

NATIONAL HUMAN RIGHTS COMMISSION, INDIA
DRAFT ANNUAL ACTION PLAN FOR THE PERIOD - 01 APRIL 2019 TO 31 MARCH,
2020)

1. **General:** The Annual Action Plan 2019-2020 is in alignment with NHRC Strategic Plan 2018-2021 and the SDG Goals.

2. **Mission Statement:** To promote and protect human rights of all and enhance the reach of Commission to the grass root Level, especially the vulnerable and marginalized sections of the society

3. **Our Focus Areas:**
Human dignity for all, protect rights of the people from marginalized sections of society, prison reforms, women & child rights, rights of disabled, elderly, LGBTI rights, environment protection, health care & mental health, human rights education, bonded & child labour issues, good governance, business & human rights, human right defenders, NGO's/civil society and encourage research on issues related to human rights, generate awareness and work with all the stakeholders for improvement in laws & schemes to promote and protect human rights.

4. **Approach to the Annual Action Plan:** The NHRC Action plan is laid out on the following aspects:
 1. Handling of Complaints and Complaints Management System
 2. Human Rights Education, Training, Research and Capacity Building
 3. Awareness Workshops/Seminars/Conferences & Team Building
 4. Implementation of Official Language policy/Hindi/Related activities
 5. Investigation of cases
 6. International Cooperation

1st QUARTER (April to June 2019)							
Sl. No.	Activity	Date/Month	Place	Section Unit	Priority	Assessment /Remarks	
1.	Workshop of APF on Blended Learning Project	2-3 April 2019	Bangkok, Thailand	Coordination Section	High	Mrs. Manzil Saini, SSP and Shri O P Vyas, AR(Law) will attend the workshop Blended Learning Project	
2.	International Conference on National, Regional and International mechanisms on combat impunity and ensure accountability under international law organized by National Human Rights Committee in Qatar in cooperation with UN Office of the High Commissioner for HR and the European Parliament.	14-15 April 2019	Doha, Qatar	Coordination Section	High	Sh. Surajit Dey, Registrar(Law) will attend and share Commission's views on National, Regional and International mechanisms on combat impunity and ensure accountability under international law	
3.	10 th Session of UN Open Ended Working Group on Ageing	15-18 April 2019	New York, USA	Coordination Section/ Research Divn.	High	Delegation headed by CP accompanied with Spouse of CP and SG.	
4.	Open House discussion on Food Security and Nutrition	12 April 2019	NHRC	Research Division	High	CP & Member (JK) Right to Food	
5.	Open House Discussion : Core Group Meeting on Bonded and Migrant Labour	April 2019	NHRC	PRP&P/BL Divn.	High	Assessment of the implementation of the Acts. Focus on SDG - 8 & 16	
6.	Meeting on Pilot Project on Ensuring Food Security	April 2019	NHRC	PRP&P/BL Divn.	High	Ensuring food security for the necessitous people. Focus on SDG-2	
7.	2019 –Partnership Programme for Human Rights Officers organized NHRC Korea	27-31 May, 2019	Seoul, South Korea	Coordination Section	High	Shri Prabhat Singh, DG(I) will attend	

8.	Presentation on research project- Custodial Justice: An investigation on causes of deaths in UP, WB, Maharashtra and Tamil Nadu - By: TISS, Mumbai	April/May 2019	NHRC	Research Division	High	Right to life with dignity – custodial justice
9.	Inviting Expression of Interest for the new research proposals	April 2019	NHRC	Research Division	Medium	All Human Rights issues
10.	Process for award scheme for Short films on Human rights issues	April 2019	New Delhi	M&C Unit	Medium	
11.	Moot Court Competition	April-June	Gandhinagar Gujarat	SRO(T) Unit	High	100 + Law Students
12.	In-house Gender Sensitization Workshop : To be organized for all employees of NHRC	April 2019	As directed by SG	Research Division	Medium	To inculcate understanding of the gender specific roles and to deal with related cases efficiently.
13.	Amend/review of Recruitment Rules of NHRC.	April 2019	NHRC	Establishment Section	High	The draft recruitment rules approved by the Full Commission forwarded to MHA for notification. The matter is under consideration with MHA.
14.	Enhancement and Strengthening of manpower of NHRC	April 2019	NHRC	Establishment Section	High	The proposal for creation of additional posts in the NHRC on the directions of Hon'ble Supreme Court has been forwarded to MHA. The matter is under consideration with MHA
15.	First Advisory Board Meeting of Hindi Journal	April 2019	NHRC	Hindi Section	High	To raise awareness of Rajbasha(Hindi) Member(JK)

