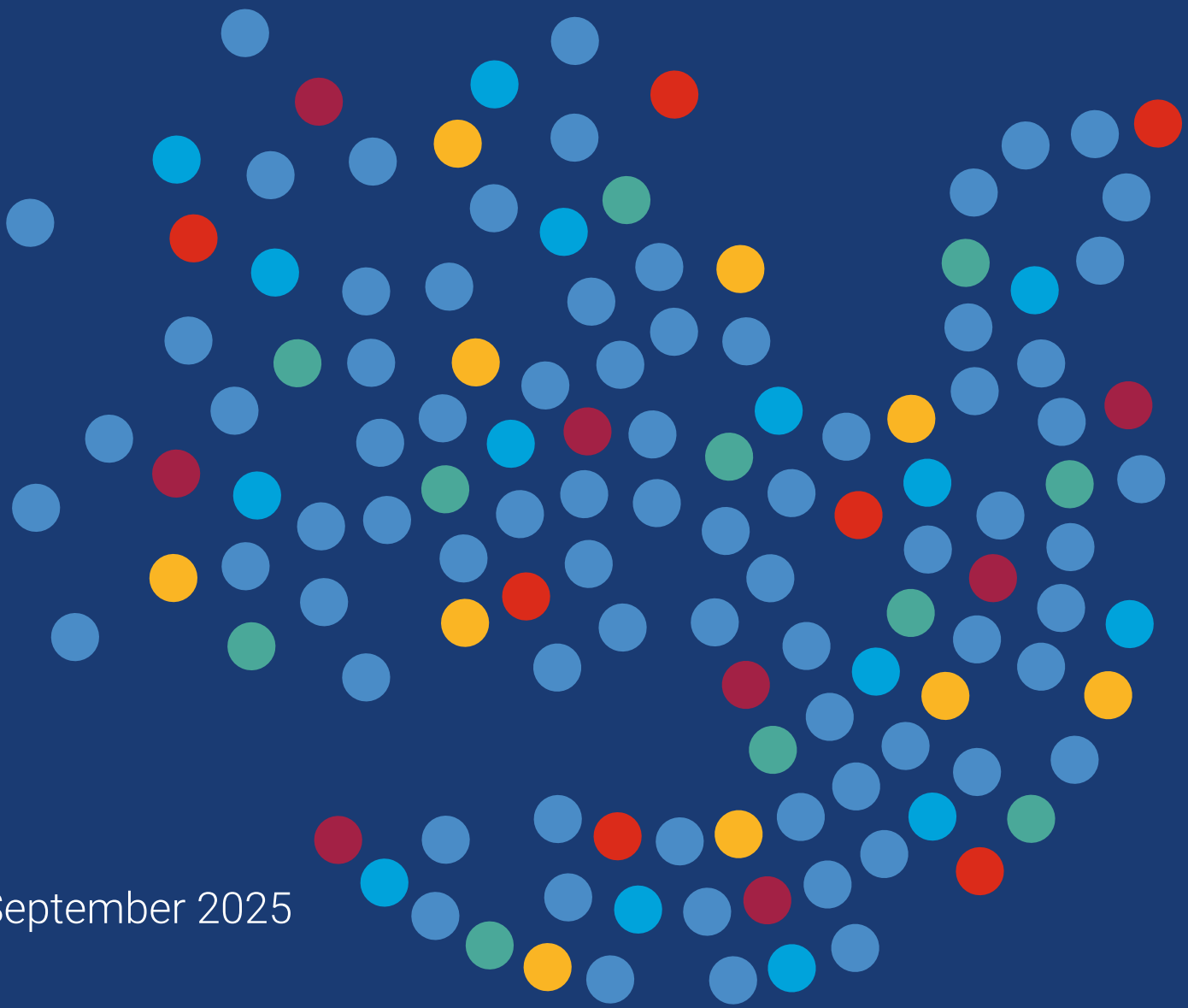
United Nations
Office on Drugs and Crime

Practical Guide on

Applying a Human Rights-Based Approach (HRBA) into UNODC's Programming



September 2025

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About the Practical Brief

As human rights form the very foundation of our work, guiding our efforts to strengthen the capacities of all our partners and stakeholders in advancing UNODC's mandate, this Practical Guide aims to strengthen the organization's commitment to upholding international human rights standards. Its objective is also to provide guidance for our interventions to effectively promote and protect human rights while addressing issues such as justice, crime prevention, and drug control.

Therefore, this Practical Guide provides UNODC staff with practical tools and insights for integrating a human rights-based approach (HRBA) throughout the design, implementation, and evaluation of programmes. Therefore, the purpose of the Guide is to:

- Facilitate a better understanding of HRBA and how to practically apply it in our work.
- Improve the positive impact and effectiveness of UNODC's programming cycle.
- Enhance staff capacity, promote accountability, and ensure that human rights are central to all aspects of UNODC's work.

Foreword

The Practical Guide on Applying a Human Rights-Based Approach (HRBA) into UNODC's Programming was developed under the leadership of UNODC's Human Rights Advisory Group (HRAG), tasked with ensuring the effective and meaningful integration of human rights into the day-to-day work of UNODC at both normative and operational levels, guiding our efforts to create safer and more just societies.

The HRAG extends its appreciation to Francesca Ciaffi, Hannah Tiefengraber, Paul Marquardt, and Moritz Schuberth for their time, effort, and valuable contributions. The Thematic Brief was drafted by Ana Dantas (Consultant), and benefitted from the various tools and resources developed by other UN entities on HRBA.

We would like to thank John Brandolino, Chair of the HRAG and Director of the Division for Treaty Affairs, for his leadership and direction throughout the development process of the Thematic Brief. Our appreciation goes to Lulua Asaad, Secretary of the HRAG, for managing the process and for her substantive guidance.

We hope this Practical Guide will help UNODC staff incorporate human rights in all stages of the programming cycle.

UNODC Human Rights Advisory Group

Introduction: UNODC and Human Rights

UNODC's mission is to foster global peace, security, human rights, and development by making the world safer from drugs, crime, corruption, and terrorism. In implementing its UNODC Strategy 2021-2025, UNODC has embedded three cross-cutting themes into all its programmes spanning normative and policy work, research and technical assistance delivery which include: Human Rights, Gender, Children and Youth. These cross-cutting commitments are fundamental to all UNODC programmes and their principles guide our efforts to empower individuals, ensuring that no one is left behind.

UNODC Staff can find practical and useful guidance tools for aligning their work with human rights in the UNODC Human Rights Knowledge Portal, including Key UNODC Human Rights Tools such as the Guidance Note for Staff on Human Rights, the Thematic Brief on Mainstreaming Human Rights in Preventing and Countering Terrorism, the Thematic Brief for Staff on Mainstreaming Human Rights in Addressing and Countering the World Drug Problem, and more.

What is the Human Rights-Based Approach?

A methodology that mainstreams human rights

A Human Rights-Based Approach (HRBA) is underpinned by principles emphasizing that human rights are universal, unalienable, indivisible, and interdependent, ensuring that every individual is entitled to civil and political rights; economic, social, and cultural rights; as well as environmental rights without discrimination. Specifically, adopting a HRBA means integrating human rights principles into all UNODC's areas of work and into the planning, implementation, monitoring, and evaluation of development programmes and projects.[1]

Across the United Nations system, applying a human rights-based approach means ensuring that human rights are at the core of all policies, programmes, and interventions. Adopting a human rights-based approach to UNODC's programming requires an understanding of how projects and interventions either advance or undermine human rights standards and principles. These standards and principles, enshrined in international and regional treaties, define the obligations of States concerning human rights. Integrating these interpretations and guidance into UNODC's programming cycle is essential to ensuring that projects align with international human rights obligations, drawing on the expertise of independent mechanisms, the broader international community, and context-specific experiences in crime prevention, criminal justice, and drug control. By applying HRBA, we ensure that our work not only combats crime and violence but also empowers individuals in most vulnerable circumstances, but also strengthens the rule of law, and fosters more equitable, accessible, and just systems for all.

