

Non-discrimination (ND)

Enhancing equality and countering discrimination



LAWS, POLICIES AND PRACTICES



Combating discrimination in all its forms

580 participants from **79** countries in the **15th session of the Forum on Minority Issues** (under the theme “Review. Rethink. Reform.” 30th anniversary of the United Nations Declaration on Minority Rights”)

700 participants attended the **1st session of the Permanent Forum on People of African Descent** (300 statements on the issues of systemic racism, climate justice, reparatory justice, equality for people of African descent and the elaboration of a draft United Nations Declaration on the Human Rights of People of African Descent)



Acting upon complaints:

Women
90
communications
(sent by the Working Group on discrimination against women and girls)

People of African descent
15
communications
(sent by the Working Group of Experts on People of African Descent)

CIVIL SOCIETY AND STAKEHOLDER ENGAGEMENT



Preparation of the High Commissioner’s Agenda Towards Transformative Change for Racial Justice and Equality

Online consultations held with

116 persons

(71% women, 80% people of African descent)

CAPACITY-BUILDING



Fellowship Programmes: Training provided to

11 people of African descent
(8 women and 3 men from 11 countries)

20 Indigenous Persons
(10 women and 10 men from 17 countries)

12 persons from minority groups
(4 women and 8 men from 12 countries)



CALL FOR EQUALITY AND TOLERANCE

PUBLIC CAMPAIGNS:

International Women’s Day (March 8)

4 videos of human rights defenders and the High Commissioner and

9 engagement cards in support of gender equality
(750k impressions and 19k likes)

International Day for the Elimination of Racial Discrimination (March 21)

#FightRacism posts across platforms, including through a partnership with Peace One Day to host the “Anti-Racism Live” event
(675k views and 15k engagements)

International Migrants Day (December 18)

“MyGreat Cookbook,” celebrating the culinary journeys and experiences of women who migrated and sharing their recipes, in partnership with Nik’s Fudo (103k views)

International Albinism Awareness Day (June 13)

Albinism Awareness Day posts, including through **5** TikTok content producers/influencers (445k impressions and 20k engagements)

“We’re all made of the same ingredients”: MyGreat Story brings the UN Human Rights #StandUp4Migrants initiative to Australia

In September, the UN Human Rights Office in Bangkok launched the MyGreat Story campaign in Australia, as part of the global “#StandUp4Migrants” initiative. Despite its rich multicultural history and diversity, narratives on migration remain complex and contested in the country. The campaign was developed to produce positive human rights-based narratives on migrants and migration and was widely shared on the UN Human Rights Asia social media platforms.

Produced in partnership with Love Frankie, an Asia-Pacific social impact communications agency, the campaign is composed of a four-part video series featuring eight individuals who represent the diverse migrant community of Australia. They come from Filipino, Ghanaian, Indian, Malaysian, Maltese, Polynesian and South African backgrounds and are prominent in their respective fields of sport, fashion, food, art and culture.

The campaign slogan, “We are all made of the same ingredients,” is brought to life in each video, which showcases a pair sharing a meal and conversation, demonstrating

that food can provide a way to connect and generate mutual respect and empathy. The videos reached 789,623 people and garnered 384,335 views online, with 46,902 people reacting and making comments across all platforms.

The campaign was founded on multi-method research that was commissioned by UN Human Rights. The research suggested that more than two-thirds of Australians are willing to welcome newcomers into their neighbourhoods and that more than 75 per cent of Australians believe their communities are stronger when people support one another.

“The story of migration is our human story, [particularly] in Australia where more than half of the country has a migrant background,” said Pia Oberoi, UN Human Rights Senior Adviser on Migration and Human Rights in the Asia-Pacific. “We hope that the campaign may eventually contribute to bringing change to the migration conversation here in Australia.”

The launch was organized in Sydney and 40 participants attended, including

journalists, influencers and social activists. The video series was presented during a panel discussion with a Red Cross representative and the social media influencers featured in the videos.

In addition, a media workshop was held for journalism students and early-career journalists on the preparation of inclusive narratives about migrants and migration. Held in partnership with the Google News Initiative, the workshop was open to students from journalism schools and interns from news outlets. It equipped the 40 participants, many of whom were from migrant and minority backgrounds, with the knowledge and confidence to feature migrant stories in their reporting and provided them with an important networking opportunity.

“If you want to learn about someone’s culture, you eat their food,” Alvin Quah, a MasterChef contestant of Malaysian descent tells LFresh, a Sikh hip-hop artist, during their shared meal.