16.	Short Term Internship Programmes for Law Students	April-June	NHRC, New Delhi	SRO(T) Unit	Medium	60-70 Students
17.	Design & development of Human Rights Commission Network (HRCNet). SSA to give monthly feed back to SG on the progress.	April 2019	NHRC	Computer Cell	High	A portal to be developed for providing common platform to NHRC, India as well as to State Human Rights Commissions in India where complainants can be lodged regarding human rights violations and complainants can view the complaint status/ disposal etc online.
REGULAR EVENTS WHICH ARE SPREAD THROUGHOUT THE YEAR						
18.	Meeting on Administrative and Programme Business Agenda items	Every Month	NHRC	Coordination Section	High	Agenda items of Administrative and Programme Business agenda items are placed before the FC for decision.
19.	Full Commission Meetings	Every Monday	NHRC	Law Division	High	Cases are put up by the Law Division for decision
20.	Division Bench / Single Bench	As per availability of CP /Members	NHRC	Law Division	High	Cases are put up by the Law Division for decision
21.	Comments of the Commission on Acts/Bills, cabinet notes etc. received from Govt.	As and when received	NHRC	Coordination Section	High	The Commission gives its comments/recommendations on the bills/acts as and when forwarded by the Govt.
22.	Swatchh Bharat Mission	At regular intervals	NHRC	GA Section	High	Organizing special drives for cleanliness at MAB premises
23.	Monthly News letters	Monthly	NHRC	M&C Unit	High	Activities and important events of NHRC

24.	Spot enquiries in important cases of fake encounters, extra judicial killings etc.	Throughout the year	NHRC	Investigation Division	High	To have first hand information on significant cases, improve Visibility, outreach and credibility of the Commission.
25.	Visits of Special Rapporteurs to different parts of the country and collect first hand reports	Throughout the Year	NHRC	Coordination Section/ Research Division/ PRP&P/BL Divn.	High	Zonal Special Rapporteurs, work like eyes and ears of NHRC. These are like extended arms of NHRC, which reach to various places. They deal with issues like bonded labour, starvation deaths, mental health, custodial justice, prisons, mental healthcare etc.
26.	Visit of delegations to NHRC	Throughout the year	NHRC	SRO(T) Unit	Medium	200-300
27.	Online Course on Human Rights	Throughout the year	All over India	SRO(T) Unit	Medium	
28.	Online Educational Courses on Human Rights through SWAYAM Portal	Throughout the year	All over India	SRO(T) Unit	Medium	
29.	Human Rights Literacy, Awareness & Training Programmes (1-Day, 2 Days & 3 Days) for Universities/ Colleges, Govt. Trg. Institutes, NGOs, etc.	Throughout the Year	All over India	SRO(T) Unit	Medium	Stakeholders (25+ Trg. Prgs.) with 2500 above participants
30.	Scanning & digitization of Commissions files and records	Throughout the Year	NHRC	Computer Cell	Medium	
31.	Online HR Pledge for individuals and organizations	Throughout the Year	NHRC	Computer Cell	Medium	
32.	Linking of approximately 3 lakhs Common Service Centre (CSC) with the Online Complaint Filing system of NHRC from the existing 750 CSC	Throughout the Year	NHRC	Computer Cell	High	

33.	Optimal use of video conferencing for communicating with Govt. Authorities etc.	Throughout the Year	NHRC	Computer Cell	High	
34.	Backup of database, software applications and NHRC website	Throughout the Year	NHRC	Computer Cell	High	
35.	Training/Lecture on CMS, HRC Net Portal, Website Resources and Online Human Rights Pledge to NHRC, SHRC, govt. Officials and Students of Universities	Throughout the Year	NHRC	Computer Cell	Medium	
36.	Preparation of statements and charts for workshops, seminars, newsletters, website and Parliament Questions	Throughout the year	NHRC	Computer Cell	Medium	
Items from Sl. No. 18 to 36 are recurring in nature and are held in every month						
37.	Open House Session on Gender Equality & Economic Development - Issues and challenges	May 2019	NHRC	Research Division	High	Issues and challenges Focus on SDG 5 & 8 Member(JK)
38.	Meeting of Editorial Board of NHRC English Journal	May 2019	NHRC	Research Division	High	CP & Members Human Rights awareness
39.	Meeting on International Treaty Mechanism: Committee on the Elimination of Racial Discrimination (CERD) – RATIFIED	May 2019	NHRC	Law Division	Medium	To monitor implementation of core international human rights treaties
40.	Open House: Discussion on Manual Scavenging	24 th May 2019	NHRC	PRP&P/BL Division	High	Assessment of implementation of the Act
41.	Publication of Disability Manual	May / June, 2019	NHRC	Research Division	High	Rights of PWD – raising awareness
42.	Meeting of Core Group on Right to Food	May 2019	NHRC	Research Division	High	Member(JK) Right to Food

43.	Meeting of Committee on Amendment to Prison Act, 1984	May 2019	NHRC	PRP&P/BL Division	High	Policy Intervention
44.	Summer Internship Programme	May-June	NHRC	SRO(T) Unit	High	50-60 Interns
45.	Presentations /Review on the ongoing research projects	May 2019	NHRC	Research Division	High	The research projects are on various issues of human rights
46.	Meeting on International Treaty Mechanisms Committee against Torture(CAT) – NOT RATIFIED	May 2019	NHRC	PRP&P/BL Division	High	To monitor implementation of core international human rights treaties
47.	Redesign and redevelopment of NHRC Website (Hindi Version)	May 2019	NHRC	Hindi Section / Computer Cell	High	Re-design and re-development of NHRC website with following: Improved User Interface Content Management Framework Bi-lingual (English and Hindi)
48.	Upgrading of Audit & Accounts software- PFMS (Pension, GPF and Payments ETA	May 2019	NHRC	Account Section / Computer Cell	High	
49.	Workshop for Media Persons	May 2019	Chandigarh	M&C Unit	Medium	To be decided by the Commission and expenses to be met from the grants-in-aid of the Commission
50.	Short term orientation programme for State Police Forces on investigation issues, especially on Police/ Judicial Custody issues.	May 2019	Delhi	Investigation Division	Medium	To sensitize police personnel and improve their functioning in these sensitive areas.
51.	Advisory Board Meeting of Hindi Journal	May 2019	New Delhi	Hindi Section	Medium	To raise awareness of Rajbasha(Hindi) Member(JK)

