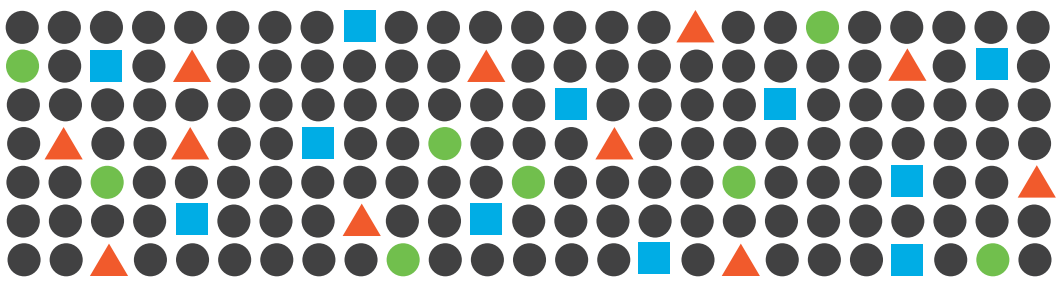


Guidance Note of the Secretary-General
on **Racial Discrimination**
and Protection
of **Minorities**



UNITED NATIONS



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NOVEMBER 2014

SUMMARY

The present Note provides guidance for the UN system on how to address racial discrimination and protection of minorities. It makes the following 19 recommendations to ensure comprehensive and coherent action:

1. Integrate anti-discrimination and minority rights into the work of the UN system at global, regional and country level, including through coordination mechanisms
2. Pursue a human rights–based approach in all UN activities
3. Apply a gender perspective in all analysis and actions and address multiple and intersecting forms of discrimination
4. Promote diversity among UN staff, including through diversity action plans
5. Conduct human rights training initiatives for UN staff and others to build knowledge on racial discrimination and protection of minorities and ensure that relevant UN training materials address these issues
6. Focus on the minorities that are economically, politically and/or socially most marginalized and whose rights are particularly at risk
7. Build wide local ownership through proactive, constructive and early dialogue that includes minorities in areas ranging from development efforts and humanitarian assistance to peacekeeping and peacebuilding
8. Pursue evidence-based actions and policies in fields ranging from conflict prevention to development, including through mapping of different dimensions of exclusion and by supporting data collection related to minorities, including in population censuses
9. Conduct outreach campaigns and capacity-building activities to promote the rights of persons belonging to minorities and strengthen advocacy against racial discrimination
10. Engage and cooperate with UN and regional human rights mechanisms dealing with racial discrimination and minority rights, including by supporting follow-up to recommendations and by facilitating participation of minorities in these processes
11. Combat institutional racism and systemic discrimination by supporting reforms that advance minority participation and full equality in law enforcement, employment and other key fields
12. Encourage constructive management of diversity to address identity-based tensions, including culturally attuned preventive measures focusing on the most important risk factors
13. Support efforts to protect languages and other elements of identities of minorities in a manner that enables intercultural, inter-ethnic and interreligious dialogue
14. Support the inclusion of strong anti-discrimination and other minority rights guarantees in constitutions and other legislation as well as effective mechanisms for their implementation

15. Promote inclusive dialogue and participation of minorities in decision-making and political processes, including in peace negotiations, transitional justice processes, environmental decision-making, electoral processes and in constitution-making, and provide capacity-building support
16. Support crime prevention efforts, including measures such as socio-economic integration of minorities and special protection for those most vulnerable to crime
17. Support efforts to ensure equal access to the media, including targeted programmes for media outlets servicing minorities, and measures to combat hate speech
18. Reinforce rights-based education curricula that include bilingual or mother-tongue education, support pluralism and diversity and expand knowledge of the history, traditions, language and culture of minorities
19. Support efforts to ensure that National Human Rights Institutions and specialized bodies have the resources, competency and capacity to combat racial discrimination and address minority rights in an effective manner

I. INTRODUCTION

1. Although principles of equality and non-discrimination are firmly rooted in binding international standards, racial discrimination and lack of adequate protection of minorities remain a widespread challenge in all regions of the world. In addition to being human rights imperatives, combating racial discrimination and protection of minorities are also key factors in the prevention of conflict, in conflict and post-conflict situations as well as in addressing development challenges, including poverty reduction, millennium development goals (MDGs) and environmental sustainability. The protection of minorities and combating racial discrimination thus affect all three pillars of the UN—security, development and human rights—and require system-wide, coordinated engagement.
2. This Note provides guidance for the UN system on how to address racial discrimination and protection of minorities in line with the UN Charter, Universal Declaration of Human Rights and other key standards, drawing from effective practices. It was developed within the framework of the UN Network on Racial Discrimination and Protection of Minorities, established by the Secretary-General during the 20th anniversary year of the UN Declaration on the Rights of Persons belonging to National or Ethnic, Religious and Linguistic Minorities in 2012.¹
3. The Note sets out guiding principles and framework for UN action with a view to ensuring a comprehensive and coherent UN approach from headquarters to regional and country presences. In doing so, the Guidance Note builds on other relevant Guidance Notes of the Secretary-General, such as those on Democracy, Statelessness and Constitution-making, as well as relevant Decisions of the Secretary-General, including on Human Rights and Development and on Human Rights in Integrated Missions. The Note does not aim to be exhaustive, but to highlight guiding principles and selected key areas of action for the UN system, and it complements more detailed tools that have been developed in selected sectors, including for addressing minority issues in development programming.²

II. NORMATIVE AND CONCEPTUAL FOUNDATIONS

4. The principles of equality and non-discrimination are embodied in the UN Charter, which underlines respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language or religion. These principles have been further developed in the Universal Declaration of Human Rights and in all core international human rights treaties, such as the International Convention on the Elimination of All Forms of Racial

¹ Coordinated by OHCHR, the Network enhances dialogue and cooperation between relevant UN Departments, Agencies, Programmes and Funds. By February 2013, 20 UN entities have joined the Network.

² See, e.g., *Marginalised Minorities in Development Programming: A UNDP Resource Guide and Toolkit*, 2010.

Discrimination (ICERD), and in regional instruments.³ Important additional guidance for the UN and other actors is provided in such key documents as the UN Declaration on the Rights of Persons belonging to National or Ethnic, Religious and Linguistic Minorities (1992) and the Durban Declaration and Programme of Action (2001) and in the Outcome Document of the Durban Review Conference (2009).

