

Rule of Law Initiative / Global Human Rights Training and Support

The RIGHTS Consortium

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Consortium Members: Freedom House (prime partner), the American Bar Association's Central and East European Law Initiative (ABA/CEELI), and the National Democratic Institute for International Affairs (NDI).

Tenth Interim Narrative Report

Reporting Period: July 1-September 30, 2001

I. Executive Summary

On March 9, 1999, the U.S. Agency for International Development (USAID) awarded a grant in the amount of \$4,000,000 to Freedom House to provide support for a global program in rule of law. On September 27, 2000, USAID raised the funding ceiling to \$12,000,000. Freedom House acts as the prime recipient for the RIGHTS Consortium, which includes Freedom House (FH), the American Bar Association's Central and East European Law Initiative (ABA/CEELI) and the National Democratic Institute for International Affairs (NDI).

The RIGHTS Consortium supports the transition to and consolidation of democratic regimes throughout the world by supporting and strengthening the rule of law and human rights. Specifically, RIGHTS Consortium activities help USAID achieve the following objectives:

1. Increase legal protections for human rights and gender equity that conform to international standards;
2. Establish judicial, legal, and regulatory frameworks that support democratic institutions as well as market-based economies;
3. Support effective and fair justice sector institutions, including the judiciary, prosecution, legal defenders, and civilian police;
4. Increase equitable access to justice and the skills and knowledge necessary to use the justice system effectively; and
5. Establish technical excellence and "state of the art" sustainable activities in the field of rule of law and human rights.

During the five-year grant period, USAID supports the RIGHTS Consortium in two types of programming: (1) core activities which improve technical aspects and the sustainability of rule of law and human rights programs (through the Leader Cooperative Agreement), and (2) longer-

term, more comprehensive rule of law and human rights development activities that provide technical assistance and training (through Associate Awards). Initial core funding for the first two years provides \$500,000 for rapid response initiatives, \$500,000 for technical excellence and "state of the art" sustainable activities, and \$250,000 for overall Consortium management and operating costs for the first two years. Under the Leader agreement, a number of country activities have been initiated, some of them utilizing the rapid response fund. These include: the War Crimes Documentation: the Fort Dix Refugee Interview Project, the Algeria Rule of Law Program, the Strengthening Human Rights Defenders in Uzbekistan project, the East Timor Human Rights Support Program, Strengthening Women's Rights and Development in Oman project, and the China Environmental Project. The USAID Latin America and Caribbean Bureau agreed to provide "buy-in" support of \$30,000 for a core activity, the Anti-Corruption Educational Campaign in the Americas. USAID has provided additional "bridge funding" for the East Timor project. Associate Awards include a grant and supplement funding from USAID-Latvia to support the Latvian Naturalization Project; continued support for the War Crimes Documentation project; a Kosovo Rule of Law project; a Government Ethics in Morocco project; a Human Rights Promotion in Morocco project; and a Mediation in Mexico Project. As of September 30, 2001, USAID obligated funds to the RIGHTS Consortium totaled \$4,425,175.

This narrative report reviews the activity carried out during the tenth interim reporting period of July 1-September 30, 2001.

II. Program Activities

During the tenth quarter, the RIGHTS Consortium continued programmatic work on its activities supporting the rule of law and human rights, and developed and received approval for several new projects. In the "Strengthening Human Rights and the Rule of Law in Algeria" program, the second round of participants in Freedom House U.S.-based Visiting Fellows Program completed their training, which provided intensive hands-on experience in U.S. human rights organizations and media outlets. In the East Timor Human Rights Support Program, Freedom House completed its pre-election activities with a second community conference on the justice system in Cailaco, East Timor. Also in East Timor, Freedom House's subgrantee, the Coalition for International Justice (CIJ), continued supporting justice and accountability in the territory with international experts providing assistance to the UNTAET Office of Serious Crimes in investigating and prosecuting war crimes atrocities. Freedom House conducted in-country interviews of potential participants for its Uzbekistan program, and completed the regional Study Tour component of the project. The Consortium was also awarded funding for a program in China entitled, "Developing and Applying Environmental Governance Tools for Chinese Stakeholders," which will be implemented by the American Bar Association's Asia Law Initiative Council.

Progress on the Consortium's associate awards also continued, and two new awards were issued. Through two of its projects in Kosovo, ABA/CEELI is providing essential support to both short and long-term rule of law needs in Kosovo. In its Kosovo War Crimes Documentation Project, ABA/CEELI field tested its second-generation database through a highly successful minority interviewing project; and continued progress for the analysis of additional data of human rights violations. The Consortium also provided supplemental funding to CEELI's legislative

Secretariat in Kosovo, which provides essential translation and administrative support to the Joint Advisory Council on Legislative Affairs, the body mandated to draft, review and comment on new legislation in Kosovo. In its "Morocco: Promoting Ethics in Government" program, NDI and the Morocco Ethics Resource Team (MERT) continued to work closely with the Moroccan Ministry of Public Service and Administrative Reform on the first draft code of ethics for civil servants. Freedom House completed its work supporting minority rights in Latvia through technical assistance and funding support to the Latvian Naturalization Board in the design, development, implementation, and management of the Citizenship Campaign, a nationwide, multi-dimensional public relations/media campaign to promote citizenship in Latvia among the Russian minority.

The RIGHTS Consortium was awarded two new Associate Awards this quarter. Freedom House developed and received approval for a project entitled "Human Rights Promotion in Morocco," which will provide training to Moroccan human rights organizations on human rights monitoring and documentation. The Consortium was also awarded a grant to implement a program in Mexico to build the capacity and enhance the effectiveness of mediation programs. This program will be implemented by the American Bar Association (ABA) Latin American Legal Initiatives Council, the ABA Section of Dispute Resolution, and Freedom House.

In addition to its growing programmatic work, the RIGHTS Consortium continued its technical leadership activity under the Leader Cooperative Agreement. The Consortium continued creating and loading text for its website. Freedom House continued designing its Human Rights Defenders Assessment Tool and continued substantive research into the UN Declaration on Human Rights Defenders and other existing assessment tools. ABA/CEELI completed the first draft of its International Covenant on Civil and Political Rights (ICCPR) Index and conducted the first, very productive meeting of its ICCPR Working Group. ABA/CEELI also completed several revisions to format and methodology of the CEDAW Assessment, and completed the development of the Commentary and Guidelines for the Tool. Consortium partner NDI worked toward the region-wide distribution of its radio public service announcements through its anti-corruption educational campaign in the Americas.

A. TECHNICAL LEADERSHIP AND SUSTAINABLE ACTIVITIES IN RULE OF LAW AND HUMAN RIGHTS

Technical Leadership under the RIGHTS Consortium is designed to improve long-term strategic planning of rule of law and human rights assistance with the aim of creating more effective and sustainable programming. During the tenth quarter, the RIGHTS Consortium continued to develop several technical leadership activities.

1. Diagnostic Tools Development

a. Gender Index

CEELI completed several revisions to format and methodology of the CEDAW assessment in Summer 2001. These changes were based on the results of the test of Article 11 (Labor Law) in

Serbia conducted in May and June, and the comments from CEDAW consultant Lori Handrahan who reviewed the project in July. In September, CEELI completed the development of the *Commentary and Guidelines* for the CEDAW tool. The Commentary and Guidelines are made up of two sections: the "Explanation of Terms and Rights" for each article, and a series of suggested questions to guide those using the tool in assessing *de jure* and *de facto* compliance with CEDAW. In developing these questions, CEELI reviewed official country reports, CEDAW Committee documents, law review articles, NGO shadow reports, and the CEDAW reporting guide, "Assessing the Status of Women" published jointly by the United Nations, the Commonwealth Secretariat and the International Women's Rights Action Watch.