52.	Necessary work for Mahatma Gandhi Hindi Writing Award Scheme 2016-17 & 2018-19	May 2019	NHRC	Hindi Section	High	To raise awareness of Rajbasha(Hindi) Member(JK)
53.	Meeting on International Treaty Mechanism Human Rights Committee (CCPR) - RATIFIED	May 2019	NHRC	Law Division	High	To monitor implementation of core international human rights treaties
54.	Obtaining ISO Certificate for MAB	May 2019	NHRC	PRP&P/BL Division	High	To streamline/standardize office procedure and functioning.
55.	Filing of Annual Declarations and Returns for the NHRC Newsletters with the Office of the DCP(Licensing), Delhi Police and Office of the Registrar of Newspapers in India(RNI)	May 2019	New Delhi	M&C Unit	High	Before 31 st May every year or whenever there is a change in the Printer, Publisher and the Printing Press
56.	Publications of Revised Editions: <ul style="list-style-type: none"> • Bonded Labour • Rights of Elderly People • Human Rights and Child Labour • Right to adequate shelter • Human Rights and Manual Scavenging • Rights of Persons with Disabilities • Sexual harassment of women at work place • Right to Work • Human Rights and HIV/AIDs 	May 2019	New Delhi	Publication Unit	High	Concerned Divisions may update/review the Booklets before publishing
57.	Conference on Restorative Justice & Victim Compensation – Issues and challenges	June 2019	Mizoram or any other place (to be decided)	Research Division	High	Member(JK)

58.	NHRC SHRCs Meeting	June 2019	New Delhi	Coordination Section	High	Interaction with SHRCs
59.	Camp Sitting/Open hearing at regional levels Bhopal, Madhya Pradesh	June 2019	Bhopal, Madhya Pradesh	Coordination Section/Law Division	High	Provide an opportunity to weaker sections to present their grievances and ensure expeditious redressal of grievances with appropriate direction to the authorities.
60.	Open House discussion on Accessibility and realizations of rights of persons with disabilities	June 2019	NHRC	Research Division	High	Right to Persons with Disabilities
61.	Regional Workshop on Elimination of Bonded Labour System with the other participating States of Punjab, Haryana, Himachal Pradesh and Jammu & Kashmir	June 2019	UT Chandigarh for 5 Northern States	PRP&P/BL Division	High	Sensitization of the stakeholders with regard to BL Act.
62.	Meeting on International Treaty Mechanism Committee on the Economic, Social and Cultural Rights(CESCR) – RATIFIED	June 2019	NHRC	Law Division	Medium	To monitor implementation of core international human rights treaties
63.	Meeting of Sub-Committee on UNCRPD	June 2019	NHRC	Research Division	Medium	Rights of Persons with Disabilities
64.	Open House Discussion on Implementation of PESA: Issues, challenges and Way Forward	June 2019	NHRC	PRP&P/BL Division	High	Assessment of implementation of PESA
65.	Meeting on Legal aid to the prisoners in collaboration with NLU Delhi and DLSA.	June 2019	New Delhi	PRP&P/BL Division	Medium	Facilitating legal aid to prisoners
66.	Preparation of Hindi Essay Writing Competition	June 2019	NHRC	Hindi Section	High	Member(JK)
67.	Commencement of online Certificate Course through UGC	June 2019	NHRC	PRP&P/BL Division	Medium	To spread HR education among masses including students, NGO'S, activists etc.

68.	Work related to the revision of Glossary of Human Rights Terms (English-Hindi & Hindi-English)	June 2019	NHRC	Hindi Section	High	
69.	Short listing of new research proposals for 2019	June 2019	NHRC	Research Division	Medium	SG
70.	Presentations / Review on the ongoing research projects	June 2019	NHRC	Research Division	Medium	The research projects are on various issues of human rights
71.	Enhancement & Strengthening of manpower & human resources (Case forwarded to Govt)	June 2019	NHRC	Investigation Division/ Estt Section	High	Increase in productivity, Timely disposal of cases & relief to the victims/ maximize NHRC's investigation role in significant cases which is instrumental in further independence and objectivity.
72.	Short term orientation programme for State Police Forces on investigation issues, especially on Police/ Judicial Custody issues.	June 2019	Himachal Pradesh	Investigation Division	Medium	To sensitize police personnel and improve their functioning in these sensitive areas.
73.	Proposed Publications to be printed: <ul style="list-style-type: none"> • Dossiers on Human Rights (Eight Book Series) in English • Human Rights for beginners in English • NHRC interventions on Silicosis in English and other publications 	June 2019	NHRC	Publication Unit	High	
74.	ACR initiation, forwarding of blank APAR forms to all officers/staff and finalization of APAR	June 2019	NHRC	Estt. Section	High	

