject to political will and favourable political climate).

Indicators: At least three series of trainings for representatives of the law enforcement agencies conducted.

Description of Activities linked to Result four:

**Activity 4.1. Public awareness strategy on human rights developed and implementation started (led by IDHR).** Under this activity a task force made up of the main stakeholders will be established with the purpose to develop a public awareness strategy on human rights for the context of Turkmenistan. A strategic planning workshop will be held with the participation of the international public relations and human right education specialist and the other members of the task force. The strategy paper that will include concrete topics, themes and dissemination channels of educational and promotional materials will be drafted by the



international public relations and human rights education specialist and will be discussed with the Turkmen authorities. On the basis of this public awareness strategy, public awareness materials (e.g. publications, leaflets, etc) will be developed and events will be conducted. Conducting a public awareness strategy for the Turkmen public will address the acute need for making such information available to the public for knowing their rights. In addition, preparing a public relations strategy will help the IDHR and its staff to achieve a greater impact and foster productive partnerships with a range of national stakeholders.

Indicators:

Task force consisting of main stakeholders for developing of public awareness strategy established;

Strategic planning workshop with participation/leadership of the international PR and human rights education specialist held;

Strategy paper drafted and discussed;

Public awareness events conducted.

**Activity 4.2. Develop capacity for media representatives to cover human rights issues (using treaty body reporting process).** This activity aims to conduct a series of trainings for the journalists and provide them with reference materials for acquiring knowledge on human rights issues. A training plan for journalists to enhance knowledge and capacity to report on human rights issues will be developed and agreed upon with the government. Journalists will be trained on specific human rights issues by the project's experts, among others international and national human rights protection systems and treaty bodies, and thus enabled to understand the value and principles of human rights instruments. At the beginning of the action, treaty body reporting and its follow up will be used as a basis for information for the general public, via press articles, TV /radio coverage.

Indicators:

Series of trainings for journalists conducted;

Reference materials provided.

**Activity 4.3. Information materials such as booklets, leaflets for different target groups developed and disseminated.** This activity aims to develop materials such brochures, newsletters, newspaper articles, leaflets, booklets containing human rights information as well as information on how the Turkmen Constitution incorporates certain international human rights standards and disseminate them to the public. Specific information materials, such as leaflets and brochures, for three different target groups-women, disabled, and pensioners- who are in a more vulnerable economic and social position will be prepared and distributed. Such materials will be disseminated together with the IDHR to both residents of Ashgabat and from the velayats. International days related to these groups (e.g. international women's day, international day of the people with disabilities, of the elderly etc.) will be used as special dissemination days of these materials. Parts of the Turkmen Constitution that comply with international human rights standards will be compiled and explained in direct language and distributed to different groups of people to enhance awareness of the Turkmen state's guarantees of their rights.

Indicators:

At least three thematic areas of human rights covered for three different target groups.

Parts of the Turkmen Constitution disseminated

**Activity 4.4. Ad hoc lectures for students and faculty of the Turkmen State University.** This activity will start with conducting meetings with the Ministry of Education to agree on lecture plans. Two ad hoc lectures per year will be conducted for the students and faculty of the Law Department of the Turkmen State University. In the first year the lectures will be on: first, on the human rights in the UN system given that 2008 observes the 60<sup>th</sup> anniversary of the Universal Declaration on Human Rights, and second on Turkmenistan's commitments in the area of human rights. The subsequent topics of the lectures will be determined to complement similar actions conducted by other donors and in agreement with the Ministry of Education and the rector of the Turkmen State University. These lectures will improve the level of knowledge of students and faculty on various human rights issues, given that such courses are not yet part of their Law Department curricula. These ad hoc lectures will be developed by the project's experts and is a step to insert human rights issues awareness in the high education study curriculum.

Indicators: At least two ad hoc lectures/ per year delivered.

**Activity 4.5. Contribute to the development of the social sciences curriculum in secondary education.** This activity will start by conducting meetings with the Ministry of Education on assistance to the development of social sciences curriculum in secondary education. In particular, discussions carried out by UNDP Turkmenistan and OHCHR will focus on introducing elements of human rights into the school curricula. A roundtable conducted by an international expert with experience on introducing elements of human rights into secondary education will offer international examples and international advice on this topic. The mission report will be shared with government authorities, including the Ministry of Education. This activity contributes to actively integrate human rights elements in the learning process of pupils to improve their knowledge on what human rights are and familiarize themselves with its principles and mechanisms.

Indicators: A roundtable with an international expert conducted.

**Activity 4.6. Undertake assessment on possibility to open resource and outreach centres on human rights in the velayats (provinces).** A team composed of national and both key experts will undertake a feasibility study for opening resource and outreach centres in the five velayats. This will be followed by a discussion of the study's results conducted by UNDP and OHCHR with the Turkmen authorities.

Indicators:

Assessment report prepared by a team of national and international consultants;  
Recommendations (draft strategy paper) for further action presented to relevant stakeholders.

Activities pending the Turkmen's government future approval:

**Activity 4.7 Opening of resource and outreach centres, subject to government approval.** The first step of this activity entails identification of premises and opening of 5 outreach centres in all five velayats (provinces). Then a procurement plan will be developed detailing the equipment, furniture and reference materials (books, journals, etc.) necessary to endow these centres. This will be followed by hiring of staff for these centres. Next, capacity building of the 5 centres via the project to conduct public awareness and outreach work will be carried out. This will entail trainings on the use of equipment, development of work plans, public relations on human rights issues and information and outreach on human rights.

Indicators:

Premises for centres identified  
Equipment and furniture procured  
Staff hired  
Managers of the centres trained;  
Work plans for centres developed

## **1.8. Methodology (max 4 pages)**

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### *1.8.1. Methods of implementation and reasons for the proposed methodology*

#### *Rationale for the project substance:*

Following the demise of the President in December 2006, the political landscape of Turkmenistan has provided the UN with opportunities for furthering the dialogue in the field of human rights, as demonstrated by the invitation for the High Commissioner to visit Turkmenistan in May 2007 and the invitation extended by the Government of Turkmenistan to the Special Rapporteur on Religious Freedom or Belief to be undertaken in 2008. Turkmenistan's government has had difficulties in meeting the international commitments it has made on human rights. The overdue reporting on the core human rights instruments was a result of unsystematic monitoring of the implementation of the international human rights conventions and covenants for the benefit of the Turkmen population. In addition, Turkmenistan had limited international exposure on complying with the reporting requirements to the treaty bodies. To address these issues, this proposal uses a multi-phase, step-by-step approach that would first focus on development of institutional, technical and human capacity of the government institutions that is in line with their current interests. These include accelerating reporting on the overdue reports to the treaty bodies and the consideration of the Concluding Observations received so far from the Convention on the Elimination of all Forms of Racial Discrimination (CERD), from the Convention on Elimination on all forms of Discrimination Against Women (CEDAW), and the Convention on the Rights of the Child (CRC). In addition, the government is interested to submit upcoming periodic reports on schedule to the treaty bodies.<sup>14</sup> In parallel with addressing the government's needs and interests to comply with human rights reporting, this project offers the unique opportunity to conduct awareness raising and sensitization of the government officials to their roles and implications of being duty bearers towards the people. Thus, the engagement with international human rights treaty bodies that this project proposes serves a double purpose and has the potential to bring fruitful results in terms of improving the human rights of the Turkmen people in both shorter and longer run. With regard to rights holders, limited access to information means that they are largely unaware of basic human rights, including their constitutional rights. For the first time, a project will address this knowledge gap by providing information on human rights and standards to the public in general, as well as to students in secondary and higher education.

