

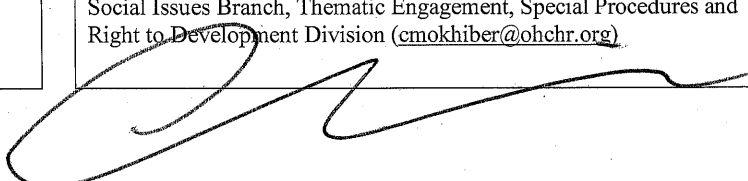


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**UNDG Human Rights Mainstreaming Trust Fund
MPTF OFFICE FINAL PROGRAMME NARRATIVE REPORT
REPORTING PERIOD: FROM 6.2014 TO 12.2014**

<p align="center">Programme Title & Project Number</p> <ul style="list-style-type: none"> Programme Title: Induction programme for Human Rights Advisers (C2 Support to RCs) Programme Number (if applicable) 00090871 MPTF Office Project Reference Number: 00090871 	<p align="center">Country, Locality(s), Priority Area(s) / Strategic Results</p> <p>(if applicable) Country/Region Global</p>												
<p align="center">Participating Organization(s)</p> <ul style="list-style-type: none"> Organizations that have received direct funding from the MPTF Office under this programme <p>OHCHR</p>	<p>Priority area/ strategic results</p> <p align="center">C2 Support to Resident Coordinators</p> <p align="center">Implementing Partners</p> <ul style="list-style-type: none"> Lead implementing agencies: OHCHR Other participating organizations: DOCO 												
<p align="center">Programme/Project Cost (US\$)</p> <p>Total approved budget as per project document: US\$ 75,000</p> <p>MPTF /JP Contribution:</p> <ul style="list-style-type: none"> by Agency (if applicable) <p>Agency Contribution</p> <ul style="list-style-type: none"> by Agency (if applicable) <p>Government Contribution (if applicable)</p> <p>Other Contributions (donors) (if applicable)</p> <p>TOTAL: US\$ 75,000</p>	<p align="center">Programme Duration</p> <table> <tr> <td>Overall Duration (months)</td> <td align="right">2 months</td> </tr> <tr> <td>Start Date (dd.mm.yyyy)</td> <td align="right">01/06/2014</td> </tr> <tr> <td>Original End Date (dd.mm.yyyy)</td> <td align="right">31/07/2014</td> </tr> <tr> <td>Actual End date (dd.mm.yyyy)</td> <td align="right">31/07/2014</td> </tr> <tr> <td>Have agency(ies) operationally closed the Programme in its(their) system?</td> <td align="right">Yes</td> </tr> <tr> <td>Expected Financial Closure date:</td> <td align="right">31/03/2015</td> </tr> </table>	Overall Duration (months)	2 months	Start Date (dd.mm.yyyy)	01/06/2014	Original End Date (dd.mm.yyyy)	31/07/2014	Actual End date (dd.mm.yyyy)	31/07/2014	Have agency(ies) operationally closed the Programme in its(their) system?	Yes	Expected Financial Closure date:	31/03/2015
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<p align="center">Programme Assessment/Review/Mid-Term Eval.</p> <p>Evaluation Completed</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No Date: dd.mm.yyyy</p> <p>Evaluation Report - Attached</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No Date: dd.mm.yyyy</p>	<p align="center">Report Submitted By</p> <p>OHCHR: Craig Mokhiber, Chief, Development and Economic and Social Issues Branch, Thematic Engagement, Special Procedures and Right to Development Division (cmokhiber@ohchr.org)</p> 												

FINAL PROGRAMME REPORT

EXECUTIVE SUMMARY

Supported by the UNDG-HRM Fund, OHCHR and DOCO organized the first ever Global Workshop of HRAs in July 2014 in which 26 HRAs participated, including 11 new HRAs being deployed under the MDTF. This workshop provided a valuable opportunity for exchanges and discussion among all HRAs. It also served as an induction for the newly deployed HRAs under the UNDG MDTF.

A number of lessons learned were drawn from the workshop and from further implementation process, including: the need to better communicate the content of the UNDG HRA Strategy; the need to ensure and strengthen RC/UNCT ownership and accountability; the need to establish, if funding is available, a start-up package with operational budget for the initial period of deployment; and to consider the possibility of longer support from funds from the MDTF allowing for sufficient time for results that could serve RCs and UNCTs to ensure adequate local support and for cost-sharing the second (50%) and third (100%) years of deployment.