75.	Organizing International Yoga Day on 21 st June	June 2019	NHRC	GA Section	Medium	To enhance and integrate physical and mental fitness & agility among staff.
76.	Annual Report 2018-19: preparation of statements and charts	Apr-Jun 2019	NHRC	Computer Cell	High	
77.	Network and Security: AMC of Network Equipments	Apr-Jun 2019	NHRC	Computer Cell	High	
78.	AMC of NHRC Website	Apr-Jun 2019	NHRC	Computer Cell	High	
79.	Implementation of e-Office Software Package in selected Divisions/Sections of NHRC (Estt. Section)	Apr-Jun 2019	NHRC	Computer Cell	High	
80.	Implementation of HRCNet and Web-based version of CMS in SHRCs.	Apr-Jun 2019	NHRC	Computer Cell	High	
81.	Migration of Investigation Module to Cloud	Apr-Jun 2019	NHRC	Computer Cell	High	
82.	Dashboard for Investigation Division	Apr-Jun 2019	NHRC	Computer Cell	High	
83.	Implementation of PFMS in Accounts Section	Apr-Jun 2019	NHRC	Computer Cell	High	
84.	Online Transfer of Complaints to SHRCs	Apr-Jun 2019	NHRC	Computer Cell	High	
85.	Migration of old data of U.P SHRC to HRCNet and CMS	Apr-Jun 2019	NHRC	Computer Cell	High	
86.	Disaster Recovery Mechanism for HRCNet and NHRC website using multiple VMs and DR sites of NIC Cloud	Apr-Jun 2019	NHRC	Computer Cell	High	

2nd Quarter (July to September 2019)						
Sl. No.	Activity	Date/Month	Place	Section Unit		Assessment /Remarks
87.	Camp Sitting/Open hearing Shimla, Himachal Pradesh	July 2019	Shimla, Himachal Pradesh	Coordination Section/Law Division/M&C Unit	High	Provide an opportunity to weaker sections to present their grievances and ensure expeditious redressal of grievances with appropriate direction to the authorities.
88.	Grant of Annual Increment in respect of all officers/staff	July 2019	NHRC	Estt Section	High	
89.	Regional Workshop on Manual Scavenging with other participating States of Andhra Pradesh, Telangana, Kerala and Tamil Nadu	July 2019	Bangalore	PRP&P/BL Division	High	Sensitization of the stakeholders with regard to issues pertaining to manual scavenging.
90.	Meeting on International Treaty Mechanism Committee on Elimination of Discrimination against Women(CEDAW) - RATIFIED	July 2019	NHRC	Research Division	High	To monitor implementation of core international human rights treaties
91.	Annual Human Rights Defenders Workshop.	July 2019	NHRC	Law Division	High	To understand their challenges and way ahead.
92.	Workshop on Elimination of Bonded Labour System	July 2019	Aizwal, Mizoram	PRP&P/BL Division	High	Sensitisation of the stakeholders with BL Act
93.	Meeting of Editorial Board of NHRC English Journal	July 2019	NHRC	Research Division	High	CP & Members Raising human rights awareness

94.	Conference on 'Integrating Women's Development to Nation's Development: Women participation in the Work force	July 2019	NIRD, Hyderabad	Research Division / SRO Unit	High	Rights of women Member(JK)
95.	Conduct of Debate Competition for State /UT Police Forces.	July 2019	New Delhi or anywhere in India -TBC	Investigation Division	Medium	Spread awareness about promotion and protection of Human Rights among police / security forces.
96.	Presentations/Review on the ongoing research projects	July 2019	NHRC	Research Division	High	The research projects are on various issues of human rights
97.	Finalization of Chief Guest , Venue, Category of Invitees for NHRC Foundation Day on 12 Oct 2019	July 2019	NHRC	GA Section	High	Foundation Day 2019
98.	Presentations of new research proposals 2019	July 2019	NHRC	Research Division	Medium	The research projects will be on various issues of human rights
99.	Short term orientation programme for State Police Forces on investigation issues, especially on Police/ Judicial Custody issues.	July 2019	Gujarat	Investigation Division	Medium	To sensitize police personnel and improve their functioning in these sensitive areas.
100.	Integration / Operationalisation of existing Complaint Management System (CMS) on Cloud SSA to give monthly feed back on progress to SG	July 2019	NHRC	Computer Cell	High	After the recent development of web-based version of CMS Software, NHRC will deploy its CMS Software Application on cloud for better accessibility and management.

