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Annex 1: Territories issue summary tables

1.7: Montserrat

Issue Raised	Right Affected	Who Affected	How/Why?	Suggested Action
Democracy and representation - disenfranchisement	Constitution?	Off-island Montserratians	Not allowed to vote in the last elections	
Partnership	White Paper 1999	Civil servants	"Systematic withholding of valuable information" Weak involvement in decision-making process Governor's veto power	
Inadequate political participation and self-determination frustrated	Right to self-determination <i>UDHR</i> <i>ICCPR</i> , 1	Political analysts Political activists	Montserratians want more education concerning their right of political choice	Political education
Cultural rights	Right to enjoy own culture <i>ICCPR</i> 27	Society Teachers, parents	Are human rights universal or not subject to specific cultural context? Want to retain right to physically discipline children	
Cultural rights	Self-determination and political participation	Political activists Bureaucrats	Montserratians want to speak for themselves more in international fora	
Freedom of speech frustrated	Right to freedom of speech <i>UDHR</i> 19	Civil servants/ Intellectual class within civil service Montserrat Reporter Trade unionist/ Government critic	General orders DFID and GoM wants to 'unduly influence' toward pro-government GOM wanted to censor	

Annex 1: Territories issue summary tables **1.7: Montserrat**

Lack of personal security	Safety/security	(Rastafarian) Prisoners	Prisoners maltreated Prison warders not trained	
Policing	Good governance	The "accused poor" The public	No legal aid support	
Adolescent issues	Health Youth CRC	Teenagers (inclined to sexual activity)	No police complaints procedures Poor or no sex education for teenagers Unclear contraceptive rights and availability	
	Education	School building	No playing field or science laboratory	
		University students	Must study off island; cost near prohibitive, inadequate government support	
		All students	Noticeable increase in truancy since 1995/97 volcano eruptions May face inadequate supervision due to parents/adults working	
		High school leavers	About 30% unable to read	
School system		Foreign born teachers	Face discrimination based on their nationality/social origin from students and their families	
Limited health care facilities	Health	Mentally ill	No psychiatric unit, detained in prison. No resident specialist	
Environmental risks	Health	Populace	Level of air pollution still very high from volcanic ash. High level of stress/post volcano anxieties	

Annex 1: Territories issue summary tables
1.7: Montserrat

Mental health	Life health	Populace	1% suffers from mental illness.	
HIV/AIDS		HIV/AIDS suffers	Anti-retroviral treatment is completely absent.	
Domestic Violence	Health, safety, gender, equality	Girls and women Girls as young as 10 years Girls as young as 14 years	Beaten at home Sexual assaults – followed by silence, some community tolerance Statutory rape/relative pregnancy surrounded by relative silence, some social tolerance	S*D Education and CEDALU? Extension use. Expand use of police training and use of hotline
Boys and men in crisis	Right to gender equality	Boys	Low rate of literacy and other educational attainments	
	Right to education	Men (elderly)	More poor elderly men than women; men seem unable to cope as they need to. – activity, friendships, self-help, income.	
Gender Inequality	Right to education UDHR 26	Pregnant teenage girls	Must leave/change school; no such requirements for boys	

Annex 1: Territories issue summary tables
1.7: Montserrat

Hardship and livelihood vulnerability	Unemployed female single heads of households and children The elderly w/out family support Mentally challenged unable to work Long term unemployed	Unskilled, no child care In relocating they lost gardens and social networks and self autonomy No means of self support Very unskilled young and adult males who have no relations to productive work and/or family/society	
Discrimination and social exclusion	Non-belonger Migrant workers Rastafarians	Seen as not belonging. Not entitled Seen as not belonging Not entitled	
Housing crisis		Housing stock severely reduced due to damage, loss from volcano	

Annex 1: Territories issue summary tables
1.7: Montserrat

No minimum wage	Workers rights <i>UDHR 23</i> <i>ICESCR 7</i>	Skilled local workers	Claim that immigrant workers are accepting below market value wages thus keeping them unfit? Under employed	
Unions		Migrant workers	Without minimum wages they can be paid 'anything'	
Labour tribunal		Workers alleging grievances	Have collapsed due to loss of members (70%) Long delays in hearing complaints	

Annex 2: Civil society organisations in the UKOTs

2.1: Turks and Caicos Islands					
Organisation	Name of contact	Area of work	Address Tel. number	Email address	
Soroptimists	Lynette Thomas, President	(professional) women	Tel: (649) 946 2754		
All Saints Mission Church	Pastor James Prosper	Haitian community/church	Tel: (649) 941 5340		
Optimist Club of TCI			Tel: (649) 941 3782		
Kiwanis Club			Tel: (649) 941 5709		
Rotary Club	Giley Williams	Businessman	Tel: (649) 946 4474		
TCI Red Cross					
Dominican Church	Ruth Rolle, Treasurer		Tel: (649) 946 1273		
United Evangelist Church	Rosemary Istts		Tel: (646) 946 2491		
Haitian Church	Salomon Altidor		Tel: (646) 946 1007		
Methodist Church	Henry Patmore		Tel: (646) 946 2115		
Rep.Five Cays	Lillian E. Been		Tel: (646) 946 4701		
Youth	Jaytana Williams	Student leader	Tel: (646) 946 3602		
Young Women's Action	Enwonka Selver		Tel: (646) 241 3496	enwonka@hotmail.com	
Squatter Committee	Provo				
Native Men's Fellowship	Sydrian Pratt, Secretary		Tel: (646) 241 4178		
Concerned Parents (on South Caicos)	Paula Seymour-Elliot		Tel: (646) 946 3405		

