

المؤسسة الوطنية لحقوق الإنسان  
National Institution for Human Rights



Kingdom of Bahrain مملكة البحرين

## Strategic and Action Plan 2019-2021

#اضمن حقك



# National Institution for Human Rights Strategic Plan

2019-2021



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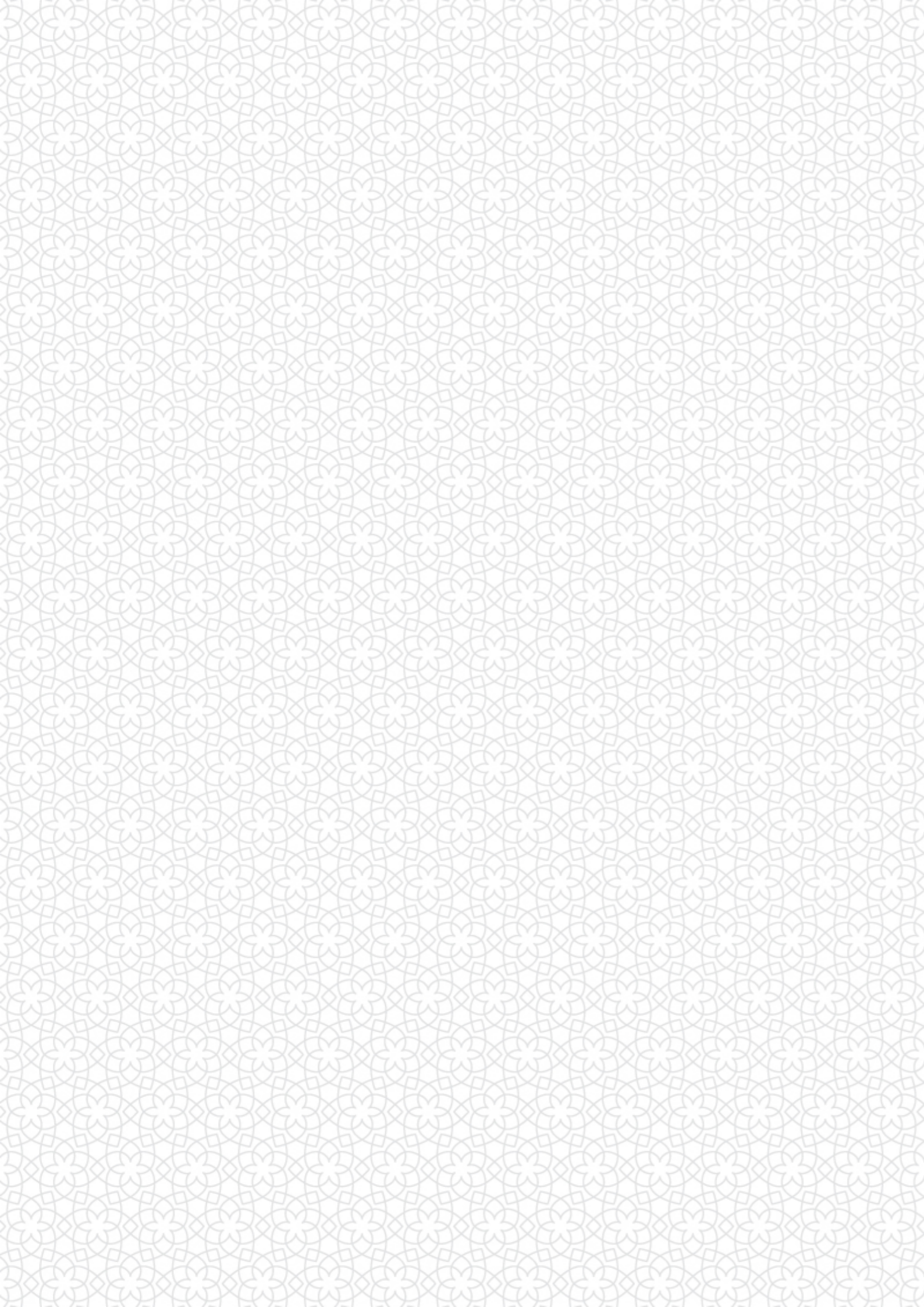
## Human Rights as a National Lifestyle

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### INTRODUCTION

It is in the belief of the National Institution for Human Rights (NIHR) that the groundwork for excellence in human rights in the Kingdom of Bahrain has been set in most sectors in a way that meets the requirements of the Universal Declaration of Human Rights and other UN human rights benchmarks. While social, political, and economic challenges still persist, it is in NIHR's belief that the time has come for Bahrain to lay foundations in contemporary areas of human rights and continue building in areas of protection and promotion of human rights in all aspects of individual and community life. The NIHR aims to integrate human rights into the national lifestyle, making it a Bahraini ideal that is a part of the sustainable development efforts to continue building the Kingdom of Bahrain as a modern, democratic, and thriving nation.

