

Research and Right to Development Division

Background

The Research and Right to Development Division (RRDD) conducts thematic research and contributes to policy development and the mainstreaming of human rights across the work of the United Nations, develops tools and learning packages and provides expertise on human rights themes to many stakeholders, as mandated by the Human Rights Council (HRC), the General Assembly and the Economic and Social Council, as well as in accordance with internationally agreed development goals. The Division also leads efforts to advance the right to development in accordance with the mandate of the High Commissioner for Human Rights to “promote and protect the realization of the right to development and to enhance support from relevant bodies of the United Nations system

for this purpose.” RRDD undertakes human rights research and advocacy work and contributes to country-level implementation through the provision of advisory services, legal and policy reviews and capacity-development, which is often undertaken by field presences of the Office of the High Commissioner for Human Rights (OHCHR).

The Division’s main functions are:

- ▶ Providing expert advice on thematic issues and support in relation to the High Commissioner’s global leadership role of spearheading advocacy on thematic human rights issues: RRDD responded to all of OHCHR’s six thematic priorities for the period 2014-2017 in terms of providing advice and undertaking research, advocacy and capacity-development activities. RRDD took the lead in the



Former Secretary-General Ban Ki-moon addresses a special session on “People with disabilities in humanitarian action” during the World Humanitarian Summit in Istanbul, Turkey, May 2016. © UN Photo/Eskinder Debebe

implementation of Global Management Output (GMO) 3, which requires that a “gender perspective is effectively integrated into all OHCHR policies, programmes and processes.” It also contributed to the enhancement of staff skills (GMO 6) through the application of a human rights methodology.

- ▶ Undertaking policy and methodology development: This is the “how to” of human rights work, namely, translating international human rights law and principles into practical methods, approaches, standards, procedures and tools for application in the human rights work that is being carried out by OHCHR and other UN, international and national actors. The Human Rights up Front (HRUF) Action Plan required considerable OHCHR participation.
- ▶ Integrating all human rights into the work related to development, peace and security, humanitarian affairs and economic and social affairs: One of RRDD’s functions is to promote the integration of human rights into all policy, management and operational work of the UN, thereby strengthening its overall normative and operational linkages. This is primarily being undertaken in the course of OHCHR’s work with the United Nations Development Group (UNDG), in connection with the HRUF Action Plan, through participation with inter-agency groups during meetings and through bilateral cooperation with agencies and programmes, including UN Women, UNESCO, FAO, WHO, ILO and United Nations Country Teams (UNCTs). Since 2016, the 2030 Agenda for Sustainable Development and the Addis Ababa Action Agenda have provided the relevant frameworks for this work.
- ▶ Promoting and implementing human rights education and training: RRDD contributes to increased knowledge and an understanding of human rights issues through education and training, the development of materials, policies, methodologies and programmes and the provision of training, advice and coordination related to the Plan of Action for the Third Phase (2015-2019) of the World Programme for Human Rights Education.
- ▶ Providing support to international human rights mechanisms: RRDD supports the international human rights mechanisms and provides substantive input and organizational assistance to the HRC.

Results

Strengthening international human rights mechanisms

- ▶ *Increased ratification of international human rights instruments, including optional protocols, and a review of reservations, with a focus on instruments and regions with low ratification rates (EA 2)*

The interactive world maps that indicate the ratification of international human rights instruments, which OHCHR developed and regularly updates, have helped to highlight the universal approach of OHCHR’s work while also emphasizing the human rights commitments of States and their cooperation with international human rights mechanisms.