[1] See UNODC mandatory Human Rights Checklist; UNODC Guidance Note for Staff on Human Rights (October 2024).

Towards a Common Understanding Among UN Agencies

As one of the six Guiding Principles of the United Nations Sustainable Development Cooperation Framework, HRBA reinforces the commitment to sustainable and inclusive development. In this context, the United Nations Common Understanding on HRBA underscores that human rights must shape not only the intended outcomes of policies and programmes but also the processes through which they are designed and implemented, fostering greater accountability, participation, and non-discrimination.

Since 1997, the UN has committed to integrating human rights throughout its operations as part of ongoing reform initiatives. This commitment was significantly bolstered in 2003 with the adoption of the Human Rights-Based Approach to Development Cooperation: Towards a Common Understanding Among UN Agencies. This approach has led UN Country Teams to embed human rights-based principles into their programming, including in Common Country Assessments (CCAs) and (the now) UN Sustainable Development Cooperation Frameworks (UNSCDFs), establishing human rights as a foundational pillar among the UN development system's five strategic programming principles at the country level.

United Nations Common Understanding:

1. 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.

2. Human rights standards contained in, and principles derived from, the Universal Declaration of Human Rights and other international human rights instruments guide all development cooperation and programming in all sectors and in all phases of the programming process.

3. Development cooperation contributes to the strengthening of the capacities of 'duty-bearers' to meet their obligations and/or of 'rights-holders' to claim their rights.[2]

Five core principles to guide HRBA application

Applying a HRBA may be guided by five core human rights principles:

1. Meaningful and inclusive participation in decision-making
2. Non-discrimination and equality
3. Accountability and the rule of law
4. Transparency
5. Access to information supported by disaggregated data

These principles ensure that human rights are consistently upheld and systematically integrated into all aspects of our work. By addressing structural inequalities, discriminatory practices, and power imbalances, the HRBA tackles the root causes of exclusion and marginalization. Ultimately, it fosters more just, equitable, and inclusive societies, ensuring that no one is left behind.

[2] Frequently asked questions on a human rights-based approach to development cooperation, see https://unsdg.un.org/sites/default/files/FAQen2.pdf

Duty bearers and rights-holders

HRBA identifies a wide range of actors critical to changing the power dynamics between rights holders and duty bearers through a systems-thinking approach. At the core of HRBA is the recognition of individuals as rights-holders, empowering them with the knowledge and capacity to claim and enjoy their rights. In fact, the HRBA is often referred to as a 'people-centred approach', for prioritizing the understanding of the challenges and needs of rights, taking into consideration local contexts and lived experiences to guide appropriate and long-lasting solutions. At the same time, it identifies duty-bearers — such as states, institutions, and other relevant actors — as responsible for respecting, protecting, and fulfilling human rights.

Identifying these two actors, the HRBA pursues two complementary objectives, which are to empower rights-holders to stand up for and exercise their rights, as well as to strengthen the capacity of duty bearers who have the obligation to respect, promote, protect and fulfil human rights. For more information on the normative framework of protection and human rights in practice, please see UNODC Guidance Note for Staff on Human Rights available in the Human Rights Knowledge Portal.



Why Should UNODC Staff Apply a HRBA?

SIX REASONS WHY UNODC STAFF SHOULD APPLY A HUMAN-RIGHTS BASED APPROACH (HRBA):

1. It fosters ethical responsibility and promotes justice
2. It ensures compliance with international standards and strengthens the rule of law
3. It enhances credibility, builds trust, and increases accountability
4. It helps manage risks and safeguard UNODC's reputation
5. It strengthens capacity, empowers stakeholders, and promotes learning
6. It improves effectiveness and ensures the sustainability of results

1. It fosters ethical responsibility and promotes justice.

Applying a HRBA ensures that UNODC's work upholds human dignity, fairness, and equality. It promotes ethical, just outcomes for all those affected by drugs, crime, and terrorism, and ensures that our work addresses the root causes of injustice and inequality. This helps design interventions that are more targeted, inclusive, and responsive to the needs of those most affected, laying the foundation for peaceful, just, and inclusive societies.

2. It ensures compliance with international standards and strengthens the rule of law.

By integrating human rights principles, UNODC aligns its work with international human rights frameworks and legal obligations, as emphasized in the UNODC Strategy 2021-2025. This strengthens the rule of law, promotes inclusive societies, and ensures that our interventions protect people's rights. It also helps ensure that national and international efforts complement each other, fostering cooperation across sectors and countries.

3. It enhances credibility, builds trust, and increases accountability.

A HRBA helps build trust between UNODC, governments, civil society, and communities by promoting transparent, accountable programming. When governments, law enforcement, and institutions uphold human rights, it creates safer, more secure environments for both affected populations and UNODC staff. This strengthens institutional legitimacy, fosters more effective partnerships, and ensures that responsibilities and expectations are clear for all involved.

4. It helps manage risks and safeguard UNODC's reputation.

Applying a HRBA enables UNODC to anticipate, assess, and address human rights risks, reducing the chance of unintended harm or reputational damage. It ensures our work is delivered responsibly and aligned with the highest standards of integrity, while helping manage operational risks that could affect programme outcomes or relationships with partners.

5. It strengthens capacity, empowers stakeholders, and promotes learning.

A HRBA builds the ability of rights holders to claim their rights and strengthens the capacity of duty-bearers to fulfill their obligations. It empowers individuals and communities to participate in shaping policies and actions that affect their lives. Internally, it promotes continuous learning and adaptive thinking within UNODC, helping us improve our work and respond effectively to complex challenges.

6. It improves effectiveness and ensures the sustainability of results.

By addressing the root causes of injustice and inequality, HRBA ensures that UNODC's interventions are not only effective but also lead to meaningful and lasting change. This approach enhances the sustainability of our efforts by promoting social stability, strengthening institutions, and fostering trust among communities. It helps ensure that no one is left behind, making our work more relevant and impactful for those most affected by drugs, crime, and injustice.

How to Apply a HRBA?

The Human Rights-Based Approach (HRBA) is supported across the United Nations system as a way to ensure that development, humanitarian, and peace and security efforts are aligned with international human rights standards and obligations.

Over time, different UN agencies and organizations have adapted HRBA principles into practical frameworks that guide their programming in different ways.[3]



3 One widely used model is the PANEL framework, commonly used by human rights institutions, treaty bodies, and UN agencies working in development and humanitarian fields. PANEL breaks down HRBA into five core principles: Participation, Accountability, Non-Discrimination & Equality, Empowerment and Legality.

In 2025, UNDP introduced a revised HRBA framework known as PLANET (Participation, Link, Accountability, Non-Discrimination & Equality, Empowerment & Capacity Building, Transparency), tailored specifically for development programming. See UNDP, 2025. The Human Rights-Based Approach to Development Programming: HRBA Toolkit.

The PANELL Framework

UNODC has developed the PANELL framework to combine existing approaches and methodologies and better reflect its specific mandates, operational context, and areas of intervention, particularly in fields such as criminal justice, drug policy, counter-terrorism, anti-corruption, and organized crime.