5. The UN approach to racial discrimination needs to reflect the fact that racial discrimination encompasses “any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life”.⁴
6. UN efforts to protect minorities are rooted in equality and non-discrimination, but they should also advance other elements of minority rights, including the rights of persons belonging to minorities to participate in decision-making and to enjoy their own culture, to profess and practise their own religion and to use their own language. Implementation of such minority rights requires in many cases continuous measures.⁵
7. The UN can in many cases combine its efforts to combat and prevent racial discrimination and to advance minority protection, as these are frequently interlinked. On the one hand, standards and mechanisms devoted to combatting racial discrimination benefit minorities, who are often targets of racial discrimination. On the other hand, minority rights contribute to the efforts to combat racial discrimination, by directly reinforcing prohibition of racial discrimination and also through participatory rights and other rights that indirectly contribute to efforts to combat such discrimination. It is in recognition of these interlinkages that these two notions are addressed in one Guidance Note.
8. The UN pursues an inclusive approach to the concept of minorities, guided by the principle of self-identification and bearing in mind that there is no internationally agreed definition of the term. Using UN minority rights standards and mechanisms is not conditioned upon the use of the term minority in the domestic context, and the UN Human Rights Committee has stressed that the existence of an ethnic, religious or linguistic minority

³ See, e.g., International Convention on the Elimination of All Forms of Racial Discrimination; art. 26 and 27 of the International Covenant on Civil and Political Rights; and the ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111). For an overview of relevant international and regional standards and their monitoring mechanisms, see also *Minority Rights: International Standards and Guidance for Implementation*, OHCHR, 2010.

⁴ International Convention on the Elimination of All Forms of Racial Discrimination, Art 1(1).

⁵ CERD, in its general recommendation No. 32(209), has specified that “special measures should not be confused with specific rights pertaining to certain categories of person or community, such as, for example the rights of persons belonging to minorities to enjoy their own culture, profess and practise their own religion and use their own language [...]. Such rights are permanent rights, recognized as such in human rights instruments, including those adopted in the context of the United Nations and its agencies”.

in a given State party does not depend upon a decision by that State party but requires to be established by objective criteria.⁶ Standards to combat racial discrimination and minority rights can be also invoked by indigenous peoples, as a complement to the specific standards and initiatives that have been developed to address the particular concerns faced by them, including the UN Declaration on the Rights of Indigenous Peoples and the ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169).

9. While this Guidance Note and the Declaration on Minority Rights focus on the rights of persons belonging to “national or ethnic, religious and linguistic” minorities, there are persons belonging to other groups that are regularly in a non-dominant position and merit specific UN attention from the perspective of non-discrimination and other human rights standards, including, for example, stateless persons, migrants, victims of forced displacement, persons with disabilities, people living with HIV and lesbian, gay, bisexual, or transgender (LGBT) persons. Their concerns also frequently involve multiple discrimination, including where a person belonging to a national, ethnic, religious or linguistic minority is also discriminated against on other grounds such as disability or sexual orientation.

III. GUIDING PRINCIPLES FOR EFFECTIVE UN ACTION

1. Ensure coordinated engagement of all three pillars

10. Combatting racial discrimination and protecting minorities need to be consistently integrated into the work of the UN at global, regional and country levels. The UN should proactively seize opportunities to support initiatives that pursue these goals, including with regional organizations, governments, civil society and the private sector. Given the relevance of these challenges to all three pillars of the UN, it is essential that UN action in this area engage the entire UN system and that coordination mechanisms between entities ranging from UNCTs and “Delivering as One” initiatives to a diverse range of related global-level mechanisms, such as the UN Development Group’s Human Rights Mainstreaming Mechanism (UNDG HRM) and the UN Network on Racial Discrimination and Protection of Minorities, actively support coordination and cooperation in this sphere.

2. Pursue a human rights–based approach

11. The principles of equality and non-discrimination are cornerstones of the UN’s human rights–based approach. All entities of the UN system are governed by the UN Charter, which embodies these principles. Therefore, UN action and policies in the spheres related to racial discrimination and minority protection must be guided by international standards and recom-

⁶ The UN Human Rights Committee, General Comment No. 23: The rights of minorities (Art. 27), 4 August 1994, CCPR/C/21/Rev.1/Add.5, General Comment No. 23.

mendations of human rights mechanisms, including those devoted to racial discrimination and rights of persons belonging to minorities.⁷

12. A human rights–based approach is crucial in development programming as it analyses the underlying and structural causes of the violations of rights; assesses the capacities of both rights holders and duty bearers; and supports capacity development measures, including by examining the causes of non-realization of rights for persons belonging to minorities and building capacity to exercise and fulfil these rights.

3. Address multiple and intersecting forms of discrimination

13. The UN action and policies need to take into account the prevalence of multiple and intersecting forms of discrimination. They need to reflect particular experiences within minority communities of common targets of multiple and intersecting forms of discrimination, such as minority women, stateless persons, internally displaced persons, persons with disabilities, older persons, children, people living with HIV and LGBT persons. UN entities, together with other partners, should support measures to identify and address such discrimination, as part of States parties’ obligations under human rights treaties and taking into account the relevant recommendations by treaty bodies, special procedures and other human rights mechanisms, including UPR. Dissemination of success stories should also be supported.
14. Addressing multiple and intersecting forms of discrimination requires a holistic look at the way societies are organized and at the differential impact of discrimination on the various groups within it. Such an approach has revealed, for example, that in many countries minorities face particular challenges with respect to the implementation of the right to health; they are disproportionately affected by poor-health, malnutrition and diseases, and HIV/AIDS prevalence among minority groups is far higher than within the majority population. This is due to a variety of legal, social and structural barriers and constructs as well as stigma, which in many cases amount to discrimination. Moreover, people living with HIV are often stigmatized and discriminated against because of their HIV status, thus further compounding multiple forms of discrimination. The UN must be sensitive to these realities and ensure that programmes and policies on health, education and other pertinent fields address the needs of persons belonging to minorities.

4. Apply a gender perspective

15. As the Durban Declaration and the Programme of Action states, “racism, racial discrimination, xenophobia and related intolerance reveal themselves in a differentiated manner for women and girls, and can be among

⁷ The term “international standards” refer to norms and standards contained and developed under the core international human rights treaties as well as relevant instruments of specialized agencies, and the term “human rights mechanisms” is meant to include the Charter- and Treaty-based bodies as well as monitoring and standard-setting mechanisms of relevant instruments of the specialized agencies, such as the ILO supervisory bodies.

the factors leading to a deterioration in their living conditions, poverty, violence, multiple forms of discrimination, and the limitation or denial of their human rights". Women and girls belonging to minorities often face unique challenges and multiple or intersecting forms of discrimination emanating from their gender and status as persons belonging to minorities.

