

FIVE-YEAR WORK PLAN OF THE AICHR 2021-2025

I. Introduction

Pursuant to the ASEAN Charter, ASEAN Human Rights Declaration (AHRD) and the Phnom Penh Statement on the Adoption of the AHRD, ASEAN Community Vision 2025, and the Terms of Reference (TOR) of the AICHR, this Five-Year Work Plan for the period of 2021 – 2025 includes programmes and activities of the AICHR with indicative budget to be approved by the ASEAN Foreign Ministers Meeting, upon the recommendation of the Committee of Permanent Representatives to ASEAN.

The completion of the Five-Year Work Plan 2016-2020 marks the 10th anniversary of the AICHR, during which the AICHR expanded its programmes and activities to cover a wider range of rights issues in line with ASEAN priorities, as well as highlighted the complementarity of the Sustainable Development Goals with the building of an inclusive ASEAN community. The AICHR has also strengthened its cross-sectoral and cross-pillar cooperation in its efforts to mainstream human rights across the three pillars of ASEAN. Most notably, in the area of rights of persons with disabilities, the AICHR spearheaded the development of the ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities, which was adopted by the ASEAN Leaders in November 2018.

This Five-Year Work Plan will continue the AICHR's work on the promotion and protection of human rights in line with the AHRD and the Phnom Penh Statement on the Adoption of the AHRD, the ASEAN Community Vision 2025, and the TOR of the AICHR. The AICHR will also work to further its engagement with ASEAN Organs, ASEAN Sectoral Bodies/Entities, ASEAN external partners and Civil Society Organisations with consultative relationship with the AICHR on various emerging human rights issues.

II. Principles

The Work Plan of the AICHR, together with all its activities must be in accordance with the principles, mandate, functions and modalities under the ASEAN Charter, AICHR's TOR as well as the AHRD and the Phnom Penh Statement on the Adoption of the AHRD.

Participation by various sectors of society of each ASEAN Member State in the implementation of the Work Plan shall be determined by AICHR, taking into consideration the need to encourage as broad a participation as possible.

III. Vision, Result Areas and Objectives

3.1 Vision

An AICHR that is responsive to the rights of the ASEAN people and promotes regional cooperation in the promotion and protection of human rights, contributing to the realisation of the ASEAN Community Vision 2025.

3.2 Result Areas

1. AICHR as an example modality for coordinating human rights rules-based cooperation and activities;
2. Regular dialogue on human rights with ASEAN Member States and relevant stakeholders to build confidence in sharing information across member states; and
3. ASEAN Member States fulfilling international commitments in line with the principles of the ASEAN Charter.

3.3 Objectives

In accordance with the objectives and principles of the ASEAN Charter and the TOR of the AICHR, the Work Plan aims to further enable the AICHR to:

1. To promote and protect human rights and fundamental freedoms of the people of ASEAN;
2. To uphold the right of the peoples of ASEAN to live in peace, dignity and prosperity;
3. To contribute to the realisation of the purposes of ASEAN as set out in the ASEAN Charter in order to promote stability and harmony in the region, friendship and cooperation among ASEAN Member States, as well as the well-being, livelihood, welfare and participation of ASEAN peoples in the ASEAN Community building process;
4. To promote human rights within the regional context, bearing in mind national and regional particularities and mutual respect for different historical, cultural and religious backgrounds, and taking into account the balance between rights and responsibilities;
5. To enhance regional cooperation with a view to complementing national and international efforts on the promotion and protection of human rights; and
6. To uphold international human rights standards as prescribed by the Universal Declaration of Human Rights, the Vienna Declaration and Programme of Action, and international human rights instruments to which ASEAN Member States are parties.

IV. Work Plan

- Focus Area 1: Promote the full implementation of ASEAN instruments related to human rights (Mandates 4.2, 4.4 and 4.6)
- Focus Area 2: Strategies for cooperation to promote and protect human rights (Mandates 4.1, 4.7, 4.10, 4.11 and 4.12)
- Focus Area 3: Policy support for ASEAN Member States/ASEAN Sectoral Bodies (Mandates 4.5 and 4.7)
- Focus Area 4: Engagement with stakeholders and partners (Mandates 4.8 and 4.9)
- Focus Area 5: Capacity building and public awareness (Mandates 4.3, 4.4 and 4.7)
- Focus Area 6: Other tasks (Mandates 4.13 and 4.14)

