

UN HUMAN RIGHTS AT HEADQUARTERS

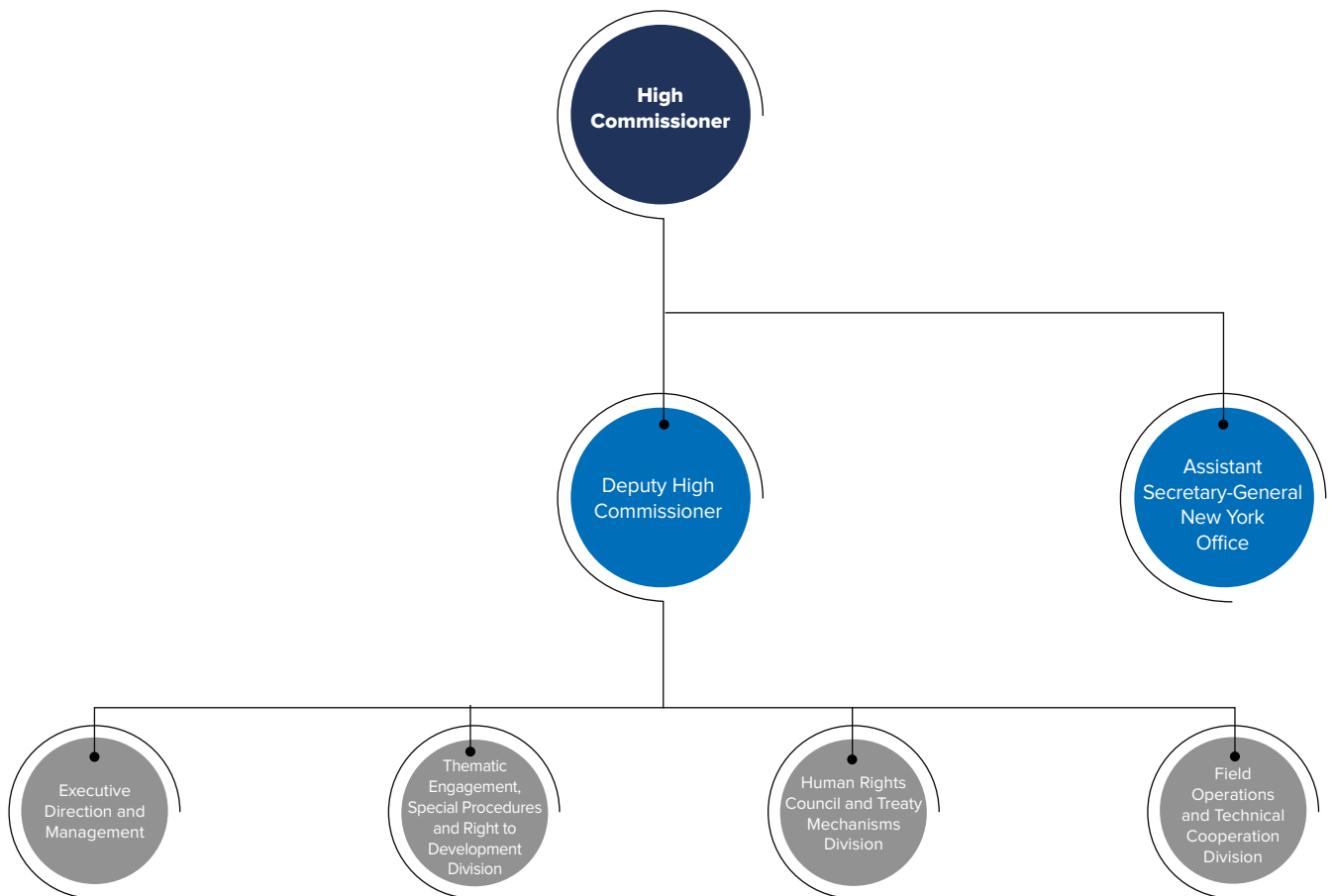


Palais Wilson, OHCHR Geneva headquarters. ©OHCHR

BACKGROUND

OHCHR headquarters is located in Geneva and it also maintains an office in New York. The Geneva-based headquarters consists of three substantive divisions and the Executive Direction

and Management, which handles management, planning, coordination and outreach functions. This chapter outlines their structure, functions and key achievements in 2019.



EXECUTIVE DIRECTION AND MANAGEMENT

The Executive Direction and Management directly supports the High Commissioner, the Deputy High Commissioner and the Assistant Secretary-General for Human Rights in their work and indirectly the entire Office. It is composed of the Executive Office, the New York Office, the External Outreach Service, the Policy, Planning, Monitoring and Evaluation Service, the Programme Support and Management Services and the Safety and Security Section.

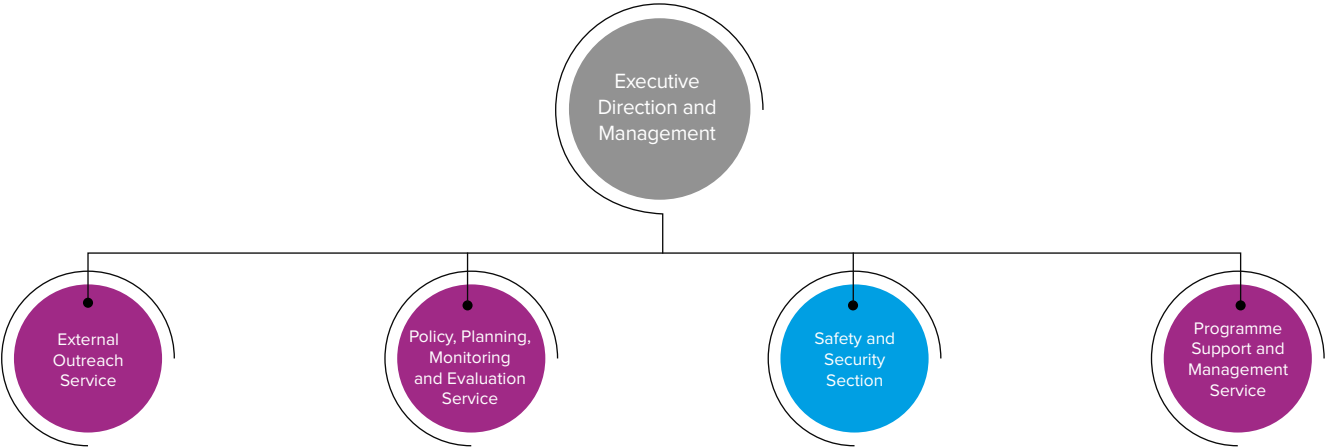
Reinforcing existing partnerships and building meaningful new ones was a key feature of the High Commissioner’s work in 2019. As the United Nations system’s principal advocate for the promotion and protection of human rights, the High Commissioner voiced concerns about global human rights issues through country missions, statements and briefings. The High Commissioner also worked towards strengthening the role of Member States as duty-bearers by proposing assistance that would enable States to build effective national human rights protection systems, including legal frameworks, institutions and practices, and promote respect for and enjoyment of human rights for all without discrimination.

The High Commissioner, the Deputy High Commissioner and the Assistant-Secretary-General for Human Rights engaged in dialogue with Members States, the Human Rights Council and the General Assembly, as well as with numerous other stakeholders. These efforts were guided by the OHCHR Management Plan (OMP), which provides the road map for the work of the organization until 2021.

Member States, civil society, human rights institutions, regional organizations and many other partners benefited from the High Commissioner’s leadership and advocacy role in addressing issues of mutual interest and concern. These same actors contributed to the High Commissioner’s analysis of activities that can bring about positive change.

Advocacy by the High Commissioner, the Deputy High Commissioner and the Assistant Secretary-General took the form of keynote speeches and participation at important events in 2019, such as Human Rights Day, the United Nations Climate Change Conference (COP25), and the Tech Festival.

On 6 December 2019, the Secretary-General announced the appointment of Nada Al-Nashif of Jordan as Deputy High Commissioner for Human Rights and of Ilze Brands Kehris of Latvia as Assistant Secretary-General for Human Rights and Head of the OHCHR New York Office.



Executive Office

The Executive Office (EO) supports the High Commissioner and the Deputy High Commissioner in their daily work, primarily in their interactions with partners. The EO assists them in relation to their strategic leadership and management activities, ensures coordination between divisions of the Office and the integration of the Office's priorities, including a gender perspective, into submitted inputs. The Executive Office is the principal focal point for overall coordination with the UN system and, in close collaboration with the New York Office, with the Executive Office of the Secretary-General. It also facilitates the efficient processing of internal and external communications and correspondence. The EO provides substantive guidance to all parts of OHCHR headquarters and field operations, including on key legal issues, notably arising in the preparation of meetings with partners, and speeches and reports of the Secretary-General or the High Commissioner to UN intergovernmental bodies.

The EO continued to act as the Office's coordination focal point for the implementation of the Human Rights Screening Policy, leading to a substantial increase in the workload during the reporting period. The EO also supported the Executive Office of the Secretary-General with the recruitment processes for the posts of Deputy High Commissioner and Assistant Secretary-General, following their advertisement during the second half of the year, and took steps to support the transition.

In 2019, the EO supported the High Commissioner's and the Deputy High Commissioner's missions to Australia, Cameroon, Canada, Costa Rica, Fiji, Islamic Republic of Iran, Malaysia,

Mexico, New Zealand, Senegal, Tunisia and Venezuela. In addition, the High Commissioner actively participated in COP25, which was held in Madrid, Spain, and the Deputy High Commissioner attended the Tech Festival in Copenhagen, Denmark.

The legal policy team in the Executive Office provided legal advice to the High Commissioner on current and emerging issues and identified areas where the High Commissioner's legal advocacy could be brought to bear. In 2019, the High Commissioner filed *amicus curiae* briefs before the European Court of Human Rights and the Constitutional Court of Ecuador on key issues of legal concern to her. The legal policy team and the UN Office of Legal Affairs (OLA) provided extensive advice on the operationalization of the Independent Investigative Mechanism for Myanmar, which was declared operational by the Secretary-General, in August. OLA and the EO maintained close cooperation throughout the reporting period, with a focus on accountability issues that arose in relation to requests from international, regional and national judicial mechanisms for judicial cooperation. The legal policy team in the EO also advised on the negotiation and conclusion of agreements with Member States - particularly for the formal establishment or renewal of OHCHR field presences in Colombia, Niger, Sudan and Uganda—as well as arrangements with regional mechanisms.

Following the 2018 launch of the internal "Light Up" challenge to promote innovation across the organization, in accordance with the OMP 2018-2021, the EO coordinated the establishment of an informal network of innovators called the "Light Up! Innovation Engine," in 2019. The EO provided coordination and

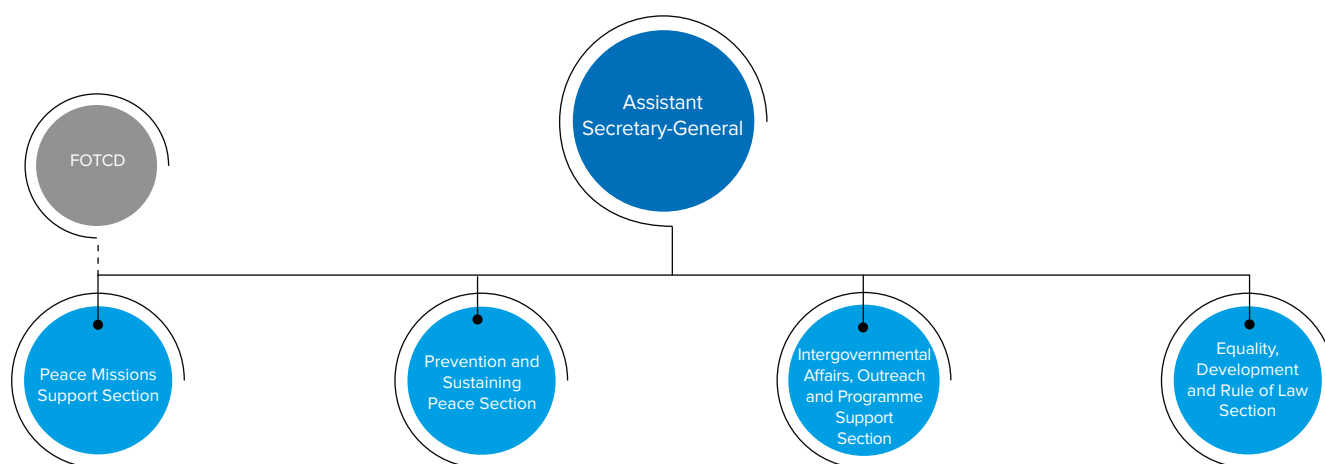
Secretariat services for its 25 members and ensured that the group participated in and contributed to UN and other key forums on innovation, including on follow-up to decisions issued by the Chief Executives Board for Coordination. As part of the "Light Up! Innovation Engine" initiative, two pilot projects on e-learning and data visualization were supported by interns from the University of Geneva's Innovation Hub, which is in charge of the Master's Programme in Innovation, Human Development and Sustainability. The EO provided direction and coordination for the implementation of the nine Organizational Effectiveness Action Plans (OEAPs) across the Office with a special emphasis on the participation of field presences. The EO played a leading role in accelerating the delivery of OEAPs.

New York Office

OHCHR's New York Office (NYO) is headed by the Assistant Secretary-General for Human Rights. The principal objective of the NYO is to integrate human rights norms and standards into policies, discussions and decisions made in intergovernmental, inter-departmental and inter-agency bodies at UN Headquarters in New York, including by engaging with Member States, intergovernmental bodies, UN system entities, civil society organizations, academic institutions and the media. Under the leadership of the Assistant Secretary-General for Human Rights, the NYO is responsible for the reprisals mandate, which seeks to strengthen the UN's response to intimidation and reprisals against those cooperating with the UN on human rights matters.

The NYO is composed of four substantive sections, namely, the Intergovernmental Affairs, Outreach and Programme Support Section, the Equality, Development and Rule of Law Section, the Prevention and Sustaining Peace Section and the Peace Missions Support Section.

- The **Intergovernmental Affairs, Outreach and Programme Support Section** leads engagement with the General Assembly and other intergovernmental bodies, media correspondents, civil society organizations and academic institutions in New York.
- The **Equality, Development and Rule of Law Section** covers all special groups and issues relating to equality and non-discrimination, rule of law, counter-terrorism, justice, reprisals as well as human rights and development issues.
- The **Prevention and Sustaining Peace Section** works to mainstream human rights into wider UN efforts to prevent conflict and crisis and promote sustainable peace; and
- The **Peace Missions Support Section** works to support the integration of human rights into UN peace operations through support for planning and the operations of human rights components of peace missions. It has a dual reporting line to FOTCD at headquarters.



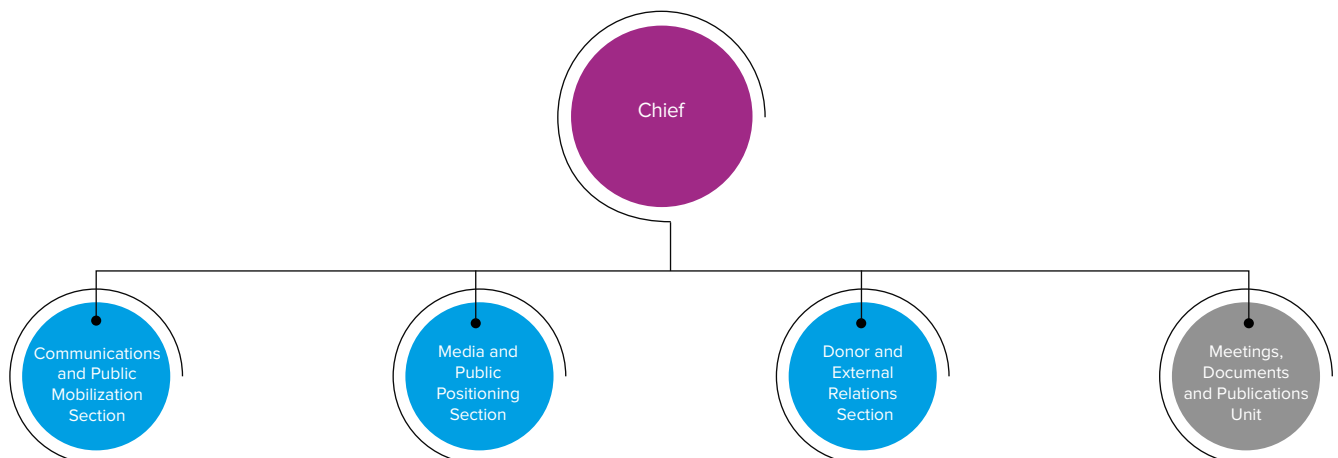
External Outreach Service

The External Outreach Service (EOS) leads OHCHR's external outreach efforts and works to create synergies between the different external relations sections to maximize the impact of their work. The External Outreach Service is composed of four sections, namely, the Communications and Public Mobilization Section, the Donor and External Relations Section, the Media and Public Positioning Section and the Meetings, Documents and Publications Unit.

- The **Communications and Public Mobilization Section** focuses on the branding of the Office and develops and implements outreach strategies for the Office's engagement with new audiences. The Section works closely with the High Commissioner and the Office to draw attention to critical human rights situations, advocate for the practical implementation of human rights standards and inform rights-holders about their rights. The Section's main functions include the development and distribution of public information campaigns, the production of print, audiovisual and online outreach materials, engagement with the public through social media and the provision of support to the Office regarding relevant communications. The Section coordinates with the United Nations Department of Global Communications to mainstream human rights and strengthen coherence for increased visibility.

- The **Donor and External Relations Section** has primary responsibility for mobilizing financial resources to enable OHCHR to implement its programme of work, as outlined in the OMP 2018-2021. It does so by building robust relationships with existing donors and exploring funding opportunities with potential donors. The Section mobilizes funds, negotiates and manages a large number of contribution agreements and organizes and services numerous meetings, briefings and consultations with donors. In addition, it serves as an entry point for Member States and others seeking general information on OHCHR's current work, future priorities and funding needs.

- The **Media and Public Positioning Section** focuses on engagement with the media and promotes the messaging of the High Commissioner and the Office through speeches, news releases, press briefings and other media products and activities. In 2019, the Section managed the media launch of a number of major reports and key missions undertaken by the High Commissioner.



• The **Meetings, Documents and Publications Unit** is responsible for coordinating OHCHR's annual programme of around 220 meetings and for planning, coordinating, verifying and submitting all OHCHR official documents for processing. It provides advice on documentation and meetings management. The Unit is responsible for the OHCHR Publications Programme and serves as Secretariat to the Office's publications oversight body, the OHCHR Publications Committee, for which it provides publishing policy advice and operational support. The Unit develops policies for the planning, quality assurance, distribution and impact assessment of OHCHR publications. It oversees the production of OHCHR publications in print and electronic formats and in all official UN languages, and disseminates thousands of print materials to varied target audiences worldwide.

Policy, Planning, Monitoring and Evaluation Service

The Policy, Planning, Monitoring and Evaluation Service (PPMES) takes the lead in translating the High Commissioner's strategic vision into concrete priorities and operational programmes that focus on the achievement of results. The Service works to instil a culture of results-based planning, programming and budgeting across OHCHR. It ensures that programme implementation and results are effectively monitored, including programme risks, and evaluated and that lessons learned and good practices are incorporated into programme design and implementation. Through ongoing analysis of OHCHR's organizational environment, PPMES helps to identify substantive or managerial gaps in OHCHR's policies and results-based programming and proposes remedial actions.

In 2019, PPMES prepared the first annual programme plan in line with the Secretary-General's ongoing management reform of the UN Secretariat. It also provided programmatic guidance to OHCHR programming entities with regard to the roll-out of the UN Sustainable Development Cooperation Frameworks (UNSDCFs) in the context of the UN Development System reform at the country level.

Programme Support and Management Services

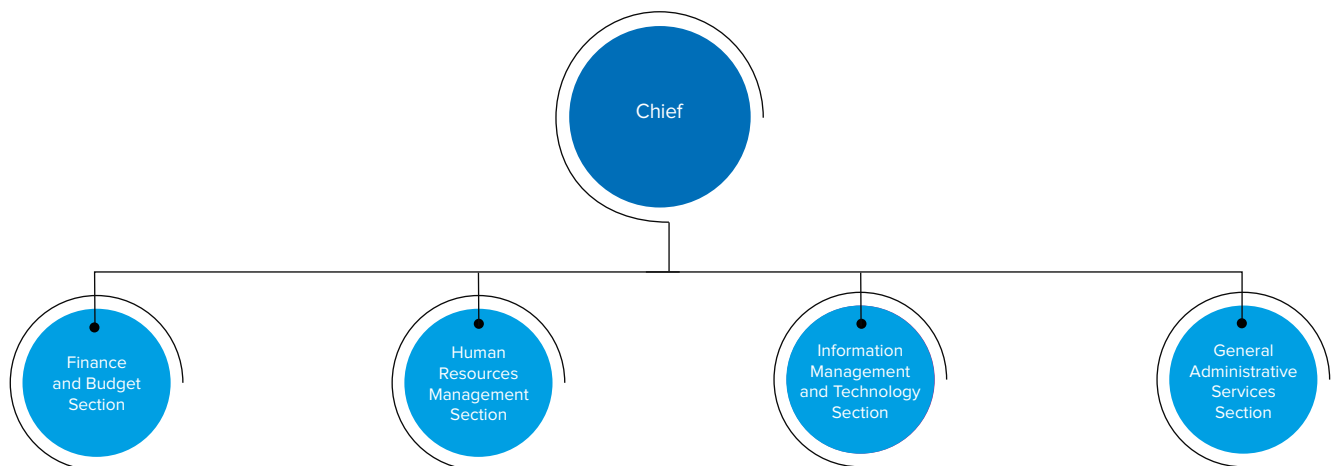
The Programme Support and Management Services (PSMS) provide administrative support within the Office, including budget and financial management, recruitment and human resources management, procurement, asset management and general logistical support, travel services, information technology and staff development. The PSMS consist of the Finance and Budget Section, the General Administrative Services Section, the Human Resources Management Section and the Information Management and Technology Section.

Within the context of the Secretary-General's overall management reform, full decision-making authority in the areas of finance and budget, human resources, procurement and property management, was delegated to all Heads of Entities from 1 January 2019. In this context, a phased approach to implementing the delegations of authority in all administrative areas continued in 2019, with the objective of exercising full delegation by OHCHR in all areas in 2020. OHCHR also pursued the phased roll-out of Umoja to field presences in 2019, with successful implementations taking place in Cambodia, the Democratic Republic of the Congo, Ethiopia and Uganda.

A number of health, well-being, fairness and equality strategies were launched in 2019. Measures included two reviews of the conditions of service for national and general service staff in field presences and headquarters locations; the development of a mental health and well-being action plan; the implementation of 360-degree feedback review for all managers and supervisors; and the issuance of internal protocols on prohibited conduct in the workplace.

Safety and Security Section

The Safety and Security Section coordinates security operations in accordance with the established UN security risk management practices and in close coordination with the United Nations Department of Safety and Security. The Section is an integral part of the OHCHR mechanism to support activities mandated by the Human Rights Council (HRC), such as fact-finding missions and commissions of inquiry.

