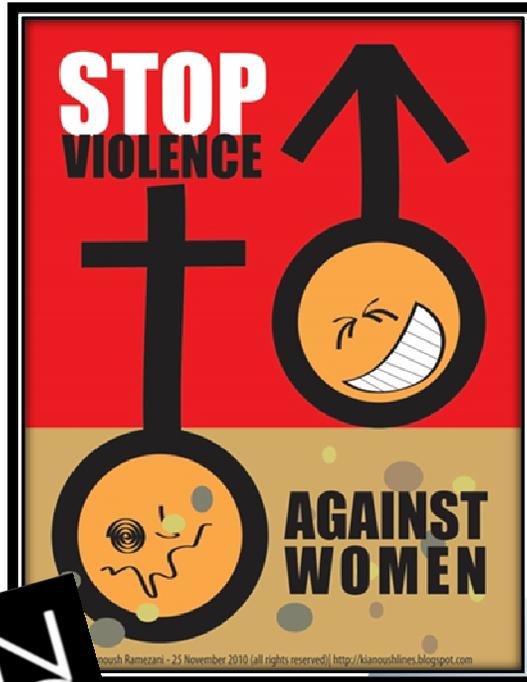


Human Rights

Proposed Work Plan 2014/15



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Introduction

The budget for this financial year has been confirmed as £23,100, a substantial increase on last year's £9,100. This will enable us to bridge the gap between the current Human Rights Office and the inception of the Human Rights Commission for St Helena due to be launched on 1st April 2015.

The Work

The work required for this year by the Human Rights Action Plan (HRAP) includes not only the on-going facilitation of the actions therein but also the development of the action plan for 2015-18, an overview of what will be required to extend the Convention on the Rights of Disabled Persons (CRPD) and the development of The Human Rights Commission for St Helena. In addition to this CEDAW will be extended to St Helena. The Human Rights Office needs to be at the forefront of communicating the implications of this. Changes are required to the Employment Ordinance and anti-discrimination legislation is needed.

HRAP

This is the final year of the current Human Rights Action Plan and there are 17 actions due for completion this year and some from previous years to review.

This will require approximately 30days' work and will involve:

1. Liaising with the stakeholders
2. Working with the schools to develop the inclusion of human rights across the curriculum
3. Continuing work with the prison, social services and NGOs

Human Rights Commission St Helena

Work towards the development of the Human Rights Commission. This has to be our highest priority this year. Without the Commission in place we may be in the position of having non-human rights work happening here, at a time when the need for economic development, the move to private sector employment and a lack of strong legislation may put pressure on the less scrupulous to exploit our population. It is imperative that the legislation is in place and the Commission operational by April 1st 2015. This year we are targeted with achieving.

- The setting up of an Enquiries Office for human rights complaints which will involve
 - the physical office
 - Policy/procedure
 - Office systems
- Ensuring the Enabling Ordinance to set up the Commission is passed and establishes its mandate and powers
- Accessing adequate human and financial resources for the Commission
- Agreeing the appointments Panel to recruit Commissioners, Director/ Office Manager
- Determine ToRs for Saint Helena Human Rights Commission, locate premises
- Establishing SHHRC strategy agreed and working practices
- Developing a training programme to develop staff capacity
- Developing an outreach programme to promote human rights on the island
- An in depth training programme for Director/ Office Manager

However the increase in budget would enable us to make further progress on this project as it will allow time and resources for the Director/Office Manager's development and towards the end of the year training for the Commissioners.

Proposed additional Work.

The additional budget would allow for some of the work proposed for year 1 of the Commission to be brought forward allowing the Commission Director and Commissioners to "hit the ground running". For example:

- Selection and training of Director and Commissioners
- Setting up the office and office systems
- Developing links with other commissions especially those in other Overseas Territories,
- Promotion and awareness raising
- Developing public " buy in"

Action Plan 2015 - 18

The research and development of the Human Rights Action Plan for the next3years (2015 - 2018) . The current plan was written through a project funded by the Commonwealth Foundation. One of the outcomes of this project was that I was given the training in the skills needed to develop the next action plan without expensive assistance from overseas. This work was programmed to take place during this financial year. I estimate that this will take approximately 50 days, much of which will be outside normal office hours in order to reach the vulnerable members of our community at times suitable to them. The work will include:

1. A programme of consultation meetings and interviews, workshops etc. to gather the data required for the development of the plan
2. Drafting of the plan
3. Further consultation on the draft
4. Presentation to LegCo
5. Communication of the details of the final plan to the public

Possible Additional Work

The increased budget would allow for greater publicity of the action plan both during its production and on its acceptance by LegCo. In addition there is an opportunity to

work with the Students at PAS to develop a programme to increase cultural tolerance within the school. This will provide additional data for the action plan.