Focus Area 1: Promote the full implementation of ASEAN instruments related to human rights (Mandates 4.2, 4.4, 4.6; APSC Blueprint 2025: A.1.1, A.1.2, A.2.5, B.3.2, B.3.4)				
Priority Areas	Indicative Activities	Expected Outputs	Relevant ASEAN Organ/Body/Entity (s)ⁱ	Indicative Timeline
PA 1.1 Facilitate the formulation of frameworks for human rights cooperation based on the AHRD	1. Consultation or related activities to provide recommendations for the implementation of the Articles in AHRD	AICHR recommendations for the implementation of the AHRD	Related ASBs	2021-2025
	2. Dialogue or related activities on the implementation of the AHRD among ASEAN sectoral bodies across pillars	Identification of thematic areas for cooperation in promoting the full implementation of articles of the AHRD	All ASBs in three pillars	2021-2025
	3. Dialogue or related activities on legal instruments on human rights, in light of the adoption of the AHRD and the Phnom Penh Statement on the Adoption of the AHRD	Identification of possible themes for the development of legal instrument on human rights in ASEAN	ASLOM, ACWC, ACW, ACMW & other relevant ASBs	2025
PA 1.2 Promote effective implementation of international human rights treaty obligations	1. Consultation/dialogue on the implementation of the Human Rights Treaty Bodies' General Comments/Recommendations/Concluding Observations	Documentation of sharing experiences and challenges to localise the General Comments/ Recommendations/Concluding Observations	Related ASBs	2021-2025

undertaken by ASEAN Member States	2. AICHR regional workshops to share experience and best practices on human rights reporting obligations	Documentation of sharing experiences in reporting the treaty obligations and the implementation of the Universal Periodic Review (UPR) Recommendations of AMS	Related ASBs	2021-2025
	3. Inter-regional dialogue on human rights mechanisms with other regional, national and international human rights mechanisms	Better understanding on the role of international, regional and national human rights mechanisms to promote and protect human rights	Related ASBs ACWC, ACW, ACMW, WG-AHRM	2023
	4. AICHR workshop on sharing best practices and experiences in reporting and follow up UPR third cycle in ASEAN	Sharing best practice, experience and challenges on reporting and follow up the implementation of accepted recommendations of UPR under third cycle	Related ASBs	2021-2025
	5. Design and conduct a regular training program on the implementation of international human rights treaty obligations undertaken by ASEAN Member States (AMS) for government representatives of AMS	Training program designed and implemented on an annual basis	Related ASBs ASLOM, SOMTC	2021-2025

<p>PA 1.3 Consolidate and promote the implementation of the ASEAN instruments related to human rights</p>	<p>1. Consultation or related activities with the relevant ASEAN Sectoral Bodies and related entities to promote the full implementation of the AHRD and the Phnom Penh Statement of the Adoption of the AHRD, and other ASEAN instruments related to human rights</p>	<p>Documentation potential areas of collaboration and identification of recommendations to further implement the AHRD, including capacity building activities for the enablers</p>	<p>CACJ ACWC, ACW, ACMW, SOMSWD, SOM-ED, SOMHD, SOMY, SOMTC, SEOM, SOMRDPE, ASLOM</p>	<p>2024</p>
	<p>2. Workshop to highlight human rights-based approaches to ASEAN instruments undertaken by other ASEAN Sectoral Bodies</p>	<p>Documentation on human rights-based approach (HRBA) on thematic issues of interest of ASEAN</p>	<p>Related ASBs SOMSWD, ACW, ACWC, ACMW, SOMRDPE, ASOEN, SOMTC, SOMRI ASEAN-IPR</p>	<p>2021-2025</p>
<p>PA 1.4 Promote joint cooperation with ASEAN sectoral bodies, other Human Rights mechanisms and national implementing agencies/bodies</p>	<p>1. Share best practices on the implementation of international human rights treaties, to which ASEAN Member States are parties</p>	<p>Better understanding of ASEAN Member States obligations; and Documentation of best practices and experiences on the implementation of the international human rights treaties to which all ASEAN Member States are parties to</p>	<p>Related ASBs ACWC, ACW, SOMSWD, ADF</p>	<p>2021-2025</p>
<p>Focus Area 2: Strategies for cooperation to promote and protect human rights (Mandates 4.1, 4.7, 4.10, 4.11, 4.12; APSC Blueprint 2025: A.2.5)</p>				