16. A gender perspective that takes into account these women's and men's issues and different life experiences and multiple and intersecting forms of discrimination is critical in addressing racial discrimination, minority rights and the situation of minority women and girls. In line with the recommendations of the UN Forum on Minority Issues,⁸ a gender perspective should apply to all analysis and actions. The UN system should ensure that its strategies and actions promote gender equality and the realization of human rights for women and men, girls and boys. The situation of minority women and girls requires special attention, intervention and protection in areas ranging from crime prevention and criminal justice responses to harmful traditional practices and violence against women. It is also a frequent concern in addressing nationality legislation, property rights and family and personal status laws as well as in ensuring equal access to health care, education, social security and income-generating opportunities.
17. In spite of being frequent victims of human rights violations, minority women are often excluded from decision-making when responses to human rights violations are being designed and implemented. Effective UN action requires continuous dialogue with a diverse representation of minority women, including with a view to ensuring their contributions to the design and implementation of UN action and enhancing their participation in decision-making, in areas ranging from land and property issues to peace processes and security sector reform in post-conflict situations, as well as their representation in elected and appointed positions both within their communities and in societies at large.

5. Focus on the most marginalized

18. While in most cases minorities are in a non-dominant position, the UN approach must reflect the fact that there are great differences between the experiences and positions of minorities. Whereas some minorities are systematically marginalized and excluded from decision-making and receive little or no support to improve their situation, others play an important role in the economy, state structures and other contexts. Such diversity can also be present within minority communities.
19. In considering such differences, which vary over time, the UN system should pay particular attention to those who are economically, politically and/or socially most marginalized and whose rights are particularly at

⁸ See recommendations from the fourth session of the Forum on Minority Issues in 2011 on guaranteeing the rights of minority women and girls. Established pursuant to the Human Rights Council resolution 6/15 of 28 September 2007, the Forum on Minority Issues provides a platform for promoting dialogue and cooperation on issues pertaining to national or ethnic, religious and linguistic minorities.

risk. In some cases, this can be persons belonging to religious minorities whereas in others it can be, for example, persons in need of international protection, internally displaced persons, migrant workers and their families in particular sectors or specific minorities, such as Roma, who are frequent targets of racial discrimination and other human rights violations. In many countries, UN action needs to reflect the fact that indigenous peoples are particularly marginalized and discriminated against by the dominant populations and excluded from participation in public life. These problems are often coupled with denial of their self-determination and other rights in fields such as land and resources, education, employment, health, birth registration and housing, stipulated in the UN Declaration on the Rights of Indigenous Peoples, the ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169) and other documents.⁹

20. In many cases, the situation of minority children and youth is an urgent concern from the perspective of racial discrimination and minority rights, with problems ranging from discrimination in accessing quality health care and education to harmful traditional practices. Problems of forcibly displaced as well as stateless persons also merit particular attention in a number of contexts, keeping in mind that minorities are often disproportionately affected by forced displacement and statelessness and face serious challenges in access to citizenship and related documentation. Furthermore, UN action and policies should reflect the fact that persons targeted for discrimination based on descent, in particular caste-based discrimination and related practices, are in a number of contexts in a particularly marginalized position and in need of focused attention.

6. Ensure local ownership and participation

21. In order to ensure sustainable impact, there is a need to ensure wide local ownership in the areas of UN engagement on racial discrimination and minorities. While engagement with the authorities is a key component of building such ownership, proactive, constructive and early engagement with both minorities and majorities is also called for, including through civil society, minority representatives, workers' and employers' organizations, faith-based and other organizations, religious communities and traditional authorities to ensure culturally informed decisions that reflect the specific human rights challenges and other concerns of minorities. This can be advanced by elaborating relevant partnership strategies with a range of civil society and other counterparts. Such efforts may include structures devoted to dialogue, including focal points and country-specific consultative structures for minorities, the establishment of which has been recommended also by the UN Forum on Minority Issues.

⁹ For detailed guidance for UN country teams for programming on indigenous peoples' issues, in particular in the framework of the CCA/UNDAF process, see *UNDG Guidelines on Indigenous Peoples' Issues* and *UNDG Action Plan on Indigenous Peoples' Issues (General Plan of Action for the rolling out and implementation of the UNDG Guidelines on Indigenous Peoples' Issues (5-year plan))*, adopted in 2008.

7. Address institutional racism and systemic discrimination

22. There is a need for the UN system to engage with institutions that play a key role in interacting with persons belonging to minorities, including in order to combat institutional racism. Institutional racism can be a problem in a range of contexts, from educational and health institutions to institutions of criminal justice. For example, systemic discriminatory practices against minorities are frequently reported in law enforcement. In many countries there is evidence of over-representation of minorities in the criminal justice system, in particular in detention or prison, and minorities, including minority women, often face particular difficulties receiving proper legal assistance and accessing justice. In many cases, minorities also face systemic discrimination in access to civil registration and identity documentation, which may put them at risk of statelessness. Labour market processes, practices and institutions may also generate and reinforce the cycle of discrimination. The UN must make consolidated and integrated efforts to support and empower reforms of the relevant institutions with a view to advancing minority participation and full equality before the law without any discrimination.

8. Pursue evidence-based actions and policies

23. Combating racial discrimination and advancing minority rights requires evidence-based actions and policies. In addition to reviewing existing legislation and policies, collection of disaggregated data is instrumental, including to identify indirect discrimination and to target positive measures and other necessary action appropriately. Disaggregated data can be collected to monitor any increase and/or decrease in inequality for minorities. Such data collection can help to identify those that are the most marginalized, and to build a relationship with national statistical offices to determine what information is available and where support is needed to improve data collection. Therefore, the UN system should encourage pertinent data collection, including through the inclusion of related questions in the contexts of population censuses. Given the sensitive nature of the ethnicity-based data, it is essential that related data protection norms as well as the principle of self-identification are fully respected and good practices on how to pursue collection of disaggregated data in line with these principles are identified and shared.

9. Support constructive management of diversity to address identity-based tensions

24. Discrimination is often at the root of identity-related tensions. Such tensions have a potential to develop into crises that could ultimately lead to conflict, forced displacement and, in the worst cases, to atrocity crimes, including genocide. Understanding discrimination as a risk factor for these most serious of crimes allows for the identification of preventive measures in the short, medium and long term. Prevention measures need to be culturally attuned and focused on the most important risk factors that

are particular to each minority community. Such preventive measures are directly or indirectly related to the constructive management of diversity. They may include a broad range of options that promote equality and non-discrimination, participation and representation, respect for the rule of law and fundamental human rights. UN activities should thus encourage local stakeholders to support the constructive management of diversity as a tool to prevent and mitigate identity-based tensions.