Annex 2: Civil society organisations in the UKOTs

2.2: Montserrat				
Organisation	Name of contact	Area of work	Address Tel. number	Email address
Montserrat Red Cross	Camilia A. Watts, Director	Social work	Montserrat Red Cross, P.O. Box 61, Plymouth, Montserrat, Tel: (664) 491 3179 (home), (644) 2699/6250 (work)	mredcross@candw.ag amswt@email.com
Pan-Afriker Liberator	Chedmond Browne, Editor	Educator, Politician, member of Constitutional Review Commission	P.O. Box 197, Dick Hill, Montserrat Tel: (664) 491 6962	kudjoe@hotmail.com
Music for Montserrat	Christopher J. Runciman, Tour Manager		3 Church Cottages, Weybridge Rd, Addlestone, Surrey, KT15 2QX	Tel: 01932 848831
Parents and Teachers Association				
KUMIT	Silvia White Chedmond Browne	Pan-African activists		
Rotary Club of Montserrat				
Trade Union	Hilroy Bramble	Private Sector Worker	Tel: (h) 491 5049	
Citizens for the Reconstruction of Montserrat	Jim Bass Julian Romero Don Romero	Private individuals/ businessmen interested in re-building	Tel: (664) 491 5433 Tel: (664) 491 2797 Tel: (664) 491 5005	

Annex 2: Civil society organisations in the UKOTs

2.3: British Virgin Islands				
Organisation	Name of contact	Area of work	Address/ Tel. number	Email address
Methodist Church	Rev. D. Baptiste, Student minister		Long Bay, Tortola Tel: (284) 494 2198	Denisbapt@ Netscape.net
BVI Services	Irena Hogan	Physically challenged people with jobs		
Rotary Club	Lewis Hunte		Tel: 494 2233	lewishunte@ hunkeys.com
East End Long Look Action Committee (ELAC)	Bertrand Lettsome		Tel: 494 5681	bblettsome@ hotmail.com
Rastafari Turtle Dove Deliverance (RTDD)	Kenne Hodge	Media figure	Huntums Ghut Tortola	
Sandy Lane Community Centre	Marjorie Hodge- Wright	Drug Rehabilitation and adult literacy	Tel: 494 4852	
African Studies Klub (ASK)	Bernard Green, Director		Andreson Hill, Tortola Tel: 4683701 ext 2139	bgreen@ bvigovernment.org
BVI Red Cross	Edris O'Neal		Mc Namara, Tortola	edrisoneal@ surfbvi.com
BVI National Park Trust	Joseph Smith Abbot			
Oasis Christian Assembly	Patsy Aurona Barker		Tel: 494 5409	Aurora1@ surfbvi.com
BVI Girls Brigade	Joy Scatcliffe	Youth work	Tel: 494 4469	
BVI Standpoint	Susanna Henighan, Editor	Local newspaper	Tel: 494 8106	shenighan@ surfbvi.com
Adventist Church	Collin Matthew		Tel: 494 2701	
BVI Christian Council	Charlesworth Brown			
The Prison Visiting Committee	Heather Cuff, Chair			

Annex 2: Civil society organisations in the UKOTs

Organisation	Name of contact	Area of Work	Address/ Tel. number	Email address
CADA	Joanne Penny, Executive Director	Agency for drugs addiction	P.O. Box. 3093, Road town, Tortola Tel: 494 3125	
Teen Talk	Sarreen Carronier	Youth radio	Tel: 494 1922	
Lions Club	Simeon Stephen		Tel: 494 2682	
Long Look Methodist Church			Tel: 494 3843	
BVI Beacon	Steve Milhailovich	Local newspaper	Tel: 494 3434	
Rotary Club	Louis Potter		Tel: 494 3701	
Soroptimist International	Sandra Walters-Malone	Women's group		dcouncil@bvi government.org
Diabetes Association	Tatica Scatliffe		Tel: 494 8052	
Geriatric Aid	Debra Jones	Elderly/housing	Pockwood Pond, Road Town, Tortola Tel: 494 4690	
Family Support Network	Eileene Parsons		Tel: 494 4758	fsn@surf.bvi
Heritage Dancers		Cultural dance group		

2.4: Ascension

Scouts	Johnny Hobson, leader		Tel: 6348	
Guides	Cheryl Antony, leader		Tel: 6147	

2.5: St Helena

Combined Parent Teachers' Association	Dion Yon			
Women's Corona Society	Patsy Flagg			
Disabled Persons Aid Society	Peter Thorpe			

Annex 2: Civil society organisations in the UKOTs

Organisation	Name of contact	Area of Work	Address/ Tel. number	Email Address
Heritage Society	Alan Nicholls			
Anglican Church	Father Keith James, Vicar			