Priority Areas	Indicative Activities	Expected Outputs	Relevant ASEAN Organ/Body/Entity (s)	Indicative Timeline
<p>PA 2.1 Develop human rights strategies to address challenges in building the ASEAN Community with focus on mainstreaming human rights in all pillars/sectors, realising human rights protection mandate alongside with promotion, engaging in human rights dialogue, and developing the regional framework/plans of action/policy recommendations on human rights across the three Community pillars, with a focus on vulnerable groups such as women, children, people with disabilities, and older persons</p>	<p>1. Activities on changing pattern of migration, mixed migration and its implications to the enjoyment of human rights in ASEAN (launching Study on Migration, regional consultation, workshop and conference)</p>	<p>Documentation of common understanding on possible cooperation among ASEAN Organs/Sectoral Bodies/Entities to deal with global and regional challenges from a human rights perspective;</p> <p>Document the progress of implementation and recommendations.</p>	<p>ACMW, SLOM, ACWC</p>	<p>2021-2023</p>
	<p>2. Consultation on human rights and public health emergencies</p>	<p>Documentation of common understanding on possible cooperation among ASEAN Organs/Sectoral Bodies/Entities to deal with global and regional challenges from a human rights perspective</p>	<p>ACCWG-PHE ACWC, ACW, etc.</p>	<p>2021</p>
	<p>3. Consultation to share good practices to create fair working conditions for migrant workers</p>		<p>ACMW, SLOM, ACWC</p>	<p>2022</p>
	<p>4. Consultation addressing changing demography, i.e. human rights of the elderly/older persons, right to food, right to health</p>		<p>SOMSWD, SOMHD</p>	<p>2021-2025</p>
	<p>5. Consultation on human rights and climate change</p>		<p>ASOEN</p>	<p>2021</p>

	6. Consultation on development, trade and human rights		SEOM, SLOM, SOMSWD, SOMRDPE, ACWC, ACW	2024
	7. ASEAN Forum on SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable	Sharing of best practice and experience on SDG 11	Relevant ASBs	2021-2025
	8. Consultations on human rights and the 2030 Agenda for Sustainable Development	Synergies between regional efforts and the 2030 SDGs to effectively promote and protect human rights	Related ASBs	2021-2025
	9. AICHR consultation on human rights and the impact of Industry 4.0 in the Digital Age	Recommendation on human rights promotion and protection in the Digital Age	SOMRI, ACWC, ACW, ADGSOM, COST	2023
	10. Consultation on inclusive education for vulnerable and marginalised groups	Recommendation on quality and access to basic education on a non-discriminatory basis and for all, including marginalised and vulnerable groups	Relevant ASBs	2021-2025
	11. Activities to mainstream the right to education in the ASEAN Community	Raise awareness among ASEAN Bodies and relevant stakeholders to mainstream the right to education	Related ASBs and Annex-2 entities	2021-2025

<p>PA 2.2 Identify the human rights matters of interest to ASEAN and develop common approaches and positions on the identified matters</p>	<p>1. AICHR country learning visits to different sites on human rights in ASEAN Member States by invitations</p>	<p>Identification of the thematic issues for dialogue, and better understanding among the AICHR on AMS approach and position on the issues</p>	<p>AMS representatives in the related ASBs</p>	<p>2022-2025</p>
	<p>2. Support the efforts of ASEAN Committees in Geneva and New York to arrive at a common position on the review of the UPR mechanism and the review of the UN Human Rights Council</p>	<p>Identification of potential areas where the AICHR can support the efforts of ASEAN Committees in Geneva and New York to arrive at a common position on the review of the UPR mechanism and the review of the UN Human Rights Council</p>		<p>2021-2025</p>
<p>PA 2.3 Support thematic studies on human rights, in consultation with relevant ASEAN bodies</p>	<p>1. Initiate and conduct thematic study on issues mentioned in the AHRD</p>	<p>Thematic Study published</p>		<p>2021-2025</p>
<p>PA 2.4 Facilitate sharing information, experiences and practices among the ASEAN Member States on the human rights grievances system</p>	<p>1. Consultation on human rights grievances mechanisms to counter radicalism and violent extremism</p>	<p>Documentation on practices and lessons learned on grievances mechanisms</p>	<p>SOMTC</p>	<p>2022</p>
	<p>2. Consultation on victims-oriented protection to counter radicalism and violent extremism</p>	<p>Recommendations on a human rights-based approach on victims and witness protection</p>	<p>SOMTC</p>	<p>2023</p>