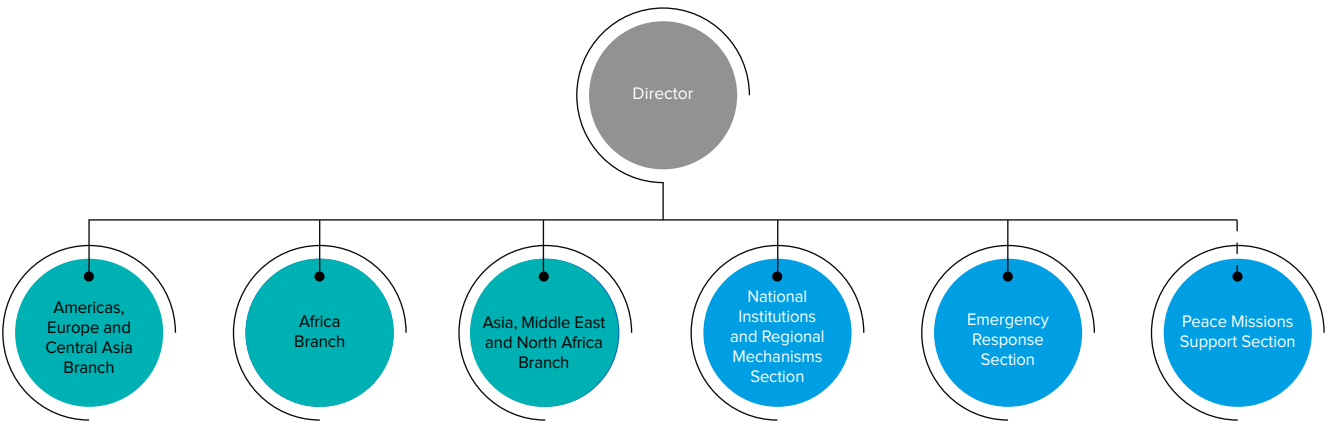


The Section participates in system-wide UN security policymaking forums to ensure that human rights are mainstreamed into staff security policies and that procedures are applicable to all UN agencies, funds and programmes. At the operational level, the Section conducts security risk assessments, provides technical supervision and assistance on policies, procedures and minimum operating security standards for all staff, field presences and activities and manages the global security clearance and travel advisory service. It also provides support to the human rights mechanisms during country visits and missions.

FIELD OPERATIONS AND TECHNICAL COOPERATION DIVISION

The Field Operations and Technical Cooperation Division (FOTCD) is composed of the Office of the Director and three geographic branches, which in turn are divided into five sections, namely, Africa I (East and Southern Africa), Africa II (West and Central Africa), Asia-Pacific, the Middle East and North Africa, the Americas, and Europe and Central Asia. It also includes three specialized support sections, namely, the National Institutions and Regional Mechanisms Section, the Emergency Response Section and the Peace Missions Support Section. These geographic branches and sections are responsible for the day-to-day work of OHCHR in the field, such as following human rights developments at the national and regional levels, interacting with governments, national human rights institutions (NHRIs), civil society actors and the UN system, and engaging with the international human rights mechanisms.

FOTCD is based at OHCHR headquarters in Geneva and the Peace Missions Support Section is located in the New York Office. FOTCD provides substantive, programmatic, budgetary and human resource support and strategic oversight to all OHCHR field presences.



The Division is responsible for providing direction, management and support to the work and engagement of OHCHR in the field at national, regional and international levels. This is achieved through 84 human rights presences in the field undertaking monitoring, analysis and reporting on human rights developments, early warning and prevention activities, providing advisory services and technical cooperation, deploying human rights capacity to the Resident Coordinators and Country Teams under the UNSDG Framework and by managing the deployment of monitoring, fact-finding and emergency response missions. In addition, OHCHR contributes to broader United Nations efforts on human rights, peace and security and development (the three United Nations pillars), including through the integration of human rights across and within all pillars.

FOTCD is responsible for the implementation of the High Commissioner's mandate and supports the implementation of the specific mandates of the HRC and General Assembly in relation to public reporting on human rights issues in countries and disputed territories. This includes 12 special procedures country mandates of the HRC and the establishment of and support to international commissions of inquiry, fact-finding missions and investigations mandated by the Council. In cooperation with other parts of OHCHR, FOTCD contributes to strengthening the understanding of national authorities and civil society actors about international human rights standards and their capacities to translate these standards into national-level legislation, regulations and policies. The ultimate objective of this work is to ensure that duty-bearers are better equipped to address chronic and emerging human rights issues and that rights-holders are better protected and

empowered. FOTCD fulfils its consultation and cooperation role with national, regional and international partners, including government actors, NHRIs, civil society, regional organizations and the United Nations system.

The **Emergency Response Section** coordinates OHCHR's engagement in and effective response to ongoing or emerging crises and ensures, from a prevention perspective, that potential emergency situations are addressed through the deployment of fact-finding, monitoring or emergency response missions, the provision of early warning and information management and the integration of human rights into humanitarian action. This includes the deployment of human rights teams in the context of complex emergencies or natural disasters or for the purpose of preventive advocacy and action, including participation in multidisciplinary UN teams under the Secretary-General's Human Rights up Front (HRuF) Action Plan. The Section is also responsible for the operationalization of activities mandated by United Nations intergovernmental bodies (mainly the Human Rights Council), such as the establishment of and support to commissions of inquiry and fact-finding missions. Moreover, the Section leads the provision of early warning information management and analyses to various UN processes, including the United Nations Operations and Crisis Centre and the Inter-Agency Standing Committee on Early Warning, Early Action and Readiness.

The **Peace Missions Support Section**, located in the New York Office, provides strategic and operational support and guidance to the human rights components of United Nations peacekeeping and special political missions and supports the implementation of Security

Council mandates for United Nations peace operations, in close coordination with the FOTCD geographic Branches. The Peace Missions Support Section ensures that the UN peace and security agenda integrates human rights into activities undertaken at political, strategic and operational levels.

The **National Institutions and Regional Mechanisms Section** provides advice and support to the establishment and strengthening of NHRIs, in compliance with the Paris Principles, and serves as the Secretariat for the Global Alliance of National Human Rights Institutions (GANHRI). The Section is focused on strengthening cooperation and engagement between the regional human rights mechanisms and the international human rights mechanisms.

The Division also administers the Voluntary Fund for Technical Cooperation in the Field of Human Rights and acts as Secretariat of its Board of Trustees.

THEMATIC ENGAGEMENT, SPECIAL PROCEDURES AND RIGHT TO DEVELOPMENT DIVISION

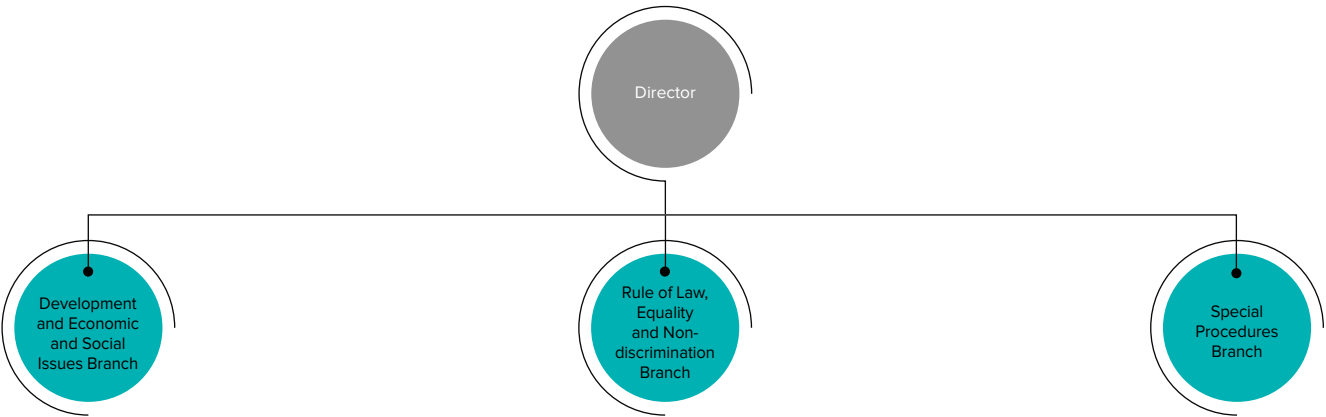
The Thematic Engagement, Special Procedures and Right to Development Division (TESPRDD) is composed of the Office of the Director, the Development and Economic and Social Issues Branch, the Rule of Law, Equality and Non-discrimination Branch and the Special Procedures Branch.

The Division's main functions include:

- Supporting the High Commissioner's global leadership role in advocacy on thematic human rights issues in terms of research, advice, advocacy and capacity-development.
- Developing methodologies and policies relating to human rights work, namely translating international human rights law and principles into practical methods, approaches, standards, procedures and tools for the human rights work that is carried out by OHCHR and other UN, international and national actors.
- Promoting the integration of human rights into the policy, management and operational work of the UN in order to strengthen its normative and operational linkages. This is primarily undertaken through OHCHR's work with the UNSDG, in connection with the HRuF Action Plan, through participation in inter-agency groups, during meetings

and through bilateral cooperation with UN agencies, programmes and UN Country Teams (UNCTs). The 2030 Agenda for Sustainable Development and the Addis Ababa Action Agenda provide the framework for this work.

- Contributing to increased knowledge and understanding of human rights through education and training, the development of materials, policies, methodologies and programmes and the provision of training, advice and coordination under the Plan of Action for the Third Phase (2015-2019) of the World Programme for Human Rights Education.
- Supporting the international human rights mechanisms, in particular the special procedures, and providing substantive input and organizational assistance to the HRC.
- Taking the lead with respect to ensuring that a gender perspective is effectively integrated into all OHCHR policies, programmes and processes and contributing to enhanced staff skills in this regard.



The work of the **Development and Economic and Social Issues Branch** and the **Rule of Law, Equality and Non-discrimination Branch** includes conducting thematic research and contributing to policy development and the mainstreaming of human rights across the work of the United Nations; producing tools and learning packages and providing expertise on human rights themes to many stakeholders, as mandated by the HRC, the General Assembly, the Economic and Social Council and as specified in internationally agreed development goals; and leading efforts to advance the right to development in accordance with the High Commissioner's mandate 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. The two branches also undertake human rights research and advocacy work and contribute to national-level implementation through the provision of advisory services, legal and policy reviews and capacity-development, which is often undertaken by OHCHR field presences.

The **Special Procedures Branch** supports the special procedures system and its thematic mandates. In 2019, the system was composed of 56 mandates (44 thematic and 12 country mandates) with 80 mandate holders. Special procedures contribute to the development of international human rights law; undertake thematic studies; conduct country visits; send communications to States and other actors regarding human rights cases and issues; provide advisory services; and engage in awareness-raising activities. SPB supports these mandates in the abovementioned functional areas; on policy issues; and in adopting efficiency measures through streamlining work processes and strengthening the special procedures system. This is primarily achieved through cooperation between human rights systems at the international, regional and national level and the UN system and other stakeholders. SPB assisted the Coordination Committee of special procedures mandate holders throughout the year and supported the engagement of special procedures with regional mechanisms, such as the African Commission on Human and Peoples' Rights and Inter-American Commission on Human Rights.

Special Procedures Mandate Holders (as at 31 December 2019)

MANDATE	ESTABLISHED	MANDATE HOLDER
Country-specific mandates		
Special Rapporteur on the situation of human rights in Belarus	2012	Ms. Anais Marin (France) since October 2018
Special Rapporteur on the situation of human rights in Cambodia	1993	Ms. Rhona Smith (United Kingdom) since May 2015
Independent Expert on the situation of human rights in the Central African Republic	2013	Ms. Marie-Therese Keita Bocoum (Côte d'Ivoire) until October 2019 and Mr. Yao Agbetse (Togo) since November 2019
Special Rapporteur on the situation of human rights in the Democratic People's Republic of Korea	2004	Mr. Tomás Ojea Quintana (Argentina) since August 2016
Special Rapporteur on the situation of human rights in Eritrea	2012	Ms. Daniela Kravetz (Chile) since November 2018
Special Rapporteur on the situation of human rights in the Islamic Republic of Iran	2011	Mr. Javaid Rehman (Pakistan) since June 2018
Independent Expert on the situation of human rights in Mali	2013	Mr. Alioune Tine (Senegal) since May 2018
Special Rapporteur on the situation of human rights in Myanmar	1992	Ms. Yanghee Lee (Republic of Korea) since June 2014
Special Rapporteur on the situation of human rights in the Palestinian territory occupied since 1967	1993	Mr. Michael Lynk (Canada) since May 2016
Independent Expert on the situation of human rights in Somalia	1993	Mr. Bahame Tom Mukirya Nyanduga (United Republic of Tanzania) since June 2014
Independent Expert on the situation of human rights in the Sudan	2005 (SR) 2009 (IE)	Mr. Aristide Nononsi (Benin) since December 2014
Special Rapporteur on the situation of human rights in the Syrian Arab Republic	2011	Mr. Paulo Sérgio Pinheiro (Brazil) will start once the mandate of the Commission of inquiry ends

Thematic mandates

Working Group of experts on people of African descent	2002	<p>Mr. Ahmed Reid (Jamaica) since November 2015</p> <p>Mr. Michal Balcerzak (Poland) since December 2014</p> <p>Mr. Ricardo III Sunga (the Philippines) since December 2014</p> <p>Ms. Dominique Day (United States of America) since November 2018</p> <p>Mr. Sabelo Gumedze (South Africa) since August 2014</p>
Independent Expert on the enjoyment of human rights by persons with albinism	2015	<p>Ms. Ikponwosa Ero (Nigeria) since August 2015</p> <p>Mr. Sètondji Roland Jean-Baptiste Adjovi (Benin) since June 2014</p> <p>Mr. Seong-Phil Hong (Republic of Korea) since August 2014</p> <p>Ms. Elina Steinerte (Latvia) since November 2016</p> <p>Ms. Leigh Toomey (Australia) since August 2015</p> <p>Mr. José Guevara (Mexico) since June 2014</p>
Working Group on Arbitrary Detention	1991	<p>Ms. Karima Bennouna (USA) since November 2015</p> <p>Mr. Saad Alfarargi (Egypt) since March 2017</p> <p>Mr. Livingstone Sewanyana (Uganda) since May 2018</p> <p>Ms. Elizabeth Broderick (Australia) since November 2017</p> <p>Ms. Melissa Upreti (Nepal) since November 2017</p> <p>Ms. Meskerem Techane (Ethiopia) since November 2017</p> <p>Ms. Ivana Radacic (Croatia) since November 2017</p> <p>Ms. Alda Facio (Costa Rica) since June 2014</p>
Special Rapporteur in the field of cultural rights	2009	Ms. Catalina Devandas Aguilar (Costa Rica) since December 2014
Special Rapporteur on the right to development	2016	Mr. Henrikas Mickevicius (Lithuania) since September 2015
Independent expert on the promotion of a democratic and equitable international order	2011	Mr. Bernard Duhaime (Canada) since December 2014
Working Group on discrimination against women and girls	2010	Mr. Luciano Hazan (Argentina) since May 2017
Special Rapporteur on the rights of persons with disabilities	2014	Mr. Tae-Ung Baik (Republic of Korea) since August 2015
Working Group on enforced or involuntary disappearances	1980	Ms. Houria Es Slami (Morocco) since June 2014
Special Rapporteur on the right to education	1998	Ms. Boly Barry Koumbou (Burkina Faso) since August 2016
Special Rapporteur on the issue of human rights obligations relating to the enjoyment of a safe, clean, healthy and sustainable environment	2012	Mr. David R. Boyd (Canada) since August 2018

Special Rapporteur on extreme poverty and human rights	1998	Mr. Philip Alston (Australia) since June 2014
Special Rapporteur on the right to food	2000	Ms. Hilal Elver (Turkey) since June 2014
Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression	1993	Mr. David Kaye (USA) since August 2014
Special Rapporteur on the rights to freedom of peaceful assembly and of association	2010	Mr. Nyaletsossi Clément Voule (Togo) since May 2018
Special Rapporteur on freedom of religion or belief	1986	Mr. Ahmed Shaheed (Maldives) since November 2016
Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health	2002	Mr. Dainius Pūras (Lithuania) since August 2014
Special Rapporteur on adequate housing as a component of the right to an adequate standard of living	2000	Ms. Leilani Farha (Canada) since June 2014
Special Rapporteur on the situation of human rights defenders	2000	Mr. Michel Forst (France) since June 2014
Special Rapporteur on the independence of judges and lawyers	1994	Mr. Diego García-Sayán (Peru) since December 2016
Special Rapporteur on the rights of indigenous peoples	2001	Ms. Victoria Lucia Tauli-Corpuz (Philippines) since June 2014
Special Rapporteur on the human rights of internally displaced persons	2004	Ms. Cecilia Jimenez-Damary (Philippines) since November 2016
Special Rapporteur on the elimination of discrimination against persons affected by leprosy and their family members	2017	Ms. Alice Cruz (Portugal) since November 2017
Working Group on the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination	2005	Mr. Chris Kwaja (Nigeria) since May 2018
		Mr. Saeed Mokbil (Yemen) since June 2014
		Ms. Lillian Bobea (Dominican Republic) since May 2018
		Ms. Jelena Aparac (Croatia) since May 2018
Special Rapporteur on the human rights of migrants	1999	Mr. Sorcha Macleod (United Kingdom) since August 2018
Special Rapporteur on minority issues	2005	Mr. Felipe González Morales (Chile) since August 2017
Independent Expert on the enjoyment of all human rights by older persons	2013	Mr. Fernand De Varennes (Canada) since August 2017
Special Rapporteur on the right to privacy	2015	Ms. Rosa Kornfeld-Matte (Chile) since June 2014
Special Rapporteur on contemporary forms of racism , racial discrimination, xenophobia and related intolerance	1993	Mr. Joseph Cannataci (Malta) since July 2015
Special Rapporteur on the sale and sexual exploitation of children , including child prostitution, child pornography and other child sexual abuse material	1990	Ms. E. Tendayi Achiume (Zambia) since November 2017
		Ms. Maud De Boer-Buquicchio (The Netherlands) since June 2014

Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity	2016	Mr. Victor Madrigal-Borloz (Costa Rica) since January 2018
Special Rapporteur on contemporary forms of slavery , including its causes and its consequences	2007	Ms. Urmila Bhoola (South Africa) since June 2014
Independent Expert on human rights and international solidarity	2005	Mr. Obiora C. Okafor (Nigeria) since August 2017
Special Rapporteur on extrajudicial, summary or arbitrary executions	1982	Ms. Agnès Callamard (France) since August 2016
Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism	2005	Ms. Fionnuala Ni Aoláin (Ireland) since August 2017
Special Rapporteur on torture and other cruel, inhuman or degrading treatment or punishment	1985	Mr. Nils Melzer (Switzerland) since November 2016
Special Rapporteur on the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes	1995	Mr. Baskut Tuncak (Turkey) since June 2014
Special Rapporteur on trafficking in persons , especially women and children	2004	Ms. Maria Grazia Giammarinaro (Italy) since August 2014
Working Group on the issue of human rights and transnational corporations and other business enterprises	2011	Mr. Surya Deva (India) since May 2016
		Mr. Githu Muigai (Kenya) since August 2018
		Mr. Elzbieta Karska (Poland) since August 2018
		Mr. Dante Pesce (Chile) since May 2015
Special Rapporteur on the promotion of truth, justice, reparation and guarantees of non-recurrence	2011	Ms. Anita Ramasastry (USA) since August 2016
Special Rapporteur on the negative impact of unilateral coercive measures on the enjoyment of human rights	2014	Mr. Fabián Salvioli (Argentina) since May 2018
Special Rapporteur on violence against women , its causes and consequences	1994	Mr. Idriss Jazairy (Algeria) since May 2015
Independent Expert on the effects of foreign debt and other related international financial obligations of States on the full enjoyment of all human rights, particularly economic, social and cultural rights	2000	Ms. Dubravka Šimonovic (Croatia) since August 2015
Special Rapporteur on the human rights to safe drinking water and sanitation	2008	Mr. Juan Bohoslavsky (Argentina) since June 2014
		Mr. Léo Heller (Brazil) since December 2014

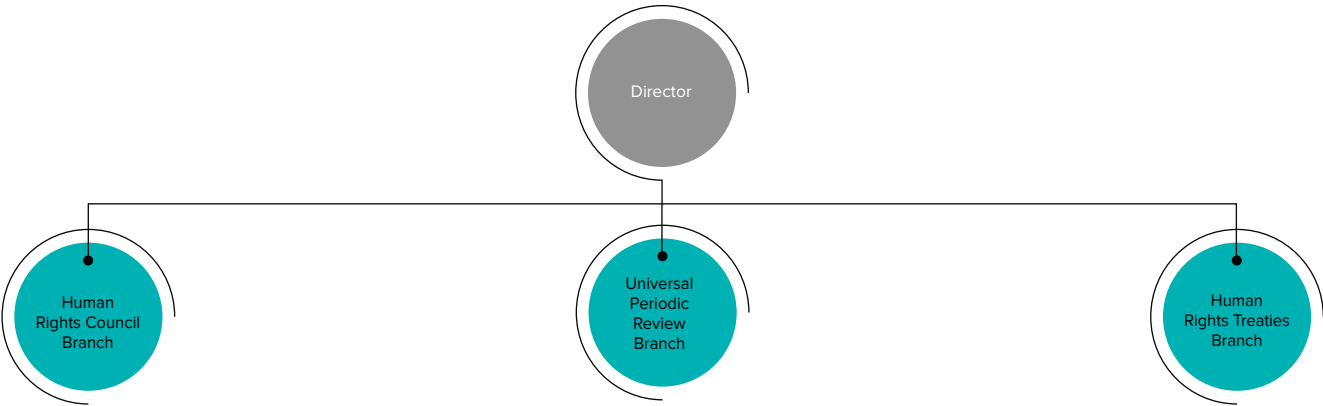
**HUMAN RIGHTS COUNCIL AND
TREATY MECHANISMS DIVISION**

The Human Rights Council and Treaty Mechanisms Division (CTMD) consists of the Office of the Director, the Human Rights Council Branch, the Human Rights Treaties Branch (HRTB) and the Universal Periodic Review Branch (UPRB).

The Division has a core mandate to support the Human Rights Council and its subsidiary mechanisms, the Universal Periodic Review (UPR) and the human rights treaty bodies. The Division is well placed within OHCHR to take a leading role in ensuring that the significant normative value of the mechanisms is matched by committed follow-up to the implementation of their recommendations.

The **Human Rights Council Branch** supports the Human Rights Council, an intergovernmental body composed of 47 Member States that are elected by the General Assembly for a three-year period. The Council is responsible for strengthening the promotion and protection of human rights around the globe. It was established by and is a subsidiary body of the General Assembly.

In 2019, the Council discussed a wide range of issues at its three regular sessions and intersessional meetings, including during panel discussions on various topics, such as the question of the death penalty, the rights of the child, the rights of persons with disabilities, the mitigation and countering of rising nationalist populism and extreme supremacist ideologies, the rights of older persons and the impact of climate change on women’s rights and the rights of indigenous peoples. In 2019, the Council adopted a total of 136 resolutions, decisions and President’s Statements.



The **Universal Period Review Branch** supports the Human Rights Council's UPR process. The third UPR cycle provided OHCHR with an opportunity to strengthen engagement with all Member States on the implementation of and follow-up to the recommendations issued by the international human rights mechanisms, particularly those of the UPR. The third UPR cycle provided an important basis for Member States to achieve greater results in the implementation of the Sustainable Development Goals and human rights protection at the country level through the creation of National Mechanisms for Reporting and Follow-up and comprehensive national human rights action plans or implementation plans, as recommended in the Secretary-General's report A/72/351 and HRC resolution 36/29. In 2019, OHCHR provided Secretariat support to the thirty-second, thirty-third and thirty-fourth Working Group sessions and the UPR segments of the fortieth, forty-first and forty-second plenary sessions. The Office prepared 168 documents and published 42 national reports and 39 addendum reports. Strong cooperation from stakeholders was evidenced through 1,381 written contributions and 306 interventions that were made during the adoption of the UPR outcomes at the HRC plenary sessions.

The **Human Rights Treaties Branch** supports the ten human rights treaty bodies, which are independent committees that were established under the nine international human rights treaties and their optional protocols. They are composed of experts serving pro bono in their personal capacity who are elected by States Parties⁷. The treaty bodies monitor the implementation of human rights treaties through the examination of reports that are periodically submitted by States Parties to each treaty. All international human rights treaties are supplemented by optional protocols or contain optional provisions that empower the committees to examine individual complaints, inter-State communications and conduct inquiries on allegations of human rights violations. Treaty bodies collaborate with a wide range of stakeholders, including Member States, civil society organizations and NHRIs.

⁷ In the case of the Committee on Economic, Social and Cultural Rights, members are elected for a term of four years by ECOSOC Member States.