2.6: Bermuda

Bermuda Physically Handicapped Association	Willard Fox			
Women's Resource Centre	Penny Dill, Chair			
Bar Council	Trevor Moniz, President		P.O. BOX. HM 1173 Hamilton	tmoniz@mgl.bm
Coalition for Protection of Children	Dr. June Hill Sheelagh Cooper	Protection of and support for children	4 Wesley St, Hamilton, Bermuda Tel: (441) 295 1150	
Rainbow Alliance	Nikki Bowers	Gays and Lesbians		bermudarainbowalliance@ hotmail.com
National Association for Reconciliation	Dr Eva Hodgson			
The Family Resource Network		An umbrella organisation for abused children and others	Tel: (441) 295 4366	
Commission for Unity and Racial Equality, CURE	Norma Neilson and David Northcott	Promotes racial unity		
Citizens Uprooting Racism in Bermuda, CURB	LeYoni Junos, activist	Citizen action in ending racism		
Bermuda Chamber of Commerce	Charles Gosling, President	Business Promotion	Tel: (441) 295 8930 Fax: (441) 295 5779	Bcc6@ibl.bm

Annex 2: Civil society organisations in the UKOTs

2.7: Falklands				
Tabernacle Free Church	Ken Newton			
Bahai	John Leonard			
Cathedral Church	Rev Alistair McHaffie			

Annex 2: Civil society organisations in the UKOTs

2.8: Cayman				
Early childhood Association				
Concerned Citizens Group	Ronette Jurn			Cayman, Cayman Islands P.O. Box 78, Georgetown Tel: (234) 949 9113 rmjurn@candw.ky
International Civil Rights and Justice Society	Craig Brown		Aims to protect the rights of Caymanians and expatriates	
Cayman National Choir	Mrs. Eziethamae Bodden, President			
Cayman National Orchestra	Ms. Sue Horrocks, Musical Director			
Guyanese Association	Desiree Charles PhD, educator		Educator	Tel: (345) 945 1199 P.O.Box.910 Thomas Russel Way, Grand Cayman Desdac@candw.ky
Jamaican Community	Robert Hamaty, Honorary Jamaican Consul General		Businessman	Tel: (345) 949 9526 C/o Jamaican Consulate, Grand Cayman Jamaica@candw.ky
Caribbean Haven	Rayle Roberts, Counsellor		Support for substance abusers and their families/ drug rehabilitation	
Long Term Residents Group	Bill Gates, Arthur Schindler, Gordon Barlow			
Early Childhood Association	Ruth Zimmerman		Early literacy, music	
Women's National Netball Team	Lucille Seymour		Works with alienated girls through netball	Lseymour@candw.ky
Gender Research and Development Group	Rayle Roberts		Policy work	Grand Cayman
Bahai Association of Cayman	Desiree Charles			
	Dale and Yvette Eubanks			
Cayman Law Society/Legal Befrienders	C/o Women's Resource Centre		Information and Education	Tel: (345) 949 0006 Grand Cayman
Concerned Citizens Group	Esmay Smith, Della Campbell, Ronette Jurn			Tel: (234) 949 9113 P.O Box.78, Georgetown Rmjurn@candw.ky

Annex 2: Civil society organisations in the UKOTs

2.9: Anguilla				
Organisation	Name of contact	Area of work	Address Tel. number	Email address
Mental Health Anguilla National Trust	Lydia Gumbs, President Ijahnya Christian, Executive Director	Mental Health Community development, Conservation, Women and Children	Tel: (264) 497-6849 P.O. Box. 1234 The Valley, Anguilla Tel: (264) 497 5297 Fax: (264) 497 5571	axanat@ anguillanet.com
The Anguilla Independence Movement (AIM)	Haydn Hughes	Political Rights Activism	South Hill, Anguilla Tel: (264) 497 0617	Independence4axa@ hotmail.com
Blowing Point Community Foundation	Brent Davis, Project Officer	Community economic development	P.O. Box. 370 Anguilla Tel: (264) 497 6289	Bdavis@gov.ai
Optimist Club of Anguilla	Rosanna Browne, Statistical Officer		P.O. Box. 408 The Valley, Anguilla Tel: (264) 497 5693	
National Council of Women	Hubertine Franklin, President		National Arts & Craft Centre, The Valley Tel: (264) 4976426	
Society of Anguillians in the UK	Claude Brooks MBE, Chairman		I Burlington Av, Slough, SL1 2JY	
Men's Association	Philip Gumbs, Pastor		Cedar Village, Anguilla Tel: (264) 497 2617	
Anguilla Bar Association	Bernice Lake, Lisa Bass	Legal professionals		
Soroptimist International of Anguilla	Alleena Balin	Women's service/professional women		