25. One of the ways in which this could be addressed is by promoting diversity among UN staff, including through developing diversity action plans to recruit staff from minority communities and other staff with expertise on minority issues, access to communities and local languages. Staff with particular expertise on minority issues and languages can enrich the analysis and improve the implementation of UN action in the area of development and other key fields for minorities.

10. Cooperate with regional mechanisms

26. A number of regional organizations have designed norms, mechanisms and programmes to combat racial discrimination and/or to advance protection of minorities, which are complementary with those developed by the UN. In order to ensure the maximum combined impact, the UN system should work closely with these organizations and, where appropriate, pursue joint initiatives to bolster work against racial discrimination and to promote minority rights. The relevance of regional experiences extends, inter alia, to development programming, humanitarian assistance and conflict prevention initiatives. For example, as the High-level Panel on Threats, Challenges, and Change recommended, “the United Nations should build on the experience of regional organizations in developing frameworks for minority rights”.¹⁰

11. Enhance intercultural, inter-ethnic and interreligious dialogue

27. Support for languages and other elements of identities of minorities is of central importance to minority protection. This should, however, be done in a manner that does not reinforce divisions within societies, but rather enhances intercultural, inter-ethnic and interreligious dialogue. This can imply, for example, that the UN system supports new communication channels between religious minorities and supports efforts encouraging the majority to learn languages of minorities and vice versa in a manner that fully respects the right of persons belonging to minorities to enjoy their own culture, to profess and practise their own religion, or to use their own language.

¹⁰ “A More Secure World: Our Shared Responsibility”, Report of the Secretary-General’s High-level Panel on Threats, Challenges, and Change, 2004.

IV. SELECTED KEY AREAS FOR UN ACTION

1. Constitution-making and other legal frameworks

28. Constitution-making processes by definition provide opportunities to shape a common vision on the future of a country and entry points for introducing strong anti-discrimination guarantees and normative protection of minorities. The UN is frequently called on by Member States to provide assistance during constitutional processes, notably in the context of political transitions or peace processes. In doing so, it should encourage national actors to promote inclusion and participation at the different stages of a constitution-making process. Broad inclusion, including of persons belonging to minorities, can generate space for a genuine national dialogue and confer democratic legitimacy to the resulting constitutional arrangements. When requested, the UN assists Member States, including emerging democracies, with legal, technical and financial assistance and advice to ensure that constitutions enshrine non-discrimination, equality before the law and equal protection under the law and reflect other key human rights principles. In doing so, in addition to promoting inclusion of human rights norms, it should also help to ensure that other constitutional norms, including any provisions concerning languages, religions and nationality, are in compliance with non-discrimination and other rights of persons belonging to national or ethnic, religious and linguistic minorities.
29. Constitution-making can promote cooperation between different groups and participation of all groups in decision-making processes, and result in mechanisms for protection of minorities and others against any form of discrimination and other human rights violations. In this regard, the UN should always encourage domestication of key international human rights law, international refugee law and international humanitarian law within national legislation.
30. Technical support to governments to review existing and proposed legislation for compliance with international standards on non-discrimination and minority rights should also be offered in fields ranging from language and nationality laws to legislation in the field of housing, labour and employment, education, health or media. This should be accompanied by UN support to strategies for more effective implementation of non-discrimination legislation, coupled with remedies that are accessible to all.

2. Electoral processes

31. With regard to electoral assistance, a primary focus of the UN is to facilitate and promote universal and equal suffrage. UN electoral assistance should therefore provide support to the development of policies and the implementation of appropriate measures to promote the participation of underrepresented or marginalized groups, including minorities, in electoral processes. This will include measures specific to electoral events, temporary special measures as well as longer-term programmes.

3. Crime prevention, access to justice and fighting impunity

32. Minorities and other common targets of racial discrimination are often excluded from administrative and political positions, employment and education, resulting in poverty and their higher vulnerability to crime, including transnational organized crimes such as human trafficking. The UN must support various international, national and local evidence-based crime prevention efforts including measures such as socioeconomic integration of minorities and special protection for those most vulnerable to crime.
33. Minorities and other common targets of racial discrimination also have problems in accessing justice because of discrimination, language, educational and financial barriers, low confidence, and the lack of judicial facilities in regions where they live. Areas of UN action include support to national justice or security sector reform plans that encourage recruitment of male and female law-enforcement officers, prosecutors, judges, lawyers and other personnel from minority groups, providing training on minority rights to such personnel, supporting revision of legislation, reviewing sentencing practices to address any discriminatory practices, providing legal aid and other assistance and services in minority languages and addressing concerns of minorities when designing reintegration programmes. Measures to guarantee an independent oversight and accountability for the police are also essential.
34. In order to fight impunity for violations of minority rights, the UN should also provide legal assistance to review criminal legislation, including to make racial and other forms of discrimination an aggravating factor in criminal cases; support investigation, prosecution and sentencing of persons having committed racist or other discriminatory acts through mentoring and capacity-building; and support research and data gathering to inform policy.

4. Development programming

35. As is noted in the UN Statement of Common Understanding on Human Rights-Based Approaches to Development Cooperation and Programming, all programmes of development cooperation, policies and technical assistance should further the realization of human rights as laid down in the Universal Declaration of Human Rights and other international human rights instruments. This includes non-discrimination standards and minority rights, which are critical to the fulfilment of a human rights-based approach.
36. Discrimination and marginalization of national or ethnic, religious and linguistic minorities has a significant detrimental impact on poverty reduction, health outcomes and MDGs, democratic governance, environmental sustainability, conflict prevention, and, ultimately, sustainable human development. Persons belonging to minority groups make a fundamental contribution to human development as strategic partners and as actors of change, and overcoming their marginalization—including through addressing existing inequalities in power and entrenched structures of discrimination—had direct benefits for national development processes and the achievement of inclusive growth. Minorities have different perspectives that enrich the

analysis of development, and their inclusion can ensure ownership and help find sustainable and effective solutions to development challenges.

37. Moreover, efforts to improve sustainable human development and promote inclusion and stability are complemented and strengthened with better attention to the situation of minorities and with the participation of minorities in such efforts. Therefore, their inclusion in all aspects of country engagement is crucial.¹¹ There is a need to bring in minority voices and representation in the design and implementation, as well as monitoring and evaluation, of UN development efforts, including in the United Nations Development Action Framework (UNDAF) and country programming processes. Similarly, participation of persons belonging to minorities is essential in the process of developing the post-2015 development agenda, with a view to ensuring that the resulting agenda advances non-discrimination and other human rights concerns of minorities.
38. Addressing development challenges requires holistic and sustained approaches that fully recognize human rights, including minority rights. Addressing discrimination, in particular, can make development strategies more effective. There is no “one-size-fits-all” approach to minority issues. Each country presents a unique set of historical and contemporary power dynamics that create different conditions and opportunities for addressing the marginalization of minorities. In this respect, the UN system should pursue and support mapping and analysis exercises to determine: the situation of each marginalized minority group; the impact on minorities of marginalization and exclusion; the root causes of inequality and exclusion; the differences in women’s and men’s experiences and the existence and nature of civil society organizations that articulate the concerns of minorities.

