

ACTION PLAN

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

The following Action Plan responds to recommendations of the Guidance Note of the Secretary-General on Racial Discrimination and Protection of Minorities (March 2013). The action points focus on priority interventions that will build foundations over the 4-year implementation period to support the UN Network on Racial Discrimination and the Protection of Minorities in achieving the full aims of the Guidance Note.

I. Objectives of the Action Plan

- a) To establish a strong foundation for future UN system efforts to address racial discrimination and protection of minorities
- b) To provide practical and achievable suggestions for implementing the 19 recommendations of the Guidance Note;
- c) To coordinate the work of the Network in order to use existing strengths, capacities and initiatives and to facilitate complementary approaches in implementing the Guidance Note;
- d) To set measurable outputs for the Network to assess progress in implementing the Guidance Note.

II. Implementation strategy

- a) Working Groups:

The Network will set up small working groups to pursue selected Action Plan activities, with one Network member coordinating the respective work. The working groups will coordinate the preparation and implementation of the activities in question. The working groups will keep other members of the Network informed of the progress achieved, seek their participation in resulting events and endorsement of any guidance notes or other resulting documents.

- b) Priority UN Country Teams:

Building on prior survey and other materials, the Network will identify priority UNCTs to participate in the Action Plan's activities. Expressions of interest from Resident Coordinators will be invited for their participation in the implementation of the Action Plan. Priority UNCTs will be selected based on factors such as UNDAF roll-out that coincides with the roll out of this Action Plan, UNCTs with existing programmes on racial discrimination and protection of minorities and UNCTs in countries with key discrimination challenges identified through the work of human rights mechanisms, such as the Committee on the Elimination of Racial Discrimination, the ILO

supervisory bodies, the Special Rapporteur on contemporary forms of racism, the Independent Expert on Minority Issues and UPR.¹

c) Synergy with existing initiatives:

The Network will take steps to ensure that the Action Plan is working within and through existing UN system initiatives of relevance to the Guidance Note and in line with the major policy frameworks, including the post-2015 development agenda and the Secretary General's "Rights up Front" initiative. Coordination with the UNDG's Human Rights Mainstreaming Mechanism as well as specific inter-agency mechanisms, including on indigenous peoples, persons with disabilities and gender equality will also be ensured. Furthermore, interaction with regional institutions and initiatives will be pursued. The Network will continuously identify emerging opportunities over the 4-year period of the Action Plan and facilitate means of integrating the Action Plan into new initiatives.

d) Monitoring and evaluation:

The implementation of the Action Plan will be monitored by the Network, including through information sharing at regular Network meetings and annual reports of the agencies and field presences concerned. Throughout the implementation period, the Network can revisit the Action Plan and introduce changes as necessary in light of the progress achieved, obstacles encountered, resource situation and other factors. The Action Plan will be reviewed by the Network mid-term and at the end of the 4-year period. The Network will prepare key indicators of success for the Action Plan activities to guide the review process.

e) Resources:

The implementation of the Action Plan will begin with activities that can be pursued with existing resources. The implementation, reach and impact of future activities with budgetary implications will be subject to available resources.

III. Action Plan Activities

Each of the following activities contributes to the achievement of one or more Guidance Note recommendations (GNR) as denoted.

1. Strengthening UN work at the country and regional level:

- a) Facilitating knowledge exchange on practice: the Network will organise sub-regional knowledge exchange opportunities on UN field presences experiences of working on racial discrimination and protection of minorities as well as working with human rights mechanisms related to racial discrimination and protection of minorities. These

¹ In accordance with the Guidance Note, in this document the term international human rights standards refers to norms and standards contained and developed under the core international human rights treaties as well as other relevant instruments of UN and its 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.

meetings would address also gender dimension of racial discrimination and involve also regional actors. Case studies on practice will be shared and disseminated through the relevant UN knowledge portals. (GNR 1, 2, 8, 10)

Implementation timeline: 2014-2017

- b) Increasing staff diversity: the Network will produce guidance on strategies for increasing UN staff diversity and raise awareness of the need to combat discrimination and prejudices. The guidance note on staff diversity will draw on existing good practice and lessons learned, including at the country level. (GNR 3, 4, 5)

Implementation timeline: 2015

- c) The Network will contribute to the design, content and launch of the planned UN System Staff College course on 'Participation and Inclusion of Minorities in UN and National Programming'. The Network will identify other relevant training packages for enhancement drawing from the Network's drawing from the compilation of relevant training initiatives prepared by the Network. (GNR 1, 2, 5)

Implementation timeline: 2014

- d) Building capacity to combat discrimination based on work and descent: the Network will prepare guidance for the UN system on key challenges, priorities and strategic approaches to combat discrimination based on work and descent. The guidance note will draw from existing UN tools and standards, including the General Recommendation 29 on 'descent' of the Committee on the Elimination of Racial Discrimination. Pilot activities for UN initiatives on such discrimination will be supported by the Network. (GNR 1, 6, 8, 10, 11, 14, 15, 16, 19)

