



ICTR Newsletter

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United Nations International Criminal Tribunal for Rwanda

November– December 2012

Bongani Majola Appointed ICTR Registrar



Mr. Bongani Majola

The United Nations Secretary – General Mr. Ban Ki-moon in December 2012 appointed Mr. Bongani Majola (61) as the new Registrar of the United Nations International Criminal Tribunal for Rwanda effective 1 January 2013 for a term of four years or until the closure of the ICTR, whichever is sooner.

Mr. Majola, former Deputy Prosecutor of the Tribunal, holds an L.L.B from the University of Zululand in South Africa and an L.L.M from Harvard University in the United States. Prior to accepting the position of ICTR Deputy Prosecutor, which he had held since January 2003, Mr. Majola had served as the Executive Director of the Legal Research Centre in Johannesburg, South Africa. He also brings numerous years of experience as District Court Magistrate and as Dean of the Faculty of Law at the University of Limpopo.

The President of the Tribunal Judge Vagn Joensen congratulated Mr. Majola and stated that he was looking forward to working with him closely in his new role. He added that he was confident that his pre-eminent experience will be a great asset to the Tribunal during this important phase of the ICTR mandate as it nears closure.

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Trial Chamber delivers judgement in the Ngirabatware Case

The last judgement to be made by the Trial Chambers of ICTR

Trial Chamber II of the International Criminal Tribunal for Rwanda, composed of Judge William H. Sekule, presiding, Judge Solomy Balungi Bossa, and Judge Mparany Rajohnson, on 20 December 2012, delivered its Judgement in the case of Augustin Ngirabatware.

Ngirabatware was arrested on 17 September 2007 in Germany, and was transferred to the Tribunal's custody on 8 October 2009. The trial commenced on 23 September 2009. The Prosecution presented 27 witnesses, seven of whom testified in rebuttal, and the Defence called 35 witnesses including the Accused himself. The trial closed on 3 July 2012, and the Trial Chamber heard closing arguments on 23, 24 and 25 July 2012.

The Trial Chamber convicted Ngirabatware of Genocide, Direct and Public Incitement to Commit Genocide and Rape as a Crime Against Humanity. He was sentenced to 35 years' imprisonment.

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The Trial Chamber found that Ngirabatware directly and publicly incited the killing of Tutsis at the Cyanika-Gisa roadblock in February 1994. It further found that on 7 April 1994, Ngirabatware instigated and aided and abetted the attacks and killings of Tutsis in Nyamyumba *commune* through his words and actions in distributing weapons at two roadblocks in Nyamyumba *commune*. At least some of these weapons were used by the *Interahamwe* militia to kill Tutsis.

The Trial Chamber also found Ngirabatware guilty of participating in a joint criminal enterprise, which was in existence by 7 April 1994, and whose members shared the common purpose of destroying, in whole or in part, the Tutsi ethnic group, and exterminating the Tutsi civilian population in Nyamyumba *commune*. The Trial Chamber found Ngirabatware guilty of committing, through this joint criminal enterprise in the extended form, the repeated rapes of a Tutsi woman.

Augustin Ngirabatware was born in 1957 in Nyamyumba *commune*, Gisenyi *préfecture*, Rwanda. Ngirabatware obtained a PhD in Economic Sciences

in 1986, after which he worked in various ministries in the Rwandan government. During the events of April to July 1994, Ngirabatware served as Minister of Planning in the Interim Government and was also a member of the National Committee of the MRND party, of the *Préfecture* Committee of the MRND party in Gisenyi, and of the technical committee of Nyamyumba *commune*, Gisenyi *préfecture*.



Augustin Ngirabatware

Statement By Justice Hassan B. Jallow Chief Prosecutor UN-ICTR and UN-MICT

Issued soon after the Judgement of Ngirabatware on 20th December 2012

“Today the judges of the Trial Chamber II of the ICTR presided over by Justice William Sekule unanimously found Augustin Ngirabatware guilty of genocide, direct and public incitement to commit genocide and of Rape as a crime against Humanity. They sentenced him to 35 years in prison with credit for time served in pre-trial detention. The delivery of judgement today in this case marks a historic occasion and important mile stone in the work of the International Criminal Tribunal for Rwanda (ICTR). For today the Tribunal has completed the trial phase of its mandate.