Enhancing equality and countering discrimination

- ▶ *Legislation, policies and practices increasingly comply with anti-discrimination and equality standards (EA 4)*

In May, during the World Humanitarian Summit, 70 stakeholders, including States, UN agencies and civil society organizations, endorsed the “Charter on inclusion of persons with disabilities in humanitarian action,” which was developed by OHCHR in cooperation with various partners. Furthermore, the advocacy undertaken by OHCHR at the Summit contributed to the creation of a task team within the Inter-Agency Standing Committee that will develop the first guidelines for the inclusion of persons with disabilities in humanitarian action. The guidelines will ensure that the task team includes a human rights perspective in its work. In April, OHCHR, the African Union (AU) and UN Women issued a joint report on the state of women’s rights in Africa. The report outlined progress that has been made and offered recommendations for further action in order to close protection gaps in areas such as sexual and gender-based violence, women, peace and security, harmful practices, including early and forced marriage and female genital mutilation and discrimination in customary laws. The report is expected to guide the work of the AU gender architecture on women’s rights. In cooperation with the Organization of American States, OHCHR began work to develop a tool to help promote and measure racial equality, taking into account the goals and targets outlined in the 2030 Agenda for Sustainable Development, with a particular focus on the reduction of inequality. In support of this initiative, OHCHR prepared an overarching study on good practices and challenges for Latin American and Caribbean States in implementing human rights standards and measuring the impact of their public policies related to racism and racial discrimination.

- ▶ *National human rights institutions and civil society create and support participatory mechanisms to enhance equality and counter discrimination (EA 5)* Twenty-four journalists from the Russian Federation and Ukraine improved their understanding of human rights norms and principles after OHCHR organized a workshop, in September, on “The Role of the Media in Preventing and Combating National, Racial or Religious Hatred that Constitutes Incitement to Discrimination, Hostility or Violence.” The event, which



Participants of the 2016 Annual OHCHR Fellowship Programme for People of African Descent. © OHCHR

was held in Geneva, under the auspices of the Russian and Ukrainian Unions of Journalists, enabled participants to discuss practical ideas about their ongoing projects and focus on the development of online platforms for combating incitement to hatred in the media.

OHCHR organized a series of events in the run up to the FIFA World Cup 2018, with the aim of firmly integrating anti-discrimination policies into the preparations for the next World Cup and beyond. Through the International Sports Forum “Russia - Country of Sports,” OHCHR, the Russian Federation’s Ministry of Sport, the Russian Football Union and Football Supporters Europe gathered together football fans and club representatives from across Europe, at a meeting in Russia, to discuss good practices and ways to enhance an environment in stadiums that discourages discrimination. Participants agreed on a number of practical recommendations that should be followed up on by all relevant stakeholders.

The 2016 Annual OHCHR Fellowship Programme for People of African Descent was held from 21 November to 9 December 2016. Ten participants (all women) from Barbados, Brazil, Canada, Jamaica, Spain, Switzerland, the United States of America and Venezuela attended the three-week event. The Fellowship Programme provided participants with a learning opportunity to enrich their understanding of the United Nations human rights system, instruments and mechanisms, with a focus on issues of particular relevance to people of African descent. After returning to their countries, several fellows carried out human rights awareness-raising and capacity-building initiatives at the national level, including training programmes for civil society representatives and organizations working to promote the rights of people of African descent. The fellows also participated in discussions at the grassroots level aimed at contributing to national plans of action on combating racism, racial discrimination, xenophobia and related intolerance. In the past six years, a total of 49 individ-

uals of African descent from around the world have participated in the Programme.

- ▶ *Increased integration of human rights into international and regional processes relevant to migration (EA 10)*

At the UN General Assembly Summit for Refugees and Migrants, held on 19 September, Member States adopted the New York Declaration for Refugees and Migrants, by consensus. The substantively human rights-based Declaration explicitly recognizes the leading role of OHCHR in taking steps to alleviate the situation of vulnerable migrants and advancing a global compact on safe migration over the next two years. This is the first time that the issue of migration has been included in the formal agenda of the UN. In the period prior to, during and after the Summit, OHCHR collaborated with civil society and Member States to organize a number of multi-stakeholder strategic discussions, in New York and Geneva, on a range of issues related to the protection and promotion of the human rights of migrants in large movements and in vulnerable situations.