In addition, the NIHR believes that the topics of thought leadership in human rights, protection of fundamental rights and freedoms, coordination with local, regional and international human rights mechanisms in addition to local and global non-governmental organizations concentrating on human rights protection, and education and promotion of human rights thought form a part of its core functions and thus has opted to adopt a more concentrated approach to its strategy over the coming 3 years. The NIHR aims to concentrate on key topics in addition to its core responsibilities in order to ensure that human rights values are shared, taught, promoted, and implemented across all sectors.



### **Vision**

We hold the belief that the human rights issue is among the national constants. Recognition of public rights and freedoms, civil, political, economic, social or cultural, whether individual or collective rights, is a commitment to the values of justice, equality and human dignity of all human beings without discrimination.

### **Mission**

We strive to develop, promote and protect human rights of the citizens and residents of Bahrain by providing protection and support for individuals to enable them to gain diverse knowledge to exercise their legitimate rights, determine their needs, how to demand and defend these needs through disseminating the culture of human rights by all means available.

### **Goals**

In light of the NIHR's goal to incorporate human rights into the national lifestyle, and in addition to its core functions, the NIHR will be concentrating on 4 key topics that present persisting challenges and opportunities that have not been efficiently tackled in the past or lack the required legislative and administrative infrastructure. In addition to its core pillars of promoting, monitoring, and reporting, NIHR will be adopting research as a core pillar in order to help spread, promote and advance thought leadership in human rights.

Key Performance Indicators (KPIs) will form a key aspect in NIHR's strategy with the establishment of an internal mechanism to create the KPIs and follow-up on the progress of the strategic document using qualitative and quantitative measures for monitoring and evaluation.



## NATIONAL AND ORGANIZATIONAL ANALYSIS

### 1. NATIONAL ANALYSIS

The Kingdom of Bahrain has taken consistent steps in addressing human rights violations and promoting human rights principles across all sectors. With many social, political, and economic challenges and opportunities persisting and arising, the Kingdom of Bahrain has taken crucial steps in the promotion and protection of human rights. With the legislative amendments made to Articles 208 and 232 of the Penal Code concerning the recognition of the crime of torture and the non-exhaustion of the crime of torture, the enactment of the Law of Reform and Rehabilitation Corporation No. 18 of 2014, the establishment of the Prisoners and Detainees Rights Commission in 2014, and the 2015 establishment of the Ministry of Interior's Department for Internal Monitoring and Investigation the mechanisms for the prevention of torture were established in accordance with relevant provisions of the Convention against Torture (CAT). These measures have resulted in positive results with the successful challenge lodged by the Special Investigation Unit, established by the Attorney General in 2012.

Since the enactment of Law No. 1 of 2008 with respect to Trafficking in Persons, Bahrain has taken measured steps to combat human trafficking. With the 2008 establishment of the National Committee to Combat Trafficking in Persons (NCCTIP) and the Committee for the Evaluation of Foreign Victims of Trafficking in Persons, Bahrain went on to enact Labour Law No. 36 of 2012, launch the Expatriate Protection Unit and the hotline to support human trafficking victims in 2015, launch the National Referral Mechanism for Victims of Trafficking in Persons and the Flexible Work Permit in 2017, and Trafficking Victims Assistance Fund in 2018. These measures, and the perpetuation of anti-human trafficking thought across all sectors over the 10 years since the start of a national comprehensive anti-human trafficking strategy, were key in the significant progress witnessed in the anti-human trafficking arena which saw the promotion of Bahrain to be a Tier 1 country according to the 2018 Trafficking in Persons (TIP) Report released by the State Department of the United States of America. These measures also led to the prosecution and conviction of many alleged human traffickers and those supporting them.

With an increase in women's representation in parliament, achieving a secondary or higher-level education, and participation in the labour force; women's rights have taken a considerable jump in recent years. Without the need to implement tough measures like quotas, the establishment of The Supreme Council for Women to promote, encourage and protect women's rights was successful in paving the way to a higher participation of women in key parliamentary and government positions as well as encourage the promotion of women to senior executive positions in the private sector. With the issuance of Family Law No. 19 of 2017, women's rights have been safeguarded in both sections of Sharia Courts, and thus enabling women and children to safeguard their rights to a greater extent.