Human Rights Council – Outcomes of sessions held in 2019

40TH SESSION (25 FEBRUARY – 22 MARCH 2019)

The Council adopted resolutions, decisions and President's Statements on: The right to food; the effects of foreign debt and other related international financial obligations of States on the full enjoyment of all human rights, particularly economic, social and cultural rights; promotion of the enjoyment of the cultural rights of everyone and respect for cultural diversity; negative impact of the non-repatriation of funds of illicit origin to the countries of origin on the enjoyment of human rights and the importance of improving international cooperation; the question of the realization in all countries of economic, social and cultural rights; human rights, democracy and the rule of law; thirtieth anniversary of the Convention on the Rights of the Child; rights of the child: empowering children with disabilities for the enjoyment of their human rights, including through inclusive education; freedom of religion or belief; recognizing the contribution of environmental human rights defenders to the enjoyment of human rights, environmental protection and sustainable development; question of the realization in all countries of economic, social and cultural rights, equality and non-discrimination of persons with disabilities and the right of persons with disabilities to justice; combating intolerance, negative stereotyping and stigmatization of, and discrimination, incitement to violence and violence against, persons based on religion or belief; mandate of the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism; promoting reconciliation, accountability and human rights in Sri Lanka; promotion and protection of human rights in Nicaragua; the situation of human rights in the Democratic People's Republic of Korea; the situation of human rights in Myanmar; the situation of human rights in the Islamic Republic of Iran; the situation of human rights in South Sudan; the situation of human rights in the Syrian Arab Republic, human rights in the occupied Syrian Golan; the right of the Palestinian

people to self-determination; the State of Palestine, including East Jerusalem; Israeli settlements in the State of Palestine, including East Jerusalem and in the occupied Syrian Golan; ensuring accountability and justice for all violations of international law in the State of Palestine, including East Jerusalem; technical assistance to Libya and Mali in the field of human rights and cooperation with Georgia; outcomes of the Universal Periodic Review: Belize, the Central African Republic, Chad, China, the Republic of the Congo, Jordan, Malaysia, Malta, Mauritius, Mexico, Monaco, Nigeria, Saudi Arabia and Senegal.

41ST SESSION (24 JUNE – 12 JULY 2019)

The Council adopted resolutions, decisions and President's Statements on: Elimination of all forms of discrimination against women and girls; consequences of child, early and forced marriage; accelerating efforts to eliminate all forms of violence against women and girls: preventing and responding to violence against women and girls in the world of work; youth and human rights; mandate of the Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity; the right to education: follow-up to Human Rights Council resolution 8/4; the human rights of migrants; the negative impact of corruption on the enjoyment of human rights; human rights and international solidarity; access to medicines and vaccines in the context of the right of everyone to the enjoyment of the highest attainable standard of physical and mental health; enhancement of international cooperation in the field of human rights; the contribution of development to the enjoyment of all human rights; new and emerging digital technologies and human rights; the rights to freedom of peaceful assembly and of association; impact of arms transfers on human rights; equal pay; human rights and climate change; mandate of the Special Rapporteur on the human rights of internally

displaced persons; Social Forum; promotion and protection of human rights in the Philippines; the situation of human rights in Belarus; the situation of human rights in Eritrea; the situation of human rights in the Syrian Arab Republic; technical assistance to the Democratic Republic of the Congo and accountability concerning the events in the Kasai region; cooperation with and assistance to Ukraine in the field of human rights; outcomes of the Universal Periodic Review: Afghanistan, Cambodia, Chile, the Comoros, Cyprus, Dominican Republic, Eritrea, New Zealand, North Macedonia, Slovakia, Uruguay, Vanuatu, Viet Nam and Yemen.

42ND SESSION (9-27 SEPTEMBER 2019)

The Council adopted resolutions, decisions and President's Statements on: Marking the twenty-fifth anniversary of the Beijing Declaration and Platform for Action; the right to privacy in the digital age; the right of everyone to the enjoyment of the highest attainable standard of physical and mental health; the right to development; the composition of staff of the Office of the United Nations High Commissioner for Human Rights; cooperation with the United Nations, its representatives and mechanisms in the field of human rights; promoting international cooperation to support national mechanisms for implementation, reporting and follow-up; human rights and indigenous peoples; the human rights to safe drinking water and sanitation; World Programme for Human Rights Education: adoption of the plan of action for the fourth phase; promotion of a democratic and equitable international order; the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination; the role of prevention in the promotion and protection of human rights; the human rights of older persons; the right to social security; Special Rapporteur on contemporary forms of slavery, including its causes and consequences;

mandate of the Special Rapporteur on the rights of indigenous peoples; human rights in the administration of justice, including juvenile justice; arbitrary detention; human rights and transitional justice; the question of the death penalty; terrorism and human rights; protection of the rights of workers exposed to hazardous substances and wastes; from rhetoric to reality: a global call for concrete action against racism, racial discrimination, xenophobia and related intolerance; enhancement of technical cooperation and capacity-building in the field of human rights; promotion and protection of human rights in the Bolivarian Republic of Venezuela; strengthening cooperation and technical assistance in the field of human rights in the Bolivarian Republic of Venezuela; the situation of human rights of Rohingya Muslims and other minorities in Myanmar; the situation of human rights in Burundi; the situation of human rights in the Syrian Arab Republic; the human rights situation in Yemen; technical assistance and capacity-building in the field of human rights in the Central African Republic; technical assistance and capacity-building in the field of human rights in the Democratic Republic of the Congo; technical assistance and capacity-building to improve human rights in the Sudan; assistance to Somalia in the field of human rights; technical assistance and capacity-building for Yemen in the field of human rights; advisory services and technical assistance for Cambodia; outcomes of the Universal Periodic Review: Albania, Bhutan, Brunei Darussalam, Costa Rica, Côte d'Ivoire, the Democratic People's Republic of Korea, the Democratic Republic of the Congo, Dominica, Equatorial Guinea, Ethiopia, Nicaragua, Norway, Portugal and Qatar.

The Council also adopted, at its organizational session on 6 December, a President's Statement on enhancing the efficiency of the Human Rights Council, including addressing financial and time constraints.

Treaty Bodies in Numbers

In 2019, the human rights treaty bodies reviewed 133 States Parties by holding a constructive dialogue and issuing recommendations to ensure their compliance with the provisions of the treaties. OHCHR supported the work of 172 treaty body experts for 27 sessions and a total of 95 weeks and two days, which includes sessions of the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (SPT) and the Annual Meeting of Chairpersons of the Human Rights Treaty Bodies.

The treaty bodies prepared a total of 308 concluding observations and list of issues prior to reporting, including 15 reports from the Subcommittee on Prevention of Torture. The treaty bodies also prepared a Secretary-General's report on the status of the treaty body system.

In 2019, SPT carried out seven country visits (Cabo Verde, Costa Rica, Ghana, Senegal, Sri Lanka, Switzerland and the United Kingdom), resulting in visits to more than 130 places of deprivation of liberty, including:

- 49 prisons, including female, male and juvenile facilities
- 57 police stations
- 10 migrant detention centres/centres for undocumented persons
- 8 psychiatric/mental health institutions
- 10 other types of facilities, such as rehabilitation centres, court cells and religious closed boarding school

During the visits to places of deprivation of liberty, SPT conducted over 1,500 individual and collective interviews with detainees (female, male, children and transgender persons) and with other officials, law enforcement personnel and medical staff.

With regard to State Party reporting, in 2019 there were:

- 37 ratifications/accessions
- 21 States Parties that submitted Co-m-mon Core Documents
- 151 State Party reports received
- 58 State Party reports due and received
- 1,313 documents received from CSOs for State Party reviews
- 131 documents received from NHRIs for State Party reviews
- 365 documents received from UN agencies for State Party reviews

As of 31 December, the eight treaty bodies that can receive individual complaints had registered a total of 640 new individual communications and adopted 376 final decisions on communications. The Committee on Enforced Disappearances (CED) registered 248 new Urgent Actions and adopted 139 follow-up decisions with regard to the registered Urgent Actions, bringing the total number of decisions adopted by CED in 2019 to 387.

In addition, the statistics on individual complaints in 2019 are as follows:

- Number of registered individual communications: **3,360**
- Number of decisions to close Urgent Actions: **65**
- Number of correspondences received through the Petitions email address: **27,771**
- Number of correspondences sent from the Petitions email address: **26,810**

In 2018, the committees adopted 191 decisions for individual complaints, and in 2019 they adopted 270. With current staff resources, the committees would need more than six years to clear the existing backlog, without considering new individual communications.

Nine State Party reviews were held remotely through videoconferencing and approximately 122 stakeholders remotely participated in the work of the treaty bodies. In 2019, there were two treaty signatures, 19 ratifications and 18 accessions.

As of 31 October, seven general comments were under development by the treaty bodies (CERD 1, Human Rights Committee 1, CESC 2, CEDAW 1, CRC 1, CMW 1), which provide interpretive guidance on how the provisions of the treaties should be implemented by States Parties. The Committees with competence to initiate inquiries initiated five inquiries of serious, grave or systematic violations of the treaties in a State party, one of which resulted in a country visit.

The treaty bodies also issue recommendations to States Parties, encourage priority follow-up on certain matters and adopt general comments/general recommendations on thematic or procedural issues. In 2019, the treaty bodies reviewed 133 States Parties. OHCHR supported the work of 172 treaty body experts during 27 sessions for a total of 95 weeks and two days. The treaty bodies prepared a total of 308 concluding observations and lists of issues prior to reporting.

During the 2018-2019 biennium, the treaty body system was unable to utilize all of the approved meeting time as it was not accompanied by requisite staff resources, in particular for individual communications. Without the required staffing levels to ensure the proper processing of individual communications throughout their life cycle, including timely screening of incoming communications, preliminary legal analysis, the corroboration of details and case management, the number of draft decisions reaching committees for consideration and decision-making was below the workload targets for 2018-2019, leading to a corresponding adjustment of their respective meeting time.

In addition to supporting the treaty bodies, the Branch is responsible for promoting the continued improvement and harmonization of the work of the treaty bodies through the annual Meeting of Chairpersons of the Human Rights Treaty Bodies and consistent follow-up with the individual treaty bodies; and preparing for the 2020 comprehensive review of the implementation of General Assembly resolution 68/268 on strengthening the human rights treaty body system. In June, the 10 Chairs of the treaty bodies agreed on a position paper that aims to streamline the reporting process and

progressively introduce a coordinated schedule of country reviews in accordance with fixed cycles.

Furthermore, the Division manages the Treaty Body Capacity-Building Programme that was established by General Assembly resolution 68/268 as one of the outcomes of the treaty body strengthening process. Recognizing that many Member States have difficulties in fulfilling their multiple reporting obligations, General Assembly resolution 68/268 outlined a comprehensive capacity-building programme to support States Parties in building their capacity to implement their treaty obligations. The Programme was established at the beginning of 2015 with a team that operates in the field with support from OHCHR headquarters. In 2019, the capacity-building programme provided training and support to State officials in 61 countries, organized more than 125 activities in which 2,446 persons participated to increase their knowledge and skills on specific treaties and issues and encouraged new ratifications and the timely submission of outstanding reports.

The Division also administers the following six Trust Funds:

- the Voluntary Technical Assistance Trust Fund to Support the Participation of Least Developed Countries (LDCs) and Small Island Developing States (SIDS) in the work of the Human Rights Council;
- the Voluntary Fund for Participation in the Universal Periodic Review;
- the Voluntary Fund for Financial and Technical Assistance for the Implementation of the Universal Periodic Review;
- the United Nations Voluntary Fund for Victims of Torture;

- the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery; and

- the Special Fund of the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment.

Detailed information on the Trust Funds is presented in the chapter on Funds Administered by UN Human Rights on pp. 112-129.

PILLAR RESULTS

Mechanisms (M)

M1 – National institutionalized structures facilitate an integrated and participatory approach to reporting to the human rights mechanisms and implementation of their recommendations.

Shifts / SDGs



Results

In 2019, technical assistance provided through the Treaty Body Capacity-Building Programme contributed to six new ratifications by Angola, Antigua and Barbuda and Kyrgyzstan; submission of 12 outstanding State Party reports, responses and common core documents by Bolivia, Burkina Faso, Kiribati, Kyrgyzstan, Niger, Senegal, South Africa and Uzbekistan; and the establishment and/or strengthening of National Mechanisms for Reporting and Follow-up (NMRFs) in Botswana, Burkina Faso, Costa Rica, El Salvador, Eswatini, Ghana, Haiti, Kenya, Mauritius, the Republic of North Macedonia, Saint Vincent and the Grenadines, Senegal, Sierra Leone and Zambia. The Programme also initiated the roll-out of the National Recommendations Tracking Database (NRTD) in Botswana, Mauritius, Montenegro, the Kingdom of Saudi Arabia, Sierra Leone and the State of Palestine¹. The NRTD is a tool that enables States to design plans for the implementation of human rights recommendations issued by the international human rights mechanisms. It is available in Arabic, English, French and Spanish and will be available in Russian in April 2020.

The Office continued to support the engagement of national human rights institutions (NHRIs) with the Human Rights Council and its mechanisms and facilitated the circulation of seven written NHRI submissions as official UN documents, as well as 16 pre-recorded video statements and 29 oral statements presented by NHRIs, the Global Alliance of National Human Rights Institutions (GANHRI) and its Regional Networks. OHCHR also submitted 230 briefing notes to the human rights treaty bodies in relation to NHRIs in States Parties under review.

OHCHR organized the first human rights training for a delegation of officials from the DPRK on the Universal Periodic Review, treaty body reporting and migration and ILO labour standards, in Geneva, from 13 to 16 May. Building on the success of this first training, additional trainings of DPRK officials are planned for 2020 on a variety of human rights issues and mechanisms.

¹ Hereinafter, all references to the State of Palestine should be understood in compliance with United Nations General Assembly resolution 67/19.

M2 – Civil society organizations, national human rights institutions, and non-traditional actors, particularly those working on emerging human rights issues (frontier issues), increasingly engage with the international human rights mechanisms and use their outcomes.

Shifts / SDGs



Results

OHCHR continued to pay increased attention to the importance of protecting civil society actors against reprisals. The Office consistently ensured that cases of reprisals against those who had interacted with international human rights mechanisms were identified and addressed by the international community, in particular, by the President of the Human Rights Council (HRC) and the relevant human rights treaty bodies. Indeed, in 2019, OHCHR supported the treaty bodies in developing mechanisms to prevent and help protect human rights defenders (HRDs) in accordance with the San Jose Guidelines against Intimidation or Reprisals, as referenced in General Assembly resolution 68/268. Specifically, OHCHR updated a common treaty body web page on reprisals that shows how the treaty bodies address cases of intimidation and reprisals and outlines how such allegations need to be reported. In addition, the treaty bodies continued to facilitate the engagement of civil society and defenders of alleged victims through various actions and by adopting decisions (interim measures) on individual cases of reprisals.

The Platform of independent international and regional mechanisms on violence against women and women's rights, an initiative that was convened and led by the UN Special Rapporteur on violence against women, its causes and consequences, continued to meet at CSW, in March. The Council of Europe convened a similar meeting, in May. Furthermore, joint statements were issued in relation to the roll backs on women's rights and the identification of violence against women in custodial cases.

Over 200 participants, representing several civil society coalitions from Europe, Latin America and the Caribbean and North America, engaged in extensive consultations prior to a one-day consultation on the modalities of the Permanent Forum on People of African Descent (pursuant to the General Assembly resolution 73/262). The participants submitted a consensus document with concrete proposals, signifying a high level of interest and the shared aspirations of people of African descent.

M3 – Policymakers, legislators and courts make increased use of the outcomes of the international and regional human rights mechanisms.

Shifts / SDGs



Results

National courts took opinions of the Working Group on Arbitrary Detention into account on a number of occasions, including in Turkey where two detained individuals were conditionally released and during a public hearing before the Supreme Court of the Republic of Korea regarding conscientious objection to military service and its status under international human rights law. In the latter case, the Government informed the Working Group that, in November 2018, the Supreme Court reversed its existing jurisprudence that consistently justified the punishment of conscientious objectors as a means of protecting public safety. As a result of the reversal, detained objectors may now be eligible to file a claim for compensation.

In his March report, the Special Rapporteur on the situation of human rights in the Islamic Republic of Iran undertook an in-depth analysis on the execution of child offenders in Iran and made a variety of specific recommendations that were addressed to the Iranian Parliament and the judiciary on steps that needed to be taken to end this practice. This led to enhanced engagement between the Special Rapporteur with the Permanent Missions of Iran in Geneva and New York, including during discussions regarding the report's recommendations. In the context of his mission to Brussels, in February, the Special Rapporteur reiterated his recommendations on abolishing the death penalty for child offenders in Iran. These and other outreach efforts that were undertaken with States during the year led nine States to intervene at the General Assembly's Third Committee meeting, in New York, in October. A total of 34 States intervened during Iran's UPR session, in November, recommending changes concerning the application of the death penalty, particularly in relation to child offenders. NGOs and HRDs strongly supported the recommendations of the Special Rapporteur on the situation of human rights in the Islamic Republic of Iran in their advocacy on human rights in that country, often referring to his reports and recommendations when speaking out on issues concerning child offender executions, the death penalty and minority rights.

Regional human rights institutions continued to interact with mandate holders on human rights issues of concern. For example, the African Commission on Human and Peoples' Rights (ACHPR) engaged with the Special Rapporteurs on human rights defenders and on the rights to freedom of peaceful assembly and of association about the issue of civic space. The sixty-four and sixty-fifth session of the ACHPR, held in the Egypt and the Gambia, in May and October and November, highlighted the importance of domestic legislation to protect HRDs, particularly as some African countries have taken a leading role on this issue. In the Americas, the Special Rapporteur on the rights to freedom of peaceful assembly and of association participated in several hearings and consultations in the first session of the Inter-American Commission on Human Rights in the Caribbean region, held in Jamaica, in December. The hearings focused on civic space and development and business and human rights.

In cooperation with the Inter-Parliamentary Union and various Member States, a side event was organized during the seventy-fourth session of the General Assembly, in New York, with the participation of 80 members of parliament from 35 countries. The event promoted the establishment of parliamentary human rights committees, which was recommended in the OHCHR report, *Contribution of parliaments to the work of the Human Rights Council and its Universal Periodic Review* (A/HRC/38/25). The outcome document highlights good practices of parliamentary human rights committees that are an important point of reference for parliaments worldwide.

Supported by OHCHR, the treaty bodies shared jurisprudence with the European Court of Human Rights and Inter-American Court of Human Rights to determine whether complaints have been submitted to the regional mechanisms. The Human Rights Committee held a half-day colloquium with judges from the European Court of Human Rights in order to exchange views and experiences on human rights achievements and common challenges, highlighting the complementarities of the two bodies. The European Court of Human Rights regularly draws upon the jurisprudence of the Human Rights Committee, cites the views it has adopted and takes cognizance of its general comments. Judges of the Court referred to the Grand Chamber case, *B. v. Hungary*, which drew from the Human Rights Committee's jurisprudence and general comments, particularly General Comment No. 34 (2011) on article 19. In following the Committee's jurisprudence, the Court shifted the burden of proof to the State, which had to demonstrate that there were other objective justifications for the termination of the mandate of the judge. The Court applied strict scrutiny of the judicial proceedings and a low margin of appreciation, in line with the Committee's principles. The Human Rights Committee similarly drew from the Court's jurisprudence. In a recent case against Paraguay on contamination by pesticides, the Committee followed the reasoning of the *L.O. v. Spain* case in linking environmental law to the right to life.

M4 – International human rights mechanisms contribute to the elaboration of international law and jurisprudence, in particular in the context of emerging human rights concerns (frontier issues).

Shifts / SDGs



Results

With substantive and Secretariat support from the Office, the human rights treaty bodies examined a large number of cases, including on frontier issues, such as deportation and extradition; climate change; the international custody of children; and international criminality, including human trafficking and the enforced disappearances of migrants. In all of these contexts, the treaty bodies continued to define their jurisprudence, provide legal analyses and ensure that they shared a harmonized approach. In September, five treaty bodies, namely, the Committee on Economic, Social and Cultural Rights (CESCR), the Committee on the Elimination of Discrimination against Women (CEDAW), the Committee on Migrant Workers (CMW), the Committee on the Rights of the Child (CRC) and the Committee on the Rights of Persons with Disabilities (CRPD), adopted a statement on human rights and climate change ahead of the 2019 UN Climate Action Summit. Furthermore, at the eighty-first session of CRC, in May, General Comment No. 24 on children's rights in the child justice system was adopted. The Committee also began working on a new general comment on children's rights and the digital environment. In addition, both CEDAW and CMW continued working on general recommendations on trafficking in women and girls in the context of global migration and the right of migrants to liberty and freedom from arbitrary detention, respectively. In November, in its first ruling on a complaint by an individual seeking asylum due to the effects of climate change, the Human Rights Committee stated that without robust national and international efforts, the effects of climate change in sending States may trigger the non-refoulement obligations of receiving States. Given the extremity of the risk of an entire country becoming submerged under water, the conditions of life in such a country may become incompatible with the right to life with dignity before the risk is realized.

In 2019, the Committee against Torture (CAT), CEDAW, CRPD, CRC and the Human Rights Committee adopted many decisions related to the situation of migrants and asylum seekers. Under its urgent actions procedure, the Committee on Enforced Disappearances addressed specific recommendations to concerned States Parties regarding the challenges that arise in searching for disappeared persons along migration routes. The Committee invited these States Parties to adopt search and investigation strategies that are suited to the specific circumstances of each case and are in line with principle 9 of the Guiding Principles for the search for disappeared persons. Specifically, Principle 9 asserts that “States that send and receive migrants and refugees should adopt specific search mechanisms that take account of the difficulties associated with migration situations. They should offer guarantees and safe conditions to persons who can give testimony about enforced disappearances linked to migration.” The Committee also recalled the obligation of States Parties to afford one another the greatest measure of mutual assistance and cooperation, in compliance with article 14 of the Convention, through the development of cooperation agreements and the establishment of competent authorities to allow for effective coordination in the search for disappeared persons at each stage of migration. The Committee further included recommendations on ensuring that the family, relatives and representatives of disappeared migrants have the necessary support to gain access to information that is relevant to their case and participate in procedures, in accordance with principle 9(4) of the Guiding Principles.

The treaty bodies also addressed issues related to the protection of the right to a healthy environment and safe climate (for example, Human Rights Committee, *Cáceres v. Paraguay*); the right to adequate housing (CESCR, *Gómez-Limón Pardo v. Spain*); and the right of persons with intellectual and psychosocial disabilities to live in the community and not to be institutionalized (CRPD, *Doolan v. Australia* and *Christopher Leo v. Australia*).

The Special Rapporteur on extreme poverty and human rights presented his report to the General Assembly, in October, on digital welfare states and human rights. The report highlights the threats posed by the emergence of the digital welfare state on economic and social rights, which is often neglected by analyses of the impact of digital technology on human rights. The Special Rapporteur points out that the social protection systems premised on the rights to social security and an adequate standard of living are increasingly eroded by various uses of digital technologies in welfare systems, such as the use of biometric identification and automated decision-making in assessing eligibility for welfare benefits.

With the substantive support of OHCHR, the treaty bodies issued decisions on individual complaints, which were implemented by the States concerned:

- CE, a Moroccan child who was abandoned at birth and fostered by a Belgian-Moroccan couple under a Kafalah arrangement was denied a visa to join her family in Belgium. As a result, the family was separated for seven years. After the case was brought to CRC, the Committee found that Belgian authorities had failed to take the best interests of the child into account. Belgium implemented the Committee’s decision by re-examining CE’s application, hearing her and granting her a visa to join her family in Belgium.
- AN was a victim of torture from Eritrea with post-traumatic stress disorder. CAT determined that the author could not be sent back to Italy as he would not have received necessary support and assistance. The author has been granted asylum in Switzerland.
- M. and N., together with their two children, were evicted from their home after they failed to pay rent during the economic crisis in Spain. The family was told that there was no alternative housing that could shelter the whole family so they were forced to sleep in their car. CESCR found that the family’s right to adequate housing had been violated. Spanish authorities provided the family with social housing and new legislation in Spain now allows for delayed evictions when rent has not been paid in light of the vulnerability of the tenants.