Combating impunity and strengthening accountability and the rule of law

- ▶ *National justice systems established and functioning in accordance with international human rights norms and standards and increasingly apply these norms and standards, including economic, social and cultural rights (EA 1)*

In recognizing how harmful gender bias can translate into an obstacle to women’s access to justice, OHCHR deepened its research on judicial stereotyping by focusing on cases related to sexual and reproductive health and rights. Capacity-building initiatives on gender stereotyping were made available to the judiciary in several countries (i.e., Burundi, Democratic Republic of the Congo, Rwanda, Uganda and United Republic of Tanzania) and steps were taken to institutionalize these trainings (i.e., Guatemala). OHCHR also worked to strengthen the capacities of prosecutors to integrate a gender perspective into all phases of investigations of gender-related killings in Latin America, including through the development and piloting of an online course (available at <http://escuelapnud.org/iniciativas/ohchr/index.php>).

- ▶ *Increased number of States that have abolished the death penalty or, where abolition is pending, increasingly comply with relevant international human rights obligations (EA 1)*

OHCHR enhanced awareness through advocacy efforts and the provision of legal and policy advice on death penalty-related issues with regard to: Afghanistan, Bangladesh, Belarus, Botswana, Indonesia, Iran, Iraq, Kenya, Malawi, Maldives, Mauritania, Pakistan, Philippines, Saudi Arabia,

Bridging health and human rights

In 2016, OHCHR emphasized the importance of ensuring stronger linkages between the health and human rights communities. As the master of ceremonies for the closing session of the Women Deliver Conference, and through her participation in numerous other sessions, the Deputy High Commissioner provided a key voice, insisting on the centrality of human rights for improving the health of women and girls. Women Deliver is the largest global gathering on women's health and rights, bringing together over 6,000 people from a wide variety of backgrounds. The objective of the discussions was to contribute to the implementation of the Sustainable Development Goals and ensure that this ambitious agenda fully serves women and girls.

Shortly after the Women Deliver Conference, OHCHR further demonstrated its commitment to ensuring an

integrated approach to health and human rights when it collaborated with the World Health Organization to co-establish the High-level Working Group on Health and Human Rights. The Working Group aims to generate high-level political support, at both the national and international levels, for the implementation of human rights-related measures to ensure the health of women, children and adolescents. The Group is co-chaired by former President of Finland, Ms. Tarja Halonen and leading human rights expert, Ms. Hina Jilani from Pakistan, a member of The Elders. Renowned humanitarian, Dr. Denis Mukwege of the Democratic Republic of Congo, will serve as the lead rapporteur for the Group. The Working Group's report will be presented to the World Health Assembly and the Human Rights Council in 2017.

Sri Lanka, Turkey, the United States of America and Zimbabwe. In some instances, these activities contributed to changing the attitudes of national authorities regarding the use of the death penalty. For example, authorities in Afghanistan announced the review of all death penalty cases; the Kenyan government commuted all death sentences and carried out public consultations on the use of the death penalty; and Belarus established a parliamentary committee to review the use of the death penalty.

- ▶ *Counter-terrorism legal frameworks, policies, strategies and institutions increasingly aligned with international human rights standards (EA 1)*

Following the November regional conference on Gender and Preventing and Countering Violent Extremism, which was jointly organized by OHCHR and

the African Union Peace and Security Department, the AU has been working closely with the Office to integrate gender into its programmes to counter violent extremism, including the development of a module on "Gender Dimensions of Criminal Justice Responses to Terrorism and Preventing Violent Extremism." The module will produce synergies with other AU training programmes that are being implemented at the national level on countering terrorism and preventing violent extremism. OHCHR is also supporting the African Commission on Human and Peoples' Rights in the development of guidelines for States on gender and preventing violent extremism.

