

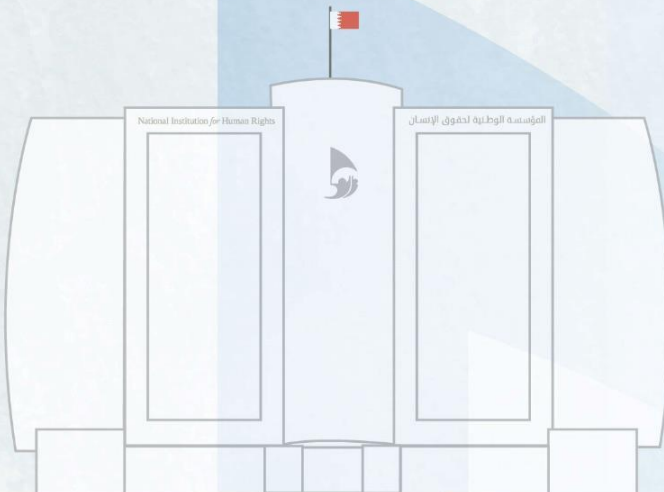
المؤسسة الوطنية لحقوق الإنسان
National Institution *for* Human Rights



مملكة البحرين - Kingdom of Bahrain

Strategic and Action Plan

2022 - 2025



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Strategy and Action Plan of the National Institution for Human Rights (2022-2025)

The vision and mission of the institution

Vision

We hold the belief that the human rights issue is among 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.

“Human Rights Culture is a Lifestyle”

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 spreading the culture of human rights by all means available.

“Together to create a better practice of Human Rights”

Introduction

The National Institution for Human Rights (NIHR) was established as an independent national institution. His Majesty King Hamad bin Isa Al Khalifa - King of the Kingdom of Bahrain issued Royal Order No. (46) establishing it on 10 November 2009, granting it the competencies and powers consistent with the “Paris Principles” relating to the status of National Institutions for the Promotion and Protection of Human Rights, issued pursuant to United Nations General Assembly Resolution 48/134.

Believing in the importance of strengthening the work of the institution and granting it more financial and administrative independence, and creating a legal guarantee, the House of Representatives and the Shura Council approved the law establishing it, whereby His Majesty the King issued Law No. (26) of 2014 establishing the National Institution for Human Rights, and for the purpose of imparting more independence for its work and to confirm its compatibility with the relevant international decisions, and taking into account the observations of the Subcommittee on Accreditation, the establishing law was amended by Decree-Law No. (20) of 2016.

The establishing law affirmed its role in the field of promoting and protecting human rights, as Article No. (12) of it approved a number of competencies for the institution in order to achieve its objectives in this field, as the institution’s role in “strengthening” is promoted by spreading the culture of human rights through various means, such as holding conferences, training courses, workshops and lectures for the general public, or specific target groups, in addition to training in the field of human rights, publishing and printing educational brochures related to their work, besides conducting research, participating in local and international forums, and in meetings organized by regional and international organizations, as well as the issuance of bulletins, publications, statements and special reports and display them on the website.

The law also granted NIHR the competence to examine the compatibility of legislative and regulatory texts with regional and international treaties concerned with human rights, including recommending joining relevant regional and international conventions, submitting parallel reports, and contributing to the formulation and discussion of reports that the Bahrain undertakes to submit periodically and make observations thereon. Applying regional and international human rights treaties, publishing them in the media, and cooperating with national bodies, regional and international organizations, and relevant institutions in other countries concerned with the promotion of human rights.

The “protection” of human rights is the main pillar corresponding to the role of national human rights institutions in promoting these rights, and this was clearly demonstrated in the “Paris Principles”, especially when these principles granted the NIHRs *quasi-judicial* powers through their authority to receive, study and refer complaints related to human rights to the relevant bodies and to follow-up, while informing the concerned parties of the procedures to be followed, and assisting them in settling them with the concerned authorities.

The role of national institutions in the field of “protection” also includes conducting a monitoring process for everything that might prejudice the right of individuals to enjoy the rights and public freedoms assigned to them. The monitoring process constitutes a necessary means to ascertain the degree and extent of the state’s respect for its legal or international obligations related to human rights. Such “protection” also requires that NIHR’s carry out field visits to places where human rights violations are likely to occur.

In order to continue the effective role of the NIHR in the field of protection, promotion and development of human rights in the Kingdom of Bahrain, it made sure that its strategy and work plan for the years (2022-2025) are in line with the Kingdom of Bahrain’s National Human Rights Plan, noting that the NIHR participated in a number of workshops to prepare the national plan, as the National Institution expressed its observations on the first and second drafts of that plan based on the request received by the Ministry of Foreign Affairs in this regard, and this comes in implementation of Article (12) - Paragraph (A) of the establishing Law, which stated that the competence of the NIHR is “to participate in the production and implementation of a national plan for the promotion and protection of Human Rights in the Kingdom.” Noting that a number of local authorities participated in the preparation and drafting of that plan, as well as a number of agencies and United Nations mechanisms, especially the United Nations team in the Kingdom of Bahrain, in order to activate permanent coordination and continuous local, regional and international cooperation in promoting and protecting human rights.