Annex 2: Civil society organisations in the UKOTs

Annex 3: UK and Regional HRs organisations

3.1: International

Organisation	Rights Interests	Geographical coverage	Programmes	Contact	Contact Details
UNICEF	• Child rights • Women's rights	Caribbean office covers Montserrat, BVI and TCI. Non coverage of Anguilla needs to be explored. UNICEF coverage of other UKOTs by other regional offices needs to be explored	• Child Rights Promotion programme • Lead player in regional child rights initiatives • Participant in OECS Children's Legislation project	Heather Stewart (project officer)	Tel: (246) 4362119 hstewart@unicef.org
UNDP	• Developmental rights	Barbados regional office covers the eastern Caribbean & therefore Montserrat, Anguilla and BVI. Cayman, Bermuda and TCI are covered by the Jamaica office	• Regional workshop on convention monitoring and reporting (mid 2001)	Ann Forester (resident rep) Norma Springer (program manager)	Tel: (246) 4292521/4292448
UNIFEM	• Women's rights	Caribbean regional office (Barbados) covers Cayman, BVI, TCI, Anguilla and Montserrat	• Co-ordinating UN Inter-agency campaign on women's human rights • UNIFEM/DFIDC/CDB/IDB police training project on domestic violence (includes UKOTs)	Dr Jocelyn Massiah Sandra Edwards	Tel: (246) 4373970
WHO/PAHO	• Health rights • Emergencies and humanitarian assistance	Barbados office covers BVI, Anguilla and Montserrat. Jamaica office covers Cayman. Bahamas office covers TCI.	• Lead agency on Caribbean Co-operation in Health Phase 2 • Lead agency on regional HIV/AIDs programme • Youth a priority area. Caribbean Adolescent Health Survey	Dr Dana Van Alphen (Emergencies)	Vanalphd@cpc.paho.org (246) 436 6448

Organisation	Rights Interests	Geographical coverage	Programmes	Contact	Contact Details
ILO	- Labour rights - Child rights - Women's rights - Disabled rights	Caribbean office based in Trinidad. Covers BVI, Anguilla, Montserrat, Bermuda, Cayman and TCI.	- Various. More in-depth review to identify those of specific relevance to labour rights issues in the UKOTs - Caribbean office working jointly with UNIFEM on disseminating information on CEDAW rights - Training in monitoring of ILO conventions, including representatives from UKOTs	Willie Mom (Trinidad)	Tel: (868) 6281453
UNAIDS				No contact to date	(431) 26060 4442 unaids@unaids.org
UNFPA (UN Fund for Population Action)				No contact to date	
UNDCP	Drugs	NOT met. No information as yet	Apparently programme researching criminal justice and rights of prisoners imprisoned for drugs offences		www.undcp.org
UNECLAC and CDCC (Caribbean Development and Co-operation Committee)	- Regional commitments on UN resolutions - Lead on International Conferences	Anguilla, Montserrat, BVI members, Cayman, BVI and Bermuda Associate members	- Lead role in preparations and follow up to international conferences - Social indicators project underway (consistent data across the region) - Technical assistance on ECSC family law and Domestic Legal and Judicial Reform project		
International Council on Human Rights	Conducts research useful to organizations working in the field of human rights	I		David Petrasek (Research Director)	Tel: 41 22 775 3306 Fax: 41 22 775 3303

Organisation	Rights Interests	Geographical Coverage	Programmes	Contact	Contact Details
Baha'i International Community	Unification into one global security	Bases in Virgin Islands, Puerto Rico, Guyana, Dominican Republic and Cuba		Diane Ala'i, Representative to the UN	Tel: 22 789 54 00 Fax: 22 789 65 77
Office of the High Commissioner for Human Rights			- United Nations Technical Cooperation Programme; - States, at request, receive technical assistance and training in the promotion/protection of human rights	Gianni Magazzeni (Senior Human Rights Officer) Christophe Peschoux (Human Rights Officer, Field Methodology)	Tel: 41 22 917 92 12 Fax: 41 22 917 90 14 Tel: 41 22 917 92 55 Fax: 41 22 917 90 18
Association for the Prevention of Torture (APT)	Prevention of torture and ill-treatment		- Supports the national implementation of international norms and standards prohibiting torture - Control mechanisms - Information and training activities	Mark Thomson (Secretary General)	Tel: 41 22 734 20 88 Fax: 41 22 734 56 49

3.2: Regional

Organisation	Rights Interests	Geographical Coverage	Programmes	Contact	Contact Details
CARICOM	- Securing regional co-operation commitments from members - Gender, child rights	Montserrat member. BVI and TCI are associate members	- Collaboration with UNICEF on Juvenile Justice - Model legislation on CEDAW rights	Jacqueline Joseph, Dept for Human and Social Development (Guyana)	
OECS	- Eastern Caribbean co-operation and agreements - Child rights	Montserrat, Anguilla, BVI members	- Project with UNICEF/UNECLAC to review child and family legislation. Supported in UKOTs by FCO - Social indicators project under preparation - DFIDC funded programme to improve social and economic planning	No contact	P.O. Box 179 Castries St Lucia Tel: (758) 452 2537 oesec@oescs.org
Caribbean Development Bank (CDB)	No specific HR agenda	Caribbean	- Supporting domestic violence police training project with UNIFEM/DFIDC/IDB - Regional disabilities project	Thomas McDonald, project officer & social analyst	(Headquarters) B.O. Box 408, St Thomas, Wilkey, St Michael
CAREC	- Health rights - HIV/AIDs	Anguilla, BVI, Cayman, Bermuda, Montserrat, TCI	- Lead agency on HIV/AIDs research - DFID supported regional programme on HIV/AIDs covering UKOTs	Dr C. James Hospidales Bilali Camara (Head Special Programme on SPSTI) Caroline Allen (Behavioural Sciences Adviser)	Tel: (868) 6224261 postmaster@carec.paho.org Tel: (868) 6222153 camarabi@carec.paho.org Tel: (868) 6222153/6225593