Future Activities

In October, CEELI will work with gender specialist, Dianne Post, to finalize the scoring methodology of the CEDAW assessment in anticipation of testing all the articles in Oman, Kazakhstan and Uzbekistan.

b. ICCPR Index

In July and August, ABA/CEELI worked to complete the initial draft of the ICCPR Index. Conducting its research and compilation in-house, ABA-CEELI circulated the draft to a number of human rights and international law experts in preparation for the inaugural Working Group meeting.

On August 30-31, ABA/CEELI held its first ICCPR Index Working Group meeting in Washington D.C. Members of the Working Group included Michael O'Flaherty of the Office from the United Nations High Commissioner for Human Rights; Donald Bisson from OSCE ODIHR; Rick Wilson and Elizabeth Bruch from International Human Rights Clinic at American University's Washington College of Law; Macarena Calabrese from the ABA Latin American Council; Penny Wakefield from the ABA Individual Rights and Responsibilities Program; Lisa Dickieson from the ABA Asia Council; Yael Fuchs from Freedom House; Scott Carlson, ABA/CEELI CEE Program Director; and Greg Gisvold, ABA/CEELI Country Director.

The two-day meeting was extremely productive and yielded substantial feedback both on the content and the overall format of the initial ICCPR Index draft. Many Working Group members agreed to provide follow-up consultations to ABA/CEELI in its efforts to rework and finalize the ICCPR Index, and ABA/CEELI is already in regular communication with these individuals.

During September, ABA/CEELI used the suggestions of the inaugural Working Group to restructure and strengthen the existing ICCPR Index draft. Specifically, ABA/CEELI completed further research on United Nations case law and recent publications. ABA/CEELI also added substantially to the assessment criteria and inquiry listed for each of the Index's articles. Additionally, ABA/CEELI conducted research on several additional ICCPR articles to be incorporated in the final version of the Index.

In its complete and updated format, the ICCPR Index will include analyses of thirty different articles. In addition, ABA/CEELI began preparations for a second Working Group meeting to take place in Geneva sometime this fall or winter. Members of the second ICCPR Index Working Group will be primarily European and will have strong backgrounds in human rights and international law. Their role will center primarily on discussing and providing feedback on articles newly incorporated into the Index.

c. Human Rights Defenders Assessment Tool

This quarter, Freedom House continued research on articles of the UN Declaration on Human Rights Defenders, as well as the other international human rights documents that the Office of the Special Representative on Human Rights Defenders is instructed to consider within its mandate. Freedom House worked on developing the criteria for the assessment tool to most effectively measure both the legal and operating environment for HRDs, as well as their capacity. Freedom House compiled a bibliography of current research for the tool.

At the end of the quarter, Freedom House hired a new Senior Program Officer, Pamela Gomez, who will be the lead team member for the continued design and development of the human rights assessment tool. Ms. Gomez has strong experience in the area of human rights monitoring and reporting and working with and supporting local human rights defenders. Prior to joining Freedom House, Ms. Gomez directed Human Rights Watch's regional office in the Caucasus.

Freedom House will hold the first meeting of its Working Group in the next quarter, and plans to complete the first draft of its tool in December 2001

2. RIGHTS Consortium Website Development

The Consortium continued working with Belmont Design in the design and development of text and databases for the RIGHTS Consortium website. A temporary version of the website, which includes general information on the purpose and capacity of the Consortium, went online at www.rightsconsortium.org. FH staff, in consultation with Consortium partners, further developed content for the initial version of the site, including descriptions of the assessment tools, explanation of the RIGHTS mechanism, and training agendas. Structures included in the website include: a) Information about the RIGHTS Consortium members, RIGHTS capacity, the RIGHTS mechanism, and RIGHTS activities. Each activities description includes an "Essential Reading" section, with links to relevant historical and general country background, human rights reports, and legal background; b) Access to tools, reports, and manuals developed by through RIGHTS activities, as well as links to other practical information available on the website, i.e. links to other manuals, listservs, etc, useful calendars etc; and 3) structures that can be used directly in RIGHTS programs, including online training agendas and manuals, as they are developed, downloadable applications, and bulletin boards to promote online discussion and follow-up on RIGHTS trainings.

In the next quarter, the RIGHTS partners will review the site and make final modifications. The full site will be available to the public at the beginning of the next quarter.

3. Anti-Corruption Educational Campaign in the Americas

NDI remains engaged in supporting Radio Trinidad in its distribution of Public Service Announcements on anti-corruption. After conducting a series of workshops designed to assess and increase the public's understanding of corruption and the legal issues surrounding it, Radio Trinidad wrote, produced and began airing the anti-corruption PSAs at the end of last year. Upon review of the taped PSAs, NDI encouraged Radio Trinidad to edit several of the announcements prior to distribution in order to strengthen the anti-corruption messages and make the accent and content less Paraguay specific and more applicable to other Latin American countries.

Radio Trinidad reviewed NDI's suggestions and rewrote and rerecorded many of the PSAs. This quarter, Radio Trinidad completed rerecording the PSAs (please see attached copy). The PSAs now have a more neutral accent that will avoid offending any particular country by implying that people with a particular accent are corrupt. In addition, Radio Trinidad has distributed the rerecorded PSAs to six other community radios.

In the next quarter, NDI will distribute the PSAs to non-governmental organizations through its Latin America and Caribbean Civic Network.

B. RAPID RESPONSE AND DEVELOPMENT ASSISTANCE UNDER THE LEADER COOPERATIVE AGREEMENT

1. Strengthening Human Rights and the Rule of Law in Algeria

Over the course of the quarter, the Consortium completed the U.S.-based training component of the project, and engaged local partners in discussion on appropriate follow-up activities. Planned follow-up for the quarter was postponed in light of the attacks on September 11 and increased violence in the country. The project, carried out with the International Center for Journalists (ICFJ), a RIGHTS Consortium Associate Partner, aims to strengthen rule of law and human rights protections in Algeria.

a. Project Activity

This quarter, the three Algerian Visiting Fellows who began their fellowships with Freedom House last quarter completed their stay in the United States. Freedom House also continued contact with former Visiting Fellows and participants in its Study Tour on the U.S. Justice System. These contacts focused on exploring appropriate follow-on support activities in the context of current developments in Algeria. Last quarter, the Consortium received positive initial feedback for its proposal for continued funding for its activities supporting the rule of law and human rights in Algeria, and is currently awaiting approval.

1) Freedom House Visiting Fellows Program

During this reporting period, three professionals from Algeria completed their participation in the Visiting Fellows Program (VFP). This ten-week training program (May 18, 2001- July 27, 2001) provides Algerian leaders in journalism and the human rights community the opportunity to work side-by-side with their American counterparts in media and non-governmental organizations. The three Algerian participants in the Summer 2001 session of the VFP and their respective internship assignments are listed below:

- **Ms. Ourida Bouchelil** (born 11/13/48) is a member of the Association 'Daughters of Bnet Fatma N'Soumeur' which provides support for women in villages impacted by the violence perpetuated by armed Islamic groups. As a Summer 2001 Visiting Fellow, Ms. Bouchelil interned with New Jersey Citizen Action in Hackensack, New Jersey, the Rappahannock Council on Domestic Violence in Fredricksburg, Virginia and also with My Sister's Place in Washington, DC.
- **Ms. Daikha Dridi** (born 8/26/1969) is a freelance journalist in Algeria. Ms. Dridi covers local news, focusing on justice issues. She has been reporting on human rights issues for over six years in Algeria at various prominent newspapers. Through the Visiting Fellows Program, Ms. Dridi interned with Human Rights Watch in Washington, DC, and also with the Foundation for National Progress in San Francisco, CA. The Foundation for National Progress publishes a renowned bi-monthly journal on social justice and politics, *Mother Jones*.
- **Ms. Nabila Zerarka** (born: 6/5/1969) is a journalist for *L'Authentique*, a French language daily newspaper located in Algiers, Algeria. In this capacity, Ms. Zerarka reports on political and human rights issues. Additionally, Ms. Zerarka is a founding member of the National Union of Journalists. Ms. Zerarka interned with the South West Organizing Project in Albuquerque, New Mexico, and with the Minnesota Advocates for Human Rights, the *Minnesota Daily* and the *Minneapolis City Pages* in Minneapolis, Minnesota.