#### *EC involvement:*

The EC has showed interest to co-finance a large-scale project on human rights in Turkmenistan; several meetings and negotiations have been conducted between UNDP Turkmenistan senior management and EC high level delegations in April and June 2007 to this end. The high level visit of the OHCHR High Commissioner in May 2007 has been

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<sup>14</sup> One periodic report is due in 2009, and two are due in 2010.

instrumental in facilitating a long-term cooperation in the area of human rights by urging the President of Turkmenistan to engage in long-term cooperation through this EC funded project.

*Methods of implementation:*

As previously agreed with the Government of Turkmenistan, the project will be implemented in close partnership with EC, UNDP, OHCHR, Ministry of Foreign Affairs and the Institute of Democracy and Human Rights. The implementation of the project will be closely coordinated with the representatives of the European Union present in Turkmenistan and other donors such as OSCE, USAID and other UN agencies to avoid any duplication and build on synergies of activities implemented in Turkmenistan. The action will be implemented by UNDP Turkmenistan in partnership with OHCHR; this partnership will be formalized through a bilateral Memorandum of Understanding.

The reason for choosing UNDP as the leading partner in implementing this action is that it has a sound record of conducting advocacy and dialogue in the area of human rights with the MFA, NIDHR, and other relevant ministries and agencies. UNDP Turkmenistan will take the lead in providing institutional and capacity building activities in the area of human rights that aims to render the action sustainable. UNDP will provide procurement services, recruitment of personnel and be responsible for the administrative and the financial operations under this action. Furthermore, UNDP has a full fledged country office with adequate technical and administrative capacity for implementing this project.

OHCHR will provide in kind experts for two activities: Activity 1.6, meetings to raise issues of ratification of optional protocols and new conventions and Activity 1.9, conducting meetings on the Universal Periodic Review follow up. OHCHR will provide primary consultative input on issues related to treaty body reporting, translation of materials, implications of ratifying the Optional Protocols on CEDAW and CAT, on special procedures, and for trainings for law enforcement. OHCHR will provide advice to the development of a public awareness strategy on human rights, development of human rights informational materials, as well as to the assessment to establish the resource and outreach centres on human rights. OHCHR will not provide any consultative involvement to issues outside its mandate or strategic approach, as spelled out in the Memorandum of Understanding.

Implementation of the project will be carried out according to the rules and regulations of the FAFA.

*1.8.2. Where the action is the prolongation of a previous action or project, how the action is intended to build on the results of this previous action*

This action is a prolongation of the one-year UNDP/OHCHR project, "Building of reporting capacities of Turkmenistan." This is the first project of the EC in the area of human rights in Turkmenistan. So far, lessons learned can be drawn from the completed activities of the current OHCHR/UNDP that is still unfolding. In the first instance, building trust with the government whereby a sensitive issue is tackled is crucial, if the project is to succeed. For example, the acceptance of the first project on human rights took the UN two years of advocacy. In spring 2007, the President of Turkmenistan requested the UN to be the country's leading international partner in the area of human rights. Secondly, awareness-raising activities already completed (introductory workshops and roundtable on human rights instruments, the value of reporting, the treaty body system) showed that government officials are keen to receive information on human rights and to understand the processes necessary to comply with international commitments both internationally and at home. This project is therefore an opportunity to further build this capacity both institutionally and technically. Thirdly, government officials need information that is both in Turkmen and Russian. This

project will address this issue for the first time by establishing a data base on all aspects of human rights in Turkmen. Fourthly, the level of preparedness of target groups to assimilate human rights literature varies, and the language of conventions or covenants does not always allow for complete understanding for those that do not have a legal background. Thus, human rights materials need to be adapted to the particular needs of the target groups and disseminated in appropriate ways for them. This means the creation of public information materials tailored to different target groups, development and implementation of a public awareness strategy, and training for journalists on technical language and skills to report on human rights. Public events would allow using a variety of means for acquiring human rights information, including activities where people can interact. Taking advantage of the move to change school and university curricula, there is now an opportunity to introduce human rights education in teaching institutions. Finally, it should be noted that, until 2007, the previous government officials were not able to benefit from international exposure. This has been changed recently, and now the new government are able to benefit from international exposure and expertise for the very first time.

*1.8.3 Where the action is part of a larger programme, explain how it fits or is coordinated with this programme or any other eventual planned project. Please specify the potential synergies with other initiatives, in particular from the EC;*

The donor community actively involved in the area of human rights in Turkmenistan is small. The most active are the United Nations, the Organisation for Security and Cooperation in Europe (OSCE), the US Embassy and the UK Embassy.

The United Nations in Turkmenistan is in a unique position to advocate and conduct a constructive dialogue in the area of human rights, and it has been approached by the government of Turkmenistan to continue to provide support in this area. The current alliance between OHCHR and UNDP, through a joint project on treaty body reporting has been received as a crucial intervention that has the potential to grow by means of expanding it through this current project proposal.

The activities of the OSCE Centre in Ashgabat have been centred around awareness raising of law enforcement personnel, through conducting a series of trainings for judges and prosecutors geared towards implementation of international standards in national legislation; in the future, it aims to establish a Judicial Centre that would provide trainings on various aspects of human rights, and plans to provide a training abroad for Parliamentarians to observe legislative processes in an OSCE country. The OSCE Centre in Ashgabat houses a legal consultation centre that receives individual complaints on human rights violations.

The US Embassy in Turkmenistan has been actively advocating in two areas of human rights, one being freedom of movement, and the second being the freedom of religion. The US Embassy is also focusing on promotion of the rule of law and would consider bringing a Fulbright fellow to teach courses on legal matters to the university level, conducting training abroad on the rule of law, and conduct a conference to discuss rule of law in Turkmenistan.

The UK Embassy in Turkmenistan provided summer camps on human rights issues for children and youth, jointly with the American Bar Association. The UK Embassy is currently supporting the private institute "Hemayat," working under the Youth Union of Turkmenistan, to open a Public Legal Library in Ashgabat, which will be a legal resource centre on all aspects of national and international law, with most of the literature being in Russian and some in Turkmen.

As seen from the above description of donor activities in the area of human rights, the directions of the current action will complement the activities of other donors to avoid duplication, in line with the Paris Declaration. The project will seek for the appropriate interventions/joint work with the OSCE office in Ashgabat.

#### *1.8.4 The procedures for follow up and internal/external evaluation*

A Steering Committee shall be set up to oversee and validate the overall direction and make decisions in case new policies made by the government affect the implementation of the project (or other responsibilities to be specified). The project Steering Committee shall meet twice a year, with flexibility to meet more often if problems that affect the project implementation might arise. It shall be responsible for verifying the proposed programme estimates and decide on issues raised by the Project Board.

