



**الهيئة المستقلة لحقوق الإنسان**

**ديوان المظالم**

**The Independent Commission for Human Rights**

**SEMI ANNUAL PROGRESS & FINANCIAL REPORTS**

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## Introduction

The Independent Commission for Human Rights (**ICHR**) is pleased to present its semi annual progress report which covers its activities from January – June 2009. The report reflects achievements made and obstacles faced during the first half of 2009, and reports on progress made based on **ICHR** 2009 work plan. With only slight delay during the first month of 2009 due to the Israeli aggression on the Gaza Strip, activities were implemented smoothly according to the plan, and **ICHR** was also able to respond to new initiatives not necessarily in our action plan, but require our intervention.

The year began in unusual and difficult circumstances with the brutal Israeli aggression on the Gaza Strip which lasted until 19 January 2009. This delayed **ICHR's** work since documenting the human rights violations and war crimes committed by the Israeli occupation forces on Gaza's citizens was given top priority and **ICHR** has immediately shifted its work towards monitoring the human rights situation and reporting on the serious human rights violations committed against the Palestinian civilian population in the Gaza Strip. Although monitoring and documenting Israeli violations of human rights is beyond the mandate of **ICHR**, the severity of the situation required the unification of all national and international efforts to end the military aggression of the Gaza Strip, protect the Palestinian civilian population and their properties, and put an end to Israeli war crimes committed against the Palestinian civilian population and their property in the Gaza Strip.

**ICHR** was also the first to uncover internal human rights violations that were committed by the *De facto* Authority during, and in the aftermath of the war on the Gaza Strip. The violations committed included, summary executions of prisoners who fled prisons during air-strikes on the Gaza strip (convicted with death penalty or awaiting their trials in serious crimes), shooting on the legs, house arrests and reprisal attacks on citizens who are affiliated with the “Fateh” movement in the Gaza Strip.

Despite the additional work entailed as a result of the Israeli aggression on the Gaza Strip, **ICHR** managed to complete its annual report on schedule without any delay. The report was issued in March 2009 and submitted to President Mahmoud Abbas and the Palestinian Legislative Council as scheduled.

During the period covered by this report, **ICHR** continued to face serious challenges pertaining from the political division and fragmentation between the West Bank and the Gaza Strip and the infighting between the two major political parties Fateh and Hamas. Challenges faced included criticism of **ICHR** from both parties of the internal conflict, the continued paralysis of the Palestinian Legislative Council, the Palestinian National Authority (PNA) and the *De facto* Authority in Gaza superseding security considerations over human rights in the Palestinian-controlled Territory, leading to numerous incidents of criticism of **ICHR** from both parties in the West Bank and the Gaza Strip. On more than one occasion, **ICHR** has been accused by both parties of its “bias” to one party against the other, and/or its “in-balanced” reporting on certain human rights violations either the West Bank or the Gaza Strip. Monthly human rights reports issued by **ICHR** were criticized by security agencies in the West Bank

and the internal security in the Gaza Strip. Media campaigns were conducted against ICHR by the media outlets of the *De facto Authority* in the Gaza Strip almost after every monthly human rights report issued by **ICHR**. Direct and indirect messages were sent out by both parties calling on ICHR to give its position on specific human rights violations when conducted by any one party. Despite all those challenges, ICHR pursued its mission with the aim of protecting and promoting human rights of Palestinian citizens in a professional manner with the aim of ending violations and ensuring respect for human rights and the rule of law in the Palestinian-controlled Territory no matter who is the perpetrator.

The prevailing external parties' attitude towards human rights issues, notably the propagation of a culture of violence with continuing security chaos and lack of rule of law and weak commitment of officials to the values of democracy and human rights prevailed. Through its training and awareness building programs, ICHR tries to contribute to the process of developing a culture of human rights specifically targeting government officials and the Palestinian public as a whole.

**ICHR's** Board of Commissioners led by Dr. Aker, our Commissioner General, have been active in pursuing serious human rights violations that required intervention at the highest political level, such as cases of deaths in detention and cases of torture. The Commissioner General and the Board of Commissioners were also active in conducting meetings and intervening with the Palestinian National Authority to ensure that certain patterns of human rights violations highlighted in our 14<sup>th</sup> Annual Report (arbitrary arrests, bringing civilians before security courts, torture and ill-treatment of detainees, the non-implementation of court decisions and the "security clearance" leading to illegal measures of firing persons from public office and cutting off salaries) are being seriously addressed by the PNA, and recommendations made in **ICHR's** annual report are implemented. The Commissioner General and other Commissioners have followed up those violations at the highest political level with the President of the PNA, the Prime Minister and Minister of Interior.

Numerous meetings were conducted by the Commissioner General and Commissioners for this purpose. This required from ICHR's staff the preparation of numerous legal memorandums and updated files on those patterns of violations to support the Commissioners' efforts in lobbying and advocacy work at the political level. In June, an important high level meeting was conducted with Prime Minister Salam Fayyad to address serious patterns of violations, and the heavy weight given to "security" and security considerations at the expense of the rule of law and respect to human rights and public freedoms. Commissioners have highlighted the exaggerated reporting of security agencies regarding the "security" situation, which in **ICHR's** opinion, is gradually leading us to a "policing" state, and hence, the need for the political level to take the lead. While the meeting was positive and promises were made that concrete steps will be taken towards resolving many of the patterns of violations highlighted by **ICHR**, there is a need for the passage of time before a thorough evaluation is made. As an immediate measure however, Prime Minister Salam Fayyad issued an order to security agencies demanding the immediate implementation of court decisions regarding detainees who are held illegally by security agencies.

In March 2009, **ICHR** was accredited with “A” status within the UN International Coordinating Committee for National Human Rights Institutions (ICC), making it a full member within the ICC. The ICC Sub Committee on Accreditation considered **ICHR**'s unique status working in a conflict situation, and recommended that **ICHR** receive “A” status within the ICC even though Palestine is not yet considered a state. This membership enables **ICHR** with international credibility regarding its work in protecting and promoting human rights, and allows it to present statements to the United Nations Human Rights Council and attend UN meetings as a full member of national human rights institutions. On the national level, being a full member of the ICC makes **ICHR** more recognized to act as an intermediate and coordinating body between civil society organizations and governmental institutions. It also allows a closer relationship with the Office of the High Commissioner for Human Rights country office in the Palestinian-controlled Territory in order to develop a national strategy for the respect and dissemination of a culture of human rights within the Palestinian society. **ICHR** is also in a better position to provide training and capacity building for Palestinian official institutions in the utilization of human rights mechanisms for the protection and promotion of human rights.

One year has passed since the organizational restructuring was implemented and **ICHR** staff has with time adapted to the new structure, which has reflected itself positively on **ICHR**'s work in the field of human rights and the rule of law within the Palestinian-controlled Territory. **ICHR** has further enhanced its role as a national human rights institution with an ombudsman function and is progressively becoming a reference in the area of human rights to international, governmental and local organizations. The second half of 2009 will contain a review of the organizational structure after the one year implementation with the aim of doing slight amendments to the gaps and structural obstacles faced during the implementation period.

The 2009 work plan was ambitious and has not allocated enough time for emergencies and emerging issues that require our intervention. Future work plans should be more realistic and take into account un-anticipated emerging situations that require our intervention.

### **Achievements in the first half of 2009**

Although the work plan for 2009 is ambitious, **ICHR** has generally managed to accomplish most of what was expected in the first six months of the year and has even taken upon itself additional tasks relevant to its work, thus extending its role as a national human rights institution and an ombudsman. **ICHR**'s regional offices in the West Bank and the Gaza Strip worked hard in outreaching the Palestinian community through its training and awareness raising activities and its complaints handling procedures. Apparently, the philosophy behind the restructuring in decentralizing the work and giving more weight to regional offices has positively reflected itself on **ICHR**'s awareness building programs and on the number of complaints received during the first half of the year compared with the first half of 2008. **ICHR** intervened with relevant authorities to handle those complaints and has also pursued legal interventions of 54 cases at the High Court of Justice to which it has received preliminary decisions in favor of complainants.