101.	Short Term Internship Programme for Law students	July 2019	NHRC	PRP&P/BL Division/ SRO(Trg) Unit	High	60-70 students
102.	Team building institutional events & Sports events for NHRC staff	July 2019	NHRC	Director(Admn)	High	
103.	Annual Report of NHRC 2018-19	July 2019	NHRC	Research Division	High	Dissemination of information/ financial management & discipline.
104.	Extension of tenure in r/o Deputation posts/contract employees of the Commission	July 2019	NHRC	Estt. Section	High	
105.	Developing a compendium of case studies/ best practices etc.	July 2019	NHRC	Law Division / Esttt. Division	Medium	To document significant cases, disseminate learning.
106.	Engagement of a medical expert (on contract basis) to assist investigation division	July 2019	NHRC	Investigation Division	Medium	To improve and strengthen the IO of Investigation Division in dealing with medical treatment records/PMRs etc.
107.	Conference on Gender Equality & Economic Development - Issues and challenges	August 2019	Patna	Research Division / SRO Unit	High	Issues and challenges SDG Goals Member(JK)
108.	Meeting on International Treaty Mechanism Committee on the Rights of the Child(CRC)	August 2019	NHRC	Research Division	High	To monitor implementation of core international human rights treaties
109.	Workshop on Elimination of Bonded Labour System	August 2019	Thiruvananthapuram, Kerala	PRP&P/BL Division	High	Sensitization of the stakeholders with BL Act
110.	Core Group on NGOs & HRDs	August 2019	New Delhi	Law Division	Medium	
111.	South Regional Review meeting on Mental Health	August 2019	Bangalore/ Chennai	Research Division	High	Right to Health and Mental Health

112.	Western Regional Conference on Domestic Workers	August 2019	Mumbai/ Pune	Research Division	High	Right to Life with dignity
113.	Presentations /Review of new research proposals 2019	August 2019	NHRC	Research Division	Medium	The research projects will be on various issues of human rights
114.	Organization of Hindi Seminar on Poverty and Human Rights	August 2019	University of Goa	Hindi Unit	High	To raise awareness of Rajbasha(Hindi) Member(JK)
115.	Meeting on International Treaty Mechanisms Committee on the Migrant Workers(CMW) – NOT RATIFIED	October 2019	New Delhi	PRP&P/BL Division	High	To monitor implementation of core international human rights treaties
116.	Finalization of MACP Cases and subsequent pay fixation	August 2019	NHRC	Estt. Section	High	
117.	Development of Study Material on Best Practices in Prisons for publications	August 2019	MAB	PRP&P/BL Division	Medium	Creating awareness with regard to best practices in prisons
118.	Short term orientation programme for State Police Forces on investigation issues, especially on Police/ Judicial Custody issues.	August 2019	Bangalore	Investigation Division	Medium	To sensitize police personnel and improve their functioning in these sensitive areas.
119.	<ul style="list-style-type: none"> • Revised Edition on important Instructions/ Guidelines of NHRC • NHRC Human Rights Education of the University and College level in English • Human Rights Manual for District Magistrate in English • Other publications 	August 2019	NHRC	Publication Unit	High	Concerned Divisions to update/review the booklets before publishing

120.	Camp Sitting/Open hearing Raipur, Chhattisgarh	September 2019	Raipur, Chhattisgarh	Coordination Section/Law Division/M&C Unit	High	Provide an opportunity to weaker sections to present their grievances and ensure expeditious redressal of grievances with appropriate direction to the authorities.
121.	Conduct of Debate Competition for Central Armed Police forces and State Police Forces. • Semi Final Meet – Inter CAPF Competition.	September 2019	New Delhi or anywhere in India -TBC	Investigation Division	Medium	Spread awareness about promotion and protection of Human Rights among police / security forces.
122.	Hindi Fortnight (Human Rights Fortnight)	September 2019	NHRC	Hindi Section	Medium	Conduct of various in-house staff competitions and open competitions etc. to raise awareness about human rights. Member(JK)
123.	Meeting of Editorial Board of NHRC English Journal	1 st / 2 nd week of September 2019	NHRC	Research Division	High	CP & Members Various human rights issues
124.	Advisory Board Meeting of Hindi Journal	September 2019	NHRC	Hindi Section	High	To raise awareness of Rajbasha(Hindi) Member(JK)
125.	Presentations of new research proposals 2019	September 2019	NHRC	Research Division	Medium	The research projects are on various issues of human rights
126.	Meeting on International Treaty Mechanisms Committee on the Rights of Persons with Disabilities(CRPD) – RATIFIED	September 2019	New Delhi	Research Division	High	To monitor implementation of core international human rights treaties

127.	Final Meeting of Advisory Board on Hindi Journal	September 2019	NHRC	Hindi Section	High	To be relased on HR Day 2019 Member(JK)
128.	Award Function for Hindi Essay Writing Competition	September 2019	NHRC	Hindi Section	High	Member(JK)
129.	Review: Use of Common Service Centers (CSC) for increasing outreach of NHRC, through online/ digital platform, up to district Level throughout the country.	September 2019		Law Division/ Computer Cell	High	Through CSCs, complainants will be able to send complaints via e-mail to NHRC and get the status online. Human Rights Awareness campaign will also be conducted with the help of CSCs.
130.	Video-Conferencing for communicating with Govt. Authorities etc and monitoring progress of cases. (at regular intervals with State Governments)	September 2019		Computer Cell/ Investigation Division/Law Division	High	Commission will interact with concerned Govt. Authorities (both central and state) over Video-conferencing for speedy disposal of cases, awareness generation etc. Facilitate expeditious disposal and reduce Pendency of cases.
131.	Finalization of Chief Guest, Venue, category of invitees for Human Rights Day – 10 th Dec 19	September 2019	New Delhi	Coord / GA Section	High	Preparations for HR day 2019
132.	Conduct of Debate Competition for Central Armed Police forces • Final Meet – Inter CAPF Competition	September 2019	New Delhi	Investigation Division	Medium	Spread awareness about promotion and protection of Human Rights among police / security forces.