<p>PA 2.5 Promote a mechanism for coordinating a Human Rights Based Approach (HRBA) and remedies in ASEAN</p>	<p>1. Regional consultation to share experiences on promoting the UN Guiding Principles on Business and Human Rights in ASEAN</p>	<p>Documentation on best practices and lessons learned on development of National Action Plan on Business and Human Rights in ASEAN</p>	<p>ASLOM, SEOM, SLOM, ASOEN, ACMW, ACWC, ACW</p>	<p>2021-2025</p>
	<p>2. Follow-up consultation on linkages between human rights and the environment with focus on improving capacity building for stakeholders on human rights based approach to environment protection</p>	<p>Interpretation of the AHRD on the nexus of environment and human rights in ASEAN</p>	<p>Related ASBs</p>	<p>2023</p>
	<p>3. Initiatives to further integrate a human rights based approach to environmental policy making and protection, including public consultation meetings, coordination meetings and task force meetings on the regional framework on rights-based approach for an effective environmental impact assessment (EIA) in ASEAN Member States</p>	<p>A regional framework on rights-based EIA toward enhancing cooperation between AMS and ASEAN's external partners on the implementation of human rights obligations to a safe, clean and sustainable environment in ASEAN, and strengthening cooperation between the AICHR and relevant ASEAN Sectoral Bodies on the implementation of ASEAN's commitment to build an environmentally friendly ASEAN Community</p>	<p>ASOEN</p>	<p>2021-2023</p>

	4. Initiative to promote cross-pillar strategies in preventing and combatting trafficking in persons, especially women and children	Recommendations to enhance cross-pillar efforts to combat TIP	SOMTC and related ASBs	2021-2025
PA 2.6 Strengthen cross-pillar and cross sectoral collaboration on human rights and gender equality, including support to gender mainstreaming efforts across ASEAN Community pillars	1. Initiatives to share best practices in addressing human rights issues on women, youth, children, persons with disabilities, migrant workers, older persons, indigenous people, vulnerable group, mitigating the impact of climate change, business and human rights, etc.	Documentation of best practices in addressing human rights in identified thematic and cross-cutting areas	ASLDM, SOMTC, SOMSWD, SOMED, ACWC, SLOM, AHA Centre, COP	2021-2025
	2. AICHR-ACWC regular meetings with participation of other stakeholders including Dialogue Partners and CSOs to discuss synergies between AICHR's and ACWC's work plans and its implementation	Joint outputs/activities for the implementation of AICHR Work Plan 2021-2025 and ACWC Work Plan 2021-2025 identified	ACWC	2021-2025
	3. Regular dialogue with other ASEAN Sectoral Bodies on gender mainstreaming following the ACW initiative of the gender mainstreaming conferences in three Community pillars	Gender mainstreaming across all pillars improved	ACW, ACWC ASBs under the APSC, ASCC, and AEC	2021-2025
Focus Area 3: Policy support for ASEAN Member States/ASEAN Sectoral Bodies (Mandates 4.5 and 4.7; APSC Blueprint 2025: A1.2, A.2.5)				

Priority Areas	Indicative Activities	Expected Outputs	Relevant ASEAN Organ/Body/Entity (s)	Indicative Timeline
PA 3.1 Identify priority human rights instruments for accession and ratification of ASEAN Member States	1. Initiate discussions on the concept of ASEAN Human Rights Index in line with the AHRD	Determine whether or not an ASEAN Human Rights Index is beneficial to the AICHR	ACWC, ACW, ACMW	2023-2025
	2. Workshop on the core international human rights instruments and their Optional Protocols	Recommendations for AMS to consider the ratification and accession of the international instruments on human rights	Related ASBs ACMW, ACWC, ACW, SOMWD, SOMRDPE, SOMTC, ASLOM	2021-2025
	3. ASEAN dialogue on the status of ratification, reservations and implementation to international instruments on human rights by ASEAN Member States to take stock of existing instruments and identify priority human rights instruments for accession and ratification by ASEAN Member States	Documentation of the status of ratification and reservations to international instruments on human rights by AMS Conduct of dialogue on human rights instruments for AMS to consider accession and ratification	Related ASBs ACWC, ACW, ACMW	2022
	4. Establishment of multi-stakeholder network based on international human rights treaties ratified by ASEAN Member States	Cooperation and network among stakeholders in AMS working on the UN treaties improved	Related ASBs ACWC, ACW, ACMW	2023

