

# GENDER ACCREDITATION PROGRAMME

United Nations Human Rights

16DaysOfActivism

معاً ضد العنف



ILLUSTRATION BY OHCHR OPT

## INTEGRATING GENDER IN ALL SPHERES OF OUR WORK

The implementation of the Gender Accreditation Programme continued throughout 2022 in all participating offices. OHCHR Guatemala and OHCHR Syria, together with our accredited field presences in Cambodia, Colombia, the occupied Palestinian territories, and Ukraine, have undertaken considerable efforts in their women's human rights and gender equality work and have achieved excellent results. Over 400 staff members have now received support since the inception of the Programme, strengthening their capacities to integrate gender into all spheres of their work, and to reflect OHCHR's commitments on gender equality in the composition, culture, structure and processes of each of these offices. See below our fourth update on the various initiatives and activities led by these Offices!

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*International Day of Persons with Disabilities and International Day for the Elimination of Sexual Violence in Conflict*





# AWARD CEREMONY FOR COLOMBIA COUNTRY OFFICE AND THE UN HUMAN RIGHTS MONITORING MISSION IN UKRAINE



On 27 October 2022, the OHCHR Deputy High Commissioner chaired the award ceremony in which the Representatives of OHCHR Colombia and the UN Human Rights Monitoring Mission in Ukraine (HRMMU) received the final certificates of the programme. HRMMU and OHCHR Colombia successfully completed the Programme and received the highest level of accreditation, level 3, by independent evaluators.

The participating offices examined their existing gaps on gender, involved all staff in defining priorities on women's human rights and gender issues and visibly strengthened their gender capacities. HRMMU and OHCHR Colombia obtained outstanding results and met standards of gender integration in the six performance areas of the programme: Management and accountability, Capacities, Organizational culture and workplace, Human Rights work, Partnerships, and Knowledge and Communication.



**“WE SHOULD STRIVE TO TRULY INTEGRATE GENDER EQUALITY IN ALL SPHERES OF OUR WORK. WOMEN AND GIRLS ARE NOT JUST ONE MORE GROUP IN A LONG LIST. THEY FACE VERY SPECIFIC STRUCTURAL BARRIERS AS WELL AS, INCREASINGLY, THREATS TO THEIR SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS.”**

**– DEPUTY HIGH COMMISSIONER**

"WOMEN MAY GO MISSING BECAUSE THEY ARE SPECIFICALLY TARGETED DUE TO THEIR GENDER, FOR EXAMPLE DUE TO THE CHILLING EFFECT THIS WOULD HAVE OVER A FAMILY AND THE SHAME ASSOCIATED WITH IT."

# LEGAL NOTE ON THE RIGHT TO KNOW AND THE GENDERED IMPACT OF MISSING PERSONS

OHCHR SYRIA

## The Right to Know and Missing Persons in Syria

August 2022

After 11 years of violence and conflict in Syria, the decrease in hostilities and narratives of normalisation hide a grim reality that remains as pressing as ever: the need to address the tragedy of missing persons. This call has been increasingly made by victim/survivor/family organisations, Syrian civil society, international institutions, and several Member States. The urgency of the situation was seen in Human Rights Council Resolution 47/18 which focused on detention and enforced disappearances in Syria.

بعد أن عانت الجمهورية العربية السورية 11 عاماً من العنف والصراع، انخفضت فيها الأعمال العدائية وبدأ الحديث عن عودة الحياة إلى طبيعتها، غير أن ذلك يُخفي حقيقة قائمة لا تزال تستقطب الاهتمام اليوم أكثر من أي وقت مضى، وهي الحاجة إلى معالجة أسئلة المفقودين. وهذه دعوة تُطلقها على نحو متزايد منظمات الضحايا والناجين والأسر، والمجتمع المدني السوري، والمؤسسات الدوليّة، والعديد من الدول الأعضاء في الأمم المتحدة. وقد انعكست الحاجة الماسة إلى معالجة هذه القضية في قرار مجلس حقوق الإنسان 47/18 الذي ركز على الاحتجاز والاختفاء القسري في الجمهورية العربية السورية

In August 2022, OHCHR Syria published a [legal note on the Right to Know and Missing Persons in Syria](#). The legal note builds on the Office's work on the missing and forcibly disappeared in Syria while highlighting the gendered impact of this crime. It analyses how women may go missing when targeted due to their gender, as well as the disproportionate burden bore by women relatives when a man is taken in a context of gendered social, legal and economic discrimination.

