



## United Nations Development Group Iraq Trust Fund

### HIGH COMMISSION FOR HUMAN RIGHTS IN IRAQ: CAPACITY BUILDING AND TECHNICAL SUPPORT FINAL PROGRAMME NARRATIVE REPORT

<b>Programme Title &amp; Project Number</b> <ul style="list-style-type: none"><li>• Programme Title: <b>High Commission for Human Rights in Iraq: Capacity Building and Technical Support</b></li><li>• Programme Number : C9-34</li><li>• MPTF Office Project Reference Number: <i>Award 00060476</i></li><li>• <i>UNDP Project 00076154</i></li></ul>	<b>Country, Locality(s), Thematic Area(s)<sup>1</sup></b> <p><i>Iraq, Baghdad</i> <i>ITF Sector: Governance</i> <i>Nationwide promotion and protection of human rights</i></p> <hr/> <p><i>Thematic/Priority Human Rights</i></p>
<b>Participating Organization(s)</b> <ul style="list-style-type: none"><li>• UNDP (Lead Agency)</li></ul>	<b>Implementing Partners</b> <p>UNAMI – Human Rights Office / OHCHR Council of Representatives High Commission for Human Rights in Iraq</p>
<b>Programme/Project Cost (US\$)</b> <p>MDTF Fund Contribution: USD 500,000</p> <p>Agency Contribution (UNDP): USD 500,000</p> <p>Government Contribution N/A</p> <p>Other Contributions (Belgium): USD 402,751</p> <p><b>TOTAL: USD 1,402,751</b></p>	<b>Programme Duration (months)</b> <p>Overall Duration 25 months</p> <p>Start Date<sup>2</sup> (25.Aug.2010)</p> <p><i>Original End Date: 25 Feb 2012</i></p> <p>Revised End Date <sup>3</sup> 30 Sep 2012</p> <p>Operational Closure Date<sup>4</sup> 30 Sep 2012</p> <p>Expected Financial Closure Date 30 April 2013</p>
<b>Final Programme/ Project Evaluation</b> <p>Evaluation Completed</p> <p><input type="checkbox"/> Yes    <input checked="" type="checkbox"/> No    Date: _____</p> <p>Evaluation Report - Attached</p> <p><input type="checkbox"/> Yes    <input checked="" type="checkbox"/> No</p>	<b>Submitted By</b> <ul style="list-style-type: none"><li>○ Name: Nahid Hussein</li><li>○ Title: Project Manager</li><li>○ Participating Organization (Lead): UNDP</li><li>○ Contact information: <a href="mailto:Nahid.hussien@undp.org">Nahid.hussien@undp.org</a></li></ul>

<sup>1</sup> Priority Area for the Peacebuilding Fund; Sector for the UNDG ITF.

<sup>2</sup> The start date is the date of the first transfer of the funds from the MPTF Office as Administrative Agent. Transfer date is available on the [MPTF Office GATEWAY](#).

<sup>3</sup> As per approval by the relevant decision-making body/Steering Committee.

<sup>4</sup> All activities for which a Participating Organization is responsible under an approved MPTF programme have been completed. Agencies to advise the MPTF Office.

## **FINAL PROGRAMME NARRATIVE REPORT C9-34**

### **High Commission for Human Rights in Iraq:**

#### **Capacity Building and Technical Support**



First meeting of the Human Rights Commissioners with the UNDP.

### **I. PURPOSE**

There was timely and demonstrated need for an effective High Commission for Human Rights (HCHR) in Iraq, in line with the mandate, power, resources and capacities stemming from the enabling law. This Commission would take on a crucial protection role at the national level, and represent an effective Paris Principles compliant institution at both the regional and international levels. This project intervention sought to ensure that the HCHR was in place and properly initiated to fulfil its roles. The intervention aimed to ensure that the HCHR was being established and developed initial capacities to be an effective actor in the promotion and protection of human rights, become a port of call for improvement of the human rights system in Iraq, including the provision of remedies to and prevention of human rights violations and abuses, and deliver increasingly effective human rights services and programming. This was to be done in a progressive manner, as funding was mobilized and in synchrony with the establishment of the policy and legal framework that guides the HCHR. Initial activities encompassed the establishment of the Commission, through support to the selection of its members and the provision of essential tools to bridge the gap until the next fiscal period, in which Iraqi government resources will be available. The project was to support initial capacity development of the Commissioners and key staff, as well as assist the Commission to lay the foundation for a medium and long term strategic plan.