Organisation	Rights Interests	Geographical Coverage	Programmes	Contact	Contact Details
UWI Centre for Gender Studies (University of West Indies)	Institutionalized gender inequalities for women	Caribbean	Programmes of teaching, research and outreach on women and gender issues in Caribbean society	Rhoda Reddock	Tel: (868) 662 2002 (ext.2533)
National Coalition for Haitian Rights	- Haitian rights - Refugees	Haiti and elsewhere	No details	Jocelyn McCalla	9 Rue Riviere, Port au Prince, Haiti Tel: 1 212 337 0005
ICS (Institute of Commonwealth Studies, University of London)	Inter-disciplinary and inter-regional research into human rights	The Commonwealth	No details	Dr Paul Gready (Lecturer on Human Rights)	Tel: 44 207 8628828 pgready@sas.ac.uk
UNECLAC			No details	Asha Kambon, Social Affairs Unit Roberta Clarke Len Ishmael	Tel: (868) 6235595 akambon@eclacpos.org Tel: (868) 623 5595 rclarke@eclacpos.org Tel: (868) 623 5595 registry@eclacpos.org
Chancery Chambers		Trinidad and Tobago	No details	Douglas Mendes, good DP lawyer	Tel: (868) 623 4043/4040/4042 Fax: (868) 625 1670
TT Coalition on the Rights of the Child	Child Rights	Trinidad and Tobago	- Each year chooses an article from the Convention on the Rights of the Child to promote - Sensitisation/ public education programmes	Gregory Sloane Seale, Youth Outreach Co-ordinator	Tel: (868) 625 7747 Sloane@cable.net Ymca@wow.net

Organisation	Rights Interests	Geographical Coverage	Programmes	Contact	Contact Details
Caribbean Council of Churches	Christian Unity	Caribbean	No details	Gerard Grenado, General Secretary	Tel: (246) 427 2681 ccbdos@cariaccess.com
Legal Aid Clinic	- Access to justice - Judicial justice	Trinidad and Tobago	No details	Hazel Thompson Ahee	Tel: (8680) 5860/5835/2577 Thomayhe@tstt.net.tt
Association of Caribbean Commissioners of Police (ACCP)	Domestic Violence Training	Caribbean	No details	John Parker	Tel: (246) 435 822 admin@accpolice.org
Barbados Lawyers and Bar Association		Barbados	No details	Alair Shepherd QC (works closely with John Hume, London solicitor) AI contact	Tel: (246) 427 7192 Fax: (246) 429 2206
Barbados National Committee on the Rights of the Child	Child Rights	Barbados	No details	Sandra Mason (Chairperson)- AI contact	
Media Association of Trinidad and Tobago	- Prevention of intimidation against journalists and other media workers - Freedom of speech			Dale Enoch	Tel: (868) 627 6937 Fax: (868) 627 8223
NCH Action for Children	Child rights	UK based with international remit. Caribbean office based in Barbados. To date no programmes in UKOTs	Children's legislation reform project with OECS covering Anguilla, Montserrat, BVI and TCI (latter still to be confirmed)		

Organisation	Rights Interests	Geographical Coverage	Programmes	Contact	Contact Details
Trinidad and Tobago Coalition on the Rights of the Child	Child rights	Trinidad and Tobago, but links with child rights organisations in the Caribbean and internationally	- Members have range of projects addressing child rights - Advocacy and networking on child rights		
Penal Reform International (PRI)	- Justice - Juvenile justice	International. Caribbean office based in San Juan, Puerto Rico			
Guyana Human Rights Association	- Human Rights - Indigenous peoples	Guyana		Merle McCormack (old friend of AI)	Tel: 011 592 2 61789 (74911 direct line) Fax: 011 592 2 74948 Ghra.guy@solutions2000.net
Rights of Children	Child Rights	Guyana			Tel: 011 592 2 61789/74911 Fax: 011 592 2 74948 roc@jahoopam.com
National Commission on Disability (NCOD)	Disability	Guyana		Flavio Comacho, Chair (AI contact)	
Caribbean Human Rights Network	Human rights	Barbados based covering the Caribbean. Associate member organisations in various countries. None on UKOTs	- Support on HR cases (including UKOTs) - Various programmes on HRs though none in UKOTs - Receiving support from BHC Barbados for regional HR education programme (which will include Caribbean UKOTs)	Shelagh Stuart (co-ordinator)	Tel: (246) 4369456 Fax: (246) 4360645 crights@caribsurf.com
University of West Indies	- Justice and legal reform - Gender rights - Child rights	Regional remit	- Research on a wide range of socio-economic and legal issues across the Caribbean - Important resource organisation	Dr Eudine Barnteau Dr Dave Ramsaran	Tel: (246) 2174287/2174720 dramsaran@uwichill.edu.bb