Stigma associated with sexual violence that women may experience while missing, plays an exacerbating role as relatives are less likely to report cases of missing women. This may continue once the woman has been found, with her further marginalization and isolation. Additionally, if a man goes missing, women face additional harassment and exploitation when trying to obtain needed civil documentation, search for her missing relative, or earn an adequate income. The note stresses the need for States to take specific steps to address these additional challenges and adopt a gender-sensitive approach.

"THERE ARE ALSO ADDITIONAL CHALLENGES, WITH RELATIVES LESS LIKELY TO REPORT CASES AND SEARCH FOR WOMEN BECAUSE OF THE STIGMA ASSOCIATED WITH POSSIBLE SEXUAL VIOLENCE SUFFERED BY WOMEN MISSING"

## GENDER ACCREDITATION PROGRAMME IN NUMBERS 2022

7 briefings

organized including on Dignity@Work and Sexual Exploitation and Abuse; anti-rights movements and women's rights; techniques to interview victims of sexual violence and how to avoid vicarious trauma; women in detention and conflict-related sexual violence.

2 offices accredited

HRMMU and Colombia Country Office received the highest level of accreditation by independent evaluators

10 in person-trainings

over multiple days delivered on integration of gender into monitoring

10 reports

including to the Human Rights Council reviewed by the Women's Human Rights and Gender Section

400+ colleagues

have benefitted from the Gender Accreditation Programme

5 GENDER EQUALITY



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



# RIGHTS OF LGBTI PEOPLE

June is Pride Month — a time to celebrate diversity and the right to equality. In recent years, the UN Human Rights Monitoring Mission in Ukraine (HRMMU) has monitored Ukraine's Pride parades, which have brought together the LGBTI community, civil society groups, and other supporters, including the UN. As security improved over time, the parades grew in size, with more people coming out confidently in support of freedom and equality. However, in 2022, following the Russian Federation's armed attack on Ukraine, many LGBTI organizations – like all Ukrainians – turned their attention to supporting those who suffer the most due to hostilities. Some members of the LGBTI community are now serving on the front line.

The war in Ukraine has had a devastating impact on the protection of human rights. Now more than ever HRMMU is focusing on ensuring that no one is left behind. During the Pride Month in 2022 and beyond, HRMMU continues to stand in solidarity with LGBTI people and all people of Ukraine.



Photo Andrew Kravchenko

OHCHR Colombia provided technical assistance to LGBTI organizations and public institutions in Tumaco, a conflict-affected municipality in the Pacific coast of Colombia. The support was provided to the design of a local LGBTI public policy that will address the root causes and manifestations of violence and discrimination against LGBT people in the municipality, taking into account the particularities of the conflict setting.



Through a series of workshops, the Colombia Office provided participants with tools to identify the main challenges that LGBTI people face in the exercise of their rights and proposed specific actions to respond to these issues, in accordance with international human rights standards.



OHCHR Guatemala continued to monitor demonstrations held in the capital, including the Pride Parade on 25 June, and the International Day for the Elimination of Violence against Women.

On 27 October 2022, OHCHR Guatemala delivered an online workshop on human rights of LGBTI people to members of the National Network of Children and Adolescents of Chimaltenango (REDNAJ).

On 6 and 7 September 2022, OHCHR Guatemala participated in the first Regional Forum Justice without impunity or prejudice for LGBTI people, held in Tegucigalpa, Honduras, which focused on the advances and challenges in the investigation and prosecution of violent deaths of LGBTI people in Latin America. The Forum served as a platform to advance the development of a regional protocol to investigate violent deaths of LGBTI people.

# CAPACITY BUILDING ACTIVITIES

## *OHCHR Guatemala*

On 22 June 2022, OHCHR Guatemala, in coordination with OHCHR Regional Office for Central America, organized a webinar for members of women's civil society organizations from Guatemala on how to report to the Committee on the Elimination of Discrimination against Women (CEDAW). Two CEDAW experts participated in this event.

On 16 July 2022, OHCHR Guatemala conducted a workshop on international standards on women's human rights for students from the political training school for Garífuna and Afro-descendant women in Guatemala.

