



ICTR Newsletter

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United Nations International Criminal Tribunal for Rwanda

November 2010

Senegal Signs Agreement on Enforcement of ICTR Sentences



Minister of State, Minister of Justice His Excellency Mr. Cheikh Tidiane Sy (head of table) with the delegation from ICTR

The Republic of Senegal and the United Nations on 22 November 2010 in Dakar, Senegal signed an agreement on the enforcement of sentences imposed by the UN International Criminal Tribunal for Rwanda (ICTR).

The agreement was signed on behalf of Senegal by the Minister of State, Minister of Justice His Excellency Mr. Cheikh Tidiane Sy and on behalf of the United Nations by Mr. Adama Dieng, Assistant Secretary-General

and Registrar of the ICTR in the presence of senior Government and UN officials.

The signing of this agreement is a very important step which underlines the commitment of the Senegalese Government in facilitating the discharge and completion of the mandate of the ICTR.

The signature of the agreement confirms the long-standing cooperation of Senegal with the Tribunal. With the agreement, Senegal becomes the eighth country approved to receive convicts under the UN Tribunal's enforcement of sentences provisions. Mali, Benin, Swaziland, France, Italy, Sweden and Rwanda have already signed agreements on the enforcement of sentences.

According to the Statute of the Tribunal, sentences of imprisonment "shall be served in Rwanda or in any of the States on a list of States which have indicated to the Security Council their willingness to accept convicted persons as designated by the ICTR. Such imprisonment shall be in accordance with the applicable law of the State concerned, subject to the supervision of the ICTR."

The ICTR Registrar commended the Government and the people of Senegal for their unwavering support and commitment to the work of the

Tribunal and its mission of consolidating peace and security through justice in Rwanda and in the Great Lakes Region.

Prosecutor Files New Applications for Referral of Cases to Rwanda

The Prosecutor of the United Nations International Criminal Tribunal for Rwanda, Justice Hassan B. Jallow, on 4 November 2010 filed three new applications for the referral of the cases of three accused persons to Rwanda for trial under *Rule 11 bis*. The cases are of detainee, Jean-Bosco Uwinkindi, a former Pastor in Charge of Pentecostal Church in Kanzanze commune and the fugitives Fulgence Kayishema, former Inspector Police in Kivumo commune and Charles Sikubwabo, former Bourgmestre of Gishyita, Kibuye Prefecture. In his last report to the Security Council, delivered on 18 June 2010, the Prosecutor informed the Council that he would soon be filing these applications.



ICTR Prosecutor, Justice Hassan B. Jallow

Uwinkindi was arrested in Uganda at the end of June 2010. He is charged with the crimes of genocide, conspiracy to commit genocide and extermination as crime against humanity. The indictment alleges that he committed these crimes in Kigali-Rural *Préfecture*, between April and July 1994. The attacks, in which Uwinkindi is alleged to have participated, including the massacre at Kayenzi Church, resulted in the

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deaths of thousands of innocent victims.

The indictment charges Fulgence Kayishema with genocide, or in the alternative, complicity in genocide, conspiracy to commit genocide and extermination as a crime against humanity. The massacres giving rise to his indictment were committed in Kivumu *commune*, Kibuye *Préfecture*, during the Rwandan genocide of 1994. It is alleged that he participated in the killing of more than 2000 Tutsi civilians who had sought refuge at the Nyange church. His charges are on the same factual bases as those previously leveled against Seromba, Ndahimana and others who were accused of atrocities in the Kibuye region of Rwanda in 1994.

Charles Sikubwabo faces two indictments issued by the ICTR. In one indictment, he was jointly charged with father and son, Elizaphan Ntakirutimana and Dr. Gérard Ntakirutimana, respectively. Because he remains at large, his trial was separated from that of the Ntakirutimanas, who were subsequently convicted and sentenced. The first indictment charges him with genocide or, in the alternative, complicity in genocide, conspiracy to commit genocide, and crimes against humanity in relation to the massacre at the Mugonero Complex, Kibuye *Préfecture*, where hundreds of Tutsi men, women and children were killed and a large number of others wounded. The second indictment relates to massacres at the Church in Mubuga and in the area of Bisesero, all in Kibuye *Préfecture*, Rwanda during 1994. The massacres resulted in the deaths of thousands of victims, mainly Tutsis and numerous injuries to men, women and children. The Prosecutor's application seeks the referral of both his indictments to Rwanda.