Caribbean Association for Feminist Research and Action (CAFRA)	Women's rights	Regional network with associate organisations throughout the Caribbean but not in UKOTs. Some individual members in UKOTs. Research/programmes cover UKOTs (some)	- Regional focal point for gender rights programmes - Co-ordinating domestic violence police training project (DFIDC funded) - Experienced researchers with network of researchers	Cathy Shepherd (information officer)	Tel: (868) 6638670 Fax: (868) 6636482 cafrainfo@wow.net
Caribbean Policy Development Centre (CPDC)	No information	Regional NGO	No information but recommended that we meet on a future visit	Christopher Sinckler, Executive Co-ordinator	CPDC, 'Halsworth', Welches Rd, P.O. Box 284, Bridgetown, St Michael, Barbados cpdc@caribnet.net Tel: (246) 437 6055
Coalition against Domestic Violence	- Child rights - Women's rights	Trinidad and Tobago but network with Other national groups in the Caribbean	- Advocacy on abolition of corporal punishment - Run crisis centre and shelter for battered women	Diana Mahabir Wyatt (chairperson)	Tel: (868) 6227506 dina@opus.co.tt
CRN+	- HIV/AIDS - Organisation for people living with HIV/AIDS	Based in Trinidad. Believed to have sister organisations throughout the Caribbean but none in UKOTs.	NOT met but the only organisation identified by CAREC of people living with HIV/AIDS	Yolande Simon (HIV/AIDS)	Tel: (868) 6220176 crn@ttnet@cariblink.net
Red Thread	- Women's rights - Sex workers rights - HIV/AIDS	Guyana.	NOT met so no direct knowledge of programmes. Involved in HIV research with sex workers. Involved in development of model women's legislation (CARICOM)		

Organisation	Rights Interests	Geographical coverage	Programmes	Contact	Contact Details
Oxfam Caribbean	• Democratic rights • Civil society/ governance • Poverty	Barbados based for English speaking Caribbean. Office in DR covering Other parts of the Caribbean eg Haiti, DR. No programmes in UKOTs	• Civil society strengthening project funded by DFIDC but limited progress, although worth staying in touch • Strong emphasis on advocacy with NGO partners • Links with regional and national NGO partners	Mellon Jordan (Barbados)	Tel: (246) 4244942 mjordanoxfam@sunbeach.net
Help Age International	• Rights of the elderly	Jamaica based. Contacts with NGOs in UKOTs (all?) Links with elderly care project in Montserrat	• Emphasis on advocacy • DFIDC supported advocacy programme (not covering UKOTs at present) • No contact made during this phase. Important to establish contact and find out more about their activities in next phase	Jeff James (Jamaica)	Tel: (896) 754 76113 helppage@cwjamaica.com
FLAG/GLBT activism	• Gay Rights	Trinidad and Tobago	• Advocacy on gay rights	Geoffrey MacLean- gay activist	Tel: (868) 625 5982 (work) 624 2427 (home) 624 5217 (Fax)

3.3 UK NGOS

Organisation	Rights Interests	Geographical coverage	Programmes	Contact	Contact Details
Liberty	All rights and freedoms	England and Wales	- Training courses and seminars - Human Rights Litigation Unit specializing in test cases - Lobbying/campaigning to influence government policy		21 Tabard Street, London, SE1 4LA Tel: 0207 4033 888 Fax: 0207 4075354
Human Rights Watch	To investigate and expose any human right violated	International			2 nd Floor, 2-12 Pentonville Rd, London, N1 9FP Tel: (44) 207 7131800 hrwuk@hrw.org www.crin.org
Child Rights Info. Network		International			www.amnesty.org
Amnesty International		International			
National Children's Home				Keith MacKenzie	Tel: 01278 781331
Help Age	End discrimination on the grounds of age	International	- Action on Ageing Campaign; - To mobilize political will and resources to address ageing - Monitor the inclusion of older people in policy	Jeff James (Jamaica)	Tel: (896) 754 76113 Helpage@Cwjamaica.com
Christian Aid	All rights and freedoms			Jasmine Huggins	jhuggins@christian-aid.org
Save the Children	Child Rights			Steve Lewis (Caribbean Programme Manager)	Tel : (44) 207 7162286 s.lewis@scfuk.org.uk

Annex 4: TORs for HR Project Officer

Draft Terms of Reference

Human Rights Officer/Advisor UK Overseas Territories

Background

International human rights obligations come under HMG's responsibility for external affairs in the Overseas Territories (UKOTs). HMG is the State Party in respect of Conventions to which it has extended to the UKOTs. As such HMG is responsible for Convention reporting. The FCO has lead responsibility for the UKOTs in HMG and the commitment to extend all key UN conventions to which HMG is a signatory to the UKOTs. Responsibility for ILO conventions rests with DfEE. For DFID, a focus on human rights has been underlined by publication of a Human Rights Strategy Paper which places human rights at the centre of DFID policy.

Since the publication of the 1999 White Paper 'Partnership and Prosperity for the Overseas Territories' the realisation of international human rights obligations in the Overseas Territories has become a higher priority for HMG. The White Paper states:

'We regard the establishment and maintenance of high standards of observance of human rights as an important aspect of our partnership with the Overseas Territories. Our objective is that those territories which choose to remain British should abide by the same basic standards of human rights, openness and good government that British people would expect of the government'

Although the UKOTs have a 'well deserved reputation' for their respect for and observance of human rights, it is recognised that legislative changes are needed in some territories to bring UKOTs in line with UK international obligations. The White Paper is specifically concerned with reforms in legislation relating to capital punishment, judicial corporal punishment and homosexual acts between consenting adults in private. These are matters that have now largely been dealt with and both FCO and DFID recognise that it is time to move the agenda forward to look more broadly towards the full realisation of human rights in the Overseas Territories.

The White Paper places 'Partnership' at the centre of the relationship between HMG and the UKOTs. In the context of human rights instruments extended from London to the Territories, 'Partnership' will entail 'shifting the centre of gravity' for realisation of human rights towards the Territories themselves. This should mean promoting local ownership through dissemination, consciousness raising and dialogue and Territories taking greater responsibility for monitoring and reporting. This will involve moving beyond the Attorney Generals' Chambers and promoting 'ownership' of human rights obligations within society as a whole, particularly, with the increased involvement of civil society organisations.