- ▶ *Transitional justice mechanisms established and increasingly operating in accordance with international human rights norms, standards and good practices (EA 3)*

OHCHR advised on the design, establishment and functioning of transitional justice processes from a human rights perspective in the Central African Republic, Colombia, Guinea, Libya, Mali, Nepal, South Sudan, the Sudan (Darfur), Sri Lanka and Tunisia. In addition, OHCHR supported a mapping exercise that was conducted by the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic on serious violations of international humanitarian and human rights law committed in the country since 2003. The findings of the mapping project will inform the establishment and functioning of future transitional justice initiatives. In Sri Lanka, OHCHR provided support to the national consultation process on transitional justice, in particular on the design, establishment and functioning of transitional justice mechanisms. It further supported national stakeholders in the Central African



Detail of the poster of the High-level event "The death penalty and victims" co-organized by the Permanent Missions of Argentina, France and Italy and OHCHR in New York, September 2016.
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Republic and Sri Lanka to put in place effective and credible frameworks for the protection of victims and witnesses, for the provision of assistance to victims of sexual violence and to ensure their participation in the development of reparation efforts in Bosnia and Herzegovina, the Democratic Republic of the Congo, Guatemala, the Sudan (Darfur) and Tunisia.

Integrating human rights in development and in the economic sphere

- ▶ *Constitutions, laws and policies increasingly protect human rights, especially land and housing rights, with particular attention paid to non-discrimination and gender equality, in the context of development and the exploitation of natural resources (EA 1)*

The 2030 Agenda on Sustainable Development, which includes 17 Sustainable Development Goals (SDGs) and 169 related targets, is of vital importance as it will determine the direction of global and national policy for the next 15 years. The Agenda contains a collective promise to “leave no one behind,” to eliminate discrimination, reduce inequalities within and between countries and ensure that targets are met for all, with a special focus on those who are the furthest behind. The implementation of the Agenda will provide new avenues to mainstream all human rights into global and national development policies across the world. In 2016, OHCHR’s main focus was to develop a set of tools that will support the implementation of the Agenda in accordance with human rights norms, standards and principles. In addition, OHCHR and UN Women co-led a UN system-wide process to develop a framework to combat inequality and discrimination and support Member States in their efforts in this regard. The UN Chief Executive Board endorsed the framework in late 2016.

The adoption of the Paris Agreement of the United Nations Framework Convention on Climate Change (UNFCCC), in December 2015, marked the first time that a universal, binding climate agreement explicitly referenced human rights. This opened additional space and a demand for OHCHR’s work on human rights, climate change and the environment. This resulted in the Office’s participation in and organization of a number of related events, activities and negotiating processes. OHCHR’s advocacy contributed to the inclusion of human rights in, for instance, the decisions of the 22nd Conference of the Parties to the UNFCCC on capacity-building and the extension of the Lima Work Programme on Gender, the outcome of the global conference on climate and health and the System-Wide Framework of Strategies on the Environment.

The OHCHR Business Accountability and Remedy Project was completed with a report to the Human Rights Council which contains normative and practical guidance on how to enhance the effectiveness



The High Commissioner addresses the High-level segment of the General Assembly to commemorate the 30th anniversary of the United Nations Declaration on the Right to Development, September 2016. © UN Photo/Kim Haughton

of domestic legal systems in ensuring the accountability of perpetrators and remedies for victims in cases involving business-related human rights abuses. The Council welcomed OHCHR’s work in a consensus resolution and mandated follow-up work that will focus on the implementation of the guidance.

The 30th anniversary of the United Nations Declaration on the Right to Development was commemorated at several events. Relevant stakeholders at the highest levels reaffirmed and renewed their political commitment to the right to development. Commemorative events included a high-level segment of the General Assembly and a high-level human rights mainstreaming panel at the Human Rights Council. In combination with other activities, such as a video production and a social media campaign, these events raised the visibility of the Declaration and its renewed relevance in the contemporary global context.