The elements of **PANELL** are the following:

- **P** — PARTICIPATION
- **A** — ACCOUNTABILITY AND TRANSPARENCY
- **N** — NON-DISCRIMINATION AND EQUALITY
- **E** — EMPOWERNMENT AND CAPACITY DEVELOPMENT
- **L** — LEGALITY
- **L** — LINKAGES

UNODC's PANELL draws on the core HRBA principles (Participation, Accountability, Non-Discrimination & Equality, Empowerment and Legality) but introduces one key addition:

It includes Linkages, highlighting the importance of aligning programming with international human rights instruments and mechanisms (e.g., UPR, treaty bodies) as well as relevant Sustainable Development Goals (SDGs). This reflects UNODC's commitment to ensuring coherence with broader UN frameworks and global accountability processes.

These adaptations ensure that UNODC is responding to the legal and operational realities of its field work. Overall, the PANELL framework provides a structured and practical tool for integrating human rights across all stages of programming—from design and implementation to monitoring and reporting—ensuring that UNODC's work supports just, inclusive, and rights-compliant outcomes.[4]

4 UNODC staff can apply the PANELL framework across all thematic areas, supported by practical guidance such as the Thematic Briefs on mainstreaming human rights in addressing terrorism and the world drug problem. These and other tailored tools are available through the UNODC Human Rights Knowledge Portal.

Good practices for application

Participation

Ensures the meaningful and inclusive engagement of rights holders, particularly those most affected by crime and violence. It promotes active involvement in decision-making processes, addressing power imbalances and inequalities while enhancing the effectiveness and ownership of programming.

Good practices may include:

→ **Early and inclusive engagement**
- Engage stakeholders before finalizing key decisions or project/programme documents.
- Ensure feedback from rights holders is integrated into project design and planning.
- Be open to multiple rounds of consultations when feasible.

→ **Ensuring accessibility and representation**
- Ensure participation and secure the free, prior, and informed consent of stakeholders for any activities that could potentially affect them or their rights.
- Schedule consultations at times that accommodate participants' work and availability.
- Work with representative organizations that genuinely reflect the voices of affected rights holders.

→ **Facilitating meaningful participation**
- Use interactive formats such as workshops and small group discussions.
- Create safe spaces for rights holders to speak freely, free from fear of censorship, reprisals, or intimidation.
- Ensure diverse perspectives are heard, particularly those often excluded from decision-making.
- Address power imbalances, ensuring equitable participation.

→ **Strengthening information and collaboration**
- Provide rights holders with relevant information on programme challenges and proposed solutions.
- Foster exchanges between stakeholders who typically lack opportunities to interact.
- Create enabling environments that support meaningful and safe participation of children and youth.
- Engage rights holders in co-designing consultation processes.
- Develop a clear timeline and plan for participation throughout the project lifecycle.

→ **Removing barriers to participation**
- Use digital tools where accessible but recognize and address digital barriers.
- Conduct in-person visits to communities without digital access.
- Cover recovery costs for rights holders' participation when needed.
- Establish safeguarding frameworks, particularly for populations in vulnerable circumstances, including children and youth.

→ **Ensuring culturally sensitive engagement**
- Use culturally appropriate language, communication channels, and engagement formats.
- Ensure the intervention aligns with local values, norms, and cultural dynamics to foster trust and ownership.
- Adapt methods and messaging to resonate with the lived experiences and identities of the communities involved.

Accountability & Transparency

Strengthens mechanisms that hold duty bearers responsible for respecting, protecting, and fulfilling human rights. This includes enhancing access to redress, ensuring responsive governance, and empowering rights holders to seek justice and demand transparency.

Strengthening accountability improves programming outcomes and builds trust in institutions.

Good practices may include:

→ **Assessing existing accountability mechanisms**
- Review previous efforts to hold duty-bearers accountable through available mechanisms, including government and judicial processes, and evaluate their effectiveness.
- Examine the scope and mandate of existing mechanisms, including their ability to provide redress, compensation, and hear complaints.

→ **Checking availability and development of accountability mechanisms**
- Identify whether existing accountability mechanisms are accessible or if new mechanisms need to be developed under the project/programme.

→ **Removing barriers to accessing accountability mechanisms**
- Identify and address barriers that rights holders face in accessing accountability mechanisms, including legal, social, and economic obstacles.

→ **Collecting feedback and past experiences**
- Collect feedback from rights holders who have attempted to use existing accountability mechanisms, assessing the outcomes of such attempts and identifying any gaps.
- Identify any groups, including children and youth, for whom existing mechanisms are unsuitable, based on past experiences and evidence of exclusion or inefficiency.

→ **Strengthening accountability mechanisms**
- Provide practical guidance and tools for both rights holders and duty-bearers to enhance the effectiveness and quality of accountability mechanisms, ensuring they are accessible, fair, and responsive to the needs of all stakeholders.

Non-Discrimination and Equality

Ensures that programming prioritizes those most at risk of exclusion, with a strong emphasis on Leave No One Behind and Gender Equality and Women's Empowerment. It recognizes intersecting forms of discrimination and works to dismantle barriers that prevent full participation in development processes.

Good practices may include:

→ **Identifying and addressing inequalities**
- Use disaggregated data to assess development challenges affecting different groups, considering factors that increase risks of exclusion.

→ **Ensuring sensitivity to gender and other forms of discrimination**
- Integrate gender equality considerations across all programming stages.
- Address multiple and intersecting forms of discrimination (e.g., based on age, gender, disability, ethnicity, socioeconomic status).

→ **Promoting inclusive and equitable interventions**
- Ensure that all groups, especially those at heightened risk of exclusion, have equal access to project benefits, services, and decision-making processes, including children and youth.

→ **Monitoring and strengthening non-discrimination measures**
- Continuously assess whether interventions advance equality and address disparities.
- Implement corrective actions if programming reinforces existing inequalities

Empowerment and Capacity Development

Focuses on strengthening the ability of rights holders to claim their rights while enhancing the capacity of duty bearers to fulfill their obligations. It supports knowledge-sharing, advocacy, and institutional reforms, ensuring that programming contributes to long-term, sustainable change.

Good practices may include:

→ **Addressing capacity needs**
- Ensure the design and modality of programming address the capacity needs of both duty bearers and rights holders.

→ **Engaging stakeholders and managing power dynamics**
- Partner with CSOs, community representative or networks, and representative organizations working on behalf of or in the interest of affected rights holders.
- Assess power relations between duty bearers, rights holders, and other stakeholders to determine their readiness for change.

→ **Overcoming structural barriers**
- Address risks related to power imbalances when designing capacity development support.

→ **Strengthening representation and advocacy**
- Ensure the presence and meaningful participation in training and events of groups at heightened risk of marginalization.
- Build the capacities of children and youth to engage in advocacy and decision-making processes.Assess imbalances in advocacy capacity, ensuring equitable access to policymaking processes.

→ **Mitigating risks and ensuring alignment with human rights standards**
- If providing support to non-United Nations security forces, conduct a Human Rights Due Diligence Policy (HRDDP) assessment and apply mitigation measures.
- Align efforts with human rights treaty body recommendations and Universal Periodic Review (UPR) commitments to identify capacity gaps and solutions.

→ **Monitoring and measuring Impact**
- Incorporate data collection and evidence-based assessment to measure progress in capacity development and empowerment, including its impact on power dynamics.

Legality

Upholding the principle of legality means ensuring that all programming is firmly rooted in international human rights law and aligned with national legal frameworks that respect these standards. It reinforces the obligation of duty-bearers to act within the law and supports the development and application of laws that protect and promote human rights. Programming should contribute to the strengthening of the rule of law, legal certainty, and access to justice.

Good practices may include:

→ **Aligning with human rights standards**
- Ensure that the project's objectives, strategies, and expected results are aligned with relevant international human rights standards, including treaties, conventions, and recommendations from human rights bodies.
- Reference relevant legal standards (e.g., ICCPR, ICESCR, CEDAW, CRC, CRPD, UN Standards and Norms) in project design, implementation, and evaluation.