OHCHR contributed to the increased attention paid to protection gaps regarding the human rights of older persons at the Human Rights Council and in the work of the international human rights mechanisms. OHCHR supported the strengthened engagement of key States, national human rights institutions and civil society stakeholders working on the human rights of older persons, including at the International Conference on Human Rights of Older Persons, held in Vienna, in November. The Conference was hosted by the Government of Austria and the Africa Regional High-level Conference on the Human Rights Situation of Older Persons in Africa, in Abuja, from 25 to 26 November.



OHCHR also supported the organization of the tenth session of the Open-ended working group on ageing for the purpose of strengthening the protection of the human rights of older persons. The session was mandated to consider proposals for an international legal instrument to promote and protect the rights and dignity of older persons. This included preparing substantive background documents that guided the discussion towards the protection of the human rights of older persons in relation to social protection and social security, including social protection floors and education, training, lifelong learning and capacity-building. Discussions also focused on identifying the primary gaps in ensuring the full protection of the human rights of older persons in these areas and raising awareness about the need for an international instrument on the rights of older persons. The Office was actively engaged during the session, including by delivering presentations at the plenary panel discussions, organizing a side event and moderating and speaking at six other side events as co-sponsor.

M5 – International human rights mechanisms are increasingly effective in promoting and protecting human rights.

Shifts / SDGs



Results

In the context of enhancing the efficiency of the HRC and the rationalization of its initiatives, seven resolutions became biennial and three resolutions became triennial. In addition, out of the six new thematic resolutions adopted in 2019, three were one-time resolutions. One-time resolutions represent a very good practice wherein a resolution is adopted on an issue that has gained political momentum in the Council. Of all “active” HRC resolutions, 78 are now biennial or triennial and only 33 are annual. In 2019, OHCHR provided support to the President and the Bureau on streamlining the work of the Council, which resulted in the adoption of a President’s Statement on this subject. In addition, several new information tools were implemented to make the work of the Council more effective and enhance its visibility. These measures include maintaining a real-time speakers list on an HRC online platform/HRC application; creating links to the webcast archives of relevant meetings that can be posted on the HRC extranet; and publishing UPR draft reports on the extranet and ensuring that each delegation is able to easily access their recommendations and check their translations.

OHCHR supported the treaty bodies to become more accessible in order to increase their engagement with all stakeholders. CAT and CED have been using videoconferencing and webcasting for public reviews, private hearings with NGOs, NHRIs, the UN in the field and, in the case of CAT, National Preventive Mechanisms (NPMs) and for joint meetings with regional courts. During the eighty-second session of CRC and the seventy-third session of CEDAW, the dialogue with Mozambique took place through videoconferencing. Furthermore, CEDAW waived the State Party requirement to submit a common core document for those wishing to avail themselves of the simplified reporting procedure in relation to the submission of periodic reports. CRPD continued implementing accessibility measures by ensuring remote captioning, international sign interpretation, national sign language interpretation, webcasting and Braille transcriptions. Remote captioning was provided for all dialogues that took place with State Party delegations during the Committee’s twenty-first and twenty-second sessions. The Committee also facilitated accessibility arrangements, in particular remote captioning, during private briefings with organizations of persons with disabilities, other civil society organizations and NHRIs on country situations.

The thirty-first annual Meeting of Chairpersons of the Human Rights Treaty Bodies was held in New York from 24 to 28 June. In anticipation of the 2020 UN Human Rights Treaty Body Review, the Chairs agreed on a future vision of the treaty body system, which will be reviewed by States in 2020. To enhance the visibility of the treaty bodies and raise the awareness of delegations in New York about the upcoming review, OHCHR organized three side events in the margins of the seventy-fourth session of the General Assembly. The side event entitled “Perspectives on the 2020 treaty body review,” held on 8 October, was co-organized by the Permanent Missions of Costa Rica and Switzerland and the Geneva Human Rights Platform Academy, with the participation of the Chairs of CEDAW and CRC. The side event “2020 and beyond: Vision for the treaty body system,” held on 15 October, was co-organized by the Office with the Chairs of the Human Rights Committee, CESCR, CAT, SPT, CMW and CED. A side event on the 2020 treaty body review was co-organized by OIF and OHCHR for French-speaking delegations based in New York, on 29 October, with the participation of the Chair of CERD.

OHCHR engaged with Member States in the Third and Fifth Committees during the seventy-third and seventy-fourth sessions of the General Assembly in order to pursue favourable outcomes from New York-based intergovernmental processes that have an impact on human rights. OHCHR also closely coordinated with the Office of Legal Affairs, the Secretariat of the Third Committee and its Chair and Bureau to address possible political, legal and procedural difficulties.

OHCHR provided technical and substantive support to the Working Group of Experts on people of African descent during three fact-finding missions to Argentina, Belgium and Ecuador, where it met with approximately 600 representatives of governments, NHRIs, CSOs and people of African descent. The Working Group issued its conclusions and recommendations to these governments to assist them in countering structural and racial discrimination and protecting the human rights of people of African descent. The Working Group also sent 44 allegation letters and urgent appeals on behalf of over 30,200 victims.

OHCHR provided technical and substantive support to the Group of Independent Eminent Experts on the Implementation of the Durban Declaration and Programme of Action. The group discussed strategies and adopted 11 recommendations on four thematic issues, including racist hate speech and the 2030 Agenda for Sustainable Development.

In 2019, the Department of Political Affairs of the African Union Commission and OHCHR organized a meeting of technical experts from the African Union and the UN, in Addis Ababa, in June. The meeting resulted in the development of a draft Framework on Human Rights and a road map. The first AU-UN High-level Dialogue on Human Rights, which was held in Addis Ababa, in 2018, had the principal objective of enhancing strategic partnerships between the AU and the UN in the area of human rights. The leadership of both institutions committed to develop, adopt and implement a joint AU-UN framework on human rights to complement existing joint frameworks (i.e., on peace and security and on development), thereby finalizing the institutionalization of a partnership of the three core pillars of the UN. This foundation paved the way for the development of the draft Framework on Human Rights.

To facilitate deliberations of the international human rights mechanisms and other bodies in 2019, OHCHR submitted 3,174 official documents, of which 1,424 were for meetings of the human rights treaty bodies, 1,362 for meetings of the HRC, 297 for meetings of HRC's subsidiary bodies, 89 for the General Assembly and two for ECOSOC. The Office ensured that there was 91 per cent submission compliance for all of the slotted pre-session parliamentary documents that it submitted for meetings taking place between 1 January and 31 December in Geneva and New York. This represents an increase of three per cent from 2018 and the first time that the Office achieved the 90 per cent benchmark set by the General Assembly.

OHCHR facilitated a highly successful expert mission to UN headquarters by the rapporteurs of HRC resolution 38/18 on "the contribution of the Human Rights Council to the prevention of human rights violations." Over the course of three days, the experts engaged in a wide range of meetings with NY-based actors, including Member States, UN departments, funds and programmes and NGOs, in order to look at various aspects of the prevention agenda in New York. As a result, the experts received suggestions and useful information for shaping their report to the HRC, which is due in March 2020. The Office worked closely with the experts and is preparing to support the next steps once the HRC has considered the recommendations of the experts.



Corruption



Inequalities



New technologies



People on the move

Development (D)

D1 – Judicial and non-judicial mechanisms hold business and other economic actors to account for rights abuses and provide remedies to victims.

Shifts / SDGs



Results

OHCHR continued to work on the third phase of the Accountability and Remedy Project, which is focused on non-State grievance mechanisms related to business and human rights. The Office undertook targeted outreach to NHRIs and the independent accountability mechanisms of development finance institutions regarding their role in providing or facilitating access to remedy in business-related human rights cases. This resulted in a greater level of awareness and an increased capacity of NHRIs in countries such as South Africa on how to enable or contribute to remedy for victims by applying effectively address these issues in their work and underscored the relevance of OHCHR guidance. Furthermore, advice was provided to a number of field presences, including Colombia, in order to support remedial actions in the context of development projects.

In September, the Special Rapporteur on the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes presented a report to the HRC (A/HRC/42/41) containing 15 principles that build on the UN Guiding Principles on Business and Human Rights (UNGPs), ILO conventions and multilateral environmental agreements on toxics to help States, businesses and other key actors to better protect workers from toxic exposure and provide remedies when their rights have been violated. The report constituted the fruit of 25 years of research under the mandate and its recommendations were echoed in a resolution adopted by the HRC.

OHCHR and the International Civil Aviation Organization continued the collaboration that started in 2018 to develop rights-based guidelines, in the UN's six official languages, to train cabin crews to identify and respond to cases of trafficking in persons. In 2019, the partnership prepared an e-learning tool as well as guidelines on reporting cases identified on board flights, with the involvement of 58 airlines and aviation authorities.

D2 – Business actors implement the UN Guiding Principles on Business and Human Rights effectively.

Shifts / SDGs



Results

The roll-out of the Standards of Conduct for tackling discrimination against LGBTI persons continued in 2019. The Standards of Conduct were disseminated at key global corporate events, such as the World Economic Forum in Davos, South by Southwest and the Women's Forum for the Economy and Society, and they have now received the support of 270 of the largest companies in the world. OHCHR also helped to launch a complementary document that was produced by Open for Business, entitled Channels of Influence. In addition, the Office established a partnership with the newly created non-profit Partnership for Global LGBTI Equality to bring companies up to speed and assist them in operationalizing the Standards of Conduct. OHCHR hosted a meeting in Berlin, in July, with 50 representatives from civil society and 20 from various business organizations to discuss a paper for the forthcoming OHCHR publication, *Minding the corporate gap: How activists and companies can work together to tackle LGBTI discrimination*. This manual for HRDs around the world highlights the potential role of the private sector in tackling discrimination and violence against LGBTI persons, including by using the Standards of Conducts as a tool for effective engagement and collaboration.

D3 – State authorities adopt and implement laws, policies and strategies on land and housing that increasingly comply with human rights.

Shifts / SDGs



Results

In view of the critical role played by cities and local governments in an urbanizing world, OHCHR collaborated with United Cities and Local Governments to organize the first meeting, in Geneva, bringing together a group of 20 mayors and representatives of local governments to share their experience in promoting and protecting human rights. This joint initiative with United Cities and Local Governments led to a number of recommendations to strengthen the engagement of cities and local governments with international human rights mechanisms and opened avenues for strategic collaboration for the promotion and protection of human rights.

As a result of advocacy undertaken by OHCHR and the Special Rapporteur on adequate housing as a component of the right to an adequate standard of living, and on the right to non-discrimination in this context and civil society, Canada adopted a national housing strategy, in June, that explicitly incorporates the right to housing in a national law for the first time. The Government also established an accountability mechanism, the Federal Housing Advocate, to monitor its implementation. Furthermore, in Portugal, a new housing law entered into force, on 1 October, in response to a key recommendation made during an earlier visit of the Special Rapporteur. The legislation guarantees the right to housing, the participation of citizens in housing policy and improved protections against evictions. With OHCHR's support, the Special Rapporteur continued to raise alleged violations of the right to housing in communications with States and business entities. As of 17 December, a total of 43 communications had been sent.

As land is often a root cause of conflict, OHCHR actively contributed to the development of the Secretary-General's Guidance Note on land and conflict, which was endorsed by the Executive Committee, in March. The Guidance Note is considered a milestone in the journey towards the sustained and coherent engagement of the UN system on land and conflict. It is strongly human rights-based and provides a useful tool for OHCHR in its interaction with States, UN agencies and other partners as it makes a clear link between human rights, development, violence and conflict prevention, non-recurrence and sustainable peace with regard to land issues.

D4 – Public health approaches, including sexual and reproductive health policies, comply with international human rights standards and provide non-discriminatory access, especially to children, adolescents, women and migrants.

Shifts / SDGs



Results

OHCHR worked through various partnerships to ensure that public health approaches comply with international human rights principles and standards, including a joint OHCHR-WHO workplan for 2019 that builds on the Framework of Cooperation, which was signed in 2017. As part of the joint workplan, OHCHR and WHO worked together to identify good practices from the Western Pacific Region that are in line with the WHO QualityRights Initiative. This Initiative aims to improve access to quality mental health and social services and promote the rights of people with mental health conditions.

OHCHR continued to advocate for universal health coverage and human rights through the High Commissioner's annual report to ECOSOC on economic, social and cultural rights, which was dedicated to the theme of universal health coverage and human rights in 2019 (E/2019/52). In addition, the report contributed to the recognition of human rights in the outcome of the General Assembly's High-level Meeting on Universal Health Coverage that was held in September.

The Office supported efforts to apply a human rights-based approach (HRBA) to maternal mortality and morbidity. At the request of the HRC, OHCHR also organized an expert group meeting on applying a human rights-based approach to ending preventable maternal mortality and morbidity in humanitarian settings, which for the first time brought together 35 experts from humanitarian, health and human rights fields (https://ap.ohchr.org/documents/dpage_e.aspx?si=A/HRC/39/26). This has set the foundation for further work by the Office with partners moving forward, including contributions in 2019 to ongoing humanitarian processes by IASC and the Inter-Agency Working Group on Reproductive Health in Crises.

During an expert group meeting (EGM) on disability and bioethics, the Special Rapporteurs on the rights of persons with disabilities, on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health and on the sale and sexual exploitation of children, including child prostitution, child pornography and other child sexual abuse, and the International Expert on protection against violence and discrimination based on sexual orientation and gender identity provided States with guidance on how to apply an HRBA to disability in legislation, policies, customs and practices related to prevention, cures and assisted dying. They also contributed to the depathologization of trans identities in the eleventh version of the International Classification of Diseases (ICD-11), which was adopted by the World Health Assembly, in May. This was part of a recommendation articulated by the Independent Expert on sexual orientation and gender identity in his 2018 report to the General Assembly, which advocates for age-appropriate sexual and reproductive health education and public awareness-raising campaigns, particularly regarding the adverse effects of early marriage and female genital mutilation on the well-being of children.

D5 – Environmental and climate policies and plans increasingly respect, protect and fulfil human rights, guaranteeing those affected access to information, decision-making, public participation and remedies.

Shifts / SDGs



Results

In 2019, the High Commissioner called for the global recognition of the human right to a healthy environment and delivered her statement to the forty-second session of the Human Rights Council, with a particular focus on climate change; following signature of a Memorandum of Understanding (MoU) with the UN Environment Programme to jointly advance work on human rights and the environment strategic priorities were defined in a joint consultation; while the UN Environment Assembly approved its first resolution on women's rights and gender equality; the Office co-organized and co-facilitated the first workshop on building capacity for integrating human rights into climate action at the UNFCCC with the Paris Committee on Capacity-Building; the Office also co-organized the Peoples' Summit on Climate, Rights and Human Survival with several partners contributing to multiple outcomes including a Declaration to which more than 400 organizations signed on; the Office also co-organized with several partners two workshops on integrating human rights in nationally determined contributions which included a total of roughly 100 participants representing States, NHRIs, UN organizations and civil society organization; the High Commissioner attended COP25 participating among other things in events to launch a new ECLAC/OHCHR publication on *Climate change and human rights: contributions by and for Latin America and the Caribbean and an Intergovernmental Declaration on Children, Youth and Climate Change*; and a number of NHRIs and other government entities were trained to increase their capacity to address the human rights impacts of climate change.

The Human Rights Council adopted a resolution on environmental human rights defenders; the Human Rights Committee issued a general comment on the right to life (CCPR/C/GC/36), adopted on 30 October 2018, which explicitly references the environment and climate change; the special procedures mandates on human rights and the environment, on the situation of human rights and fundamental freedoms of indigenous peoples and on the human rights of internally displaced persons advocated for the right to a safe climate as a component of the right to a healthy environment at the General Assembly; and the Special Rapporteur on human rights and the environment attended the 2019 UN Climate Change Conference (COP25) and facilitated workshops to build the capacity of CSOs on access to justice and effective remedies in relation to human rights and the environment.

D6 – Human rights assessments and impact analyses mitigate, prevent or redress the negative effects of economic, trade and development policies and projects.

Shifts / SDGs



Results

OHCHR worked in partnership with the Independent Accountability Mechanisms (IAMs) of multilateral development banks (MDBs) to develop policies and procedures on reprisals and contextual risk assessment tools and to strengthen the effectiveness of IAMs. The High Commissioner headlined a high-level event in the margins of the World Bank/IMF Spring Meetings on reprisals in Washington D.C., which built momentum for more IAMs to adopt policies related to reprisals during the year.

OHCHR continued its research and advocacy on the safeguard policy review processes of MDBs, with a particular focus on the European Bank for Reconstruction, the Asian Development Bank and the Inter-American Development Bank Group. The Office produced a draft due diligence benchmarking study to compare the safeguard policies of development financing institutions against the standards outlined in the UNGPs, which influence safeguard policy revision processes. OHCHR also produced a series of project case studies as part of its advocacy efforts on the safeguard policy review processes of MDBs.



Corruption



Inequalities



New technologies



People on the move

The Independent Expert on the effects of foreign debt and other related international financial obligations of States on the full enjoyment of all human rights, particularly economic, social and cultural rights issued the Guiding Principles on Human Rights Impact Assessments of Economic Reforms. Stakeholders, such as governments, the UN and other intergovernmental organizations, NHRIs, NGOs and the private sector, are encouraged to take the Principles into account in the formulation and implementation of their economic reform policies. The Guiding Principles were noted with appreciation by the Human Rights Council in its resolution 40/8.

D7 – States integrate human rights, including the right to development and human rights mechanisms’ outcomes, as they implement the Sustainable Development Goals and other development and poverty eradication efforts; and the UN supports them in these purposes, integrating human rights in its own development work.



Results In March, CESCR adopted a statement on the pledge to “Leave No One Behind” (LNOB) as its input into the 2019 High-level Political Forum on Sustainable Development. The statement outlines the rights-based methodology of the ICESCR, which should help States to achieve the Sustainable Development Goals (SDGs). CEDAW, CED, CERD, CRPD and CRC submitted written contributions to the 2030 Agenda for Sustainable Development in response to a call for inputs by the High-level Political Forum. In its summary report, ECOSOC referred to some of the key recommendations of CRC, in particular on facilitating meaningful child participation in the implementation, monitoring and review of the 2030 Agenda.

CEDAW continued monitoring the implementation of SDG target 5.1, including through the adoption of a Guidance Note for States Parties on the preparation of reports under article 18 of CEDAW in the context of the SDGs (CEDAW/C/74/3), with the support of OHCHR and UN Women.

Since 2017, OHCHR’s partnership with UN DESA has been instrumental in ensuring that the recommendations issued by the international human rights mechanisms are integrated into the efforts of States to meet the targets of the 2030 Agenda for Sustainable Development. Through continued advocacy and collaboration, OHCHR tools and approaches have been included in the revised DESA Handbook for the preparation of Voluntary National Reviews (VNRs): The 2020 edition. The booklet includes references to the international human rights mechanisms, the Universal Human Rights Index (UHRI), NMRFs and the application of an HRBA to data. OHCHR also contributed to the updated Secretary-General’s common reporting guidelines for VNRs. OHCHR’s inputs focused on: the use of existing national reports to regional and international mechanisms in the VNR; reducing the reporting burden through collaboration between NMRFs and SDG coordination structures to increase coherence between SDG and human rights reporting and implementation; effectiveness, accountability and inclusiveness of SDG implementation mechanisms; and incorporating analysis, guidance and recommendations from regional and international human rights mechanisms in national frameworks and policies in support of SDG implementation.

UNCTs further enhanced their role to promote the implementation of recommendations issued by the international human rights mechanisms. In 2019, the first training package was developed on applying a human rights-based approach to the new Common Country Analysis (CCAs) and Cooperation Frameworks in order to increase the engagement of UNCTs and States with the international human rights mechanisms. The content was conceptualized by OHCHR in cooperation with the UN Development Coordination Office. The new training package was used at subregional events in Eastern Europe and Eastern Africa that were organized by OHCHR, and included participants from Resident Coordinator Offices, UNDP, UN Women, UNFPA, UNHCR, UNICEF, UNESCO, FAO and IOM.

The “Surge Initiative,” which was in place from September to December and composed of four staff, including a senior economist specialized in human rights and inequalities, reached out to over 40 OHCHR field presences to support them in their local engagement related to the implementation of the 2030 Agenda. The surge team focused on building an understanding of opportunities and entry points of the 2030 Agenda and the reform of the UN Development System to facilitate human rights implementation (with a focus on ESCR and LNOB), documented impactful country experiences and advised on how these can be scaled up or replicated in the lead up to 2020 planning. The surge team played a critical role in initiating new field projects, providing specialized human rights analytical content for the CCAs and sharing good practices.

OHCHR established a group to elaborate a draft convention on the right to development, with a view to supporting the Chair-Rapporteur of the Open-ended International Working Group on the right to development. In collaboration with various partners, the Office delivered an interactive online module on operationalizing the right to development in implementing the SDGs. This module supported the capacity-building of 104 participants across all stakeholder groups worldwide, bringing the total of participants to 306 in 116 countries.

Throughout 2018 and 2019, the Special Rapporteur on the right to development convened a series of five regional consultations, culminating in an expert meeting in Dakar, Senegal, in April 2019. The consultations resulted in the development of a set of practical guidelines and recommendations to design, monitor and assess the structures, processes and outcomes of human rights-motivated development policies. The guidelines were presented to the HRC at its forty-second session (A/HRC/42/38). They were welcomed by the HRC, CSOs and development practitioners and will be used in advocacy efforts to promote participation, accountability and access to remedies in development processes. In 2019, the Special Rapporteur also conducted a country visit to Switzerland to assess the integration of the right to development into the country's development policies. The report from that visit will be presented to the HRC during its forty-fifth session.

In New York, OHCHR strengthened the commitment and policy coherence on human rights integration in development, including by enhancing guidance and the capacity to integrate human rights into efforts of the UN Development System at global, regional and country levels, including in SDG implementation. The Office participated in all of the UN Development System reform work streams and processes, most importantly in the development of the Management and Accountability Framework, the new Guidance for the UN Sustainable Development Cooperation Framework (UNSDCF), the System-wide Strategic Document and the Regional Review. The final UNSDCF has a strong normative and human rights foundation and will provide a strong basis for OHCHR's engagement at headquarters and regional and country levels to integrate human rights into UN development work and to support the implementation of the 2030 Agenda.

Regarding the deployment of Human Rights Advisers (HRAs) to UNCTs, progress was made by ensuring more sustainability in funding and facilitating decision-making through the Multi-Donor Trust Fund Steering Committee. In addition, annual progress reports were prepared and substantive support was provided to HRAs and UNCTs. These efforts resulted in a significant increase in funding for the UNSDG-Human Rights Mainstreaming Multi-Donor Trust Fund, with funding being secured for the entire HRA programme for 2020.

D8 – National institutions, assisted by communities, systematically collect, disaggregate and use data relevant for advancing human rights when they monitor and implement the SDGs.

Shifts / SDGs



Results

The methodologies developed by OHCHR for SDG indicator 16.1.2 on the number of conflict-related deaths and SDG indicator 10.3.1/16.b.1 on the percentage of the population experiencing discrimination on grounds prohibited by international law was endorsed by the Inter-Agency and Expert Group on SDG Indicators, which is composed of Member States. This result increases potential opportunities for OHCHR to further mainstream human rights obligations and the prevention of human rights violations in the implementation and accountability framework of the SDGs at country, regional and global levels. OHCHR also supported the development of methodologies to monitor and collect data on the national implementation of human rights education in the context of SDG target 4.7 and the World Programme for Human Rights Education and advocated for the inclusion of human rights education in UNESCO's work with regard to SDG target 4.7.

OHCHR increased the capacity of national stakeholders of Albania, Kenya, Kosovo⁴, Pakistan, Russian Federation, South Africa and Uganda to operationalize a human rights-based approach to data in order to leave no one behind in the implementation of the 2030 Agenda. OHCHR also finalized a joint publication with the Economic Commission for Latin America and the Caribbean on *People of African Descent in Latin America and the Caribbean: Developing Indicators to Measure and Counter Inequalities*, which contains a set of indicators to measure ethnic and racial inequalities and gaps between Afrodescendant and non-Afrodescendant populations.

⁴ All references to Kosovo should be understood in full compliance with United Nations Security Council resolution 1244 and without prejudice to the status of Kosovo.