The project outcome was enhanced rule of law and respect and protection for human rights in line with international standards.

The project outputs and activities are:

Output 1.1: Council Of Representatives (CoR) Committee on Human Rights (HR) and Experts Panel have a transparent process of nomination and selection of Commissioners and for the staff of the temporary Secretariat.

- 1.1.1 Procurement of basic office equipment and supplies, to be transferred to the Secretariat once established.
- 1.1.2 Placement of advertisements for nominations of the Commissioners.
- 1.1.3 Provision of technical assistance and advisory services.
- 1.1.4 Support for outreach and public information on the process of nomination and selection of Commissioners.

Output 1.2: HCHR temporary secretariat is able to support the work of the HCHR.

- 1.2.1 Procurement of additional basic office equipment.
- 1.2.2 Limited support for HCHR Secretariat operations until it receives its GoI budget allocation.
- 1.2.3 Support for the establishment of the HCHR's outreach and public information office.
- 1.2.4 Training for Commissioners and Secretariat staff.
- 1.2.5 Technical Assistance and advisory support for the HCHR (travel of experts from Geneva; contract of specialized technical assistance).

Output 1.3: HCHR has an enhanced capacity to perform its mandate.

- 1.3.1 Training of commissioners and key stakeholders on HR protection, prevention, women's rights, and outreach.
- 1.3.2 Exposure of commissioners to relevant experience of HR Commissions in select countries.
- 1.3.3 Development by HCHR of basis for a medium and long term Strategic Plan.

The Project, approved in June 2010, relates to the Strategic (UN) Planning Framework guiding the operations of the Fund at a similar time as the UN Country Team made a transition to three key new documents which have a direct effect on this project and UNDP-Iraq. These documents are described below.

- The United Nations Development Assistance Framework for Iraq 2011–2014 (UNDAF)

The UNDAF was prepared by the United Nations Country Team in Iraq in consultation with the Government of Iraq and other partners, with the aim of improving the lives of the people of Iraq, and particularly the most vulnerable, in alignment with the national priorities and Millennium Development Goals. The United Nations Development Assistance Framework (UNDAF) 2011-2014 is the first for Iraq, marking a significant milestone in the nation's recovery and transition towards longer term development. Based upon and prepared in parallel with the Iraq Five Year National Development Plan (NDP) 2010-2014, the UNDAF provides a coherent and coordinated strategy for the delivery of UN assistance that embodies the Paris Principles, and supports the newly elected Iraqi administration in meeting its various obligations. The focus of the UNDAF implementation is to foster national capacity and leadership of the development process, within governmental, non-governmental and social institutions, in order to transition the country from the impact of violence and repression characterizing recent decades. Five UNDAF priorities have been identified, providing the scope and strategic direction of the UN system's support to Iraq in the next four years, namely:

1. Improved governance, including the protection of human rights.
2. Inclusive, more equitable and sustainable economic growth.
3. Environmental management and compliance with ratified international environmental treaties and obligations.
4. Increased access to quality essential services.
5. Investment in human capital and empowerment of women, youth and children.

- Country Programme Document 2011-2014 (CPD):

The first Country Programme was endorsed by GoI and approved by the Executive Board of UNDP on 3 September 2010. The Country Programme is aligned with the National Development Plan and is nested within the UNDAF. UNDP has identified four priority areas of synergy with National Development Plan and UNDAF, namely: a) fostering inclusive participation, b) strengthening accountable and responsive governing institutions; c) promoting inclusive growth, gender equality, climate change mitigation and adaptation and MDG achievement; and d) restoring the foundations for development. The Country Programme takes into account that UNDP operates under the overall mandate of the United Nations Assistance Mission in Iraq (UNAMI) focusing on the role of supporting the Government of Iraq (GoI) in the transition towards national reconciliation, peace and stability through work on governance, poverty alleviation, economic recovery and environment guided by conflict prevention and recovery approaches identified in five outcomes and respective outputs. Five Country Programme priorities have been identified, providing the scope and strategic direction of UNDP to Iraq in the next four years, namely:

1. GoI and civil society have strengthened participatory mechanisms in place for electoral processes, national dialogue and reconciliation;
2. Enhanced rule of law, protection and respect for human rights in line with international standards;
3. Strengthened regulatory frameworks, institutions and processes in place for accountable, transparent and participatory governance at national and local levels;
4. GoI has the institutional framework to develop and implement MDG-based pro-poor, equitable and inclusive socio-economic and environmental policies and strategies;
5. Enabling policy and frameworks for rapid economic recovery, inclusive and diversified growth and private sector development.

- Country Programme Action Plan 2011-2014 (CPAP)

The CPAP, signed on 14 March 2011, is a legal agreement between the Government and UNDP based upon the Country Programme Document. The 2011-2014 CPAP is a four-year living document defining the mutual cooperation and programme of work shared between the Government and UNDP. It is a response to the specific challenges identified in the UN Common Country Assessment 2009 and the UN response as outlined in the UN Development Assistance Framework 2011-2014. These, in turn, take account of the Millennium Development Goals, the Iraq National Development Plan as well as the lessons learned from past UNDP programming in Iraq. The CPAP, has been prepared in close consultation with key stakeholders, defines the goals, and broad outline of strategies and activities that the Government and UNDP jointly subscribe to, with agreed financial parameters. The CPAP further elaborates the five CPD outcomes and respective outputs of UNDP, and includes a specific Output 2 of “Key government and non-governmental institutions have strengthened capacities to better protect and promote human rights in relation to international standards” which incorporates this ITF project.

- List of partners, stakeholders and beneficiaries

Partners to the programme are: UNAMI HRO, OHCHR, Asian Pacific Forum, international consultants, national consultants, Committee of Experts, Iraqi Council of Representatives and Civil Society Organisations. Beneficiaries of the programme are all Iraqi citizens.

## II. ASSESSMENT OF PROGRAMME/ PROJECT RESULTS

The project commenced in 2011 with full implementation with good gains on results to date identified against the outputs:

Achievements against project outputs and activities		
Output 1.1 <b>Council Of Representatives (CoR) Committee on Human Rights (HR) and Experts Panel have a transparent process of nomination and selection of Commissioners and for the staff of the temporary Secretariat.</b>	Successful Completion Output 1.1	100%
<p>Activities of Output 1.1</p> <p>1.1.1. Procurement of basic office equipment and supplies, to be transferred to the Secretariat once established.</p> <p>1.1.2. Placement of advertisements for nominations of the Commissioners.</p> <p>1.1.3 Provision of technical assistance and advisory services.</p> <p>1.1.4 Support for outreach and public information on the process of nomination and selection of Commissioners.</p>	<ul style="list-style-type: none"> <li>• Processed request and procurement for IT equipment to initiate work of the Secretariat during 2011.</li> <li>• Conducted a five day workshop for 20 members of the Secretariat and Committee of Experts to assist in the establishment of the selection mechanism and framework for the selection of the Human Rights Commissioners 1-7 June 2011.</li> <li>• Conducted a second five day workshop for 20 members of the Secretariat and the Committee of Experts which examined international experiences and best practices in the establishment of Human Rights Commissions. Representatives from South African, Malaysia, and Palestine Human Rights Commissions were invited and presented their experiences on the establishment of their respective Commissions. During this workshop each Commission explained the organizational structure of the various Commissions, and the criteria used for the selection of the Commissioners. 6-10 September 2011.</li> <li>• Several outputs identified as an outcome of the workshops included;</li> <li>• Defined the cycle and different phases in the selection of the Human Rights Commissioners;</li> <li>• Reached agreement on future support requirements to the</li> <li>• organisational structure of the Human Rights Commission;</li> <li>• Reached consensus on the role of the Commissioners;</li> <li>• Defined final selection criteria for shortlisting of Commissioners;</li> <li>• Interview framework identified and established.</li> <li>• Provided on-going technical advisory support to the COE.</li> <li>• Final selection framework developed and approved by the COE,</li> <li>• Provided logistical support to conduct interviews for</li> </ul>	