The NIHR took into account that its strategy and action plan for the years (2022-2025) should be fully consistent with the efforts of the Kingdom of Bahrain aimed at strengthening cooperation with regional and international organizations in the field of human rights, as the Kingdom recently approved the signing of a memorandum of understanding between the Government of the Kingdom of Bahrain and the United Nations High Commission for Human Rights, which aims to enhance cooperative work between the two sides in the areas of technical assistance, capacity-building and programs for promoting a culture of human rights.

Since 2022 is the year of parliamentary and municipal elections in the Kingdom of Bahrain, and based on the importance of continuing to strengthen community participation and develop the spirit of citizenship among citizens, and in accordance with the powers granted to the National Institution for Human Rights under Article No. (12) - Paragraph (e) of its establishing law, where The NIHR is specialized “to monitor violation of human rights, conduct the necessary investigation, draw the attention of the competent authorities and provide with proposals on initiatives to put an end to such violations and, where necessary, to express an opinion on the reactions and positions of the competent authorities.” and in accordance with paragraph (g) of the law which granted it the right “to perform announced and unannounced field visits, to monitor human rights situation in Correction institutions, detention centers, labor calls gathering, health and educational centers, or any other public place in which it is suspected that human rights violations are taking.”

In implementation of the role entrusted to the NIHR in promoting and protecting human rights and fundamental freedoms, and in response to ensuring that everyone enjoys rights and freedoms, especially the right related to candidacy and election, and to complement its role in this regard, the NIHR intends to participate in observing the 2022 parliamentary and municipal elections in the Kingdom of Bahrain. The NIHR, with its wide mandate as an independent body under the law of its establishment, has observed the 2018 parliamentary and municipal elections, from the moment it was called until the final announcement of the winners and up to the follow-up to the final results.

The tasks and achievements of the National Institution for Human Rights during the years (2019 - 2020 - 2021)

During the time frame of its previous strategy and action plan, the NIHR was able to successfully achieve (92%) of its objectives, in a manner that satisfies the performance indicators standards set in this regard. However, in view of the exceptional circumstances that have occurred in the world as a result of the spread of the Covid-19, the concerned authorities in the Kingdom took the relevant precautionary measures, which began with the suspension of studies in public and private schools and kindergartens, and included a main focus on avoiding gatherings or attendance of public events, the NIHR, like the rest of the official authorities, postponed all activities scheduled from March 2020

Continuing to implement the strategy, as well as continuing the institution's role in spreading a culture of human rights among the various segments of society in accordance with relevant international standards, constituted a major challenge for the NIHR in light of the spread of the Covid-19 pandemic, as it had to overcome all difficulties to reach the largest possible segment of society, taking into account the respect and implementation of all precautionary measures taken by the Kingdom in this regard, and as a result, the NIHR launched a number of awareness projects and targeted initiatives, organizing training programs, workshops and round tables remotely using electronic means and modern technology for visual communication.

The main continuing activities in the field of promotion and protection of human rights

(1) Providing advisory opinions and studying national legislation

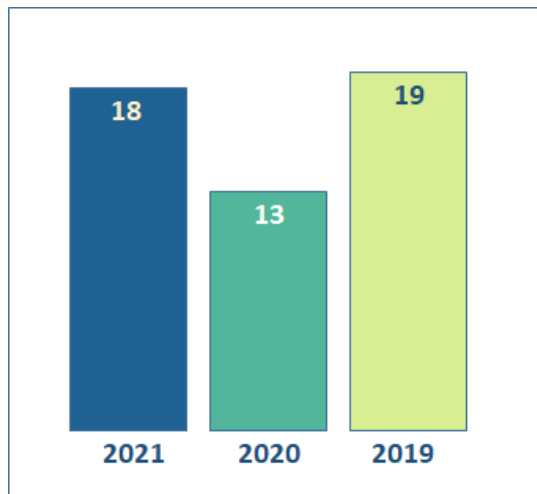
During the years (2019-2020-2021), the NIHR was able to provide (47) advisory opinions to the constitutional authorities in the Kingdom, at their request. Perhaps one of the most prominent laws and draft laws that the NIHR contributed to expressing an opinion on or calling for their speedy issuance in a manner that is complied with regional and international human rights standards as follows:

- Law No. (4) of 2021 promulgating the Law of Restorative Justice for Children and their Protection from Maltreatment.
- Law No. (7) of 2020 amending some provisions of the Code of Criminal Procedure promulgated by Legislative Decree No. (46) of 2002 (expansion of alternatives to criminal proceedings).
- Law No. (18) of 2017 issuing the Penal Code and Alternative Measures.
- Decree-Law No. (16) of 2021 amending some provisions of the Labor Law in the Private Sector promulgated by Law No. (36) of 2012 (Prohibition of wage discrimination between male and female workers in work of equal value).
- The draft law on mental health, attached to Decree No. (80) of 2013.