5. Access to a healthy and clean environment

39. Minorities are often denied access to a healthy and clean environment and suffer disproportionately from environmental risks and hazards, as well as occupational health and safety hazard, in the workplace. In many cases they live in the most polluted areas of cities, or near dangerous or illegal waste facilities with limited or no access to sanitation, clean air, clean water and land. In the labour market, minorities are often overrepresented in hazardous jobs or economic sectors. The accelerated urban migration and the increased urbanization process have increased such challenges. Minorities are often denied adequate access to environmental information and are frequently excluded from participation in making environmental decisions that affect them. Whenever addressing issues related to the environment and sustainable development, the UN should pay special attention to the consequences affecting minorities and their well-being and ensure that they have sufficient access to related services. There have to be extra efforts to provide access to relevant information also for minorities

¹¹ For detailed guidance on how to integrate minority issues in development programming, refer to *Marginalised Minorities in Development Programming: A UNDP Resource Guide and Toolkit* (May 2010).

and to include them in environmental decision-making, in line with Principle 10 of the Rio Declaration on Environment and Development 1992.

6. Conflict prevention, peacemaking, conflict resolution and preventive diplomacy initiatives

40. Exclusion, in particular from participation in state administration, is among the main precipitating factors of both new conflict and conflict recurrence. There are clear links between violations of minority rights and the increased likelihood of conflict. The protection of minority rights is a crucial factor in preventing conflict and in promoting sustainable peace when conflict has occurred. Therefore, to be successful and sustainable, conflict prevention, peacemaking, mediation, conflict resolution and preventive diplomacy initiatives will need to centrally address concerns and rights of persons belonging to minorities with respect to, among other things, return and reintegration, citizenship, political representation, housing, and educational and security institutions. All UN interventions in these areas need to be informed by a thorough analysis and mapping of the different dimensions of exclusion, including their gender dimension, and their relative contributions to conflict risk. They should also be based on thorough awareness of the international standards on minority rights.
41. It is essential that the four key pillars of minority rights are observed—protection of existence, non-discrimination, protection of identity and participation—as each has a role to play in maintaining stability in countries. Where relevant, the UN should place addressing political and social exclusion at the center of its conflict resolution strategy. Building on the 2012 “Guidance for Effective Mediation”,¹² this includes strengthening local capacity to undertake conflict resolution; promoting the participation of excluded groups in political processes, such as peace negotiations or national dialogues; identifying partners to help build the capacity of civil society groups representing excluded constituencies to engage effectively; using different forms of media to inform and engage excluded groups; promoting power sharing agreements that ensure the representation in government of excluded groups and promoting the inclusion of provisions in peace agreements that address exclusion and discrimination as underlying drivers of violent conflict.
42. With identity-related tensions being at the core of so many conflicts in today’s world, measures aimed at preventing and resolving conflict, and at sustaining fragile peace, are likely to have to address discrimination issues. The UN work on conflict prevention and resolution should encourage parties to explore comparative practices and find genuine solutions to address each specific circumstance. At the same time, particularly in the realm of diversity management, UN good offices should always take into account the short-term and long-term implications for different groups of

¹² The United Nations Guidance for Effective Mediation was issued as an annex to the Report of the Secretary-General on “Strengthening the role of mediation in the peaceful settlement of disputes, conflict prevention and resolution” (A/66/811, 25 June 2012).

measures aimed at preventing or stopping conflict, as measures designed for resolution of existing crises may sow the seeds of future discrimination.

7. Genocide prevention and the responsibility to protect

43. Genocide constitutes an extreme form of identity-related conflict. Efforts for the prevention of this crime, therefore, require consistent application of legal and policy measures aimed at combating discrimination and mitigating identity-based tensions and the risk of violence in the management of intergroup relations. The concept of the responsibility to protect, adopted unanimously by all heads of State and Government at the 2005 World Summit, calls upon Member States to protect their populations by preventing genocide, war crimes, ethnic cleansing and crimes against humanity, as well as their incitement. It also calls upon the international community to assist Member States in fulfilling this commitment. Member States thus have the responsibility to address all tensions between communities and discriminatory practices that could eventually lead to the commission of atrocity crimes, and the international community, including the UN, has the responsibility to assist Member States, as necessary. UN assistance to address discrimination issues lies at the core of such efforts, bearing in mind also the importance of the gender dimension.

8. Peacekeeping and peacebuilding initiatives

44. Normative framework of peacekeeping and peacebuilding encompasses human rights, including minority rights and standards on the elimination of racial discrimination. Addressing recurring peacebuilding priorities in the early post-conflict period¹³ requires attention to be paid to non-discrimination and protection of minorities. For example, UN support to political processes, including electoral processes, and promoting inclusive dialogue and reconciliation needs to ensure that minorities and other common targets of racial discrimination are also adequately included in such processes. It is also important for the UN to encourage involvement of minorities and inclusion of their human rights concerns in transitional justice processes. Furthermore, UN support to the provision of basic services in the post-conflict period needs to reinforce non-discriminatory provision of such services.
45. In cases where inter-ethnic, religious or other identity-related tensions or discrimination have been a trigger and/or a feature of the conflict, it is particularly important for the UN to be sensitive to diversity within and between communities in its peacekeeping and peacebuilding activities. Interventions that are sensitive to such diversity and are built on dialogue that includes marginalized groups can help to counter exclusion and create new opportunities for minorities and others to play a greater role in the public realm. Popular engagement in prioritization is critical in early

¹³ Outlined in the Report of the Secretary-General on peacebuilding in the immediate aftermath of conflict, A/63/881–S/2009/304.

peacebuilding, and this implies that peacekeepers must reach out also to minorities.¹⁴

9. Humanitarian assistance

46. Humanitarian assistance must be carried out in compliance with the principles of humanity, impartiality and neutrality embodied in General Assembly resolutions 46/182 and 59/141 and the Statutes of the International Red Cross and Red Crescent Movement. Humanitarian assistance must be based on identified needs and carried out in a non-discriminatory manner. Minority groups are often marginalized within communities and less represented in formal decision-making structures. Therefore, their specific concerns may be overlooked in needs assessments and programme planning. Failure to acknowledge particular risks faced by persons belonging to minorities not only results in a failure to address those concerns, but it might also lead to actions that inadvertently increase these risks and reinforce discrimination and exclusion.¹⁵ Pursuing an age, gender and diversity mainstreaming approach can further contribute to the efforts to prevent such exclusion.