Justice Jallow (left) reading his statement

[...] Of those indicted, 83 have been arrested with 75 of them prosecuted to judgement. 65 of those tried were found guilty and convicted, 9 of them on their guilty pleas. 10 of the accused have been acquitted. 3 died after indictment. The cases of 10 of the accused were referred to national jurisdictions for trial including six of the remaining 9 fugitives. Two indictments were withdrawn..

It has taken considerable effort, dedication and diligence by several parties for this outcome amongst them the governments and law enforcement authorities of some 21 countries which have cooperated; over the thousand witness from several countries who have despite many challenges testified in order to assist the Tribunal arrive at the truth and render justice; in ensuring the arrest and transfer of accused to the tribunal for trial; the many more states and national authorities which continue to provide, technical and diplomatic support to the tribunal in its operations particularly Rwanda and Tanzania the host countries of the ICTR; other countries which are providing prison facilities for the convicted prisoners of the court.

*Continued from page 2*

The United Nations System and Secretariat; the judges and members of staff of the tribunal drawn from over 60 countries and across the major legal, linguistic and cultural traditions of the world who have over the years diligently discharged the responsibilities entrusted to them by the international community.



Journalists who attended the Prosecutor's event

To all of them indeed we owe a debt of gratitude. I would like to record my appreciation and of the senior management of the ICTR of the combined efforts of these partners which have facilitated the achievements of the Tribunal. [...]

Some important work still remains to be done at the ICTR. Mainly in the management of the remaining appeal cases as well as management of legacy and closure related issues. We are confident that these tasks too can be completed before the end of 2014 as stipulated by U.N. Security Council.

The conclusion of the work of this phase of the ICTR or its final closure will not affect the tracking of the remaining fugitives whose cases have now been transferred to the residual Mechanism. The search for these fugitives will continue and will not cease and until they are found and until they are brought to account before the mechanism or before an appropriate national jurisdictions for trial. We call on all states to fully cooperate with the Mechanism in securing the arrest and transfer of these fugitives.”

Activity of the Appeals Chamber: November – December 2012

During 2012, the Appeals Chamber delivered 4 judgements in the *Ntabakuze*, *Kanyarukiga*, *Hategekimana*, and *Gateete* cases. The Appeals Chamber also issued decisions in 2 referral appeals and 2 interlocutory appeals. It also disposed of 7 post appeal requests and issued 106 preliminary decisions or orders. The Appeals Chamber is presently seized of **10** matters, including **7** cases involving appeals from judgement concerning **17** persons.

Appeals from Judgement

The Trial Judgement in the *Ndindiliyimana et al./ Military II* case was rendered on 17 May 2011 and issued in writing on 20 June 2011. The notices of appeal of the five parties were filed between July 2011 and January 2012, the briefing was completed in May 2012, and the appeals are being prepared for a hearing.

The Trial Judgement in the *Nyiramasuhuko et al./ Butare* case was rendered on 24 June 2011 and issued in writing on 14 July 2011. The notices of appeal of the seven parties were filed between September 2011 and April 2012 and the briefing is in progress.

The Trial Judgement in the *Mugenzi & Mugiraneza/ Government II* case was rendered on 30 September 2011 and was issued in writing on 19 October 2011. Two of the parties filed their notices of appeal in November 2011 and the briefing was completed in May 2012. The appeals were heard on 8 October 2012, deliberations are in progress, and the judgement will be delivered in Arusha on 4 February 2013.

The Trial Judgement in the *Ndahimana* case was rendered on 17 November 2011 and issued in writing on 18 January 2012. Both parties filed their notices of appeal in February 2012 and the briefing is in progress.

The Trial Judgement in the *Karempera & Ngirum-patse* case was rendered on 21 December 2011 and issued in writing on 2 February 2012. All three parties filed their notices of appeal in March 2012 and the briefing is in progress.

The Trial Judgement in the *Nzabonimana* case was rendered on 31 May 2012 and issued in writing on 25 June 2012. Both parties filed notices of appeal and the briefing is in progress.