The participants began the second assignments of their individualized internship programs in late June/early July 2001. The assignments were carefully selected according to the specific needs and interests of the participants and the organizations they represent. The assignment component of the Visiting Fellows Program allowed the participants to learn new skills and develop contacts with whom they will be able to collaborate in the future. The participants completed their first assignments during the previous reporting period.

Ms. Bouchelil's organization in Algeria provides support for women at the local level who are impacted by violence, and has also worked closely on making changes to Algeria's existing Family Code. Her U.S. assignments focused on providing local services to women affected by domestic violence and on improving grassroots advocacy skills. During this reporting period, Ms. Bouchelil worked with the Rappahannock Council on Domestic Violence in Fredericksburg, Virginia. While working with the Rappahannock Council, Ms. Bouchelil attended a seminar on domestic violence, took part in staff meetings and attended court hearings to observe how cases of domestic violence are handled in the American judicial system. She finished her program at My Sister's Place, a shelter for abused women in Washington DC, to gain further exposure to

advocacy on behalf of and care for victims of domestic abuse. Unfortunately, Ms. Bouchelil spent approximately two weeks at the hospital in Fredericksburg, Virginia, due to a medical situation that required immediate attention. This took time away from both of her assignments. Despite her illness, both Ms. Bouchelil and her host organizations considered the assignments to be a very positive experience. Nancy Fowler, Executive Director of the Rappahannock Council on Domestic Violence, expressed: "I hosted a Swiss exchange student for a year, and I was an exchange student in Norway for a year. Neither experience opened my eyes as much as this regarding political differences and levels of freedom. The goal of Freedom House may be to benefit the Visiting Fellows and democracy building, but it also benefits us by increasing our awareness of the differences, our appreciation of the freedom we take for granted, and our motivation to use the resources and advantages at hand to everyone's benefit. Congratulations! You've got a great program."

For the two journalists in the group, the individual assignments were designed to offer a better understanding of human rights issues and strengthen their ability to report on human rights issues in Algeria. Ms. Dridi's second assignment took place at the Foundation for National Progress, an organization that promotes social education and empowers people through media to work towards positive social and cultural change. The Foundation for National Progress publishes *Mother Jones* magazine and trains interns in investigative journalism. While working with the *Mother Jones* staff, Ms. Dridi gained significant knowledge in the realm of journalistic techniques and editing, stating "... I had to compare my own experience with the very rigorous work done by editors and fact checkers in *Mother Jones*." Ms. Dridi planned to write an investigative story upon her return to Algeria that would be completed in collaboration with the *Mother Jones* editorial staff.

Ms. Zerarka completed her program at Minnesota Advocates for Human Rights, which works locally, nationally, and internationally on human rights issues affecting children, women, refugees & immigrants, and marginalized populations. Assigned to a department that focused on rights education, Ms. Zerarka gained practical knowledge in the field of human rights awareness and advocacy during this assignment. Ms. Zerarka also had one- and two-day mini-internships with the *Minnesota Daily* and the *Minneapolis City Pages* at the end of her internship. It should be noted that Nabila Zerarka failed to return to Algeria at the conclusion of this program. Freedom House immediately provided a complete report to Linda Walker, the USAID Responsible Officer for all issues regarding J-1 visas. Ms. Zerarka's whereabouts are currently unknown.

b. Evaluation and Impact

At the end of the program, each participant completed a written evaluation of each assignment, as well as an oral evaluation at Freedom House. In general, the participants found their assignments very useful while serving in "observer" capacities. All three participants found that their assignments were focused primarily on learning new skills that will help them upon their return to Algeria. Ms. Bouchelil's time at My Sister's Place helped her better understand how she could reorganize and expand her own agency and the tasks they perform. Ms. Dridi mentioned her desire to create a new Algerian monthly magazine upon her return, noting that her time in the United States will help her significantly in this enterprise. Ultimately, all three

Algerians stated that they would recommend their assignments, and the Visiting Fellows Program, to future candidates. According to Ms. Zerarka, "[T]he idea of internship in the organizations is a concrete way to know about human rights and democracy..." (please see Attachment 1 for participants' written evaluations).

The Visiting Fellows Program Group 36 session ended on July 27, 2001.

c. Future Activities

The Consortium is planning additional follow-on activities in Algeria that will build on its past activities and set the stage for potential future activities. A flare-up of violence in Algeria and the uncertainty in the region following the September 11 terrorist attacks has forced the Consortium to postpone activities in Algeria. The Consortium is also considering options for activities in third countries.

2. East Timor Human Rights Support Program

The overarching goal of the East Timor Human Rights Support Program, as implemented by Freedom House and its subgrantee, the Coalition for International Justice (CIJ), is to contribute to sustained democratic development in East Timor through the support of justice, accountability and the protection of human rights. Freedom House undertakes activities to strengthen the capacity and geographical outreach of local human rights groups. These groups, through their activities in human rights monitoring and reporting, human rights education, civic education and legal aid, play an integral role in supporting the development of the rule of law and protection of human rights in East Timor and helping to bring a satisfactory resolution to past human rights atrocities. CIJ contributes directly to the goal of accountability through the deployment of criminal investigators and experts to work with the United Nations Temporary Administration of East Timor (UNTAET) Office of Serious Crimes.

a. Project Activity

In anticipation of the August 30 Constituent Assembly elections, Freedom House closed its Dili office and temporarily relocated its office equipment to the Carter Center offices. Freedom House Chief of Party Ron West, together with local partners, organized and implemented a community conference on the justice system in Cailaco. The personnel recruited by CIJ to serve in the Office of Serious Crimes continued work on critical cases of serious violations of international humanitarian law.

1) Community Conference on the Justice System

This quarter, Freedom House conducted a second community conference on the justice system, modeled on its original conference that was held last quarter in Laleia, Manatuto. Freedom House was requested to duplicate the format of that conference by a group of Cailaco students from the NGO Youth, who were studying in Dili. Cailaco was the site of a massacre by militia and TNI in April of 1999. Freedom House visited Cailaco with these students and a leader from the East Timor Women's Association and met with local leaders, who eagerly expressed their

interest in such an event.

The conference was organized with unprecedented cooperation from the local community. Invitations were extended to 25 persons from each of Cailaco's eight *sucos* (villages) and preparations were made for persons coming from the outlying *sucos* in the mountains so that they would be able to camp near the venue during the conference.

In addition to presentations by Youth and the East Timor Women's Organization, guest speakers during the conference included representatives from the following organizations: the Maliana Human Rights Forum, the East Timor Jurists Association, the East Timor Police Service, UNTAET CivPol, the Serious Crimes Unit (a CIJ investigator), as well as local community leaders. Following on the model used in Laleia, speakers presented on a variety of topics related to policing and the legal system and then answered questions from the audience.