<p>PA 3.2 Promote favourable conditions based on human rights principles and existing domestic laws of the countries for the rights of women, children, the elderly, persons with disabilities, migrant workers, vulnerable and marginalised groups</p>	<p>1. Consultations on favourable conditions for advancing the rights of women, children, the elderly, persons with disabilities, migrant workers, vulnerable and marginalised groups</p>	<p>Recommendations for the implementation of Article 4 of the AHRD</p>	<p>ACMW, ACWC, ACMW, SOMSWD, SOMHD</p>	<p>2021-2025</p>
<p>PA 3.3 Facilitate information sharing among ASEAN stakeholders on the ASEAN Culture of Prevention for a Peaceful, Inclusive, Resilient, Healthy and Harmonious Society</p>	<p>1. Dialogue on the culture of prevention in ASEAN</p>	<p>Documentation on approach to the culture of prevention</p>	<p>Related ASBs in APSC and ASCC ASEAN-IPR</p>	<p>2023</p>
<p>PA 3.4 Provide policy support and technical assistance on human rights to ASEAN Sectoral Bodies in addressing cross sector/cross pillar issues</p>	<p>1. Consultation with relevant ASEAN sectoral bodies to identify their needs for assistance</p>	<p>Needs for assistance identified</p>	<p>Related ASBs</p>	<p>2021-2025</p>
	<p>2. Joint sectoral review with SOMTC of the Bohol TIP Work Plan with focus on human rights</p>	<p>Review conducted and ways forward with focus on human-rights identified</p>	<p>SOMTC</p>	<p>2022</p>
	<p>3. Capacity building programme to strengthen the implementation of</p>	<p>Capacity of AMS official and CSOs improved, and recommendations for</p>	<p>SOMTC, ACWC, SOMSWD, ACMW</p>	<p>2021-2025</p>

	ACTIP for government officials and CSOs	improved regional collaboration and effective implementation of the current legal instruments		
	4. Regional consultation through the persons with disabilities organisations on initiatives to strengthen the implementation of the ASEAN Enabling Master Plan 2025: Mainstreaming the Rights of Persons with Disabilities in the ASEAN Community (EMP) and to promote the role, inclusion and participation of persons with disabilities in ASEAN Community	Recommendations toward enhancing implementation of the EMP and the CRPD	SOMSWD, ACWC, ADF	2021-2025
	5. AICHR dialogue with the ASEAN Sectoral Bodies on emerging issues on human rights in the Digital Age	Recommendations related to human rights in the Digital Age	Related ASBs	2021-2025
Focus Area 4: Engagement with stakeholders and partners (Mandates 4.8 and 4.9; APSC Blueprint 2025: A.2.5, A.2.6)				
Priority Areas	Indicative Activities	Expected Outputs	Relevant ASEAN Organ/Body/Entity (s)	Indicative Timeline
PA 4.1 Engage stakeholders and partners in dialogue and consultation for the promotion of human	1. Seminar involving civil society organizations on potential initiatives for the promotion of human rights, social cohesion, peace and tolerance	Initiatives for promoting human rights, peace and tolerance	ASEAN-IPR, ADF Related Annex-2 entities	2021-2025

rights, social cohesion, peace and tolerance	2. AICHR CSO symposium to engage with civil society organisations with consultative relationship with the AICHR on the promotion and protection of human rights	AICHR regular platform for interactive discussion on human rights issues in ASEAN		2021-2025
	3. AICHR interfaces with regional stakeholders and partners on emerging human rights issues of interest to ASEAN pertaining to the promotion and protection of human rights	Interfaces with regional stakeholders and partners on emerging human rights issues of interest to ASEAN	Related Annex-2 entities	2021-2025
PA 4.2 Promote synergy among the state and private sectors to promote and protect human rights	1. Dialogue on human rights, social inclusiveness and the role of the private sector	Initiatives on human rights, social inclusiveness and the role of private sector	SOMSWD SEOM, ADGSOM, SOMRI	2022
PA 4.3 Improve cooperation with national, regional, and international institutions concerned with the promotion and protection of human rights	1. Study visits to and meetings with other regional human rights mechanisms and entities	Study visits conducted and areas of mutual interest for future cooperation identified	ACWC, ACW, ACMW	2021-2025
	2. Participation in regional and international events on promotion and protection of human rights	AICHR's enhanced visibility as one of ASEAN's principal human rights bodies; Technical cooperation and network with regional and international human rights institutions expanded.	ACWC, ACW, ACMW	2021-2025