The videos remind us that the things that connect us are often much more powerful than those that divide us.



Screening of campaign video series at the launch event held in Sydney, Australia, on 14 September 2022. © Love Frankie



Panel discussion with social media influencers featured in the video series at the launch event, held in Sydney, Australia, on 14 September 2022. © Love Frankie

Highlights of pillar results

Non-discrimination (ND)

Enhancing equality and non-discrimination for all is at the core of international human rights law. With a call to Leave No One Behind, the 2030 Agenda has created an 'equality' momentum. Taking advantage of this opportunity, UN Human Rights seeks to remove structural barriers

that exacerbate and perpetuate discrimination, exclusion and inequalities. The Office supports efforts aimed at strengthening laws, policies, institutions, practices and attitudes conducive to equality and non-discrimination. It strives to increase public support for diverse and inclusive

societies and enhance coherent and rights-based UN responses to exclusion and discrimination. The SDGs provide a common reference for this work, including through linkages with economic, social and cultural rights.

PILLAR RESULTS / SHIFTS / SDGs

ND1 – NORMATIVE FRAMEWORKS to combat DISCRIMINATION

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.



RESULTS / SPOTLIGHTS



In **Jamaica**, OHCHR collaborated with the UNCT Gender and Human Rights Theme Group and the leadership of the RCO to advocate for the **entry into force of the Disabilities Act (2014)**. The Act came into force on 14 February, marking a milestone in the lives of persons with disabilities. It includes provisions to promote and protect the rights of persons with disabilities, prohibit all forms of discrimination and safeguard and enhance their welfare. The Act also requires: the establishment of a Disabilities Tribunal; the restructuring of the Jamaica Council for Persons with Disabilities (JCPD); the development and implementation of codes of practice to provide practical guidance on the inclusion of persons with disabilities; the preparation of a confidential register of persons with disabilities; and consultations with stakeholders to assist in the formulation of the policy that informs disabilities regulations.

In **North Macedonia**, the Human Rights Adviser (HRA) provided technical advice on drafting the **Gender Equality Law**, which recognizes diverse gender identities for the first time and envisions a robust gender equality machinery. More specifically, the HRA and several UN agencies produced a comprehensive assessment of the draft law, which is in the final stages of review by the Government.

OHCHR reinforced the call by organizations of persons with disabilities (OPDs) for the ratification of the Convention on the Rights of Persons with Disabilities (CRPD), which was one the recommendations issued during **Timor-Leste's** third UPR cycle. Following extensive advocacy by OHCHR and CSOs, on 4 May, the Government adopted a **draft resolution for the country to become a State Party to CRPD and its Optional Protocol**. The resolution was subsequently approved by the Parliament and the President of the Republic promulgated the resolution in the Official Gazette. The Government has not yet deposited the instrument of ratification with the Secretary-General. OHCHR is supporting the process by providing technical advice to the Office of the President, the Ministry of Foreign Affairs and other relevant actors.

OHCHR supported **South Africa's implementation of the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerances**. The NAP aims to facilitate social cohesion in light of widespread xenophobia, hate speech and racism in the country in the past

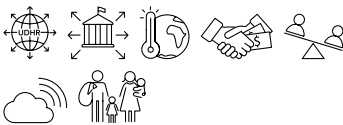
few years. OHCHR worked closely with the South Africa Department of Justice and Constitutional Development to strengthen the implementation of the NAP. A road map was adopted that includes OHCHR as the Secretariat for the NAP governance structure and foresees its contribution to the establishment of a Rapid Response Mechanism (RRM) for the NAP through a mapping of existing early warning systems that respond to racist and xenophobic incidents.

In **Uganda**, OHCHR cooperated with the Ministry of Gender, Labour and Social Development (MGLSD), the Equal Opportunities Commission (EOC) and the albinism community in relation to the **launch of the National Action Plan on Albinism**. OHCHR supported various advocacy efforts, including through the production of a situational analysis, the commemoration of International Albinism Awareness Day and the preparation of information, education and communication (IEC) materials. Moreover, the Office supported the MGLSD to launch and adopt the NAP in June. The NAP will contribute to the National Comprehensive Action Plan on the Rights of Persons with Disabilities (2020-2024). The Plan outlines strategic actions to address albinism in Uganda.

The OHCHR/Equal Rights Trust [publication](#) **Protecting minority rights: A practical guide to developing comprehensive anti-discrimination legislation** was published. It provides guidance on legislation that States must enact to fulfil their international human rights law obligations to prohibit discrimination.