This is the second time the Prosecutor files applications for the referral of cases to Rwanda for trial. Late in 2007, he filed applications for the referral of the cases of 4 detainees and one fugitive. All applications failed because the Trial Chambers were of the view that the accused would not receive fair trials in Rwanda as a result of some of the laws in existence in the country at that time.

ICTR Donates Ambulances to Prisons in Mali and Benin

A delegation of the ICTR led by the Registrar, Mr. Adama Dieng, accompanied by Mr. Mandiaye Niang, Mr. Roland Amoussouga, Mr. Saidou Guindo and Mr Wathugala Sumathipala embarked on the annual tour of Benin and Mali from 4 to 15 November 2010 as part of its efforts to facilitate enforcement of ICTR's sentences. They also visited Senegal.



With the President of Benin (right)



Ambulance donated to Benin

During the visits to Benin and Mali, Mr. Dieng donated 2 fully-equipped ambulances, respectively, to Akpromissrete Prison in Benin and the other to Koulikoro Prison in Mali with a view to facilitate the medical care and evacuation of the prisoners. In the Republic of Benin, the Minister of Justice, Mr. Grégoire Akofodji, received the delegation while in Mali, they were received by Mr Maharafa Traore, Minister for Justice.

In addition, the Delegation paid courtesy calls on HE Dr. Yayi Boni, the President of Benin, HE Mr. Amadou Toumani Touré, the President of Mali, and HE Mr. Modibo Sidibé, the Prime Minister of Mali.



With the President of Mali (right)

The Registrar proposed the establishment of institutions for the training of prison officers in order to enhance operational capacity of prison services in countries where ICTR convicts are serving sentences.

ICTR Holds Major Event in The Gambia

The International Criminal Tribunal for Rwanda, in mid-October, held a three day conference/exhibition in Banjul, The Gambia and a public forum on the theme "Challenging Impunity, the Legacy of the International Criminal Tribunal for Rwanda for the African Continent", in partnership with the Government of the Republic of The Gambia and the African Commission on Human and Peoples' Rights. The conference took place at the Sheraton Hotel on Saturday 13 and Sunday 14 November 2010 and at the Gambia



ICTR Senior Officials with participants at the Banjul Conference

University on Monday 15 November 2010. While the Exhibition ran from Sunday 7 to Monday 15 November.

The Conference and Exhibition were aimed at raising awareness of the NGO's, the commissioners, the delegates and through them the people of the African Continent on the important role the Tribunal was playing in the fight against impunity, the maintenance of peace and security, the promotion of international justice and the respect for human rights and dignity.

A high level delegation composed of the Prosecutor Hassan Bubacar Jallow, the Registrar Adama Dieng, Judge Vagn Joensen and several senior ICTR staff from the Prosecution and the Registry attended the three day conference. During the opening ceremony the Attorney General and Minister of Justice of The Gambia Mr. Edward Gomez expressed the appreciation and gratitude of the people and the Government of The Gambia to the ICTR for choosing The Gambia to the conference.

Several panel discussions moderated by the Prosecutor, the Registrar and Senior officials of the ICTR addressed and discussed on various issues related to: the mandate jurisdiction, organization and structure and their implications for the national prosecution; the outreach program and the international cooperation; outreach communication and capacity building, the prosecution of sexual offences in situations of armed conflict at the national level; war crimes legal principles, the jurisprudence and the practice. Justice Today Peace Tomorrow, the 56 minutes documentary on the work of the Tribunal and its achievements was screened at the University

ICTR Judicial Activities

- **Work of the Trial Chambers and the Appeals Chamber in November 2010**

Trial Chamber I

The work of this Trial Chamber has been completed.

