



Office for Democratic Institutions
and Human Rights

Women Human Rights Defenders

Mainstreaming gender in NHRI's work

osce.org/odihr

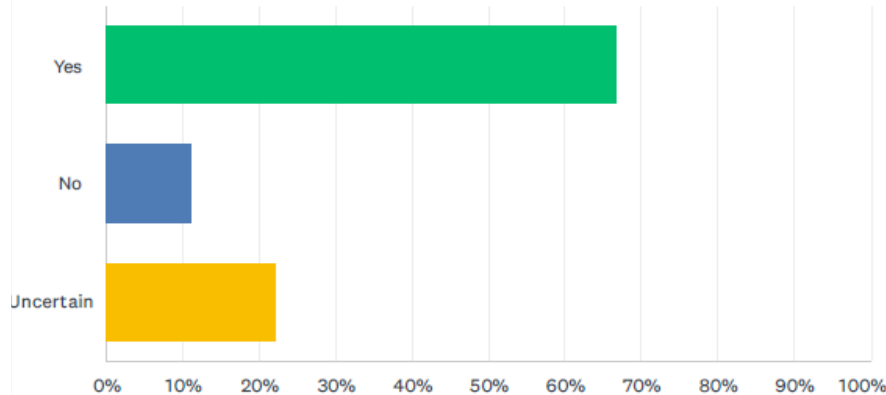
Human Rights Department, Dr. Lisa Heemann, 9 June 2025



Gender Mainstreaming

Q2 Does your NHRI mainstream gender in its work?

Answered: 27 Skipped: 0



“Gender perspectives and attention to the goal of gender equality are central to all activities, such as statements, comments on legislation, policy development, research, advocacy/dialogue, and planning, implementation and monitoring of human rights situation in the country.”

NHRI Academy 2025 participant



- Implementation Plan
- Structures
- Resources
- Accountability
- Knowledge
- Gender expertise

- Gender Analysis
- Gender Budgeting
- Gender Assessment (or Audit)
- Gender Action Plan
- Gender evaluation
- Gender Monitoring
- Gender Impact Plan
- Gender Statistics

- High quality work
- Greater relevance
- Effective institutions

Source: EIGE
<https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>



- Implementation Plan
- Structures
- Resources
- Accountability
- Knowledge
- Gender expertise

- Gender Analysis
- Gender Budgeting
- Gender Assessment (or Audit)
- Gender Action Plan
- Gender evaluation
- Gender Monitoring
- Gender Impact Plan
- Gender Statistics

- High quality work
- Greater relevance
- Effective Institutions

Source: EIGE
<https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>

Gender analysis

Gender analysis provides

information on the different roles of women and men at different levels in policies, programmes and projects;

their respective access to and control over resources and the material and non-material benefits of society; and