The NIHR also studied a number of legislation and regulations in force in the Kingdom related to human rights. These studies resulted in the submission of (3) proposals concerned with the promotion and protection of human rights, focused on the following:

- Sending a proposal to the Ministry of Housing regarding the amendment of some provisions of Ministerial Resolution No. (909) of 2015 regarding the housing system, for the purpose of including in the resolution a number of guarantees for the housing services to the elderly.
- Sending a proposal to the Ministry of Labor and Social Development regarding amending the scope and period of the work ban contained in Ministerial Resolution No. (3) of 2013 regarding the Ban on Work at Noon for Workers.
- Sending a proposal to the Ministry of Foreign Affairs regarding the mechanism, objectives and content of the National Plan for Human Rights in the Kingdom of Bahrain.

**Number of advisory opinions and proposals on national legislation sent by the NIHR
to the constitutional authorities during the years (2019 – 2020 – 2021)**



(2) Cooperation with regional and international bodies and organizations concerned with human rights

The institution was not immune from interaction with international and regional mechanisms related to human rights, as it submitted - during the time frame of the strategy - three parallel reports to the treaty bodies: the Committee on the Elimination of Discrimination against Women (CEDAW), the Committee on the Elimination of Racial Discrimination (CERD), and the Committee on the Rights of Persons with Disabilities (CRPD). It is also in the process of finalizing a parallel report to the Committee on Economic, Social and Cultural Rights (CESCR), to be submitted at the beginning of 2022.

Given that the institution is a human rights advisory body, during the past three years it has dealt with (29) questionnaires received from academic bodies, institutes and regional and international organizations, governmental and non-governmental organizations (such as: the Office of the High Commission for Human Rights, the United Nations Special Rapporteur on the situation of Human Rights Defenders, United Nations Development Program (UNDP), Asia Pacific Forum of National Human Rights Institutions (APF), Queen's University, Belfast, Northern Ireland, Leiden University, Netherlands, and the Association for the Prevention of Torture (APT)).

(3) Receiving complaints, monitoring the human rights situation, field visits, and attending court sessions

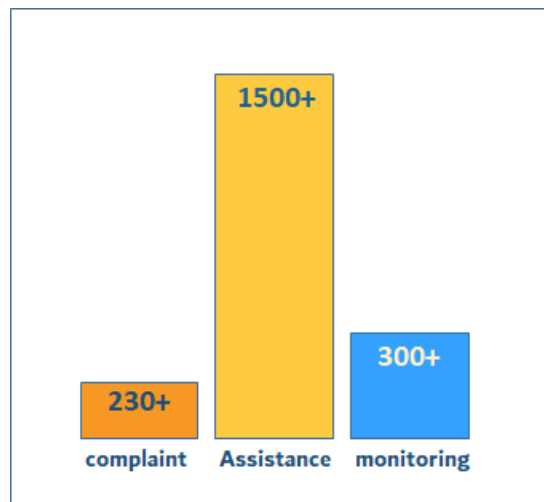
In the years 2019-2020-2021, the NIHR dealt - through the "Complaint and Call Center" at the General Secretariat - with more than (4,400) calls, as the services provided by the center varied to include receiving and studying complaints and referring them to the concerned authorities, monitoring any human rights violations, and provide legal advice and assistance, in addition to making calls to follow up on previous complaints.

The center received more than (230) complaints related to human rights of all kinds, and they were studied and referred to the relevant authorities with effective follow-up, informing those concerned of most-follow procedures, and helping them to implement them or assisting in settling them with the relevant authorities.

With regard to legal assistance, the NIHR provided about (1,500) assistance, some of which were related to personal issues or disputes between individuals, or topics considered before a judicial or administrative investigation authority, or those in which there is a discretionary authority for the competent authority, such as issues of nationality, residence, and the release of detainees convicted or detained persons, or replacing the remainder of their sentence, examining whether or not the accusation is proven or not, or topics in which the institution does not have jurisdiction, as they occurred outside the territorial borders of the Kingdom, and contacts were made with the concerned authorities in some of them for humanitarian reasons.

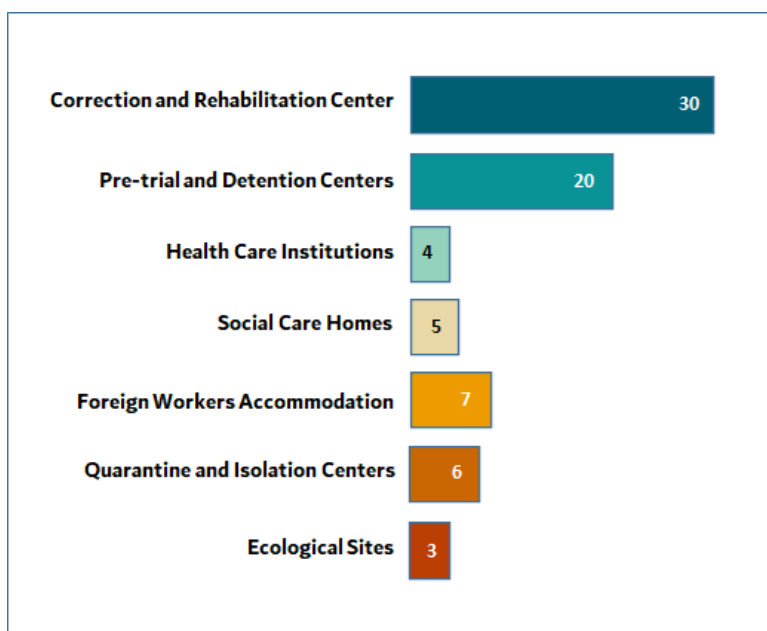
Pursuant to its mandate to monitor human rights violations, conduct the necessary investigations, and carry out announced and unannounced field visits to monitor the human rights situation in Correctional Institutions, detention centers, labor calls gathering, health and educational centers, or any other public place in which it is suspected that human rights violations are taking place, Pursuant to the establishing law, the NIHR monitored nearly (300) various cases, and they were all dealt with as required by the nature of each case in cooperation with the concerned authorities.