The joint DFID/FCO 'Realisation of Human Rights in the UK Overseas Territories' project involves a co-ordinated effort by DFID and the FCO to improve and standardise human rights in the UKOTs. The project has highlighted the need for a dedicated post within FCO/DFID to oversee and coordinate human rights initiatives. At present, responsibility for extension of human rights conventions and reporting under these conventions rests with HRPD. However, implementation on the ground requires a range of initiatives at both London and Territory level and involves a variety of actors within HMG, the governments of the UKOTs, civil society and the

private sector. There is also the need for increased linkages between civil society groups in the UK and Caribbean and the Territories.

A full time dedicated Human Rights Officer/Advisor will co-ordinate initiatives to improve human rights in the UKOTs. This person should ideally be positioned between FCO and DFID and located in FCO London.

Purpose

The purpose of the appointment of a Human Rights Officer/Advisor is to coordinate HMG efforts to support the improvement of the realisation of human rights in the UKOTs.

Outputs

The main outputs of this post in the first instance will be:

- (i) A human rights action plan for each UKOT, based on a tripartite approach comprising UKOT governments, UKOT civil society and HMG. Each action plan would be developed through a locally-driven approach and address priorities as perceived by the peoples of the Territories themselves.
- (ii) A review and revision of existing monitoring and reporting arrangements under the various international human rights instruments. This will be designed to help shift the centre of gravity of the ownership of human rights obligations to the Territories and broadening out of responsibility for human rights monitoring and reporting from the AG's chambers to other government departments and civil society groups.
- (iii) Increased capacity of civil society groups in the Territories to engage in activities to promote improved human rights, especially for socially excluded and marginalized groups, through training and technical assistance and increased horizontal links between the Territories and with both regional and international civil society organisations.

Scope of Work

In order to achieve the above the HR Officer/Adviser is expected to undertake the following:

- (i) Support capacity building through facilitating projects of civil society groups. This may involve facilitating technical as well as financial assistance. Examples of possible projects include development of the role of media; public information to raise human rights awareness; and support to practical initiatives e.g. shelters for victims of domestic violence and strengthening of support and counselling services for victims of child abuse.
- (ii) Assisting with the establishment of inclusive and participatory institutional arrangements in UKOT governments for Convention reporting. This will mean working with new and existing Human Rights Reporting Committees in each Territory (where they exist) to assist in technical training on reporting and introducing the presence of representatives from civil society onto the committees and the introduction of participatory rights assessment methodologies.
- (iii) Identification and facilitation of appropriate training for civil society groups and government officials. This will include helping NGO/CBOs to provide an alternative

voice in the reporting process and take on some of the on-going reporting responsibilities and data collection on a continuous basis.

(iv) To assist the Human Rights Reporting Committees in the establishment of simple indicators and data collection systems and the facilitation or a review to try and streamline requests for data and statistics which at present bombard the UKOTs.

(v) Identification of international civil society organisations that have appropriate experience and expertise in civil society rights-based approaches and facilitation of linkages between these groups and local OT-based organisations.

(vi) To assist and facilitate improved access to justice through development of mechanisms such as Ombudsman, legal aid, alternative systems of justice, development of facilities for victims of human rights abuses eg domestic violence, people living with HIV and exploited employees. This will be accomplished through identification of models and replicable examples of good practice from within the Territories and the UK and also from the Caribbean region and elsewhere.

(v) Commission and coordinate research on various issues, e.g. how other small countries meet their reporting obligations under international human rights instruments. Research needs will be identified together with the OTs, HRPD, and DFID.

(vi) Assist in the mainstreaming of human rights into existing FCO/DFID projects in the Territories. This will entail providing training to FCO/DFID staff from the respective OTDs, as well as to TCOs assigned to work in the Overseas Territories.

(vii) Work with FCO and DfEE in reviewing extension procedures for International human rights instruments to increase real consultation and local training.

Logistical and reporting arrangements

The Human Rights Officer/Advisor should be institutionally located with the FCO but should be highly mobile with frequent visits to the Territories. The position may be either based in London or the Caribbean. If the latter, a second officer will be required to cover non Caribbean OTs.

S/he will work under Overseas Territories Departments within DFID and FCO whilst coordinating closely with other Whitehall departments. S/he will need to work particularly closely with HRPD.

A human rights steering group has been established for the human rights project. The proposed position would report to this group on a regular basis. (Line management to be agreed between DFID and FCO).

Skills and qualifications

The Human Rights Officer/Advisor should have a legal background with international human rights experience.

S/he should also, ideally, have experience of project work and international development, and in particular of working with civil society groups and participatory development approaches. Field experience will be highly relevant.

S/he should have at least five years international experience.

Annex 6 Thematic Recommendations

The following are a series of suggestions for addressing thematic human rights issues raised during the consultants visits. The suggestions are based on ideas presented by the many people met during our research.

(i) Freedom of Speech

Building understanding of partnership and the sterling contribution that different groups make to schools and communities. This could take the form of multi-cultural celebrations, public education, education in schools and government policy supporting today's multicultural presence in many if not all UKOTs. Bermuda's Harbour Night is a good model here. Weekly, it brings together old and new ethnic groups to showcase the cultural uniqueness of each, to bond all Bermudians together, free from the fear of each other.