The project Steering Committee shall be made up of:

- A representative of the Project Partners/beneficiary institutions
- A representative of UNDP
- A representative of OHCHR
- A representative for each relevant stakeholder
- A representative of the National Coordinating Unit,
- A representative of the European Commission

The composition of the Project Steering Committee shall be subject to consensus decision between the Government of Turkmenistan, UNDP, OHCHR and the EC.

According to UNDP project management rules, a Project Board<sup>15</sup> will be established and it will be responsible for making management decisions on a consensus basis for the project, when guidance is required by the Chief Technical Advisor (CTA). The members of the Project Board will be appointed by the project partners once the project is underway. Preliminarily, the Project Board is envisaged to have the following members: UNDP Deputy Representative, Director of the IDHR, OHCHR representative, and an EC delegate. The Project Board also will approve the quarterly work plans and reports, main deliverables as well as it will follow up on the quality of the deliverables by the project. Project assurance reviews by this group will be made at designated decision points during the running of the project, or as necessary when raised by the CTA. Final decision making on project activities and accountability rests with UNDP in accordance with its applicable regulations, rules, policies and procedures and the provisions of the EC-UNDP contribution agreement.

The Project Board and the CTA will be responsible for developing of monitoring indicators to assess the progress made as well as monitor and manage risks that might arise within the project timeline.

After the first year of the action, a midterm assessment workshop with the involvement of main stakeholders will be organized, to assess the progress towards the goals of the project. Based on this assessment, the decisions for further continuation of activities will be made. At the end of the project, an independent evaluation will be carried out to assess the results of the project as well as to provide recommendations to EC, UNDP, OHCHR and the Government of Turkmenistan on further strategies and policy options in the area of human rights.

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<sup>15</sup> The Project Board is different from the Steering Committee.

Visibility activities of this action will be done in accordance with the "Joint Visibility Guidelines for EC-UN Actions in the Field."

*1.8.5. The role and participation in the action of the various actors and stakeholders (local partner, target groups, local authorities, etc.), and the reasons for which these roles have been assigned to them;*

The main stakeholders of this project are the Ministry of Foreign Affairs (MFA), the Institute of Democracy and Human Rights (IDHR) and its specialized units, the Ministry of Justice (MoJ), the Medjlis (Parliament), Ministry of Education, the State and Law institute, the Interdepartmental Commission on ensuring Turkmenistan's compliance with international obligations in the field of human rights and its working group, the Ministry of Interior, the Ministry of National Security, the Prosecutor's Office, the Supreme Court, the police, the line ministries, as well as relevant UN agencies and more broadly the rights holders - the people of Turkmenistan.

The Institute of Democracy and Human Rights will be Implementing Partner for the action. The Institute will be closely involved in the implementation of the project activities, however, taking into account that current capacity of the Institute to implement a project of such scale is limited, the UNDP Turkmenistan Country Office will be finally responsible and accountable for managing the project, including the monitoring and evaluation of project interventions, achieving project outputs, and for the effective use of EC/UNDP resources.

*1.8.6 The organisational structure and team proposed for implementation of the action (by function: there is no need to include the names of individuals);*

To support the implementation of the project, a Project Implementation Unit will be set up. The project Implementation Unit will initially consist of two key experts, namely a Chief Technical Advisor (CTA)-Team Leader, see detailed description of profile and a Human Rights specialist, see detailed description of profile. Other international human resources requirements will be decided during the inception phase. The unit will also include a Project Associate, an Outreach Assistant., an administrative/finance assistant, and a driver.

The Chief Technical Advisor will be responsible to guide the project staff for all the technical aspects of the project and the national counterparts, as well as decision-making under the project. The CTA will be responsible for reporting and development and implementation of a visibility plan under the project according to the EC-UNDP Contribution Agreement and the "Joint Visibility Guidelines for EC-UN Actions in the Field." The international staff of the project will work under the direct supervision of the UN Resident Coordinator of Turkmenistan and the guidance of OHCHR.

Full-time resident positions (key-experts)

Key expert 1: the Chief Technical Advisor (CTA) will provide specialist technical advice and expertise to the IDHR and other government partners, manage, coordinate and monitor the implementation of this joint project and assess the progress towards the goals of the project. The main functions include: oversee the overall implementation of the human rights project activities; coordinate the provision of specialist expertise and technical advice to the IDHR and related stakeholders; build long-term continuous and productive dialogue with a wide range of government institutions on issues of human rights; coordinate with European

Commission, EU members in the field, the UN agencies and other donors on issues related to human rights.

The CTA will also coordinate the implementation of the project visibility plan in accordance with the UNDP-EU joint visibility guidelines. The CTA will also provide inputs and advise the Human Rights specialist, at all stages.

**Key Expert 2:** A Human Rights specialist will provide specialist advice and expertise in regards to Human rights reporting mechanisms to the Institute of Democracy and Human Rights (IDHR) and other government and non-government partners, supervise an implementation of Human Rights Reporting component, as well as will manage project inputs in areas of development of resource base and human rights outreach activities. Provision of specialist expertise to the project stakeholders in regards to Treaty Body Reporting. The Human Rights specialist will: manage the building of a resource base on human rights in the country; assist and provide specialist advice to the IDHRs managerial and research team in order to strengthen its capacity and ability to effectively comply with its duties and responsibilities; develop and build partnerships with relevant stakeholders; support the Chief Technical Advisor in the effective implementation of the project activities.

#### Non-key experts

The short-term experts will contribute expert advice on specific issues, (e.g. human rights instruments; institutional and capacity development in human rights monitoring; data analysis and policy design in human rights; human rights and law enforcement). Short-term experts under the Activities 1.6 and 1.9 will be provided in-kind by OHCHR. This action will engage international senior short-term specialists that will ensure that the Government of Turkmenistan will receive a wide-range of professional advice from experts that specialize and have in-depth proficiency and practice on the above mentioned issues. The number and exact profile of the short-term experts will be identified during the inception phase.

The Project Associate coordinates and provides overall support to all matters related to the day-to-day running of the project, under the supervision of the Chief Technical Advisor. The Project Associate will be responsible for collecting information, general day-to-day operations of the project office, including maintaining the project's files and assuring that necessary financial, procurement, disbursement, organizational and personnel matters are effectively addressed. The work of the Project Associate is linked to all action results.

A local Outreach Assistant will help to develop relationships with the local media, will monitor local media coverage of human rights issues, and provide support to adjust human rights content to the local needs. He/she will also assist to the work on project visibility. The Outreach Assistant will contribute to the development of the public awareness strategy and the assessment related to possibility of establishment of the outreach centers in the velayats. After the establishment of the velayat centers he/she will liaise between the project and local coordinators. His/her responsibilities are linked to Result 4.