The CIJ investigator reported his enthusiasm about the value of the conference and the exchange of information and perspectives it permitted. The majority of questions directed to the CIJ investigator focused on a few key issues: 1) rationale concerning why high-level Indonesian suspects were not in custody whereas relatively low level East Timorese suspects were being arrested and charged in East Timor; 2) whether pre-1999 offenses would be pursued; and 3) why the Indonesian government was not cooperating with the SCIU. He was asked to discuss the work of the SCIU in general, and the status of an ongoing investigation in Cailaco sub-district, in particular. Although the participants did not favor all responses, they seemed genuinely appreciative of the opportunity to exchange viewpoints and become informed about the work of the SCIU.

During the second day of the conference, local leaders were encouraged to discuss traditional methods of problem solving within the community. This permitted guest speakers from the police and the Jurists Association an opportunity to compare and contrast how a national justice system would deal with similar issues. Two of the topics that generated the hottest debate were domestic violence and investigations of massacres occurring previous to 1999.

Each of the participating organizations and their representatives expressed appreciation to Freedom House for allowing them to contact such a large and representative sample from the local population. Further, CivPol was encouraged to make cross-sector contacts with members of local organizations and will most likely attempt follow-up workshops in the district.

2) Organizational Development and Training Assistance

Freedom House's training partner, the Albanian National Training and Technical Assistance Resource Center (ANTTARC), completed its on-site training and technical assistance delivery last quarter. This quarter, ANTTARC submitted its final report, which summarized the training and technical assistance provided by ANTTARC to East Timor human rights NGOs under this program. Through the training period, ANTTARC provided training to 13 organizations on 10 different topics. The organizations are:

- a. The East Timor Human Rights Commission (CDHTL)

- b. East Timor Student Solidarity Council (ETSCC)
- c. East Timor Student Women Group (GFFTL)
- d. East Timor Women Against Violence (ET-WAVE)
- e. East Timor Women Organization (OMT)
- f. Fokupers
- g. Hamoris Timor Oan (HTO)
- h. Jurists Association/ Legal Aid Office
- i. Juventude-Laelea
- j. League of Students and Youth of Cailaco sub-district
- k. Printing Consortium
- l. Segrada Familia
- m. Yayasan Hak

Training topics covered were:

- 1. Board Roles and Responsibilities
- 2. Leadership
- 3. Organizational Management
- 4. Project Proposal Writing and Reporting
- 5. Project Management
- 6. Training of Trainers / Curriculum Development on human rights education
- 7. Strategic Planning
- 8. Financial Management and Budgeting
- 9. Video Camera Use in human rights documentation
- 10. Interviewing Techniques

In total, 134 members of the above organizations participated in training and technical assistance programs, with some attending more than one training program. In final evaluations, participants noted their satisfaction with the content and the interactive format of the trainings, as well as with the Tetum-language resources that Freedom House provided. Participants recommended that the trainings could be longer to allow for more opportunities to practice the new skills under the guidance of the trainers.

3) Deployment of Criminal Investigators to the UNTAET Office of Serious Crimes

UN leadership in East Timor recently established the Office of the Deputy Prosecutor to direct both investigations and prosecutions of serious crimes. While the structural and personnel changes have not affected CIJ's program they have affected overall morale within the Unit. Nevertheless, SCIU staff members continue to press ahead with their work with similarly impressive results as in previous quarters.

Summary of Work, to date

32 indictments issued
 62 individuals indicted
 12 cases adjudicated

11 convictions (3 of which are on appeal), 1 dismissed on jurisdictional grounds, appeal filed by prosecutor
Sentences range between 4 years (attempted murder) and 15 1/2 years (murder)

In July the SCIU began its first *crimes against humanity* trial in East Timor. The Los Palos case charges the murders of several individuals in April and September 1999 including three priests, two nuns and Indonesian journalist as well as the deportation or forcible transfer of the civilian population from parts of Los Palos to West Timor following the results of the popular consultation. A total of 11 individuals were indicted of which nine are in custody and standing trial. The trial is ongoing.

Work undertaken by CIJ consultants

With additional bridge funding for this component of the project, three-month contracts were extended to four individuals: two investigators, one prosecutor and a media consultant.

- One investigator continued to pursue high-level investigations and during the latter part of the quarter was reassigned to a "priority" case in order to prepare it for indictment. This investigator has worked for CIJ since January 2001 and has been a highly valued member of the unit. His contract expires October 23, 2001 at which time he plans to return to Holland.
- The second investigator, formerly Australian CivPol, was given a three-month contract, effective June 18 to September 18, in order to pursue ongoing investigations in the Bobonaro district. During this period several hundred former residents returned to the Maliana area (Bobonaro district), including hundreds of former militia members. This created tension in a number of instances but the investigator was also pleased to learn that many were willing to cooperate by giving formal statements. In one instance, however, he was required to temporarily remove a former militia member, as it appeared the local population was preparing to dispense "summary" justice.

This investigator also participated in a Freedom House-sponsored community policing conference (see above).

- The prosecutor issued one indictment during this quarter and is preparing to go to trial on another case with four accused, two of whom are in custody. Charges include rape, murder, torture, inhumane treatment and persecution, defined as *crimes against humanity*. The trial is scheduled to begin as soon as the Los Palos case has been completed.
- The media consultant was extremely diligent in collecting hundreds of still photographs and hours of video footage from several media houses in Australia. She returned to the SCIU with much of the material and immediately began collating, categorizing, subtitling and sharing it with relevant investigative teams. At the time her three-month contract expired, SCIU management had placed an order to purchase necessary video-related equipment that will allow her to continue this work once it arrives.

Timorization

During this quarter one East Timorese investigator was recruited into the SCIU. He has become a valued member of the unit and efforts are underway to recruit others and streamline the recruitment process.

Interpreters

The Office of Transition Initiatives (OTI) offered to subsume the contracts of CIJ's interpreters since our funding for these posts was running out. The transition is expected to take place by the end of October and is greatly appreciated by the SCIU.

b. Evaluation and Impact

Through training and technical assistance, Freedom House was able to fulfill the one of its primary objectives in East Timor—building the capacity of human rights organizations for improved programmatic work and greater geographical outreach. The targeted assistance provided by ANTTARC was designed to be responsive to the needs of participating organizations, allowing them to gain the skills and knowledge essential for both immediate needs and longer-term success. (please see Attachment 2 for the evaluation section of ANTTARC's final report).

Through the community conferences, Freedom House provided NGOs with a hands-on opportunity to fulfill their intermediary role between the government and the local population. This was very important both for gaining experience in providing information to and gaining input from the population, and also in terms of the substantive dialogue that took place during the conferences.

The conferences also provided an opportunity for dialogue between the population and representatives of the justice sector. Continued dialogue will help build understanding and trust in the justice system in East Timor. This faith and understanding is essential for the democratic development of East Timor, and to prevent outbreaks of violence that may otherwise result from resorting to vengeance and vigilantism.

Despite the structural and personnel changes within the SCIU, the CIJ staff continues to pursue its work rigorously, as seen by the increase in number of indictments and prosecutions. The Unit, however will face high turnover during next quarter. Some estimate less than ten investigators will remain along with a handful of prosecutors and support staff. The active role taken by the Office of the Deputy Special Representative for the Secretary General in East Timor in instituting the structural changes, however, implies the UN is committed to the rule of law sector and has focused attention on the SCIU. All indications are that the US Government's contribution has been recognized as a highly valuable part of the SCIU's success.

c. Future Activities

Freedom House plans to travel to East Timor to deliver additional training and technical assistance. Freedom House is also exploring the possibility of organizing additional community

conferences together with local NGOs.

At the end of this quarter, CIJ had one investigator and one prosecutor seconded to the unit. By the end of next quarter their contracts will have expired, although approximately three months of funding remains to hire an individual on a short-term, project-specific basis. This person will conduct outreach activities for the SCIU. These activities will involve the creation of videos about ongoing trials, which will then be distributed to the affected regions. CIJ is planning a trip to East Timor in the next quarter.