ND2 – JUSTICE SYSTEMS investigate DISCRIMINATION

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



OHCHR supported the **establishment of the International Independent Expert Mechanism to Advance Racial Justice and Equality in Law Enforcement (EMLER)**, which held its first private session from 28 February to 4 March. It carried out its first country visit to Sweden (31 October to 4 November) and held its first regional consultation on South America in Santiago, Chile (28 November to 2 December), with 150 participants from 10 countries, including government officials, police oversight authorities, civil society and affected individuals and communities. EMLER presented its first report at the fifty-first session of the HRC, during an enhanced interactive dialogue. The dialogue focused on the collection, publication and analysis of data disaggregated by race or ethnic origin with regard to interactions of Africans and people of African descent with law enforcement and the criminal justice system.


In a **femicide case** involving a young Wixárika Indigenous woman in the northern state of Jalisco, **Mexico**, OHCHR remained in contact with the Jalisco State Prosecutor's Office, the State Executive Commission on Attention to Jalisco Victims, the Secretariat for Substantive Equality between Women and Men and other relevant actors. OHCHR provided information on international human rights standards related to access for justice for Indigenous women, as well as judicial safeguards that integrate a gender and intersectional perspective. In June, Mexican authorities charged her husband with first-degree murder.


In **Somalia**, the UNSOM HRP supported the Federal Government to establish measures for equal opportunities, redress violations and protect the rights of women and marginalized groups and those affected by discrimination. With the HRP's support, a reporting template for a gender-based violence (GBV) mechanism in Puntland State was developed and adopted to **increase monitoring and assessments and enable GBV responses and interventions** at the field level.


ND3 – WOMEN’S PARTICIPATION and PROTECTION

Legal and social frameworks increasingly promote the autonomy and choices of women and girls and protect them from violence, including in the digital space.



 In **North Macedonia**, following the January 2021 adoption of the **Law on Prevention and Protection from Violence against Women and Domestic Violence (GBV Law)**, OHCHR supported its implementation by providing advice on the application of a holistic, victim-centred approach to prevention, protection, support and the criminal justice response in secondary legislation, in compliance with international human rights standards. This support included comments and advice on the congruence and compliance with new and existing legislative initiatives on improved access to justice, new legal provisions to curtail violence against women and girls and secure compensation for GBV victims, with a focus on addressing intersectional and multiple forms of discrimination, as well as negative gender stereotypes and narratives associated with GBV.


 In the **occupied Palestinian territory**,² OHCHR ensured the **systematic integration of gender into its monitoring, reporting and capacity-building** activities. Monitoring focused on the gendered impacts of occupation, violations of international human rights law and international humanitarian law, GBV, violations against women human rights defenders (WHRDs) and violations against women in Israeli and Palestinian detention facilities. Of the 133 cases that were recorded, 15 cases involved violations of women’s rights. Twenty-three cases that integrated a gender perspective were monitored. The Office remained one of the few entities that carried out visits to female detention facilities in Gaza and the West Bank, which were crucial to making linkages between GBV, discrimination and the detention of women.

 From 12 to 21 April, OHCHR and SOS-FEVF (an NGO), launched a **campaign of mobile consultations to support victims of GBV**, in Niamey, **Niger**. This led to the registration of 65 cases, including 22 cases of psychological violence, 14 cases of denial-of-service opportunities, nine cases of physical violence, seven cases of forced and early marriage and three cases of alleged rape. As a result, victims were provided with psychological, medical, legal and judicial assistance.

ND4 – ERADICATING HARMFUL NORMS

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



 The Special Rapporteur on the sale and sexual exploitation of children, including child prostitution, child pornography and other child sexual abuse material integrated an **analysis of harmful gender stereotypes and practices** into her thematic reports. She also provided guidance to States on actions needed to achieve SDG 5.3 on the elimination of all harmful practices, including through measures to mitigate the underlying root causes and by responding to the demands and protection needs of children in vulnerable situations. In the Special Rapporteur’s 2022 report to the HRC, she highlights practical measures to address the sale and sexual exploitation of children and measures needed to eliminate these harmful practices. The Special Rapporteur’s report to the seventy-seventh session of the General Assembly focuses on addressing the vulnerabilities of children to sale and sexual exploitation within the framework of the SDGs and identifies children who are at risk or vulnerable to sale and sexual abuse and exploitation under SDG targets 5.3, 8.7 and 16.2.