## ICHR Semi-Annual Progress Report - January- June 2009

As initially planned, **ICHR** focused its work during 2009 on six paradigms, security and justice sectors for training and capacity building programs, and public freedoms, health rights, labor rights and right to decent standard of living for awareness building programs. Within the Monitoring Policies and National Legislation Department, the six paradigms were given priority and subject to studies, research as well as lobbying and advocacy efforts. Since those six work paradigms constituted patterns of violations, the 15<sup>th</sup> annual report of 2009 will also focus on the status of those rights.

Regular visitations to prisons, detention centers and penitentiaries were conducted through this period with an average of 60 visits each month. With only few exceptions and slight delays, security agencies in the West Bank facilitated our visits to prisons and detention centers. The Intelligence Security Agency has delayed some of our visits for a couple of months, but then the problem was resolved. In the Gaza Strip, regular visits to Gaza Prison (where criminal prisoners are detained) were resumed, while visitations to prisons and detentions centers where political prisoners are detained were completely denied, and ICHR has intervened with the *De facto Authority* to resolve this problem and allow for visitations, especially that detainees are kept in unknown places by the Internal Security of the Gaza Strip. As of today, those visits are denied and more efforts should be made to allow for the resumption of visits to prisons and detention centers where political prisoners are kept.

**ICHR** has also managed to influence Palestinian decision-makers and legislators to adopt national legislation and policies that are in conformity with the Palestinian Basic Law and International Human Rights standards. In this way, **ICHR** was consulted on many occasions by local, regional and international parties and organizations; notably it was asked to play an important role in the national conciliation process between Fatah and Hamas through the provision of a legal definition of “political prisoners”. On numerous occasions, **ICHR** was also consulted by international and national human rights organizations regarding different legal and human rights issues, and was invited to sit on official committees at the presidential office, the cabinet, and the PLC as an expert organization in issues related to legislation.

**Strategic Objective One: To establish and enhance ICHR’s role as a National Human Rights Commission and Ombudsman**

**Program 1: Monitor national legislation and Policies - Department of Monitoring National Legislation and Policies**

| <b>Specific objective 1.1: Legislation, decisions, laws and regulation are in conformity with human rights standards in 2009</b> |   |  |   |
|--|---|--|---|
| <b>Activity</b>  | <b>Remarks on Progress</b>  | <b>Means of verification</b>   | <b>Sources of Verification</b>  |
| 1. Systematic review of decisions, laws, policies and regulations  | <ul style="list-style-type: none"> <li>- Interference to transfer patients out of the Gaza Strip as a result of the control of the <i>De facto Authority</i> on the transfer office in the Gaza Strip.</li> <li>- Interference with Ministry of Interior in the West Bank to allow the provision of passport books to the Gaza Strip which are unavailable since November 2008.</li> <li>- Interference to regulate the use of motorcycles in the Gaza Strip to ensure public safety to citizens after the numerous accidents occurring in the Gaza Strip.</li> </ul> | The ability of the Department to adapt to a changing environment, taking the necessary action at the appropriate time. | <ul style="list-style-type: none"> <li>- Wide media coverage (39 media meetings.)</li> <li>- Various official Palestinian bodies asked for ICHR's intervention to resolve different issues, such as the Ministry of Health in the West Bank and the Ministry of Interior of the Deposed Government regarding the transfer of patients.</li> </ul> |
| 2. Producing legal reports   | <p><b>Ongoing reports:</b></p> <ul style="list-style-type: none"> <li>- Implementation of the UN Convention against Torture and other forms of ill-treatment in the Palestinian Law</li> <li>- Review of the Law on Health Insurance Project</li> <li>-Review of Palestinian legislation related to the Death Penalty</li> </ul>  |  | Published legal reports   |
| 3. Producing legal memorandums (12 memorandums planned in 2009 work plan)  | <p>8 legal memorandums have been produced:</p> <ul style="list-style-type: none"> <li>1. “Security Clearance” problem and lack of proper legal procedures.</li> <li>2. Project on Unions Law.</li> <li>3. Arbitrary Arrest of Journalists.</li> <li>4. Organization of equivalence of diplomas for released</li> </ul>  | The produced memorandums are sent to the relative decision-makers and are followed up by the Department.               | <ul style="list-style-type: none"> <li>-Decision-makers have taken ICHR's memorandums into consideration and positive responses have been received.</li> <li>- Positive measures taken by decision-makers</li> </ul>  |

**ICHR Semi-Annual Progress Report - January- June 2009**

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|  | <p>prisoners from Israeli prisons and detention centers.</p> <p>5. Release of prisoners after the passage of 2/3 of their period through the implementation of the “General Amnesty System”.</p> <p>6. Two memorandums on draft health insurance law.</p> <p>7.Honor killings and amendments of relevant provisions in Jordanian Criminal Law.</p>                       |  | (regarding diplomas, health insurance).   |
| <b>Specific Objective 1.2: National policies that are revised and compatible with human rights standards</b>   |  |  |   |
| <b>Activity</b>  | <b>Remarks on Progress</b>   | <b>Means of verification</b>   | <b>Sources of Verification</b>  |
| 1. Publishing Special Reports  | <p>2 special reports have been published on the Israeli aggression on the Gaza Strip.</p> <p>3 other special reports have been produced on:</p> <p>1. Media Freedoms in 2008.</p> <p>2. Freedom of Association in 2008.</p> <p>3.Presenting civilians before military courts</p> <p>- 5 reports are in the final stages and will be produced in second half of 2009.</p> | <p>3 reports produced</p> <p>1 report at printers</p> <p>1 only to be displayed on website. (second report on the Gaza Strip).</p>   | <p>-Wide media coverage on the first special report on the Israeli aggression on the Gaza Strip, which resulted in strong international interest.</p> <p>-Published special reports</p> |
| 2. "Policy" memorandums  | 10 policy memorandums sent to official bodies.   | Received responses from official bodies and certain policies are modified in the Palestinian Territory following ICHR's intervention | Official bodies issued decisions complying with ICHR's demands, both in the West Bank and the Gaza Strip.   |
| <b>Specific Objective 1.3: Institutionalized relations with governmental bodies to coordinate, cooperate and create partnership on human rights issues</b> |  |  |   |
| <b>Activity</b>  | <b>Remarks on Progress</b>   | <b>Means of verification</b>   | <b>Sources of Verification</b>  |
| 1. Presentations and lectures for decision-makers on human rights issues   | 6 presentations on the status of human rights in the Palestinian Territory   | ICHR is invited to give presentations to UN offices, PLC, Palestinian Ministry of Foreign Affairs                                    | ICHR was invited to participate in the preparatory meetings between the PA and the EU.  |
| 2. Participation in meetings and committees formulated by  | ICHR received membership in the Committee for the Legislative Plan (Cabinet), as well as the Committee of  | ICHR is asked for its legal opinion on various issues  | Progress reports, media coverage, coordination with   |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| Palestinian cabinet and PLC  | Working Groups of Parliamentarians, and the President's Office Committee  | by the three committees of which ICHR is a member.  | the Ministry for Women's Affairs.   |
| 3. Conducting regular meetings with the presidential office, cabinet and specialized committees and departments in ministries and security agencies                | <p>Organization of 51 meetings with official institutions, local and international institutions as well as civil society regarding numerous human rights issues.</p> <p>A memorandum of understanding was negotiated among European Union, the PA and ICHR regarding unannounced visitation of prisons. (Signing of such an agreement requires the approval of Board of Commissioners).</p> | Meetings with official, local and international institutions are conducted regularly.   | <p>Progress reports, follow-up with the Executive Director.</p> <p>- Memorandum of understanding reached stage of signing. (Board voted against signing of the memorandum).</p> |
| <b>Specific Objective 1.4: Active Mobilization to influence Palestinian decision-makers and legislators to safeguard human rights and freedoms in 2009</b>         |   |   |   |
| <b>Activity</b>  | <b>Remarks on Progress</b>  | <b>Means of verification</b>  | <b>Sources of Verification</b>  |
| 1. Conducting public hearings  | 2 public hearings were conducted out of the 8 planned for the year.   | The hearings have wide media coverage. ICHR's recommendations regarding the independence of the judiciary and the importance of the execution of court judgments by the Executive Authority | -Invitation to the President of the Higher Judicial Council and the Legal Advisor of the Prime Minister's Office.<br>-Wide media coverage.                                      |
| 2. Conducting workshops  | 7 workshops were conducted out of the 8 planned for the year.   | Recommendations following the workshops are taken into account by decision makers.  | -Participation of CSO's, coverage through ICHR's website, follow-up with the Executive Director<br>-Wide media coverage   |
| <b>Specific Objective 1.5: Modern database on the violations of human rights to be used in ICHR's work</b>   |   |   |   |
| <b>Specific Objective 1.6: Updated and developed sources of information and references for purposes for legal and human rights studies inside and outside ICHR</b> |   |   |   |
| <b>Activity</b>  | <b>Remarks on Progress</b>  | <b>Means of verification</b>  | <b>Sources of Verification</b>  |
| 1. Develop the library and provide   | 210 new books were added to the library, continued  |   |   |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| it with more books and references that are related to legal and HR issues  | cooperation with libraries of similar organizations  |   |                                |
| 2. To build a human rights violations database for ICHR work use   | The library continues archiving from various resources such as press releases related to ICHR's work (hard and electronic versions)  | Information on human rights issues can be provided upon request |                                |
| <b>Specific Objective 1.7: Fourteenth Annual Report accomplished by end of February 2009 with specific recommendations to given entities</b> |  |   |                                |
| <b>Activity</b>  | <b>Remarks on Progress</b>   | <b>Means of verification</b>                                    | <b>Sources of Verification</b> |
| 1. Prepare the Annual Report to be accomplished by the end of February 2010, with recommendations to the relevant parties                    | The department is working on the issues to be tackled in the report: judiciary system, right to health, right to employment, right to hold public service, public freedoms and rights, the right to a decent standard of living. |   |                                |