I. Purpose

Deployment of Human Rights Advisers (HRAs) to Resident Coordinator's Offices and UNCTs, as well as capacity development of HRBA among UN staff members, represent two central components of UNDG support for UN country level activities to further mainstream human rights in UN operational activities for development.

With the establishment of the UNDG-HRM in 2009 as the follow-up mechanism to the Action 2, and in response to the 2008 Policy Committee decision on human rights and development, an interagency effort was launched to review lessons learned from the past HRA operation and to develop a coherent policy for the deployment of HRAs. Subsequently, the UNDG endorsed the UNDG Strategy for the Deployment of Human Rights Advisers in 2012 with a standard TOR and centralized management arrangements. The UNDG-HRM's Multi Donor Trust Fund (MDTF) has been the central source of funding for the implementation of this strategy.

The 2012 UNDG Strategy for the Deployment of Human Rights Advisers has envisaged global training and knowledge sharing activities for HRAs as one of its critical elements. Given that new deployments for 12 HRAs (including 2 regional HRAs) under the UNDG strategy funded by the MPTF were taking place during the first quarter of 2014, the UNDG-HRM Focal Point Retreat in February 2014 has recommended to organize a structured induction programme for the new HRAs. This original concept has been developed further into a more comprehensive workshop covering all HRAs with a strong knowledge sharing focus for exchange of experience among HRAs and sharing of tools and policy instruments with UNDG-HRM agencies.

The purpose of the project is to strengthen RCs and UNCTs capacities to promote and protect human rights in programme countries, through:

- Establish an effective interface between HRAs and core HQ sections of UN human rights programme, DOCO and UNDG-HRM member agencies;

- Forge a coherent and improved understanding among all HRAs of their expected deliverables, based on the standard UNDG-HRM TORs, reporting lines and availability of support;
- Strengthen capacity and consistency in the implementation of UN human rights mainstreaming policies through enhancing HRAs' practical know-how about operational concepts, guidance and processes, including through experience-sharing;
- Strengthen and enhance HRBA expertise within the UN system through enhancing knowledge among regional-based HRBA facilitators among UNDG-HRM agencies.

II. Assessment of Programme Results

The Global HRA Workshop was held in Geneva from 30 June to 4 July 2014, with participation of 26 HRAs, including 11 new HRAs (9 in-country HRAs and 2 regional HRAs) deployed under the UNDG MDTF in late 2013/early 2014. In addition to the facilitation team and resource persons from OHCHR and DOCO, several UNDG-HRM member agencies sent agency resource persons, including from UNICEF Geneva, WHO Ukraine Country Office, UNFPA Regional Office in Istanbul, ILO Geneva and UNHCR Geneva.

Programme

The five-day programme consisted of two main segments to cover the major functions of HRAs: (a) policy segment (30 June-1 July); and (b) practical skills & networking segment (2-4 July).

Led by the Deputy High Commissioner, the policy segment covered the main policy framework for the Resident Coordinator System and HRA operations, including: a comprehensive stock-taking of recent policy development in human rights and UN operational activities for development; a focused review of the new RC job description and UNCT guidance; and the 2012 UNDG Strategy for the Deployment of HRAs and the standard TORs of the HRA. The policy segment also covered other topical issues such as integrating human rights in the Post-2015 development agenda, the Rights Up Front as well as important policy developments in the UN Human Rights Mechanisms.

The practical skills & networking segment was centred around the HRBA Common Learning Package, with additional/updated elements to address the practical needs of HRAs so that they can 'hit the ground' quickly. This segment covered the CCA/UNDAF process, the HRBA common understanding and linkages with other UN programming principles, integrated package of guidance for the Delivering as One countries, UNDG knowledge management as well as tools, experience and support available from UNDG-HRM member agencies. This segment was conducted by a team of resource persons including experienced HRAs in a participatory and interactive manner, with group exercises and coaching sessions. This enabled participants to strengthen the training & facilitation skills as well as share experience and lessons learned.