**Number of complaints received by the NIHR, legal assistances provided,
and monitoring cases during the years (2019 – 2020 – 2021)**



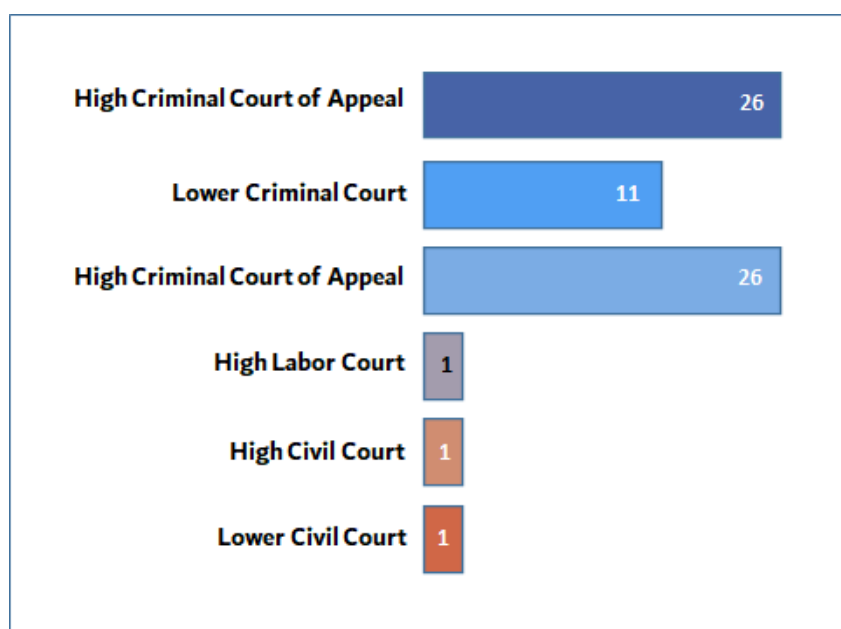
During the time frame of the strategy, the NIHR made (75) field visits to correctional and rehabilitation centers, pretrial and detention centers, as well as health care institutions, social homes, housing for foreign workers, quarantine and isolation centers, in addition to a number of sites to ensure the availability of a healthy environment. Report was prepared within the specified time periods, sending them to the concerned authorities and following up with them.

**Number of field visits carried out by NIHR
during the years (2019 – 2020 – 2021)**



The NIHR also attended (66) court sessions, for the purpose of observing its course, verifying the validity of judicial procedures, and ensuring that fair trial guarantees were provided to all parties to the litigation.

**Types of courts and the number of sessions attended by the NIHR
during the years (2019 – 2020 – 2021)**



Based on the NIHR's mandate to monitor the human rights situation, present proposals and initiatives, and because of its competence to address public opinion directly, it launched two campaigns during the time frame of the strategy aimed at raising societal awareness and educating it about the rights of these groups and involving them in the process of monitoring what these groups are exposed to.

Where the first campaign focused on following up and monitoring not implementing the decision No. (3) of 2013 issued by the Ministry of Labor and Social Development's regarding the ban on work at noon for workers, which came with the aim of preserving workers' rights in healthy and safe working conditions, and to ensure the extent to which employers respect these rights. The NIHR has a hashtag (#Guarantee_YourRight), with the aim of urging the public to report abuses committed in the employment of workers under the sun and in open places during the months of July and August, specifying their location and time, and communicating with the NOHR through the free hotline (80001144), or through the website, or mobile applications.

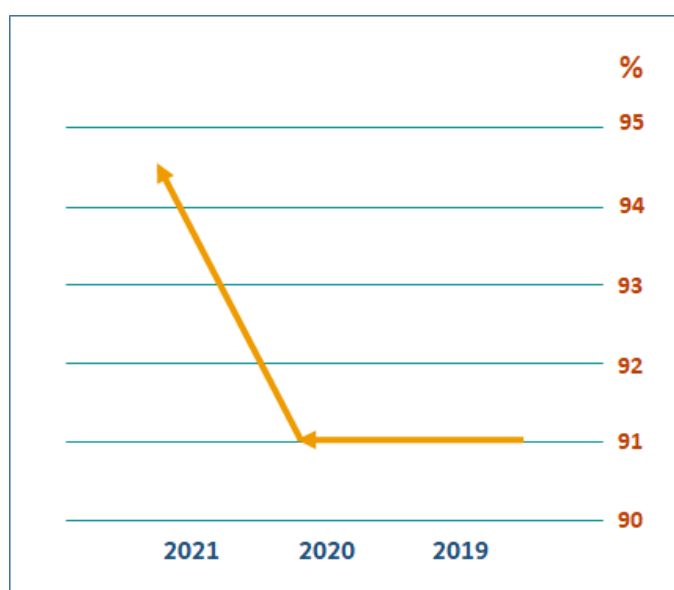
The second campaign, was under the name (#Let_us_help_to_reach), which came from the NIHR belief in the importance of concerted efforts to ensure that persons with disabilities enjoy their rights on an equal basis and without discrimination.