**Program 2: Public Awareness and Training/West Bank Program**

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| <b>Specific Objective 2.1: Training programs on legal and rights issues planned, enforced and evaluated</b>         |   |  |  |
| <b>Activity</b>   | <b>Remarks on Progress</b>  | <b>Means of verification</b>   | <b>Sources of Verification</b>                         |
| 1. To prepare a training plan on security and justice issues<br><b>Target Groups:</b><br>Palestinian Gov. Officials | Implementation of the training plan has begun regarding the justice and the security target groups                          | -Training plan completed.<br>-ICHR trainers are selected for this training plan. |  |
| 2. To implement human rights and legal training programs on security and justice issues                             | 9 training sessions have been completed distributed in the regional offices in the West Bank, carried out by ICHR trainers. | -Training sessions are carried out by ICHR trainers                              | -Wide media coverage<br>-Coverage through ICHR website |
| 3. The development of an evaluation system to asses   | The process for developing an evaluation system has not found a solution, after many attempts from ICHR to                  | -Evaluation system is developed internally by                                    |  |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| impact of training programs                          | recruit external consultants to undertake the task. Therefore ICHR will develop an evaluation system internally under the supervision of the Executive Director.  | ICHR during 2009.  |   |
| 4. Training of Trainers from ICHR staff (ToT)        | Training was not yet conducted as priority was given to training programs for government officials, and due to linking the training with the “evaluation system” and external consultancy efforts which we were trying to seek. It was finally decided that the Coordinator of the Training and Awareness Building Unit at ICHR and the Executive Director will prepare for the ToT training internally and will conduct it during the second half of 2009. | -Training is conducted in 2 <sup>nd</sup> half of 2009.  |   |
| 5. Preparation of training manuals and/or guidelines | <ul style="list-style-type: none"> <li>- Manual on Penal Procedures Law in final stages.</li> <li>- Manual on “Civil Servants Law “ in process with our partners from Civil Servants Department.</li> <li>- Training material and guidelines regarding training to security agencies prepared.</li> </ul>   | <ul style="list-style-type: none"> <li>- Manuals available</li> <li>- Training material and guidelines are available for training .</li> </ul> | <ul style="list-style-type: none"> <li>- Manuals published</li> <li>- Training materials and guidelines available for ICHR usage during trainings.</li> </ul> |

**Specific Objective 2.2: Awareness building programs contributing to the dissemination of a culture of human rights in Palestinian society**

| <b>Activity</b>  | <b>Remarks on Progress</b>      | <b>Means of verification</b>  | <b>Sources of Verification</b>  |
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| 1. Preparation of the awareness building plan in 4 paradigms (health, good standard of living, public freedoms and civil servant issues) | The plan was completed          | -Comprehensive plan including the 4 paradigms of the awareness building | -Progress reports<br>-Review of the plan  |
| 2. Implementation of 3 public awareness activities (open hall meetings, workshops and lectures).   | 12 open hall meetings were held | 3 kinds of public awareness activities are regularly carried out.       | -Progress reports<br>-Complaints received from citizens during open hall meetings<br>-Wide media coverage |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| Workshops   | 15 workshops were organized  |  | -Review of the work plan                                 |
| Lectures  | 78 lectures on: Bringing war criminals to justice, the Israeli aggression on the Gaza Strip  |  | -Progress reports<br>-Recommendations<br>-Media coverage |
| 3. Creative activities emerging from Regional Offices (field training for police, public celebrations of human rights events, etc.) | -Organization of 3 medical days<br>-Celebration activities related to human rights issues (Women's International Day, Labor Day, etc.)<br>- A conference in cooperation with Ministry of Labor was conducted in Bethlehem on international labor day (Bethlehem has the highest unemployment rates in southern region due to the annexation wall according to PCBC) and highly attended by officials and the public. |  | - Wide media coverage<br>- Progress reports              |
| 4. Release of four editions of "Al fassliyah" (Human Rights Quarterly)  | 2 editions of the Human Rights Quarterly (Al Fassliyah) were published – issues number 35 and 36   | Periodicals were published and widely distributed. | -ICHR website<br>-Human Rights Quarterly                 |
| 5. Preparation and production of Awareness building material  | Ongoing  |  |  |

**Program 2: Public Awareness and Training/Gaza Strip Program**

| <b>Specific Objective 2.1 Training Program on legal and human rights issues planned, enforced and evaluated</b> |  |                              |  |
|---|--|------------------------------|--|
| <b>Activity</b>   | <b>Remarks on progress</b>   | <b>Means of verification</b> | <b>Sources of Verification</b>   |
| To prepare a training plan on legal and human rights issues   | 1. 5 training sessions were carried out on subjects related to human rights targeting CSO's working in a similar field.<br>2. 7 workshops were organized which focused on specific violations of human rights and public freedoms.<br>3. 11 open hall meetings focusing on the Israeli war on Gaza & citizens' needs which resulted from it.<br>4. 34 lectures for awareness raising focusing on human rights issues |                              | 1. Progress reports<br>Wide media coverage<br>2. Specific recommendations<br>Progress reports<br>Wide media coverage<br>3. Progress reports<br>Wide media coverage<br>4. Progress reports<br>Wide media coverage |