	<p>49 (including 17 female) shortlisted applicants for the Human Rights Commissioners.</p> <ul style="list-style-type: none"> <li>• Provided on-going technical support which has supported the final evaluation of 11+3 Human Rights Commissioners.</li> </ul>	
<p>Output 1.2. <b>HCHR temporary secretariat is able to support the work of the HCHR.</b></p>	Successful Completion Output 1.2	95%
<p>Activities of Output 1.2</p> <p>1.2.1. Procurement of additional basic office equipment.</p> <p>1.2.2. Limited support for HCHR Secretariat operations until it receives its GoI budget allocation.</p> <p>1.2.3. Support for the establishment of the HCHR's outreach and public information office.</p> <p>1.2.4. Training for Commissioners and Secretariat staff.</p> <p>1.2.5. Technical Assistance and advisory support for the IHCHR (travel of experts from Geneva; contract of specialized technical assistance).</p>	<ul style="list-style-type: none"> <li>• Organised and conducted two public information campaigns on the selection process and completed in Baghdad and Erbil.</li> <li>• Conducted media campaign to raise awareness on Human Rights issues and the mechanism of prevention and protection in Iraq.</li> <li>• Conducted one Human Rights Civil Society Round Table with participants from 18 NGOs on the selection process and the role of the Independent High Commission for Human Rights in Baghdad. November 2011.</li> <li>• Recruited a Technical Advisor 4th Quarter 2011.</li> <li>• Developed interview and evaluation framework.</li> <li>• Conducted training course on the evaluation of interview questions.</li> <li>• Completed the plan of capacity development.</li> </ul>	
<p>Output 1.3 <b>HCHR has an enhanced capacity to perform its mandate.</b></p>	Successful Completion Output 1.3 what could not be finalized moved to a Phase II of Project.	90%
<p>Activities of Output 1.3</p> <p>1.3.1. Training of commissioners and key stakeholders on HR protection, prevention, women's rights, and outreach.</p> <p>1.3.2. Exposure of Commissioners to relevant experience of HR Commissions in select countries.</p> <p>1.3.3. Development by HCHR of basis for a medium and long term Strategic Plan.</p>	<ul style="list-style-type: none"> <li>• Exposed COE 3rd Quarter 2011 to relevant experiences and best practices of HR Commissions including Palestine, South Africa and Malaysia.</li> <li>• Completed Phase III shortlist identifying 164 candidates with 37 female applicants.</li> <li>• Planned for interviews resulting in 49 interviews conducted of which 17 were female candidates during 6-13 February 2012 in Baghdad.</li> <li>• Workshop conducted where the Commissioners examined different experiences such as Morocco, South Africa and different Arab experiences.</li> <li>• A draft regulatory framework and draft long term strategic plan outlined.</li> </ul>	



The Iraqi Human Rights Commissioners during their visit to the Human Rights Council in Morocco.

Intensive implementation of the project commenced upon arrival of the UNDP Project Manager in April 2011. An assessment report and work-plan was shared and approved by UNAMI Human Rights Office (HRO) identifying support to the Committee of Experts (COE) on the establishment of the Secretariat, within a limited timeframe in relation to project parameters.

Members of the temporary Human Rights Secretariat were nominated and endorsed by the Council of Representatives/Parliament. Shortly after the formation of the Human Rights Secretariat, the members commenced their duties and responsibilities regarding the selection of the Commissioners.

A Committee of Experts was formed in 2011 to manage the selection process of the HCHR 11 Human Rights Commissioners plus 3 alternate Human Rights Commissioners (11+3). A substantive amount of interest was generated which resulted in 3,085 applications being submitted for the 11+3 Human Rights Commissioner posts. These numbers were reduced to 164 applicants, which included 37 female candidates. Further shortlisting took place in 2011 with 49 candidates selected for interview. The final selected candidates were interviewed in Quarter 1, 2012 which resulted in the selection and appointment of 11+3 Human Rights Commissioners, out of which 4 are females. Project support expanded to include both the Committee of Experts and the Commissioners.