### ***Workshops with the judiciary***

From 5 to 9 July 2022, OHCHR Guatemala conducted a field mission to the department of El Quiché, to strengthen the capacities of departmental prosecutors and visit organizations and groups of women and indigenous communities' victims of the internal armed conflict from Santa Cruz del Quiché, Santa María Nebaj, San Juan Cotzal and Chichicastenango.

During the mission, the team delivered two workshops to public prosecutors from Quiché and Huehuetenango and presented some tools from the Office the "Tool to incorporate the gender and intersectionality approach in sentences on gender-based violence" and the "Transitional Justice Training Module with human rights approach".

On 25 and 26 August, OHCHR Guatemala organized a series of workshops with the participation of women's human rights experts, women lawyers, technical staff from the Presidential Secretariat of Women, prosecutors from the Public Ministry, and staff from the Human Rights Commission of the Congress. A wide range of topics were addressed during the workshops, including the content of the OHCHR Tool to incorporate a human rights approach, including gender and intersectionality, in judgments on gender-based violence; international human rights norms and standards on gender-based violence, women's rights to health, and economic and political participation.

### ***Gender-based violence***

In October and November, OHCHR Guatemala organized four workshops for staff from the Secretariat Against Sexual Violence, Exploitation and Trafficking in Persons (SVET) on how to address sexual violence from an intersectional approach and with an emphasis on women with disabilities.

### ***Art as a human rights advocacy tool***

On 14 October, OHCHR Guatemala organized an event titled "EmpoderARTE", where staff from the Office and key civil society partners learned from four women about the use of different artistic expressions as a women's human rights advocacy tool ("artivism").



# RIGHTS OF INDIGENOUS WOMEN



On August 9, 2022, OHCHR Cambodia attended the launch of a report on "Gender-Based Violence Against Indigenous Women in Three Cambodian Provinces", by the NGOs Klahaan, Cambodia Indigenous Women's Association (CIWA) and Cambodia Indigenous People's Association (CIPO). The study aims to identify the underlying causes of gender-based violence, which are perpetuated by discriminatory social norms, poverty, and gender stereotypes in legal frameworks. It calls on the government to review its legal framework and the laws that are already in place to protect women, including those from indigenous communities, from gender-based violence, including domestic violence, discrimination, and sexual harassment. OHCHR provided technical and financial support to the project.



# RIGHTS OF INDIGENOUS WOMEN



On 12 September, OHCHR Guatemala presented to the Commission of Indigenous Peoples of the Congress, a user-friendly version of the ruling of the Constitutional Court for the protection of Indigenous Collective Intellectual Property Rights. This user-friendly version will be of interest for both duty-bearers and right-holders. Duty-bearers will be able to get familiarized with the content of the ruling, including those aspects to be included in the bill that lawmakers were urged to pass in the 2017 Constitutional Court ruling. Right-holders, in particular Indigenous women, will benefit from a document that, in addition to explaining the content of the ruling, will serve as an advocacy tool to demand the implementation of the Constitutional Court sentence.

On 30 August, OHCHR Guatemala organized an online forum on “International human rights mechanisms for the protection of Garífuna and Afro-descendant women”. Participants addressed the challenges in the social and political participation of Garífuna and Afro-descendant women, emphasizing the importance of international mechanisms for the protection of their human rights.

## ***Intellectual property rights of indigenous peoples***

On 5 September, OHCHR Guatemala participated in the annual meeting of the National Weavers’ Movement. The objective of this event was to promote a bill to protect the collective intellectual property rights of their designs and clothing. OHCHR Guatemala’s Deputy Representative delivered some remarks on the international standards supporting the Movement’s claims. OHCHR Guatemala has been supporting the efforts of the weavers national movement since 2012, when it provided technical assistance on the framework of the “Maya Program strategic litigation component”, to bring their complaints before justice. The Office, through PROFEM project, has continued supporting the Movement in their efforts to implement the landmark 2017 Constitutional Court ruling, which urges the Congress to pass a law to protect the intellectual property rights of Indigenous Peoples.

Additionally, on 12 and 13 September, OHCHR organized several capacity-building activities to the Indigenous Peoples’ Committee of the Congress, the Indigenous Peoples Task Force of the United Nations Country Team and OHCHR staff. The aim was to strengthen knowledge on collective intellectual property rights of indigenous peoples and the international standards with a gender perspective and to strengthen capacities of national lawmakers to contribute to the legal analysis of the bill to protect the intellectual collective property rights of textiles and clothing of Indigenous Peoples.