**Program 3: Investigation and Complaints Handling/ West Bank Program**

| <b>Specific Objective 3.1: Complaints on violations of human rights are received, handled and followed up satisfactorily</b> |   |  |   |
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| <b>Activity</b>  | <b>Remarks on progress</b>  | <b>Means of Verification</b>   | <b>Sources of Verification</b>  |
| 1. Receiving and following up citizens' complaints   | -During first half of 2009, ICHR received 1749 complaints in the West Bank and the Gaza Strip. Of those, 1143 complaints (65%) were received from 3 regional offices of the West Bank (276 from northern office, 381 complaints from the middle office and 486 from the southern office) and 606 complaints from the Gaza Strip (35%).<br><br>-Of complaints received from WB regional offices, 617 | -Complaints are received through the regional offices or through field visits. | Progress reports<br>Complaints database<br>Complainants and official institutions |

**ICHR Semi-Annual Progress Report - January- June 2009**

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|  | <p>complaints were against civilian Palestinian official institutions (54%) while 526 complaints were against different security agencies (48% of the cases).</p> <p>-Most complaints received in WB revolved around the following violations: 600 cases for the absence of proper legal procedures, 400 cases for the violations of the right to public office, 150 violations related to public safety and allegations of torture and ill-treatment, 95 violations related to rights of citizens to public services, 70 violations related to civil and security institutions not adhering to their legal duties, 51 violations related to not implementing court decisions and others related to other human rights violations.</p> <p>-760 letters and reminders were sent to the parties against which the complaints were directed. ICHR received 224 answers and 473 complaints were closed (resolved).</p> |  |                                     |
| 2. Follow up on citizens' complaints to reach positive and satisfactory results                                  | -224 written answers from official institutions in response to ICHR's letters, in addition to numerous oral answers during field visits and legal mediations made by regional offices.   | -Complaints are handled and followed-up with relevant official authorities.<br>- complaints are handled and positive results in favor of victims of those violations achieved.     |                                     |
| 3. The development of a detailed plan on means of intervention in cases that require action at the central level | In process and an internal workshop will be held in August on "complaints handling" and suggestions for developing our means of interventions at the regional offices as well as the central level will be made during the second half of 2009 (also an ongoing activity).   | - New means of intervention in complaint handling are adopted during 2 <sup>nd</sup> half of 2009.<br>- More positive responses in favor of victims of human rights violations are | - ICHR's complaint handling manual. |

**ICHR Semi-Annual Progress Report - January- June 2009**

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|   |   | received.   |  |
| 4. Regular evaluation and development of the complaints' manual   | In process and further developed through suggested workshop above and practical experiences from the field. (ongoing work).   | - Further enhanced ways of complaints handling.<br>- New means of intervention are bringing positive results to victims of human rights violations. | - manual.<br>- progress reports.   |
| <b>Specific Objective 3.2: Court sessions are monitored and judicial interventions made on specific human rights issues</b> |   |   |  |
| <b>Activity</b>   | <b>Remarks on progress</b>  | <b>Means of Verification</b>  | <b>Sources of Verification</b>   |
| 1. Monitoring court sessions to ensure respect of principles of fair trials and the right of citizens to resort to courts   | On going activity, but was more sporadic during first half of 2009 and it was impossible for field researchers to conduct regular monitoring of court sessions. Field researchers were busy in numerous other activities in their regions and did not have the time to also monitor court sessions. This activity needs to be revisited and more concrete suggestions given on what, where and how much to do monitoring in courts especially that field researchers are undertaking numerous other tasks (monitoring and documentation, receiving complaints, visiting prisons and detention centers and conducting training and awareness building programs). For example, this activity might be given to legal researchers and conducted only as part of studies and research activities that address topics related to the justice system. |   |  |
| 2. Judicial interventions in substantive cases (WB courts only) especially in Palestinian Supreme Court                     | ICHR followed up 54 cases of dismissed teachers and brought them in front of the Palestinian High Court of Justice. All cases were accepted and preliminary decisions in favor of our complainants received. The cases are still in process and will be followed after the  | - cases are taken to court and followed up diligently until court decisions are made.<br>- trust of complainants and                                | -ICHR received primary court decisions<br>-Files of court cases<br>-Complainants |

**ICHR Semi-Annual Progress Report - January- June 2009**

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|  | <p>court vacation in September. All cases were prepared and litigated by ICHR lawyers and heavily depended on ICHR expertise.</p> <p>- Another substantive case related to “security clearance” issue against the administrative decision of Palestinian Cabinet will be filed in September 2009.</p> <p>-Generally, ICHR has been able through judicial intervention to make a breakthrough in ICHR’s means of intervention, and to consider adopting more judicial interventions in human rights and cases of public interest in the future, especially that ICHR has been able through the cases it had taken to gain the respect and appreciation of judges and the court, but more importantly of Palestinian citizens ( it was noticed that many of the victims who have filed cases with other lawyers approached the organization and wanted to file their complaints with ICHR).</p> | <p>victims of human rights violations in ICHR.</p> |  |
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**Specific Objective 3.3: Updated database of complaints and visits to the detention centers to constitute a major reference for ICHR’s intervention and work in the area of protection of Palestinian citizens’ rights**

| <b>Activity</b>   | <b>Remarks on progress</b>   | <b>Means of Verification</b>   | <b>Sources of Verification</b>  |
|---|--|--|---|
| <p>1. Monitoring and documenting violations in PNA controlled Territory</p> | <p>ICHR monitored and documented violations and highlighted those violations through workshops, meetings, and media activities.</p>  |  | <p>-Documentation.<br/>-Progress reports<br/>- media events<br/>-workshops and meetings</p> |
| <p>2. Preparation of a monthly report on HR violations</p>                  | <p>6 monthly reports were issued (English and Arabic) ICHR has taken an initiative in the Gaza Strip to conduct a one-hour talk show every month at all radio stations in the Gaza Strip to present the monthly report and highlight major developments during the month. The program is done in cooperation with radio stations'.</p> | <p>-ICHR website<br/>-Wide media coverage including press conferences<br/>-Comments from parties against who complaints were filed</p> | <p>-website<br/>-monthly reports<br/>-media coverage</p>                                    |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| <p>3. Preparation and production of an annual report ( related to complaints and documentation of ICHR)</p> | <p>First report for 2008 regarding complaints handling and visits to prisons and detention centers (ombudsman function of ICHR) was produced and published in Arabic and English.</p>   | <p>- Report available in Arabic and English</p>  | <p>- 2008 complaints handling report.<br/>- progress reports<br/>-website<br/>-media coverage</p>   |
| <p>4. Producing “Fact-Finding” (truth-seeking) reports</p>  | <p>Preparation of 4 such reports are in process. Two in the Gaza Strip regarding deaths in detention, and two other fact-finding reports in the West Bank regarding the death of two children in Solomon Lakes in the Bethlehem region, and the responsibility of the PNA in the incidents. Another report will address the 2 incidents of shooting and deaths that took place in the the Northern region of Qalqilya between security agencies and Hamas militants. The four reports are in process and are being in final stages and will be produced during the second half of 2009.</p>   | <p>- 4 Fact finding reports on specific incidents in WB and Gaza are published during 2<sup>nd</sup> half of 2009.</p>   | <p>- published reports<br/>-media coverage<br/><br/>-website<br/>-progress reports</p>  |
| <p>5. Monitoring prisons, detention centers, care homes and penitentiaries on regular basis</p>             | <p>586 visits to prisons, detention centers and penitentiaries were conducted in the first 6 months of the year. Complaints received from those visits are being followed up by the West Bank and the Gaza Programs, and interventions at the central level by the Executive Director and Commissioner General are made when there are patterns of human rights violations involved.<br/>- Executive Director and Commissioner General conducted at least 4 additional visits to prisons and detention centers during the first half of 2009 in order to address serious cases and meet with high rank officials within security agencies. (visits to preventive security and intelligence after 2 deaths in detention, visit to preventive security to meet with prisoners regarding</p> | <p>- A report on conditions of prisons and detention centers produced and published during second half of 2009.<br/>- Interventions are made based on visitations to prisons and detention centers.<br/>- Commissioner General and Executive Director involved in serious cases through visitation and/or meetings with officials and security agencies.</p> | <p>- report on prison conditions<br/>- interventions and legal memorandums based on information obtained from prison visits.<br/>- ICHR internal files.</p> |