Implementation timeline: 2014-2015

- e) Supporting regional initiatives: the Network will support implementation of the position paper of the UN Roma Task Force for Europe and Central Asia and will map the work on Roma being conducted outside of Europe. (GNR 1, 6, 8, 10, 11, 14, 15, 16, 18, 19)

Implementation timeline: 2014 - 2017

- f) Supporting UN system action for people of African descent: the Network will disseminate recommendations of the UN Working Group on People of African Descent and facilitate UN support to country visits of the Working Group and other relevant special procedures. The Network will prepare further action points in response to the proposed UN Decade for People of African Descent. (GNR 1, 6, 8, 10, 11, 14, 15, 16, 18, 19)

Implementation timeline: 2014-2017

- g) Supporting UN system action for indigenous peoples: the Network will explore synergies with existing UN activities on indigenous peoples, including the outputs of

the UN Permanent Forum on Indigenous Issues, activities of the Inter-Agency Support Group on Indigenous Peoples' Issues (IASG) and relevant human rights mechanisms. The Network will review the outcome of the 2014 World Conference on Indigenous Peoples to identify links to the Guidance Note and entry points for the Action Plan. (GNR 1, 6, 8, 10, 11, 14, 15, 16, 18, 19)

Implementation timeline: 2014-2017

- h) Developing targeted strategies: the Network will facilitate exchanges between UN field presences that have developed specific strategic plans for combating racial discrimination and/or protection of minorities, and share them via knowledge portals. These knowledge portals can be used to organise online discussions on lessons learned in preparing targeted strategies. (GNR 1, 6, 8)

Implementation timeline: 2014-2015

- i) Drafting targeted advisory notes: the Network will provide, on request, UNCTs and other relevant field presences with advisory notes on priority national level issues and provide other thematic support in engaging with national counterparts on racial discrimination and minority issues. These notes will offer legal, policy and gender mainstreaming programme advice in accordance with international law and standards. (GNR 1, 8, 10)

Implementation timeline: 2014-2017

2. Increasing access to information

- a) Strengthen existing knowledge portals: both the HRBA portal ('Minorities' section) and the UNDP Teamworks site on 'Marginalised Minorities in Development Programming' provide UN resources on minorities. The Network will work with system administrators to identify ways to interlink these resources, improve user content and promote awareness and usage of these knowledge portals. (GNR 5, 8)

Implementation timeline: 2014

- b) Disseminate recommendations of international and regional bodies: recommendations pertaining to racial discrimination and the protection of minorities emerging out of human rights mechanisms, including human rights treaty bodies, ILO supervisory bodies, Special procedure mandates, the Universal Periodic Review processes, the Forum on Minority Issues and the Permanent Forum on Indigenous Issues will be consolidated and disseminate to stakeholders. Sub-regional meetings/workshops will be held to share strategies for the engagement of governments and civil society, including workers' and employers' organizations, to support follow-up and implementation of such recommendations, and promoting ratification of additional relevant instruments such as the Optional Protocol to ICESCR. (GNR 9, 7, 10, 19)

Implementation timeline: 2015-2017

3. Enabling participation processes and local ownership

- a) CCA/UNDAF: the Network will produce a desk review of the CCA/UNDAs to identify where and how attention to racial discrimination and minority issues is expressed. The desk survey will contribute to the collection of good practices in terms of integrating action on racial discrimination and protection of minorities into CCA/UNDAs over the 4-year period of the Action Plan. (GNR 1, 2, 5, 7, 8)

Implementation timeline: 2014-2015

- b) Promoting greater inclusion of minorities, including minority women, in constitution making processes: the Network will whenever possible use the good offices of the UN to promote inclusion of minorities in constitution making bodies.

Implementation timeline: 2014-2017

4. Supporting civil society engagement

- a) Strengthen outreach with civil society: the Network will support country level and regional action to conduct outreach to, and continuous interaction with civil society organisations, including women's organizations, organizations of national, ethnic, religious and linguistic minorities, refugees as well as workers' and employers' organizations, academic institutions, human rights organizations and associations working to combat racial discrimination and protect minorities both preventively and responsively. The tools to facilitate such outreach can include online platforms, such as Google+ Hangouts, e-discussion forums, thematic stakeholder forums, seminars.
- b) Implementation timeline: 2015-2017 Identify civil society capacity-gaps: the Network will support UNCTs to carry out training and other capacity-development initiatives for civil society organisations, including organisations of minorities as well as organizations providing support to minorities (e.g. lawyers' associations providing individual assistance for victims of racist crimes and discrimination to obtain access to justice at the national, regional or international level) workers' and employers' organizations, in priority areas such as support for their engagement with UN and regional human rights mechanisms and combating hate speech and hate crimes. UNCTs are encouraged to support translations in relevant languages of key standards and tools on combating racial discrimination and protecting minorities. (GNR 2, 5, 7, 9, 10, 19)