#### Supporting staff:

Administrative/financial assistant

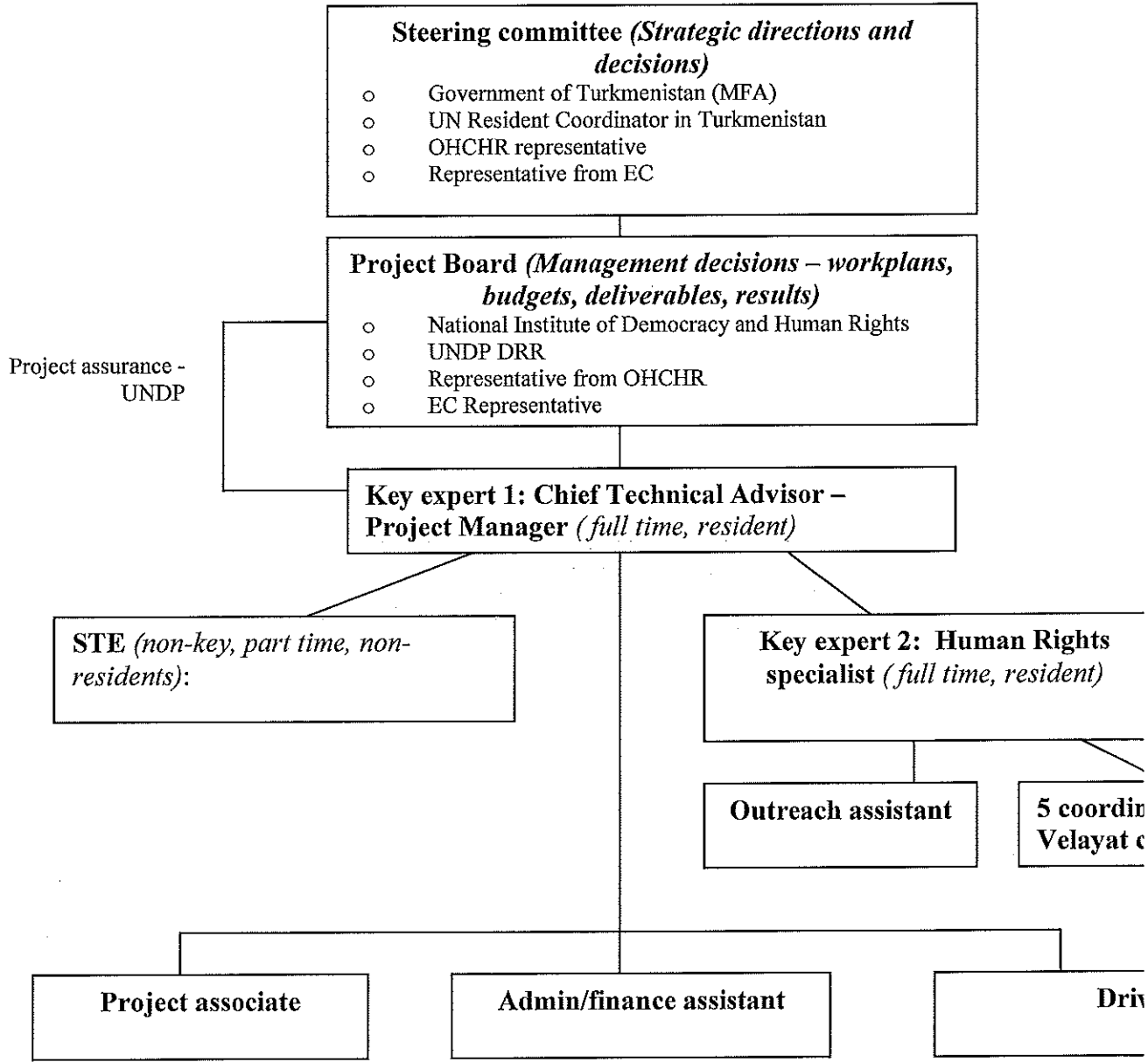
Driver

The international Public Relations and Human Rights Education specialist and the Outreach Assistant will work closely and seek advice from the Chief Technical Advisor.



The CTA and the Human Rights specialist assisted by the short-term consultants and the national project staff will ensure that the project produces the results specified in this description of operations, to the required standard of quality and within the specified constraints of time and cost.

The project organigramme looks as below<sup>16</sup>:



*1.8.7 The main means proposed for the implementation of the action (equipment, tools...) and for carrying out the proposed activities;*

The project office will be set up with adequate equipment and furniture for conducting the project activities. Since the project entails an extensive travel component for establishing the outreach centres and the public awareness and outreach campaign and events as well as activities of international experts and project staff, a project car will be purchased for project

<sup>16</sup> Organizational structure will be reviewed during the inception phase.

purposes. Since the car will be registered with a diplomatic number plate, it will ensure that safety measures for the project staff and the experts will be mainstreamed within the project.

Equipment for project:

4 office tables
1 meeting roundtable
2 file cabinets
1 cabinet for cloth
4 drawers with locks
4 armchairs
6 visitor chairs
4 computers (docking station)
4 monitors
4 UPS
1 laptop
1 copying machine
1 LCD projector
1 Shredder
1 scanner
1 projector screen
1 digital photo camera
3 printers
Stationery
2 A/Cs
1 Car

As described in the section 1.7. 3, procurement of equipment and furniture will be provided to the:

- Human Rights Resource Centre of the IDHR
- 5 velayat resource and outreach centres

Equipment for the Human Rights Resource Centre of the IDHR :

6 desktop computers (brand name)
6 UPS
1 LCD projector
1 USB FaxModem
2 Printers (1 colour, 1 black&white)
6 tables for computers
6 computer chairs
1 Xerox machine
1 Binding machines
1 Shredders
1 Laminator
1 DVD player
1 TV
6 Shelves, 5 bookcases, 1 roundtable
Network(file) Server equipment
1 projector screen

1 scanner, Automatic Document Feeder
Database software (MS Windows Server 2003 Enterprise Edition, MS Windows XP Professional Edition SP2, MS Windows Vista Ultimate Edition, MS Office 2007
Subscription expenses
Stationery

Equipment for each velayat human rights and resource centre:

4 desktop computers
4 UPS
1 laptop
1 colour printer
1 black and white printer
1 projector screen
1 LCD projector
4 computer desks
10 chairs
2 armchairs
1 copying machine
1 Binding machines
1 scanner
1 DVD player
1 TV
1 A/C
2 meeting tables
10 shelves
2 file cabinets
Stationery

*1.8.8 The involvement of implementing partners, their role and relationship to the applicant, if applicable, and the applicant's relationship with them;*

The staff of the Institute of Democracy and Human Rights will be directly involved in the implementation of the project activities as well as in administrative matters (recruitment, procurement) therefore the capacity of the Institute will be strengthened for future projects. The Office of High Commissioner of Human Rights (OHCHR) will be responsible for providing high level technical advice on human rights issues, especially in terms of negotiation with the government on applying and ratifying new human rights instruments. OHCHR will be fully involved in all stages of the recruitment process of international staff and will be consulted on other relevant administrative matters that impact on the substantive work of the project. UNDP and the OHCHR will formalize their partnership through a Memorandum of Understanding.