Corruption



Inequalities



New technologies



People on the move

Peace and Security (PS)

PS1 – Parties to conflict and actors involved in peace operations increasingly comply with international human rights and humanitarian law and provide greater protection to civilians.

Shifts / SDGs



Results

In the context of the protracted conflict in Transnistria (Republic of Moldova), OHCHR supported Thomas Hammarberg, UN Senior Expert for the Transnistrian region, to prepare a follow-up report to his 2013 baseline study and contributed to his end-of-mission statement that outlined the need to better integrate human rights into the ongoing settlement process. The report was presented to the constitutional and de facto authorities and contributed to advocacy efforts to widen civic space and minimize protection gaps.

OHCHR provided substantive and programmatic support to implement the Compliance Framework for the G5 Sahel Joint Force. The Office provided legal and policy advice on specific incidents and reviewed draft guidance and the standard operating procedures (SOPs) of the G5 Sahel Force. It also facilitated specialized training on human rights and international law for the G5 Sahel Joint Force at the International Institute of Humanitarian Law in San Remo, reviewed the San Remo training modules and facilitated coordination workshops for national and international partners that were held in Niger and Mauritania.

Regarding training for UN troops, OHCHR developed new training materials for UN military observers, UNPOL, DPO/DPPA staff members and maritime peacekeeping units, which integrate human rights into their mandatory training, thereby reaching thousands of soldiers and police. It also delivered its new course on Human Rights in UN Policing to the Standing Police Capacity in Cyprus, Italy and Jordan, conveying a practical understanding of UNPOL's human rights roles in peacekeeping to instructors, senior officers and other stakeholders. In addition, OHCHR delivered training sessions on human rights, protection and gender issues at 21 DPO and other peacekeeping trainings, directly reaching more than 500 current and future mission leaders, police, military officers and civilian staff.

In November, OHCHR and DPO organized a workshop on lessons learned in collaboration with selected UN human rights and military components. Six military participants and three civilian participants from MINUSCA, MINUSMA, MONUSCO, UNMISS and UNSOM were invited to participate in the workshop, providing an important opportunity to reflect on how the collaboration between the two UN components evolved to protect and promote human rights. The best practices and lessons learned identified during the workshop will be used to update the *UN Handbook on integrating human rights in the work of UN military components*.

OHCHR participated in five assessment missions to promote human rights integration into peace operations, including in the context of transitions, namely, UNAMID (March), AMISOM technical review (March), UNSOM review (May), MONUSCO independent strategic review (June/July) and UNOAU (October/November). Following these missions, OHCHR secured a central role for human rights during the transitions of UNAMID and MONUSCO. The independent MONUSCO strategic review report indicates that “human rights will be the main barometer for judging progress on various peace, security and rule of law efforts” in the Democratic Republic of the Congo (DRC) and, “as human rights will be a key weather vane informing political engagement and protection tasks, a strong presence of the UN Joint Human Rights Office should continue in Kinshasa and the provinces,” even where the Mission is advised to drawdown. This provides an excellent basis for positioning human rights at the core of the transition, conflict prevention and peacebuilding work in the DRC.

PS2 – Efforts to counter terrorism and prevent violent extremism comply with international law.

Shifts / SDGs



Results

OHCHR participated in an Expert Group Meeting that was co-organized by UNODC and the UN Security Council Counter-Terrorism Committee Executive Directorate, which brought together independent experts, UN experts from various entities, country officials and civil society, with a view to developing a compendium of good practices of strategies on prosecution, rehabilitation and the reintegration of persons associated with terrorist groups. It also provided regular legal and policy advice on counter-terrorism and security-related issues, for example with respect to Ethiopia, Iraq, Sri Lanka and Boko Haram-affected areas.

PS3 – Strategies to prevent and respond to conflict consistently integrate human rights protection.

Shifts / SDGs



Results

OHCHR partnered with DPO, DPPA and the Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict to draft and sign a new joint United Nations Field Missions Policy: Preventing and responding to Conflict-Related Sexual Violence, which provides guidance and explains the responsibilities and complementarity of mission components in peace operations, including the leading role of human rights components in implementing Security Council mandates on CRSV. The policy entered into force on 1 January 2020.

Over the year, the Office led the process towards signing MoUs with the African Court on Human and Peoples' Rights, the ACHPR and the International Conference on the Great Lakes Region, which constitute major breakthroughs for generating a commitment to the integration of human rights into conflict prevention.

OHCHR ensured the integration of human rights into the work of an Internal UN Working Group on Turkey by participating in monthly meetings with DPA, UNDP and other entities with a view to coordinating a cohesive UN approach in relation to the country.

OHCHR supported the development of a regional UN-wide strategy on sustaining peace in the Western Balkans. In March, the Office hosted an expanded retreat for the Western Balkan Inter-Agency Working Group and Resident Coordinators from the region and facilitated human rights briefings. The adoption by the Secretary-General of a UN Action Plan for the Western Balkans, in June, created space for OHCHR to promote a human rights-based approach to its implementation and enhance its work in the region, together with UN entities and other partners. In this regard, OHCHR continued to undertake high-level advocacy on human rights concerns, including through increased engagement with authorities and an enhanced presence in the region. With the deployment of an HRA to Montenegro, in September, OHCHR has four field presences in the Western Balkans.



Corruption



Inequalities



New technologies



People on the move

OHCHR continued to provide technical guidance to UN entities in peace missions on the Human Rights Due Diligence Policy (HRDDP). The Office engaged with regional forces, such as AMISOM and the G5 Sahel Joint Force, to use the HRDDP and the Human Rights Compliance Framework for the G5 Sahel Joint Force as strategic tools to integrate human rights considerations into their activities. In relation to the Compliance Framework, OHCHR, DPPA/DPO, UNOAU and DOS collaborated with the ACHPR to implement the 2018 Joint Declaration of Shared Commitments on the Framework for AU peace operations, which includes human rights, conduct and discipline. OHCHR provided guidance and shared lessons learned to contribute to the development and review of the AU's compliance architecture and staffing requirements for its Peace Support Operations.

The Office engaged with Security Council experts to provide them with a human rights analysis of primary conflict drivers in order to support the shaping of human rights mandates for peace operations that can effectively address those drivers. As a result, 12 Security Council resolutions adopted in 2019 include dedicated sections on human rights with a monitoring and reporting mandate.

Additionally, OHCHR worked closely with the Office of the Victims' Rights Advocate to develop a common understanding of victims' rights within the UN system. It also supported the development of a statement on victims' rights, which includes elements related to legal and other forms of assistance, justice and accountability, informed consent and victim/witness protection.

PS4 – Strategies to prevent and respond to conflict consistently integrate human rights protection.

Shifts / SDGs



Results

OHCHR provided advice and in-country support to a wide range of stakeholders (States, civil society, victim groups, UN partners, etc.) engaged in reflection on and the design or implementation of transitional justice processes and mechanisms, including in Afghanistan, the Central African Republic, Colombia, El Salvador, the Gambia, Guatemala, Guinea, the Democratic Republic of Congo, Liberia, Mali, Myanmar, Nepal, Sri Lanka, Tunisia, South Sudan, Sudan, Syria and the Western Balkans. Examples include advice/support on the design of a comprehensive transitional justice strategy (Central African Republic, the Gambia), draft legislation on transitional justice processes and mechanisms (Central African Republic, El Salvador, Guatemala, Kosovo), draft regulations on reparations programmes (the Gambia), justice-sensitive security sector reform processes (the Gambia), and the socio-economic re-integration of members of armed and terrorist groups (the DRC). UN Human Rights worked with the broader UN system to develop a one-UN strategy on reconciliation and trust-building in the Western Balkans.

PS5 – Human rights information and analyses are integrated in early warning and analysis systems and influence international and national policymaking, strategies and operations to prevent, mitigate or respond to emerging crises, including humanitarian crises and conflict.

Shifts / SDGs



Results

OHCHR developed information analysis and data visualization tools to assist in risk analysis, early warning and prevention work. In 2019, approximately 80 visual information projects were completed, including maps, infographics and multipage visual summaries.

In the framework of OHCHR's efforts to pursue the Secretary-General's vision of establishing prevention platforms and enhancing the UN's role at the regional level, a new regional emergency response team (ERT) was set up at OHCHR's West Africa Regional Office, in Dakar. Together with established presences in Bangkok and Pretoria, the three ERTs developed risk analysis to more directly influence UN responses at the field level. In 2019, for example, this included the development of an early warning system in Myanmar and the identification of emerging risks in the north of Mozambique, which led to the improved coordination of UN responses, including the deployment of additional OHCHR capacity.

In 2019, the Regional Monthly Review (RMR) process was relaunched with a strengthened analytical methodology, which is at the heart of the Secretary-General's prevention strategy. OHCHR actively engaged in this process, in particular by identifying targeted and specific mitigation actions to improve UN responses to crises. Also during the reporting period, OHCHR provided inputs to RMRs in Albania, Algeria, Belarus, Bolivia, Brazil, Cambodia, Cameroon, Chad, Côte d'Ivoire, Ethiopia, Guinea, Honduras, Iraq, Mozambique, Republic of Moldova, Saudi Arabia, Sri Lanka and Zimbabwe. OHCHR contributed human rights risk analyses for 10 regional scans, as well as five regional specific or thematic reviews of UN system outcomes. OHCHR also ensured that specific country situations of concern were added to the RMR agenda.

In addition, the Office was instrumental in the deployment of two multidisciplinary light teams to Comoros and Malawi. Both light teams included human rights capacity, which strengthened the UN's preventive role in the run-up to potentially destabilizing elections. For example, in Malawi, OHCHR developed an in-country prevention platform, which provided integrated UN analysis throughout the electoral process to guide UN responses, particularly those of the Resident Coordinator. The Office deployed a surge team to Bolivia to monitor the human rights situation in the electoral context. Surge teams were also deployed to Chile and Ecuador in the context of protests in both countries.

In terms of support for humanitarian action, OHCHR remained active in the IASC and related mechanisms and became a recognized contributor to various policy-related discussions, including in the area of the humanitarian/development nexus. In 2019, OHCHR supported UN Humanitarian Country Teams in the Bahamas, Malawi, Mozambique and Zimbabwe and participated in the Operational Peer Review of the response to Cyclone Idai in Mozambique.

With regards to policy development, OHCHR contributed to the IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action, which were officially launched, in November. The Guidelines are founded on CRPD and are the first humanitarian guidelines developed by persons with disabilities and their representative organizations, together with humanitarian stakeholders.

In a follow-up to a lessons learned exercise on OHCHR's response to the Honduras crisis, OHCHR developed new SOPs on OHCHR preparedness and response. This will enhance and systematize its future efforts to undertake early warning analysis, contingency planning and coordinated action in relation to prevention and response.

OHCHR further expanded its work on integrating ESCR into early warning and conflict prevention frameworks, based on an analytical framework that was developed in 2016 (E/2016/58). It convened a workshop on prevention and ESCR, in June, which examined the impact of inequality on the enjoyment of human rights and its contribution to social unrest and conflict. The workshop facilitated an exchange of experiences among field staff from Colombia, Jordan, Somalia, South Africa and Thailand, staff from New York, Brussels and Geneva and external experts, including the Independent Expert on the effects of foreign debt and other related international financial obligations of States on the full enjoyment of all human rights, particularly economic, social and cultural rights and the Special Rapporteur on the right to food. The workshop's recommendations contributed to a strengthening of interlinkages between OHCHR's work on SDGs, prevention and ESCR and an increased integration of ESCR in response to recent global protests.

In terms of the international human rights mechanisms, the Working Group on Arbitrary Detentions adopted 85 opinions and the Working Group on enforced or involuntary disappearances transmitted 140 urgent action procedures to address cases of enforced disappearances in the context of conflict, violence and insecurity. These outputs brought cases and patterns of disappearances to the attention of States and reminded them of their human rights obligations, while also providing victims and their families a measure of protection. During a country visit to Zimbabwe, in November, the Special Rapporteur on the right to food emphasized the necessity of preventing further human rights violations and urgently called for the establishment of early warning mechanisms aimed at monitoring all economic and social rights.



PS6 – United Nations' support to national and regional security forces, law enforcement agencies, and non-State actors integrates human rights and complies with the Human Rights Due Diligence Policy.

Shifts / SDGs



Results

Building on the 2018 global review on the implementation of the HRDDP and subsequent decisions made at the Secretary-General's Executive Committee, including decision 2019/04, which confirms support for the HRDDP from the UN system, OHCHR is working to raise the awareness of both internal and external partners about the HRDDP, including Member States and civil society, as a way to leverage their support for the policy and its implementation. OHCHR continued to provide policy guidance on the implementation of the HRDDP in mission settings, including by providing tailored and targeted support to develop HRDDP risk assessments and mitigating measures, taking into consideration the evolving context of peace operations and regional actors, as well as emerging areas of possible applications. To this end, OHCHR provided technical support to MINUSMA and Resident Coordinators in G5 Sahel countries to establish a common understanding of Security Council resolution 2480 (2019) and to plan possible ways to implement the HRDDP in G5 Sahel countries. Security Council resolution 2480, which renewed the mandate of MINUSMA, made strong references to compliance with the HRDDP regarding UN support to non-UN security forces, in particular in relation to the FC-G5S. The Security Council further required MINUSMA to develop an approach to provide support in compliance with the HRDDP across five countries. To this end, OHCHR provided technical and operational support to MINUSMA for the organization of regional consultations on the implementation of the HRDDP in the context of MINUSMA's support to the G5 Sahel Joint Force outside of Mali. In line with the outcome of the meetings, a draft General and Preliminary Risk Assessment Framework (GPRAF) on MINUSMA support to the FC-G5S is under preparation, which will serve as a basis for specific HRDDP risk assessments for cases/operations/forces.

PS7 – The use of private military and security companies, and the development and deployment of new technologies, weapons and tactics, are increasingly consistent with and respect international human rights law and international humanitarian law.

Shifts / SDGs



Results

The Working Group on mercenaries participated in the first session of the OEIGWG on private military and security companies (PMSCs) and reiterated its support for a legally binding instrument (supported by the findings made in its two thematic reports on the human rights impact of PMSCs in the extractive sector (A/HRC/42/42) and on gender and PMSCs (A/74/244), which highlighted the gaps in regulation and accountability created by insufficient PMSC regulation). It also stressed the importance of ensuring strong human rights safeguards in any future regulatory mechanism. The mandate consistently emphasized the need for strengthened regulation, including in engagements with States, private industry and in the context of multi-stakeholder initiatives.

Non-discrimination (ND)

ND1 – Laws, policies and practices more effectively combat discrimination in all forms, and responsible authorities actively work to ‘leave no one behind’, including by addressing the root causes of inequality.

Shifts / SDGs



Results

After its country visit to Belgium, in February, the Working Group of Experts on people of African descent recommended, among other things, that the Belgian Government publicly apologize for atrocities committed during colonization. In line with this recommendation, the Prime Minister, Mr. Charles Michel, apologized for the injustice and suffering inflicted against the “métis” children of Belgian settlers and local women who were forcibly taken from Burundi, the Democratic Republic of the Congo and Rwanda during its colonial rule. Following the formal apology, the Government indicated that it would provide resources to finance additional research on the issue and offer administrative assistance to those seeking to gain access to their official records and apply for Belgian nationality.

Several special procedures mandates actively worked to combat discrimination. In his report to the General Assembly, the Special Rapporteur on the human rights of migrants emphasized the individual experience and the challenges faced by women and girls on the move and called for a gender-responsive approach. Furthermore, at a commemoration event marking the twentieth anniversary of the mandate, which included representatives of Member States, civil society and academia, the Special Rapporteur advocated for the application of a human rights-based approach in migration governance. The Special Rapporteur continued to engage with the UN Network on Migration and contributed to the human rights-based implementation of the Global Compact on Migration. He participated in a debriefing with Member States during the annual meeting of the UN Network on Migration and emphasized the importance of placing human rights at the centre of migration governance. The report of the Special Rapporteur on freedom of religion or belief on antisemitism raised awareness about the resurgence of antisemitism around the world, received widespread media attention and led to more partnerships with UN and regional institutions and civil society partners. The Independent Expert on the enjoyment of human rights of persons with albinism and various partners developed a Regional Action Plan on Albinism in Africa (2017-2021), which was adopted as a policy by the African Union.

ND2 – Justice systems and related institutions increasingly monitor and investigate discrimination and provide redress to victims.

Shifts / SDGs



Results

OHCHR contributed to the capacity-building of national institutions and equality bodies, mainly in Europe and Latin America and the Caribbean, and provided substantive inputs to national non-discrimination bills and plans against racism. For instance, as follow-up to recommendations issued by the UPR, OHCHR provided technical assistance to the Government of Belgium in its preparations of a national action plan against racism.

ND3 – Legal and social frameworks increasingly promote women's and girls' autonomy and choice and protect them from violence, including in the digital space.

Shifts / SDGs



Results

OHCHR launched a project in its Regional Office for Southern Africa through which CSOs can monitor online discrimination against women, migrants, persons with albinism and persons with disabilities. The project is testing strategic approaches to expanding/protecting civic space at the national level and providing assistance with the replication of protection practices that have proven useful elsewhere. The initial phase of the project focuses on selected countries with strong records of respecting civic space.

Pursuant to Human Rights Council resolution 38/6, OHCHR organized a two day Expert Meeting on the elimination of female genital mutilation (FGM), in Addis Ababa, Ethiopia in close cooperation with UNFPA, UNICEF and WHO. The meeting discussed progress, gaps and challenges to ensuring the elimination of female genital mutilation and produced a set of recommendations including the need to regularly monitor the human rights impact on women and girls of legislative and policy interventions to address the practice. It gathered together 30 experts from 15 countries and built on the African Union's Continental Initiative to End FGM.

The Working Group on discrimination against women and girls convened a number of regional thematic consultations for the preparation of forthcoming thematic reports, including on women's rights in the world of work, sexual and reproductive health and rights in crises and the rights of girls. These consultations enabled the Working Group to reach grassroots organizations and strengthen the knowledge of women human rights defenders (WHRDs) about the UN human rights system. Furthermore, the Special Rapporteur on violence against women, its causes and consequences produced a groundbreaking report on a human rights-based approach to mistreatment and violence against women in reproductive health services, with a focus on childbirth and obstetric violence, which received vast media coverage. The Special Rapporteur continued to lead the platform of UN and regional independent expert mechanisms on ending discrimination and violence against women. The platform issued a number of joint statements calling for strengthened efforts to fight against pushbacks on women's rights in all regions of the world; highlighting intimate partner violence against women as an essential factor in the determination of child custody; and jointly calling upon all States and relevant stakeholders to act against rape as a form of gender-based violence and to ensure that the definition of rape is based on the absence of consent, in line with international standards.

ND4 – Judicial institutions, media, and other sectors increasingly recognize and challenge harmful gender stereotypes and gender norms with a view to their eradication.

Shifts / SDGs



Results

In Paraguay, Law No. 6338/19 was adopted on 1 July, amending article 10 of Law No. 5407/15 on domestic workers and improving their working conditions. This amendment was undertaken in response to a recommendation of the Special Rapporteur on contemporary forms of slavery, including its causes and consequences during her visit to Paraguay in 2017.

The visits of the Special Rapporteur on the sale and exploitation of children, including child prostitution, child pornography and other child sexual abuse to the Dominican Republic and Malaysia led to discussions on the revision of the minimum legal age of marriage in each country.

ND5 – Principles and practices effectively counter discrimination and hate speech in the digital space.

Shifts / SDGs



Results

The High Commissioner and the Deputy High Commissioner raised their concerns about the pushback on women's rights and gender equality, including in online attacks, misogyny and hate speech in several high-level discussions, including at the Commission on the Status of Women, in New York, in March, at the Women Deliver 2019 Conference, in Vancouver, in June, and at the twenty-fifth anniversary of the International Conference on Population and Development in Nairobi, in November. The Office also contributed to the Doha Forum's panel on "New Models for Online Content Governance," during which panellists explored issues such as current and proposed efforts to monitor, regulate and curate online content; who should define what constitutes misinformation, hatred and violence on digital platforms; and risks associated with private actors developing their own decision-making frameworks for the removal of content. To this end, the Office developed a joint project with UN Global Pulse for monitoring online hate speech and incitement.

OHCHR continued supporting a project entitled "Overcoming Hate Speech in the Media, Southern Region, Ukraine," which was implemented by the Youth Centre for Effective Communication in Ukraine. The project monitors traditional and social media, undertakes research on incitement to hatred and manifestations of hostility and aggression and raises awareness about hate speech prevention among journalists and others in Ukraine.

The Special Rapporteur on minority issues addressed hate speech and incitement to hatred, including in the online news media and across social media platforms, during country visits to Spain (January) and Kyrgyzstan (December). Furthermore, on 23 September, the Special Rapporteur and other mandate holders issued a joint, open letter and statement calling on States and social media firms to take action to curb the spread of online and offline hate speech.

ND6 – The human rights of all migrants, particularly those in vulnerable situations, are protected.

Shifts / SDGs



Results

OHCHR continued to support Member States in the implementation of the Global Compact for Migration, including as a member of the Executive Committee of the UN Migration Network and as a member and co-lead of a number of the Network's Working Groups. It continued to visit key border and transit locations, undertaking monitoring missions to Ecuador and Peru on the human rights of migrants from Venezuela, an assessment mission to determine how to provide support to the Republic of Korea in ensuring a human rights-based approach to border governance and a remote monitoring mission to Tunisia on the human rights of migrants in Libya. It further actively engaged in strategic litigation efforts, including by supporting OHCHR presences with drafting amicus curiae, and carried out research and policy development on key issues such as returns, pathways for regular migration and vulnerability of migrants. In addition, OHCHR supported the development of the African Union three-year Plan of Action for the Global Compact on Safe, Orderly and Regular Migration in Africa (2020-2022). OHCHR, in collaboration with the UN Office on Counter-Terrorism, finalized a training package on human rights at borders, based on its Recommended Principles and Guidelines on Human Rights at International Borders (2014). OHCHR also organized a training of trainers course for OHCHR and UNOCT staff on human rights at international borders and a number of field presences have applied the tools in their country contexts.

As part of its efforts to advocate for the integration of a human rights-based migration perspective into development policymaking, the Office contributed to the review of the 2030 Agenda goals and targets that are relevant to migration by the High-level Political Forum on Sustainable Development, including through its participation at the UN DESA Expert Symposium on International Migration and Development and at the General Assembly High-level Debate on International Migration and Development. More specifically, OHCHR raised awareness about a human rights-based approach, the perspective of migrants and their participation in the implementation of the SDGs. Furthermore, OHCHR successfully advocated for the inclusion of human rights standards in General Assembly resolution 74/148 on the protection of migrants during meetings with various Member States and the sponsors of the resolution. This resulted in the adoption of a resolution that is aligned with the human rights principles and standards outlined in the Global Compact for Safe, Orderly and Regular Migration.

In 2019, concluding observations issued by CMW in relation to Argentina, Colombia and Guatemala addressed frontier issues, such as mixed migratory movements, and in particular, migrations known as the “migrant caravans.” The Committee also highlighted the human rights of women and children on the move in the context of the massive migration of Venezuelan citizens, including in relation to citizenship for Venezuelan children born in Argentina and Colombia, family reunification, border management capacities and the lack of infrastructure at border crossing points. The Committee expressed its concern about the persistence of xenophobic attacks and hate speech against migrants from the media. In addition, CRPD issued recommendations concerning people’s displacement and movement, particularly migrants, asylum seekers and refugees with disabilities, in 15 out of 18 concluding observations and recommendations that were issued during the year.

ND7 – Public support for equal, inclusive and diverse societies, without discrimination, increases.

Shifts / SDGs



Results

The UN Free & Equal campaign launched four mini-campaigns reaching more than 14.3 million people in 2019 alone through campaign videos and more than 187,000 people through its Facebook, Instagram and Twitter accounts. In March, the campaign celebrated International Transgender Day of Visibility with a short video. In May, International Day against Homophobia, Transphobia and Biphobia was marked with a campaign celebrating political progress achieved by human rights activists and LGBTI communities in countries around the world. In October, a mini-campaign for Spirit Day called on allies to stand up for the rights of LGBTI kids experiencing bullying. In December, a mini-campaign was launched to laud the dedication of some of Africa’s most inspiring allies, including Willy Mutunga, former Chief Justice and President of the Supreme Court of Kenya, Seun Kuti, a musician and activist from Nigeria, Bishop Ssenyonjo, a theologian from Uganda and Alice Nkom, a lawyer from Cameroon.