Trial Chamber II

Ongoing trials

Ngirabatware

On 15 November 2010, the Chamber heard oral submissions on the Prosecution Motion to postpone the commencement of the Defence case-in-chief. On

16 November 2010, the Chamber denied this Motion and ordered the Defence to commence its case immediately. That same day, the Defence made its opening statement and the Accused began his testimony, which remains ongoing as of 30 November 2010. During the reporting period, the Chamber issued four written or oral decisions.

Trials in Judgement Drafting Phase

Nyiramasuhuko et al. ("Butare")

Deliberations and judgement drafting continued.

Nidiliyimana et al. ("Military II")

Deliberations and judgement drafting continued.

Bizimungu et al.

Deliberations and judgement drafting continued.

Hategukimana

Deliberations and judgement drafting continued. The judgement delivery is scheduled for 6 December 2010.

Kanyarukiga

The Chamber delivered the Judgement against Gaspard Kanyarukiga on 1 November 2010. Kanyarukiga, a former businessman in Rwanda during the 1994 genocide, was convicted and sentenced to 30 years in prison after he was found guilty of genocide and extermination as a crime against humanity. The accused however was acquitted on the alternative charge of complicity in genocide.

Trial Chamber III

Ongoing trials

Nzabonimana

No evidence was heard during November due to scheduling conflicts of Judges on the bench. The continuation of the Defence case is scheduled for 28 February 2011. The Trial Chamber issued one written decision in November.

Karemera et al.

The Chamber sat from 8 November to 25 November 2010 to hear the case of Matthieu Ndirumpatse, the last accused to present his defence in the *Karemera et al.* case. During that period, the Chamber heard 14 witnesses. So far, the Chamber has heard 35 witnesses for Matthieu Ndirumpatse, including six witnesses coming for cross-examination following the admission of their written statement pursuant to Rule 92 bis of the Rules of Procedure and Evidence. The Chamber issued ten oral and written decisions in November. The next and last session, during which Matthieu Ndirumpatse will testify, will start on 10 January 2011.

Ndahimana:

The Chamber continued hearing the presentation of the Prosecution case, which closed on 19 November, followed by a Pre-Defence Status Conference. In total, the Prosecution called 15 witnesses over 19 trial days. The Defence case is expected to start on 17 January 2011.



Trial in Judgement Drafting Phase

Gatete

The case is currently under deliberations, as the evidence phase of the trial has been completed and both parties have submitted their closing briefs. The Chamber heard the oral closing arguments on 8 November 2010.

Pre-Trial

Nizeyimana:

The Pre-Trial Chamber issued five decisions in November. The trial is scheduled to commence on 17 January 2011 before Judges Muthoga (presiding), Park and Fremr.

Uwinkindi

The pre-trial Chamber continued its work in November. On 23 November, the Chamber granted the Prosecution's motion to file an amended indictment. Finding that the amended indictment includes a new charge, the Chamber decided that a further appearance shall take place on 1 December 2010 before Judge Kam.

Following a motion by the Prosecutor for referral of the case to Rwanda under Rule 11 bis of the Rules of Procedure and Evidence, the President assigned Trial Chamber II, composed of Judge Arrey (presiding), Judge Short and Judge Fremr to rule on this request.

Kayishema

Following a motion by the Prosecutor for referral of the case to Rwanda under Rule 11 bis of the Rules of Procedure and Evidence, the President assigned Trial Chamber III, composed of Judge Joensen (presiding), Judge Kam and Judge Rajohnson, to decide on this request.

Sikubwabo

Following a motion by the Prosecutor for referral of the case to Rwanda under Rule 11 bis of the Rules of Procedure and Evidence, the President assigned Trial Chamber III, composed of Judge Joensen (presiding), Judge Kam and Judge Rajohnson, to decide on this request.

Appeals Chamber

In November, the Appeals Chamber issued three pre-appeal decisions or orders.

The Appeals Chamber is seized of 11 matters, including six cases involving appeals from judgement.