75 YEARS AFTER THE ADOPTION OF  
THE UNIVERSAL DECLARATION OF HUMAN RIGHTS

**How far have we come  
on gender equality and  
women’s rights?**

**75** UNIVERSAL  
DECLARATION OF  
HUMAN RIGHTS  
DIGNITY, FREEDOM & JUSTICE FOR ALL



# CAPACITY BUILDING



**OHCHR GUATEMALA**  
**EmpoderARTE Event**

Through a project financed by the European Union, OHCHR Colombia, in partnership with the National Human Rights Institution, provided technical assistance to develop protection and self-care plans to two women organizations and an LGBTI organization in conflict-affected regions in Colombia (Argelia in Cauca, Santa Marta in Magdalena and Ocaña in Norte de Santander). The Office also worked with institutions to strengthen their knowledge of international human rights standards on human rights defenders, including women human rights defenders, and to enhance their commitment with the implementation of the organizations' protection plans.

On 7 December, OHCHR Guatemala participated in the event on women's rights to health and its link to eradicate violence organized by UNAIDS, in coordination with the Office, UNFPA and the Resident Coordinator's Office, in the framework of the 16 Days of Activism. OHCHR Guatemala's Gender Unit Coordinator delivered a speech on international human rights norms and standards on women's right to health.



**OHCHR COLOMBIA**



**OHCHR GUATEMALA**



¡únete para poner fin a la  
violencia contra las mujeres  
y las niñas!



## THE 16 DAYS CAMPAIGN OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

*"Change the Story" Campaign*  
*OHCHR Guatemala*

In the context of the 2022 International Day for the Elimination of Violence against Women, OHCHR Guatemala launched for the second time, its social media campaign "Cambia la Historia" (Change the Story). On this occasion, the campaign consisted of a video on non-violent masculinities and how they can contribute to the rights of women and girls to a life free of violence. The video was complemented by a series of illustrations with related information shared throughout the 16 days of activism.

The video of the campaign was also shared on the screens of 240 agencies of one of the major banks in the country; and on the screens of Guatemala City's public transportation system.

On 12 December, OHCHR Guatemala and UN Women held a joint event to commemorate Human Rights Day and mark the end of the 16 Days of Activism to prevent violence against women themed "Songs to the memory and women's human rights".

*OHCHR Colombia*

In the framework of the 16 days campaign, OHCHR Colombia, together with the National Human Rights Institution, the Mayor's Office, the World Food Programme (WFP) and United Nations High Commissioner for Refugees (UNHCR) hosted an event in Arauca with indigenous women, to recognize their key role as main caretakers of the territory, the environment and the culture of the indigenous peoples. Participants discussed the challenges they face to participate in decision-making and advocacy spaces, both within their own communities and within institutions. This space was a first meeting of this kind for women, where they identified that, despite belonging to different ethnic groups, they had points in common. The Office will continue to foster the dialogue between women through "word-sharing circles".



**CAMPAIGN FROM  
GUATEMALA**

**EVENT IN GUATEMALA**





## SOCIAL MEDIA CAMPAIGN TO MARK THE 16 DAYS CAMPAIGN OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

*OHCHR in the occupied Palestinian territories*

OHCHR in occupied Palestinian territories (oPt) marked 16 Days of Activism against Gender-Based Violence with a [social media campaign](#) that reached over 1 million views. The campaign involved publishing social media cards with powerful messages on gender-based violence and sharing contact details of service providers, including hotlines, psychosocial support, and legal assistance.

On 30 November 2022, OHCHR in the occupied Palestinian territories (oPt) also conducted an event to mark the 16 Days of Activism against Gender-Based Violence. As part of the campaign, the Office gathered a group of civil society organizations, gender-based violence (GBV) service providers and women's human rights defenders (WHRDs) in Gaza and the West Bank to discuss the situation of women's rights in Palestine with a specific focus on the prevention and elimination of violence against women and girls. The United Nations Special Rapporteur on violence against women and girls, Reem Al-Saleem, joined the activity. The Special Rapporteur heard directly from WHRDs and GBV service providers on the situation of violence against women in the oPt. The event was an opportunity for these groups to share their experiences and concerns on the prevention and elimination of violence against women and girls, and for the Special Rapporteur to better understand the challenges they face.