OHCHR undertook an assessment mission to Italy (Rome and Naples) on racial discrimination, with a focus on incitement to racial hatred and discrimination. Meetings were held with national, regional and local authorities and people and organizations from a range of backgrounds, including civil society representatives, lawyers, doctors, social workers, service providers and journalists, members of the Roma community, families and victims of racial discrimination and religious organizations.

The Independent Expert on the enjoyment of human rights of persons with albinism engaged with various partners, including a dermatology company, to launch the largest worldwide campaign on albinism. This included NYDG’s ColourFull campaign, which used billboards in New York’s Times Square on International Albinism Awareness Day to advocate for the rights of persons with albinism. Similar billboard campaigns were launched in other cities, including London and Hong Kong. In conjunction with the campaign, a consultation was held in New York bringing together Member States, UN entities, media representatives and communications specialists to reinforce advocacy efforts to combat discrimination against persons with albinism. The Independent Expert continued to advocate and promote “Champions for Albinism” to increase dialogue in civic space on persons with albinism. OHCHR has set up a dedicated web page (<https://albinism.ohchr.org/>) on its website that features champion advocates for albinism. The Independent Expert visited South Africa during national albinism month. While there, the President of South Africa delivered a national statement that acknowledged the need to address challenges faced by persons with albinism.

ND8 – The UN system implements a coherent and human rights-based response to inequality and discrimination, including intersecting and multiple forms of discrimination.

Shifts / SDGs



Results

OHCHR helped to ensure that the UNSDG Operational Guide on Leaving No One Behind incorporates an HRBA and is grounded in the principles of equality and non-discrimination. The Office contributed to the piloting of this Guide to catalyze action at the national level by encouraging Resident Coordinators and UNCTs to adopt a more coherent human rights-based approach to LNOB, including by consistently identifying multiple and intersecting forms of discrimination and other forms of inequalities, and building strategies to combat these problems through UN support. The impact of the Guide is now being seen through new CCA analyses at the country level.

OHCHR and UN Women undertook a comprehensive review of progress achieved across the UN system in the implementation of the UN Chief Executives Board framework for action on “Leaving No One Behind: Equality and non-discrimination at the heart of sustainable development.” The review identified the extent to which the UN has paid attention to inequalities and discrimination against marginalized groups, particularly gender discrimination. To translate these commitments into action and challenge inequalities and discrimination, OHCHR contributed to UN guidance on economic transformation and stressed that the UN’s economic policy guidance for States should focus on addressing inequalities, discrimination and exclusion through transformative economies.

The Special Rapporteur on the rights of persons with disabilities continued to actively promote a process to strengthen UN system-wide accessibility, inclusion and mainstreaming of the rights of persons with disabilities. The findings of the 2018 baseline review of UN action to mainstream accessibility and disability inclusion informed the development of the UN Disability Inclusion Strategy (UNDIS) in 2019. The Special Rapporteur engaged directly with the Secretary-General and the Deputy Secretary-General and collaborated with the Inter-Agency Support Group using CRPD as a reference point, which led to the adoption and launch of the UNDIS, in June. OHCHR supported the development of the UNDIS and began preparations to produce its first report.



Corruption



Inequalities



New technologies



People on the move

Accountability (A)

A1 – Laws, policies and practices increasingly address, prevent and reduce human rights violations in the context of law enforcement and justice systems.

Shifts / SDGs



Results

OHCHR provided support and advice to national law enforcement agencies and collaborated with international organizations, such as INTERPOL, to increase their knowledge on the human rights aspects of policing. It also provided support to: Afghanistan, Angola, Belarus, Chad, Fiji, the Gambia, Jordan, Lebanon, Lesotho, Malawi, Mali, Mauritania, Mexico, Nepal, Somalia, Thailand, Tunisia and Zimbabwe.

OHCHR supported the initiatives of Member States to protect human rights in the context of the deprivation of liberty and the prohibition and prevention of torture. Initiatives included the ongoing drafting of a universal protocol on investigative interviewing and associated safeguards and the drafting of a resolution to end the trade of goods for the use of torture and capital punishment. The resolution, adopted by the General Assembly, in June, requests that the Secretary-General seek the views of Member States on the feasibility of developing a legally binding instrument, establish a group of government experts to work on the instrument and submit a report to the General Assembly in 2020. OHCHR will support the preparation of the report.

Prevention and non-recurrence of human rights violations remained a primary objective for the Human Rights Council complaint procedure. The complaint procedure continued to deal with cases related to alleged arbitrary arrests and detention, enforced or involuntary disappearances and the failure to investigate them and the deprivation of the right to a fair trial and public hearing by an independent and impartial tribunal. At various stages of the process, both Working Groups (on communications and on situations) of the complaint procedure sought concrete commitments from States on the alignment of national laws with international human rights standards, the non-recurrence of violations and the provision of reparations and rehabilitation for victims of human rights violations before cases were discontinued or referred to the Council. In 2019, a total of 2,917 complaints were processed by the HRC complaint procedure. Some States took measures to address allegations of consistent patterns of reliably attested violations of human rights, including the establishment of national commissions of inquiry, the release of victims of human rights violations and the submission of updated information on the situation of alleged victims.

The SPT carried out seven country visits (Cabo Verde, Costa Rica, Ghana, Senegal, Sri Lanka, Switzerland and the United Kingdom). During its seven visits, the SPT visited more than 130 places of deprivation of liberty, including 49 prisons, 57 police stations, 10 migrant detention centres/centres for undocumented persons, eight psychiatric/mental health institutions and 10 other types of facilities, such as rehabilitation centres, court cells and religious closed boarding schools. During these visits, SPT conducted over 1,500 interviews (individual or collective) with detainees, officials, law enforcement personnel and medical staff.

In June, a presidential decree was published in Brazil, stripping the NPM of its official status, removing all of its experts from their functions and rendering their positions unpaid. SPT, which has a mandate to make recommendations to the State Party with a view to strengthening the mandate and capacity of the NPM, initiated a series of direct negotiations with the highest authorities of the State Party and submitted its views on the compatibility of the presidential decree with the provisions of CAT. The views of SPT were submitted to the Office of the Public Prosecutor which presented the views to the Brazilian courts. A Federal Court provisionally ordered that the effect of the presidential decree be reversed and reinstated the experts. Pending the final decision of the Supreme Court, SPT will continue to support the State Party and the NPM to ensure that the latter has the mandate and capacity to prevent torture.

OHCHR contributed to the sessions of the Commission on Narcotic Drugs (CND) and the UNODC EGM on data collection regarding drug-related issues for the formulation of effective policies. It also participated in seven events for the promotion and dissemination of the UN System Common Position on Drug Policy in Brussels, Dhaka, Geneva, Lisbon, Porto and Vienna. OHCHR contributed to the development of the international guidelines on human rights and drug control, which were launched at the CND, in March. The Office also collaborated with a member of the Human Rights Committee, the Centre for Human Rights of the University of Pretoria and the Geneva Academy of International Humanitarian Law and Human Rights in developing the United Nations Human Rights Guidance on Less-lethal Weapons in Law Enforcement. The Guidance has received positive feedback from users and will be published in 2020.

A2 – Strengthened national mechanisms provide redress to victims and accountability for human rights violations, including for economic and social rights.

Shifts / SDGs



Results

Under the individual complaint procedure of the human rights treaty bodies, individuals have the right to complain about alleged human rights violations. In 2019, the eight treaty bodies that can receive individual complaints had registered a total of 640 new individual communications and had adopted 376 final decisions on communications. CED registered 248 new urgent actions and adopted 139 follow-up decisions with regard to registered urgent actions, bringing the total number of decisions it adopted in 2019 to 389. In addition, 3,360 individual communications were registered in 2019 and 65 decisions were adopted to close urgent actions.

A3 – Justice systems investigate and prosecute gender-related crimes more effectively.

Shifts / SDGs



Results

Protection measures were awarded for victims of sexual violence participating in the trial of a former leader of an armed group in the Democratic Republic of the Congo, enabling more than 20 victims and witnesses to safely testify in court. Individual protection measures were also granted to 11 victims of sexual and gender-based violence in the Central African Republic. These measures enabled victims to participate in a public hearing, in Bangui, from 11 to 15 March.

The July report of the High Commissioner on the situation of human rights in Venezuela documented the specific impact on women and girls of violations of various rights, such as food, education and health, as well as violations of sexual and reproductive health and rights. It also identified various forms of sexual and gender-based violence experienced by women, including WHRDs, in contexts such as detention, security operations and house raids. The report of the Commission of Inquiry on Burundi, supported by the Office, included an analysis of discrimination against women and girls, focusing on teenage pregnancies, access to education and the discriminatory imposition on women and girls of “curfews.” The report of the Group of Eminent Experts of Yemen, also supported by the Office, dedicated a specific chapter to targeted attacks against WHRDs and the impact of the conflict on women and girls.



Corruption



Inequalities



New technologies



People on the move

A4 – States take measures to ensure that their decision-making, policies and actions are more transparent and the public has access to information for accountability purposes.

Shifts / SDGs



Results

OHCHR worked closely with the Government and the Human Rights Commission of Sri Lanka to consolidate the establishment and ensure the smooth functioning of the domestic human rights screening mechanism.

A5 – UN efforts for the rule of law, justice, counter-terrorism and accountability put human rights at the core.

Shifts / SDGs



Results

OHCHR continued holding substantive discussions with UN entities working on counter-terrorism with a view to developing more meaningful partnerships that give due consideration to human rights. These included conversations with the UN Office of Counter-Terrorism (OCT) on implementing the UN counter-terrorism travel programme and highlighting key human rights concerns in specific countries; with the Counter-Terrorism Committee Executive Directorate (CTED) in relation to supporting their country assessments with human rights analysis; and with UNODC on developing UN strategies regarding prosecution, rehabilitation and the reintegration of persons allegedly associated with terrorist groups. OHCHR also provided inputs to the CTED for the Secretary-General's tenth report to the Security Council on the threat posed by ISIL/Daesh, covering the period from July to December, and to the OCT for the Secretary-General's report mandated by resolution A/RES/73/305 on victims of terrorism. In September, UN Women finalized the Guidance Note on gender mainstreaming principles, dimensions and priorities for preventing and countering violent extremism, to which OHCHR contributed.

During 2019, the Global Focal Point for Police, Justice and Corrections (GFP) continued to meet regularly and learned that a number of its supported joint programmes were being challenged by troubling changes taking place on the ground, notably the deterioration of the human rights environment. Consequently, at the Senior Partners Meeting of the GFP, OHCHR advocated for the urgent need to clearly assess and draw attention to the specific human rights-related tensions and unsettled issues during the corresponding GFP field assessment missions and in the subsequent programme documents. Thus, while positioning human rights concerns as potential drivers of conflict, OHCHR aimed at strengthening human rights within work related to the rule of law.

Participation (P)

P1 – Stronger laws, policies and practices protect the right to participate and civic space, including online, and the environment for civil society is increasingly safe and enabling.

Shifts / SDGs



Results

Through press releases, OHCHR expressed concern over the situation of HRDs in 13 countries in the Americas region: Bolivia, Brazil, Colombia, Costa Rica, Cuba, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Peru, the USA and Venezuela. The Office welcomed the ratification of the Escazu Agreement by five countries (Bolivia, Guyana, Saint Kitts and Nevis, Saint Vincent and the Grenadines and Uruguay).

The Office organized the first regional workshop on civic space and hate speech in social media in Tunis in October. The 36 workshop participants (21 women, 15 men, primarily media workers, HRDs and social influencers from 15 countries), discussed challenges facing civil society in the Middle East and North Africa and explored ways to broaden civic space and address hate speech on social media platforms. The participants considered potential activities to counter the shrinking digital civic space through awareness-raising, strategic advocacy and digital partnerships and to develop a compilation of good practices on how to address hate speech in social media. The participants discussed several case studies on the implementation of the Rabat Plan of Action on the prohibition of advocacy of national, racial or religious hatred that constitutes incitement to discrimination, hostility or violence, the Beirut Declaration on “Faith for Rights”, the UN Strategy and Plan of Action on Hate Speech and the Christchurch Call to eliminate terrorist and violent extremist online content.

The Participation Guidelines, produced by OHCHR and adopted by the Human Rights Council in 2018, were distributed to a wide range of audiences, focusing on youth, women and local government. The Guidelines are a tool for states and civil society alike and provide practical guidance on how to implement the right to participate in public affairs at all levels of decision-making. The Guidelines web page was updated and a user-friendly version was issued in all UN languages. The Guidelines were also presented at the SDG 16 conference in Rome, in May, and widely disseminated at the High-level Political Forum in New York, in July.

In following up on the report of the Secretary-General’s High-level Panel on Digital Cooperation, OHCHR initiated new research, which led to the development of guidance on the application of international human rights law to technology. OHCHR also advocated for an increased understanding of human rights at a range of expert meetings related to digital technology and civic space, including HRC side events, workshops on AI and facial recognition and the Internet Governance Forum.

Special procedures mandates on freedom of opinion and expression, peaceful association and assembly, a democratic and equitable international order, cultural rights, human rights defenders, minority issues and counter-terrorism contributed to policy and legal recommendations on strengthening freedom of expression through 12 commentaries on domestic laws in 2019. The special procedures mandate holders emphasized the importance of public spaces for the exercise of cultural rights and the realization of human rights; communicated with governments on the situation of HRDs, highlighting attacks and persecution against HRDs working on minority issues; and identified trends and patterns in the use of counter-terrorism measures against civil society actors and HRDs.



Corruption



Inequalities



New technologies



People on the move

P2 – The UN system and international, regional and national mechanisms provide increased, timely and effective protection to civil society organizations and individuals (including from reprisals).

Shifts / SDGs



Results

OHCHR continued to facilitate regular exchanges between NGOs and the President of the HRC to create opportunities for civil society to discuss issues of critical concern. This included discussions on how to address reprisals occurring in the context of HRC sessions and enhancing the methods of work of the HRC while safeguarding civil society space. With regard to allegations of reprisals reported to OHCHR during the reporting period, the internal protocol for handling such cases in connection with HRC sessions was put in motion and recommendations on appropriate action were made to the HRC President on each case. The recording and monitoring of cases through in-house coordination ensured the rapid identification of trends and the development of good practices in handling such cases.

To ensure that HRDs and civil society can engage with the UN without fear of reprisals or intimidation, the human rights treaty bodies were supported in effectively addressing allegations of reprisals. CERD adopted guidelines on reprisals, which outline the different steps of considering and following up on cases of allegations, and explored possibilities of enhancing its cooperation with NGOs. In 2019, OHCHR published a common treaty body web page on reprisals, which provides easy access to information on how the treaty bodies address and report on cases of intimidation and reprisals. In addition, the treaty bodies continued to facilitate accessibility for civil society and HRDs, including by adopting decisions (interim measures) on individual cases of reprisals. During the year, various treaty bodies flagged concerns regarding the work of HRDs during the dialogue with the State Party concerned, reflected these concerns in recommendations and published letters of alleged reprisals on the web page of the committees. An absence of Secretariat resources and tools to verify the allegations, conduct further research and translate documentation affected the ability of the Secretariat to assist the committees to address all cases in an effective manner.

The Special Rapporteur on the situation of human rights defenders participated in the implementation of the global communication campaign on the twentieth anniversary of the UN Declaration on human rights defenders, which was launched in December 2018. The website established for the occasion (<https://togetherwedefend.org/>) included stories of HRDs that had been champions in protecting civic space in various regions of the world and focused on a variety of human rights issues. The digital campaign featured a flagship video that told the story of grassroots and high profile defenders around the world, two made-for-social videos, campaign branding, an interactive website to showcase the stories of 10 HRDs, including a tool to send a message of solidarity to a defender, and a digital toolkit to enable partners to share the campaign materials on social media. The Special Rapporteur met with HRDs from around the world and devoted his report to the General Assembly to the persistent impunity for human rights violations committed against HRDs. The findings of the report are the result of extensive consultations with HRDs that have taken place since the beginning of his mandate, five regional consultations held in 2018 and 2019, the review of communications sent by the Special Rapporteur and 71 submissions collected through a survey.

OHCHR contributed to the 2019 annual report of the Secretary-General on Cooperation with the UN, its representatives and mechanisms in the field of human rights (A/HRC/42/30), which was presented to the HRC, in September. It includes cases from 48 States, reflecting the increased documentation of information on trends and cases in the public domain. For comparison, from 2010 to 2016, an average of 15 countries are included in the annual reports. The 2017 report mentions 29 States and the 2018 report lists 38 States. The 2019 report also includes good practices to address and prevent reprisals, as suggested by Member States during the interactive dialogue on the 2018 report.

2019 marked the tenth anniversary of HRC resolution 12/2, in which the Council requested the UN to take urgent steps to address intimidation and reprisals. The strong commitment to confront this issue was renewed by the Council, in September, with HRC resolution 42/28. Furthermore, in October, during the Third Committee of the General Assembly, 71 Member States issued a joint statement welcoming the HRC resolution. The General Assembly also adopted, by consensus, resolutions that condemn reprisals (A/RES/72/247 in 2017; A/RES/74/146 in 2019).

In April, OHCHR convened a consultative working group of UN entities in New York and Geneva to develop a UN guidance document on preventing and addressing reprisals. As a result, a discussion paper was prepared to answer in-depth questions on how the UN is dealing with this issue. It also developed a user-friendly protocol/checklist that multiple actors in the UN system can use as a reference guide to prevent and address reprisals at the international level and in the field.

A human rights assessment mission was deployed to Sri Lanka, in consultation with the Resident Coordinator, to support the monitoring and risk assessment work of the HRA, particularly in the context of the presidential elections held on 16 November. The mission convened more than 70 meetings with different interlocutors, including the Resident Coordinator, national and international electoral observation organizations, religious organizations and civil society actors. The mission bolstered the human rights monitoring capacity of the HRA and provided additional early warning analysis to inform the UN system on the level and type of risks for further deterioration of the human rights situation. Finally, the mission paid particular attention to the situation of victims, HRDs, journalists and civil society activists. It identified and recommended measures for the protection of those under potential threat by bringing them to the attention of the Resident Coordinator.

P3 – Business, policymakers and the public at large increasingly value and support civic space.

Shifts / SDGs



Results

Multi-stakeholder dialogues on human rights defenders and civic space took place during specific sessions of the Annual Forum on Business and Human Rights in November in Geneva and at regional consultations. Providing guidance for business on engaging, respecting and supporting human rights defenders in line with the UN Guiding Principles on Business and Human Rights (in coordination with the Special Rapporteur on human rights defenders) is in progress.

P4 – Civil society assistance to victims of human rights violations is strengthened.

Shifts / SDGs



Results

The Special Rapporteur on the elimination of discrimination against persons affected by leprosy and their family members has developed a network of professional groups and relevant stakeholders working in the field of leprosy. She has worked closely with this network in relation to the regular work of the mandate and on specific occasions, such as the preparation of public reports, country visits and communications.

P5 – More systematic monitoring of the environment for civic space, including threats to it, takes place.

Shifts / SDGs



Results

With support from the special procedures, OHCHR conducted a human rights analysis of the draft amendments to legislation “On audio-visual media in the Republic of Albania.” Recommendations from OHCHR and other UN agencies were presented by the Resident Coordinator to the Albanian Parliament on 25 November. This advocacy effort helped to prevent the adoption of amendments with the potential to limit freedom of expression and human rights activism.

OHCHR prepared a draft checklist on monitoring civic space trends in order to develop a practical framework to assist field presences with assessing and documenting civic space trends at regional and national levels. The draft checklist was shared with a select number of field presences (i.e., in Burkina Faso, Southern Africa, Southeast Asia and Ukraine) on a pilot basis and served to produce background notes on countries.



Corruption



Inequalities



New technologies



People on the move

In March, the Special Rapporteur on the situation of human rights defenders held a regional consultation in Nairobi, with HRDs from English- and French-speaking African countries. In June, he held a similar regional event with approximately 40 HRDs from the Middle East and North Africa in Tunisia. Both consultations informed the drafting of his thematic report on impunity. In June, he held an online expert webinar on the recommendations related to this thematic report. In addition, the Special Rapporteur sent joint communications highlighting attacks and persecution against HRDs working on minority issues, including in Algeria, Bangladesh, China, India, Kyrgyzstan and Myanmar.

P6 –The voice of people affected by decisions, particularly victims and those who face discrimination, is more clearly heard.

Shifts / SDGs



Results

The Secretary-General's Executive Committee decision 2018/63 of November 2018 on protecting civic space requested that OHCHR and UN Women map the UN's practices, concrete recommendations and lessons learned related to protection, expansion and promotion of civic space. As a result, from April to May, a UN system-wide online survey was conducted, building on previous reports and assessments on civil society engagement with the UN system. In total, 100 UN entities responded to the survey. The survey shows that each UN pillar could benefit from better cross-learning and sharing of good practices. The survey results were presented to the Secretary-General's Executive Committee, in August. In its decision 2019/53, the Executive Committee tasked OHCHR with developing a Secretary-General's Guidance Note and UN system-wide strategy on civic space, including through broad consultations with civil society.

OHCHR supported the sixth meeting of the Central American network of women defenders of sexual and reproductive rights, in Panama, from 27-28 May. This contributed to strengthening their advocacy capacities for the adoption of legislation and public policies for the advancement of sexual and reproductive health and rights in Central America.

Thirty-five indigenous fellows (18 women, 17 men) from 28 countries/territories participated in the Indigenous Fellowship Programme, which was held in English, French, Russian and Spanish. Thirty minority fellows (15 women, 15 men) participated in the Minorities Fellowship Programme, which was held in Arabic, English and Russian. Additionally, twelve young activist of African descent from 11 countries participated in the Fellowship programme for people of African descent. These Programmes contributed to empower young activists to promote the human rights of their communities worldwide. Former fellows are conducting human rights trainings for their communities, they are engaging with the development of legislation, policies and programmes at national level, as well as with UN human rights mechanisms.

ORGANIZATIONAL EFFECTIVENESS RESULTS



OEAP Strategic Leadership and Direction

UN Human Rights leadership bodies are making timely, evidence-based strategic decisions in line with results-based management principles.

- The High Commissioner launched a number of initiatives to “re-set” key operational issues, such as a review of the terms and conditions for national staff and General Service staff and the launch of a UN Human Rights health and well-being action plan. Three “Communities of Practice” were launched in relation to communication (CommsNet), administration (AdminNet) and leadership (LeadingNet) in order to foster exchange, peer-to-peer learning and information sharing.
- A UN Human Rights Global Meeting was organized, in Geneva, in July, bringing together approximately 400 staff, including over 70 colleagues from field presences, to inspire, innovate, learn, communicate and operate as One Office. The Global Meeting furthered the discussions and confirmed the commitment to the four “re-sets” to sharpen the focus of the Office on: 1) Leadership and silo disruption; 2) Technical cooperation; 3) Engaging with

Member States; and 4) Communication and storytelling. In addition, a fifth “re-set” was confirmed with regard to how the Office can enhance its work on the three priority areas identified by the High Commissioner in 2018 (SDGs, prevention and ESCR).

- Standard Operating Procedures (SOPs) on Internal Communication were approved by senior management and issued to all staff. The SOPs stipulate that all staff have a responsibility to stay informed and share information. In particular, they mandate all managers to hold regular meetings with their teams and reiterate their accountability for ensuring that senior management decisions are communicated to all staff in the respective divisions.
- As part of efforts to revamp the intranet, a new intranet homepage was launched with a more user-friendly design and interface. This new homepage facilitates the sharing of information, in particular regarding what is happening in the Office, and guides users to information in a more intuitive way. The process of upgrading remaining content and navigation will continue in 2020.
- The idea of an OHCHR radio or podcast was explored and a survey was distributed to staff to gauge their interest and

seek feedback. The response was very positive and a podcast for staff was launched in early 2020 as an innovative way of disseminating information.