→ **Supporting human rights-compliant legal frameworks**
- Promote legislative and policy reforms that advance human rights, especially in areas related to criminal justice, drug control, anti-corruption, trafficking, and terrorism.
- Support the removal or amendment of laws that are discriminatory or inconsistent with international obligations.
- Ensure technical assistance and legal advisory services reinforce the protection of rights holders and the accountability of duty-bearers.

→ **Strengthening the rule of law and access to justice**
- Work with national institutions to improve the independence, impartiality, and fairness of legal systems.
- Support access to legal aid and assistance, especially for marginalized groups.
- Promote non-discriminatory legal practices and safeguard due process rights in criminal justice systems.

→ **Capacity-building on human rights and the law**
- Provide training and awareness-raising for stakeholders (e.g., law enforcement, judiciary, civil society) on human rights law and standards.
- Develop practical tools and resources to help practitioners integrate legality into daily work.

Linkages

Connects programming to international human rights standards, principles, and related Sustainable Development Goals (SDGs). By aligning initiatives with global frameworks like the Universal Periodic Review Recommendations Matrix and the Universal Human Rights Index, this component reinforces rights-based commitments and accountability.

Good practices may include:

→ **Aligning with human rights standards**
- Ensure that the project's objectives, strategies, and expected results are aligned with relevant international human rights standards, including treaties, conventions, and recommendations from human rights bodies.

→ **Referencing UN Human Rights bodies**
- Use General Comments from human rights treaty bodies (e.g. Human Rights Committee, Committee on the Rights of the Child, etc.) and relevant UN resolutions to guide project design and implementation.
- Apply tools like UPR recommendations and the Universal Human Rights Index to ensure projects address relevant human rights challenges effectively.

→ **Leveraging UNODC Guidance**
- Complete the UNODC Mandatory Human Rights Checklist, thematic-related Risk Assessments and consult the Human Rights Due Diligence Policy Guidance for Staff (see also UNODC Project Management Guide).

CASE STUDY

APPLYING A HRBA IN ANTI-CORRUPTION EFFORTS IN SOUTHEAST ASIA

UNODC's Regional Hub for South-East Asia is supporting ASEAN Member States, Mongolia and Timor-Leste in implementing a three-year Regional Roadmap to fast-track UNCAC implementation (2024-2027). The roadmap integrates human rights and gender equality as cross-cutting priorities, and UNODC is working closely with OHCHR's Regional Office for South-East Asia to implement the human rights component of the anti-corruption roadmap, as well as foster multi-stakeholder collaboration.

A regional dialogue was held on 1-2 October 2024 in Kuala Lumpur, Malaysia, in partnership with OHCHR's Regional Office for South-East Asia, bringing together government institutions, anti-corruption commissions, national human rights institutions, and civil society. The event deepened understanding of the linkages between corruption and human rights, guided by a study analysing recommendations under UNCAC's Implementation Review Mechanism and UN human rights mechanisms. Discussions focused on six key themes, including good governance, judicial integrity, whistle-blower protection, and access to information. By fostering peer learning and dialogue, the initiative built institutional capacity for rights-based anti-corruption measures.

This case demonstrates the integration of a human rights-based approach through the PANELL Framework. Participation (P) is ensured through multi-stakeholder engagement, while Empowerment (E) is advanced by strengthening institutional capacities. Non-discrimination (N) is upheld by addressing overcriminalization and protecting whistle-blowers and human rights defenders. Link to human rights (L) is reflected in efforts to align anti-corruption measures with human rights standards. By embedding these considerations, the Programme reinforces human rights in anti-corruption strategies, fostering accountability and fairness.

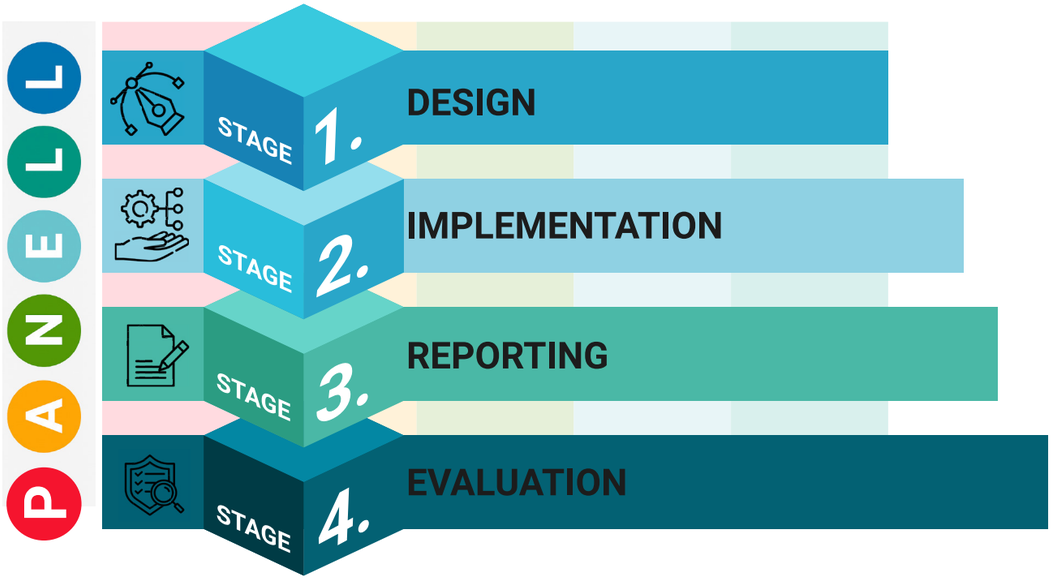




Integrating Human Rights into the Programme Cycle

For UNODC staff, applying a human rights-based approach (HRBA) means integrating human rights principles into every aspect of our work, ensuring that the planning, design, implementation, monitoring and evaluation of our programmes uphold the rights and dignity of all individuals.

In practice, this means promoting inclusive participation, ensuring non-discrimination, and enhancing transparency and accountability within criminal justice systems. It also requires that we support duty-bearers—such as governments, law enforcement, and legal institutions—in fulfilling their obligations to respect, protect, and fulfil human rights. This Practical Guide will utilize the PANELL Framework to guide the application of HRBA throughout UNODC's programming cycle, ensuring that human rights are embedded in all stages of project design and implementation as follows:



STAGE 1:
PLANNING & DESIGN

Human Rights in the clearance and approval process at UNODC: the Checklist

When a new project undergoes a clearance process or an existing project is revised, the mandatory Human Rights Checklist needs to be attached in Umoja/IPMR. The Checklist is considered during the clearance and approval process. The purpose of the Checklist is to serve as a guide for programme managers to ensure that Human Rights related aspects are properly highlighted and given due attention in each stage of the programming cycle - strategy setting, programme development, resource mobilization, implementation and monitoring, as well evaluation

Moreover, the Programme Review Committee's (PRC) vetting process extends to assessing the context of evolving human rights concerns and ensuring that UNODC programmes are responsive to human rights challenges. It is mandatory for all new operational programmes to demonstrate a human rights background analysis and, where relevant, employ a human rights analysis to predict the effects of proposed programmes.

To ensure a human rights-based approach in UNODC planning and design stage of the programming, it is essential to engage diverse expertise, conduct thorough assessments, and integrate key human rights principles. Broad and inclusive consultations should involve experts in human rights, disability inclusion, children's rights, and gender issues, including national human rights institutions, government ministries, and the UN Country Team.