*1.8.9 The attitudes of all stakeholders towards the action in general and the activities in particular;*

The Government of Turkmenistan is interested in submitting the overdue reports to the ICESCR, ICCPR and CAT as well as report in time to the treaty bodies where periodic reports

need to be submitted. The Government of Turkmenistan also requested UNDP earlier this year support in the area of human rights, and this action is a result of this request.

EC is interested in providing large scale support to the government of Turkmenistan in the area of human rights, in line with the recent EU Strategy for Central Asia that mentions human rights as a main field that needs improvement.

UNDP is interested to continue to assist the Government of Turkmenistan in capacity and institutional building in the area of human rights; in addition, UNDP is interested to promote a human rights based approach to development in Turkmenistan.

OHCHR is interested to monitor the improvement and the challenges in the area of human rights as well as enhance the dialogue between the Government of Turkmenistan and the treaty bodies, improve the national mechanisms for human rights promotion and promote and protect the rights of people.

*1.8.10. Any anticipated synergies with, or possible constraints due to other current or planned projects or activities in the vicinity of the location of the action.*

A Donor Coordination Subgroup on Governance and Human Rights will be organized by the Office of the UN Resident Coordinator to harmonize activities and ensure synergies between interventions of different donors in related sectors.

#### **1.9. Duration and indicative action plan for implementing the action**

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The duration of the action will be **36 months**.

Year 1	Semester 1												Semester 2			
	Month 1	2	3	4	5	6	7	8	9	10	11	12	Implementing body			
Activity 17																
Preparatory phase	x	x	x													
Prepare inception report and agree on it with the government and EC	x	x	x											MFA, IDHR UNDP, OHCHR, EC		
Activity 1.1 Translation of official human rights instruments/declarations into Turkmen and of reference and briefing materials on human rights (manuals, best practices, reports, etc.) in Russian and Turkmen, and further distribution among government institutions and local self-governance bodies.			x	x	x	x	x	x	x	x	x	x		UNDP, OHCHR IDHR		
Activity 1.2 Conduct series of workshops and round tables for members of the National Coordination Body for purpose of coordination of the national reports' preparation.				x	x	x	x	x						UNDP, OHCHR IDHR, NCB		
Activity 1.4 Conduct a series of workshops on development of action plans for the implementation of recommendations contained in Concluding Observations released by CERD, CEDAW and CRC Committees.			x	x	x	x	x	x	x	x	x	x		UNDP, OHCHR IDHR, UN agencies		
Activity 1.6 Conduct meetings with relevant government authorities to introduce them to new human rights instruments CMW; CEDAW Optional Protocol; CAT Optional Protocol <sup>18</sup> New Conventions: CED and CPD and its Optional Protocol <sup>19</sup>									x	x	x			UNDP, OHCHR IDHR		
Activity 1.7 Carry out an analysis of legal ramifications of ratifying the OPCAT, CEDAW OP and 3 Conventions and present findings of the expert's report at the round table.										x		x		UNDP, OHCHR IDHR		
Activity 1.8 Conduct a round table on mandates and methods of work of the Special Procedures (focus on those that have requested an invitation to visit the country).			x	x	x									UNDP, OHCHR IDHR		

<sup>17</sup> The action plan will be revised during the inception phase.

<sup>18</sup> International Convention on the Protection of the Rights of all migrant workers and members of their families; Optional Protocol to the Convention on the elimination of all forms of discrimination against women; Optional Protocol to the Convention against torture and cruel, inhuman or degrading treatment or punishment.

<sup>19</sup> Convention for the Protection of all persons from enforced disappearances; Convention on the rights of persons with disabilities and its Optional Protocol.



Activity for Year 2 and 3	Semester 3	4	5	6	Implementing body
<p><u>Activity 1.1</u> Translation of official human rights instruments/declarations into Turkmen and of reference and briefing materials on human rights (manuals, best practices, reports, etc.) in Russian and Turkmen, and further distribution among government institutions and local self-governance bodies.</p>					UNDP, OHCHR
<p><u>Activity 1.2</u> Conduct series of workshops and round tables for members of the National Coordination Body for purpose of coordination of the national reports' preparation.</p>					UNDP, OHCHR, NCB, IDHR
<p>Activity 1.3 Training abroad of selected members of Coordination body to a session(s) of a treaty body in Geneva</p>					UNDP, OHCHR, Government officials
<p>Activity 1.4 Conduct a series of workshops on development of action plans for the implementation of recommendations contained in Concluding Observations released by CERD, CEDAW and CRC Committees</p>					UNDP, OHCHR, Government
<p>Activity 1.5 Organize a Regional Conference in Ashgabat on sharing experience on lessons learned and good practices on follow up to Concluding Observations.</p>					UNDP, OHCHR, IDHR
<p>Activity 1.6 Conduct meetings with relevant government authorities to introduce them to new human rights instruments <u>CMW</u>; <u>CEDAW Optional Protocol</u>; <u>CAT</u> <u>Optional Protocol and New Conventions</u>; <u>CED and CPD</u> and its <u>Optional Protocol</u></p>					UNDP, OHCHR, IDHR
<p>Activity 1.7 Carry out an analysis of legal ramifications of ratifying the <u>OPCAT</u>, <u>CEDAW OP</u> and <u>3 Conventions</u> and present findings of the expert's report at the round table.</p>					UNDP, OHCHR, IDHR

Activity 1.9. Provide information to Turkmen authorities on the Universal Periodic Review mechanism.				UNDP OHCHR Government
Activity 2.1 Promote the establishment of the National Coordination Body, if not established. If established, strengthen the professional capacity of the NCB to cooperate with the treaty bodies.				UNDP, OHCHR
Activity 2.3 Series of events (seminars, workshops, round tables) to strengthen capacity to prepare national reports and follow up action plans (for example, skills development in analytical writing, data analysis).				UNDP IDHR
Activity 2.4 Provide substantive consultations to the focal points on various aspects on report preparation.				UNDP, OHCHR
Activity 2.5 Capacity of the National Institute of Democracy and Human Rights strengthened to promote wider human rights awareness to the government institutions and to the public by exposure to international practice and advice.				UNDP OHCHR IDHR
Activity 2.6 Strengthen the Human Rights Resource Centre at the IDHR to better service government institutions for treaty body reporting needs and public.				UNDP, OHCHR, IDHR
Activity 3.1 Conduct a series of trainings for law enforcement agencies on human rights issues				UNDP, OHCHR Government agencies of Turkmenistan
Activity 4.1 Public awareness strategy on human rights developed and implementation started (led by NIDHR).				UNDP OHCHR IDHR
Activity 4.2 Develop capacity for media representatives to cover human rights issues (using treaty body reporting process).				UNDP IDHR
Activity 4.3 Information materials such as booklets, leaflets for different target groups developed and disseminated				UNDP OHCHR IDHR



Activity 4.4. Ad hoc lectures for students and faculty of the Turkmen State University.					UNDP OHCHR Min of Education
Activity 4.5 Contribute to the development of the social sciences curriculum in secondary education.					UNDP OHCHR Min of Education
Activity 4.6. Undertake assessment on possibility to open resource and outreach centres on human rights in the velayats (provinces).					UNDP OHCHR IDHR
Activity 4.7. Opening of resource and outreach centres, subject to government approval.					UNDP OHCHR IDHR