UNDP and UNAMI HRO with technical support from the Asian Pacific Forum organised a five day workshop 1-7 June 2011 to assist in the establishment of the selection mechanism and framework. Twenty participants from the Secretariat and Committee of Experts participated in this workshop where general criteria for the selection of the Commissioners were outlined. The resulting framework was finalized and endorsed by the Council of Representatives. Technical and operational support to the Secretariat continued throughout the selection process to assist in the selection of the Human Rights Commissioners and support the organisational structure of the Commission.

UNDP continued support to the Committee of Experts (COE) on the selection of the Human Rights Commissioners. At a meeting 7 August 2011, the CoE requested that the UN strengthen its support for the process, specifically requesting the opportunity to examine different experiences, best practices, and lessons learnt from other Human Right Commissions.

In response, UNDP and UNAMI HRO organized a workshop from 6-10 September 2011 to provide a forum for the CoE to discuss several outputs including the final phase of selection of the Human Rights Commissioners, agreement upon the future organizational structure of the Commission, what the role of the Commissioners should be, and the exact final selection criteria and interview framework to be used in the identification of the 11+3 Commissioners. This workshop brought together twenty participants from the Secretariat and Committee of Experts and representatives from Human Rights Commissions in South Africa, Malaysia and Palestine who were invited to present their experience on the establishment of their respective Commission and to explain the organisational structure of the various Commissions, and the criteria used for selection of Commissioners.

The resulting framework was finalized and endorsed by the Council of Representatives. Technical and operational support to the Secretariat continued throughout the selection of the Human Rights Commissioners and support was provided to facilitate the organisational structure of the Commission.

As a result of strategic outcomes developed during the workshop, 164 out of the 3,085 applications were processed and shortlisted for the final selection phase of the Human Rights Commissioners, including 37 female applicants. The Committee of Experts (CoE) carried out a collective evaluation to identify the top 50 candidates for interview.

Two public information campaigns were conducted to raise awareness on the role of the Human Rights Commission which highlighted transparency within the selection process of the Human Rights Commissioners.

Human Rights campaigns were organised and broadcast during the observance of International Human Rights Day, organised in partnership with the Council of Representative, to recognize the importance of Human Rights and to show support to the establishment of the IHCHR. The event was attended by the Speaker of COR, Donors and Heads of Agencies. Support was provided to the Human Rights Film Festival, to advance the promotion of Human Rights culture in Iraq.

A Human Rights Civil Society Roundtable was organised, in November 2011, in Baghdad with participation of 18 NGOs. Two papers were presented and adopted two key framework structures: a) Framework on effective engagement of Civil Society with the Human Rights Commission and the COR Human Rights Committee, and b) Framework on the establishment of a partnership between Civil Society and UN agencies to promote Human Rights in Iraq.

The CoR voted to approve the law on Iraq's accession to the *UN Convention on the Rights of Persons with Disabilities* on 23 December 2011 with ratification early 2012. A Technical Advisor was recruited 4th Quarter 2011 for 6 months to provide the required support to the Commissioners upon selection, assist in capacity development training programmes, and develop a set of strategies to ensure that the Human Rights Commission will effectively perform its function and duties.

UNDP and UNAMI HRO agreed to request an Iraq Trust Fund extension to extend the UN support during the early phase of establishment. This request placed emphasis on the continuation of support to the Council of Representative Human Rights Committee as the Committee was expected to fill the institutional void while the High Commission for Human Rights was established.

In September 2012 UNDP organized a 5 day workshop in Morocco which brought together twenty participants which included the Iraqi Human Rights Commissioners in addition to experts from Iraq. Representatives from South Africa, Morocco and a representative from OHCHR Regional Office in Beirut were invited to present their experience on the establishment of their respective Commissions and to explain the organisational structure of the various Commissions. The workshop aimed to:

- Build understanding of and consensus on the legal frameworks for the IHCHR functions and duties codified in Law 53 of 2008;

- Build understanding of international standards and operating frameworks of National Human Rights Institutions (NHRIs) - including the Paris Principles (UN GA Res. 48/134) - accreditation principles and frameworks, international best practices, and the specific roles of NHRIs in protecting, promoting, and mainstreaming human rights;
- Develop a strong understanding of their role as Human Rights Commissioners, to discuss different experiences and best practices from South Africa, Palestine and Morocco and to examine challenges faced by other commissions;
- Develop, through consensus, the vision and mandate of the Iraqi HCHR, including consensus on the functional and thematic priorities which will in turn drive decisions about organizational infrastructure and internal procedures;
- Establish networks with similar institutions abroad.