	3. Jointly organised events with other regional and international human rights mechanisms	Joint events with other regional and international human rights mechanisms conducted	ACWC, ACW, ACMW	2021-2025
	4. Workshop on referral systems such as on trafficking in persons, violence against women and children in ASEAN	Compilation of best practices on referral systems such as on trafficking in persons, violence against women and children in ASEAN		2021-2025
Focus Area 5: Capacity building and public awareness (Mandates 4.3, 4.4, 4.7; APSC Blueprint 2025: A.1.6, A.2.5, A.2.6, D.2.2)				
Priority Areas	Indicative Activities	Expected Outputs	Relevant ASEAN Organ/Body/Entity (s)	Indicative Timeline
PA 5.1 Enhance public awareness and encourage dialogues on human rights cooperation and remedies in ASEAN	1. Seminar and information sharing among relevant stakeholders on AICHR studies and findings	A platform created for relevant ASEAN institutions and sectoral bodies working on human rights and peace to exchange, share and enrich	AUN	2021-2025
	2. Development of accessible information system on AICHR, AHRD and the Phnom Penh Statement	Accessible online information about AICHR, AHRD and the Phnom Penh Statement, i.e. in posters, cartoon/comic book, short film, braille, sign language, or other materials	AUN	2021-2025

	3. Public lecture series on human rights in ASEAN Member States	More people know about human rights in ASEAN	AUN	2021-2025
	4. Initiatives to raise awareness among students and youth of human rights promotion and protection in the region and of the work of the AICHR, including through debates, essay competitions, lectures and training	Improve awareness and engagement of students and youth in the promotion and protection of human rights	AUN	2021-2025
	5. Publication of AICHR activities, reports, studies, etc. in the AICHR website	AICHR reports of meetings and other studies uploaded in the AICHR website as agreed by Member States		2021-2025
	6. Road shows to share information on the work of the AICHR	Raise awareness amongst the public of AICHR and its role in the promotion and protection of Human Rights		2021-2025
	7. Celebration of the ASEAN Human Rights Declaration Day	Public engaged and informed on ASEAN Human Rights Declaration and related activities	ACWC, ACW, ACMW Related ASBs and Annex-2 entities	2021-2025
PA 5.2 Formulate strategies and plans of action on human rights and peace education in ASEAN	1. AICHR-AUN activities on human rights and peace education in ASEAN	Formulation of strategies and plan of action on human rights and peace education	AUN	2021-2025
	2. Workshop on the orientation and training of human rights education (HRE) trainers	Capacity building plan to orient and train HRE trainers	AUN Related ASBs and Annex-2 entities	2021-2023

<p>PA 5.3 Promote capacity building for effective implementation of state obligations on human rights</p>	<p>1. Training on the AHRD and international human rights treaty obligations for government officials of AMS</p>	<p>Training programme on the AHRD and international human rights treaty obligations for government officials of AMS designed and conducted</p>	<p>ANU Related ASBs</p>	<p>2021-2025</p>
	<p>2. AICHR-AUN training of trainers on human rights and peace, including on the use of the AHRD and Phnom Penh Statement</p>	<p>Capacity of trainers enhanced</p>	<p>AUN</p>	<p>2021-2025</p>
	<p>3. Training on SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>Trained officials on SDG 11</p>	<p>Relevant ASBs</p>	<p>2021-2025</p>
<p>PA 5.4. Improve research and distribution of knowledge on promotion and protection of human rights in the region</p>	<p>1. Regional collaborative research on issues of common concern as identified by the AICHR</p>	<p>Research-based knowledge on human rights in ASEAN improved</p>	<p>AUN Related ASBs and Annex-2 entities</p>	<p>2021-2025</p>
<p>PA 5.5 Raise awareness on the role of the AICHR and engage the people of ASEAN in the promotion and protection of human rights</p>	<p>1. Discuss the establishment of AICHR official social media accounts to promote the AICHR</p>	<p>Establishment of AICHR's social media accounts discussed</p>		<p>2021-2023</p>