CRPD

Research has been planned into the needs of the disabled, with regard to The Convention on the Rights of the Disabled Person. This work is scheduled in the action plan and will involve 30 days' work as follows:

- Research into the relevant convention to determine the requirements for the extension of CRPD
- Consultation with the disabled, their families and other stakeholders in order to ascertain the gaps that exist between the requirements and the actuality of life for the disabled on St Helena.
- Working with all stakeholders to develop a time line for progress towards the extension of CRPD
- Building in the appropriate required actions to the Human Rights Action Plan 2015 - 2018.

CEDAW

Work towards the extension of CEDAW to St Helena is underway and this human rights office has a role to play in the communication and monitoring of progress and the rights projected by the convention, This work was not included in the original action plan however the increase in budget would allow for this work to take place.

Proposed Work

The additional budget would allow The human rights facilitator to offer research support to elected members to inform debate and ensure maximum compliance is achieved and progress monitored. The details of the convention publicised through leaflets, articles and an exhibition, film nights, women's events etc.

Strengthening of Legislation

The Island needs much stronger employment legislation, anti-discrimination law and various changes under CEDAW. Again, this is not work which has been programmed for this year but the increase in budget would allow for:

- Research
- The drafting of proposals
- Lobbying

How will this be achieved?

The original £9,100 covered office expenses, paid for me to work 2days¹ a week and paid my travel expenses. The requested £14,000 included office expenses, 150 days' work and travel.

I suggest that for this year the facilitator position becomes full time and that the additional money provided for rent, electricity and other expenses be allocated as shown in the table below.

	£9,100 Budget allocation	£14,000 Budget allocation	Total	Proposed Allocation
<i>Facilitator Salary</i>	5500	7500	13,000	15,600
<i>Travel Expenses</i>	1200	1500	2,700	
<i>Facilitator expenses sub total</i>			15,700	15,600
<i>Rent</i>	1,680	1680	3,360	1,800
<i>Electricity</i>	100	80	180	0
<i>telecoms</i>	500	420	920	520
<i>Meeting Expenses</i>	0	100	100	100
<i>Stationery</i>	120	1000	1120	500
<i>Training</i>	0	1500	1500	4480
<i>Sundries</i>		220	220	220
	9100	14,000	23,100	23,100

The key points are

1. The facilitator travel expenses are rolled into a fixed salary. A minimum of 5 days a week will be worked, for 50 weeks. Should additional hours be required no additional pay will be requested. All travel costs will be borne by the facilitator. For

¹ It should be noted that Burgh House Limited charged the HRCBC at a rate of £50/day in 2013-14, just under a third of my normal charge rate

the avoidance of any further misunderstanding it is suggested that this be billed by Burgh House as a fixed amount each month of £1,300.

2. Rent of £150 per month is paid for the accommodation which will include electricity.
3. The cost of stationery has been reduced as we have received Community development Organisation funding for the production of leaflets.
4. The Budget for training has been increased from £1500 to £4480 which would allow for a significant amount of training to take place this financial year ahead of the inception of the Human Rights Commission,

The full time role, like the part time will require me to be available to work evenings, weekends and allow me the opportunity give full time commitment to achieving goals specified above.

Project	Estimated days	Proposed Allocation (days)
Human Rights Action Plan 2015/18	50	50
Human Rights Commission	50	130
Human Rights Action Plan 2012/15	30	30
CRPD	20	20
CEDAW		10
Legislation		10
Total	150	250

This will not only achieve the successful completion of the National Human Rights Action Plan but also take us up to the launch of the Human Rights Commission

Catherine Turner

Human Rights Facilitator