**ICHR Semi-Annual Progress Report - January- June 2009**

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|  | <p>cases of torture and/or ill-treatment, visits to 2 prisoners involved in the Qalqilya incidents at the preventive security, visit to hospital of one detainee with the preventive security).</p> <p>- Periodic reports on conditions of prisons and detention centers are produced. ICHR is in the process of producing a comprehensive report based on its visits to prisons and detention centers during the first half of 2009. The report is in the final stages and will be published during second half of 2009.</p>  |   |   |
| <p>6. Availability of a reliable data bank and data entry on all complaints received by ICHR</p> | <p>Work on a reliable data bank is progressing and has become decentralized in that complaints received by different regional offices and adopted by the organization are directly entered by regional offices into ICHR data bank and information is regularly updated by the secretaries in the regional offices. To reach this stage, ICHR conducted training for its regional secretaries in January 2009 with the aim of further decentralizing the work and building the capacities of its staff. All data entered into the complaint handling data bank are being revised by the Data Entry staff at headquarters to ensure accuracy of information and consistency.</p> <p>-This work mechanism has provided ICHR with quicker means of entering its data. Hence, it facilitated the process of retrieving information and reports. It also enabled the organization to double check its data through separating the process of data entry from final checking, therefore guaranteeing a higher level of accuracy.</p> | <p>- ICHR Data Bank on complaints efficient and regularly updated.</p> <p>- Reports produced available for interventions and studies conducted by ICHR.</p> | <p>- Data Bank Program</p> <p>- Reports of ICHR</p> |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| <b>Specific Objective 3.4: Knowledge, skills and capacities of human resources in the West Bank program are regularly developed</b> |  |   |                                |
| <b>Activity</b>   | <b>Remarks on progress</b>   | <b>Means of Verification</b>                      | <b>Sources of Verification</b> |
| Organizing training sessions to develop knowledge and skills of staff in WB and Gaza Programs in areas related to their work        | 1 workshop was organized targeting the secretaries of the West Bank regional offices to improve their skills of data entry of complaints | -Trained staff at regional offices in data entry. |                                |

**Program 3: Investigation and Complaints Handling/ Gaza Strip Program**

|  |   |  |   |
|--|---|--|---|
| <b>Specific Objective 3.1: Complaints on violations of human rights are received, handled and followed up satisfactorily</b> |   |  |   |
| <b>Activity</b>  | <b>Remarks on progress</b>  | <b>Means of Verification</b>   | <b>Sources of Verification</b>  |
| 1. Receiving and following up citizens' complaints   | - 606 complaints were received in total, representing an increase compared to the previous 6 months. Of those complaints, 398 cases were received from the Gaza and Northern Regional Office, out of which 23 were filed against various security agencies and 162 against civilian parties. 208 complaints were received from the Gaza Southern Regional Office, out of which 150 against various security agencies and 58 against civilian parties. | -Complaints are received through the regional offices or through field visits. | Progress reports<br>Complaints database<br>Complainants and official institutions |
| 2. Follow up on citizens' complaints to reach positive and satisfactory results  | -124 written letters to official institutions from ICHR, in response to which there was 17 written answers, both negative and positive.   | -Complaints are handled and followed-up with relevant official authorities.    |   |

**ICHR Semi-Annual Progress Report - January- June 2009**

| <b>Specific Objective 3.2: Court sessions are monitored and judicial interventions made on specific human rights issues</b>  |   |  |   |
|--|---|--|---|
| <b>Activity</b>  | <b>Remarks on progress</b>  | <b>Means of Verification</b>   | <b>Sources of Verification</b>  |
| Monitoring court sessions to ensure respect of principles of fair trials and the right of citizens to resort to courts   | 31 visits to court sessions were carried out in the Gaza Strip.   |  |   |
| <b>Specific Objective 3.3: Updated database of complaints and visits to the detention centers to constitute a major reference for ICHR's intervention and work in the area of protection of Palestinian citizens' rights</b> |   |  |   |
| <b>Activity</b>  | <b>Remarks on progress</b>  | <b>Means of Verification</b>   | <b>Sources of Verification</b>  |
| 1. Preparation of a monthly report on HR violations  | 6 monthly reports were issued (English and Arabic). See section on West Bank Above (same monthly reports)   | Publishing of monthly report on human rights violations, distributed widely.   | -ICHR website<br>-Wide media coverage including press conferences<br>-Comments from parties against who complaints were filed |
| 2. Monitoring prisons, detention centers, care homes and penitentiaries on regular basis   | 33 visits to prisons and detention centers were carried out in the first 6 months of the year. Visits to "political prisoners" who were held in unknown prisons after the Israeli war on Gaza were denied. All efforts of ICHR staff was directed towards meeting and intervening with the <i>De facto Authority</i> in Gaza to allow ICHR's visitations and to inform families of the well being of their sons especially after the end of the war. ICHR was able through its communications to obtain information from the internal security in Gaza and inform detainees' families that their sons are detained by the internal security, but was not able to conduct visits despite all promises given by the deposed government and its security agencies in the Gaza Strip. | -Visits to prisons and detention centers are carried out on a regular basis to Gaza prison where civil/criminal prisoners are detained.<br>- cooperation of internal security in confirming the arrest of "political prisoners" to inform families of detainees. |   |

**Program 4: Build and develop a network of relations at national, regional and international levels / Media and Public Relations Unit.**

| <b>Specific Objective 4.1: Strong relations with relevant government bodies (ministries, public institutions, PLC, justice components, central security agencies)</b>   |  |   |   |
|---|--|---|---|
| <b>Activity</b>   | <b>Remarks on progress</b>   | <b>Means of verification</b>  | <b>Sources of Verification</b>  |
| 1. Take part in activities of relevant public institutions, attend their invitations, and organize joint activities with them.<br>2. Organize regular meetings with relevant public institutions to advocate ICHR's work through the promotion of its programs and activities, as well as networking. | -ICHR received 12 invitations to participate in activities organized in cooperation with organizations dealing with human rights issues.<br>-Organization of 6 visits to local organizations<br>-Participation in a campaign for public freedoms<br>- Meetings with UN officials<br>- Organization of 3 lectures in universities through the Palestinian Coalition against the Death Penalty | -ICHR is invited to activities organized by public institutions dealing with human rights issues and organizes meetings with them to advocate ICHR's work.                                  | -Wide media coverage<br>-Coverage through ICHR website<br>-Progress reports<br>-Numerous requests by other organizations to carry out events in cooperation with ICHR                   |
| <b>Specific objective 4.2: Strong relations and active partnership with Palestinian, regional and international Human Rights organizations an with Arab and international Human Rights Commissions and Ombudsmen</b>  |  |   |   |
| <b>Activity</b>   | <b>Remarks on progress</b>   | <b>Means of verification</b>  | <b>Sources of Verification</b>  |
| 1. Hold meetings, events, joint activities and networking with Palestinian, regional and international human rights organization and national commissions and ombudsmen at the regional and int'l levels  | -Numerous activities were carried out in order to accomplish this goal.<br>-Increased relations with the OHCHR country office in Ramallah.<br>-Stronger relations with organizations of the Palestinian Coalition against the Death Penalty<br>-Networking with EUPOLCOPPS<br>-Networking with the Israeli coalition for the   | -Networking with Palestinian, regional and international organizations is ongoing.<br>- ICHR is a reference organization to Palestinian, international and regional organizations in issues | -Wide media coverage<br>-Coverage through ICHR website<br>-Progress reports<br>-Active participation in creating a memorandum of understanding and budget for the Palestinian Coalition |