In the *Renzaho* case the Trial Judgement was rendered on 14 July 2009, the briefing in this appeal concluded on 5 May 2010, and the appeal was heard on 16 June 2010. Deliberations and Judgement drafting are in progress.

The Trial Judgement in the *Muvunyi* case was rendered on 11 February 2010. The briefing of the appeals was completed at the end of July 2010 and the appeals were heard on 21 October 2010. Deliberations and Judgement drafting are in progress.

The *Bagosora et al.* Trial Judgement was pronounced on 18 December 2008 and issued in writing on 9 February 2009. Theoneste Bagosora, Aloys Ntabakuze, and Anatole Nsengiyumva appealed. The briefing in respect of the appeals was completed at the end of July 2010 and the appeals are being prepared for a hearing.

The Trial Judgement in the *Setako* case was rendered on 25 February 2010 and issued in writing on 1 March 2010. Both parties filed notices of appeal and the briefing was completed in November 2010. The appeals are being prepared for a hearing.

The Trial Judgement in the *Munyakazi* case was rendered on 30 June 2010 and issued in writing on 5 July 2010. Both parties filed notices of appeal in August 2010 and the briefing is in progress.

The Trial Judgement in the *Ntawukulilyayo* case was rendered on 3 August 2010 and issued in writing on 6 August 2010. Dominique Ntawukulilyayo filed his notice of appeal on 6 September 2010 and the briefing is in progress.

The Trial Judgement in the *Nsengimana* case was pronounced on 17 November 2009 and issued in writing on 18 January 2010. On 17 February 2010, the prosecution did not appeal Nsengimana's acquittal. It is, however, appealing against a decision of the Trial Chamber not to prosecute certain members of the defence team for contempt.

In addition to these appeals, the Appeals Chamber is seized of one interlocutory appeal in the *Karempera & Ngirumpatse* case, requests for review in the *Kamuhanda* and *Karera* cases, as well as a post-appeal request in the *Niyitegeka* case.

From the beginning of the year, the Appeals Chamber delivered five Judgements (one of which concerned contempt), 11 interlocutory appeal decisions, 10 decisions on review or other post-appeal requests, and issued 116 pre-appeal orders or decisions.

• **Gaspard Kanyarukiga Sentenced to 30 Years in Prison**



Kanyarukiga, a former businessman in Rwanda during the 1994 genocide, was convicted and sentenced to 30 years in prison on 1 November 2010, after he was found guilty of genocide and extermination as a crime against humanity. The accused however was acquitted on the alternative charge of complicity in genocide.

Handing down the sentence, Trial Chamber II composed of Judges Taghrid Hikmet, Presiding, Seon Ki Park and Joseph Masanche said it was satisfied beyond reasonable doubt that Kanyarukiga was criminally responsible under Article 6 (1) of the Statute for planning the killing of members of the Tutsi ethnic group at the Nyange Church and was therefore guilty

of genocide.

Having found Kanyarukiga guilty of genocide, the Chamber therefore dismissed the count charging him, in the alternative with complicity in genocide.

With regard to extermination as a crime against humanity, the Chamber was satisfied that the demolition of the Nyange Church was committed as part of a widespread or systematic attack against the Tutsi civilian population on ethnic grounds and that the accused knew that his acts formed part of this broader attack. The Chamber also found that the accused intentionally participated in a mass killing of Tutsi civilians amounting to extermination as a crime against humanity.

On 22 July 2004 Kanyarukiga entered a not guilty plea to the charges against him when he made his initial appearance. South African authorities arrested Kanyarukiga on 16 July 2004 at the request of the Tribunal and transferred him to the UN Detention Facility in Arusha on 19 July. Counsel David Jacobs from Canada represented the accused while the Prosecution was led by Holo Makwaia (Tanzania).

• Closing Arguments Presented in Gatete Trial



On 8 November 2010 the Prosecution and the Defence presented their closing arguments in the trial of Jean-Baptiste Gatete, former Mayor of Murambi Commune in Byumba prefecture and later Director in the Women and Family Affairs Ministry. The accused is charged with six counts including Genocide, or, in the alternative, complicity in genocide; conspiracy to commit genocide; and the crimes against humanity of extermination, murder and rape.