133.	Implementation of eOffice Software Package in selected Divisions/Sections of NHRC. Establishment Sec – September 2019	September 2019	NHRC	Computer Cell/ Estt Sec	Medium	To increase digitisation and paperless office, NHRC India will make efforts for implementation of eOffice software package in the selected division/ section. Target for 2018-19: 01 Sections of Administration Division on pilot basis.
134.	Introduction and assessment of standard core human rights curriculum in all Schools, academies of security, Institutions and enforcement agencies.	September 2019		PRP&P/BL Division	High	Spread awareness about promotion and protection of Human Rights and achieve uniformity and comprehensive coverage of HR curriculum of Police/ Security forces.
135.	Network and Security: Optimal use of Internet Bandwidth by NHRC	July-Sep 2019	NHRC	Computer Cell	Medium	
136.	Implementation of e-Office Software Package in selected Divisions/Sections of NHRC (GA Section)	July-Sep 2019	NHRC	Computer Cell ' GA Section	High	
137.	e-Address Book for maintaining records of participants of NHRC events and sending communications.	July-Sep 2019	NHRC	Computer Cell	Medium	
138.	Migration of RTMIS software to Cloud	July-Sep 2019	NHRC	Computer Cell	Medium	
139.	Migration of Despatch Software to Cloud	July-Sep 2019	NHRC	Computer Cell	Medium	
140.	Security Audit of HRCNet Portal	July-Sep 2019	NHRC	Computer Cell	High	

141.	Integration and operationalisation of existing Complaint Management System (CMS) on Cloud	July-Sep 2019	NHRC	Computer Cell	High	
142.	Migration of old data of Punjab and Haryana SHRCs to HRCNet and CMS	July-Sep 2019	NHRC	Computer Cell	High	
143.	Migration of old data of Rajasthan SHRC to HRCNet and CMS	July-Sep 2019	NHRC	Computer Cell	High	

3rd Quarter - October to December 2019

Sl. No.	Activity	Date/Month	Place	Section Unit		Assessment /Remarks
144.	APF Senior Executive Officers' (SEO) Meeting APF Annual Meeting and Biennial Conference	As fixed by APF Last meeting held in October 2019		Coordination Section	High	Knowledge sharing between member NHRIs, specific initiatives/ projects etc.
145.	Annual Press Conference of Chairperson on Foundation Day	12 th October 2019	New Delhi	M&C Unit	High	
146.	Conference on Restorative Justice & Victim Compensation – Issues and challenges	October, 2019	Bangalore	Research Division	High	Member (JK)
147.	National seminar on Bonded Labour system	October 2019	New Delhi	PRP&P/BL Division	High	Sensitization of the stakeholders with regard to BL Act
148.	Award Function for the Awardees of Mahatma Gandhi Hindi Writing Award Scheme 2016-17	October 2019	NHRC	Hindi Section	High	To raise awareness of Rajbasha(Hindi) Member(JK)

149.	Updating and release of revised Procedure Regulations-2018	October 2019		Law Division/ Coordination Section	High	Returned by MHA for further clarifications. Matter under process with Law Division.
150.	Revision of Manual for District Magistrate	October 2019	NHRC	Research Division	High	To institutionalize systems to address issues faced within and outside workspace by the companies
151.	Processing of proposal for amendment to the PHR Act 1993.	October 2019	NHRC	Coordination Section	Medium	Matter under process with MHA
152.	Commencement of online Certificate Course through IGNOU	October 2019		PRP&P/BL Division	Medium	To spread HR education among masses including students, NGO's, activists etc.
153.	Short Term Internship Programmes for Law Students	October-November	NHRC, New Delhi	SRO(T) Unit	Medium	40-50 Students
154.	Implementation of eOffice Software Package in selected Divisions/Sections of NHRC. Law Division	October 2019		Computer Cell/ Law Division	Medium	To increase digitization and paperless office, NHRC India will make efforts for implementation of eOffice software package in the selected division/ section. Target for 2018-19: 01 Sections of Administration Division on pilot basis.
155.	Annual Statutory Audit - Carryout financial audit for allocated funds in Grant-in-aid of the Commission	October 2019		Accounts Section	High	Approx. Rs. 45 crore (7.5 million dollar) are allocated to the NHRC annually. To ensure proper compliance of GOI/ CAG/MOF instructions regarding utilization of funds/ grants, reporting, financial discipline etc.