In conclusion the workshop in September 2012 proposed a set of recommendations which have been adopted by the Commissioners:

- The Commissioners adopted the vision and the mission of the Iraqi HCHR;
  - The Commissioners adopted the organizational structure of the Commission at central and governorate level. They further acknowledged the importance of creating linkages with the Human Rights Board, which is to be established at regional level. Additionally, the Commissioners agreed that a channel of discussion and consultations be commenced with the Kurdistan Regional Government (KRG) to define the mandate of the KRG Human Rights Board and the Iraqi HCHR;
  - A draft regulatory framework was presented and discussed. The draft is pending approval of the Board of the Commission.
  - A draft strategy has been presented defining the scope of the work of the Commission, coordination mechanism and partners. At this time it was agreed, during the workshop in Morocco, that additional support needs to be provided to finalize the strategy and move into implementation.
- Contribution to cross-cutting issues:

### **Human Rights:**

This has been the primary focus of this project, as there was no independent commission in Iraq at the beginning of the project though an independent human rights institution was to be developed. After multiple years of delays this project facilitated and supported the process which resulted in the establishment of the Independent Human Rights Commission for Human Rights. Human Rights Commissioners were nominated and appointed during this project who have taken on the role to investigate, monitor, report, raise awareness of Iraqi citizens on human rights issues, and ensure that Iraqi national legislations are in compliance with constitution and the international standards and norms. This project facilitated lessons learned from other similar institutions and ensured that the Independent High Commission for Human Rights was established in line with the Paris Principles and in line with the Iraqi Constitution and Law 53.

### **Gender Equality:**

The issues of gender were addressed at two levels within this project life-cycle. The first is through the selection criteria adopted for the formation of the Commission itself, where the Committee of Experts ensured that one third of the Board of the Commission were women. Recently, the Federal Court in Iraq issued a decision to increase the number of the females to five women within the Board of Commissioners. Women's rights have been identified as a separate thematic area of work and one Commissioner will be responsible for this portfolio. It is imperative that the Commission embodies the principles of equity it purports to defend.

### **Key Environmental Issues:**

While not a direct focus of the project, the protection of the environment as part of the human rights framework of ensuring quality of life for all has been included in the draft strategic framework of the High Commission for Human Rights.

### **Employment Generation:**

This project focus was not to generate employment, rather to establish a independent sustainable institution which would be covered in the future by the Government of Iraq. All Commission employees will be supported ultimately by the Federal budget.



A Committee of Expert Meeting with Experts from South Africa, Palestine and Malaysia sharing their experiences on frameworks for the selection of Human Rights Commissioners and the establishment of National Human Rights Institutions.

## **III. EVALUATION & LESSONS LEARNED**

- 1) The Iraqi High Commission for Human Rights, a constitutionally mandated independent national human rights institution, is a landmark development in Iraq's human rights protection system to date and can provide an effective mechanism through which human rights can be promoted, protected, and mainstreamed. The extent of the High Commission for Human Rights' success will depend, importantly, on the skills, vision, and decisions of the members of the Board of Commissioners who this project assisted in putting the selection system in place.
- 2) The establishment of the independent High Commission for Human Rights is called for under Article 102 of the Iraqi Constitution (2005). The institution was officially established in 2008 by an Act of Parliament under Law 53 of 2008. Law 53 largely reflects the standards set out under the Paris Principles and international best practices.
- 3) The UN support to this project commenced April 2009, though actual dedicated support was initiated in 2011. An assessment report and work-plan was shared and approved by UNAMI Human Rights Office (HRO) identifying support to the Committee of Experts (COE) on the establishment of the Secretariat, within a limited timeframe.
- 4) A Committee of Experts was formed in 2011 to manage the selection process of the IHCHR 11+3 Human Rights Commissioners. A substantive amount of interest was generated which resulted in 3,085 applications being submitted for the 11+3 Human Rights Commissioner posts. These numbers were reduced to 164 applicants, which included 37 female candidates. Further short-listing took place in 2011 with 49 candidates, selected for interview. The final selected

candidates were interviewed in Quarter 1, 2012 and this project continued logistical support with the Committee of Experts and the Commissions until the completion of the project.