- ▶ *Human rights are integrated into the formulation of and follow-up to the Post-2015 Development Agenda (EA 10)*

Several of the human rights indicators recommended by OHCHR were included on the list of SDGs indicators that will be considered for adoption at the next session of the United Nations Statistical Commission, in 2017. To a large extent, this is the result of the participation and engagement of OHCHR in the work of the international statistical community. In 2016, OHCHR reported on a global indicator for the first time, namely, the agreed upon SDG indicator on the compliance of national human rights institutions with the Paris Principles. OHCHR’s role in supporting the implementation of the 2030 Agenda on Sustainable Development in a manner that is consistent with human rights has been increasingly recognized. Furthermore, OHCHR’s advocacy for the application of a human rights-based approach to data disag-



The General Assembly marks the first anniversary of the adoption of the 2030 Agenda for Sustainable Development. © UN Photo/Cia Pak

gregation gained momentum and support among national and international statisticians, human rights mechanisms and civil society organizations. OHCHR presented information on applying a human rights-based approach to data at international gatherings of statisticians, including the Inter-Agency and Expert Group Meeting on SDG Indicators (Geneva, 17-18 November), the Global Forum of Gender Statistics (Helsinki, 24-25 October) and the International Meeting on Data Disaggregation organized by UNICEF and the United Nations Statistics Division (New York, 27-29 June). In terms of specific SDG indicators, OHCHR also began developing a methodology on indicators about violence against human rights defenders, conflict-related deaths and the prevalence of discrimination.

In the context of UN Habitat III, OHCHR contributed to the integration of a human rights perspective and

Habitat III Process

Urbanization is a transformative force that can have major positive or negative impacts on the fulfilment of human rights.

In the past years, OHCHR has been one of the rare international actors that has advocated for the recognition of the link between human rights and urbanization. This advocacy resulted in the recognition of human rights at the centre of the urbanization process, including the Habitat III Conference. At the UN level, the Chief Executives Board for Coordination recognized the importance of a new conception of urbanization, with mechanisms and procedures that promote, protect and respect human rights. OHCHR's voice was key to the inclusion of human rights issues and language in the Habitat III process and the outcome document of the Habitat III Conference entitled "The new urban agenda."

ensured that various issues were central elements of the New Urban Agenda, including the right to adequate housing, monitoring and accountability, and the protection of groups living in situations of vulnerability in cities, such as persons with disabilities, older persons, migrants (regardless of their legal status) and homeless persons.

- ▶ *Global, regional, and national actors increasingly integrate international human rights principles and standards, including the right to development, into their development, finance, trade and investment policies (EA 10)*

With regard to work that is connected with development financing institutions, OHCHR provided extensive inputs to the preparation of environmental and social safeguard policies of the World Bank, the Asian Infrastructure Investment Bank and the Dutch development bank, FMO, which helped to strengthen the human rights perspective of these policies.

- ▶ *Human rights standards and principles are integrated into UN development frameworks and the work of UN agencies, particularly on housing, water, sanitation and land (EA 11)*

OHCHR continued to lead inter-agency efforts to mainstream human rights into the work of the UN development system under the UNDG. OHCHR chaired the UNDG Human Rights Working Group and supported the organization of "Frontiers Dialogues" and a "Frontier Forum" to highlight contemporary human rights issues that the UN is facing. It also actively contributed to the work of other key working groups and processes. For example, OHCHR co-led the process to revise the guidance on United Nations Development Assistance Frameworks (UNDAF) and the guidance on the use of programming principles, including human rights and gender equality. OHCHR also actively participated in the revision of the Common Country Assessment guidance. In the context of the Leadership Working Group, OHCHR co-chaired a process to develop a UN Leadership Model, which was endorsed by the Chief Executive Board in late 2016.