Challenges still persist in Bahrain's human rights efforts and require continuous efforts in combating them across multiple sectors. With the economic situation being one of the challenges, businesses are yet to adopt a consistent and methodical human rights approach to their operations as per the "Guiding Principles on Business and Human Rights", endorsed by the United Nations Human Rights Council. In addition, while Bahrain has taken strong steps towards safeguarding the environment through the establishment of the Supreme

Council for Environment, the human rights obligations relating to the right of a safe, clean, healthy and sustainable environment, as well as the promotion of best practices relating to the environmental policy making has not been studied thoroughly from a national human rights perspective.

### 2. ORGANIZATIONAL ANALYSIS

After being accepted as a member in the Global Alliance of National Institutions for the Promotion and Protection of Human Rights (GANHRI) Statute in 2016 in accordance with the Paris Principals, the NIHR worked on developing capacity as an independent body and working within the UN framework to progress human rights in the Kingdom of Bahrain. NIHR worked on publicizing its programs and working closer with governmental and civil society organizations to further protect and promote the key principles of human rights as outlined by the Universal Declaration of Human Rights and international and Regional conventions ratified by the Kingdom of Bahrain.

During the period of the NIHR's previous strategy (2015-2018) the NIHR provided around 50 consultations to the executive, legislative, and judicial branches. In addition, it has strove to become more visible by launching and publicizing on a large scale the Human Rights Toll Free Hotline, which aims to provide a venue for alleged victims of human rights violations. In that light, and with the aim of combating human trafficking, NIHR, in cooperation with the NCCTIP opened a full time office in the Expatriate Protection Unit in Sehla.

As part of its outreach and promotion program the NIHR has conducted more than 200 conferences, lectures, trainings, workshops, roundtables and talks with various local governmental and civil society organizations. These lectures have received a 93.50 percent approval rating as an average of the 2017 and 2018 survey by participants after the events.

In order to build organizational excellence and maintain the quality and promptness of service the NIHR received the ISO 9001:2015 certification for quality management system after being audited by Bureau Veritas Holdings UK Branch. It also enacted the Code of Conduct for the Council of Commissioners and the Code of Conduct for NIHR Staff. It furthermore launched the Complaints Policy and Procedures Guide in 2015 and updated them in 2018. The NIHR implemented an electronic system for tracking and follow-up and a Customer Management System (CMS) to help track complaints.

NIHR needs to further develop its research capabilities and provide an avenue to progress human rights research and developing the capacity to provide human rights thought leadership. Cooperation and coordination with civil society organizations also needs to be strengthened and developed and a greater number of programs supporting civil society organizations that could further promote and help protect human rights in the Kingdom of Bahrain. In addition NIHR needs to develop KPIs in order to showcase progress and success in achieving its goals and identify areas of weakness that could be enhanced. Special care needs to be taken to expand the survey aspect and administrative data analysis in order to help study the effects of national policy and NIHR programs.



## STRATEGIC GOALS 2019-2021

### I. Environmental Impact on Human Rights

As a prerequisite for the enjoyment of human rights, the environment is a key pillar of human dignity as it is intertwined with the right to life, health, food, water and sanitation.

We will seek to:

1. Lay the foundations of promoting the realization of human rights obligations relating to the enjoyment of a safe, clean, healthy, and sustainable environment.
2. Identify challenges and opportunities as relating to the environment and sustainable development thereto.
3. Recognize, promote and exchange views on best practice measures relating to human rights commitments to inform, support, and strengthen environmental policy making.

### II. Human Rights for Sustained Economic Development

Research has shown the positive impact of economic growth on human rights. Offsetting economic growth against human rights and vice versa will only lead to adverse long-term effects. Therefore, the two principles should not be treated independently.

We will seek to:

1. Promote human rights as a key concept in economic development.
2. Highlight the effects of inequality, corruption, and mismanagement of public resources on human rights.
3. Encourage the use of regimented and methodical human rights programs in the fields of corporate compliance and accountability and the responsibility to respect human rights in business.

### III. The Right to Equal Opportunities

The right to be treated equally without regard to a person's religion, gender, ethnicity, or race, is a key pillar of human rights. Equality and non-discrimination are also pillars of equitable social, economic and political development.

We will seek to:

1. Promote equal opportunities across a wide cross section of social, economic and political fields.
2. Study the effects of inequality and discrimination on societal progress.
3. Cooperate with different local organizations to promote equal opportunity across all relevant sectors.

### IV. Promotion of Human Rights Principles in Civil Society and Business

Human rights are the responsibility of all. Civil society and businesses are key facets in the human rights strategy. Building strong ties with and promoting human rights to these organizations is considered a key area of concentration.