Other Appeals and Post-Appeal Requests

In addition to these appeals, the Appeals Chamber is seized of **1** appeal concerning referral (*Munyagishari*) and **2** requests for review in the *Kajelijeli* and *Zigiranyirazo* cases.

Summary

To date, the Appeals Chamber has delivered **37** Appeal Judgements, concluding the appellate proceedings in respect of **44** persons.

President addresses the UN Security Council on ICTR Completion Strategy

On 5th December 2012, the UN-ICTR President Judge Vagn Joensen addressed the UN Security Council in New York. Below is part of the speech he made:

“I am happy to report to your Excellencies that the transition from the ICTR to the Arusha Branch of the Mechanism for International Criminal Tribunals (“Mechanism”) is now well underway and progressing according to plan since the Mechanism’s opening on 1 July 2012. With the transfer of nearly all judicial functions to the Mechanism and the imminent completion of the Tribunal’s final genocide trial, administrative energies of the Tribunal are increasingly spent on downsizing and providing the necessary support to the Mechanism in order for it to continue to progress toward full assumption of the residual functions of the Tribunal upon our closure. [...]

The Tribunal has continued to focus on reducing the judicial workload having referred three additional cases to Rwanda during the current reporting period of 12 May to 5 November 2012.

These referrals reduced the Tribunal’s workload to one trial judgement and have helped us to remain on track with the current Completion Strategy goals for a timely closure.

[...]The delivery of the Ngirabatware judgement, scheduled for 20 December 2012, will mark the end of substantive trials at the ICTR, and unless the decision to refer the Munyagishari case to Rwanda is reversed on appeal or arrests are made in the two contempt of court/false testimony cases which would not go to the Mechanism, the ICTR will have only the pending appeals to finish.

The remaining appeals remain projected to be completed by the end of 2014 with three appeals concerning seven persons to be delivered by the end of 2013 and the final four appeals concerning ten persons expected by the end of 2014.

I would like to take this opportunity to express my gratitude to this esteemed Council for passing Resolution 2054 (2012) which permitted me as President, as well as the trial judges on the Ngirabatware case, to serve beyond the expiry of our terms of office in order to complete our remaining work. The swift action taken on this request has helped ensure that the Tribunal may continue to meet its Completion Strategy targets.



The President Judge Joensen (left) delivering his speech

[...] I have recently submitted a request for extension of the terms of office of the ICTR Appeals Judges until the end of 2014 or until the completion of the cases to which they are or will be assigned, if sooner. The President of the ICTY has filed a similar request with respect to the ICTY appeals judges who also sit on ICTR appeals.

[...] The extension of the terms of these judges, as well as those of the ICTY Appeals Judges, is imperative to the timely completion of our remaining work.

[...]Where recruitment is required, the Tribunal continues to have difficulty attracting suitably qualified candidates given the limited contractual security that we as a closing institution can provide.

The ICTR continues to experience difficulties in retaining experienced staff due to the lack of financial incentives to stay with the Tribunal to complete their work, and the few possibilities for upward mobility.

Many staff members, therefore, have been leaving the Tribunal to accept offers of employment elsewhere, either within or outside the UN system.

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It is vital that we work to retain the necessary staff until the expiry of contracts in line with the downsizing plans in the remaining time so that we may complete all the necessary work within the current projections. [...]

I again express the gratitude of the Tribunal to the Department of Management, especially the Office of the Controller and Human Resources Management, who continue to provide the Tribunal with support to explore and adopt additional measures and a common strategy to address the challenges of downsizing and separation of staff. [...]

I now turn to the persistent problem of relocating persons who have been acquitted by the Tribunal. I am the third ICTR President to call upon the Council to assist with our perilous problem of finding countries to receive acquitted persons.

With the imminent completion of current trial activities, I continue to see it as a cornerstone of my Presi-

dency to enhance my role in these efforts. In this regard, I will continue to increasingly apply my energies to persuade Member States to assist with relocation.

There are five acquitted persons who remain in the safe houses in Arusha under the Tribunal's protection, one of whom has been in Arusha for more than six years since the confirmation of his acquittal by the Appeals Chamber.