<p>PA 5.6 Strengthen rights-based monitoring and evaluation capacities of ASEAN Member States</p>	<p>1. Workshop on designing and implementing rights-based monitoring and evaluation frameworks for the AICHR's Five-Year Work Plan 2021-2025</p>	<p>Technical workshop on monitoring and evaluation conducted</p>		<p>2021</p>
<p>Focus Area 6: Other tasks (Mandates 4.13 and 4.14; APSC Blueprint 2025: A.2.5, D.1.1, D.2.2)</p>				
<p>Priority Areas</p>	<p>Indicative Activities</p>	<p>Expected Outputs</p>	<p>Relevant ASEAN Organ/Body/Entity (s)</p>	<p>Indicative Timeline</p>
<p>PA 6.1 Strengthen and enhance the governance and institutional capacity of the AICHR</p>	<p>1. Strengthen AICHR's guidelines and rules of procedure pertaining to submission of concept notes of project proposal and implementation of approved activities</p>	<p>Compliance with the AMM-approved priority work plans and directions regarding submission of concept note and budget breakdown ensured; Timely implementation of the approved activities in line with rules of procedure of AICHR fund ensured and monitored.</p>		<p>2021-2025</p>
	<p>2. Manage correspondence and complaints to the AICHR</p>			<p>2021-2025</p>
	<p>3. Review the recommendations from the AICHR's previous activities with a view to following up on the recommendations</p>	<p>A list of agreed recommendations to be followed up by the AICHR</p>		<p>2021-2025</p>

<p>PA 6.2 Strengthen knowledge management system of AICHR</p>	<p>1. Workshop on identifying the strengths and areas of improvement of AICHR’s existing knowledge management system to enhance knowledge-sharing among ASEAN Member States on human rights matters</p>	<p>Strengthened AICHR knowledge management system</p>		<p>2021-2025</p>
<p>PA 6.3 Report to the ASEAN Foreign Ministers</p>	<p>1. Preparation of annual activity report of the AICHR</p>	<p>Annual report of the AICHR</p>		<p>2021-2025</p>
	<p>2. Consultation to assess the implementation of the TOR of AICHR and submit the AICHR’s proposals regarding the TOR review to the AMM</p>	<p>AICHR submission of the assessment and recommendations to enhance the AICHR’s future efforts in the promotion and protection of human rights in ASEAN; Proposals regarding the TOR review to be submitted to the AMM.</p>		<p>2021-2025</p>
<p>PA 6.4 Perform any other task as assigned by the ASEAN Foreign Ministers</p>	<p>1. Follow-up activities to implement the ASEAN Foreign Ministers’ assignments</p>	<p>Ad-hoc reports to the AMM on conducted assignments</p>		<p>2021-2025</p>

V. Implementation and Review

The AICHR will ensure the full and effective implementation of the TOR of the AICHR, and contribute to the implementation of the ASEAN Community Vision 2025 and the APSC Blueprint 2025 through relevant mechanisms, efficient mobilisation of resources, effective communication to all stakeholders and regular review and evaluation.

In addition to thematic areas of work as specified in Section IV Work Plan, the AICHR has committed to activities that support the implementation of ASEAN regional frameworks in the areas of trafficking in persons, prevention and counter the rise of radicalisation and violent extremism, protection of the rights of migrant workers, and mainstreaming the rights of persons with disabilities.

When requested by the AMM and relevant ASEAN Sectoral Bodies, the AICHR can also work outside the above-mentioned thematic areas and activities.

5.1 Resources

Funding for this Work Plan and its activities shall be mobilised and allocated in accordance with the ASEAN Charter, the Terms of Reference of the AICHR and the general financial rules and procedures of ASEAN.

5.2 Monitoring and Evaluation

- Annual progress of the implementation of the Five-Year Work Plan 2021-2025 and the annual Work Plans of the AICHR will be reported to the AMM at the annual Interface between the AMM and the AICHR.
- An AICHR Monitoring and Evaluation (M&E) framework and tool will be designed and implemented in 2021.
- Monitoring and evaluation of programmes/activities to implement the Five-Year Work Plan will be measured against its objectives and expected deliverables set for each programme/activity as well as its alignment to the APSC Blueprint 2025.
- A mid-term review of the Five-Year Work Plan 2021-2025 will be conducted in 2023; and a final review of the Five-Year Work Plan 2021-2025 will be conducted in 2025. In the course of the review and evaluation, the AICHR is given the flexibility to update the Priority Areas and Indicative Activities of the Five-Year Work Plan as well as to adjust its implementation strategy to be reflected in the annual Work Plans of the AICHR.

ⁱ Reference to ASEAN Abbreviations and Acronyms.