10. Support to media and awareness-raising initiatives

47. Supporting equal access to the media is an important element of minority protection. Such efforts contribute to the participation of persons belonging to minorities and other common targets of racial discrimination in political and other decision-making and to the implementation of their freedom of expression and the right to use their own language and to enjoy their culture. Efforts to assist independent media and public service broadcasting could include targeted programmes for the development of media outlets servicing minority groups, including through allocation of subsidies, broadcasting frequencies and capacity-building. The UN should support efforts to adopt measures to combat hate speech in the media—including anti-hate speech legislation and self-regulation mechanisms by media outlets—and promote balanced reporting on minorities.
48. To promote the rights of persons belonging to minorities and strengthen advocacy against racial discrimination, it is necessary to conduct outreach campaigns and activities. These campaigns should be directed at Member States, governmental institutions, civil society groups and other stakeholders, including women, youth, the poor—and minorities and victims of racial discrimination themselves. The UN should both conduct its own outreach campaigns to achieve these ends and support the existing and planned campaigns of other groups, such as governments, the media and civil society.

¹⁴ See also UN DPKO/DFS *Civil Affairs Handbook*, 2012 and “The Contribution of UN Peacekeeping to Early UN Peacebuilding: a DPKO/DFS Strategy for Peacekeepers”, 27 June 2011.

¹⁵ *Handbook for the Protection of Internally Displaced Persons*, Inter-Agency Standing Committee, June 2010

49. The UN system has a range of multilingual information products—from television and radio broadcasts, interviews and op-eds, to online news and social media content—that can be used in these outreach campaigns. They can support education and awareness-raising campaigns by the media, academic institutions, and civil society groups to promote action against racial discrimination and increase understanding of the rights of persons belonging to minorities, at the global, regional, national and local levels. UN Information Centres and other field presences are ideally placed to support regional and country-specific outreach initiatives and to disseminate messages tailored to local audiences.

11. Education initiatives and promotion of decent work

50. In its technical support and other work in the area of education, the UN system should reinforce rights-based education curricula that support pluralism and diversity and expand knowledge of the history, traditions, language and culture of minorities while providing minorities opportunities to gain knowledge of the society as a whole. The UN should also underline the role of bilingual or mother-tongue education in ensuring accessible, acceptable and relevant education that helps minority children to reach their full potential. Furthermore, the UN system should promote diverse forms of educational programmes such as non-formal education for adults and out-of-school youth as well as vocational programmes that take into account the specific situation of minorities.
51. UN support to increasing educational opportunities for minorities and other common targets of racial discrimination is also of paramount importance for achieving equality in the labour market, where many minorities have been historically excluded from full and effective participation. UN action should emphasize the promotion of full and productive employment and decent work, including for minorities, and measures to avoid that the negative effects of financial and economic crisis do not disproportionately impact on minorities.

12. Training for UN staff and others

52. United Nations capacity-building activities and materials should include information about human rights and in particular on the causes and impact of racial discrimination, including multiple forms of discrimination and highlight good practices for preventing and combating racial discrimination and ensuring effective protection of minorities.
53. The UN system should continue to conduct training initiatives which include information about human rights for UN staff, government officials, representatives of regional and subregional organizations, workers' and employers' organizations, non-governmental organizations, and other civil society groups and audiences, in order to build capacity, knowledge, skills and attitudes that uphold human rights. Training and education efforts, be they UN staff, police, lawyers, students or civil society representatives must be relevant to the daily life of the learners. They should aim at im-

proving participants' knowledge on racial discrimination and protection of minorities, among other human rights issues, empowering rights-holders, including disadvantaged groups, as well as at developing the capacity of duty-bearers to meet their human rights obligations.

54. Relevant UN training materials should include explicit information on racial discrimination and minorities, including multiple forms of discrimination, highlighting the vulnerability of groups discriminated against on the basis of race, colour, descent, national or ethnic origin, in addition to their other status or gender. General references to human rights or the principle of non-discrimination only are not sufficient for effective training; while consistent references to the relevant human rights instruments and mechanisms will enable the participants to acquire a better understanding of racial discrimination and protection of minorities.
55. UN training initiatives should ensure equal and active participation of women and members of minority groups and facilitate their active participation, as they might be accustomed to discrimination within their societies and professional setting. Moreover, the learning environment should be in line with human rights values and be free from discriminatory, intolerant, racist and sexist language and gestures.

13. Support to NHRIs and other national mechanisms

56. National Human Rights Institutions (NHRIs) and specialized bodies have in many cases played an instrumental role in combatting racial discrimination and advancing minority rights. The UN system should support efforts to ensure that they have the resources, competency and capacity to pursue such work in an effective manner. This can include, for example, promoting dialogue between NHRIs and minorities, as well as initiatives aimed to ensure that persons belonging to minorities and other common targets of racial discrimination have access to such bodies in the regions in which they reside, without linguistic or other obstacles, and that the composition of NHRIs is established in accordance with a procedure that affords all necessary guarantees to ensure the pluralist representation in line with the Paris Principles. In order to do so, it is important that UN staff are provided with information on how best to support NHRIs and specialized bodies with policy advice, technical assistance, and capacity development, as well as how to assist stakeholders at the national level with the establishment of such institutions in the States where they do not yet exist.¹⁶

14. Engagement with UN human rights mechanisms

57. Recommendations from the Universal Period Review (UPR), human rights treaty bodies and special procedures—including, inter alia, the Committee on the Elimination of Racial Discrimination, the Independent Expert on

¹⁶ See also *UNDP-OHCHR Toolkit for Collaboration with National Human Rights Institutions*, December 2010.

Minority Issues and Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance, and the ILO supervisory bodies—regularly address racial discrimination and protection of minorities. They, together with findings of related regional mechanisms, open important opportunities for active and concrete engagement of the UN system, and in particular UN country presences, in these issues. For example, in the context of UPR, country presences and other UN actors involved should make sure that racial discrimination and protection of minorities are adequately covered in the dissemination of information, in contributions to the compilations of UN information and in other support they provide to UPR process, including to the follow-up to UPR outcomes. Similarly, UN country presences can play an important role in supporting the implementation of, and regular follow-up to, recommendations of special procedures mandate holders and treaty bodies. UN efforts to advance participation of civil society and other stakeholders in these processes should also be designed and implemented in a manner that facilitates participation of representatives of minorities and others working on racial discrimination and minority issues, including by supporting translation of recommendations into minority languages.