The Prosecution called for the conviction of Gatete, and imposition of a life sentence following, what it argued was, strong evidence presented against him.

Senior Trial Attorney, Drew White (Canada) told Trial Chamber III composed of Judges Khalida Khan, presiding, Lee Gacuiga Muthoga and Aydin Sefa Akay that the evidence by prosecution witnesses detailed the actions of the killers and their victims and role played by the accused in the killings in Byumba and Kibungo prefectures in April 1994.

The Defence led by Counsel Marie-Pierre Poulain (France) prayed for the acquittal of the accused arguing that the Prosecution had failed to prove the case against the accused. It further pointed out that prosecution witness evidence had several shortcomings including contradictions and hearsay evidence.

The Prosecution called 22 witnesses while 27 witnesses testified for the Defence. The accused himself elected not to testify.

The accused was arrested on 11 September 2002 by

the Congolese authorities acting on a warrant of arrest issued by the Tribunal on 19 December 2000. He was transferred to the UN Detention Facility in Arusha on 13 September 2002 and pleaded not guilty to the previous ten counts contained in the first indictment on 20 September 2002 during his initial appearance. His trial began on 20 October 2009.

• ICTR Trains Tanzanian Judiciary and Law Enforcement Officers

From Monday 22 November 2010 the United Nations International Criminal Tribunal for Rwanda conducted a four-day training programme for Tanzanian Judiciary and Law Enforcement Officers in Arusha.



Mr. Amoussouga addressing the participants

The workshop brought together 20 senior officers from the Tanzanian Judiciary, Police, Prisons, Directorate of the Public Prosecutor, Anti-Corruption Services and Directorate of Immigration.

The training covered topics which included various aspects governing Witness Protection Programmes with reference to the Tribunal's experience. These include; Prerequisites to Witness Protection, Preventive Measures for Protection of Witnesses, Protecting Witnesses in their country of residence, and Interrelation between Protection, Security and Support Services.

The training was part of the Legacy of the Tribunal which incorporates, among other activities, capacity building programmes in the East African region.

The Audio-Visual Digitization and Redaction Project of the ICTR: Commencement of the Digitization of the Video Recordings

This is a follow-up to an article on the Audio-Visual Project which appeared in the March 2010 edition of the ICTR Newsletter

The Court Management Section [CMS] has undertaken a project to digitize and redact the audio-visual recordings of the trial proceedings of the ICTR. Over 30,000 hours of audio-visual recordings will have been produced by the time the ICTR completes its mandate. Due to the unique nature of audio-visual recordings, this material comprises an invaluable record of the work and accomplishments of the Tribunal, and ensuring its long-term preservation is an essential component in preserving the legacy of the ICTR. Enhancing the accessibility of the audio-visual



Loading the Robot

materials will contribute to the outreach efforts of the Tribunal by providing researchers, educators, the media, the people of Rwanda and the general public with access to the record of the legal process, including the testimony of the witnesses who have appeared in the cases of the ICTR.

Digitization as a preservation strategy involves converting the audio-visual signal contained on the original physical tapes to high-resolution digital files and storing these files on archival digital media. Because all audio-visual media are prone to deterioration over time, the migration of the original materials is necessary if the information contained on the tapes is to be preserved permanently. A comprehensive review of the recordings and subsequent removal of all sensitive information is required before the material can be made publicly accessible; the redaction component of the CMS audio-visual project has been developed to meet the objective of enhanced accessibility.

On 1 November 2010, an important project milestone was met when the migration of the original video recordings commenced.