Main recommendations

At the end of the workshop, participants developed the following recommendations directed to OHCHR and the UNDG-HRM:

1) HRA Policy

- Need to disseminate and better communicate the content of the UNDG HRA strategy

- Revisit the UNCT cost-sharing arrangements envisaged under the UNDG HRA strategy
- Establish a clear agreement on local support with RC/UNCT prior to the deployment
- Envisage operational budget for new HRAs as part of a start-up package
- Strengthen accountability of RC to OHCHR and to UNDG-HRM
- Continue to work towards harmonization of HRAs (TORs, reporting lines, operational support), taking into account specific contexts

2) Sustainability

- Ensure RC/UNCT ownership and accountability in accordance with the strategy including for the extension or exit strategy
- Develop strategic partnership locally with bilateral and multilateral donors

3) Knowledge management

- Share experience, good practices, lessons learned through KM platforms (UNDG, OHCHR), newsletters, case studies, etc
- Create an email/Skype group for HRAs to facilitate communications and exchanges
- HRAs to actively contribute to HURITALK which will now be managed under DOCO
- Develop and make available 2 pagers on thematic issues

4) HRBA

- Update HRBA learning package and develop specialized training modules focused on specific issues/problems encountered by UNCTs
- Further develop pool of trainers, including at UNCT level, so that HRAs can team up with agency colleagues to deliver trainings
- Agencies to provide policy and programmatic guidance, tools and support
- Agencies to ensure collaboration and support from their country offices where HRAs are deployed
- Strengthen the link between HRAs and Regional UNDG Teams/Regional Offices of OHCHR and agencies

iii) Evaluation, Best Practices and Lessons Learned

This workshop served not only as an induction for the newly deployed HRAs under the UNDG MDTF but also provided a valuable opportunity for sharing of experiences and discussion among all HRAs. This helped to enrich the induction for new HRAs as they were able to benefit from practical experience and advice from more experienced HRAs. It also served as a forum to further reflect on varying country environment in which HRAs operate and how to ensure a coherent approach while maintaining flexibility to adapt to different country context. The policy recommendations including regarding the sustainability were followed up in subsequent discussions under the UNDG-HRM and also within OHCHR. On knowledge management, a virtual “ Human Rights Adviser’s Corner” was created in the reporting year as a response to a direct request from the HRAs for a private, dedicated space to discuss openly their work and share experiences and resources. In addition to providing a space for sharing information and questions among each other, it provides a space for headquarters to share directly any relevant policy and information that the HRAs can draw upon for their work.

The results of the online evaluation submitted by participants at the end of the workshop show high level of satisfaction with regard to the achievement of workshop objectives (4.02/5.00), the relevance of the workshop (4.35/5.00) and the organization of the workshop (4.12/5.00).

	Average score (scale of 5)
Workshop objectives	4.02
Establish an effective interface between HRAs and core HQ sections of the UN human rights programme, DOCO and UNDG-HRM member agencies	3.81
Forge a coherent and improved understanding among all HRAs of their expected deliverables, based on the standard UNDG-HRM TORs, reporting lines and available support	4.19
Strengthen capacity and consistency in the implementation of UN human rights mainstreaming policies through enhancing HRAs' practical know-how about operational concepts, guidance and processes, including through experience-sharing	4.19
Strengthen and enhance HRBA expertise within the UN system through enhancing knowledge among regional-based HRBA facilitators among UNDG-HRM agencies	3.88
How relevant was the workshop to your work?	4.35
Which parts of the workshop did you find the most useful and why?	
Mainstreaming HR in UN country work (dialogue with the DHC)	4.19
RC roles and responsibilities on HR (by Craig Mokhiber)	4.38
Post-2015 and SDGs	4.06
Delivering as One (dialogue with Kanni, Director of UNDOCO)	4.00
Rights Up Front	4.07
UNDG Strategy on HRAs	4.00
Reporting on Results	3.57
Sharing of experience on UNCT mainstreaming	3.94
HR as the Third Pillar of the UN system	4.00
Strengthening National Protection System	3.82
HRBA in the Programming Process	3.94
Applying HRBA: 3-step approach to analysis	3.94
Gender and Human Rights	3.82
Practice sessions	3.60
Townhall meeting with the DSG on the Rights Up Front	4.08
Support available from HQ and Regional levels	3.86
How would you rate the following?	
The workshop facilitation	4.12
The organization of the workshop	4.12
The venue	4.18