[...] I therefore continue to call upon all members of this esteemed Council to do their part in helping to ensure that we uphold this fundamental right of freedom to live one's life after being acquitted by an international tribunal.

[...] After nearly two decades of work, the ICTR will deliver judgement in its final genocide trial shortly, marking the end of our work with respect to the trials of 93 persons indicted by the Tribunal."



Statement by UN-ICTR & UN-MICT Prosecutor to the UN Security Council

On 5th December 2012, Justice Hassan B Jallow, the UN-ICTR Prosecutor also addressed the UN Security Council. Below we reproduce part of his speech:

"The trial phase of the OTP of the ICTR has now concluded save for the receipt of judgement in the case of Prosecutor v. Augustin Ngirabatware now scheduled to be delivered on 20th December 2012 which will mark the conclusion of the trial phase of the ICTR. [...] Our focus at the OTP-ICTR for the past six months has been and, for the ensuing months, will continue to be on the prosecution and completion of appeals, the preparation of OTP records for archiving and hand over to the Residual Mechanism, the completion of legacy, residual and closure issues as well as providing support to the OTP Arusha Branch of the Mechanism.

Currently, we are litigating 31 appeals arising from 9 cases. We nonetheless anticipate the timely conclusion of this appellate workload by 2014, within the time frame of the Completion Strategy of the ICTR set by the Security Council. The preparation of the records of the OTP for archiving by the Residual Mechanism has progressed during the past few months and has received a welcome boost with the recent promulgation of the Secretary General's bulletin on archiving standards and retention schedules for the records of the international tribunals. [...]



Prosecutor Justice Jallow (right). On his right is Mr. Serge Brammertz, the Prosecutor of ICTY.

These records and archives constitute an important legacy of the ICTR and the other tribunals for the future generations of researchers, historians, lawyers and judges as well as for the communities that were directly affected by the situations under our mandate. Further work on legacy projects of this nature will continue both jointly amongst the OTPs of the various tribunals and by individual tribunals.

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The OTP-ICTR has also prepared two lessons learnt manuals respectively on the investigation and prosecution of sexual and gender based violence as well as on the management of victims and witnesses of sexual violence crimes in situations of armed conflict. [...] The ICTR OTP is currently also working on a final report of its activities in time for the conclusion of our mandate. We expect that the report will indicate what has been achieved, the challenges faced by the ICTR in the execution of its mandate and the lessons for the future of the struggle against impunity.

The reduction in the workload of the OTP-ICTR will result in a considerable downsizing of the office this year and early next year. The Prosecution Division in Arusha and the Investigation Section in Kigali will both be closed down by the 31st December 2012 and their staff separated from the tribunal. This will be accompanied by staff reductions in the Information and Evidence Support Section (IESS), the Immediate Office of the Prosecutor as well as in the Appeals and Legal Advisory Division (ALAD)) by the end of this year. Beyond the OTP there will also be significant reduction in staff resources tribunal-wide.

To all of our separating staff, we wish to record our appreciation for their commitment and diligence which has enabled the ICTR make significant progress in the discharge of its mandate and in bringing justice to the victims of the tragedy of 1994.[...] The (UN-MICT) Branch came into being on 1st July 2012 and has been in operation since then. Recruitment of core staff of the OTP is ongoing with 8 of the 14 core staff already in place. The staff currently on duty includes legal officers and investigators charged with tracking and related assignments.

We expect the recruitment of core staff to be completed in the next few months. We plan to commence the establishment of the roster of ad hoc staff soon after the New Year in order to be able to proceed with trials without further delay in the event of any new arrests. In order to facilitate the work of the OTP MICT I have also designated several members of staff of the OTP-ICTR to double-hat by attending to the MICT workload in addition to their normal ICTR duty.

The OTP of the Arusha Branch of the Mechanism has, since July this year, focused on the tracking of the three top fugitives i.e. Felicien Kabuga, Protais Mpiranya and Augustin Bizimana, the servicing of foreign requests for assistance, the monitoring of cases referred to national jurisdictions for trial and the trial preparations for any possible arrests of the three fugitives whose cases have been reserved for trial by the Mechanism.[...]