The NIHR called on the public and people with disabilities to report and monitor public or private facilities intended for public use whose design or surrounding physical environment prevents this category from enjoying their right to access and use those facilities on an equal basis with others.

(4) Education, training and cooperation with human rights-related bodies

During the past three years, the NIHR succeeded in attracting about (8200) people to participate in its activities aimed at spreading the culture of human rights. The NIHR also participated in (156) local and external events, including conferences, seminars, and local, regional and international workshops. Satisfaction reached (94.5%) in the event evaluation form for participants for the year 2021, an increase of (3.5%), from the same average for 2019 and 2020, which was (91%) for each year.

Average rate of satisfaction of participants in the NIHR activities



The NIHR was also keen - during the time frame of the strategy - on continuous cooperation with civil society institutions and human rights defenders, as it cooperated with more than (30) civil society institutions, in addition to cooperation with (17) regional and international organizations, in addition to conduct (23) events held with the participation of a large number of civil society institutions, and holding (107) activities

proposed in the training plans, including the signing of memoranda of understanding with a number of authorities.

In the belief of the NIHR to encourage academics, graduate students and all those interested to prepare independent research on topics that resonate in public opinion among the youth, for the purpose of supporting and developing innovation and creativity skills, and strengthening partnership with universities and academic institutions, as well as exchanging experiences in the field of human rights. It has established a specialized program in this regard called "The Research Fellowship Program in the Field of Human Rights", in which the number of participants reached about (60).

In another context, more than (200) male and female students were involved in discussions on a number of topics related to hazardous waste and its impact on human enjoyment of a healthy and safe environment, in cooperation with the Ministry of Education and the Capital Municipality. The NIHR also prepared a questionnaire on the Corona pandemic and the impact of the measures taken. The Kingdom of Bahrain has taken it to preserve the interests of citizens and residents, by polling the medical staff and patients in quarantine and isolation centers, and its results were published in the eighth annual report of the National Institution for Human Rights for the year 2020.

The NIHR will continue to strengthen communication and relations with civil society institutions working in the field of human rights, as well as to strengthen relations with national, regional and international human rights institutions, and work to build bridges of exchanging experiences and knowledge.

National assessment

Despite the challenges facing the world and their effects on the Kingdom of Bahrain during the years (2020-2021) due to the spread of the Covid-19 pandemic, the Kingdom was able to take vigorous steps towards promoting human rights principles in general, and guaranteeing human rights in The health and education sectors in particular. The Kingdom also strove to ensure that the primary care groups, including children, people with disabilities and the elderly, are not affected and that their established rights infringed upon. Taking upon itself the optimal and full implementation of the recommendations of the World Health Organization related to the preventive (precautionary) and curative (pharmacological) issues, the Kingdom established specialized centers to treat patients infected with the virus, and provided approved vaccines, in a fair and free manner, for citizens and residents alike without discrimination.

The repercussions of the spread of the novel corona virus (Covid-19) were not limited to the abstract of the human rights aspect only, but rather had an impact on the economic aspect and related to the relevant sustainable development goals (2030), as the Kingdom took serious steps to reduce the economic repercussions of the pandemic and ensure that this is not affected by basic human rights, especially those related to the right of individuals to enjoy an adequate standard of living.

In order to achieve this, Decree-Law No. (22) of 2021 promulgating the implementation law in civil and commercial matters came to constitute an important development towards achieving a fair balance between the interests of the creditor and the debtor, by creating legal guarantees that achieve the interests of both parties, without resorting to arrest and imprisonment of the debtor to fulfill a debt Civil, as a kind of physical coercion to compel a person to implement and pay, which constitutes effective compliance with the provisions of Article (11) of the International Covenant on Civil and Political Rights, to which the Kingdom of Bahrain acceded under Law No. (56) of 2006.

In this sense, the NIHR supports the ministerial decisions taken regarding wage protection, in particular Resolution No. (68) of 2019 regarding the wage protection system as a system that obliges the employer in the private sector to pay workers' wages through banks and financial institutions licensed by the Central Bank of Bahrain according to specific dates, and Resolution No. (22) of 2021 regarding the stages of implementing the wage protection system, according to which it allows the application of the system within stages according to the number of workers in a single facility and within a period not exceeding January 2022.

To affirm the right to equality and non-discrimination, the Kingdom has sought to consolidate the right to gender equality, especially in matters related to the right to work, as Decree Law No. (16) for the year 2021 came to amend some provisions of the Labor Law in the private sector issued by Law No. (36) for the year 2012, to prohibit wage discrimination between male and female workers in work of equal value, which is in line with relevant International Labor Organization decisions.