Interdivisional collaboration and human rights expertise reviews should be carried out by the UNODC Human Rights Focal Point Network and other specialists to assess strategic documents from a human rights perspective. A comprehensive human rights situational assessment and analysis should synthesize findings from sources such as OHCHR and Common Country Analyses (CCAs), ensuring alignment with national contexts and incorporating recommendations from international human rights mechanisms. This analysis should explore intersections between organized crime, corruption, and criminal justice reform with human rights to enhance accountability and better address challenges faced by communities in marginalized circumstances.

Finally, integrating human rights principles into the logical framework is crucial to ensuring that outputs, outcomes, activities, risks, and indicators reflect core principles such as non-discrimination, equality, participation, inclusion, accountability, and the rule of law. Economic, social, and cultural rights should also be considered, with participatory monitoring mechanisms to track progress through both quantitative and qualitative indicators.

HOW TO

Applying the PANELL Framework when Planning/Designing a Programme / Project

Participation

Considerations:

- ✓ Have you identified all relevant rights holders and duty bearers in the programme / project design?
- ✓ Are you ensuring and supporting the meaningful participation of identified rights holders, those most affected and with heightened risk of marginalization and vulnerability, and all relevant stakeholders and duty bearers in programme / project design?
- ✓ Do processes for participation enable the rights holders above to contribute in a free, safe, active and meaningful way, including by allowing rights holders to influence and shape programme / project design?
- ✓ Are there barriers for rights holders to be able to contribute in a free, safe, active and meaningful way to the programme / project design and not be excluded, for example, due to geographical, cultural, financial or other barriers, and are they being addressed?
- ✓ Have you ensured the accessibility of rights holders and stakeholders in project design, including by addressing accessibility barriers for persons with disabilities – whether physical, sensory, intellectual, or otherwise?
- ✓ Are all rights holders and stakeholders able to contribute meaningfully and influence outcomes irrespective of race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status?

Accountability & Transparency

Considerations:

- ✓ If the project involves support to non-UN security forces, have you conducted a Human Rights Due Diligence Policy (HRDDP) assessment and identified appropriate mitigation measures to ensure alignment with international human rights standards?
- ✓ Have you identified the relevant duty bearers and mechanisms responsible for upholding rights and delivering on the objectives of the programme / project?
- ✓ Does the programme / project design include mechanisms to ensure duty bearers are held accountable for respecting, protecting, and fulfilling human rights?
- ✓ Have you assessed existing formal and informal accountability mechanisms in the country or context, including judicial, administrative, or oversight bodies, and evaluated their accessibility, effectiveness, and responsiveness?
- ✓ Are you identifying and addressing potential barriers that rights holders may face in accessing accountability mechanisms, including legal, social, linguistic, cultural, or financial obstacles?
- ✓ Are feedback and grievance mechanisms incorporated into the programme / project design to enable rights holders and stakeholders to raise concerns, report abuses, or contribute insights during implementation?
- ✓ Are accountability mechanisms designed to be inclusive, rights-based, and protective of individuals at risk of retaliation or harm, particularly those in vulnerable or marginalized situations?
- ✓ Does the programme / project encourage transparency and the flow of information between duty bearers and rights holders, including through participatory monitoring or social accountability tools?
- ✓ Are there provisions for building the capacity of both rights holders to claim their rights and of duty bearers to respond to and fulfil their human rights obligations?

Non-Discrimination and Equality

Considerations:

- ✓ Are you assessing how project/programme interventions are designed to ensure certain groups or people are not discriminated against, including those at heightened risk of marginalization and vulnerability?
- ✓ Does the programme / project design include a gender analysis including, where relevant, a gender impact assessment on any potential adverse impacts?
- ✓ Are you assessing risks of unintended harm to certain groups over others, including possible discrimination of some groups over others in the enjoyment of the benefits of project/programme activities and results?
- ✓ Have you collected disaggregated data on the existing situation of different groups affected by project/programme activities, or data on the likely impacts of project/programme activities on different groups?
- ✓ Does the project help to combat discrimination and promote equality among targeted groups, including linking the project activities to international human rights principles of non-discrimination and equality?
- ✓ Have you considered applying the concept of 'inclusive equality', specifically relevant for persons with disabilities?

Empowerment and Capacity Development

Considerations:

- ✓ Are you ensuring the prioritization of rights holder empowerment and capacity-development activities?
- ✓ Have you included activities to close the capacity gaps of both rights holders and duty bearers as part of the project/programme design, as well as the sustainability of these efforts over the longer term?
- ✓ Are you assessing the degree of interest and needs of identified duty bearers and other relevant stakeholders in any capacity-building programming?
- ✓ Are you analysing the political economy and power dynamics between targeted beneficiaries and other rights holders of your empowerment and capacity-building programming, incorporating human rights considerations?
- ✓ Are you assessing the extent to which proposed empowerment initiatives are prioritising those rights holders identified as being of heightened risk of marginalization and vulnerability, and risk of being left behind?
- ✓ Are you collecting data on the potential impact of the project/programme on empowerment and capacity development of duty bearers and rights holders (and to enable continuous assessment of capacity gaps)?

Legality

Considerations:

- ✓ Does the programme / project support and strengthen legal and policy frameworks in line with international human rights standards?
- ✓ Have you identified any national laws, policies, or practices that may contradict international human rights standards, and considered how the project might address or mitigate these gaps?
- ✓ Are human rights legal obligations integrated into the programme/project's objectives, outcomes, and activities, including through technical assistance, legislative review, or institutional reform?
- ✓ Have you conducted a legal and human rights risk assessment to identify potential for rights violations or unintended negative legal impacts arising from the programme / project?
- ✓ Are there safeguards in place to ensure that programming does not reinforce discriminatory, arbitrary, or abusive legal practices?
- ✓ Does the programme / project design include support for enhancing access to justice, legal aid, and due process protections for all—especially for groups at heightened risk of exclusion?
- ✓ Have you ensured that the legal frameworks promoted or supported by the project reinforce the rule of law, legal certainty, and equality before the law?
- ✓ Are legal and policy interventions developed in consultation with relevant legal experts, national human rights institutions, and affected communities?

Linkages

Considerations:

- ✓ Have you reviewed and ensured alignment of the programme / project with relevant international human rights law, including treaties ratified by the host country (e.g., ICCPR, ICESCR, CEDAW, CRC, CRPD)?
- ✓ Have you linked the programme / project's accountability mechanisms and objectives to relevant international human rights obligations, national human rights commitments, or recommendations from UN human rights mechanisms?
- ✓ Are recommendations from human rights mechanisms (i.e. the Universal Human Rights Index; Matrix of UPR Recommendations) being taken into account in project design?

CASE STUDY

APPLYING A HRBA WHEN PROVIDING LEGISLATIVE ASSISTANCE ON CRIMES THAT AFFECT THE ENVIRONMENT

UNODC's Global Programme on Implementing the Organized Crime Convention supports Member States in strengthening legal and policy responses to transnational organized crime, aligning national laws with UNTOC and its Review Mechanism. It provides legislative assistance through gap analyses, drafting support, stakeholder consultations, and decision-maker sensitization, using tools developed to integrate human rights and gender considerations. From the outset, human rights and gender are mainstreamed into activities by embedding a team member specializing in these areas within the core legislative assistance team.

At the request of a State party to the UNTOC, the Programme reviewed draft legislation on crimes that affect the environment, covering key aspects such as definitions, jurisdiction, criminalization, criminal liability, and penalties. The review assessed the draft legislation's compliance with international legal frameworks, ensuring greater clarity, consistency, and alignment with international law as well as UN standards and norms. It focused on preventing adverse impacts on individuals and groups by upholding fundamental rights and aligning the framework with applicable international human rights instruments.