The tracking of these fugitives has been intensified in the past six months and will continue to be a priority. Our work in Kenya, Zimbabwe and with other countries and organisations in the region has been ongoing and has been expanded to other countries and institutions outside Africa. [...]For the fugitives themselves, the clear message is that tracking will not cease. There is no time limit for the prosecution of the offences with which they are charged. The search for them will therefore continue until they are found and brought to justice, either before the international mechanism or an appropriate national jurisdiction to account for their deeds.”



Prosecutor Hands over Another Case File to the Government of Rwanda



The ICTR and MICT Prosecutor, Hassan Jallow hands over case file of Pheneas Munyarugarama to Martin Ngoga, the Prosecutor General of Rwanda.

The Prosecutor of the United Nations International Criminal Tribunal for Rwanda (ICTR) and the United Nations Mechanism for International Criminal Tribunals (UNMICT), Mr. Hassan Bubacar Jallow on 27 November, 2012 handed-over a referral case to the Government of Rwanda.

The case file of Pheneas Munyarugarama, was handed-over to the Prosecutor General of the Republic of Rwanda, Mr. Martin Ngoga at Hotel Lemigo in Kigali.



Speaking at the handover ceremony, Justice Jallow, said that Munyarugarama is charged with genocide , direct and public incitement, extermination, murder , persecution and rape for acts committed both by him , by the soldiers and army serving under his command and interahamwe to whom he distributed fire arms from the camp armoury.

The alleged killings and rapes took place between 8 and 20 May in 1994 in kanzenze, Nyamata, Ntarama and Mwendo in the Bugesera region.

“He was indicted by the Tribunal and an arrest warrant issued in March 2002; an amended indictment was confirmed in June 2012 and a new warrant of arrest issued, directing all UN Member States to arrest the fugitive and transfer him to Rwanda for trial,” Jallow said at the event.

“The mechanism of the International Criminal Tribunals enjoins the office of the Prosecutor to render assistance in the tracking of fugitives in the cases transferred to national jurisdictions for trial, so the office of the prosecutor will continue working with Rwanda in tracking Munyarugarama,”

the ICTR and MICT Prosecutor said of the new mechanism that will soon take over the Tribunal’s business.

Receiving Munyarugarama’s file, the Rwandan Prosecutor General, Mr. Martin Ngoga, welcomed the tribunal’s assurance to help track down the ICTR-Indicted fugitives, adding that Rwanda will accord the suspects fair trial when they are arrested.

“The referral case to Rwanda is a result of enormous efforts by Rwanda in structuring a standard justice system. It is a major boost for Rwanda and opens up possibilities for other countries to cooperate with us in tracking and bringing genocide suspects to justice,” said Ngoga.

The US War Crimes Ambassador, Mr. Stephen Rapp, recently said that the US reward of justice programme continues to apply to cases of fugitives that have been referred to Rwanda for trial by the ICTR.

This is the seventh ICTR case referred to Rwanda for trial in the past year including cases of among others; Bernard Munyagishari, Ladislas Ntaganzwa, Ryandikayo and Aloys Ndibati.



ICTR Holds Workshop on Conflict-Related Sexual and Gender Based Violence Crimes in Kigali

The Office of the Prosecutor for the International Criminal Tribunal for Rwanda (ICTR) in late November hosted a three-day international workshop on the prosecution of sexual and gender based violence crimes. The workshop took place at the Lemigo Hotel in Kigali from 26 to 28 November, 2012. It was made possible with the partnership of UN Women and the generous support of the Open Society Foundations, East African Community, and the Republic of Rwanda.

The workshop attracted 100 national and international prosecutors, judges, defence counsel, NGOs, and experts in the field. National participants included the following prosecutors and judges from the Great Lakes region: Hon. Sam Rugege, Chief Justice of the Supreme Court, Republic of Rwanda, Hon. Martin Ngoga, Prosecutor General, Republic of Rwanda, Hon. Natalia Kimaro, Justice, Court of Appeal, Tanzania, Hon. Eliezer Mbuki Feleshi, Director of Public Prosecutions, Tanzania, Hon. Njeri Thuku, Actg. Registrar, Supreme Court, Kenya, Hon. Keriako Tobiko, Prosecutor General, Kenya, Hon. Albert Frank Rugadya-Atwoki,

Justice, High Court, Uganda and Hon. Emmanuel Jenje, Chief Justice, Burundi.