**ICHR Semi-Annual Progress Report - January- June 2009**

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|  | prevention of torture<br>-Cooperation with the national human rights institution of Qatar to organize a conference following the Israeli war on Gaza. | related to human rights within the Palestinian-controlled Territory. | against the Death Penalty<br>-Special database regarding conference in Qatar |
|--|---|--|--|

**Specific objective 4.3: The Commission is a member of the International Coordinating Committee of National Institutions (ICC) in cooperation with the Office of the High Commissioner for Human Rights and the Asia Pacific Forum (APF) of national human rights institutions and other national commissions.**

| <b>Activity</b>   | <b>Remarks on progress</b>   | <b>Means of verification</b>                        | <b>Sources of Verification</b>   |
|---|--|---|--|
| 1. Correspondence with OHCHR in the Palestinian territory and Geneva and coordination with the APF to prepare for the requirements of membership and direct acquisition of the necessary procedures | -ICHR was accredited with full membership (A status) within the International Coordinating Committee of National Human Rights Institutions (ICC) in March 2009.<br>- ICHR allocated time and effort to prepare all relevant documentations and necessary communications to obtain ICC accreditation.<br>- Executive Director and two other ICHR staff attended annual meeting of ICC in Geneva to conduct lobbying and advocacy work to obtain ICC full membership status and to respond to inquiries of the sub-committee on accreditation. | ICHR is a full member of the ICC.                   | Letter from the secretariat of the ICC confirming that the Sub committee on accreditation had recommended that ICHR received "A" status. |
| 2. Coordinate visits to the APF to define the scope of ICHR's field work and asses the HR situation in Palestine.   | - All necessary preparation and communications were undertaken in preparation for the visit.<br>-The visit of a delegation from the APF to the Palestinian Territory was confirmed and will take place from August 8-11 2009.  | - Visit of APF delegation conducted in August 2009. | - media coverage<br>- report of the visit<br>-website  |

**Specific objective 4.4: Database to serve ICHR's goals and facilitate its operations in the area of Media & Public Relations**

| <b>Activity</b>   | <b>Remarks on progress</b>   | <b>Means of verification</b>                            | <b>Sources of Verification</b> |
|---|--|---|--------------------------------|
| Building an electronic information system to serve ICHR's objectives and facilitate its work in the areas | Media and Public Relations is regularly updating its contact list and information towards the development of an electronic information system to facilitate the work | - electronic information system / program is available. | - electronic program           |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| of media and public relations  | of ICHR.   |  |                                |
| <b>Specific objective 4.5: Website in Arabic and English , updated and referenced for concerned bodies</b>   |  |  |                                |
| <b>Activity</b>  | <b>Remarks on progress</b>   | <b>Means of verification</b>   | <b>Sources of Verification</b> |
| 1. Update the website with the latest news, reports, monthly activities, and all that was published in the media about ICHR.                               | ICHR website is constantly updated with the news of activities of the regional offices, programs and departments, as well as statements, appeals, monthly reports, special and legal reports and the human rights quarterly. | -ICHR news on activities appears on the website before they are published in the media.<br>-The events calendar of the website is updated with various activities of all regional offices.<br>-ICHR employees give more importance to the news published on the website.<br>-Increased number of visitors on the website | - website                      |
| 2. Continued development of form and content of the website.   | Work is ongoing in this regard with the IT officer.  | -website is more and more users' friendly.<br>-website is regularly updated.   | -website                       |
| 3. Develop the content of ICHR website by revising the language and translating material from Arabic to English to ensure a balance between the two pages. | The material published on the website has increased in English, so as to create a balance between both web pages. Translation and editing of statements, reports and other material is being ensured.                        | Edited material available in both languages  | English website                |
| <b>Specific Objective 4.6: Positive and Constructive Relations with Donor Agencies</b>   |  |  |                                |
| <b>Activity</b>  | <b>Remarks on progress</b>   | <b>Means of verification</b>   | <b>Sources of Verification</b> |
| 1.To entertain relations and to hold meetings with the donors to discuss ICHR work progress and human  | -The donor consortium and ICHR hold regular meetings.<br>-The consortium is also regularly updated on ICHR's   | -Assurances that the donor's receive ICHR's statements and reports.  | - Donors' consortium           |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| <p>rights issues as well as Palestinian Political developments.<br/>                 2.To provide the donors with ICHR reports, and to keep them updated with its activities and news.<br/>                 3. To provide the donors with the admin and financial progress reports</p> | <p>work by providing them with reports, statements, etc.<br/>                 - A Donors’ meeting was conducted in April 2009 and attended by Commissioner General, Executive Director and senior staff.<br/>                 - Numerous irregular communications and meetings were held with different members of donors’ consortium and meetings requested from ICHR with distinguished visitors of donors’ consortium were attended or organized.<br/>                 - A visit of Donors’ Consortium to Southern Regional Office in the Hebron was conducted in May 2009 to further introduce ICHR’s work in the regional offices.<br/>                 - Financial reports and narrative reports are prepared and submitted to donors as scheduled.<br/>                 - In some incidents there was some delay by ICHR’s management in responding to donors’ reporting needs due to problems in communication. Meetings with financial management were conducted with the initiative of donors’ consortium and some misunderstandings emerging during the process of reporting were resolved. A meeting will be also conducted with Laison of the donors’ consortium during the second half of 2009 to agree on criteria for writing narrative reports upon remarks made by donors’ consortium on 2008 narrative report.</p> | <p>- Donors’ satisfaction with ICHR’s communications and reporting.</p> |  |
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**Specific Objective 4.7: Comprehensive media plan to reinforce ICHR's role as a national commission and an Ombudsman**

| <b>Activity</b>  | <b>Remarks on progress</b>   | <b>Means of verification</b>   | <b>Sources of Verification</b> |
|--|--|--|--------------------------------|
| <p>1. Prepare a Media Plan<br/>                 2. To prepare and circulate media and promotional materials (Press releases, monthly newsletter, human rights violations report,</p> | <p>-ICHR enforced a media plan<br/>                 -Constant work to strengthen relations with journalists and employees of various news agencies.<br/>                 -Wide media coverage during the Press Conference for the launch of ICHR's 14th annual report.</p> | <p>-ICHR is a reference point for journalists regarding issues related to human rights on the local and regional levels.</p> | <p>-media</p>                  |

**ICHR Semi-Annual Progress Report - January- June 2009**

| <p>quarterly, brochure, TV Spots..etc)<br/>3. To develop the relationship between ICHR and the media representatives to serve human rights issues, and to participate in ICHR activities, press conferences and other events.</p>   | <p>- Media coverage for different activities through various media forms.<br/>-14 activities were covered by Al Jazeera Live.<br/>-Enforced relations with Maan news agency: webpage, radio and TV. This was especially true of the conference on employees rights in Bethlehem.<br/>-Agreement with Radio "Sawt el Najah"<br/>- Live coverage of 4 press conferences</p> | <p>-Wide media coverage for all ICHR activities</p> |                                |
|---|---|---|--------------------------------|
| <b>Specific Objective 4.8 The Unit's team has the necessary knowledge, capacities and skills</b>  |   |   |                                |
| <b>Activity</b>   | <b>Remarks on progress</b>  | <b>Means of verification</b>                        | <b>Sources of Verification</b> |
| <p>1. Prepare training sessions for public relations staff to develop their capacity<br/>2. To conduct training sessions for the concerned ICHR staff to develop their ability in writing press releases and their knowledge of public relations and communication skills</p> | <p>1.Work is in progress to execute and form training programs, including material, on 3 issues: PR, Media, communications skills.<br/>2. It was suggested to hold a training session on writing skills. There has still not been any agreement to implement this session.</p>  | <p>Plan for training session was presented.</p>     |                                |