3. Strengthening Human Rights Defenders in Uzbekistan

During the past quarter, Freedom House completed implementation of the regional study tour component of the Uzbekistan Human Rights Defenders project, conducted in-country interviews for the remaining components and hired a trainer to deliver two months of in-country technical assistance. The purpose of the project is to strengthen the capacity of local human rights defenders to play a stronger role in promoting and protecting human rights. The project includes the following components:

- Regional counterpart training and strategic planning for Human Rights Defenders (September 2001),
- Training in the use of standardized human rights documentation and reporting mechanisms by HURIDOCS (October 2001/November 2001),
- In-country technical assistance (November-December 2001).

a. Project Activities

In July 2001, Freedom House staff traveled to Uzbekistan and conducted interviews with perspective participants for all components of the project. Applications and information regarding the project had been widely distributed throughout Uzbekistan by fax and e-mail, and with the help of partner organizations and the USAID mission in Tashkent. The response was overwhelming, and Freedom House staff interviewed nearly forty applicants from regions throughout Uzbekistan. Freedom House staff also met extensively with USAID, US Embassy staff and partner organizations in Tashkent.

In September 2001, Freedom House hosted eight Uzbek human rights defenders on a two-week regional study tour to Yugoslavia and Russia. Participants included activists from Uzbek human rights organizations as well as journalists and lawyers working in the field of human rights (see Attachment 3 for participant list). With recommendations from USAID, the U.S. Embassy in Uzbekistan, and partner organizations, Freedom House competitively selected the group from a large pool of candidates. The host organizations in Russia and Yugoslavia were competitively chosen based on their ability to develop a program that included meetings and targeting the objectives of the study tour. The primary objectives of the study tour included:

- Increased knowledge and skills in human rights monitoring and reporting,
- Observation of operations and techniques at Serbian and Russian counterparts,

- Development of strategies, in cooperation with host groups, for human rights work in the Uzbek context.

During the first week of the study tour (September 8-13), the group traveled to Moscow where it was hosted by the Moscow Helsinki Group. Meetings were held at the Moscow Helsinki Group, Memorial Human Rights Center, the Center for Extreme Journalism, the Glasnost Defense Foundation, and the National Institute of the Press. The participants learned about these organizations' operations and programs, received exposure to and training in various methodologies in monitoring and reporting, and held discussions on strategies to improve the conditions for human rights defenders in Uzbekistan.

During the second week (September 15-21), the group traveled to Belgrade, Yugoslavia where it was hosted by the Belgrade Center for Human Rights. Meetings were held at a number of organizations including the Humanitarian Law Center, the Association of Judges, Helsinki Committee for Human Rights, UN Centre for Human Rights, Yugoslav Lawyers Committee for Human Rights, Civic Initiatives, and *Vreme*, an independent weekly magazine. Meeting topics included review of the different monitoring methodologies of the host organizations, the UN human rights system, the Universal Declaration of Human Rights, and international human rights instruments such as the International Covenant on Civil and Political Rights, the experiences of independent media and civil society in raising public awareness of human rights in totalitarian societies, and the importance of cooperation among NGOs.

b. Evaluation and Impact

The two parts of the study tour had slightly different and complementary focuses. In Moscow, the sessions were centered on specific practical skills in human rights monitoring. Additionally, participants were able to meet with Russian human rights activists and establish professional relationships that will directly support Uzbek human rights defenders in getting their reports out to international sources as well as increase international attention and support for defenders when harassed by Uzbek authorities. In Belgrade, the focus of meetings was more strategic, highlighting methodologies and tactics for advancing human rights concerns in totalitarian societies. Despite obvious differences in the two countries, Uzbek participants stated that Yugoslavian groups and recent events in Serbia provided an outstanding model and case study of a successful human rights movement. The participants expressed a great deal of surprise about the considerable successes achieved by civil society in Serbia during the months that led to last year's change of government. During the meetings, Uzbek participants frequently emphasized that they recognized the need for cooperation with international organizations, and with other domestic NGOs to successfully work in defending human rights.

The success of the study tour can be best evaluated from the comments of the participants following the completion of the project:

"Both parts of the project were useful. Moscow gave me methodology -- action techniques for human rights defenders and journalists. Belgrade gave me spirit."

--Inera Safargalieva

"I shall pass my experience to all my human rights protectors, I shall certainly organize seminars, conversations and I'll teach them not to be afraid of the goals determined in the field of human rights protection. I shall certainly recall work experience of the human rights protection organizations in Yugoslavia and Moscow, remember examples from their practice in the field." – Polina Braunerg

"I couldn't imagine it would be so interesting in Yugoslavia. I learned two lessons. First, we must unite. Second, how to address international organizations. When I return, I shall gather all my friends and talk to everyone about Yugoslavia to prevent it from remaining only in my head." – Vasila Inoyatova.

c. Future activities

Freedom House will train local groups in standardized human rights documentation software (HURIDOCS) in October and November 2001. This training will enhance the credibility of human rights reporting and increase the organizations' abilities to manage and share their information. Familiarity and use of HURIDOCS technology also links human rights defenders to a global network, which can be accessed over the Internet, or through HURIDOCS-sponsored meetings.

Two Uzbek trainers will travel to Switzerland for a one-week intensive training at HURIDOCS headquarters in Geneva. The trainers will return to Uzbekistan with one HURIDOCS staff member to conduct a training session for approximately 20 human rights defenders.

Also beginning in November 2001, Freedom House will provide a trainer for a two-month period to provide technical assistance to human rights defenders. Svetlana Velikoredchanina has had extensive human rights training, including work on projects with the Moscow Helsinki Group. Ms. Velikoredchanina has expertise in the areas of human rights monitoring, documentation, and reporting, including in training on interviewing techniques, technological assistance, and on more general issues related to organizational development. Ms. Velikoredchanina will work with several Uzbek human rights defenders on a rotating basis, providing tailored technical assistance to fit the needs of participating organizations.

Freedom House's Program Officer, Andy Colburn, will travel to Uzbekistan during the period of November 5th – 19th to start-up the on-site technical assistance and prepare for the HURIDOCS training working to be conducted starting on November 19.

4. Strengthening Women's Rights and Development in Oman

During the quarter, CEELI was in contact with the Public Affairs Office at the U.S. Embassy in Oman regarding the initiation of the on-ground portion of this project. Previously Public Affairs staff had informed CEELI that project implementation should be delayed until Fall 2002 due to a changeover in Embassy staff and summer holidays. The new Public Affairs staff has informed CEELI that it is not familiar with this initiative and indicated that it would have to research the initiative and get back to CEELI. As of the time of this report, CEELI has not yet received clearance from the Embassy to proceed.

C. ASSOCIATE AWARDS

Associate Award mechanisms allow the RIGHTS Consortium to support longer-term, more comprehensive rule of law and human rights development activities by providing technical expertise and training. During the tenth quarter, the Consortium worked on projects in Latvia, Kosovo, and Morocco.

1. Improving Human Rights and Access to Justice for National Minorities in the Republic of Latvia

During this quarter, Freedom House completed its work under this grant. In response to requests by the LNB and the U.S. Embassy in Riga, Freedom House continued to provide technical assistance to support the design, development, implementation, and management of the Citizenship Campaign, a nationwide, multi-dimensional public relations/media campaign to promote citizenship in Latvia among the non-citizen Russian minority. The campaign is intended to achieve two basic objectives: to raise public awareness about the citizenship issue in Latvia and, secondly, to motivate non-citizens in Latvia to apply for citizenship.