156.	Hindi Seminar on thematic issues in different regions of the country – Social Reforms and challenges of Human Rights.	October 2019	Shri Nanak University, Amritsar (Punjab)	Guru Dev	Hindi Unit	High	To raise Awareness of Rajbhasha (Hindi) Member (JK)
157.	<ul style="list-style-type: none"> Revised Edition on Manual of Human Rights for Police Officers NHRC Annual Programmer – cum Telephone Directory 	October 2019	NHRC		Concerned Divisions may update/review the booklets before publishing	High	
158.	Short term orientation programme for State Police Forces on investigation issues, especially on Police/ Judicial Custody issues.	October 2019	Assam		Investigation Division	Medium	To sensitize police personnel and improve their functioning in these sensitive areas.
159.	Review meeting of implementation of UPR-III	November 2019	NHRC		Research Division	High	SG - Various human rights issues
160.	Meeting of Editorial Board of NHRC English Journal	November 2019	NHRC		Research Division	High	CP & Members Raising human rights awareness
161.	Meeting of Core Group on LGBTI	November 2019	NHRC		Research Division	High	Rights of LGBTI Member(JK)
162.	Workshop on Rights of LGBT	November 2019	NHRC		Research Division	High	Rights of LGBTI
163.	Expert Committee for the revision of Glossary of Human Rights Terms (English to Hindi and Hindi to English)	November 2019	NHRC		Hindi Section	High	Member(JK)
164.	Photo exhibition on the occasion of Human Rights Day (10.12.2019)	November 2019	New Delhi		M&C Unit	High	Material for photo exhibition at venue of HR Day function
165.	Printing of NHRC Annual Report and Diary/Calendar/	November 2019			GA Section	High	

	Greeting Cards 2019					
166.	Workshop on Elimination of Bonded Labour System	November 2019	Hyderabad Telangana	PRP&P/BL Division	High	
167.	Expert Committee for the revision of Glossary of Human Rights Terms (English to Hindi and Hindi to English)	November 2019	NHRC	Hindi Section	High	Member(JK)
168.	Meeting on International Treaty Mechanisms Committee on the Enforced Disappearances (CED) – NOT RATIFIED	November 2019		Law Division	High	To monitor implementation of core international human rights treaties
169.	Workshop for Media Persons in different parts of the country	November 2019	Bengaluru	M&C Unit	High	To be decided by the Commission and expenses to be met from the grants-in-aid of the Commission
170.	Auctioning of obsolete items	Oct to Nov 2019	NHRC	GA Section	High	Preparing list of obsolete items, Issuance of Auction notice, Selection of firm. Dispose off all the obsolete items
171.	Finalization and release of NHRC English Journal 2019	10 Dec. 2019	New Delhi	Research Division	High	Raising human rights awareness
172.	Celebration of Human Rights Day, 10 th December, 2019.	December 2019		Coordination/ GA Section	High	Celebration along with accompanying events, with all employees and stake holders.
173.	Camp Sitting/Open hearing For Kerala & Lakshadweep	December 2019	Kochi, Kerala	Coordination Section/ Law Division/ M&C Unit	High	Provide an opportunity to weaker sections to present their grievances and ensure expeditious redressal of grievances with appropriate direction to the authorities.

174.	Winter Internship Programme	December-January	NHRC, New Delhi	SRO(T) Unit	High	50-60 Interns
175.	Hindi Seminar on Human Dignity, State Sovereignty and International Justice	December 2019	Osmania University or Shri Venkateswara University, Tirupati, AP	Hindi Section	High	•To raise awareness of Rajbasha(Hindi) •Social Justice and Human Rights Member(JK)
176.	Organization of Hindi Seminar on Panchayatti Raj Institutions, Women Empowerment and Human Rights	December 2019	Indira Gandhi National Tribal University, Amarkantak	Hindi Section	High	To raise awareness of Rajbasha(Hindi) Member(JK)
177.	Meeting of Core Group on disability and elderly persons	December 2019	NHRC	Research Division	High	Rights of persons with disability
178.	Meeting of Core Group on Women	December 2019	NHRC	Research Division	High	Member(JK) Rights of women
179.	Preparation of statements and charts for workshops, seminars, newsletters, website and Parliament Questions	Oct-Dec 2019	NHRC	Computer Cell	Medium	
180.	Network and Security: Monitoring of optimal use of Internet bandwidth	Oct-Dec 2019	NHRC	Computer Cell	Medium	
181.	Implementation of e-Office Software Package in selected Divisions/Sections of NHRC (Coordination Section)	Oct-Dec 2019	NHRC	Computer Cell	Medium	
182.	Migration of e-Meeting Planner software to Cloud	Oct-Dec 2019	NHRC	Computer Cell	Medium	
183.	Migration of Parliament Questions MIS (PQMIS) software to Cloud	Oct-Dec 2019	NHRC	Computer Cell	Medium	
184.	Migration of NHRC Today software to Cloud	Oct-Dec 2019	NHRC	Computer Cell	Medium	