- To increase coherence and strengthen the internal governance bodies, twelve regular meetings and one extraordinary meeting of the PBRB were held during 2019, thereby contributing to the improved internal governance of office-wide programming, budgeting and financial planning. In the course of 2019, the PBRB reviewed approximately 70 fundraising and fund allocation proposals from both headquarters and the field, which is a record number indicating an increased involvement of staff in resource mobilization. Over half of these proposals were processed by the PBRB Secretariat as electronic reviews to optimize the use of PBRB meeting time and enable timely decisions between meetings. While monthly monitoring of extrabudgetary financial expenditures and income have been on the agenda for a long time, monitoring of human resources and the regular budget situation became regular items on the agenda in 2019. This contributed to effective and efficient internal governance and coordinated timely and coherent messaging from senior management to staff on hot topics, such as the evolving regular budget situation.

- Another indicator of increased coherence and a strengthening of the internal governance bodies was the approval, on 28 June, of the integrated budget for the Task Forces on SDGs, prevention and ESCR and the endorsement of the National Staff Review recommendations regarding the use and replacement of Service Contracts. In November, the PBRB decided to dedicate quarterly or six monthly meetings to human resources. The 2020 budget process was finalized in February 2020 and yielded a number of lessons learned that will be taken into account during the “Budget Re-set” in 2020. To inform PBRB decision-making and build capacity around the Performance Monitoring System as an information management tool, Annual Workplans 2020 were analysed internally using substantive expertise in the Office. The quality of the analysis was recognized by the PBRB and will be further discussed at the beginning of 2020.
- Following an internal survey-based assessment of the PAG, it was decided that the PAG meetings would be organized when needed, instead of on a weekly basis. The meetings will focus on strategic areas of intervention by OHCHR. In 2019, three PAG meetings were held in relation to: (i) possible focus areas for speeches and statements by the High Commissioner for the year; (ii) crisis preparedness and response; and (iii) UN Human Rights’ response to global protests. The recommendations from these meetings were taken up by the SMT.
- Extended PAG (ePAG) meetings with managers continued to be organized on a bimonthly basis as a forum to share and discuss management issues. Discussion items included the Multilateral Organization Performance Assessment Network (MOPAN) evaluation; the UN’s internal administration of justice system; a 360-degree review for managers; health and well-being, including flexible working arrangements and smoking; the Dignity@Work policy; diversity and UN Human Rights demography; the branding project; web redesign and security accountability.
- In 2019, the evaluations of the Uganda Country Programme and RBM were finalized. The Uganda evaluation was effectively used during renegotiations related to the continuation of the OHCHR presence in Uganda. The evaluation on transitions from peace operations was initiated with missions to New York, Geneva and Liberia. In addition, preparations began for the country programme evaluations for Cambodia, Central America, Colombia and Ukraine.
- The report of the MOPAN assessment was launched and a management response and action plan were finalized and approved by the PBRB. Internal reviews were conducted for the Gender Facilitators Network, the UN Human Rights Training and Documentation Centre for South-West Asia and the Arab Region, internal communications and the staffing of the front offices of senior managers. A start-up review of the G5 Sahel project was also completed during the reporting period. Gender was mainstreamed into evaluations that were conducted and the integration of Disability Inclusion was initiated following the adoption of the new UN Disability Inclusion Strategy, including in relation to evaluations that were undertaken by the UNEG Working Group on human rights and gender equality and UN Women.
- In preparation for the Secretariat’s move towards an annual programme budget document in 2020, OHCHR developed the 2020 Budget Report programme plan. One element of the new format entailed the drafting of narrative “results stories.” The preparation of the document required a higher investment of time than in previous years due to a complete change in its format. To solicit the support, the Office engaged with Member States, which included a presentation of the planned programme to Member States that was conducted by the High Commissioner. The briefing was well attended and many countries from different regions took the floor to support the programme. Nevertheless, due to a lack of consensus on the new format of the Secretary-General’s programme plans, the Committee for Programme and Coordination referred all programme plans including programme 20 – Human Rights to the General Assembly for review.



Across UN Human Rights, innovation is encouraged, supported and its results are implemented accordingly.

- As part of the Innovation Action Plan, the Office Innovation Challenge was launched, in April, to generate out-of-the-box ideas in order to transform how UN Human Rights works and can achieve human rights impact. The Challenge provided staff with a platform to identify actions that OHCHR could stop doing and/or propose new and creative alternatives in which it could invest. A total of 29 proposals were submitted and 10 were shortlisted and invited to make a pitch for seed funding. A pitch event was held during the Global Meeting with three external panel experts. Staff voted to identify four winning innovation projects that were awarded seed funds for implementation.
 - › “Ditch UNfair internships” came in first and received seed funding of US\$25,000 to support a pilot programme to bring candidates from the Global South to Geneva. OHCHR also took part in the 100-day internship challenge to come up with concrete, actionable recommendations for the senior management of UN Geneva that would improve the internship experience in the UN Secretariat. Key achievements included assigning dedicated slots in language and other training courses for interns, free meals for interns in UN cafeterias after hours and a more structured onboarding and exit package.
 - › The other three winning proposals focused on the volunteer mobility programme for national staff, investing in technology as a force for good and establishing a Human Rights Officers Academy.
 - › The diversity of proposals, the engagement of the candidates and the feedback of the experts indicated success and a growing interest in innovation within the organization.
 - › The OHCHR Innovation Challenge also attracted interest from other UN partners who have replicated and adapted the concept within their organizations. All four winning proposals from the 2017 Innovation Challenge were implemented with seed funds by the end of 2019, including one information management project that attracted significant donor interest and led to an expansion of the original concept.
- The Office undertook a number of initiatives as part of an effort to strengthen information management using innovative approaches to support information and data requirements for human rights. For example, tools were developed to cultivate open source data that can be included in human rights analysis to augment existing internal datasets. Amongst these initiatives, the CESC Secretariat devised and introduced an online CESC submissions system to facilitate engagement with CSOs and other stakeholders in a more efficient manner and allow for better information management, while simultaneously building up a user-friendly database of stakeholders.
- The UHRI project “Invest in technology as a force for good” was one of the finalists in the 2019 OHCHR Innovation Challenge during the Global Meeting, in July. This cross-divisional proposal suggested the use of word recognition technology to tag or index reports that need to be added to the UHRI.
- OHCHR developed links and cooperated with UN agencies with more advanced approaches to and programmes in support of innovation, including UNHCR, WIPO, UNDP and UN Global Pulse, to support the conceptualization and creation of the “Light Up! Innovation Engine” project, which included a study tour of UNHCR’s innovation services. The Office facilitated a workshop on design thinking methods for the members of this project to help them identify and prioritize their work.
- The Office organized a workshop with Element AI to generate ideas for repetitive tasks that would benefit from the use of automation and artificial intelligence. Four ideas from different parts of the Office emerged at the workshop, two of which will be further developed during 2020. UN Human Rights also deepened its relationship with the Master’s Programme in Innovation of the University of Geneva in partnership with the Tsinghua University in Beijing in order to connect with its students for joint innovation projects. Three of these projects have been agreed upon for implementation in 2020.
- The Office also worked to produce its own innovative products and processes, including by adopting new ways to disseminate publications and materials that it produces, mapping where technology can contribute to the methodology development process and developing partnerships for rethinking approaches to remote learning. The Global Meeting Knowledge Fair explored innovative ways that OHCHR knowledge products could be disseminated to stakeholders. Located on the Yammer platform, the Office Light Bulbs Group provides the Office with an online space for ideation and collaboration.



UN Human Rights' knowledge base is used strategically to actively shape programming, capacity, culture and structure.

- In 2019, the Office's "Community of Practice on SDGs, prevention, ESCR and Right to Development" (2030 CoP) was launched on Yammer, as one of the outcomes of the three Task Forces convened by the High Commissioner. The 2030 CoP has three objectives, namely, to (a) facilitate peer-to-peer support, so colleagues can share knowledge and experiences and support each other in their work; (b) share good practices, materials, stories and initiatives that can be built upon; and (c) serve as a directory for cross-fertilization so that colleagues with specific thematic expertise and practical experience can be easily identified. Soon after its launch, active exchanges took place between field and headquarters staff and participants immediately noted several promising practices and opportunities for cross-fertilization, including on the right to water (Colombia, Kenya, Mexico), the justiciability of ESCR (Tunisia) and focused discussions on economic analysis and human rights. As of the end of the year, the 2030 CoP had more than 300 members, comprised of OHCHR staff from headquarters and field presences.
- The Office developed and disseminated new tools and guidelines to support the creation of CoPs, networks and "new generation" groups, including:
 - › Terms of reference for new OHCHR "Communities of Practice";
 - › "How-to" lists and checklists for moderators of CoPs, networks and groups;
 - › Reference list of OHCHR-specific tags to use in CoPs, networks and groups (supporting search function and consolidation of input);
 - › Etiquette for good collaboration ("do's and don'ts") benchmarks when using Yammer and for good online collaboration; and
 - › Several tailor-made video tutorials to support the use of Yammer.
- OHCHR's Knowledge Sharing Toolkit (Acquire, Inspire, Innovate!) developed in 2013 has been updated. The Toolkit offers a vast array of methodological options to facilitate and promote collaborative and participatory consultations, training sessions and strategic discussions. The updated Toolkit was disseminated to all field presences and headquarters staff, in digital and hard copy, and is available on the Dynamic Knowledge intranet page.
- The comprehensive resource mobilization guide and "quick guide" to resource mobilization and standardized funding proposal templates, developed by the Office in 2018, were widely distributed in 2019 and continue to be available to OHCHR staff on the intranet. The documents will be updated in 2020 by the new capacity-building staff.
- Three "Communities of Practice" were launched in relation to communication (CommsNet), administration (AdminNet) and leadership (LeadingNet) in order to foster exchange, peer-to-peer learning and information sharing.



OEAP External Communications

UN Human Rights' human rights impact and messages are effectively communicated, helping to position it as a partner of choice for its key stakeholders.

- The Office contributed to and reviewed a significant number of substantive internal documents prepared by field presences or regional sections in Geneva headquarters, including correspondence with high-level UN officials, external correspondence (particularly with Member States), public statements, speeches and other documents. Moreover, the Office coordinated and processed information from field offices regarding alerts on reprisals and follow-up actions, such as advocacy on specific cases, and provided guidance on country engagement strategies, public reporting and the production of factsheets for field presences to enhance outreach, visibility and fundraising opportunities. The reviews ensured the consistent production of high quality external products representing the work of the Office and field presences. In turn, this ensured consistency in how the Office communicates and is externally presented, including to the media, donors, governments and others.
- Approximately 140 press statements, press briefings, media statements and media advisories on human rights situations in countries and territories were issued with inputs and advice from field presences. OHCHR reviewed, edited and cleared approximately 30 reports from the High Commissioner, peace missions and in relation to country situations, in addition to 40 reports that were submitted to the Human Rights Council and 11 reports that were submitted to the General Assembly.
- In July, OHCHR recruited a communications consultant (as planned under the "Light Up" Innovation Challenge) to focus on telling the stories of the work of the Office in the Africa region. Throughout the year, the Africa Branch issued bimonthly reports under a new format that showcases its human rights impact in line with the OMP. It also issued human interest stories that were posted on social media and the OHCHR website. These stories attracted considerable attention from a large audience.
- The Human Rights Council media team developed a Council website, in 2018, introducing new features in 2019. A new logo, in all official UN languages, has been applied to all HRC public materials and web-based platforms. In 2019, the HRC logo was included for the first time on correspondence sent by the HRC Presidency.
- Outreach considerably bolstered HRC's storytelling and constructive messaging capacities. A number of videos were posted on a wide range of topics stemming from the Council's activities, including those of its investigative bodies, such as the Commissions of Inquiry and Fact-Finding Missions on Burundi, the Democratic Republic of the Congo, Myanmar, occupied Palestinian territory, South Sudan, the Syrian Arab Republic and Yemen. Multiple feature stories, including on the activities of the Voluntary Technical Assistance Trust Fund to Support the Participation of Least Developed Countries and Small Island Developing States in the work of the Human Rights Council, the Nelson Mandela Human Rights Moot Court Competition, model UN events that simulated the Council and a series of reports by the Independent International Fact-Finding Mission on Myanmar, which attracted substantial public attention and generated 300 media clicks in addition to the 1,200 clicks triggered during the launch of the report.
- Moreover, UN News published several positive pieces on the special procedures, the UPR and other features that stressed the important link between the three pillars in the UN. The HRC media team continued to develop and expand on its internal database, which now includes nearly 100 success stories emanating from the HRC, which are drawn upon when opportunities for narration present themselves. The database has also been extensively used to produce talking points for the HRC President, the High Commissioner and other senior officials.
- The Human Rights Council media team supported the investigative bodies established by the Council. The report and activities of the Independent International Fact-Finding Mission on Myanmar, for the second year in a row, and the report of the Independent International Commission of Inquiry on the protests in the occupied Palestinian territory, were widely praised by States, NGOs and the media. The vast array of public information materials to support the findings of these entities, helped to raise awareness and enhance their visibility. More importantly, they drew attention to the plight of the many victims highlighted in the reports. Infographics and several targeted videos were particularly effective in translating the activities of the Council into something more concrete. The report of the Fact-Finding Mission on Myanmar continued to receive significant media attention after its launch, particularly during the International Court of Justice hearings on Myanmar, in December. The media team promoted

these reports on the HRC social media accounts, which resulted in a sizable spike in followers and likes on these platforms. The views on HRC tweets potentially increased by more than 200 per cent and Instagram followers number increased by 125 per cent, while the report of the Commission of Inquiry on the OPT protests triggered an increase of daily views of HRC Facebook posts by almost 420 per cent.

- The Office continued to invest significant resources in updating the web pages on reprisals, the individual human rights treaty bodies, the Meeting of Chairpersons of the Human Rights Treaty Bodies and the 2020 treaty body review. The UHRI is consistently updated with recommendations issued by the treaty bodies, the UPR and the special procedures. For individual complaints submitted to the treaty bodies, a new platform has been proposed for more effective, transparent and accessible case management and information sharing. Two of the committees, CRC and CEDAW, used videoconferencing for their respective reviews of the State Party reports of Mozambique. Webcasting of sessions continued to be crucial in expanding the number of stakeholders that were able to follow the work of the treaty bodies.
- With the support of the UPR Trust Funds, the Office prepared infographic pages, reflecting trends in terms of accepted recommendations and the links between UPR recommendations and the top five SDGs. These infographic pages served as a tool for monitoring implementation within States after their reviews and for the programming activities of the UNCTs.
- The Office continued to build on the efforts undertaken by the special procedures mandates to strengthen its communication and outreach strategy. This was primarily accomplished through the use of social media platforms, which enabled the Office to engage with non-traditional actors, while also increasing the visibility of and accessibility to the activities of the mandate holders, thereby maximizing their impact. To this end, a special procedures Twitter account was created and guidance provided to SPB colleagues in this regard. Social media proved to be an effective tool for reaching out to non-traditional audiences, such as those living in rural areas in the countries visited by the Special Rapporteur on the human rights to safe drinking water and sanitation.
- In 2018, OHCHR launched a branding exercise that continued throughout 2019. The branding company presented its results, proposed a strategy and worked with OHCHR to develop and launch the 2019 Human Rights Day campaign. It also presented a first draft of the new UN Human Rights brand book.
- The multi-year Web Transformation Project launched in 2018 aims to produce a new, user-friendly OHCHR.org website that leverages current technology and is effectively governed. In 2019, it focused on content revision, governance and procurement. The bulk of the content work involved auditing existing web pages to recommend what content to update, remove or migrate.
- Strong emphasis was placed on the use of multimedia, visual storytelling through social videos, interactive Instagram stories and animated infographics. This improved the Office's capacities to tell stories and convey its messages in different formats. OHCHR explored new ways of storytelling, both in terms of format and venue, taking advantage of new platforms, such as Exposure or Medium. In addition, the Office developed unique visual messaging for various communications products and produced many social media-only stories in an immersive mobile format. In the second half of 2019, multilingual accounts were created in French (facebook.com/onudroitsdelhomme) and Spanish (facebook.com/onuderechoshumanos and instagram.com/onuderechoshumanos). These new pages will help the Office to increase its content promotion and audience engagement in multiple languages.
- Following the organization of the OHCHR Global Meeting, OHCHR launched a communications "Community of Practice," which serves as a group that shares communications successes, procedures, policies and initiatives and seeks to improve the results of the Office.
- There was a 46.5 per cent increase in the number of media articles citing OHCHR between 2018 (41,629 articles) and 2019 (61,015 articles). The total percentage increase since 2017 was 154 per cent, or almost eight times the target figure of a 20 per cent increase in the number of media articles by 2021. The 2019 total is the highest annual total achieved and includes the highest figure reached for a single month.

The record number of media articles generated by the Office reflects stronger storytelling and clear and effective messaging. The launches of a number of key OHCHR reports, particularly those on Chile, Kashmir and Venezuela, were especially effective. The July launches of the reports on Kashmir and Venezuela and the High Commissioner's high-profile visit to Venezuela the previous month, were the primary reasons for the record monthly media pick-up of just under 10,000 articles, in July.

- The Publications Committee continued to provide expert oversight of the Office's publications programme. The Committee held nine regular meetings, during which it approved 11 publishing proposals for new official publications, and considered six manuscripts. In 2019, the Office continued to raise the visibility of the OHCHR publications programme and increase awareness about its published works and publishing procedures among various stakeholders. OHCHR dispatched over 85,000 print materials to 51 countries worldwide. Over 52,920 of these were official publications and 32,086 were corporate reports, civil society guides and promotional materials. Most print materials were slated for local and regional distribution through OHCHR offices, UN agencies, government

departments and NGOs. Others were used as resource materials for training courses, workshops and meetings and to stock human rights resource centres (predominantly in Gabon, Honduras, Liberia, Togo, Uganda and Uzbekistan).

- In 2019, multilingualism was emphasized as an essential means of promoting unity in diversity and an international understanding of human rights issues. Of the more than 85,000 print materials that were distributed, 43.46 per cent were original English language editions, 21.44 per cent were in French, 18.03 per cent were in Spanish, 10.20 per cent were in Russian, 5.73 per cent were in Arabic and 1.14 per cent were in Chinese. OHCHR's promotional efforts led to an increase in the number of publication web visits from 3.7 million in 2018 to more than 4.89 million in 2019. Notwithstanding the augmented online presence, linguistic diversity was less varied in electronic format and the highest demand was for English and Spanish titles. The Office continued to promote its publications through its online catalogue, order forms (in six official languages) and UN sales channels.



OEAP Resource Mobilization

Investment in and support for UN Human Rights has expanded and donors are expressing confidence in the value delivered by these investments.

- Total voluntary contributions amounted to US\$179 million, representing a decrease of 4.3 per cent compared to 2018. It should be noted, however, that 2018 was an exceptional year, which saw the highest amount ever received by the Office (US\$187.1 million) with a 31 per cent increase over 2017. A total of 85 funding agreements were signed with donors in 2019. Online donations to OHCHR reached US\$12,200 in 2019 (not counting donations received via the United Nations Foundation), which is more than was received in 2018 but less than in 2017 when over US\$15,900 was raised from individual donors.
- In terms of diversifying the donor base, OHCHR's strategic partnership with Microsoft was cultivated and maintained. In 2019, the company donated US\$1 million to OHCHR, which was divided 85/15 between cash and pro bono services. Grants were secured from the MacArthur Foundation (US\$180,000) and the Open Society Foundations (US\$214,000) and a proposal was submitted to the Wellspring Philanthropic Fund (US\$200,000), which was approved in early 2020. During the last quarter of 2019, the Office outlined steps to more proactively reach out to private and corporate foundations in 2020. A series of events will be organized throughout the year with the aim of paving the way for the creation of new platforms for their engagement with the Office. In addition, OHCHR provided support for fundraising initiatives related to the Free & Equal campaign, through the UN Foundation, with the following results: US\$450,000 from H&M, US\$80,000 from the Gap and additional support from Kenneth Cole, Global Brands Group and Under Armour (amounts pending confirmation). A technology initiative entitled "Call for Code," sponsored by IBM, resulted in a US\$105,000 contribution, representing an increase of US\$80,000 more than was received the previous year. Finally, the University of Auckland provided US\$10,484 for the OHCHR Indigenous Fellowship Programme.
- On 1 October, OHCHR signed a MoU with a funding component with two Qatari non-profit NGOs, namely, Silatech and Education Above All. The purpose of this MoU is to promote and protect the rights of young people, realize the 2030 Agenda for Sustainable Development relating to youth and implement the United Nations Youth Strategy.
- OHCHR, in response to request from donors, continued working with an external communications specialist to produce stories on the impact of the Office in the field. In 2019, six stories were produced (two from Guinea-Bissau, two from Senegal and two from Tunisia). The stories will be posted on the Exposure platform in early 2020. The eight stories produced and posted on Exposure since 2018 have an average of between 4,000 and 7,000 views. A few of stories have many more views, such as a story on the Republic of Moldova ("End discrimination: How UN Human Rights helps to shape laws to end discrimination in Moldova") that was published in February and had 43,796 views by the end of the year.
- OHCHR prepared a position paper on the office-wide approach to JPO management and made specific recommendations on aligning JPO management with the OMP and its annual planning and monitoring processes. The paper was considered and endorsed by the PBRB at its December session for implementation.
- While much remains to be done with regard to resource mobilization, the impact of the capacity-building workshops organized in 2018 for 56 field colleagues and 26 colleagues from headquarters began to materialize in 2019. In terms of donor reporting, a marked improvement from several colleagues who attended the training was achieved. For example, the United Kingdom pointed out that reporting on one of the projects it is funding had improved following the training.
- In 2019, the Office submitted 210 narrative reports (most of which included financial statements) to donors whose reporting requirements were not met by the Annual Report, resulting in a more than doubling (128 per cent) of the number of reports produced by the Office in the previous year (which was 92). This leap is partly due to the record amount of income received in 2018 coupled with the multiplication of earmarkings.
- The Annual Appeal 2020 was produced and posted on the OHCHR website at the end of December. The brochure had a thematic focus on "frontier" issues and included stories on the impact of the Office's work in those areas.
- Based on the 2018 analysis of previous Annual Reports, available donor feedback, further discussions and an overview of best reporting practices, the UN Human Rights Report 2018, which was produced during the first half of 2019, underwent significant changes in terms of content and format.

Compared to recent Annual Reports, the 2018 edition had a number of novel features. In addition, a new format was introduced that aligned with the 2018-2021 results framework, used data visualization and infographics to illustrate key results, featured a selection of in-depth highlights of results, linked OMP results with Sustainable Development Goals, consolidated regular budget and extrabudgetary funding and highlighted funding gaps. The report also emphasized human interest stories and the online version was made available as a user-friendly, searchable pdf file.

- › The UN Human Rights Report 2018 was launched on 14 June 2019 and widely disseminated to partners via regular mail and email and was posted on the OHCHR website. Several donors commended the new format at the launch and during subsequent bilateral meetings.
- › The Office conducted a review of the 2018 reporting process and produced recommendations that were integrated into the 2019 end-of-year reporting cycle and the UN Human Rights Report 2019 workplan. The production of the report began in November and incorporated lessons learned from the 2018 reporting process.
- › An assessment of the UN Human Rights Report was included in the Office evaluation plan for 2020-2021 to determine the report's long-term efficacy and efficiency in serving its purpose.
- The Case for Support, produced in 2019, was printed in early 2020. It will be available at several UN Human Rights events with the aim of proactively reaching out to private and corporate foundations and paving the way for the creation of new platforms for their engagement with OHCHR.
- The Office organized 12 annual consultations with donors in 2019 (Canada, China, Denmark, Finland, Germany, Ireland, Italy, Netherlands, Norway, Russian Federation, Sweden and the United Kingdom) compared to nine in the previous year. These consultations focused on the strategic direction for OHCHR in 2019 and beyond, the role of OHCHR within the UN system, financial and organizational management, and geographic and thematic human rights issues. At the request of a small group of donors, OHCHR also organized a field trip to the Regional Office in Bangkok and to the Cambodia Country Office. This enabled the Office to showcase its added value and concrete examples of its impact on the ground. It also allowed donors to hear directly from partners of the Office (civil society, government entities and other UN entities) the value they saw in the work of the Office.
- A total of ten thematic briefings were organized for groups of donors in order to solicit contributions for specific priorities, including on human rights indicators, the HRuF campaign, the rule of law and sexual and gender-based violence/conflict prevention. The Office provided support to the Boards of the Torture, Slavery and Indigenous Peoples Voluntary Funds for brainstorming meetings on their respective fundraising strategies. Country briefings were organized on countries from the Middle East and North Africa, Myanmar, State of Palestine and Venezuela. Furthermore, at least 19 ad hoc meetings were organized with selected donors, seven of which were with the European Commission

and five of which were with Sweden (in addition to annual consultations). In collaboration with the Swedish Permanent Mission, OHCHR organized a donor briefing on the role of human rights and OHCHR in UN reform, in December, for New York-based development and political/peace and security delegates.