In addition to Prosecutor Hassan B. Jallow, the ICTR was represented by President Vagn Joensen. Other international participants included Prosecutor Serge Brammertz of the International Criminal Tribunal for the Former Yugoslavia and representatives from the Mechanism for International Criminal Tribunals, International Criminal Court, Extraordinary Chambers in the Courts of Cambodia, and Special Court for Sierra Leone.

In his opening remarks, Prosecutor Jallow explained that the goal of the workshop was to share the experiences his office has had in the prosecution of sexual violence cases over the past 18 years.

In that time, the ICTR Prosecutors have obtained indictments against 93 individuals who were among those most responsible for the 1994 Genocide in Rwanda. More than half of those indictments included charges of

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The ICTR has now completed trials in all of these cases. Before the ICTR closes its doors, Prosecutor Jallow stated that it was important to share the lessons that have been learned for the benefit of those who are called upon to prosecute similar cases in the future. In this way, Prosecutor Jallow said he hoped the workshop would be an important contribution to the ICTR's legacy and ongoing capacity building efforts.

In his remarks, the Hon. Sam Rugege, Chief Justice of the Supreme Court of the Republic of Rwanda, said that sexual violence was a scourge that has afflicted our societies for ages adding that in many societies even in this age of laws, constitutions and international conventions proclaiming respect for human rights, sexual violence was still pervasive.

He pointed out that in Rwanda, various policy, legal, and institutional frameworks had been put in place to fight against sexual violence. All of the participants, he said, would benefit from hearing the ICTR's experiences in investigating and prosecuting these crimes.

The workshop was also attended by the President of ICTR, Judge Vagn Joensen, and other officials from the ICTR, ICTY and the SCSL including the ICTR Chief of DASS, Dr. Sarah KILEMI and the ICTR Spokesman and Chief of the External Relations and Strategic Planning Section, Mr. Roland Amoussouga.



Opening of the workshop (from left to right) ICTR President, Judge Vagn Joensen; Hassan Jallow, ICTR and MICT Prosecutor; Sam Rugege, Chief Justice of Rwanda; M/S Diana Ofwona, UN Women Regional Representative for Central Africa; Mr. Martin Ngoga, the Prosecutor General of Rwanda; and extreme left, Mr. Serge Brammertz, the ICTY Prosecutor.



Visit of Delegation from ECOWAS to ICTR

A delegation of 20 officials from the ECOWAS Community Court of Justice in November and December 2012 visited the ICTR for a study tour to acquire first hand practical experience of the Tribunal's activities.

The ECOWAS officials arrived in two batches; the first batch was in Arusha from 15th - 28th November 2012 and consisted of a team of 7 officials and the second batch of 13 officials visited the Tribunal from 26th November to 7th December 2012.

The visit to the ICTR was a follow up from one made by ICTR delegates to ECOWAS Court from the 24th to 28th of September, 2012.





The delegates consisted mostly of court reporters who perform functions that are to some extent similar to those undertaken by their counterparts at the ICTR.

The visit was conducted under the capacity building program of the ICTR led by Mr. Constant Hometowu, Lawyer and Head of Judicial Unit of the Tribunal and Mr. Jonas Mutwaza, Librarian and OIC of ICTR Law Library.

The delegates observed the work methods of the Tribunal and were given lectures by senior officials of the Tribunal. They were also briefed by the Acting Registrar Mr. Pascal Besnier

During the visit the delegates also attended an organized court reporting demo in the court rooms which exposed them to real time court recording and production of transcripts. They were also exposed to library referencing and research tools, records management and use of TRIM.

Further they were trained on electronic filing and distribution of court documents. At some stage the officials were paired up with ICTR staff members in the judicial program unit of the court management section.

The OTP staff exposed them to research methods and tools.

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ICTR Chief of DASS meets Section Managers at Umusanzu Centre

Tribunal Staff Association holds End-of-Year-Farewell-Party

Umusanzu Centre, the UN-ICTR Information Centre in Kigali, Rwanda on the 29th of November 2012 hosted a meeting that brought together the Chief of DASS, Dr. Sarah KILEMI and section managers in Kigali.