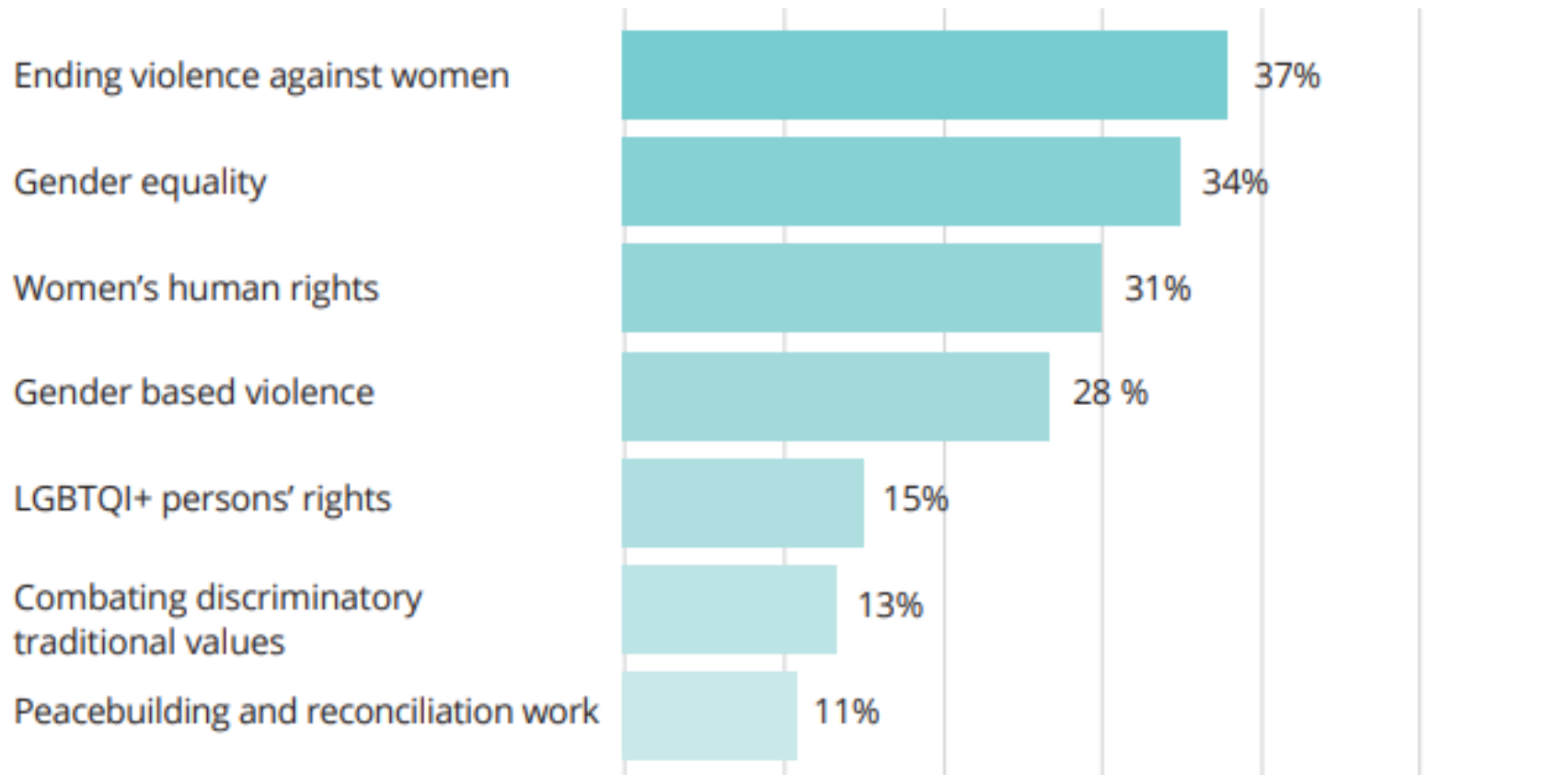
their gender-specific needs, priorities and responsibilities.

Women Human Rights Defenders (WHRD)

WHRD are all women and girls working on any human rights issue, and anyone of any gender who promotes women's rights and rights related to gender equality.

WHRD targeted because of:

- >> Who they are and how they identify (e.g. women, girls)
- >> Who they support and identify with (e.g. feminist movement)
- >> What they are working to advance (e.g. rights of women/ LGBTI)