From a human rights perspective, the review aimed to uphold fundamental principles, including the legality and proportionality of criminal offences and penalties. It addressed risks of overcriminalization, particularly its discriminatory impact, and examined excessive minimum penalties and disproportionate maximum sentences. The review also highlighted concerns about the discriminatory effects of mandatory minimum sentencing laws. To support proportionality in sentencing, the Programme advised, where absent, the development of subject-specific guidelines for judges, considering aggravating and mitigating factors.

This case study demonstrates how integrating a HRBA through the Link to human rights (L), the Legality (L) and Non-discrimination (N) elements of the PANELL Framework. The Link to human rights is applied by ensuring that the Programme's legislative assistance aligns with international human rights frameworks. The Non-discrimination element is addressed through the Programme's focus on overcriminalization and its efforts to prevent discriminatory impacts of legal provisions, ensuring laws do not disproportionately affect specific individuals or groups. The Legality element is addressed through support provided to strengthen the legal framework in line with international human rights standards. By embedding these considerations from the outset, the Programme fosters legal reforms that uphold human rights and fairness.

STAGE 2:
IMPLEMENTATION & MONITORING

Implementation

The programme/project implementation phase is the stage where all prior theoretical and preparatory work is put into practice. Even when grounded in human rights considerations and interventions, implementation requires continuous monitoring to ensure that human rights principles are upheld, and the project is achieving its intended outcomes. This phase demands close attention to how the interventions impact the rights of all stakeholders, and any barriers to inclusion or participation must be identified and addressed promptly to ensure that the project remains responsive to the needs of those it aims to benefit.

When delivering training and capacity-building, HRBA requires specific attention to aspects such as accessibility, inclusion, and representation. It is crucial to ensure that a wide range of law enforcement actors, including police, prosecutors, and oversight bodies, are involved in the training process. This guarantees that all relevant perspectives are incorporated, promoting a more comprehensive understanding of human rights in the criminal justice system. Furthermore, considerations must be made for the timing and scheduling of training sessions, to accommodate the various shifts and operational demands of criminal justice personnel. The choice of venue is equally important, as it must be accessible to all participants while also addressing security, confidentiality, and logistical requirements. By adhering to these principles, the HRBA not only ensures effective training but also reinforces the commitment to human rights in the implementation of UNODC projects.

Monitoring

The performance monitoring framework, as outlined in the UNODC Handbook on Results-Based Management, supports a "management for results" approach by ensuring systematic data collection and use during project implementation. Monitoring the needs and impacts on all rights-holders, including marginalized groups, is essential for upholding human rights principles. This approach allows for timely adjustments to activities, ensuring the project contributes to sustainable, rights-compliant outcomes. Additionally, it is crucial to assess the project's impact on promoting human rights, addressing any barriers faced by marginalized groups, and ensuring that no new obstacles are created.

HOW TO

Applying the PANELL Framework when Implementing and Monitoring a Programme

Participation	✓ Do rights holders have an opportunity to participate directly in programme / project implementation? ✓ Have affected communities been consulted throughout the programme / project? ✓ Are diverse groups represented in project activities, such as training and capacity-building? ✓ Are you ensuring that both rights holders and duty bearers are directly engaged in a meaningful way in the project implementation and in monitoring the impact of project implementation? ✓ Have you followed up on ensuring the effectiveness of grievance / redress mechanisms on challenges or complaints in project implementation, including follow up on complaints received?
Accountability & Transparency	✓ If support is provided to non-UN security forces, are HRDDP mitigation measures being actively monitored and implemented, and is there a process in place to respond to any emerging human rights concerns? ✓ Are regular programme / project review meetings held with the project team and stakeholders to assess progress and challenges? ✓ Are human rights considerations explicitly included in internal monitoring reports and external progress reports? ✓ Are you assessing the accountability of the identified relevant duty bearers, to identified rights holders, through accountability mechanisms for protecting and remediating violated rights? ✓ Are you assessing the effectiveness of identified accountability mechanisms based on human rights claims and challenges brought to such mechanisms?
Non-**D**iscrimination and Equality	✓ Are you tracking or continually assessing the potential impact - so far and ongoing - of the programme / project on the identified rights holders? ✓ Is disaggregated data being collected based on relevant factors such as age, sex, gender, disability, income, ethnicity, and migratory status? ✓ How is the project ensuring that all communications avoid stereotypes, biases, or exclusionary language? ✓ Has the programme / project had unintended consequences of exacerbating the human rights risks? ✓ Are there groups or sub-sets of groups within the identified group of affected rights holders that have been negatively impacted or not benefitted as much as other groups?
Empowerment and Capacity Development	✓ Are human rights principles incorporated into speaking points, briefings, press releases, and media documentation? ✓ How is the project enhancing the capacity of stakeholders to understand and apply human rights principles? ✓ Are you measuring the extent to which the project implementation is achieving empowerment of the rights holder? ✓ Are the outcomes of the capacity development of duty bearers to respect, protect and fulfil human rights monitored and assessed?
Legality	✓ Are all activities being implemented in compliance with international human rights law and aligned with national legal frameworks that uphold those standards? ✓ Have any legal or policy changes occurred during implementation that may affect the project's compliance with international human rights standards, and have these been assessed and addressed? ✓ Are activities—such as training, technical assistance, or legal and policy advice—reinforcing rights-based legal frameworks and avoiding the endorsement or perpetuation of laws or practices that violate human rights? ✓ Are legal safeguards in place to prevent rights violations during implementation, particularly in sensitive areas such as law enforcement, detention, or anti-corruption efforts? ✓ Are capacity-building activities, including training for criminal justice actors, incorporating and reinforcing international human rights legal standards, including due process and fair trial guarantees? ✓ Are monitoring tools being used to track legal and human rights impacts of project implementation, including whether the rule of law is being strengthened or undermined? ✓ Are counterparts and beneficiaries aware of their legal rights and obligations? ✓ Are any risks of contributing to or being complicit in rights-restricting laws, policies, or practices being actively monitored and addressed? ✓ Is there ongoing engagement with national legal institutions, oversight bodies, and civil society to ensure the legality and rights-compliance of project activities throughout the implementation phase?
Linkages	✓ Is newly available and forthcoming human rights data from mechanisms and relevant data sources being considered to inform project/programme implementation and monitoring? (This includes recommendations from UPR reviews, human rights treaty monitoring bodies, and human rights indicators. They can be particularly important in countries where HRDDP risk assessments and mitigation measures are needed.)

CASE STUDY

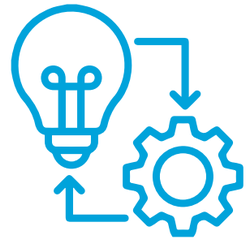
APPLYING A HRBA IN SUPPORTING THE IMPLEMENTATION OF THE ORGANIZED CRIME CONVENTION

The Global Programme on Implementing the Organized Crime Convention supports States in developing and implementing comprehensive strategies against organized crime, ensuring alignment with international legal frameworks, including the United Nations Convention against Transnational Organized Crime (UNTOC). The Programme supports national counterparts through capacity-building efforts, strengthening institutional frameworks, providing technical assistance, and developing resources such as the Organized Crime Strategy Toolkit and the Toolkit on Mainstreaming Gender and Human Rights.

The structured approach of the Programme is further anchored in the 4 Ps framework: Preventing organized crime from infiltrating societies and institutions; Pursuing criminal networks and illicit activities; Protecting individuals and communities from harm; and Promoting partnerships across sectors and borders. To enhance the effectiveness of these strategies, the Programme applies a Human Rights-Based Approach by fostering inclusive, participatory, and rights-responsive policymaking. Through structured consultations with practitioners, experts, survivors, and affected communities, the Programme ensures that national strategies are not only evidence-based but also reflective of the diverse needs of those affected by organized crime.