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## 1.10. Sustainability (max 3 pages)

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*1.10.1 Provide a detailed risk analysis and eventual contingency plans. This should include at minimum a list of risks associated for each action proposed accompanied by relevant mitigation measures. A good risk analysis would include a range of risk types including physical, environmental, political, economic and social risks.*

The main risks associated to the implementation of this action can be clustered as follows:

### **Risk 1: Lack of political interest on the side of authorities**

Given the sensitivities of human rights issues, and implications resulting from this cooperation, such as the need to systematically monitor the implementation of the whole range of human rights, to integrate human rights issues into curriculum of higher education establishments, the need to openly engage with special procedures, access to law enforcement agencies etc., the government may refrain from actively cooperating with donors at some point of the project implementation. In the course of this action, fluctuating political may also potentially impact the public outreach component of the project, leading to limited coverage of human rights issues in the local media and limited activities at the universities. However, it is envisaged that continuous exposure to UN advocacy on human rights and active engagement of high level Turkmen officials to regional and international human rights events would sensitize them to their roles as duty bearers.

### **Risk 2: Lack of reliable statistical data**

Lack of reliable information and the government's resistance to provide it may result in inability to carefully plan and implement project activities. In particular, this may impact preparation of quality reports to the treaty body, whereas a realistic picture of the progress made to implement the core human right conventions Turkmenistan acceded to and challenges remaining in these areas will be inadequate. Access to information is one of the important prerequisites for this action's implementation. However, a new presidential directive that forbids the reporting of false data was issued, and this threat might be lowered in time, provided that this directive would be implemented. Furthermore, coordination with other donors in raising the issue of access to reliable statistical data will be pursued as a mitigation measure.

*1.10.2 Describe the main preconditions and assumptions during and after the implementation phase.*

The successful implementation of this action is based on the following main assumptions:

### **Assumption 1: Government of Turkmenistan remains committed to continuing the recently initiated dialogue with the international community in the field of human rights.**

Successful endorsement and further implementation of the project will depend on the Government's willingness to remain committed to the newly announced policy reforms as well to be engaged with the international community in continuing the dialogue on recently reached agreements, including those reached during the visit of the UN High Commissioner for Human Rights in May 2007. The President and Minister of Foreign Affairs agreed with the High Commissioner and the UN Office in Turkmenistan on developing a joint project in the field of human rights on the basis of previous and ongoing cooperation. This political situation is

conducive to successful implementation of this project, which received support at the highest levels of the government.

**Assumption 2: Relevant national authorities are given a certain degree of authority to make decisions on project related issues independently**

UN and other international organizations working in the country have regularly encountered different problems in maintaining direct communication with government counterparts. The Ministry of Foreign Affairs has been, and still remains, the only coordination agency through which all communication to government institutions should be channelled. One of the prerequisites for the project to be successfully implemented is to assign certain level of authority to the project counterparts to work independently and directly with the donors.

**Assumption 3: Government of Turkmenistan realizes the benefit of cooperating within the framework of this project**

Cooperation within the framework of this project is beneficial to the government in a number of ways. It allows strengthening the government's capacity to deal with treaty body reporting and empowers its relevant institutions to timely and effectively meet the reporting requirements. Therefore, the government should practically be very interested in initiating and implementing this project.

**Assumption 4: Government of Turkmenistan facilitates the work of the UN on communication and educational activities with the public.**

Given that direct and unlimited access to the rights holders is currently impossible, it is expected that the government will be interested to facilitate work that have a public outreach dimension.

**1.10.3 Explain how sustainability will be secured after completion of the action. This may include aspects of necessary follow-up activities, built-in strategies, ownership etc., if any.**

This action marks the beginning of changing the human rights regime in Turkmenistan for the ultimate benefit of the rights holders. The focus on developing institutions, structures and capacity for national partners in the area of human rights will lead to self-sufficiency for compliance with their commitments and monitoring of human rights, development of adequate policies for improving the state of human rights of the Turkmen citizens. The skills developed under this action will be useful not only for this particular project, but also for further advancement of overall government capacity to design and implement the announced reform agenda. As a result of the systematic consultations, human rights data and indicators will be collected. By analyzing the data, the government will be able to identify the implications for policy design, monitoring and evaluation on progress made on various human rights as well as challenges that remain to be solved. The general institutional development support and exposure to international experiences and good practices can lead to the development of an independent human rights institution of an ombudsperson type in the longer run.

This action will make a first step towards benefiting the population more broadly, as the capacity of officials is built and can flow to changes in national legislation and policies that reflect international human rights standards. The treaty body component of this action will serve to engage the government in systematic monitoring of the economic, social, cultural, civil and political rights of all people in the country. This will also allow the authorities to improve their compliance with international standards and therefore lead to improved conditions for the population.

Furthermore, opening of the five velayat information and outreach centres will build partnerships and give support for local authorities to continue these activities, possibly through exploring partnerships with NGOs after this action is phased out. Further actions can

be developed as a result of successful implementation of this action as this will demonstrate government's commitment. For example, a next stage could focus on introducing human rights elements to other educational institutions such as the Police Academy, the military schools to create awareness that would lead to better implementation of the rule of law in the country.

### **1.11. Logical framework**

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Please fill in Annex C<sup>20</sup> to the Guidelines for applicants.

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<sup>20</sup> Explanations can be found at the following address:  
[http://ec.europa.eu/europeaid/reports/index\\_en.pdf](http://ec.europa.eu/europeaid/reports/index_en.pdf)

Logical framework

Strengthening the National Capacity of Turkmenistan to Promote and Protect Human Rights

	Intervention logic	Objectively verifiable indicators* / benchmarks of achievement	Sources and means of verification	Assumptions and risks
<b>Overall objective</b>	Increasing the knowledge on international human rights standards and mechanisms and strengthening the national capacity of Turkmenistan to promote and protect human rights in accordance with these standards.	National legislation and policies reflects human rights standards in line with Concluding Observations from the treaty bodies. Institutional mechanisms for monitoring human rights situation in Turkmenistan established and operational.	National Human Rights Action Plan available.	
<b>Specific objectives</b>	Starting the process of consolidation of vertical, and mapping out the strategy for horizontal, <sup>21</sup> institutionalisation of human rights standards and mechanisms in Turkmenistan.	Increased understanding and engagement with international human rights mechanisms, including increased understanding of the importance of implementing the recommendations of U.N. treaty bodies and Special Procedures;  Established and operationalized an institutional system of reporting and follow up to treaty bodies;  Increased awareness of principles of proper administration of justice among relevant professional circles;  Increased access to information on human rights to people of Turkmenistan (rights bearers).	Reports on meetings with treaty bodies/other UN human rights mechanisms.  New instruments ratified.  Due reports submitted to the treaty bodies.  Number of law enforcement representatives trained.  Informational materials on human rights both in Ashgabat and velayats available.	Advocacy actions are successful in bolstering support for institutionalising international human rights standards and mechanisms among the relevant authorities (President's Office, Ministry of Foreign Affairs, Ministry of Justice, Mejlis) and facilitating provision of information to the public.