In support of the principle of equal opportunities between the sexes, and to increase the empowerment of women to participate in various fields, the previous decree-law came to abolish the work of: Article (30) of the original law stipulates the necessity for the competent minister to specify the conditions, jobs and occasions in which women may not be employed at night, and Article (31) which requires the competent minister to issue a decision specifying the jobs in which it is prohibited to employ women, and thus the amendment contained the law has made it possible for a working woman to work in any field without restricting her right to choose the right work for her like men, and without any restrictions preventing her from working at night.

In the context of the individual's right to freedom and enjoyment of fair trial guarantees, the criminal policy in the Kingdom has adopted during the past years a course that limits the use and limitation of penalties that deprive of liberty, and resorting to punitive or procedural alternatives, by creating a mediation system in criminal matters, and determining criminal conciliation and reconciliation, or resorting to alternative penalties or measures, which is included in Law No. (18) of 2017, as amended by Decree-Law No. (24) of 2021, so that these alternative penalties and measures are able to integrate the convict and make him effective and fit in society, which is without a doubt will reflect positively on the situation of those covered by the provisions of this law, and on the current inmates in correctional and rehabilitation centers and pretrial detention.

In this regard, the NIHR supports the issuance of Law No. (4) of 2021 promulgating the Correctional Justice for Children and Protection from Abuse Law, as a law that enhances restorative justice for children at all stages of the criminal case, including investigation, trial and during the execution of the judgment, as the law came to decide consistency with conventions and treaties. The international standards that the Kingdom has ratified or acceded to, by providing the necessary support and protection for this category, by rehabilitating them and reintegrating them into society, which was confirmed by international human rights standards, by urging states to take all legislative and administrative measures to protect children and take into account their best interests at all times, for the sake of justice in its comprehensive sense.

Strategic Objectives 2025 - 2022

The first goal: the impact of the Corona pandemic on the national economy and entrepreneurship

The national economy is the main source to ensure that everyone enjoys their economic, social and cultural rights, as harmonizing economic growth with the protection of human rights principles is one of the main goals that must be pursued in order to achieve human dignity. The state must ensure that entrepreneurship institutions enjoy their rights stipulated in the constitution and relevant legislation, and to respect human rights principles during the impact of the pandemic.

We aim to:

- (1) Work on the compatibility of the national economy with economic, social and cultural rights.
- (2) Work to enhance awareness of the importance of the entrepreneurship sector and its consistency with human rights principles.
- (3) Monitoring the effects of the pandemic on individuals' enjoyment of their right to work, and ensuring that companies and commercial establishments respect the rights of their employees.

The second goal: Education and the propagation of human rights culture

Given the fundamental importance and place of education in the field of human rights, and considering it a basic guarantee to enable, strengthen and exercise the rest of the other rights related to it, the Kingdom of Bahrain has attached great importance to education by developing the sciences that the individual receives at all levels of study, which includes the consolidation of concepts of respect for human rights and basic freedoms, and enabling the individual to participate in an active and beneficial role in society.

We aim to:

- (1) Spreading awareness of human rights principles through students in schools, institutes, and public and private academic institutions.
- (2) Working to integrate human rights principles and concepts into the educational curricula of public and private institutions.
- (3) Monitoring the impact of crises and exceptional circumstances on the practices carried out by educational, training and rehabilitation institutions to ensure that everyone enjoys the right to education.

Third Objective: Achieving equal treatment and gender equality

The fifth and tenth goals of the Sustainable Development Goals (2030) related to achieving gender equality and reducing inequalities, respectively, are closely related to the enjoyment of all human rights, as this goal is the cornerstone for the realization of women's rights, especially in their basic rights such as work Equality of wages, and adequate housing.

We aim to:

- (1) Shedding light on the link between women's rights and all economic and social rights, especially the right to adequate housing and equal wages.
- (2) Cooperating with civil society institutions, especially those aimed at supporting women in the fields of civil, political, economic, social and cultural rights.
- (3) Encouraging public and private sector application of best practices related to the promotion and protection of women's rights.

Fourth goal: enjoyment of the highest attainable standard of health for all

The right to health is one of the most fundamental human rights, as individuals enjoy this right not only through access to health care and the absence of disease or disability, but extends to the physical, psychological and social integrity of the individual, and people whose freedom is restricted must also enjoy it, especially in times of crises, exceptional circumstances and pandemics related to public health.

We aim to:

- (1) Promote the enjoyment by all of the highest attainable standard of physical, mental and social health.
- (2) Monitoring and following up the conditions of individuals within health institutions, including institutions located within correctional and rehabilitation centers, to ensure that everyone enjoys their health rights.
- (3) Studying the impact of pandemics on the individuals' enjoyment of the highest level of healthcare.