- 5) UNDP and UNAMI HRO with technical support from international experts and firms assisted in the establishment of the selection mechanism and framework. The project adapted to initiate at an earlier juncture than the project initially envisaged, which included support throughout the selection of the Human Rights Commissioners. Work initiated with the establishment of the Secretariat and the Committee of Experts. A framework was developed, finalized and endorsed by the Council of Representatives. Technical and operational support to the Secretariat continued throughout the lifespan of this project to assist in the selection of the Human Rights Commissioners and support the organisational structure of the Commission. As a result strategic outcomes were developed, 164 out of the 3,085 applications were processed and shortlisted for the final selection phase of the Human Rights Commissioners, including 37 female applicants. The Committee of Experts carried out a collective evaluation to identify the top 50 candidates for interview. In February 2012, 49 candidates were interviewed and 14 Human Rights Commissioners out of which are 4 females, were selected and approved by Council of Representatives vote. In April 2012, 14 candidates were appointed and sworn in as first Human Rights Commissioners in Iraq.
- 6) The Committee of Experts, according to the Law 53, was abolished and replaced by the Commission Board which comprised of the 11+3 Commissioners. The Commission Board is to hold a meeting 30 days after their nomination to elect president and deputy and upon completion, the president of Iraq is to endorse the Commission Board and at this time the Commission is to start their work. This issue has yet to be resolved, with this project timing out at a critical juncture in the life cycle of the establishment of the High Commission for Human Rights in Iraq.
- 7) The untimely death of one of the Human Rights Commissioners resulted in a great challenge related to the selection of the alternate in this highly politicized environment in Iraq.
- 8) UNDP provided oversight and support to ensure that gains of the last year in this project are not eroding. In this regard UNDP organized a meeting between the SRSG and the Speaker of the Council to facilitate the replacement of the deceased Human Rights Commissioners with an alternate and in line with Law 53.
- 9) The UN agreed to continue with the support to the Commission to enhance their capacity and enable this newly forming institution and Commissioners to perform their duties, whilst putting tremendous amount of efforts to uphold the law; assist and support Commissioners to hold meetings, discuss the issues and advocate for UN support.
- 10) A recent Federal Court decision increased the number of the women on the Human Rights Commission by appointing one female candidate as alternate. With this decision the number of the female members will be 5 out of 14 Commissioners.
- 11) The UN anticipates a longer than normal political delay in the execution of this Federal Court decision, upholding Law 53, due to the political conflicts and different opinions of the representations of the different political blocks within the Committee of Experts. To minimize delay and in view of the urgent need to provide targeted support to this important constitutional body, the SRSG agreed to hold a meeting with concerned parties to urge and request the Council of Representative to swiftly appoint the female Human Rights Commissioners as well as to request the Board of Human Rights Commission to nominate their President and Deputy.
- 12) The Public Outreach Office to be established under this project could not be fully established through the respective Commissioner was appointed April 2012. The Board of Commissioners failed to hold first official meeting due to the absence of a president and deputy. Other issues related to the offices, issuance of IZ badges, and the approval of the 2012 budget resulted in the

delay of the Commissioners to perform their duties which included the approval of the organizational structure which would establish the Public Outreach Office within the presently planned structure.

- 13) UNDP has expanded support to Phase II which will continue to provide long-term and institutional capacity building to the High Commission of Human Rights, the Council of Representatives Human Rights Committee, and civil society. Due to the closure of the Iraq Trust Fund Phase II funding was secured from the sister UNDAF Trust Fund for 18 months starting 2012 till 2014. Approved EU funding, under discussion as a joint programme, which would include UNOPS, UNDP and UNAMI HRO, would continue the provision of support to the Commission. Phase II reflects the success of this project as Phase I of the project and the commitment from the Iraqi counterparts to promote Human Rights.
- 14) While taking into consideration the highly politicized environment in Iraq, UNDP managed to maintain a high level professionalism, knowledge, impartiality and provide forums for constructive dialogue to reach consensus. This resulted in full ownership of the process, agreement on the final composition of the Board of the Commission and the establishment of the independent High Commission on Human Rights in Iraq. This process has increased trust and confidence in UNDP-Iraq which has resulted in request for further support.