قرابة اثنتين من كل ثلاث نساء فلسطينيات قمن بالإبلاغ عن تعرضهن للعنف النفسي أو الجسدي أو الجنسي أو الاجتماعي أو الاقتصادي من قبل أزواجهن



**SEXUAL VIOLENCE IN ARMED CONFLICT HAS A DETRIMENTAL IMPACT ON WOMEN'S PARTICIPATION IN THE RESOLUTION OF CONFLICT AND IN THE POST-CONFLICT TRANSITION, RECONSTRUCTION AND PEACEBUILDING PROCESSES**

## **MARKING THE INTERNATIONAL DAY FOR THE ELIMINATION OF SEXUAL VIOLENCE IN CONFLICT**

The UN Human Rights Monitoring Mission in Ukraine (HRMMU) is monitoring and reporting on cases of gender-based violence, including conflict related sexual violence. On the International Day for the Elimination of Sexual Violence in Conflict 2022, HRMMU together with other UN agencies in Ukraine used the occasion to recall that conflict-related sexual violence is a crime under international human rights and humanitarian law. In addition, the Office also recalled it is of vital importance to adopt a victim-centred approach to service provision, investigate and document all allegations, and ensure accountability and justice. Victims and survivors must have access to a safe environment to report such violations without fear of being discriminated against, stigmatised or blamed. See full statement by the UN Resident Coordinator [here](#).

### *Social media takeover on HRMMU's channels*

In 2022, HRMMU handed over its Instagram page to women human rights defenders (WHRDs) and asked them to showcase their work.

In November 2022, as part of the annual campaign on 16 days of Activism against Gender-Based Violence, [HRMMU featured](#) WHRD Maryna Puhachova who heads the Mariupol Women's Association "Berehynia". Even before Russia's armed attack against Ukraine began, Maryna was engaged in human rights work, primarily with women and girls living along the contact line and with internally displaced women. In February 2022, her organization broadened its work to support those impacted by the armed attack, namely by providing medical care, shelter, legal and psychological assistance.



**ДЕНЬ З ПРАВОЗАХИСНИЦЕЮ  
МАРИНА ПУГАЧОВА**

захищає права та надає допомогу внутрішньо переміщеним жінкам та дівчатам

**Digital technologies have become vehicles carrying misogynistic narratives and heinous abuse of women and girls online.**



**Great wins have been achieved towards advancing women's rights and ensuring gender equality.**

**Yet progress continues to be under threat with a persistent backlash on women's rights online and offline.**

# HUMAN RIGHTS DAY

OHCHR Cambodia celebrated International Human Rights Day 2022 in collaboration with the Institute of International Studies and Public Policy at the Royal University of Phnom Penh and launched a year-long 75th anniversary campaign for the Universal Declaration of Human Rights.

For OHCHR Cambodia, awareness raising for young people on the importance of promoting gender equality and the rights of women is crucial to build more just and equitable communities.

On this occasion, a large group of academics and university students gathered to talk about "Women's Rights through Gender Mainstreaming and Equality." Participants discussed social norms and policy gaps as a means of problem prevention in the session. At the conclusion of the session participants formulated a list of recommendations. These included creating inclusive policies and strategies, addressing gender bias, and raising awareness about all forms of gender-based violence, and putting a greater emphasis on creating policies based on the principles of equality, dignity, and human rights.



**The digital space has yet to undergo a much-needed feminist revolution.**

**Women's rights must be respected and protected online and offline.**



# INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

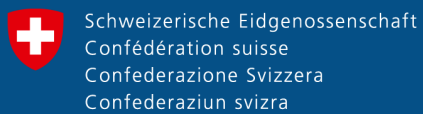
OHCHR Guatemala joined the UN campaign #ConVoz, launched to promote the inclusion of persons with disabilities and the prevention of violence against women and girls with disabilities, in the run-up to the commemoration of the International Day of Persons with Disabilities, and in the framework of the United Nations Strategy for Disability Inclusion (UNDIS).

The #ConVoz campaign was launched in parallel with two other United Nations System campaigns: #UNETE, in the context of the 16 Days of Activism against Gender-Based Violence and #WeThe15, which refers to the global percentage of persons with disabilities, and aimed to promote the eradication of barriers for an accessible world.





For further information about the Gender Accreditation Programme please see [www.ohchr.org/en/women/ohchr-gender-accreditation-programme](http://www.ohchr.org/en/women/ohchr-gender-accreditation-programme)



Federal Department of Foreign Affairs FDFA