**Strategic Objective 2: Increase the effectiveness, impact, sustainability and independence of ICHR**

**Program 5: Institutional building: Effective Administrative and Financial Structure/Administrative and Finance Division**

| <b>Specific Objective 5.1 Logistic support to ICHR programs and activities to create a positive and fruitful work environment</b> |  |                                   |                                |
|---|--|-----------------------------------|--------------------------------|
| <b>Activity</b>   | <b>Remarks on progress</b>                               | <b>Means of verification</b>      | <b>Sources of Verification</b> |
| <p>1. Prepare a comprehensive</p>   | <p>Logistic issues have been discussed with all ICHR</p> | <p>.-Work plan established to</p> | <p>-Progress plans</p>         |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| work plan including all logistics needs to support ICHR programs and activities, and the continuous evaluation and revision of it.   | colleagues in the regional offices and the various departments to identify their needs.   | support all ICHR's programs<br>-Regular meetings in the department have taken place in order to evaluate the progress.                           | -Work plan<br>-Minutes of meetings   |
| 2. To prepare logistics and needed technical equipments for ICHR activities according to the budget.   | Logistics and technical equipments were purchased with high quality and low price according to the budget available.            | The administration department has the ability to serve all programs with technical and logistical needs in a limited time and with high quality. | -Evaluation by ICHR staff including the Executive Director.  |
| 3. To prepare for price quotations requests according to ICHR admin and finance measures   | Price quotations requests were prepared according to the financial and administrative procedures of ICHR.                       | -Services and needs of ICHR are reached with high quality and lowest price.<br>-Letter of external auditor is favorable.                         | -Price quotation requests in local newspapers<br>-Minutes of meetings with committee for price quotations<br>-Letter of external auditor |
| <b>Specific Objective 5.2 Annual budgets and final accounts prepared in cooperation with the Executive Team and in applying the approved financial plans and procedures (financial safety)</b> |   |  |  |
| <b>Activity</b>  | <b>Remarks on progress</b>  | <b>Means of verification</b>   | <b>Sources of Verification</b>   |
| 1. To cooperate with the Program Directors and the different units to prepare the budgets according to programs' plans.  | All financial reports were distributed to executive team, indicating the budget for each unit/program, discussed and developed. | Team work with the ICHR executive team to translate the technical plans into budget plans.   | Executive team   |
| 2. Preparing budgets<br>3. Prepare the monthly, semi annual and annual financial reports   | Two kinds of reports were submitted: monthly financial report and administrative report to the Executive Director               | -Clarification of active spending in comparison to budget<br>-Monthly follow-up of budget spending and   | -Financial Reports<br>-Donor's consortium<br>-Executive director and the executive team<br>-Internal audited statement                   |

**ICHR Semi-Annual Progress Report - January- June 2009**

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|  |  | financial needs, so that the Executive team plans its decisions according to the budget of ICHR<br>-Half year and yearly financial reports are presented on schedule |  |
| 4. Prepare the financial statements and provide all the facilitations needed for the external auditor to publish the final statements.                                   | Financial information was prepared to external auditor on time   | -Financial data corresponding to international standards of accounting.<br>-Financial data prepared on schedule to the external auditor                              | -External auditor  |
| 5. To purchase a car with customs' exemption   | Procedures are ongoing, and ICHR obtained approval from presidential office to obtain a car exempted from taxes. It is expected that the new car will be purchased during second half of 2009. | Small car to be purchased without VAT  | -Car documents<br>-Communication with official part                                |
| 6. The supervision of the administrative staff working at headquarters offices in Ramallah.  | Supervision is undergoing to ensure that work is completed and necessary support is provided to program units and departments at ICHR.   | -Employee satisfaction<br>- Program Directors' satisfaction  | -Staff evaluation form<br>- Program Directors<br>- Executive Director              |
| <b>Specific Objective 5.3 Management of human resources and employees affaires in accordance with the administrative policies and regulations applicable in the ICHR</b> |  |  |  |
| <b>Activity</b>  | <b>Remarks on progress</b>   | <b>Means of verification</b>   | <b>Sources of Verification</b>   |
| 1. To follow up the staffs' leaves of absence  | Follow-up on staffs' leaves of absence and working hours is undergoing   | -Monthly reports   | -Work hours<br>-Leaves of absence  |
| 2. To prepare monthly payrolls including taxes, health insurances, and communications in accordance with the internal system and   | Monthly payrolls are being regularly prepared  | -Tax files regarding income filled each month<br>-Salary slips are prepared according to ICHR financial policies   | -Bank transfer of salaries<br>-Copy of salary slip presented to Executive Director |

**ICHR Semi-Annual Progress Report - January- June 2009**

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| Palestinian employee law  |  |  |                            |
| 3. To provide health insurance and general safety in the work place.  | Work on health insurance policy was carried out for employees and their families   | ICHR employees have health insurance                                       | - Health Insurance Policy. |
| 4. Seek special offers for financial facilitations to ICHR staff for better living conditions   | ICHR employees received offers from Jawal telecommunications as well as offers to purchase cars from the Arab Bank   | Offers for:<br>-Jawal telecommunications<br>-Electronic equipment<br>-Cars | ICHR employees             |
| 5. Follow-up process of assessing the performance of staff, by supervising administrative aspects. As well as developing a system of incentives for hardworking staff | Evaluation of staff performance was carried out for the first time in first quarter of 2009 to test evaluation forms developed by "IDARA" after restructuring. The actual thorough evaluation will take place in November 2009 after the passage of one year of restructuring and clear posts and job descriptions. Funds allocated for incentive will be disbursed after this evaluation in November. | -Evaluation forms<br>-Process of regular staff evaluation has begun        |                            |

**Specific Objective 5.4: Plan of training needs to build knowledge, capacities and skills of ICHR's administrative staff, prepared and implemented.**

| <b>Activity</b>  | <b>Remarks on progress</b>   | <b>Means of verification</b>  | <b>Sources of Verification</b>                       |
|--|--|---|--|
| 1. To conduct a training session in human rights issues for the admin staff            | Training session was conducted for administrative staff in human rights issues (3 days) in Bethlehem during May 2009. Training was carried out by program staff of ICHR (West Bank Program Manager, West Bank Regional Offices' Managers and the Coordinator of the Training and Awareness Building Unit). No outside expertise were needed and the training has been successful and positively evaluated by participants from administrative staff. | The administration staff gained knowledge in human rights issues and developed in issues related to substantive work of ICHR. | -Evaluation forms of the training session            |
| 2. Train the secretaries and the concerned ICHR staff in using Excel, Word and outlook | Secretaries were trained to use the complaints programs and cash box   | Trained secretaries   | Follow-up by the Administration and Finance Director |

**Specific objective 5.5: Available and high quality Technical support to ICHR staff and programs**

| <b>Activity</b> | <b>Remarks on progress</b> | <b>Means of verification</b> | <b>Sources of Verification</b> |
|-----------------|----------------------------|------------------------------|--------------------------------|
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**ICHR Semi-Annual Progress Report - January- June 2009**

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| 1.To build, develop and update ICHR's programs | Department has worked to ensure the development of ICHR programs to facilitate the work of employees in various departments |  | ICHR Executive team                 |
| 2. ICHR equipment maintenance                  | ICHR equipment functions in an efficient manner   |  | Work progress reports<br>ICHR staff |