Action Plan 2022-2025

1 - Core Functions

Activity	Function	Time Frame	Responsible	KPIs
Continuing the Human Rights Research Fellowship Program	Research	2022-2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	<ul style="list-style-type: none"> - Commitment to implementation time. - The number of applicants. - Survey results.
Providing legal opinions and advice	Consulting	2022-2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	The time period for providing the answer.
Studying legislation from the point of view of human rights and proposing amendments or drafting new legislation as needed	Consulting	2022-2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	Duration of time for conducting the study and responding.
Participation in the human rights questionnaires prepared by the concerned authorities locally, regionally and internationally	Consulting	2022-2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	The time period for providing the answer.
Providing legal assistance and advice	Consulting	2022-2025	Council of Commissioners/ Complaint and Call Center, at the General Secretariat	Duration.
Submitting annual reports on the human rights situation in the Kingdom of Bahrain	Writing reports	2022-2025	Council of Commissioners/ The General Secretariat	Commitment to the deadline for submitting reports.
Submit parallel reports to treaty bodies and international organizations concerned with human rights	Writing reports	2022-2025	Council of Commissioners/ The General Secretariat	Commitment to the deadline for submitting reports.

Activity	Function	Time Frame	Responsible	KPIs
Receiving and studying complaints and referring them to the concerned authority in the NIHR	Monitoring	2022-2025	Council of Commissioners/ Complaint and Call Center, at the General Secretariat	Duration of time according to the guide on receiving complaints and provide legal assistance.
Monitor any human rights violations	Monitoring	2022-2025	Council of Commissioners/ Complaint and Call Center, at the General Secretariat	The time period for taking the necessary action from the time the violation is detected.
Conducting announced and unannounced visits to correctional and rehabilitation centers, places of detention and any places	monitoring	2022-2025	Council of Commissioners/ The General Secretariat	Number of visits
Attending trial sessions to ensure fair trial guarantees	Monitoring	2022-2025	Council of Commissioners/ The General Secretariat	<ul style="list-style-type: none"> - Number of human rights related sessions attended. - Duration.
Communication and cooperation with local civil society institutions and regional and international organizations working in the field of protection and promotion of human rights	Training/Education	2022-2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	Number of civil society institutions that have cooperated.
Strengthening relations with Arab, regional and international national human rights institutions	Training/Education	2022-2025	Council of Commissioners/ The General Secretariat	Number of national human rights institutions that have cooperated
Providing training programs to the public aimed at spreading a culture of human rights	Training/Education	2022-2025	Council of Commissioners/ Department of Legal Affairs and Training, Complaint and Call Center at the General Secretariat	Number of people trained.
Attending local, regional and international conferences, meetings, seminars and workshops	Training/Education	2022-2025	Council of Commissioners/ The General Secretariat	The number of events participated in.

Activity	Function	Time Frame	Responsible	KPIs
Conducting awareness programs to define the role, objectives and competencies of the National Institution	Training/Education	2022-2025	Council of Commissioners/ The General Secretariat	Conduct an evaluation survey.
Publishing books and brochures to promote a culture of human rights	Education	2022-2025	Council of Commissioners/ The General Secretariat	The number of publications published for each target group (for example :children, civil society institutions, expatriate workers...etc).
Interact with national, regional and international human rights days	Education	2022-2025	Council of Commissioners/ The General Secretariat	-The number of national, regional and international days that have been interacted with.
Developing the capabilities of the staff of the National Institution for Human Rights in the field of human rights by involving them in various relevant training programs	Training	2022-2025	Council of Commissioners/ The General Secretariat	Measuring the performance development of employees in the NIHR

2 - The impact of the Covid-19 pandemic on the national economy and entrepreneurship

Activity	Function	Time Frame	Responsible	KPIs
Ensure that the annual reports include an item on the most important measures taken by the Kingdom of Bahrain to reduce the impact of the Covid-19 pandemic on the national economy and entrepreneurship, and the most important recommendations concerning that.	Research	Second Quarter 2023	Council of Commissioners	Commitment to the specified time period.

Activity	Function	Time Frame	Responsible	KPIs
Conducting field visits to companies affected by the Covid-19 pandemic	Monitoring	First Quarter 2023	Council of Commissioners/ Department of Legal Affairs and Training, Complaint and Call Center at the General Secretariat	The time period for taking the necessary action from the time the violation is detected until it is determined.
Holding a round table on the most important ways to prepare small and medium enterprises for the stage of recovery and restarting economic activities	Training/Education	Third Quarter 2023	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	<ul style="list-style-type: none"> - Commitment to time. - The recommendations resulting from the round table.
Holding a workshop on the role of entrepreneurship in achieving sustainable development goals	Training/Education	Third Quarter 2025	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	Survey on usefulness.
Holding a forum on the most important economic challenges and obstacles and solutions to the impact of the Corona pandemic on the national economy	Training/Education	Fourth Quarter 2022	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	number of recommendations.
Organizing an awareness campaign on the importance of individuals enjoying the right to work in times of crisis	Training/Education	Fourth Quarter 2022	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	Commitment to the specified time.
Cooperation with civil society organizations on topics related to the impact of the Covid-19 pandemic on the national economy and entrepreneurship	Training/Education	2022-2025	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	The number of joint activities.
Holding events and programs on the impact of the Covid-19 pandemic on the national economy and entrepreneurship	Training/Education	2022-2025	The General Secretariat	Survey on the extent of use.