Implementation timeline: 2014-2017

- c) CCA/UNDAF participation: particular attention will be given to building capacity and opportunities to participate in CCA/UNDAF processes. Through OHCHR Minority Fellowship and other relevant programmes, rights holders will be trained on the CCA/UNDAF and supported in their follow up with UNCTs aimed to enhance inclusive minority participation. UNCTs will be encouraged to review national level civil society participation processes for the CCA/UNDAF and take further measures (e.g. translation services, regional consultations) to ensure broad participation of minorities as well as gender and age balance and inclusion of persons with disabilities. (GNR 6, 9, 15)

Implementation timeline: 2014-2017

d) Disseminate the Guidance Note: the Network will support the translation of the Guidance Note in UN languages and ensure its wide dissemination at the national and regional levels for civil society and others concerned. (GNR 9, 15)

Implementation timeline: 2014-2015

e) Network will pursue direct engagement with and provide input to relevant UN bodies and mechanism dealing with racial discrimination and minorities, including the UN Forum on Minority Issues. The Network will, for example, contribute to the sessions of the Forum a joint report outlining the work of the Network and its members on minority issues, with a particular focus on the Forum's annual theme. (GNR 9, 10)

Implementation timeline: 2014-2017

5. Strengthening national action plans:

Develop national action plans: in line with the commitments of the Durban Declaration and Programme of Action (2001) and the Outcome document of the Durban Review Conference, OHCHR will support governments to develop national action plans against racial discrimination, taking into account the content of the Guidance Note. The Network will assist in the dissemination of these national action plans to different government sectors and other interlocutors with which they cooperate. (GNR 6, 7, 11, 12, 14, 16, 17, 19)

Implementation timeline: 2014-2017

6. Strengthening political participation:

Parliamentary exchange: the Network, together with Inter-Parliamentary Union (IPU) and other partners, will enhance national or sub-regional opportunities for parliamentarians from under-represented and marginalized minorities and indigenous peoples to share strategies for effectively protecting their rights and combating racial discrimination. This can build on existing work of the such as the Chiapas Declaration on Parliaments, Minorities and Indigenous Peoples: Effective Participation in Politics (2010) (GNR 7, 9, 15)

Implementation timeline: 2015-2017

7. Interaction with UN mandates and mechanisms:

a) Consultation will be carried out with Relevant UN Special Procedures, including the Independent Expert on Minority Issues, the UN Special Rapporteur on the Rights of Indigenous Peoples, the UN Special Rapporteur on Cultural Rights, the UN Special Rapporteur on Contemporary Forms of Racism and the UN Special Rapporteur on Freedom of Religion or Belief, as well as the UN Special Advisers on the Prevention of Genocide and on the Responsibility to Protect to identify forthcoming thematic studies, seminars and country visits to which the Network could contribute. The use of the Guidance Note by UN treaty bodies will also be encouraged. (GNR 6, 10, 11, 13, 14, 15, 16, 17, 18)The Network may also facilitate the initiation of joint collaboration between network member agencies at the country level for joint report submissions on racism and discrimination to relevant human rights mechanisms such as the Committee on Elimination of all forms of Racial Discrimination and the Committee on the Elimination of all form of Discrimination Against Women. Such collaboration may also

involve the development of joint advocacy strategies for follow up on recommendations made in potential joint submissions. (GNR 1, 2, 10, 14, 19)

Implementation timeline: 2015-2017

b) Share experiences and good practices concerning inclusion of a diversity mainstreaming approach in the delivery of humanitarian assistance: a.o. in relation to applying a diversity mainstreaming approach in the delivery of humanitarian assistance based on identified needs of marginalized groups who may be at particular risk of discrimination due their status based on religion, ethnicity, social origin, age, gender, sexual orientation or other factors. The network shall identify the agency(ies) who will take the lead in coordinating sharing mechanisms of good practices across agencies in terms of methods for identification and implementation of tailored solution, in order to further evidence-based constructive management of diversity to address identity-based tensions in humanitarian settings. (GNR 1, 2, 3, 7, 8, 12)

Implementation timeline: 2014-2017

8. Development framework

Post-2015 development framework: the Network will support the UN system to apply the Guidance Note in the proposed post-2015 development framework. This will include engagement with discussion platforms at the global, regional or national levels that build on the United Nations' Global Thematic Consultation on Addressing Inequalities. UNCTs will be encouraged to ensure the participation of minorities, marginalized minorities such as asylum-seekers, refugees, stateless persons, internally displaced and indigenous peoples in national consultations on the post-2015 agenda and monitoring. The Network will review the need to prepare targeted policy notes on specific goals of the post-2015 framework once agreed by the General Assembly. (GNR 1, 2, 6, 9, 15, 19)

Implementation timeline: 2014-2016