*Above: Managing the Migration
Left: Quality Control*

Front Porch Digital [FPD], a global leader in the migration and preservation of video tape to digital files, has been contracted by the ICTR to oversee the video migration process. Prerequisites for the

commencement of the migration process included the transport, installation and testing of the video migration system and the transfer of the metadata related to the audio-visual material to the digital asset management system to facilitate the accessioning and management of the digital files. The FPD video migration system was installed on site at the ICTR in August 2010. It is comprised of two robotic systems which can hold 76 video tapes and are equipped with barcode readers; each robot contains seven DVCAM video tape recorders [VTRs] which are each connected to a SAMMA Solo, a device which converts the video signal to a preservation-quality digital file, which is then processed through an array of servers and is finally transferred to data tape stored in an LTO data tape library. Simultaneously, a low-resolution proxy file and a file which contains the technical metadata related to the migration process are also generated. A migration is considered successful only after the completion of a quality control check of the digital file. The video migration system is capable of operating 24 hours per day, 7 days per week, and can process up to 14 video tapes simultaneously. In the month of November, over 1,200 hours of video recordings were successfully migrated. It is anticipated that the migration of the entire video collection of the ICTR will be completed by June 2011.

Approximately 10% of the hearings of the ICTR were not recorded on video and the audio recordings are therefore considered to be the master material for these hearings; the digitization of all 9,134 hours of master audio material was completed in March 2010. The process of redacting the audio materials includes a review of the recordings in all three language versions, the removal of all sensitive information and the creation of preservation-quality redacted versions of the audio recordings as well as low-resolution copies which can easily be accessed by the public. To date, the redaction of the master audio material from 28 cases has been completed, and 13 cases are currently in progress. In total, 1,040 hours of redacted audio material generated as of the end of November 2010. CMS plans to begin the process of redacting the video recordings in early 2011.

While considerable work remains to be done, the audio-visual digitization and redaction project of CMS has made significant steps towards meeting the dual goals of preserving the audio-visual records of the ICTR and enhancing the public's ability to access the material.

Staff Counselling & Welfare Unit News

• Peer Helper's Training

It is good thing to have someone around us who is willing to extend a helping hand towards our grief, sorrow or stress, when we feel so weak and helpless, when we need someone to assure us that all shall be well no matter how bad the situation may seem.

It is with this in mind that Staff Counselling & Welfare Unit organized a new "Peer Helpers" five day training for interested staff members. Although ICTR already has in place a number of Peer helpers, it was found



Group of Staff Members who undertook the "Peer Helpers" Training

necessary to train another group to assist the existing one that has dwindled in size.

The training took place from 1-5 November 2010. Staff Counsellor Ms. Francesca Paola Crabu with her co-facilitator Ms. Irungu from UNON kept the team engaged through the sessions. Group projects and sharing of experiences formed part of the training as members related what was being taught with their personal experience.

The Peer Helpers are now ready to perform a "First Psychological Aid" and "Defusing" session in case of traumatic stress. They will be involved in the next Emergency Evacuation exercise planned for the coming year jointly with the Security and Medical Unit. Peer Helpers are not allowed to offer Counselling sessions but they can refer colleagues facing difficult moments to the Staff Counsellor.

ICTR Peer Helpers available to listen to staff members in confidentiality and offer basic counselling are Ahmed Shariff, Aida Mulokozi, Annick Ahirwe Rutaganwa, Catherine Akida, Constant K. Hometownu, Ifeoma Ojemeni Okali, Irene Olila, Joëlle Dahan, Leontine Mabika, Lucie Marie Desiree Ongbetond, Margaret Mganga, Mukarusanga Florence, Mussa Kitiku, Novica Kusic, Pascal Mabika, Regina D. Limula, Sophie Obala.

Please feel contact any one of them if you feel the need.

ICTR Interns' Corner

- **My Experience at the ICTR** by Saida Lulu Abdulkarim, ICTR Intern



Working at the ICTR's ERSPS Protocol Unit has been a wonderful experience. When I get to work in the morning there is always a bustle of activities. This has been the case since my first day at the ICTR. I have to prepare visits, sometimes VIP visits, and I

escort the VIPs into the ICTR premises and give them a general tour and information about the ICTR. I have to maintain correspondence with the people I am

preparing a visit for. I assisted in Interpol Training, UN day and many other interesting activities. In the course of my work, I met and came to know the Senior Officials of the Tribunal as well.

