



Date: 16 March 2016  
Ref Number: 16/2016

HE Dr. Sabri Saydam,

Al-Haq has been following the case of Khaled Rashad Mahmoud Shbeita, a teacher who received a final warning on 13 March 2016 (No. WT 2407/907586739) by the Assistant Deputy Minister for Administrative and Financial Affairs at the Ministry of Education and Higher Education “due to breaching the President’s decision to abide by and resume official working hours starting 13 March 2016, and continuing illegal strike, it has been decided that you are penalized with a final warning”.

Issuing such warnings is a breach of regulations and legal procedures set out in the Civil Service Law No (4) of 1998, relevant amendments, and its complimentary executive regulations. The warning also breaches the rule of law, a constitutional principle rooted in the amended Palestinian Basic Law.

Your Excellency, Al-Haq intends on including the case of Mr. Shbeita in its shadow report on the International Covenant on Civil and Political Right which will be submitted to the United Nations Human Rights Committee. Therefore, we hope that your Excellency quickly provides the legal basis for the punishment, in the form of a final warning, that has be levied against Mr. Shbeita, and that necessary action is taken to provide him with proper remedy.

Sincerely,

Dr. Isam Abdeen  
Head of Local and Regional Advocacy Unit

Attached: Issuance No. WT 2407/907586739 by the Assistant Deputy Minister for Administrative and Financial Affairs at the Ministry of Education and Higher Education