58. UN entities should also participate in and facilitate global and regional dialogue on racial discrimination and minority issues with an emphasis on sharing best practices, for example by contributing to the work of the UN Forum on Minority Issues and by supporting follow-up to its thematic recommendations.

LIST OF SUPPLEMENTARY TOOLS, GUIDANCE AND OTHER DOCUMENTS

I. Specific to minority issues

- *Minority Rights: International Standards and Guidance for Implementation* (OHCHR publication), http://www.ohchr.org/Documents/Publications/MinorityRights_en.pdf
- *Marginalised Minorities in Development Programming. A UNDP Resource Guide and Toolkit* (UNDP in partnership with OHCHR), http://www.undp.org/content/undp/en/home/librarypage/democratic-governance/human_rights/marginalised-minorities-in-development-programming-a-resource-guide-and-toolkit/
- *Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities* (OHCHR publication), http://www.ohchr.org/Documents/Issues/Minorities/Booklet_Minorities_English.pdf
- *United Nations Forum on Minority Issues. Compilation of recommendations of the first four sessions 2008 to 2011* (OHCHR publication), http://www.ohchr.org/Documents/HRBodies/HRCouncil/MinorityIssues/Forum_On_Minority_Pub_en_low.pdf
- “Recommendations of the United Nations Forum on Minority Issues at its fifth session” (A/HRC/22/60), http://www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session22/AHRC2260_English.pdf
- “Report of the Independent Expert on minority issues to the General Assembly focusing on the role of the protection of minority rights in conflict prevention” (A/65/287), <http://www.ohchr.org/EN/Issues/Minorities/IEExpert/Pages/Annual.aspx>
- “Report of the Independent Expert on minority issues to the Human Rights Council focusing on minorities and the discriminatory denial or deprivation of citizenship” (A/HRC/7/23), <http://www.ohchr.org/EN/Issues/Minorities/IEExpert/Pages/Annual.aspx>
- “The case for attention to national, ethnic, religious and linguistic minorities in the Post-2015 Development Agenda”, paper by the Independent Expert on minority issues <http://www.worldwewant2015.org/node/287510>
- “Human Rights Committee General Comment #23: Article 27 (Rights of Minorities)”, [http://www.unhcr.ch/tbs/doc.nsf/\(Symbol\)/fb7fb12c2fb8bb21c12563ed004df111?Opendocument](http://www.unhcr.ch/tbs/doc.nsf/(Symbol)/fb7fb12c2fb8bb21c12563ed004df111?Opendocument)
- “Compilation of United Nations manuals, guides, training material and other tools on minority issues—Report of the Office of the United Nations High Commissioner for Human Rights”, <http://www.ohchr.org/Documents/Issues/Minorities/CompilationMinorities.pdf>
- “Online training course: Introduction to minority rights, regional human rights mechanisms, and minority rights advocacy” (freely accessible, need to register; MRG International in partnership with OHCHR), <https://minorityrightscourse.org/login/index.php>

II. Specific to racial discrimination

- *Durban Declaration and Programme of Action*, http://www.un.org/durban-review2009/pdf/DDPA_full_text.pdf
- “Outcome document of the Durban Review Conference”, http://www.ohchr.org/Documents/Press/Durban_Review_Conference_outcome_document.pdf
- “CERD General Recommendation #32: The meaning and scope of special measures in the International Convention on the Elimination of Racial Discrimination”, http://www2.ohchr.org/english/bodies/cerd/docs/GC32_English.pdf
- “CERD General Recommendation #31 on the prevention of racial discrimination in the administration and functioning of the criminal justice system”, http://www2.ohchr.org/english/bodies/cerd/docs/GC31Rev_En.pdf
- *Combating Racism, Racial Discrimination, Xenophobia and Related Intolerance through a Strategic Approach* (UNHCR publication), <http://www.unhcr.org/refworld/pdfid/4b30931d2.pdf>
- “Dimensions of Racism” (OHCHR and UNESCO publication), <http://www.ohchr.org/Documents/Publications/DimensionsRacismen.pdf>
- *United to Combat Racism* (UNESCO publication), http://portal.unesco.org/shs/en/files/2005/10691710783United_to_Combat_Racism.pdf/United%2Bto%2BCombat%2BRacism.pdf
- “Report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related to the General Assembly focusing on the use of the Internet for propagating racism, racial discrimination, xenophobia and related intolerance” (A/67/326), <http://www.ohchr.org/EN/Issues/Racism/SRRacism/Pages/ReportsAG.aspx>
- “Report of the Working Group of Experts on People of African Descent on its eleventh session - Addendum - Draft Programme of Action for the Decade for People of African Descent”, http://www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session21/A-HRC-21-60-Add2_en.pdf
- “Report of the Ad Hoc Committee on the elaboration of complementary standards on its fourth session”, http://www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session21/A-HRC-21-59_en.pdf
- “Report of the Intergovernmental Working Group on the Effective Implementation of the Durban Declaration and Programme of Action on its seventh session”, http://www2.ohchr.org/english/bodies/hrcouncil/docs/13session/A.HRC.13.60_E.pdf

III. Other relevant tools and guidance

- “Guidance Note of the Secretary-General on Democracy”, <http://www.un.org/en/globalissues/democracy/pdfs/FINAL%20Guidance%20Note%20on%20Democracy.pdf>
- “Guidance Note of the Secretary-General, The United Nations and Statelessness”, <http://www.unrol.org/doc.aspx?d=3065>
- “Guidance Note of the Secretary-General, United Nations Assistance to Constitution-making Processes”, <http://www.unrol.org/doc.aspx?d=2292>
- “Report of the Secretary General on peacebuilding in the aftermath of conflict” (2012, A/67/499-S/2012/746) <http://www.un.org/en/peacebuilding/pbso/pdf/SG%20report%20PB%202012.pdf>
- “Progress report of the Secretary-General on peacebuilding in the immediate aftermath of conflict” (2010, A/64/866-S/2010/386) http://www.un.org/ga/search/view_doc.asp?symbol=A/64/866
- “Report of the Secretary-General on peacebuilding in the immediate aftermath of conflict” (2009, A/63/881-S/2009/304) http://www.unrol.org/files/pbf_090611_sg.pdf
- “A more secure world: Our shared responsibility, Report of the Secretary-General’s High-Level Panel on Threats, Challenges, and Change”, <http://www.un.org/secureworld/report2.pdf>
- *United Nations Guidance for Effective Mediation*, <http://www.un.org/wcm/webdav/site/undpa/shared/undpa/pdf/UN%20Guidance%20for%20Effective%20Mediation.pdf>
- “UN Statement of Common Understanding on Human Rights–Based Approaches to Development Cooperation and Programming”, http://www.undg.org/archive_docs/6959-The_Human_Rights_Based_Approach_to_Development_Cooperation_Towards_a_Common_Understanding_among_UN.pdf
- *FAQ on a Human Rights–Based Approach to Development Cooperation* (OHCHR publication), <http://www.ohchr.org/Documents/Publications/FAQen.pdf>
- *Civil Affairs Handbook* (DPKO/DFS publication), http://www.un.org/en/peacekeeping/documents/civilhandbook/Civil_Affairs_Handbook.pdf
- “The Contribution of United Nations Peacekeeping to Early Peacebuilding: A DPKO/DFS Strategy for Peacekeepers”, http://www.operationspaix.net/DATA/DOCUMENT/6797~v~The_Contribution_of_United_Nations_Peacekeeping_to_Early_Peacebuilding___a_DPKO_DFS_Strategy_for_Peacekeepers.pdf
- “Strengthening of the coordination of humanitarian emergency assistance of the United Nations” (A/RES/46/182), <http://www.un.org/documents/ga/res/46/a46r182.htm>