We will seek to:

1. Train and educate civil society and business on ways they can contribute to promote and protect human rights.
2. Identify key civil society organizations that have a role in the promotion of human rights and provide capacity building with them.
3. Increase the awareness of the importance of human rights defenders within civil society organizations.

## FOLLOW-UP, EVALUATION, AND KPIS

For an effective and result based implementation of the NIHR strategic plan, NIHR will establish a Committee to Follow-up and Evaluate the Implementation of the Strategy and Action Plan, which will consists of a numbers of Commissioners and the Secretary General.

The committee is tasked with periodically reviewing the detailed annual plans of action, project management plan, assert the KPIS for each goal in correspondence with the KPI Criteria placed in the 3-year Action Plan, Annual Strategic Priorities, Financial and Resources Allocation Plans. In addition, the Committee will be tasked to mitigate risks, take corrective actions, and reevaluate priorities.

The first evaluation round will occur within 6 months of the launch of the strategy. The committee will then decide at what regular periodic intervals evaluation will be needed.

## National Institution for Human Rights Action Plan 2019-2021

I. Core Functions

Activity	Function	Time Frame	Responsible	KPIs Criteria
Setup and operate human rights fellowship program	Research	Q1 2019	Secretariat-General	- Time frame of setup - Number of applicants - Applicant capacity building survey results
Setup and operate competition for children	Education	Q1 2019	Secretariat-General	- Time frame of setup - Number of participants - Rate of correct answers
Provide legal opinions	Consulting	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Meet the deadline
Study legislation from a human rights perspective, recommend amendments or enact new legislation on a need basis	Research	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Time frame
Receive and examine complaints and refer them to the competent authorities	Monitoring	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Time frame as per Guide on Receiving Complaints and the Provided Legal Assistance
Provide legal assistance and counseling	Consulting	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Time frame
Monitor any violations of human rights	Monitoring	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Time frame of action from the moment the violation is monitored
Submit annual report on progress in the human rights situation	Reporting	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Time frame of release of Report

Activity	Function	Time Frame	Responsible	KPIs Criteria
Submit parallel reports to UPR, treaty bodies mechanisms, and any other international human rights bodies	Reporting	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Time Frame
Conduct announced and unannounced field visits to correction facilities and detention centers	Monitoring	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of visits
Attend court hearings to ensure fair trial guarantees	Monitoring	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	-Attend all relevant cases with regards to human rights -Time frame
Cooperate with national civil society organizations, regional and international organizations to promote and protect human rights	Training / Education	2019-2021	Legal & training Directorate/ Secretariat-General	-Target civil society organizations per year
Provide human rights training to the NIHR Commissioners and Staff	Education	2019-2021	Legal & training Directorate/ Secretariat-General	-Training/ skills evaluation criteria
Provide training programs to the public spread the culture of human rights	Training / Education	2019-2021	Legal & training Directorate/ Secretariat-General	- Number of people trained
Attend national, regional, and international human rights conferences, meetings, seminars, and workshops	Training / Education	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	- Number to be attended per year
Awareness programs of the objectives and competences of NIHR	Training / Education	2019-2021	Secretariat-General	- Conduct an annual perception audit
Publication of books, flyers, leaflets, within the Human Rights Education program	Education	2019-2021	Secretariat-General	Number of publications based on a target audience breakdown i.e (Children, teenagers, employees, civil society, general public, foreign workers ... etc.)



## II. Environmental Impact on Human Rights

Activity	Function	Time Frame	Responsible	KPIs Criteria
Conduct field visits to places that have suffered from environmental pollutions	Monitoring	Q4 2019	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of visits
Publish a report on environmental policy making to protect and conserve nature reserves	Research	Q1 2020	Legal & training Directorate/ Secretariat-General	Time frame
Conduct round table on the environmental rights and the impacts on the ecosystem	Training	Q3 2020	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of issues tackled
Workshop on hazardous waste	Training	Q4 2020	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of issues tackled
Conduct international forum on climate change and human rights	Education	Q2 2019	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of participants
Cooperate with national entities on environmental issues	Consulting	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of joint functions
Cooperate with civil society organizations entities on environmental issues	Education	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of joint functions
Conduct activities with regard to protecting the environment (targeting schools and universities)	Education	2019-2021	Secretariat-General	Number of participants