#### IV. INDICATOR BASED PERFORMANCE ASSESSMENT

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance	Source of Verification	Comments (if any)
<b>Outcome 1</b>							
Enhanced rule of law and respect and protection for human rights in line with international standards							
<b>Output 1.1</b> Council Of Representatives (CoR) Committee on Human Rights (HR) and Experts Panel have a transparent process of nomination and selection of Commissioners and for the staff of the temporary Secretariat	Indicator 1.1.1 Selection Process in place	No	Yes	Yes		Project progress report	As mentioned in Section III implementation did not commence in 2010.
	Indicator 1.1.2 Experts panel and HR Committee of CoR trained on proficiency based nomination and interviews	No	1	15		Proficiency based interview procedure and training report	
	Indicator 1.1.3 Number of Public information campaigns on the process of nominations and selection of commissioners	0	2	2		Campaign reports	
	Indicator 1.1.4 Temporary Secretariat in Place	No	Yes	Yes		Project progress report	
<b>Output 1.2</b> HCHR temporary secretariat is able to support the work of the HCHR	Indicator 1.2.1 Number of work stations equipped for secretariat staff	0	6	6		Project progress report	
	Indicator 1.2.2 Organigramme for the secretariat is in place	No	Yes	Yes		Project progress report	
	Indicator 1.2.3 Terms of reference for the secretariat and staff drafted Project progress Report	No	Yes	Yes		Project progress report	
	Indicator 1.2.4 Work plan for the secretariat is prepared	No	Yes	Yes		Project progress report	
	Indicator 1.2.5 Operational budget for the permanent secretariat in place	No	Yes	Yes		Project progress report	

	Indicator 1.2.6 Number of secretariat staff trained on operations and management issues related to the secretariat	0	8	8		Training and workshops report	
	Indicator 1.2.7 Percentage of secretariat staff fully satisfied with the quality of the training in terms of relevance and usefulness	NA	80%	100%		Post training assessment	
	Indicator 1.2.8 Number of secretariat staff trained on protection prevention, women's rights, and outreach	0	90%	100%		Training and workshop reports	
	Indicator 1.2.9 Percentage of secretariat staff satisfied with the quality of the training in terms of relevance and usefulness	NA	80%	80%		Post training assessment	
	Indicator 1.2.10 Needs assessment to determine future HCHR needs	No	Yes	Yes		Reports	
<b>Output 1.3</b> HCHR has an enhanced capacity to perform its mandate	1.3.1 Number of commissioners trained on HR protection prevention, women's rights, and outreach	0	11	13	13	Post training assessment	
	1.3.2 Percentage of commissioners fully satisfied with the quality of the training in terms of relevance and usefulness	0	80%	100%	100%	Post training assessment	
	1.3.3 Number of public outreach activities undertaken	0	20 (10 Press releases 10 conferences)	4	Rolled to Phase II, Commission Board has not selected president		

					and deputy, due to Supreme Court decision to increase number of women.		
	1.3.4 Number of Commissioners and staff trained on communication skills.	0	11	N/A	Rolled to Phase II, Commission Board has not selected president and deputy, due to Supreme Court decision to increase number of women.		
	1.3.5 Percentage of commissioners fully satisfied with the quality of the training in terms of relevance and usefulness	0	80%	N/A	Not initiated as Commissioners not yet selected President and Deputy.		
	1.3.6 Number of commissioners exposed to relevant experience of HR Commissions in selected countries.	0	3	13	Thirteen (13) Human Rights Commissioners were exposed to relevant experience of Human Rights Commissions in South Africa, Morocco, Palestine, and different countries in the Arab Regions.	Report	
	1.3.7 IHCHR medium and long term Strategic Plan prepared	No	Yes	Yes	A draft short, medium and long term strategic plan is prepared and discussed, it will be adopted by the end of 2012 when the BoC hold its first meeting	Draft report of the Strategic Plan	