185.	Migration of old data of other SHRCs such as M.P, Gujarat to HRCNet and CMS	Oct-Dec 2019	NHRC	Computer Cell	Medium	
4th Quarter - January to March 2020						
Sl. No.	Activity	Date/Month	Place	Section Unit	Priority	Assessment /Remarks
186.	GANHRI Bureau and Annual Meetings	January 2020	To be decided	Coordination	High	Knowledge sharing between member NHRIs, specific initiatives / projects etc.
187.	CP/Secretary-level Meeting of NHRC and all other Deemed Member National Commissions, including NCPCR (Special invitee)	January 2020	NHRC	Coordination Section	High	Collective understanding and approach to handle issues related to human rights more effectively.
188.	Workshop on Elimination of Bonded Labour System	January 2020	Bhubaneswar Odisha	PRP&P/BL Division	High	Sensitization of stakeholders with regard to BL Act
189.	Grant of Annual Increment in respect of all officers/staff	January 2020	NHRC	Estt Section	High	
190.	National Conference on LGBTI	January 2020	Kolkata	Research Division	High	MJK -Rights of LGBTI
191.	Meeting of Core Group on Children	January 2020	NHRC	Research Division	High	MJK- Rights of children
192.	Winter Internship Programme (Dec 2018 to January 2019) & Short Term Internship Programme for Law students	January 2020	NHRC	SRO(Trg) Unit	High	To sensitize, train and educate students on the wide range of human rights issues. Approx. 300 students are to be trained in these internships.
193.	Online Course on Human Rights for in- service personnel	January 2020		PRP&P/BL Division	Medium	To help in-service Police, Judicial and other services Personnel to learn about the human rights and their duties/ responsibilities/

						best practices etc.
194.	Online Educational Courses on Human Rights through SWAYAM Portal (UGC)	January 2020		PRP&P/BL Division	Medium	To teach the general public about human rights by online access.
195.	Introduction of Sensitization program for select Group I Officers- Probationers / Trainees.	January 2020		SRO (Trg) Unit	Medium	Focuses on sensitization of Group-I Services (IAS/ IPS etc) probationers on issues related to HR from the perspective of district level functioning in their initial years in service.
196.	Revised Edition of Human Rights Manual for District Magistrates	January 2020	New Delhi	Research Division	High	To raise awareness for protection of human rights
197.	<ul style="list-style-type: none"> • Distribution of NHRC English and Hindi Manual • Distribution of Manavadhikar Sunchika 	January 2020	New Delhi	Publication Unit	High	Dissemination of the information/material on human rights
198.	Moot Court Competition	January-March 2020	-	SRO(T) Unit	High	100 + Law Students
199.	Introduction of Sensitization Program for select Grp 1 Officers- probationers/Trainees	January-March 2020	NHRC, New Delhi	SRO(T) Unit	Medium	Focuses on sensitization of Grp.1 Services (IAS/IPS, etc.) Probationerson issues nrelated ro HR from the perspective of District Level functionaries in their initial years in service.
200.	Conference on Human Trafficking	February 2020	Kolkata	Research Division	High	Issues and challenges Member(JK)

201.	National Seminar on Manual Scavenging: Issues and Challenges	February 2020	New Delhi	PRP&P/BL Division	High	Sensitization of the stakeholders with regard to issued pertaining to Manual Scavenging
202.	Meeting of Core Group on Business, Environment and Human Rights	February 2020	NHRC	Research Division	High	Hon'ble CP Business and Human Rights
203.	Camp Sitting/Open hearing at regional levels For Punjab, Haryana and Chandigarh	February 2020	Chandigarh	Coordination Section/Law Division/M&C Unit	High	Provide an opportunity to weaker sections to present their grievances and ensure expeditious redressal of grievances with appropriate direction to the authorities.
204.	Short Term Internship Programmes for Law Students	February-March 2020	NHRC, New Delhi	SRO(T) Unit	Medium	20-30 Students
205.	APF Annual Financial Contribution [USD 1,50,000] and GANHRI Annual Financial Contribution [5000 CHF (Swiss Francs)]	March 2020		Coordination Section	High	As per the schedule of GANHRI/APF
206.	CFNHRI Annual Meeting	March 2020 (Last meeting held in March 2019)	As decided by CFNHRI	Coordination Section	High	Knowledge sharing between member NHRIs, specific initiatives/projects etc.
207.	Meeting of the Core Group on Bonded and Migrant Labour	March 2020	NHRC	PRP&P/BL Division	High	Assessment of implementation of the Acts
208.	Presentations /Review on the ongoing research projects	March 2020	NHRC	Research Division	High	The research projects are on various issues of human rights
209.	Network and Security: Monitoring of optimal use of	Jan-Mar 2020	NHRC	Computer Cell	Medium	

	Internet bandwidth					
210.	Implementation of e-Office Software Package in selected Divisions/Sections of NHRC (T&R Division)	Jan-Mar 2020	NHRC	Computer Cell	High	
211.	Implementation of HRCNet and Web-based version of CMS in association with NIC	Jan-Mar 2020	NHRC	Computer Cell	High	
212.	Online letters to Central & Govt. Authorities and Online Submission of Reports	Jan-Mar 2020	NHRC	Computer Cell	High	
213.	Migration of old data of remaining SHRCs to HRCNet and CMS	Jan-Mar 2020	NHRC	Computer Cell	High	