3 - Education and propagating a culture of human rights

Activity	Function	Time Frame	Responsible	KPIs
Reviewing legislation related to the right to education and proposing amendments thereto	Consulting	First Quarter 2025	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	The number of proposals submitted.
Suggesting new topics to consolidate human rights principles and concepts in the educational curricula of government and private institutions	Consulting	Fourth Quarter 2025	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	The number of proposals submitted.
Monitoring the impact of crises and exceptional circumstances on the practices carried out by educational, training and rehabilitation institutions to ensure that everyone enjoys the right to education	Monitoring	Third Quarter 2022	The General Secretariat	Duration.
Spreading awareness of the principles of human rights, especially the rights of the child, among students of public and private schools	Training/Education	First Quarter 2025	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	number of participants.
Organizing awareness lectures on the right to education and the importance of positive interaction with students for educational staff in government and private academic institutions	Training/Education	Second Quarter 2024	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	Evaluate the extent of benefit.
Launching the second session of the Human Rights Challenges competition for students on the right to education and its impact on human rights	Training/Education	Second Quarter 2023	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	The number of joint activities.

Activity	Function	Time Frame	Responsible	KPIs
Organizing a round table on the obstacles that people with disabilities face in obtaining the right to education	Training/Education	First Quarter 2024	Council of Commissioners/ Department of Legal Affairs and Training at the General Secretariat	The extent to which students interact with the competition.
Raising awareness of human rights principles among students of governmental and private academic institutions	Training/Education	Second Quarter 2025	Council of Commissioners/ Department of Legal Affairs and Training, Complaint & call center at the General Secretariat	The number of suggested recommendations.
Launching awareness campaigns	Education	First Quarter 2023	General Secretariat	The number of beneficiaries.

4 - Achieving equal treatment and gender equality

Activity	Function	Time Frame	Responsible	KPIs
Monitoring the extent of commitment to implementing legislation and measures taken to promote equal treatment and equal pay between male and female workers in the labor sector	Monitoring	Third Quarter 2024	General Secretariat	Duration.
Cooperation with civil society institutions, especially those aimed at supporting women in the fields of civil, political, economic, social and cultural rights	Training/Education/ Consulting	2023 - 2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	<ul style="list-style-type: none"> - Evaluate the extent of benefit. - Number of completed reports in this field.
Holding joint activities with Civil Society Institutions to promote equal treatment in all sectors	Training/Education	2022 - 2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	Number of completed activities.

Activity	Function	Time Frame	Responsible	KPIs
Activating memoranda of understanding with the various authorities concerned with equal treatment	Training/Education	2022 - 2025	General Secretariat	<ul style="list-style-type: none"> - The number of joint activities. - Evaluate the extent of benefit.
Organizing events to confirm the link between women's rights and all economic and social rights, especially the right to adequate housing	Fourth Quarter 2024	Training/Education	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	Evaluate the extent of benefit.
Organizing awareness lectures on the importance of public and private sector application of best practices related to the promotion and protection of women's rights	Fourth Quarter 2025	Training/Education	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	Evaluate the extent of benefit.
Holding a round table on the importance of gender equality in the labor market	Second Quarter 2025	Training	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	Number of themes and recommendations.
Organizing awareness campaigns on the importance of equal pay between the sexes	Third quarter 2023	Education	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	Evaluate the extent of benefit.

5 - Ensuring that everyone enjoys the highest attainable standard of health

Activity	Function	Time Frame	Responsible	KPIs
Studying the impact of the pandemic on the health sector, and lessons learned	Research	Fourth Quarter 2022	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	<ul style="list-style-type: none"> - Commitment to time. - The recommendations resulting from the study

Activity	Function	Time Frame	Responsible	KPIs
Studying legislation and procedures related to the health sector, both public and private, and proposing amendments thereto	Consulting	Fourth Quarter 2024	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	The number of proposals submitted.
Reviewing legislation related to medical accountability and proposing amendments thereto	Consulting	Third Quarter 2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	The number of proposals submitted.
Monitor and follow-up the conditions of individuals within health institutions, including institutions located within correctional and rehabilitation centers, to ensure that everyone enjoys their health rights	Monitoring	2022-2025	Council of Commissioners/ Complaint & Call Center at the General Secretariat	The time period for taking the necessary action from the time the violation is detected until it is determined
Organizing events to promote the importance of everyone's enjoyment of the highest attainable standard of physical, psychological and social health and its impact on human rights	Training/Education	2022-2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	<ul style="list-style-type: none"> - number of participants. - Cognitive assessment.
Organizing a round table on the effects of the Corona pandemic on the right to health and health care and its repercussions	Training/Education	Second Quarter 2022	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	<ul style="list-style-type: none"> - Commitment to time. - Recommendations resulting from the round table.
Raising awareness of the importance of the health of the Vulnerable Groups with physical, psychological and social care, especially in times of crisis	Training/Education	Third Quarter 2022	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	<ul style="list-style-type: none"> - number of participants. - Cognitive assessment.
Raising public awareness about the national health insurance project and its impact on the enjoyment of the right to health	Education	Fourth Quarter 2025	Council of Commissioners/ Department of Legal Affairs and Training, at the General Secretariat	<ul style="list-style-type: none"> - number of participants. - Cognitive assessment.