- To enhance an enabling environment for resource mobilization in the Office, a short publication was prepared with an overview of the full 2018-2021 results framework. This user-friendly tool is aimed at helping colleagues to mobilize resources in their work by ensuring the results framework is used and implemented in a cohesive way. It was launched and distributed to colleagues during the RBM workshops at the Global Meeting and later shared with all staff. The workshop also featured an RBM quiz to help colleagues refresh their understanding of RBM concepts. An expanded version of the 2018-2021 results framework, which includes field results, was also made available on the website.
- In April, the agreement with the customer relationship management platform, Salesforce, was signed and, in May, OHCHR purchased its first licenses. In June, UN Human Rights began working with a consultant to adapt the system to its donor relations needs and the first modules were developed and tested. In addition, the consultant facilitated three trainings for the staff members of donor relations to explain the system's main features. The Office will begin using the system in 2020 and it will be further customized with the support of a consultant.

- In May, UN Human Rights deployed a P4 Human Rights Officer to work within the Financing for Peace Section of the Peacebuilding Support Office (PBSO), with a view to mobilizing more resources for UN Human Rights projects from the Peacebuilding Fund. Initial indications show that the deployment is improving the institutional links between OHCHR and the PBSO, resulting in more quality submissions from UN Human Rights. A joint UN Human Rights-PBSO workplan that was finalized and adopted by both offices in 2019 is being implemented.



OEAP Partnerships

UN Human Rights has broadened and diversified its institutional partners and maximized the mutually reinforcing human rights benefits of exchange of expertise, reach and resources.

- OHCHR launched an internal taskforce to develop a road map for partnerships, which will include the identification of key partners and enablers, as well as a vision and toolkit for the establishment of partnerships in the future.
- OHCHR established a new partnership with HURIDOCs to automatize the UHRI, which will include tagging the recommendations issued by the international human rights mechanisms against SDGs and targets through a pioneering use of artificial intelligence. OHCHR supported the European Union Agency for Fundamental Rights in developing the European Union Fundamental Rights Information System (EFRIS) by drawing on data from the Council of Europe and OHCHR (UHRI, the jurisprudence database, the database of the human rights treaty bodies/special procedures).
- The collaboration with the World Bank progressed well in 2019. Building on the success of the High Commissioner's engagement at the 2018 World Bank Spring Meetings, the High Commissioner participated in a prominent event on fragility, conflict and violence (FCV) at the 2019 Spring Meetings that were held in April, in Washington D.C., with CEO Kristalina Georgieva. UN Human Rights supported the High Commissioner's participation in the FCV event and coordinated the engagement of UN Human Rights with the World Bank's

consultation process as it develops its first draft Strategy for FCV. As of the end of the year, this process was ongoing.

- In 2019, the Special Rapporteur in the field of cultural rights initiated a multi-year cooperation programme with UNESCO to develop a manual and toolkit that promotes a human rights-based approach to cultural diversity and the importance of safeguarding cultural heritage in humanitarian action and during security, peacebuilding and peacekeeping operations.
- The Office continued to support the AU in integrating human rights norms and standards into its work. In 2019, OHCHR contributed to the finalization of the draft AU-UN Human Rights Framework and organized joint consultations in New York between the AU and UN entities, in September. The document was finalized at the end of the year for signing in early 2020. Additionally, OHCHR contributed to the workshop organized by the AU on the architecture of the Compliance Framework for AU peace operations and provided extensive comments on a document entitled Mapping the AU headquarters. The document focused on the evaluation of capacities in addressing prevention, monitoring and responses to conduct and discipline abuses and violations of international human rights law and international humanitarian law committed in the context of AU Peace Support Operations at AU headquarters and the mission level.
- OHCHR supported the implementation of the UN strategic framework for the African Great Lakes region. OHCHR was a co-lead of the sixth pillar on justice and conflict prevention. More specifically, OHCHR assisted the Office of the Special Envoy of the

United Nations Secretary-General for the Great Lakes with the preparations for the high-level regional consultation on justice and good governance that took place in Nairobi, in May. The conference was co-organized by the International Conference on the Great Lakes Region (ICGLR), the Office of the Special Envoy and OHCHR. The consultation consisted of two sequenced segments, namely, a two-day technical-level conference that was followed by a meeting of the ICGLR Ministers of Justice. The objective of the technical-level conference was to review progress, challenges and next steps concerning the administration of justice and the fight against impunity. The outcome of the technical-level conference was the adoption of the draft Nairobi Declaration on Justice and Good Governance. The draft includes recommendations and priority measures on effective transitional justice legal frameworks, policies, strategies and programmes to ensure improved access to justice, especially for the most vulnerable groups. To advance the implementation of recommendations set out in the draft, OHCHR will support ICGLR Member States to develop a road map with clear timelines and specific benchmarks.

- Partnerships were established between international human rights mechanisms and non-traditional actors to increase non-traditional networks and facilitate cross-learning and the exchange of information/resources while building on their existing engagement with CSOs and NHRIs. OHCHR organized several briefings on the human rights treaty bodies and the work of the Office and widely disseminated information on the work of the treaty bodies to regional human rights mechanisms, the public (web page), governments (letters,

reviews, lists of issues prior to reporting and concluding observations) and the media (press releases and other media engagement). To strengthen its contacts and cooperation with regional bodies, the Office liaised with NGOs, NHRIs and field presences for the preparation of treaty body reviews. Furthermore, the Office invested significant time and energy liaising with regional organizations, NGOs and regional courts and fostering partnerships with NGOs and NGO networks that are focused on work that is specific to the treaties, such as Child Rights Connect, TB-Net, ESCR-Net and women's rights NGOs. The reports provided by these NGOs and networks were crucial to the successful functioning of the treaty bodies. For individual complaints submitted to the treaty bodies, a project was prepared for the establishment of a platform for more effective, transparent and accessible case management and information sharing.

- Through a seminar that was jointly organized with the European Youth Forum and the International Cooperation Meeting of Youth Organizations (ICMYO), OHCHR established a basis for cooperation and the development of partnerships between OHCHR youth officers and global and regional youth networks and platforms. The seminar brought together representatives from over 15 youth organizations. Furthermore, OHCHR built the capacity of youth organizations to engage with the international human rights mechanisms, including the treaty bodies, the UPR and the special procedures.
- In New York, OHCHR closely engaged with delegates from permanent missions in the Third and Fifth Committees. It also undertook systematic outreach with members of the Committee for

Programme and Coordination during the seventy-third and seventy-fourth sessions of the General Assembly to complement previous efforts of staff from Geneva headquarters and/or the field to pursue favourable outcomes from New York intergovernmental processes that impact on human rights. In line with the High Commissioner's priority to strengthen engagement with Member States, the Office continued to systematically connect with delegates in intergovernmental programme budget processes to initiate and maintain dialogue regarding OHCHR's programme priorities. Efforts were undertaken to preserve OHCHR's regular contact with Third Committee delegates on substantive issues, including in relation to the international human rights mechanisms. OHCHR also continued its advocacy with Member States and other stakeholders, such as NGOs, to identify expected resolutions of strategic importance to the Office. Moreover, it sought to address concerns by participating in informal discussions and meetings, maintaining regular contacts with civil society representatives and facilitating office-wide coordination.

- Two new databases were updated on civil society focal points in the different UN entities at UN Headquarters. By joining regular civil society-related meetings involving other entities and through networking and collaboration with UN Women, steps were taken to expand the civil society database. The database expanded from 618 CSO representatives to 655. In addition, the Office collaborated with 37 new CSO partners compared to 2018. Finally, relationships with foundations such as the Open Society Foundations and the Ford Foundation were established and strengthened.

- OHCHR partnered with a commercial web applications company, Kahoot!, to develop an online human rights quiz game, which was debuted at the Human Rights Day event in New York attended by delegates, UN officials and young people. The game will be expanded and made available to schools and others as an educational tool.
- OHCHR broadened its partnership base by initiating a collaborative publishing venture with a public research institution in the USA, namely, the University of Berkeley, California. The Office expanded its partnership with UN agencies to include the UN Office on Counter-Terrorism. OHCHR also leveraged its successful publishing collaboration with the Canadian-headquartered human rights education organization, Equitas International, by initiating a co-publication agreement for a compendium of good practices on human rights education. Similarly, OHCHR extended its fruitful publishing partnership with UN Women by concluding a joint publishing agreement for the second edition of *Realizing women's rights to land and other productive resources*.



OEAP Operations Management

UN Human Rights managers are enabling the most efficient and responsible use of all available resources, supported by the effective deployment of relevant technologies.

- The Office managed the Regular Programme of Technical Cooperation (RPTC), Section 23, to enhance knowledge, skills, institutional capabilities and policymaking abilities as part of a larger capacity-development process being implemented by both global and regional entities. OHCHR provided substantive support to the sections that applied for the use of these funds, reviewed all proposals, monitored implementation and reporting and prepared the annual OHCHR contribution to the Secretary-General's performance report on technical cooperation. Through RPTC funds, OHCHR developed activities to support Member States in strengthening their national and regional structures through advisory services, technical cooperation and field activities. Direct impact included adopting laws establishing new NHRIs, strengthening their capacity and that of CSOs in the field of human rights, facilitating regional consultations and implementing national action plans and projects that apply a human rights-based approach.
- A total of 30 field presences submitted proposals to the PBRB for review, clearance and follow-up on questions during the reporting period. The PBRB approved field-related proposals based on their current and potential contribution to the approved OMP 2018-2021 planning cycle results. Information and support, in particular on the enhancement of activities on SDGs, prevention

and ESCR, as well as on spotlight populations, was provided throughout the year, including during the Annual Workplan and cost plan exercises.

- OHCHR continued contributing to the operationalization of the UNSDG Strategy for the Deployment of Human Rights Advisers and ensured the timely and effective processing of extensions and processing of new approved deployments. As a result, at the end of 2019, all HRAs in 37 countries were operating under the aligned terms of reference that were managed in close cooperation between OHCHR and the UN Development Cooperation Office. New deployments were secured for Belize, Burkina Faso, Guyana, Malaysia, Maldives, Mongolia, Nepal and Trinidad and Tobago.
- The Board of Trustees for the Voluntary Fund for Technical Cooperation in the Field of Human Rights organized a session of the Board during the forty-eighth session, in Geneva, in March, and during the forty-ninth session, in Pretoria, South Africa and Maputo, Mozambique, in November. Targeted support was also provided in relation to the Board's presentation of its Annual Report at the March session of the HRC. As part of efforts to expand the funding basis of the Office and broaden the global constituency for human rights, three briefings were organized during the sessions for the Board and the international and donor community.
- In 2019, the Office contributed to start-up planning for a new special political mission in Haiti, the United Nations Integrated Office in Haiti (BINUH) including drafting initial staffing proposals, designing a new human rights component and start-up recruitment for the BINUH Human Rights Unit.

At the same time, OHCHR supported the downsizing of human rights components and their staff in MINUJUSTH and MONUSCO. These actions were in line with the relevant policy framework pertaining to the lateral transfer and placement of eligible staff members from downsizing missions and were undertaken with support from the Department of Operational Support.

- The Office continued to support the identification of suitable human rights officer profiles for deployment to MONUSCO, MINUSCA, MINUSMA, UNMISS, UNAMA and UNMIK by reviewing over 200 candidate profiles for technical clearance and reviewing the functional profiling of skills. The Office continued its work on a model and modular human rights component across mission phases that was based on an analysis of trends in mandates and budgets.
- In 2019, the Office continued to emphasize client orientation and streamlined the delivery of its safety and security services to staff and field operations. It deployed security officers to the field on missions covering several countries in order to conduct security assessment missions and security coordination missions in connection with field operations and highly sensitive missions of special procedures mandate holders. Security management was associated with 123 security incidents that had direct implications for staff in the biennium (49 in 2019 and 74 in 2018). Staff were kept informed of important security matters through 63 all staff messages and security information reports were emailed to senior management. During the biennium, the Office directly supported 58 elevated risk field missions (26 in 2019 and 32 in 2018) by deploying security staff.

- The introduction and implementation of Skype for Business facilitated face-to-face meetings online. Regular training sessions are taking place on this platform with field staff through shared screens. The same platform is being regularly used for one-on-one training of field staff.
- Greening awareness messages are sent to staff on a regular basis. The emission reduction plan continues to be implemented. The greenhouse gas emissions for headquarters are calculated annually and waste measures are now included in this calculation. In 2019, UN Human Rights was assessed as being climate neutral, for the first time, as a result of the Secretariat's initiative of offsetting its 2018 carbon footprint.
- OHCHR continued to work with field offices on the implementation of the Umoja Module for procurement, including by providing support for mapping processes; developing a range of training materials and training sessions; providing one-on-one Skype sessions with individuals and helping field offices to carry out local testing. Each field office is at a different stage of the roll-out. In 2019, the Umoja travel module was rolled out to more offices in the field, including Cambodia, the Democratic Republic of the Congo and Ethiopia. It is anticipated that the module will be rolled out to a few more field presences in 2020, including the OHCHR country offices in Bangkok, Ukraine and Yemen. Most field offices continue to rely on a combination of Umoja and UNDP, with the intention of gradually moving more procurement to the Umoja platform when additional resources are made available.
- As of 1 January, the delegation of authority to the Heads of entities was enhanced as part of the Secretary-General's management reform. This shift introduced many changes in property management policies that required a review of processes, the development of new guidelines and the need for a capacity-building and training. The work will continue into 2020.
- The implementation of the filing plan continued in 2019 and model file plans for all OHCHR field presences were created. The guidelines that were developed for file naming, archival and disposal are being successfully employed by OHCHR field presences. The Records Management Team was responsible for coordinating and facilitating the OIOS Audit of OHCHR data privacy and compliance, which was part of a UN Secretariat-wide exercise. The Office is awaiting the conclusions and recommendations of OIOS to be issued in early 2020.
- Dedicated security support was provided to special rapporteurs and treaty bodies during their sensitive missions, as well as to the commissions of inquiry during their fact-finding, assessment and mapping missions. This approach, based on detailed security concepts of operations and security risk assessments, developed in accordance with the UN's security management system policies, has been very effective in ensuring a safe working environment for the international human rights mechanisms. In 2018-2019, the Office's Safety and Security team supported and coordinated 80 field missions, specifically 42 missions of special rapporteurs, working groups and independent experts (22 in 2019 and 20 in 2018) and 38 commissions of inquiry, fact-finding missions and investigation teams (14 in 2019 and 24 in 2018).



OEAP Diversity and Gender

Respect for diversity, gender equality and inclusion is at the centre of UN Human Rights' organizational culture and is fully supported by appropriate organizational arrangements.

- The pilot phase of the new UN Human Rights Gender Accreditation Programme was launched in 2019 in the OHCHR offices in the State of Palestine and Cambodia. The Programme responds to a need to translate the external and internal commitments of UN Human Rights to gender equality, diversity and inclusion into concrete actions. The Programme aims to build and reinforce the capacity of the OHCHR country offices to integrate gender into advocacy and programmatic work by providing sustained on-the-job technical support. A dedicated intranet page was designed for the programme. An internal platform was also established to help the offices to report on their commitments under the new Gender Accreditation tool. OHCHR organized an awards ceremony in Geneva, in January 2020, for the first two field presences that successfully completed the Programme. The Office issued a call for applications for 2020.
- OHCHR piloted its LGBTI Fellowship, in November, as part of the OEAP on diversity and inclusion. The Fellowship seeks to raise awareness and build the capacity of LGBTI HRDs with regard to protecting and promoting the rights of LGBTI persons through the work of the international human rights mechanisms and within the international human rights law framework. It also aims to strengthen the capacities of the Office to integrate the human rights of these populations into its work. This year, a transgender person from Kenya was selected in recognition of the violence and discrimination that transgender persons face in all regions of the world. Additional funds were obtained for 2020 for work related to the human rights of LGBTI persons, which will ensure that the team is strengthened.
- OHCHR prepared a discussion paper on Transforming our own demography for greater diversity (also known as The Rainbow paper). The discussion paper takes stock of the Office's achievements in recent years in terms of diversity and remaining challenges. It also showcases staff profiles by gender and geography in comparison to the world population. The discussion paper was instrumental in the launch of a set of Diversity Dialogues in the Office to encourage an open exchange on what actions could be taken to ensure that its demography is more in sync with the world's population. The feedback received will be compiled into a set of concrete measures for the High Commissioner to approve for implementation in 2020.
- As part of the Dignity@Work policy and action plan, the support Dignity@Work Contacts Network – comprising staff volunteers recruited and trained to expand the ways in which staff can seek confidential advice if they have concerns or questions about behaviour and treatment within the Office, and/or are considering lodging a report of prohibited conduct concluded an internal evaluation. The evaluation affirmed that the Network was adding significant value and recommended expansion for better field coverage. Regional expansion will deliver 21 newly trained volunteers. The Dignity@Work policy was a recognized finalist in the 2019 Secretary-General Awards in the category of Staff Engagement.
- OHCHR committed in line with the Secretary General's policy on gender equality to reach parity. According to the 2019 UN-SWAP reporting guidelines, OHCHR reached the status of "approaching requirements" in its 2019 report for the equal representation of women or gender parity (for the purposes of UN-SWAP reporting, gender parity is considered to be within the 47 and 53 per cent margin). This meant that that 58 per cent of OHCHR staff employed directly at the Professional and General Service levels on fixed-term, continuous and permanent contracts are women (826 staff). The challenge remains at the management levels where, for example, 3 of 14 staff at the D1 level are women. Significant advances at the P5 level have improved the equal representation of women from 38 per cent in 2018 to 43 per cent in 2019 (88 staff). At the P3 and P4 levels, equal representation of women has been exceeded with 61 per cent women at the P3 level (264 staff); and 56 per cent women at the P4 level (246 staff). OHCHR reports on staff movements through appointment, placement, promotion or separation on a quarterly basis and include gender and geographical statistics. A Workforce Planning Officer is being recruited to bring a strategic focus to gender equality and diversity.
- In the first quarter of 2019, an initial proposal was drafted in a cross-office consultative process for a Women's Mentoring Programme that is based on lessons learned and good practices by UNAIDS.



OEAP Talent and Career Management

UN Human Rights is actively unleashing the full potential of its staff with focused talent and career management accessible to all.

- A workload analysis process has been completed for the treaty bodies and a similar process for the Human Rights Council Branch is underway. The analysis collated all relevant qualitative and quantitative evidence and information from various sources. The analysis found that treaty bodies lacked the equivalent of 17 full time staff members to fully implement their workloads.
- A review of the work undertaken by the General Services staff in OHCHR headquarters commenced, with a view to reviewing assigned work, the organizational structure and related classification levels. In addition, the regularization of staff was underway throughout the year and a comprehensive review of the conditions of service for national staff in field offices was concluded.
- As of the 2019-2020 Performance Cycle, all field-based national staff members have an external Inspira account, which gives them access to the Inspira Performance Evaluation module and the Learning Catalogue for mandatory training. This access enables all OHCHR staff to comply with mandatory learning requirements and affords access to numerous online training offerings that were not previously available. Finally, through uniform access to Inspira, all staff within OHCHR will process performance evaluations under the same system. This resulted in improved reporting and monitoring

through the Office. Individual Inspira guidance and support is provided to staff members and supervisors who have difficulty registering for training courses or connecting to live classroom instruction and computer-based training courses.

- In 2019, OHCHR targeted support and access to learning opportunities for field-based staff members through the promotion of the new learning platform, LinkedIn Learning, and through the organization of the Field Administrative Staff Consultations that took place in Geneva, in May, for 28 field-based administrative staff. A total of 46 OHCHR staff members used LinkedIn Learning in 2019. Opportunities for knowledge and capacity-building on substantive human rights were also offered through Coffee Briefings. In 2019, 571 staff members attended 22 Coffee Briefings. The Coffee Briefings were made available to field-based staff through podcasts and all sessions were accessible via Skype for Business. Some events were not recorded due to the sensitivity of the information shared. Furthermore, 48 new staff members benefited from a three-day orientation programme on the mandate, strategy and functioning of the Office. During the reporting period, staff members increased their understanding of and competencies on gender-related issues through the inclusion of gender components in the orientation programme.
- Following the 2018 launch of the 360-degree feedback project as a pilot for senior leaders (D1 level and above), OHCHR facilitated the delivery of the executive coaching package. The 360-degree feedback cycle for all managers supervising four or more staff members was rolled out in November 2018. Over 160 managers received

feedback until the survey campaign closed on 9 March. After reaching out to colleagues in Geneva, New York and all field presences, the data was collected and uploaded to the Vision Metrics platform, which was the main tool used to facilitate the implementation of the process. The survey was reviewed and adjusted according to the lessons learned from the pilot with the senior leadership. The project was underpinned by a communication strategy to ensure active participation. The final reports were completed on 9 March. Colleagues that received feedback discussed the results and designed their professional development plans through coaching.

- In 2019, special focus continued to be placed on women leaders within OHCHR. A total of five staff members attended the UNSSC Women Leadership programme, EMERGE - the Programme for Emerging Women Leaders. During an office-wide collaborative effort in the first quarter of 2019, an initial proposal was developed for a Women's Mentoring Programme that was based on learnings and good practices by UNAIDS.
- › EMERGE is a leadership development and coaching programme that promotes and develops women leaders with the aim of closing the gender parity gap in the UN system. It was co-developed for women leaders by 11 UN partners (ILO, ITU, OCHA, OHCHR, UNAIDS, UNHCR, UNICEF, UNOG, UNSSC, WHO and WIPO) to implement the 2017 UN Leadership Framework. Specifically it identified four leadership behaviours that exemplify the new way of working, namely, focusing on impact, driving transformational change, systems thinking and co-creation.

The commitment to and belief in inter-agency collaboration and gender equality resulted in a high level of engagement by 33 participants and 28 organizers, including learning managers, from the 11 entities over a sustained period of three years.

› In 2019, UN Human Rights jointly with ILO, ITU, OCHA, UNAIDS, UNHCR, UNICEF, UNOG, UNSSC, WHO and WIPO won the International Coaching Federation's Prism Award for EMERGE, in recognition of its high-quality standards of professional coaching. The award honours organizations of all sizes and in all sectors that have enhanced their organizational performance through the deployment of coaching for a change in culture, leadership and people development, organizational productivity and performance improvement. The third edition began in 2019.

• OHCHR actively promotes and implements workplace flexibility, family-friendly policies and standards of conduct in accordance with Secretariat policy. Workplace flexibility measures include the implementation of flexible working arrangements. Family-friendly policies include parental leave (maternity and paternity), breastfeeding arrangements during working hours and special leave without pay. The OHCHR Dignity@Work Policy and Action Plan reinforces standards of conduct with measures that include: the Dignity Contacts Network, staff dialogues, 360 feedback to managers, standard e-Performance goals, internal protocols for reporting and responding to prohibited conduct, and the Human Resources Case Management Service for managing staff complaints.

• In support of the United Nations System Mental Health and Well-Being Strategy, HRMS is actively supporting workplace well-being and is introducing a Mental Health and Well-Being Action Plan that will set out measures to improve access to psychosocial resources, promote health services, provision of preparedness and critical incident training, and wider integration of well-being into management frameworks.