## III. Human Rights for Sustained Economic Development

Activity	Function	Time Frame	Responsible	KPIs Criteria
Conduct workshops and seminars to highlight the effect of inequality, mismanagement of public resources on human rights and the role of the corporates in respecting human rights	Education/ Training	Q3 2019	Council of Commissioners Legal & training Directorate/ Secretariat-General	- Number of participants - Skill/ knowledge evaluation
Conduct awareness campaign on the right of sustained economic development	Education	Q3 2020	Secretariat-General	Perception audit
Develop national action plan on business and human rights	Research	Q1 2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Time frame
Conduct a national competition for best article with regard to accountability and responsibility affecting human rights and business	Education	Q4 2021	Secretariat-General	Number of participants
Cooperate with concerned national economic and business entities	Training	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of joint functions
Conduct round table with non-governmental entities and civil society organizations concerned with the economy, business, and foreign workers to discuss the challenges facing the rights of foreign workers	Training /Education	Q1 2019	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of issues tackled

#### IV. The Right to Equal Opportunities

Activity	Function	Time Frame	Responsible	KPIs Criteria
Conduct survey to measure the effect of inequality and discrimination on societal progress	Monitoring	Q2 2019	Secretariat-General	- Number of participants - Skill/knowledge evaluation
Conduct round table on Human Rights and equal opportunities in Health Sector	Training	Q2 2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Perception audit
Conduct International forum on the rights of equal opportunities for persons with disabilities	Education	Q2 2020	Council of Commissioners Legal & training Directorate/ Secretariat-General	Time frame
Conduct joint activities with civil society organizations to promote equal opportunity across all relevant sectors	Training/ Education	2019-2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of participants
Activate MOUs with different entities concerned with equal opportunities	Training/ Education	2019-2021	Secretariat-General	Number of joint functions

#### V. Promotion of Human Rights Principles in Civil Society and Business

Activity	Function	Time Frame	Responsible	KPIs Criteria
Conduct educational programs in business and human rights for key civil society organizations	Education/ Training	Q4 2019	Secretariat-General	-Number of participants -Knowledge assessment
Develop guidance for business on how to respect human rights in accordance with the “UN Guiding Principles on Business and Human Rights; Implementing the United Nations ‘Protect, Respect and Remedy’ Framework” (The Human Rights Council endorsed the Guiding Principles in its resolution 17/4 of 16 June 2011).	Research	Q3 2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	-Time frame -Number of businesses reached
Conduct a national forum on integrating human rights principles in business sphere, (for business and industry, Chamber of Commerce, trade union, civil society organisations, academia and other national institution human rights)	Education	Q4 2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	Number of participants
Conduct workshop to increase awareness of human rights defenders within concerned civil society organisations	Education/ Training	Q1 2021	Council of Commissioners Legal & training Directorate/ Secretariat-General	-Number of participants -Knowledge/skill assessment
Promote the formal adoption of the universal principles of human rights, labour, environment and anticorruption by businesses and civil society.	Education	2019-2021	Secretariat-General	Number of entities agreeing to formally adopt universal principles of human rights, labour, environment and anticorruption



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## STRATEGIC MAP 2019-2021



VISION

Human Rights Culture is a Lifestyle



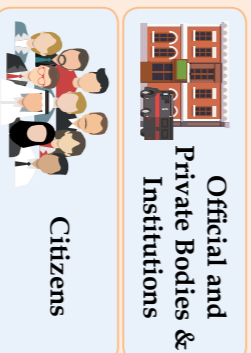
MISSION

Together to Create a Better Practice of  
Human Rights

## BENEFICIARIES



Bahraini Society



Citizens

Official and  
Private Bodies &  
Institutions



Residents

Civil Society Institutions



Schools, institutions,  
colleges and  
universities

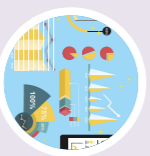
STAKE  
HOLDERS

## ENVIRONMENTAL IMPACT



- Lay the foundation of promoting
- Identify challenges and opportunities
- Best practices

## SUSTAINABLE ECONOMIC DEVELOPMENT



- Raising awareness
- The effects of inequality, corruption & mismanagement of public resources
- Compliance, accountability & responsibility

## THE RIGHT TO EQUAL OPPORTUNITIES



- Promotion of equal opportunities
- Study the effects
- cooperate with organisations

## PROMOTION OF PRINCIPLES IN CIVIL SOCIETY AND BUSINESS



- Training and education
- Capacity building
- Increase awareness

## STRATEGIC GOALS

## MECHANISMS AND TOOLS



Internal regulations and  
flexible regulations



Assets and  
properties



Technology and  
development



Financial resources  
and green policy



Creative and distinguished  
human resources



A supportive media  
environment for  
communication

## KEY PERFORMANCE INDICATORS (KPIs)



Time Frame



Number of  
Events



Number of  
participants



Questionnaires and  
Survey results



Knowledge and  
Skills