Human rights are integrated throughout the Programme implementation, with UNODC's support through targeted or integrated approaches. This mainstreaming strengthens key components based on country-specific needs, such as comprehensive witness and victim protection, human rights training for security forces and judicial personnel, gender-sensitive approaches, human rights-based extradition, equitable access to justice, and whole-of-society initiatives against organized crime. This ensures strategies comply with international human rights law and mitigate risks of violations. Additionally, the Programme facilitates multistakeholder consultations, engaging practitioners, experts, survivors, and affected communities to ensure strategies reflect national realities.

The implementation of the Programme also aligns with the PANELL framework. It emphasizes participation by engaging diverse stakeholders, including civil society, academia, and affected communities, ensuring their input shapes policy development and strengthens their empowerment. Non-discrimination has a central role during the consultation process, as it is made accessible and inclusive for groups in marginalized positions. Accountability is ensured through ongoing monitoring and evaluation, which tracks the integration of human rights and gender considerations in national strategies. By linking responses to organized crime with international legal frameworks, the Programme upholds human rights standards, particularly in justice, victim protection, and law enforcement. The evidence-based approach, using strategic country assessments, ensures that interventions are tailored to local contexts and effectively address both global and regional challenges.



STAGE 3:
RESULTS-BASED REPORTING

Publications and reporting provide UNODC and project teams with the opportunity to present their work to external stakeholders and the public in a human rights and gender-inclusive manner. These reports and publications should reflect the awareness of human rights and strive to meet the goal of achieving transformative human rights and gender-related SDGs. Effective results-based reporting requires presenting credible, reliable and balanced information. Quality criteria for results-based reporting include completeness; balance (positives and negatives); consistency; substantiveness and reliability; and clarity. Each of these criteria also integrates gender considerations. A report based on RBM principles is not complete without a proper reflection on how the activities, outputs, outcomes and objectives are connected to human rights.

HOW TO

Applying the PANELL Framework when Reporting

Participation	✓ Are affected individuals portrayed solely as victims, or are they also seen as active agents in the justice reform process? This approach ensures a balanced representation of individuals, including survivors or whistleblowers, as both rights holders and contributors to change. ✓ Does the report use inclusive language and avoid stereotypes? Photos and language should depict individuals of all backgrounds as active participants in the criminal justice system. Photos of victims and children should not be disseminated.
Accountability & Transparency	✓ If support was provided to non-UN security forces, does the report reflect how HRDDP was applied, including any mitigation measures taken and outcomes related to human rights compliance? ✓ Does the report integrate human rights considerations throughout or is this only addressed in a single section? While dedicated sections may be helpful to highlight specific human rights gaps, these issues should also be woven into the entire report to ensure a rights-based approach across all content. ✓ If the report discusses projects targeting certain groups, does it provide context on why these interventions were necessary to address human rights impacts? This ensures the rationale for targeted actions is clear and grounded in rights principles.

Non-Discrimination and Equality	✓ Does the report include disaggregated data based on key demographics that reflect the differing impacts of justice, crime, or corruption on various groups, such as marginalized communities or individuals affected by systemic discrimination? Are disparities in statistics clearly explained with reference to human rights implications? ✓ Does the report acknowledge differing human rights priorities for diverse groups? For instance, are the unique challenges faced by groups that are often left behind within the justice system addressed? Are potential barriers to justice identified and analyzed? ✓ Do the recommendations in the report uphold human rights standards for all groups? Assess whether the responses support equality, non-discrimination, and access to justice for all individuals.
Empowerment and Capacity Development	✓ Is the report attentive to the individuality of affected groups, avoiding generalized terms like "society" or "community"? These collective terms may obscure the unique rights and needs of individuals who are differently affected by crime and justice issues.
Legality	✓ Does the report clearly show how the project upheld international human rights law and contributed to strengthening the rule of law? ✓ Are references to legal reforms, justice processes, or institutions framed in alignment with human rights principles and relevant legal standards? ✓ Does the report acknowledge any legal or policy challenges and describe how the project addressed them in a rights-compliant manner? ✓ If legal case studies or examples are used, are confidentiality, due process, and legal safeguards respected?
Linkages	✓ Is human rights data, including recommendations from UPR reviews, human rights treaty monitoring bodies, and human rights indicators, being integrated into HRBA reporting to assess progress and inform future programming?

CASE STUDY

PROMIS – PROTECTION OF MIGRANTS: A SUCCESSFUL EXAMPLE OF IMPLEMENTING A HRBA THROUGHOUT THE PROGRAMME CYCLE

The "PROMIS – Protection of Migrants" project, jointly implemented by UNODC and OHCHR, is dedicated to promoting a human rights-based response to the smuggling of migrants and related crimes, notably trafficking in persons, and addressing human rights violations associated with irregular migration in West Africa. By employing a HRBA, the project ensures that human rights principles, such as non-discrimination, accountability, participation, and empowerment, are embedded at every stage. Activities prioritize the protection and assistance of migrants and victims of trafficking, ensuring they have access to justice, remedies, and essential services regardless of their status. Additionally, the project engages key stakeholders, including national human rights institutions and civil society organizations, to strengthen accountability mechanisms and advocate for the rights of migrants. This holistic approach ensures that the project not only combats smuggling of migrants (SOM) and trafficking in persons (TIP) but also contributes to a broader, rights-centered migration governance framework in the region.

A comprehensive monitoring and evaluation (M&E) framework was established to track the impact of the project's activities on human rights of beneficiaries. Human rights assessments were conducted regularly through field missions to evaluate the effects of legal technical assistance, law enforcement training, and capacity-building activities. A human rights monitoring system was introduced to ensure accountability during implementation, including through tracking progress on legislative and operational aspects of migrant and victims of trafficking protection, designed to assess whether those rights were respected in the implementation of national action plans and specialized law enforcement activities. The project utilized a joint web-based management tool to monitor activities, outputs, and results in real-time, ensuring transparency and accessibility across teams. A comprehensive technical and financial monitoring system complemented this by collecting and analyzing data at all levels of implementation. Participant feedback questionnaires assessed the human rights impact and guided necessary adjustments. These responses were systematically analyzed to ensure accountability and inform future actions. The project coordination team continuously monitored participation in activities, disaggregating data to ensure inclusive and equitable access, especially for persons in vulnerable situations. Capacity-building initiatives for law enforcement, judiciary, and civil society organizations were implemented to ensure the effective protection of migrants in vulnerable circumstances.

This case exemplifies the effective integration of a HRBA throughout every stage of the programme cycle to maximize the project's positive and sustainable impacts. Participation was a central pillar of the project: migrant communities and civil society representatives were actively engaged through consultative processes and participatory activities, such as legislative drafting workshops and awareness-raising campaigns.

Non-discrimination was addressed by providing targeted training for judicial and law enforcement actors on human rights and non-discrimination, strengthening their capacity to uphold migrants' rights during investigations and prosecutions. Regarding legality, the project contributed to aligning national laws and policy frameworks with international human rights standards, notably by supporting the development and implementation of National Action Plans against trafficking and smuggling.



STEP 4:
EVALUATION

The UNODC Evaluation Policy, as the main guiding document that sets forth the principles and organizational framework for evaluation, provides in article 22 that human rights must be mainstreamed during all stages of the evaluation process. Applying a Human Rights-Based Approach (HRBA) in evaluations is essential for accountability and organizational learning for the following reasons:

- To assess compliance with UN mandates and international law, ensuring that UNODC's interventions align with the Charter of the United Nations and human rights obligations.
- To uphold accountability and credibility, by ensuring adherence to the Human Rights Due Diligence Policy and reinforcing the legitimacy and public trust in UNODC's work.
- To identify results, good practices, and lessons learned, leading to more effective interventions and sustainable, rights-compliant outcomes.