This Citizenship Campaign, which will be conducted by the LNB, is formally sponsored by the OSCE, with grant support provided by UNDP, the US Embassy, Freedom House, and several other government donors.

In previous reporting months, Freedom House provided support for the design, preparation, and issuing of the tender for the Citizenship Campaign. In this period, Freedom House supported the LNB's management of the competition among those public relations firms competing to be awarded the grant to conduct the Citizenship Campaign, as well as to screen, negotiate with, and select the successful bidders. During this period Freedom House also provided considerable financial grant support to extend the duration of the Citizenship Campaign activities.

Freedom House has presented a concept paper for funding consideration, which would host Russian journalists on study visits to the Baltic States to get an in-depth look at minority rights and citizenship, including how the governments have adopted measures to facilitate rights through citizenship.

A full quarterly report is submitted under separate cover.

2. ABA/CEELI War Crimes Documentation Project in Kosovo

Through the Kosovo War Crimes Documentation Project, ABA/CEELI assists in efforts to investigate war crimes and prosecute perpetrators, as well as to increase public awareness of war crimes, their prosecution, and the role of the International Criminal Tribunal for the former Yugoslavia (ICTY) in this process. During this quarter, Chicago-Kent College of Law, CEELI's partner in the development of its database delivered a revised, functioning prototype of the new human rights violations documentation database. The prototype was successfully field tested

during a minority interviewing project. The interviews were conducted by a Croatian non-governmental organization, the Partnership for Social Development (PSD), through a grant from ABA/CEELI.

Prior to the interviewing period, ABA/CEELI provided a four-day training session for the interviewers that covered the following topics:

- Background information on the International War Crimes Tribunal and its jurisdiction;
- International Humanitarian Law
- CEELI's war crimes documentation project
- CEELI's work with the Tribunal
- The importance of impartiality in data collection and techniques for achieving it
- Ante mortem data and techniques for its collection
- The DVI database selected by UN CivPol for ante mortem data collection.

Through the use of a standard interviewing procedure, organized use of CEELI equipment and facilities, and continuous critical analysis of the work in progress, PSD and CEELI were able to collect approximately 520 interviews in the course of 21 days of interviewing. CEELI had previously estimated that it might be able to collect 150-200 interviews.

Also in the reporting period, CEELI, working with the American Association for the Advancement of Science, completed the initial processing of over 9,000 incident narratives. These will be included in *Political Killings II*, a follow-up report to the statistical analysis of killings in Kosovo published in October 2000.

CEELI continued planning for an international conference on the Documentation of Human Rights Abuses. Finalization of these plans will in part be determined by the completion of *Political Killings II* and the finalization of the database technology.

A full quarterly reported is submitted under separate cover.

3. ABA/CEELI Kosovo Rule of Law Associate Award

During this reporting period, ABA/CEELI continued to support the UNMIK Joint Advisory Council on Legislative Matters (JAC) through its Legislative Secretariat. The JAC is a joint Kosovar-International body tasked with reviewing UNMIK regulations prior to promulgation. The Secretariat provides logistical support, a meeting place in CEELI's offices, transport, administrative support, minutes, draft and sample legislation, and translation services.

During this reporting period, the JAC finalized the work in redrafting the criminal law and criminal procedure law. Supported by the Secretariat, Council of Europe experts and JAC members redrafted the two codes over a two-year period. The CEELI Secretariat and UNMIK distributed the codes for review and collected comments. A working group will be set up to review the comments and make appropriate edits.

The CEELI Secretariat also prepared the Cumulative Index of UN legal acts for Kosovo in all three languages; it will be distributed to all Courts. The Secretariat also provided

translation/interpreter services to the Kosovo Law Centre for their legal clinic on contracts; assisted World Bank lawyers teaching commercial law at the University of Pristina Law Faculty, with translation services; and worked with the UNMIK Department of Public Services to review and edit the translations of various regulations and other legal articles from law magazines (*Kosovo Law Review* and *The Justice*).

A full quarterly reported is submitted under separate cover.

4. Morocco: Promoting Ethics in Government

In October 2000, NDI launched a two-year program in Morocco to support a ministry-led effort to develop and implement a code of conduct for civil servants. A modification of the cooperative agreement with USAID was filed, requesting an additional \$46,806.28; AID approved the request as well as an obligation of second year funding.

The program is aimed at institutionalizing public integrity by providing technical assistance on drafting, publishing and implementing a code of ethics for government employees while concurrently engaging in a consultative, educational process to build consensus and consolidate demands for the code. Year two of the program will focus on training for civil servants on this code.

During this quarter, NDI worked closely with the Ministry of Public Service and Administrative Reform (MFPPRA), encouraging its officials to move forward on the process of developing a code of conduct for Moroccan civil servants. In response to NDI's encouragement, the MFPPRA set up an internal committee to develop the first draft of the code of conduct. Throughout this reporting period, NDI met with this working group on a regular basis and provided comparative materials.

The first draft code developed by the working group was submitted to NDI in August for feedback. NDI then submitted the code to the Moroccan Ethics Resource Team (MERT) members for their feedback and prepared a memorandum incorporating NDI and MERT comments on the code.

A full report is submitted under separate cover.

5. Human Rights Promotion in Morocco

This quarter, Freedom House received \$150,000 to conduct a training program for Moroccan human rights non-governmental organizations. This five-month program specifically aims to strengthen capacity and geographical outreach of the principal human rights organizations, build the skills of smaller more locally-based organizations in human rights monitoring and reporting, encourage enhanced networking and collaboration in monitoring work, and expand NGO dialogue at the community level and with local authorities.

Freedom House will post a project manager in Rabat to coordinate and conduct three workshops on: 1) monitoring and documentation, 2) reporting and working with local authorities, 3) networking and outreach. This quarter, Freedom House hired Mr. Abderrahim Sabir, a human

rights specialist with extensive experience in North Africa, as its project manager. Other trainers will be brought in to provide additional expertise for specific trainings, as appropriate. Mr. Sabir will also provide on-site technical assistance to local NGOs. A Freedom House team will travel to Morocco during the period of November 5th – 14th for initial consultations with local NGOs and the U.S. Democracy Working Group in Rabat. Freedom House's Rabat office will also be established next quarter.

Full reporting will begin next quarter.

6. Mediation in Mexico

The RIGHTS Consortium received funding from USAID in September 2001 to provide information and technical assistance to enhance existing mediation programs in Mexico, and to advance new programs. The program will be implemented by the American Bar Association's Latin American Initiatives Council, The ABA Section of Dispute Resolution, and Freedom House. Following the creation of a local stakeholder team and the posting of a local program manager, the program will implement numerous capacity-building initiatives. These will include U.S. Study Tours to educate the team about comparative mediation models; a national conference for mediation program administrators; targeted technical assistance for selected mediation programs and on legislative initiatives; and a small grants program to promote mediation in target areas.

Representatives of Freedom House and the ABA will travel to Mexico to meet with potential local partners during the week of October 22- 26, for an assessment and start-up of the project. The team may select up to four Mexican states to begin its pilot project working with court-annexed mediation programs. The assessment trip will further refine program activity as well as possible project locations.

Full reporting will begin next quarter.

III. Conclusion

As this quarter's activities demonstrate, the wide array of programmatic tools at the Consortium's disposal are making it possible for the Consortium to fulfill its primary objectives. The objective of promoting human rights protections and practices that conform to international standards is supported through the tools being developed under the Technical Leadership activities. Human rights protections and practices are also being promoted through training to Algerian, East Timorese, and to Uzbek NGOs, through the development of sophisticated documenting software developed through the Kosovo War Crimes Documentation Project, and through citizenship promotion in Latvia.