The purpose of the meeting was to discuss the status of work at the Kigali office and the way forward during this critical period of the completion strategy.

The Kigali office is in its downsizing process with few staff members remaining as more are expected to leave by the end of December, 2012.



ICTR Chief of DASS meeting chiefs of sections in Kigali.

The UN ICTR Staff Association on the 15th of December 2012 held a colourful end of year farewell party at the Mount Meru Hotel in Arusha. The well attended party was also meant to bid farewell to several staff members who were separating from the ICTR as part of the Tribunal’s down sizing exercise.

Several senior officials of the Tribunal including the Prosecutor Justice Hassan Jallow spoke during the occasion and commended the commitment by staff members to the mission of the Tribunal and the United Nations. They all wished the best to all staff members, those who were separating and those remaining in their endeavors in the coming year. The occasion was graced with some exciting and entertaining live band music, modern and traditional African dances as well as some mouthwatering dishes.

Below we reproduce the speech made by President of the UN-ICTR Staff Association Haruna Farage during the event;

“Dearest Colleagues, I rise to speak to you today with a heavy heart because today, unlike other occasions, we would be bidding farewell to some of our respected and efficient colleagues. Over the past few years our colleagues worked steadfastly, with devotion, integrity and dedication to the ideals of the United Nations in bringing about global peace and justice. Our colleagues had demonstrated that commitment to duty is to be placed before self, that work is



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worship, but that successful completion of work alone gives one untainted joy and self worth. On this occasion we stand tall and thank God for this outstanding success.

Not only are our Dearest Colleagues dedicated workers, but also a fine specimen of human co-existence. Despite our diverse cultures and beliefs, colleagues were able to work harmoniously in friendly, united and multi-cultural environment. Over the years strong bonds of relationships have been built among staff which will never be out of our minds and hearts.



UNICTR Staff are one family in diversity, united by the ideals of the United Nations. For this exemplary Human Co-Existence UNICTR staff deserves to be applauded.

Dearest Colleagues, today is a sad day, sad because we are bidding farewell to some of our Dearest colleagues who are now going to separate from this unique family not because of dismissal but because of achieving the mandate best owed upon us. I wish all our staff good health and lasting prosperity wherever they may be located. This is not the end of the journey to one's life, but the beginning of the opening of may more doors.

We wish each and every staff member best of luck. When one door closes many more are opened.

Equally also, today is a happy day, a day of rejoicing for all of us, a day of reflection on our outstanding achievements and human development, a day to show our happy moments and forget about our sad moments, a day of showing solidarity, peace and love to all colleagues. Together we can make this day a memorable event, happy yourselves and embrace each other.

May I once again take this opportunity in thanking all UNICTR staff for electing me as vice president of the



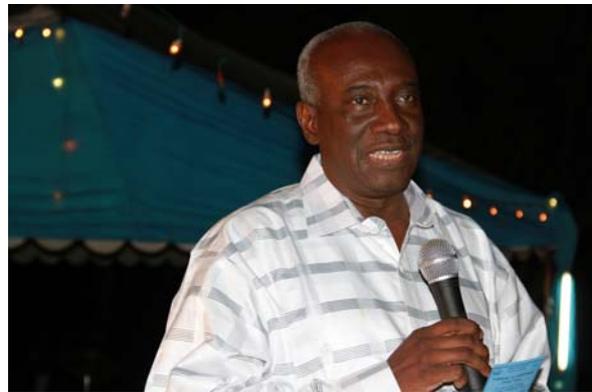
UNICTR Staff Association. I am so humbled by the overwhelming support, cooperation, friendships and love exhibited by all staff. May God continue blessing you and your families we will separate physically but bonded mentally.

On behalf of all staff in Arusha, Kigali and the Hague, I would like to wish you every success in your endeavours and may God ease your way in facing the challenges.

As we are approaching the Christmas and New Year, I wish each and everyone of you a happy Christmas in advance and a Happy and Prosperous New Year."



Picture Spread for UN-ICTR Staff Association End-of-Year Party







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