**ICHR Semi-Annual Progress Report - January- June 2009**

| Budget Line Items                       | Budget Jan - Dec. 2009<br>USD \$ | Actual Expenses Jan - June. 2009<br>USD \$ | Variance<br>USD \$ | Note |
|---|----------------------------------|--|--------------------|------|
| Personnel Costs                         | 1,181,279                        | 596,892                                    | 584,387            |      |
| Salaries - Gross                        | 988,944                          | 507,756                                    | 481,188            |      |
| Provident Fund Allowance                | 70,688                           | 35,029                                     | 35,659             |      |
| Severance Pay Allowance                 | 94,647                           | 45,949                                     | 48,698             |      |
| Health Insurance                        | 17,000                           | 8,158                                      | 8,842              |      |
| Incentive                               | 10,000                           | 0  | 10,000             |      |
|   |                                  |  |                    |      |
| Technical Assistance                    | 217,928                          | 74,188                                     | 143,740            |      |
| Training Expenses                       | 72,718                           | 38,502                                     | 34,216             | 1    |
| Specialized Legal Counsel               | 20,000                           | 6,271                                      | 13,729             |      |
| Editing & Translators' Fees             | 40,910                           | 19,490                                     | 21,420             |      |
| M & E Analysts Fees                     | 25,000                           | 0  | 25,000             |      |
| Media Analysts Fees                     | 5,000                            | 0  | 5,000              |      |
| Honoraria for Guest / Community Leaders | 10,000                           | 0  | 10,000             |      |
| Institutional Dev. / Mgmt. Experts      | 19,300                           | 9,925                                      | 9,375              |      |
| Mid-Term External Evaluation            | 25,000                           | 0  | 25,000             |      |
|   |                                  |  |                    |      |
| <b>Program Support</b>                  | <b>226,510</b>                   | <b>62,150</b>                              | <b>424,584</b>     |      |

|   |        |        |        |  |
|---|--------|--------|--------|--|
| Public Meetings   | 10,000 | 5,696  | 4,304  |  |
| Workshop Expenses   | 44,890 | 10,948 | 33,942 |  |
| Printing Exp. (PICCR Publications, Annual Report, Summary Booklet, Brochures, Manuals, HR Quarterly, etc..) | 91,500 | 23,014 | 68,486 |  |
| Media Behavioral Change Communications & Messages (TV, Radio, Newspapers and other media outlets)           | 30,120 | 13,194 | 16,926 |  |
| HR Promotional Materials (Agenda, Calendar, Pamphlets, etc.)  | 25,000 | 6,936  | 18,064 |  |
| Wall Panel  | 0      | 0      | 0      |  |
| Resource Center (Books, Publications, Subscriptions)  | 25,000 | 2,362  | 22,638 |  |
|   |        |        |        |  |
| Human Resource Training & Development / Visits / Conferences  | 90,143 | 20,899 | 69,244 |  |
| Staff Training & Development  | 54,143 | 8,750  | 45,393 |  |
| Participation International Conferences, Seminars, workshops  | 18,857 | 7,712  | 11,145 |  |
| Travel Expenses   | 17,143 | 4,437  | 12,706 |  |
| Capital Costs (Equipment)   | 50,000 | 20,358 | 29,642 |  |

**ICHR Semi-Annual Progress Report - January- June 2009**

|                      |        |       |        |
|----------------------|--------|-------|--------|
| Computers & Printers | 20,000 | 3,502 | 16,498 |
| Office Furniture     | 20,000 | 8,323 | 11,677 |
| Office Equipment     | 10,000 | 8,533 | 1,467  |

|   |                  |                |                  |
|---|------------------|----------------|------------------|
| Administration Costs                        | 197,600          | 105,318        | 92,282           |
| Rental Charges                              | 36,000           | 22,477         | 13,523           |
| Electricity, Fuel, Water                    | 39,000           | 14,652         | 24,348           |
| Vehicles Expenses (License, Registry. Etc.) | 5,000            | 1,991          | 3,009            |
| Transportation Expenses                     | 15,000           | 11,159         | 3,841            |
| Communications incl. Internet               | 52,000           | 22,874         | 29,126           |
| Maintenance & Repairs                       | 16,600           | 9,931          | 6,669            |
| Stationary & Office Supplies                | 17,000           | 13,703         | 3,297            |
| Advertisement (job Others)                  | 1,000            | 854            | 146              |
| Photocopying & Material Reproduction        | 6,000            | 707            | 5,293            |
| Miscellaneous Expenses                      | 10,000           | 6,970          | 3,030            |
|   |                  |                |                  |
| Audit Fees                                  | 8,500            | 0              | 8,500            |
|   |                  |                |                  |
| Sub-Total                                   | 1,971,960        | 879,805        | 1,352,379        |
|   |                  |                |                  |
| Contingencies at 2%                         | 39,439           | 0              | 0                |
|   |                  |                |                  |
| <b>GRAND TOTAL</b>                          | <b>2,011,399</b> | <b>879,805</b> | <b>1,352,379</b> |

**ICHR Semi-Annual Progress Report - January- June 2009**

| <b>The Independent Commission For Human Rights</b>  |                           |                     |                                    |
|---|---------------------------|---------------------|------------------------------------|
| Cash Flow & Cash Projection Statement for ICHR<br>from July. 2009. to Dec. 2009 ( USD )                 |                           |                     |                                    |
| <b><i>Transfers from Donors 01.01.2009 - 30.06.2009</i></b>   |                           |                     |                                    |
| Denmark   |                           | 311,202.00          |                                    |
| Netherlands   |                           | 506,513.35          |                                    |
| Norway  |                           | 524,813.42          |                                    |
| SIDA  |                           | 500,173.97          |                                    |
| SDC   |                           | 284,995.19          |                                    |
| PNA   |                           | 100,000.00          |                                    |
| Other Revenues (Reimbursements)   |                           | 920.00              |                                    |
|   |                           |                     | <b>2,228,617.93</b>                |
| <i>Total Expenses 01.01.2009 - 30.06.2009</i>   |                           |                     |                                    |
|   |                           |                     | 879,805.00                         |
| <b>Available Funds</b>  |                           |                     | <b>1,348,812.93</b>                |
| Projected Expenses 01.07.2009 - 31.12.2009  |                           |                     |                                    |
|   |                           |                     | 1,352,378.96                       |
| <b>Payment Request from Consortium:</b>   |                           |                     |                                    |
| <i>Total Expenses 01.04.2008 - 31.12.2008 ( As Audited Stements)</i>                                    | 1,469,168.00              |                     |                                    |
| <i>Total Expenses 01.01.2009 - 01.01.2009 ( Deducted the reimbursement expenses)</i>                    | 878,885.00                |                     |                                    |
| Projected Expenses 01.07.2009 - 31.12.2009  | 1,352,378.96              |                     |                                    |
| <b><i>Total Expenses 01.01.2009 -30.06.2009 and projected Expenses from 01.07.2009 - 31.12.2009</i></b> | <b>3,700,431.96</b>       |                     |                                    |
|   |                           |                     |                                    |
|   | <b><i>Total Share</i></b> | <b><i>Paid</i></b>  | <b><i>New Request for 2009</i></b> |
| Denmark   | 360,383.50                | 311,202.00          | 49,181.50                          |
| Netherlands   | 869,472.18                | 506,513.35          | 362,958.83                         |
| Norway  | 807,150.78                | 524,813.42          | 282,337.36                         |
| SIDA  | 829,638.71                | 500,173.97          | 329,464.74                         |
| SDC   | 833,786.80                | 284,995.19          | 548,791.61                         |
| PNA   |                           | 100,000.00          | 0.00                               |
| <b>Total</b>  | <b>3,700,431.96</b>       | <b>2,227,697.93</b> | <b>1,572,734.03</b>                |
|   |                           |                     |                                    |