The Consortium is working to develop judicial, legal, and regulatory frameworks that support democratic institutions and market-based economies through the Kosovo Rule of Law Program, the Latin American Anti-Corruption Educational Campaign, and the Morocco Ethics in Government project. Our work to strengthen justice sector institutions and processes is significantly contributing to the investigation and prosecution of war crimes in both Kosovo and

East Timor, as well as capacity building of local advocacy groups in Algeria, East Timor, and Kosovo.

Consortium activities are receiving positive feedback from USAID Missions and U.S. Government posts, demonstrating that the programs developed under this cooperative agreement are responsive and have an impact on priority issues of rule of law and human rights.

EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: Zerarka Nabila

NAME OF INTERNSHIP ORGANIZATION: Media human rights training

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

For the three assignment it was question of observing others doing their work, taking part with them in their meetings, it was really interesting. Even if it didn't take me a lot of time the internship with Minnesota HR advocates was the most concrete I worked on a project about Algeria

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

Everywhere people were making me welcome. Generally I haven't what I was expected to do, but for the second assignment I didn't have enough space, so I was working from an office to other

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

Generally, the program was interesting even if I expected to have more informations about my fields: academic researchs and media.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

Shortly in exception of some "frustrations" cited below I was satisfied by the knowledge I had concerning the way the civil society is organised. Minnesota HR advocates inspired me (reminded me) the questions of women sexual harassment in Algeria

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

Most of the time it was not question of exchange of ideas in exception of what was debated in discussions with members of these organisations (informal discussions). I have so much things to "teach" my people when coming back home as much as what can a journalist have noticed about all the fields

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

For my case it could be better if I had better language abilities, and if I was initiated to the way the civil society functions. For the first question I'll answer in general yes

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

In general yes

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts

In general you can say that I was trying to profit of every opportunity I had which is difficult to cite here the most concrete relations I have are with the organizations where I spent my interships.

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

I didn't have any speaking engagement or media appearance neither I wrote articles when in US, I am waiting to come back home.

10. What other comments would you like to add about the program?

The visiting fellow should know more about the NGO which is organizing their program, I mean FH, it represent their identity somewhere, when in USA!

11. Would you recommend this assignment to future Visiting Fellows: Yes No

Why or why not?

The idea of intership with the organizations is good is a concrete way to know about human rights and democracy but the intership are so short

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

1

2

3

4

5

When complete, fax a copy to Freedom House at (202) 296-5256 AND also send the original to FH, 1319 18th Street, NW, Washington, DC 20036. THANK YOU!

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

10. What other comments would you like to add about the program?

11. Would you recommend this assignment to future Visiting Fellows: Yes _____ No _____
Why or why not?

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

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AS

Internship in Mother Jones magazine

- 1) during my internship in Mother Jones I had mainly a status of an observer. At the time I went there the team was very busy finishing the production process to send the articles to be printed, that's why I could not actually been involved in direct journalistic work. Nonetheless the experience was very interesting for me, I now know much more about the online work, and since I had to compare my own experience with the very rigorous work done by editors and fact checkers in Mother Jones. I learnt a lot and I am engaged in producing an investigative story when going back to Algeria, a work that I would have to do directly with one of mother jone's editors.
- 2) I had a lot of space, my own office with computer, internet access and phone and I could use all the equipment of the magazine also for the articles I intended to write for Algerian newspapers. Mother Jones team was exceptionally welcoming and friendly, I really enjoyed the time I spent there.
- 3) See answer number 1
- 4) I was very satisfied although I think it would have been more interesting to me, as a reporter, to spend more time in Mother Jones than in Human Rights Watch (I had only three weeks in MJ while I spent a month in HRW). This experience will help me a lot in my investigative work in algeria as far as, with a group of Algerian colleagues, I am involved in attempting to create a new Algerian monthly magazine.
- 5) My hosts were very interested to hear about Algeria, our medias, conditions of work, and opinion about western medias and leaders of opinion.
- 6) I think that if I had the opportunity to spend more time there it would have been more interesting, because this magazine is a bimonthly, and they could not involve me directly in working since the stories are written long before being published.
- 7) The staff of freedom house was like always, attentive to all my needs.
- 8) See answer in first evaluation form
- 9) See answer in first evaluation form
- 10) this particular was interesting for me mostly because I am interested in magazine work which is different from dailies and newspapers, maybe other journalists would find it slow and less interesting, I think that the choice of this type of magazine depends mostly on the very interests of the future intern

EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: OURIDA BOUCHELIL

NAME OF INTERNSHIP ORGANIZATION: "Jeunesse Action" 2) Rappahannock Council on 3) NY Sister's place. Domestic Violence -

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

1) I read a lot about this agency - attended a meeting with senior citizens where an employee of this agency explained to the audience how to read a telephone bill in order not to be mistaken - I observed as well their counselors dealing with clients needing long hours - I became aware of the different issues they were dealing with

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

yes - I had all what I needed and was feeling well at ease - the office staff did not explain me my responsibility. I rather asked them to help me how to fulfill mine, in the agency I volunteer for in Algeria

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

rather focused on learning new skills - It's what I wanted - the only thing which was missing is that I have not learnt how to elaborate a file in order to apply for fund raising - I needed as well more attendance in the practical part in facilitating.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

In general and in particular - It was a great experience - I think, that back to Algeria, I intend to help to reorganize and to multiply the agency tasks - I intend to create cells inside the universities and campuses, hospitals and companies where I have important contacts - People, become aware of their duties, of their rights, and responsibilities, would, by implementing them, and claim them, would contribute to democracy -

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

Many of the staff I worked with, did not know anything about Algeria - I made them acquainted with it, through geographical, climatical, political, economical description - which gave birth to a real concern and a desire to come to visit - though the precarious situation, I did not keep from mentioning -

2) In Kappahonock Council, in Frederickburg, I really learned so much. The staff mainly the executive manager Nancy Fowler helped me a lot - answered my questions - was really available. I attended a seminar in Kappahonock where I met a lot of interesting people, a lot of whites on domestic violence. In Frederickburg, I attended the staff meeting, was explained the budget running went to the court with the facilitators (who accompanied their abused clients) attended the orientation program (where women, children interested by having some help registered to attend the "fresh start" - this later consisted of having people who were abused, or convicted of abuse, attend this mandatory 14 weeks session in order to have their behavior changed or help them, according to the cases, to get over their situation as survivors - it was interesting - I learned a lot.

- living in the shelter among the abused women, I followed the way, the facilitator dealt with them - in this shelter, quarters, with their children are accommodated, provided with some food, clothes, if needed, transported and advised and talked to about their problems -

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6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

Yes but the only thing that I feel frustrated about is the fact that I have been so busy that I did not have time to spend more time with friends, and to shops - I wish I could have met other people from universities here to discuss with, about general issues. Love America

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

Yes - Absolutely -

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

only, friendships relations that continued here to help me as far as my agency volunteer ship is concerned.

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

Nancy Fowler, planned an interview with some media - but I could not make because of my unexpected hospital repairs -

10. What other comments would you like to add about the program?

In my sister's place, I attended a speaker's Bureau training (July 14 - 15.) which allowed me to learn facilitator techniques - this approach completes the one, I had in the development -

11. Would you recommend this assignment to future Visiting Fellows: Yes _____ No _____

Why or why not?

Yes - because, these assignments opened new horizons and the means to reach them - practical experience that I used to have is completed with new concepts knowledge.

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

1

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My advice would be, that, they should be free to ask questions and show clearly what kind of concerns they are most interested in - because people, are always ready to help.

