



HUMAN RIGHTS COMMISSION OF MALAYSIA (SUHAKAM)

PROPOSED KEY PERFORMANCE INDICATORS FOR THE HUMAN RIGHTS COMMISSION OF MALAYSIA (SUHAKAM)

INTRODUCTION

Section 5(5) of the Human Rights Commission of Malaysia (Amendment) Act 2009 stated that the Prime Minister may determine suitable mechanism including appropriate key performance indicators (KPI) to assess the performance of the Commissioners in carrying out their functions and duties under the Act. In addition, Section 5(6) of the same Act provides that assessment shall be taken into consideration by the Prime Minister before tendering his advice to the Yang di-Pertuan Agong for the reappointment of any commissioners and for removal of any Commissioners under Section 10 of the Human Rights Commission of Malaysia Act 1999 (Act 597).

In this regard, SUHAKAM was requested by the Government to develop SUHAKAM's proposed KPI for the consideration of the Prime Minister. Pursuant to this, SUHAKAM identified several key areas to be considered for the KPI. A consultation with non-governmental and civil society organisations was held to obtain their views and recommendations on the KPI proposed by the Commission.

Having regard to the functions and powers of SUHAKAM and the views presented by the non-governmental and civil society organisations, SUHAKAM proposes the following KPI and key performance areas (KRA) for the consideration of the Prime Minister.

PROPOSED KEY PERFORMANCE INDICATORS FOR SUHAKAM

Based on the above, the following are the proposed KPI, Key Result Area (KRA) and targets for SUHAKAM:

FUNCTIONS	KPI	KRA
<p>1. To promote awareness of and provide education in relation to human rights;</p>	<ul style="list-style-type: none"> • Number of human rights modules on best practices for key sectors such as the enforcement, education and healthcare. • Number of training courses on human rights for key sectors like enforcement agencies, schools, healthcare. • Number of seminars, forums, workshops and roadshows on human rights including, among others, on rights of vulnerable groups like indigenous peoples, persons with disabilities, the poor and others. • Number of press statements issued relating to human rights violations. 	<ul style="list-style-type: none"> • Increase human rights practices in key sectors such as enforcement, education and healthcare; • Increase knowledge on human rights in key sectors like enforcement agencies, schools, and healthcare; • Increase public knowledge on human rights and human rights issues in Malaysia; • Increase public acceptance of human rights principles as part of the Malaysian culture.
<p>2. To advise and assist the Government in formulating legislation and administrative directives and procedures and recommend the necessary measures to be taken;</p>	<ul style="list-style-type: none"> • Number of researches and submissions to the government on proposed amendments on current legislations, policies, directives and procedures that contradict with human rights. • Number of researches and submissions to the government on international human rights conventions and treaties that have yet to be ratified by Malaysia. • Number of researches and submissions to the government on proposed withdrawal of reservations on conventions and treaties ratified by Malaysia. • Number of researches on Malaysia's compliance on conventions and treaties ratified by Malaysia. 	<ul style="list-style-type: none"> • Verify any infringement of human rights; • Submissions of recommendations to improve local legislations, policies, directives and procedures i.e. in line with human rights; • Submission of recommendations to the Government to ratify international human rights conventions and treaties; • Submission of recommendations for the withdrawal of reservations on conventions and other treaties ratified by Malaysia; • Submissions of recommendations to ensure compliance to conventions and treaties ratified by Malaysia.

FUNCTIONS	KPI	KRA
3. To study and verify any infringement of human rights in accordance with the provisions of this Act;	<ul style="list-style-type: none"> • Number of field visits and dialogues conducted with affected communities, relevant government agencies; NGOs and other interested groups and individuals. • Number of research reports and submissions to the Government on issues pertaining to economic, social, cultural and civil and political rights; • Number of visits to places of detention and institutions; 	<ul style="list-style-type: none"> • Identification of human rights issues and submission of recommendations to the government for rectification; • Submissions of recommendations to the Government in order to improve economic, social, cultural and civil and political rights in Malaysia;
4. To inquire into complaints regarding infringements of human rights	<ul style="list-style-type: none"> • Number and effective handling of human rights related complaints and memorandums received; • Number of public inquiries on alleged human rights violations that involves large groups and serious cases; • Percentage of human rights related complaints resolved. 	<ul style="list-style-type: none"> • Resolve human rights related complaints and memorandums received; • Resolve alleged human rights violations in Malaysia; • Inquire and resolve alleged human rights violations that involves large groups and serious cases; • Enhance the protection of human rights in Malaysia.
5. Other roles		
5.1 To submit Annual Reports to the Parliament for debate	<ul style="list-style-type: none"> • Yearly submissions of SUHAKAM's annual reports to the Parliament and in accordance to the timeframe stipulated in the SUHAKAM Act 597. 	<ul style="list-style-type: none"> • Submission of Annual Reports to the Parliament and in accordance to the timeframe stipulated in the SUHAKAM Act 597.
5.2 To implement efforts towards the development of a National Human Rights Action Plan.	<ul style="list-style-type: none"> • Number of Meetings/Dialogues and submissions to the Government for the development of a proposed National Human Rights Action Plan; 	<ul style="list-style-type: none"> • Submission to the Government on the formulation of a proposed National Human Rights Action Plan.
5.3 To establish international networks and cooperation.	<ul style="list-style-type: none"> • Participation in international conferences in accordance to the Paris Principles; • Number of international joint activities and cooperation. 	<ul style="list-style-type: none"> • Enhance international networks and cooperation.

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