ND5 – DIGITAL SPACE

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

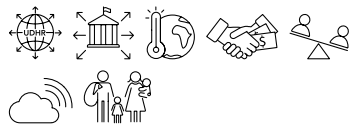


OHCHR participated in the **global debate on disinformation and hate speech** and advocated for the application of an HRBA to all efforts undertaken by the UN, States and companies. It continued to engage with digital platforms in relation to issues such as content moderation policies and practices. This included work on the use of artificial intelligence (AI), biometrics and spyware and their impacts on discrimination and exclusion. OHCHR reviewed and provided comments on national legislation regarding hate speech in the digital space and UN system-wide efforts in this field, including by participating in the Internet Governance Forum, which was held in November.

² All references to the State of Palestine should be understood in compliance with General Assembly resolution 67/19.

ND6 – MIGRATION

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



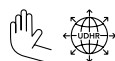
OHCHR increased its activities with regard to **Venezuelan migration** with the dual objective of: 1) applying an HRBA to the work of the protection groups of the Regional Inter-Agency Coordination Platform for Refugees and Migrants from Venezuela (R4V); and 2) engaging with national stakeholders in host and transit countries. OHCHR contributed to the work of the special procedures by submitting cases of human rights violations of Venezuelan migrants in Curacao, Panama and Trinidad and Tobago, which resulted in communications sent to the respective Governments. Further, OHCHR established technical cooperation with the NHRI network on migration of the Ibero-American Federation of Ombudsmen (FIO). This resulted in the elaboration and publication, in May, of a new protocol entitled **“Prevention and response to possible vulnerabilities and human rights violations of people in the context of international human movement,”** which coordinates assistance to migrants in the region and takes into consideration new challenges brought about by the migration crisis from Venezuela. Additionally, OHCHR provided human rights expertise in relation to activities of the Quito Process and undertook joint activities with UN agencies, in particular UN Women, UNODC and IOM, to improve access to justice for refugees and migrants who are victims of trafficking in persons, especially women and minors. In response, a network of CSOs was established, supported by UNODC and OHCHR, that will coordinate their interventions to facilitate access to justice for victims of trafficking in persons.

OHCHR maintained its commitment to **reshaping harmful narratives against migrants and migration**. This led to efforts to contextualize and socialize the Office’s campaign and toolbox **“#StandUp4Migrants,”** including a podcast, two comic stories on migration and climate change, a cookbook and series of cooking classes with women migrant chefs, a performance that shared migration stories, a video hosted by an influencer, an artistic workshop for migrant and local youth and a mural painting.

The Office provided technical assistance to States and other stakeholders in **designing and implementing human rights-compliant migration governance measures**. To this end, it finalized a training package on the application of an HRBA to migration and guidance on **human rights monitoring in the context of migration**.

ND7 – PUBLIC MOBILIZATION for INCLUSION

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



On 25 November, the International Day for the Elimination of Violence against Women, the Office launched its **“Change the history” social media campaign in Guatemala**. The campaign featured a video of men, calling on viewers to question common stereotypes and ideas about masculinity and urging them to take action to eliminate violence against women. The Twitter post that included the video reached over 3,000 persons. The video was also played in Transmetro buses and the offices of Banco Industrial.

On the occasion of the International Day against Homophobia, Transphobia and Biphobia (17 May), OHCHR **launched the report *Discrimination and access to education of lesbian, gay, bisexual, transgender and queer persons in Timor-Leste***. The report outlines recommendations to ensure that educational institutions are more inclusive and respect the rights and needs of LGBTI students by developing measures to prohibit, prevent and punish bullying and discriminatory harassment at schools and universities. The event was opened by the Resident Coordinator and the Minister of Education, Youth and Sports, who acknowledged that the National Inclusive Education Policy does not include LGBTI students. The Minister committed to addressing this gap, while highlighting the need for relevant training for teachers and school staff. The Director General of the Ministry of Higher Education, Science and Culture (MHEYS) expressed support for initiatives that will increase awareness about the issue at universities.

Through the **UN Free & Equal campaign**, OHCHR raised awareness about and advocated for the human rights of LGBTI persons on social media, reaching more than 131.5 million social media feeds in 2022. The Free & Equal campaign videos were seen by more than 23.3 million people and social media posts received more than 8.1 million interactions from people around the world. The campaign advocated for LGBTI equality at the national level in 11 countries. In **Panama**, the Office supported the production of a three-minute film and digital materials as part of the “Yes, I accept” initiative to promote acceptance of same-sex marriage. The materials were widely shared through traditional media (radio and television) and digital social media (Facebook, Twitter, Instagram and others). According to 2020 and 2021 surveys, social acceptance of LGBTI rights, including same-sex marriage, has increased by 10 per cent.