- Review of General Orders. This cannot be over-emphasised. If possible, it should be linked to the Constitutional Review Process. The participation of civil society is strongly advisable in building ownership. Finally, a model new General Orders should be drafted (collectively) by the UKOTs themselves, not unlike what Bermuda has already done.¹
- Strengthen the legislative framework with a Bill of Rights and Fundamental Freedoms in each constitution where none exists.
- Human Rights education based on the Bill of Rights and Fundamental Freedoms to commence at an early time. The objective here as elsewhere is to confirm for the public, its rights (and responsibilities) of free speech.

Good governance training ought to be offered to parliamentarians and senior government officials.

(ii) Social Exclusion and Discrimination

A number of the measures highlighted above will have a positive impact on discrimination, most specifically inclusion of human rights chapters/Bill of Rights² in UKOTs constitutional reviews, extension of conventions and the right to petition, enactment of legislation to support obligations, and public sensitisation through human rights education and dialogue.

In addition monitoring, enforcement and evaluation mechanisms, especially ones involving government, citizen groups and organisations, special interests and competent bodies should be encouraged. Bermuda's racial equality strategy and women's resource centres in Cayman Islands and other places are good models to review.

¹ See Bermuda's new Bermuda Government Employee Code of Conduct and Service.

² Constitutional review and inclusion of a Bill of Rights/Human Rights chapter should provide legal protection to all groups regardless of race, sex or sexual orientation, colour, language, religion, political or other opinion, national or social origin, property, birth or other status. Early completion of this process should be promoted.

A number of group-specific recommendations can be identified based on suggestions from the OTs:

Boys and Men

- Greater recognition of the needs of young males in the home without male support/father figures and male role models
- Expose young low-income males at school and in the community to more positive activities –clubs, organizations, sports, languages, travel and the like.
- Young males in prisons, especially those who are illiterate, drug-dependent and others in crisis, need education, training and rehabilitation.
- Youth groups should be encouraged to include youths from a variety of social class, ethnic and racial backgrounds
- The CRC should be enforced in the protection of young boys against under-aged sex and sexual exploitation, child labour and other social ills.
- All discriminatory to boys and men should be re-written, e.g. the Affiliation Act which can be biased against father's rights.

Girls and Women

- The early extension of the CEDAW is urged. This may require sensitisation work to prepare women and men to accept its authority and to dispel myths.
- The CRC should be enforced to educate parents, teachers and society about the rights and responsibilities of children and to protect vulnerable girls, especially those from poor homes.
- Work should be continued and intensified on anti-domestic violence, including legislation, training/sensitisation and resourcing.
- Legislative review should be undertaken to ensure there is a legal framework for gender equality.
- The rights of poor women need to health care, education and training, affordable housing and participation in governance should be considered in national budgets, policy directives and day-to-day operations in state and private sector
- Pay equity should become *de facto* and not just *de jure*.

Immigrants

- Immigration laws needs to be reviewed for greater fairness, and Immigration staff need training in human rights principles, policies and methods
- Co-ordination is needed between police, the immigration and the judiciary in order that human rights and basic dignity of apprehended illegal immigrants and others under suspicion are treated with dignity and in accordance with human rights norms.

HIV/AIDS

- More resources into public education and prevention
- Provision of greater support to people living with HIV/AIDS through testing, counselling services, increased confidentiality and access to affordable treatment
- Abolition of discriminatory practices and enforcement
- Agreement of a policy on UKOT standards towards which to strive. Are UK standards appropriate and morally correct?

- Support to NGOs working with excluded groups (e.g. with illegal Haitians in TCI) The DFID supported CAREC project could provide an opportunity to tackle many of these issues.

Special needs

- Sharing of good practice for the disabled from Bermuda and support to disabled groups where they exist
- Better provision for the mentally ill and elderly across all territories. Montserrat provides some examples of good practice for the elderly

Homosexuality

- Inclusion of anti-discrimination on the basis of sexuality in human rights chapters/Bill of Rights
- Public sensitisation towards homosexuality through education and discussion
- Provision of support details of support groups on the proposed UKOT website

Poorest

- Promotion of participatory planning and pro-poor approaches to all territories. Sharing of good practice from Montserrat.
- Sharing of Montserrat's Participatory Poverty Assessment (PPA) as a good practice.
- Implementation of the rights-based approach to development

(iii) Labour rights

Capacity building for Trade Unions is suggested, particularly fledgling unions, e.g. Cayman, as well as including building networking with regional and UK Trade Union groups and encouragement of labour association particularly in the private sector and inclusive of migrant workers and contract labour.

Raise awareness of ILO conventions extended with government, employers and employees. Targeting of business associations, e.g. Rotary, Chambers of Commerce and Hotel Owners Associations in particular. Government should play a more active, facilitative role in encouraging union formation and development.

OT governments should be encouraged to enforce non-discriminatory legislation in the workplace e.g. equal pay, minimum wage, and overtime pay. Where legislation does not exist, this should be encouraged and included in constitutional reviews. Governments might be encouraged to introduce a voluntary code of conduct as currently being developed in the Falkland Islands.

Labour tribunals should be encouraged. Further research on child labour is encouraged. This emerged as an issue particularly amongst immigrants/poorer groups as well as teenage boys, but needs better documentation.