<sup>21</sup> By horizontal, it is meant institutionalisation of human rights standards and mechanism in the five regions of Turkmenistan. This, however would be possible once the vertical institutionalisation has occurred.

	Intervention logic	Objectively verifiable indicators/benchmarks of achievement	Sources and means of verification	Assumptions and risks
<b>Result 1</b>	Awareness of Turkmen governmental institutions and relevant stakeholders raised on all aspects of human rights standards, instruments and follow up.	<ul style="list-style-type: none"> <li>- Overdue reports submitted (at least two), action plans for implementation of follow up on concluding observations (CEDAW, CRC and CERD) developed, ratification of new human rights instruments discussed and considered;</li> <li>- Regional event on human rights held in Ashgabat.</li> </ul>	<p>Reports submitted to the treaty bodies, action plans available, minutes of meetings with Parliament and government on ratification on new instruments;</p> <p>Action plans for implementation of follow up on concluding observations (CEDAW, CRC and CERD).</p>	<p>Political will to discuss possibility of ratification of new Conventions and Optional Protocols.</p> <p>Turkmen authorities understand the full reporting cycle and realize importance of follow up to the recommendations of the UN Treaty Bodies contained in the Concluding Observations.</p>
<b>Result 2</b>	Institutional system of reporting and follow-up to treaty body reports is established and operational. Human rights technical capacity in place.	<ul style="list-style-type: none"> <li>- Coordinating body for treaty body reporting established;</li> <li>- Focal points for treaty body reporting in line ministries and relevant institutions assigned and participate in preparing reports and follow-up action plans;</li> <li>- National Institute of Democracy and Human Rights advocates for human rights agenda in Turkmenistan;</li> <li>- Data base on human rights resources developed in Turkmen language, and used for reporting and information purposes.</li> </ul>	<p>Agendas, minutes, and attendance sheets of the coordination meetings;</p> <p>NIDHR is leading public awareness and capacity development activities.</p>	<p>Government of Turkmenistan provides long term political and administrative support to its system of reporting and follow up to the treaty body reporting.</p>
<b>Result 3</b>	Improved awareness about principles of proper administration of justice among relevant professional circles of the country (judges, lawyers, prosecutors, police and representatives of correction facilities' administration).	Series of trainings with international experts for law enforcement agencies conducted in Ashgabat and velayats	Training agenda and materials, list of participants;	Access to law enforcement agencies granted by the government.

	Intervention logic	Objectively verifiable indicators*/benchmarks of achievement	Sources and means of verification	Assumptions and risks
<b>Result 4</b>	Improved access of the country's population to human rights information, through outreach activities.	<ul style="list-style-type: none"> <li>- Human rights issues are covered by media regularly;</li> <li>- Booklets, leaflets for different target groups developed and disseminated;</li> <li>- Booklets on Constitution readily available to public;</li> <li>- Ad hoc lectures for university students and faculty on human rights issues;</li> <li>- Strategy paper for establishing information and outreach centres of human rights developed.</li> <li>- Resource centers in the velayats opened (one in each velayat).</li> </ul>	<p>Articles, media monitoring;</p> <p>Booklets available in public places;</p> <p>C.V.'s of lecturers, fliers;</p> <p>Strategy paper available.</p> <p>Resource centres.</p>	Turkmen authorities facilitate access of the population to human rights information (no obstacles created).
<b>Activity 1.1</b>	Translation of official human rights instruments/declarations into Turkmen and of reference and briefing materials on human rights (manuals, best practices, reports, etc.) in Russian and Turkmen, and further distribution among government institutions and local self-governance bodies.	<ul style="list-style-type: none"> <li>- Translated reference and briefing materials.</li> </ul>	<p>List of reference and briefing materials translated;</p> <p>Dissemination plan.</p>	Turkmen authorities review carefully presented translated materials/publications.
<b>Activity 1.2</b>	Conduct series of workshops and round tables for members of the National Coordination Body for purpose of coordination of the national reports' preparation.	<ul style="list-style-type: none"> <li>- At least three events for each treaty body report held.</li> </ul>	Agenda, list of participants, reference materials.	Members of National Coordination Body are participating in events.
<b>Activity 1.3</b>	Training abroad of selected members of Coordination body to a session of a treaty body in Geneva	<ul style="list-style-type: none"> <li>- At least one treaty body meeting observed by NCB members;</li> <li>- Meetings with treaty body members held.</li> </ul>	Agenda, list of participants, reference materials.	Participants of training abroad nominated in a timely manner.



	Intervention logic	Objectively verifiable indicators*/benchmarks of achievement	Sources and means of verification	Assumptions and risks
Activity 1.4	Conduct series of workshops on development of action plans for the implementation of recommendations contained in Concluding Observations released by CERD, CEDAW and CRC.	<ul style="list-style-type: none"> <li>- At least two events for each Concluding Observations received so far;</li> <li>- Draft action plans developed.</li> <li>- INTERNATIONAL EXPERTS</li> </ul>	Agenda, list of participants, reference materials.	The relevant Turkmen authorities participate in the events. Participants have motivation and authority to develop action plans.
Activity 1.5	Organize a Regional Conference in Ashgabat on sharing experience on lessons learned and good practices on follow up to Concluding Observations.	<ul style="list-style-type: none"> <li>- Conference held, conference proceedings prepared and disseminated.</li> <li>- INTERNATIONAL EXPERTS</li> </ul>	Agenda, list of participants, published proceedings.	The Turkmen Government agrees to host the conference. Other Central Asian governments nominate participants.
Activity 1.6	Conduct meetings with relevant government authorities to introduce them to new human rights instruments  <u>CMW; CEDAW Optional Protocol; CAT Optional Protocol</u> <sup>22</sup>  <u>New Conventions: CED and CPD and its Optional Protocol</u> <sup>23</sup>	<ul style="list-style-type: none"> <li>- Individual meetings with the relevant Turkmen authorities conducted by OHCHR representative;</li> <li>- Reference materials translated in Turkmen and Russian.</li> </ul>	Agenda, mission report, reference materials.	Willingness of Turkmen authorities to participate on high enough level in such events.
Activity 1.7	Carry out an analysis of legal ramifications of ratifying the OPCAT, CEDAW OP and 3 Conventions and present findings of the expert's report at the round table.	<ul style="list-style-type: none"> <li>- Report of analysis prepared by international expert and presented to the to the relevant government representatives.</li> </ul>	Report, agenda and list of participants of the round table.	Willingness of Turkmen authorities to facilitate visit and work of an expert (access to information; availability of officials to meet an expert) and to co-organize the event and attend it.
Activity 1.8	Conduct a round table on mandates and methods of work of the Special Procedures (focus on those that have requested an invitation to visit the country).	<ul style="list-style-type: none"> <li>- Presentations on mandates and methods of work of the Special Procedures prepared by an international expert, consultations and discussions conducted.</li> </ul>	Report, agenda and list of participants of the round table, reference materials.	Willingness of Turkmen authorities to participate on high enough level in the round table.