Widening the democratic space

- ▶ *Increased participation of rights-holders, including women and discriminated groups, in public life at the national and local levels (EA 5)*

In November 2016, OHCHR organized the first Forum on Human Rights, Democracy and the Rule of Law, as established by the Human Rights Council. The theme of the Forum was "Widening the democratic space: participation of youth in public decision-making." Owing to the excellent turnout, with approximately 600 participants that included 80 States and a large number of youth representatives, the Forum provided an unprecedented opportunity within the context of the Human Rights Council to raise aware-

ness about youth rights, such as their right to participate in decision-making. Panellists and moderators discussed fundamental issues and made numerous recommendations on how to: promote a more conducive environment for youth participation; rejuvenate parliaments; encourage youth to participate in elections; use information and communication technologies and social media as forms of participation; and increase the role of youth in implementing SDGs. The co-chairs will present the outcome of the Forum, which will include a summary report of the discussions and recommendations, at the 34th session of the Human Rights Council, in 2017.

- ▶ *Civil society, in particular youth and women, increasingly advocate and claim their rights and protect themselves more effectively against reprisals (EA 5)*

Capacity-building activities undertaken by OHCHR Regional Gender Advisers helped to empower civil society actors to claim their rights. For instance, a workshop on sexual and reproductive health and rights, in Senegal, enabled civil society participants to identify concrete actions on which to engage with international human rights mechanisms. In Costa Rica, civil society actors provided inputs to the

framework of the National Policy on sexual and reproductive rights. In the context of the adoption of the African Union Human Rights Action and Implementation Plan (2017-2026), OHCHR supported civil society organizations to mobilize and ensure that their concerns on women's rights and gender issues were effectively reflected in the Plan.

OHCHR also worked with indigenous peoples to secure increased space and more effective tools to claim their rights, as guaranteed in the UN Declaration on the Rights of Indigenous Peoples. The OHCHR Indigenous Fellowship, offered in English, French, Russian and Spanish, brought together 29 indigenous advocates to learn new and concrete advocacy skills. At the same time, former fellows championed the rights of indigenous peoples on many fronts, including by leading indigenous advocacy in the negotiations for the Paris climate agreement, creating the first indigenous community television station in Nepal and chairing both the UN Permanent Forum on Indigenous Issues and the Expert Mechanism on the Rights of Indigenous Peoples. Through the Voluntary Fund for Indigenous Peoples, close to 100 indigenous representatives raised their concerns before the human rights treaty bodies,



The High Commissioner meets Ahmad Alhendawi, United Nations Secretary-General's Envoy on Youth, during the first Forum on Human Rights, Democracy and the Rule of Law, November 2016. © International Disability Alliance



One of the sessions of the 2016 Social Forum dedicated to the promotion of the human rights of persons with disabilities held in Geneva, October 2016. © International Disability Alliance

the Human Rights Council, the Permanent Forum on Indigenous Issues and the Expert Mechanism on the Rights of Indigenous Peoples. All beneficiaries of the Fund received training on how to engage these mechanisms in order to achieve concrete human rights progress on the ground. This engagement also resulted in a decision of the Human Rights Council, in September, to expand the mandate of the Expert Mechanism to include a stronger focus on country engagement and provided inputs to the General Assembly's ongoing work to find innovative ways to increase the participation of indigenous peoples in the work of the United Nations.

Moreover, OHCHR's Minority Fellowship helped to develop the capacity of 12 minority representatives to engage with the international human rights mechanisms. After their in-depth training in Geneva, fellows put their new skills to use in their own communities. OHCHR field presences offered practical follow-up trainings, including in Colombia, Kenya, the Republic of Moldova and Sri Lanka.

Early warning and protection of human rights in situations of conflict, violence and insecurity

- ▶ *Legal frameworks, public policies and institutions are in place and functioning to combat all forms of human exploitation, including trafficking and sexual and gender-based violence (EA 1)*

In the context of OHCHR's membership in the Inter-Agency Coordination Group against Trafficking in Persons, OHCHR contributed to the inclusion of a human rights-based approach in joint policy papers, such as one entitled "Pivoting toward the evidence: Building effective counter-trafficking responses using accumulated knowledge and a shared approach to monitoring, evaluation and learning."