- “Strengthening of the coordination of emergency humanitarian assistance of the United Nations” (A/RES/59/141), <http://ocha.unog.ch/drptoolkit/Funding/EmgCashGrant/N0448472.pdf>
- “Revised Note of Guidance on Electoral Assistance” (DPA and UNDP document), <http://www.se.undp.org/content/dam/aplaws/publication/en/publications/democratic-governance/dg-publications-for-website/new--note-of-guidance-on-electoral-assistance/Note%20of%20Guidance%20Final%20September%202010.pdf>
- *Electoral Assistance Implementation Guide* (UNDP publication), <http://www.undp.org/content/dam/aplaws/publication/en/publications/democratic-governance/dg-publications-for-website/undp-electoral-assistance-implementation-guide/UNDP-Electoral-Assistance-Implementation-Guide.pdf>
- *Handbook for the protection of internally displaced persons* (Inter-Agency Standing Committee publication), <http://www.unhcr.org/50f94dcc9.html>
- *Guiding Principles on Internal Displacement* (OCHA publication), <http://www.unhcr.org/43ce1cff2.html>
- “Background Note on Gender Equality, Nationality Laws and Statelessness” (UNHCR document), <http://www.unhcr.org/refworld/pdfid/4f59bdd92.pdf>
- *Statelessness: An Analytical Framework for Prevention, Reduction and Protection* (UNHCR publication), <http://www.unhcr.org/refworld/pdfid/49a28afb2.pdf>
- *National Human Rights Institutions: History, principles, rules and responsibilities* (OHCHR Publication), http://www.ohchr.org/Documents/Publications/PTS-4Rev1-NHRI_en.pdf
- *UNDP-OHCHR Toolkit for Collaboration with National Human Rights Institutions*, <http://www.undp.org/content/dam/undp/library/Democratic%20Governance/IP/UNDP-UHCHR-Toolkit-LR.pdf>
- *UNDG Guidelines on Indigenous Peoples’ Issues*, http://www.ohchr.org/Documents/Publications/UNDG_training_16EN.pdf
- “UNDG Action Plan on Indigenous Peoples’ Issues”, <http://www.undg.org/docs/10157/UNDG-Action-Plan-on-Indigenous-Peoples’-Issues-Action-Plan--FINAL-VERSION.pdf>
- “United Nations Declaration on the Rights of Indigenous Peoples”, <http://www.ohchr.org/EN/Issues/IPeoples/Pages/Declaration.aspx>
- “ILO Indigenous and Tribal Peoples Convention”, 1989 (No. 169), <http://www.ilo.org/indigenous/Conventions/no169/lang--en/index.htm>
- “Report of the Special Rapporteur on the human right to safe drinking water and sanitation: Stigma and the realization of the human rights to water and sanitation” (A/HRC/21/42), http://www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session21/A-HRC-21-42_en.pdf
- “Rabat Plan of Action on the prohibition of advocacy of national, racial or religious hatred that constitutes incitement to discrimination, hostility or violence”, www.ohchr.org/Documents/Issues/Opinion/SeminarRabat/Rabat_draft_outcome.pdf

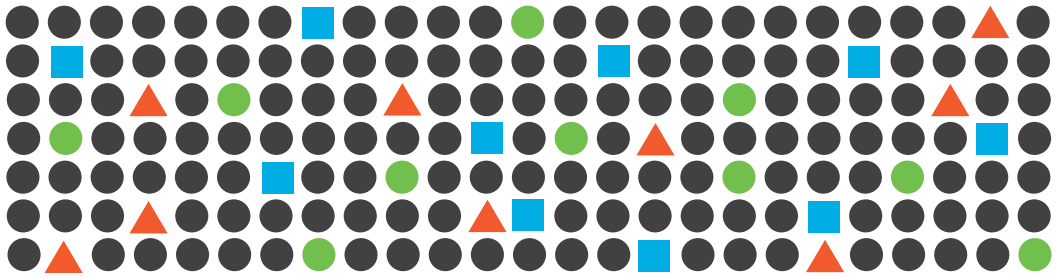
- *Human Rights Indicators: A Guide to Measurement and Implementation* (OHCHR publication), http://www.ohchr.org/Documents/Publications/Human_rights_indicators_en.pdf
- *Working with the United Nations Human Rights Programme: A Handbook for Civil Society*, www.ohchr.org/EN/AboutUs/CivilSociety/Documents/Handbook_en.pdf
- “ILO Decent Work Agenda”, <http://www.ilo.org/global/about-the-ilo/decent-work-agenda/lang--en/index.htm>
- “Future We Want, Rio +20 Outcome document”, <http://sustainabledevelopment.un.org/futurewewant.html>
- “2005 World Summit Outcome”, <http://www.un.org/en/preventgenocide/adviser/pdf/World%20Summit%20Outcome%20Document.pdf>
- “Rio Declaration on Environment and Development”, <http://www.unep.org/Documents.Multilingual/Default.asp?documentid=78&articleid=1163>
- “Statutes of the International Red Cross and Red Crescent Movement”, <http://www.icrc.org/eng/assets/files/other/statutes-en-a5.pdf>

IV. Research tools

- “Universal Human Rights Index Database provides easy access to country-specific human rights information emanating from international human rights mechanisms in the United Nations system: the Treaty Bodies, the Special Procedures and the Universal Periodic Review”, www.ohchr.org/EN/HRBodies/Pages/UniversalHumanRightsIndexDatabase.aspx

V. Core International Human Rights Treaties

- <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CoreInstruments.aspx>



Office of the High Commissioner for Human Rights



Minority



Rights