ND8 – UN response to INEQUALITY and DISCRIMINATION

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



The HRA contributed to drafting the **new UNSDCF 2023-2027** for **Montenegro**, as well as designing the vision, priorities, theory of change and indicators. The new UNSDCF was signed by the Government and the United Nations, in July. It sets out an overall vision of increased respect for human rights, social justice and the inclusion of the most vulnerable. One of the three priorities focuses on improved implementation of the rule of law, human rights, strengthened social cohesion and people-centred governance, in accordance with recommendations issued by the international human rights mechanisms. Some of the outcome indicators that will be used to measure the enjoyment of human rights include employment, gender equality, prevalence of child marriage and violence against children, discrimination, access to health care and education, equality before the law, the rule of law and accountability. In 2023, the HRA will lead the new inter-agency group on human rights and the LNOB principle.

OHCHR provided guidance to the RCO in Serbia to finalize and launch the **Tool for the introduction of the ‘Leave No One Behind’ principle into legislative and strategic acts of the Republic of Serbia**. The Tool provides policymakers with practical guidelines for integrating the LNOB principle into national policies and strategies across all sectors in order to help tackle inequalities and discrimination. During the year, the principle was integrated into the Action Plan for the Implementation of the National Anti-Discrimination Strategy. Discussions are underway to make the use of the tool mandatory for national policymakers and to ensure that capacity-strengthening support is provided, in partnership with civil society and academia.

The **SDG 16 Survey Initiative**, including the survey questionnaire and implementation manual, was presented at the UN Statistical Commission, in February, and at the Commission on Crime Prevention and Criminal Justice, in May. The United Nations Statistical Commission welcomed the Survey Initiative to improve data availability of the SDGs. This represents the first time that OHCHR’s work to monitor equality and non-discrimination with data that is disaggregated by ethnicity, Indigenous status and gender identity was included in the decisions of the highest body for international statistical methods and standards. In 2022, the Survey was implemented in El Salvador, Togo and Tunisia. The data collected through the discrimination module will be used in relation to the SDGs and other thematic reporting.

Building capacity and know-how in the fight for equality in Georgia

The comfortable community centre sits on a hilly, tree-lined street in one of the capital's many residential areas. There is no sign on the door. Visitors are requested not to disclose the location and to avoid taking photographs that may identify the building.

Such discretion is necessary in a country with traditional social mores regarding sexual orientation and where violence against non-heterosexuals and activists remains relatively common. Georgia has a solid legal framework that prohibits discrimination and upholds equality, including through the Constitution, the Labour Code, the Criminal Code and a ruling of the Constitutional Court on sexual orientation and gender identity. This should prevent violence and hate crimes against members of the LGBTI community, yet, there is a long way to go in practice.

Following a visit to Georgia in 2018, the UN Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity concluded that “systemic factors deny lesbian, gay, bisexual, trans and gender diverse persons the right to live free and equal in Georgia.”

In February 2022, the Council of Europe Commissioner for Human Rights issued a report that states: “LGBTI people remain affected by instances of hate crimes and pervasive discrimination in the fields of education, work, health care and social services and they experience serious challenges in safely exercising their right to peaceful assembly and association.” According to the report, this is

compounded by a failure to hold perpetrators to account.

Georgia has a vibrant civil society and UN Human Rights works to ensure that groups have the tools and knowledge they need to combat discrimination. While national courts can be useful, the attention of the international human rights mechanisms can have a powerful impact at the national level.

Many community groups agree.

Engaging with the international human rights mechanisms was a central topic of discussion during a workshop delivered by OHCHR and UNDP on building NGO capacities.

David Javakhishvili, an international litigation lawyer with the Georgian Young Lawyers' Association (GYLA), said learning how to use the human rights treaties to fight discrimination was a revelation.



Lika Gulbani of TEMIDA discusses the group's work. Gulbani participated in a recent human rights workshop held by OHCHR.
© Gela Bedianashvili/OHCHR

“We have also learned important skills, such as preparing alternative reports for the UN mechanisms and disseminating knowledge,” said Lika Gulbani of TEMIDA, a queer association in Tbilisi.

Most of those who work on human rights in Georgia believe that change will not happen overnight. But they also share a vision and hope for improvement.

“We did a recent survey and found that many stereotypes around gender have changed over five years,” said Kaikhosroshvili. “The attitude towards the transgender community seems to have shifted the most.”

Georgia is in the process of developing a human rights strategy and action plan that human rights defenders hope will reduce some of the persistent social discrimination and impunity for rights violations and strengthen the implementation of existing laws.