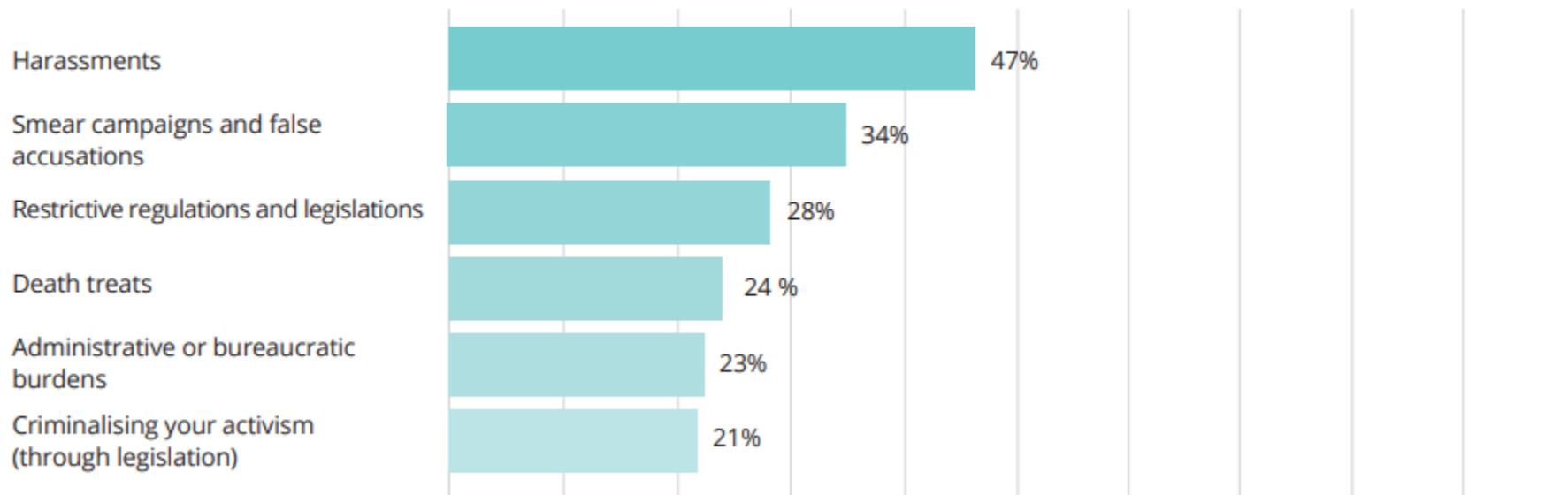


<https://kvinnatillkvinna.org/wp-content/uploads/2023/11/The-Kvinna-till-Kvinna-Foundation-The-state-of-women-human-rights-defenders-2023.pdf>

Specific risks and threats

- WHRDs face gendered risks and violations, such as threats of sexual assault, rape, harassment and killings.
- WHRDs often face violence and discrimination within their families and communities, organizations and movements.
- People close to WHRDs, including family members, may also be targeted in an effort to silence and threaten

In what way have you/your organisation experienced harassments and/or threats (online and offline) during the last couple of years? (multiple choice)



Exchange on best practices



ODIHR's resources



- Addressing Violence against Women in Politics
- Hate Speech
- Gender Backsliding



Overview of ODIHR's efforts

Effectively countering hate crime requires a comprehensive effort bringing together government institutions, criminal justice



Assisting law makers

ODIHR helps participating States design and draft legislation that effectively addresses hate crimes. To that end, ODIHR has developed a

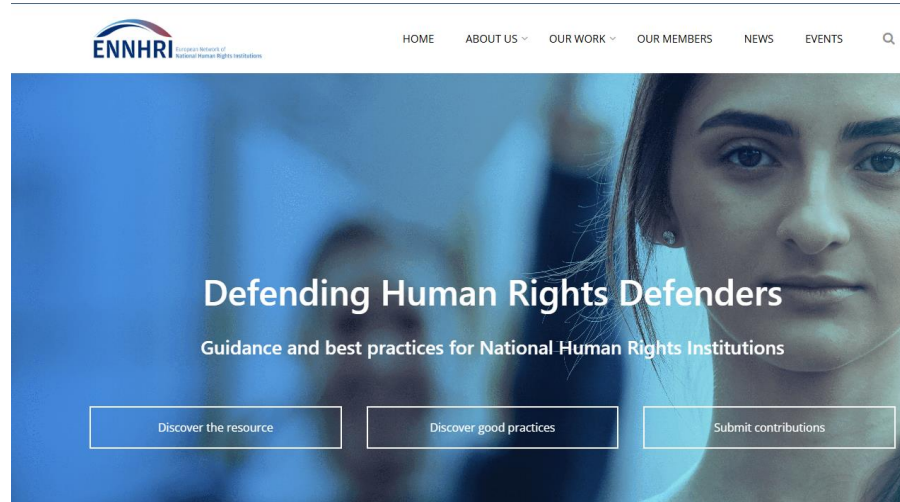


Recording hate crime and data collection

ODIHR supports government officials in designing and developing monitoring mechanisms and data collection on hate crime.

<https://hatecrime.osce.org/odihr-tools>

GANHRI and ENNRI resources





Office for Democratic Institutions
and Human Rights

THANK YOU

for your attention



facebook.com/osce.odihhr



[@osce_odihhr](https://twitter.com/osce_odihhr)



linkedin.com/company/osce-odihhr

osce.org/odihhr