<sup>22</sup> International Convention on the Protection of the Rights of all migrant workers and members of their families; Optional Protocol to the Convention on the elimination of all forms of discrimination against women; Optional Protocol to the Convention against torture and cruel, inhuman or degrading treatment or punishment.

<sup>23</sup> Convention for the Protection of all persons from enforced disappearances; Convention on the rights of persons with disabilities and its Optional Protocol.

	Intervention logic	Objectively verifiable indicators**/benchmarks of achievement	Sources and means of verification	Assumptions and risks
Activity 1.9	Provide information to Turkmen authorities on the Universal Periodic Review mechanism once decision is adopted in June 2007.	<ul style="list-style-type: none"> <li>- Individual meetings with the relevant Turkmen authorities conducted by OHCHR representative;</li> <li>- Reference materials translated in Turkmen and Russian.</li> </ul>	Agenda, reference materials, mission report of OHCHR representative.	Turkmen authorities review procedures/requirements of the Universal Periodic Review mechanism.
Activity 2.1	Promote the establishment of the National Coordination Body, if not established. If established, strengthen the professional capacity of the NCB to cooperate with the treaty bodies.	<ul style="list-style-type: none"> <li>- Functional description and mandate of National Coordination Body;</li> <li>- Members of the NCB nominated;</li> <li>- Members of NCB participate in regular meetings.</li> <li>- Specialized English language trainings focusing on human rights content and terminology conducted.</li> </ul>	Decree by the President to establish National Coordination Body;  Minutes of the meetings.  List of participants, curricula of English language trainings.	Political will exists to formalize National Coordination Body.
Activity 2.2	Focal points for treaty body reporting in line ministries and relevant institutions assigned and understand their functions.	<ul style="list-style-type: none"> <li>- TORs for focal points developed.</li> </ul>	List of nominations approved by the Cabinet of Ministers.	Political will exists to formalize focal points' functions.
Activity 2.3	Series of events (seminars, workshops, round tables) to strengthen capacity to prepare national reports and follow up action plans (for example, skills development in analytical writing, data analysis).	<ul style="list-style-type: none"> <li>- Needs assessment and training plan and training materials developed by international consultant.</li> <li>- Human Rights National Action Plan</li> </ul>	Agendas of events, needs assessment report, training programme and materials.  Human Rights National Action Plan	Focal points actively participate in capacity building activities.
Activity 2.4	Provide substantive consultations to the focal points on various aspects on report preparation.	<ul style="list-style-type: none"> <li>- Focal points actively contribute to the preparation of the overdue and periodic reports</li> <li>- Draft reports prepared</li> </ul>	Draft reports.	Focal point have a motivation and authority to contribute to preparation of treaty body reports
Activity 2.5	Capacity of the National Institute of Democracy and Human Rights strengthened to promote wider human rights awareness to the government	<ul style="list-style-type: none"> <li>- Training exchanges for selected members of the NIDHR to a human rights</li> </ul>	Mission report on lessons learned;  Updated role and mandate recommendations of international	Political will to expand the role and mandate of the IDHR.

	Intervention logic	Objectively verifiable indicators/benchmarks of achievement	Sources and means of verification	Assumptions and risks
Activity 2.6	<p>institutions and to the public by exposure to international practice and advice.</p> <p>Strengthen the Human Rights Resource Centre at the IDHR to better service government institutions for treaty body reporting needs and public.</p>	<ul style="list-style-type: none"> <li>- institution in an EU country.</li> <li>- International advice on expansion of the role and mandate of the NIDHR.</li> <li>- Shared database between the IDHR, Ministry of Foreign Affairs, and the Ministry of Justice on human rights resources developed in Turkmen and Russian and used for reporting and information purposes;</li> <li>- Official human rights reference materials received and e-catalogue developed for easy access;</li> <li>- Textbooks on human rights purchased;</li> <li>- Office equipment for the Human Rights Resource Centre.</li> </ul>	<p>expert received.</p> <p>Database, e-catalogue, textbooks available in the IDHR;</p> <p>Equipment.</p>	<p>Available resources on human rights are used by government institutions.</p>
Activity 3.1	<p>Conduct a series of trainings for law enforcement agencies on human rights issues.</p>	<ul style="list-style-type: none"> <li>- At least three trainings conducted.</li> </ul>	<p>Agenda, list of participants, reference materials.</p>	<p>Political support from the Government of Turkmenistan.</p>
Activity 4.1	<p>Public awareness strategy on human rights developed and implementation started (led by IDHR).</p>	<ul style="list-style-type: none"> <li>- Task force consisting of main stakeholders for developing of public awareness strategy established;</li> <li>- Strategic planning workshop with participation or led by international expert held;</li> <li>- Strategy paper drafted and discussed;</li> <li>- Public awareness events Conducted.</li> </ul>	<p>List of task force members;</p> <p>Agenda of workshop;</p> <p>Draft strategy paper;</p> <p>Agenda of the events, advertisements.</p>	<p>Political support from the Government of Turkmenistan.</p>
Activity 4.2.	<p>Develop capacity for media representatives to cover human rights issues (using treaty body reporting</p>	<ul style="list-style-type: none"> <li>- Series of trainings for journalists Conducted;</li> <li>- Reference materials provided.</li> </ul>	<p>Articles and TV/radio coverage on human rights;</p>	<p>Political support on featuring human rights in the media.</p>

	Intervention logic	Objectively verifiable indicators*/benchmarks of achievement	Sources and means of verification	Assumptions and risks
	process).			
Activity 4.3	Information materials such as booklets, leaflets for different target groups developed and disseminated.	- At least three thematic areas of human rights covered for three different target groups. - Turkmen Constitution disseminated.	Media monitoring reports. Mini-survey among target groups.	Support from local authorities.
Activity 4.4	Ad hoc lectures for students and faculty of the Turkmen State University.	- At least two ad hoc lectures/ per year delivered.	Lecture fliers and handouts.	Ministry of Education and the rector of the University willing to pursue these endeavours. Faculty and students motivated and interested to participate.
Activity 4.5	Contribute to the development of the social sciences curriculum in secondary education.	- A roundtable with an international expert conducted.	Roundtable agenda and materials, list of participants, mission report.	Ministry of Education and the rector of the University willing to pursue this endeavour.
Activity 4.6	Undertake assessment on possibility to open resource and outreach centres on human rights in the velayats (provinces).	- Assessment report prepared by a team of national and international consultants; - Recommendations (draft strategy paper) for further action presented to relevant stakeholders.	Assessment report. Draft strategy paper.	Turkmen Government would agree on the next stage to open velayat resource and outreach centres.
Activity 4.7	Opening of resource and outreach centres, subject to government approval.	- Premises for centres identified - Equipment and furniture procured - Staff hired - Managers of the centres trained; - Work plans for centres developed	Premises; Equipment and furniture; Training materials, list of participants; Work plans; Literature.	The Government and local authorities approve the opening and operations of the centres and facilitate the access of public to information.