- ▶ *Mechanisms and initiatives are adopted to increase human rights protection in contexts of conflict, violence and insecurity (EA 3)*

OHCHR advanced its work on providing guidance regarding economic, social and cultural rights in the context of conflict and early warning. In July, OHCHR submitted a thematic report on this issue to the Economic and Social Council, which presented an analytical framework with risk factors and indicators. OHCHR is now in the process of validating the analytical framework that was developed and is also focusing on specific countries to contribute to the Human Rights up Front Initiative and other conflict prevention mechanisms. With respect to indigenous peoples, OHCHR focused its country engagement on countries where there is a critical need for the UN to be particularly attentive to the rights of indigenous peoples from both a human rights and early warning perspective. A three-day round table was organized in the Democratic Republic of the Congo, in June, to enhance the knowledge of State actors and civil society on how to advance the human rights of indigenous peoples, including by preventing violence and insecurity related to land tenure and further integrating the rights of indigenous peoples into early warning strategies. In September, a briefing was organized at the Parliament to sensitize parliamentarians regarding the need for a specific law on indigenous Pygmies as a means to prevent ethnic tensions in the country. The legislation is pending adoption.

- ▶ *Increased responsiveness and integration of human rights concerns into the international community response to potential, emerging or existing situations of conflict, violence and insecurity (EA 10)*

OHCHR increased its engagement with the Department of Peacekeeping Operations (DPKO) to develop a more consistent and predictable approach to integrating human rights considerations into the selection process for troops and police that are to be deployed to peacekeeping operations. The approach agreed upon with DPKO will enable the UN to more effectively manage the deployment of uniformed personnel and contribute to ensuring the highest standards of integrity of those who serve in the organization, including by filling gaps in situations where the policy on Human Rights Screening of United Nations Personnel does not provide sufficient safeguards to prevent the deployment of persons alleged to have been involved in human rights violations.

In 2016, OHCHR finalized the internal guidance on the integration of a gender perspective in the work of commissions of inquiry (Cols) and fact-finding missions (FFMs) and organized capacity-building sessions for colleagues supporting investigations. Together with UN Women, the Office supported the deployment and work of gender advisers to the secretariats of Cols/FFMs. As a result of these and broader Office efforts, there has been an improvement in the gender analysis contained in OHCHR's

public reports and inputs, as well as in the consistent attention paid to cases and trends of sexual and gender-based violence.

- ▶ *Human rights are integrated into United Nations preparedness, response and recovery efforts of crises emanating from natural disasters, conflict and other situations of violence and insecurity (EA 11)*

In December 2015, on the occasion of Human Rights Day, the Secretary-General launched a mandatory online course for all UN staff members on the United Nations Human Rights Responsibilities. The course was developed in cooperation with OHCHR and in 2016, it was revised in light of initial feedback. There are now two versions of the course that are more specifically targeted to staff functions. As of November 2016, approximately 13,000 staff members had completed the course on the UN Secretariat's and UNICEF's learning platforms, seven UN entities had made the course available to their staff on their learning platforms and five more entities had committed to following suit.

Global Management Outputs

A gender perspective is effectively integrated into all OHCHR policies, programmes and relevant processes (GMO 3)

- ▶ In 2016, special emphasis was placed on strengthening the capacity of OHCHR staff and managers to integrate gender into their work by developing concrete tools and guidance, such as the internal guidance note on the integration of gender into commissions of inquiry and fact-finding missions; the handbook on gender integration in the work of the United Nations human rights mechanisms; the internal version of "Gender Equality, Human Rights and Me" that was made available on Inspira as part of the mandatory training package for OHCHR, as well as an external version for UN staff; and a dedicated chapter on gender integration in the online training for delegates of the Human Rights Council.
- ▶ Approximately 100 people were briefed on gender integration, including 60 delegates of the Human Rights Council, 20 new staff members of OHCHR, seven fellows of African descent and seven new mandate holders.
- ▶ A series of internal discussions and training sessions on unconscious bias and inclusive leadership were organized around the issue of gender and geographic diversity, leading to the creation of an Office-wide Task Force on Strengthening Diversity, which was tasked to come up with actionable recommendations for leadership.
- ▶ Approximately 40 female staff members benefited from knowledge and mentoring advice on women and leadership during an inter-agency workshop

that was co-organized by OHCHR, IOM and the UN Office at Geneva.