Steps for Applying HRBA Throughout the Evaluation Process

In line with UNODC's Evaluation Policy (2022) and UN Evaluation Group (UNEG) Norms and Standards, evaluations at UNODC capture diverse perspectives, ensuring that no one is left behind. The Independent Evaluation Section (IES) ensures that human rights, gender equality, inclusivity, and disability inclusion are fully integrated at all stages of the evaluation process and in all evaluation deliverables, including the evaluation report and respective recommendations:

1. **Evaluation Terms of Reference (ToR):** The ToR should outline the responsibilities of duty-bearers and rights-holders, ensuring engagement with relevant actors such as civil society and national Human Rights Institutions. It should also include a dedicated evaluation criterion on human rights, gender equality, disability inclusion, and leaving no one behind, ideally supplemented by guiding questions on human rights for each evaluation criterion.
2. **Selection of the Evaluation Team:** At least one team member should have human rights expertise for Independent Project Evaluations (IPEs), while In-Depth Evaluations (IDEs) typically include a dedicated Human Rights and Gender Equality expert.
3. **Inception Phase:** The project team provides relevant human rights-related documents for the desk review. The evaluation team must integrate HRBA principles into evaluation questions, methodology, risk assessments (ensuring the "do no harm" principle), the evaluation matrix, and data collection instruments.
4. **Data Collection:** The project team supports stakeholder engagement, ensuring participation from diverse human rights actors. Applying the "do no harm" principle is paramount, especially when working with individuals in vulnerable situations or in conflict settings.
5. **Data Analysis and Reporting:** Findings should explicitly include human rights considerations, with at least one recommendation on human rights and one reference to human rights as either a lesson learned or a good practice.

By embedding HRBA principles throughout the evaluation process, UNODC ensures that its interventions promote human rights, accountability, and inclusive participation, contributing to stronger, rights-based outcomes.

Good practice: HRBA application in evaluation

The evaluation of the project "Support to the Prevention of Radicalization to Violence in Prisons and Probation Settings in the Kyrgyz Republic" (2021) provided a more in-depth analysis including on the alignment of the intervention with international conventions and rules, use of relevant UNODC guidance, the terminology of rights holders and the application of the "do no harm" principle. This was the conclusion of the Independent Quality Assessment of UNODC Evaluation Reports.

The principle of "do no harm" was applied during the evaluation process by the evaluation team, in close consultation with project management, and with respect to different evaluation criteria. The evaluation found that the principle of "do no harm" was not strongly present in all project outputs, such as the process and tools related to the classification of the prison population and the assessment of risks and needs of prisoners convicted of crimes associated with extremism. The evaluation concludes that this might be related to the absence of an explicit do no harm approach in the project design, which was subsequently taken forward in a recommendation on strategic priorities.

Annex: Resources & Further Reading

UNODC: Guidance Note for Staff on Human Rights

UNODC: Thematic Brief for Staff on Human Rights Mainstreaming in Preventing and Countering Terrorism

UNODC: Thematic Brief for Staff on Human Rights Mainstreaming in Addressing and Countering the World Drug Problem

UNODC: Information sheet for UNODC Staff on the Death Penalty

UNODC: Key Messages on The Death Penalty

UNODC: Guidance Note on Human Rights Mainstreaming in Evaluations

UNODC: Guidance Note on Inclusive Evaluation

UNODC: Guidance Note on Gender-Responsive Evaluation

UNODC: Website on Human Rights and Gender Equality

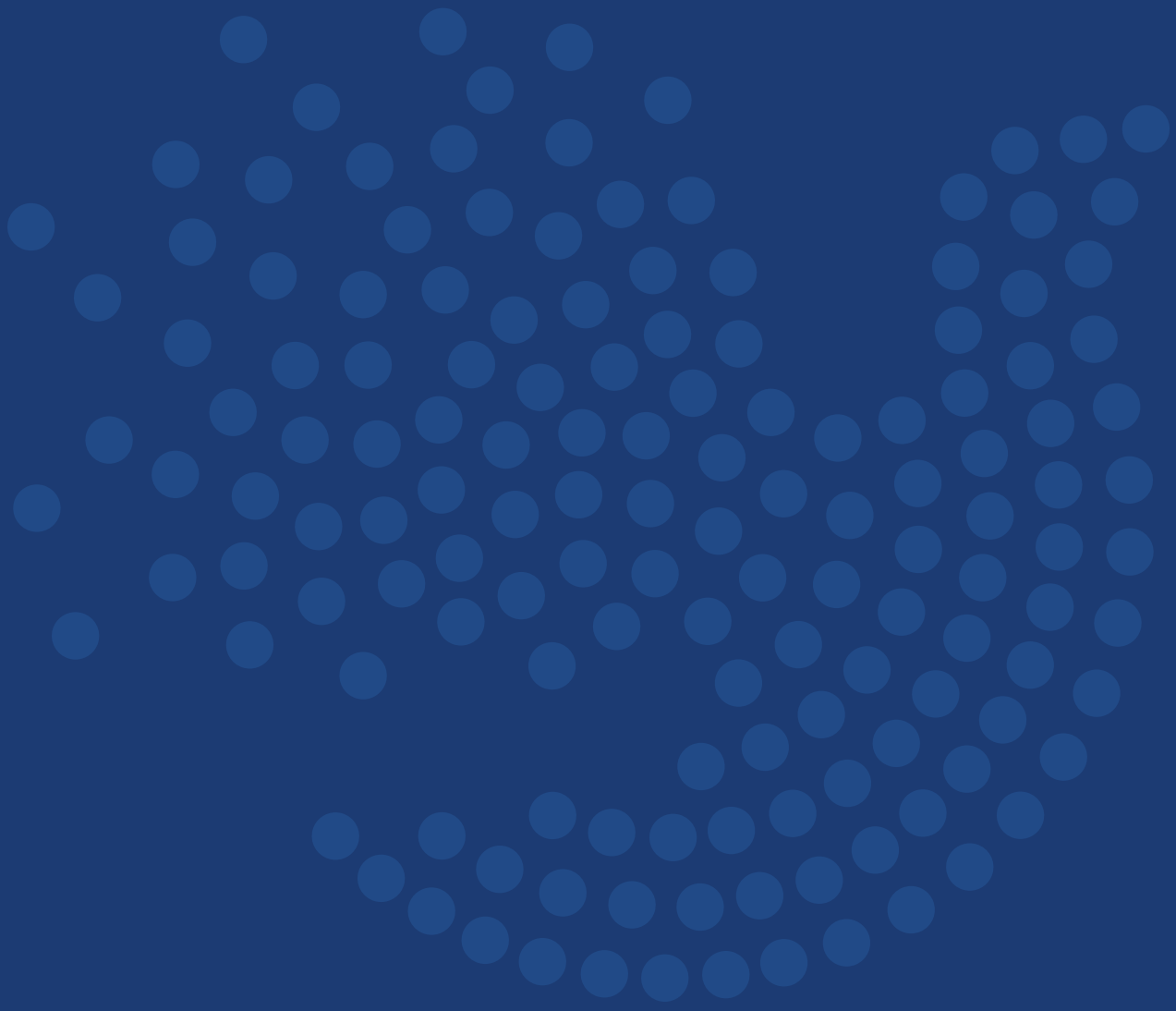
UNODC: Guidance Note on Gender Mainstreaming in UNODC

OHCHR: "Frequently Asked Questions on a Human Rights-Based Approach to Development Cooperation"

UNDP: The Human Rights-based Approach to Development Programming HRBA Toolkit

UNDG: The Human Rights Based Approach to Development Cooperation Towards a Common Understanding Among UN Agencies

UNEG: Handbook for Integrating Human Rights and Gender Equality in Evaluations



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