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**Albanian National Training and Technical
Assistance Resource Center**

FINAL REPORT

**FREEDOM HOUSE/USAID
EAST TIMOR HUMAN RIGHTS SUPPORT PROGRAM**

Submitted to:

Freedom House

By:

**Albanian National Training and Technical Assistance Resource Center
(ANTTARC)**

Date:

July 24, 2001

and administration of the training programs. Very good working relationships were established with:

- East Timor Student Solidarity Council
- East Timor Women Organization
- Fokupers
- Jurists Association

PROGRAM EVALUATION

At the end, a thorough evaluation of the training and technical assistance program was conducted. ANTTARC training consultants met with representatives of the organizations that participated in the training and technical assistance program and discussed with them about the program's results and impact.

OMT's representatives emphasized that they were very happy with the training programs. They especially appreciated the FH/ANTTARC's assistance for the realization of the training program on Leadership that was conducted by their trainers. According to them, the successful completion of this training program constitutes a great achievement. It shows that *OMT* members can design and conduct training programs themselves. They emphasized their needs for more training programs on various topics and especially in districts. Referring to three-day programs, they suggested that they should be longer to be more effective.

ETETSSC's representatives think that the training programs were successful because they ensured a good interaction and active participation of the trainees. The training programs have contributed in their members' personal and professional development and their organization's performance.

TOT programs have increased their knowledge and improved their skills relating to curriculum development and training methods. Based on knowledge and skills acquired during the TOT programs, members of their civic education department have developed the training curriculum on human rights, reconciliation, and voter education. TOT programs have enabled them to conduct good training programs in districts. The *ETSSC* is heavily involved in the UNTAET led civic education program that is especially important for the coming national elections.

The training program on organization management, reporting, and project proposal writing has contributed to improve the management of their organization. It has been very important for the finalization of an actual proposal on Student Resource Center. Regarding the future training activities, *ETSSC* representatives think that there is a great need for training programs on leadership.

LEGAL AID OFFICE's representatives emphasized the impact of the training and technical assistance programs on the performance of their office. The Legal Aid Office is recently established and its members lack experience. Their members were exposed to new knowledge and ideas. The training program on organization management has already had an impact especially on record keeping. It helped them to understand how to keep separate accounts when working with many donors. The importance of the training and technical assistance program on project proposal writing was especially emphasized. It helped them to significantly improve the proposal to provide legal aid to people in need. This proposal has been already submitted.

FOKUPERS representatives emphasized that training programs on the use of video camera have been very useful to them. Participants have increased their knowledge and skills related to the use of the video camera. They have already started to shoot activities being carried out in districts. They would like to have more training in the future, especially on editing.

IMPACT OF THE TRAINING & TECHNICAL ASSISTANCE PROGRAM ON HUMAN RIGHTS NGOs

The training and technical assistance provided to East Timor's human rights NGOs during a four-months period has resulted in organizations' increased institutional and delivery capacity. Their potential role to East Timor's development and democratic growth has significantly increased.

- Important training activities conducted by these organizations clearly show that the training delivery capacity of the organizations that have benefited from the Training of Trainers programs has significantly increased.
- Training programs on Project Management and Project Proposal Writing have significantly increased their capacity to write good proposals and implement and monitor projects. The understanding of program and financial oversight, reporting, and documentation increased significantly.
- Participation in training programs on Organization Management, Strategic Planning, Reporting, etc. has increased organizations' understanding of accountability and management capacity.
- Training programs on Leadership have contributed in an increased understanding of leadership and effective management of the organizations.
- Training program on Board Roles and Responsibilities has resulted in a better understanding of boards as governing bodies.

OMT. As a result of their members' participation in the TOT programs, *OMT*'s capacity to conduct training programs has significantly increased. In the past, *OMT* had not conducted any training program. Their activities have mainly consisted of presentations and meetings. A training program on Leadership was fully conducted by *OMT* trainers indicating increased capacity related to training design and delivery. Though this was a

new experience for them, OMT's trainers showed a high level of competence regarding both topics and training methods. They established a good interaction with the participants who showed a great interest and a high level participation. The successful completion of this training program clearly showed a significant increase in the OMT institutional capacity to deliver services.

During the TOT programs conducted by ANTTARC, participants did also develop good training curriculum on important topics including: Domestic Violence; Leadership; Equality between Men and Women; Sanitation; and Education of the Children and Elderly. The training curricula can be used to conduct training activities in the future. OMT is aware that training of their membership and other people, especially women, at grass roots is essential for the advancement of women rights.

GFFTL. On June 24th, GFFTL started implementation of a three-month training program on several topics including: TOT; Financial Management; Gender; Democracy; and Human Rights. People at grass roots in five districts--Dili, Manatuto, Aileu, Liquica, and Eremera--will benefit from this training program. Training sessions will be conducted by 17 GFFTL members. 16 of them have participated TOT programs that are conducted for OMT and ETSSC. Four of them have participated the training program on Organization Management, Reporting, and Project Proposal Writing conducted for the ETSSC. The preparations for the training program including the development of the training curriculum and the design of training sessions are based on knowledge and skills gained in TOT programs. The TOT manuals have served as a very useful guide in these preparations. ANTTARC training consultants worked with them to finalize the preparations for the training program. GFFTL trainers demonstrated that they had the necessary knowledge and skills to design and conduct the training program.

ETSSC. The ETSSC has conducted several training activities in districts in the framework of the UNTAET civic education program. The training curricula that were developed during the TOT program--voter education, reconciliation, and human rights--have been extensively used in these activities. In coming months, members of ETSSC will be heavily involved in the civic education activities all over East Timor. This is considered very important especially before national elections that will be organized in August.

The ETSSC members used their knowledge and skills gained at the training program on Organization Management, Reporting, and Project Proposal Writing to write a project proposal to establish a Student Resource Center.

LEGAL AID OFFICE. The training program on project proposal writing had significantly increased their capacity to write good proposals. Using the knowledge and skills obtained during the training program, an actual proposal to provide legal aid to people in need was thoroughly revised and submitted to potential donors.

The Legal Aid Office has applied for funding to different international organizations. It is very likely that, in the future, they will have more than one donor. The training program

on Organization Management (including financial management) helped them to understand the need for separate accounts and how to keep them.

FOKUPERS. The training program on the use of video camera has helped participants to gain basic knowledge and skills on the use of the video camera. They have already shot some video records and advanced relating to the realization of the documentary presenting Fokupers and its activities.

RECOMMENDATIONS

Based on our experience related to the implementation of this program, we would recommend:

- It is important to incorporate both informal and formal non-governmental groups. This is especially evident in the case of East Timor where the legal framework is still incomplete and many groupings have not a legal recognition.
- In addition to organizational development training and technical assistance, organizational management including basic principles of management, time management, office management, and financial management were identified to be a priority need.
- Training programs on project proposal writing and project management would be instrumental in enabling organizations and groups to implement projects that would improve the situation of human rights in East Timor.
- The success of the training and technical assistance program was based on the needs assessment. The training programs have to be tailored according to the organizational needs. Often, the training programs should include various topics. Involvement of the organizations in the organization of activities significantly increases the success.
- There is a great need for training programs in districts.
- The optimum number of participants would be 15-20. These numbers ensure that participant benefit the most from training. On the other hand, very large groups do not ensure active participation of all trainees. Very small groups do not provide the necessary interaction.
- The optimum regarding the length of the training program is 5-6 days. Follow on is very important to reinforce knowledge and skills gained during the training program.
- Some organizations are engaged in various activities. Therefore, the training programs designed for them should be flexible and the on-site technical assistance would be very effective.

- NGO Boards of Directors rarely exist in East Timor. A priority of future organization development programs should be development of governing boards and their training on board roles and responsibilities.

Uzbek Study Tour Participants

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