- ▶ At the UN system-wide level, OHCHR contributed to shaping UN frameworks and policies on gender integration, in line with the UN System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP), the UN's gender mainstreaming accountability framework.

Increased effectiveness in supporting human rights mechanisms (GMO 4)

- ▶ The Division provided substantive, secretariat and logistical support to a number of international human rights mechanisms, including the Intergovernmental Working Group on the Right to Development; the Expert Mechanism on the Rights of Indigenous Peoples; the mechanisms established to follow up on the Durban Declaration and Programme of Action; the Social Forum; and the recently created Forum on Human Rights, Democracy and the Rule of Law. RRDD also assisted open-ended intergovernmental working groups, such as the open-ended intergovernmental working group to consider the possibility of elaborating an international regulatory framework on the regulation, monitoring and oversight of the activities of private military and security companies; the open-ended intergovernmental working group on a United Nations declaration on the rights of peasants and other people working in rural areas; and the open-ended intergovernmental working group on transnational corporations and other business enterprises with respect to human rights.
- ▶ Of the 21 plenary panel discussions that took place during the 2016 sessions of the Human Rights Council, 17 were related to thematic human rights issues covered by RRDD. The Division provided conceptual, substantive and administrative support for the organization of panel discussions on various issues, including child rights, rights of persons with disabilities, climate change and the right to health, preventing violent extremism, women's rights and gender integration, the rights of indigenous peoples, incompatibility between democracy and racism and human rights and the HIV/AIDS epidemic. RRDD also prepared 45 reports to the Human Rights Council.
- ▶ OHCHR supported the review of the mandate of the Expert Mechanism on the Rights of Indigenous Peoples, as requested in the Outcome Document of the 2014 World Conference on Indigenous Peoples. The review was formally completed with the adoption of Human Rights Council resolution 33/25. RRDD played a key role as the organizer of the mandated expert workshop on the review, in April, and also supported the main co-sponsors of resolution 33/25 throughout the consultation process. As a result, the Expert Mechanism has a significantly

broader mandate, which includes an expansion to seven members and a greater scope for country-level engagement.

OHCHR staff has the necessary competencies and skills to effectively implement the OHCHR programme (GMO 6)

- ▶ The skills on human rights monitoring of 157 staff members improved through nine training courses, eight of which were conducted at the field level to ensure that the learned skills are more immediately applicable to the respective country realities.
- ▶ Staff capacity to use the Human Rights Case Database improved as a result of 33 remote briefings that were attended by 223 participants (45 per cent of whom were women). The online course on the use of the database, which was launched in November, ensured that all OHCHR staff are now equipped with the knowledge of how to use the tool, regardless of their location. Furthermore, the new module on profiling, which was finalized in October, will assist staff at the country level to document and analyze the profiles of individuals and units. This will in turn strengthen accountability and the prevention of human rights violations and enhance the implementation of the Human Rights Due Diligence Policy.
- ▶ The OHCHR Library maintains the Human Rights and Education and Training (HRET) database, which now contains updated information on 1,244 institutions and 338 active human rights training programmes. These training programmes are part of a global effort to increase knowledge about human rights. The Library's HRET collection increased by 137 items as a result of purchases or donations.
- ▶ A total of 36 new translations of the Universal Declaration of Human Rights (UDHR) were produced, bringing the number of translations available to more than 500. The translations are being used by a project of the UN's Department of Public Information to create a database of audio recordings of the UDHR translations.
- ▶ In 2016, more than 720,000 visits were registered on the OHCHR Library's online catalogue, representing a 60 per cent increase in the number of visits in 2015.