Working with Protocol has been a wonderful experience as I get to socialize and talk to with a vast cross-section of ICTR staff. I need to contact various Units and Sections to enable briefings for visitors, get information kits or a meeting room for them.

I also get to meet and socialize with people from different countries. The interns at the ICTR are from all over the world and most are very friendly and sociable. They organise safaris, lunches, farewell parties and so on, by sending out a general e-mail to all, regardless of whether the inviting party knows you or not. In most cases, "All are invited". I had the privilege of attending one such gathering, a farewell party for an intern. The fact that there was no electricity did not dampen the mood as all the interns were busy enjoying themselves. As one foreign intern said, "*Hamna Umeme, Hamna Shida*" ("No Electricity, No Problem").

I must acknowledge that my experience at the Tribunal has been amazing. I have sometimes been faced with challenges, but the good experiences have by far outnumbered the bad ones. I truly am honored to have been part of the ICTR and these are memories that I will always carry with me.

ICTR Staff Tops at ESAMI

While most of the ICTR staff were having fun at the UN Family Fun Day on 27 November 2010, some other colleagues were attending the Master of Business Administration (MBA) graduation ceremony at Eastern and Southern African Management Institute (ESAMI) Headquarters.

Three Staff Members of the ICTR graduated on that day, Sami Ali Gutu, Security Information Assistant, Ms. Ferouze Abdi, formerly Bilingual Secretary, OTP, now based at UNDP in New York and Shiva Paudel, Associate BMS Officer.



From l-r: Sami Ali Gutu, Ferouze Abdi & Shiva Paudel

Shiva Paudel, one of the Members of the ICTR Staff Association Executive Committee received the Best Performer Meritorious Award in a class of over 254 MBA grandaunts. The Staff Association Executive Committee heartily congratulates Mr. Paudel on his



excellent achievement and also all who graduated and wishes for the best in future endeavors.

A Day To Remember!

Once in a while, it is wise to lay aside the weight we carry daily and take time to enjoy with our family and friends. ICTR staff did just that last Saturday, 27 November, 2010 at the General Tyres grounds, from 8:00 am to 6 pm, a long flight without any stop-over!

The ICTR Family Sports & Fun Day was organized by the Staff Counseling & Welfare Unit in cooperation with the Staff Association and the Welfare Committee. We witnessed the participation of staff from all sections within the great UN family.

Highlights featured key attractions such as the "Walk for the Gym", women's and men's football matches, tug-of-war, scrabble, draft, fastest man and fastest woman, 100 meter race competitions, Best karaoke Singer contest and much more! Everyone – fathers, mothers and kids - found something to do, or compete in, there in the open air, at the foot of Mt Meru which prettifies the town of Arusha.

The ICTR family turned out en masse in a record participation of almost 600 staff members, to show team spirit, love for the game and competition. We

listened to speeches by Alfred Orono, president of the staff association which sponsored lunch from its coffers to all participants, and also ICTR President, Judge Charles Byron. He launched the activities of the great day at 8:05 am by flagging off participants for the healthy walk from the Tribunal to General Tyres. Around 3 p.m. he again took the floor to thank the participants, sponsors and organizers of the event, recommending that an encore should follow as soon as possible. Judge Byron ended his remarks by stating that "healthy and happy staff will certainly make for an effective and harmonious Tribunal." He is looking forward to the next event.

Worthy of note is the fact that this event could not have been the success it scored, without the generous support of Fodey Security, Security Guard, KK Security, VODACOM, Marcas Investment, Arusha Wazee Club, General Tyres, TBL, Just Water and the Staff Association. Some provided cash gifts, trophies, and water while others offered, T-shirts, modems, footballs, scarves and whistles. Mr Aatsa Atogho, chairman of the organizing committee, lavished appreciation and encomiums on members of his team for doing a great job, at great cost.

We wish to thank all the staff, family and friends who came and wish them all a restful holiday and a happy new year!

ICTR Family Fun Day in Pictures





More ICTR Family Fun Day Pictures

