



**ASEAN INTERGOVERNMENTAL
COMMISSION ON HUMAN RIGHTS
(AICHR)**

**FIVE-YEAR WORK PLAN
2026-2030**

**TOWARDS REALISING A RESILIENT,
INNOVATIVE, DYNAMIC, AND
PEOPLE-CENTRED ASEAN
PURSUANT TO THE ASEAN
COMMUNITY VISION 2045**

Approved by the 58th ASEAN Foreign Ministers' Meeting (AMM) on 9 July 2025

Table of Contents

I. Introduction..... 1

II. Principles..... 1

III. Vision and Objectives..... 1

IV. Focus Areas and Work Plan..... 2

V. Implementation and Review..... 23

List of Abbreviations of ASEAN Sectoral Bodies/Entities

ACMW	ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
ADGMIN	ASEAN Digital Ministers Meeting
AFTA Council	ASEAN Free Trade Area Council
AHA Centre	ASEAN Coordinating Centre for Humanitarian Assistance on Disaster Management
AIPA	ASEAN Inter-Parliamentary Assembly
AMRI	ASEAN Ministers Responsible for Information
APSC	ASEAN Political-Security Community
ASEANAPOL	ASEAN Chiefs of Police
ASEAN-BAC	ASEAN Business Advisory Council
ASEAN-COCI	ASEAN Committee on Culture and Information
ASEAN-IPR	ASEAN Institute for Peace and Reconciliation
ASLOM	ASEAN Senior Law Officials Meeting
ASOEN	ASEAN Senior Officials on the Environment
AUN	ASEAN University Network
CACJ	Council of ASEAN Chief Justices
HLTF-EI	High-Level Task Force on ASEAN Economic Integration
SLOM	Senior Labour Officials Meeting
SEOM	Senior Economic Officials Meeting
SOM-ED	Senior Officials Meeting on Education
SOMHD	Senior Officials Meeting on Health Development
SOMRDPE	Senior Officials Meeting on Rural Development and Poverty Eradication
SOMRI	Senior Officials Meeting Responsible for Information
SOMSWD	Senior Officials Meeting on Social Welfare and Development
SOMTC	Senior Officials Meeting on Transnational Crime
SOMY	Senior Officials Meeting on Youth

I. Introduction

Pursuant to the ASEAN Charter, the ASEAN 2045: Our Shared Future, the ASEAN Human Rights Declaration (AHRD), the Phnom Penh Statement on the Adoption of the AHRD, and the Terms of Reference of the AICHR (TOR of AICHR), this Five-Year Work Plan for the period of 2026-2030 includes programmes and activities of AICHR approved by the ASEAN Foreign Ministers' Meeting (AMM), upon the recommendation of the Committee of Permanent Representatives to ASEAN.

This fourth Five-Year Work Plan will continue the AICHR's work on the promotion and protection of human rights in line with the ASEAN 2045: Our Shared Future, the AHRD and the Phnom Penh Statement on the Adoption of the AHRD, and the TOR of AICHR. The AICHR will also continue its engagement with ASEAN Organs, ASEAN Sectoral Bodies and Entities, ASEAN external partners and Civil Society Organisations with consultative relationship with AICHR on human rights issues.

II. Principles

The Work Plan of AICHR, together with all its activities must be in accordance with the principles, mandates, functions, and modalities under the ASEAN Charter, the ASEAN 2045: Our Shared Future, the AHRD and the Phnom Penh Statement on the Adoption of the AHRD, the TOR of AICHR as well as other guidelines or rules of procedure of AICHR that have been agreed from time to time.

In the implementation of the FYWP 2026-2030, AICHR shall place the ASEAN peoples at the heart of our efforts and ensure a meaningful and inclusive participation of all stakeholders in our ASEAN Community-building process.

III. Vision and Objectives

Vision

An AICHR that is responsive, innovative, agile, adaptive, decisive, timely, and future-ready in promoting and protecting human rights of the ASEAN peoples, promoting greater synergy and coordination in cross-pillar and cross-sectoral issues, and addressing the increasing global and regional challenges to realise the ASEAN 2045: Our Shared Future.

Objectives

In accordance with the ASEAN Charter, the AHRD and the Phnom Penh Statement on the Adoption of the AHRD, and the TOR of AICHR, the Work Plan aims to further enable AICHR to:

- (i) promote and protect human rights and fundamental freedoms of the peoples of ASEAN;
- (ii) uphold the right of the peoples of ASEAN to live in peace, dignity and prosperity;
- (iii) 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;

- (iv) 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;
- (v) enhance regional cooperation with a view to complementing national and international efforts on the promotion and protection of human rights; and
- (vi) 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. Focus Areas and Work Plan

Focus Area 1:

Promote the implementation of ASEAN instruments related to human rights (Mandates 4.2, 4.6) while encouraging the accession to and ratification of, and promoting capacity building for the effective implementation of international human rights instruments, as applicable (Mandates 4.4, 4.5; APSC Strategic Plan, Strategic Measures 9.1-9.5)

Focus Area 2:

Develop strategies for cooperation to promote and protect human rights and fundamental freedoms (Mandates 4.1, 4.11; APSC Strategic Plan, Strategic Measures 9.1-9.5)

Focus Area 3:

Provide advisory services and technical assistance to ASEAN Sectoral Bodies upon request, and information sharing on the promotion and protection of human rights among ASEAN Member States (Mandates 4.7, 4.10; APSC Strategic Plan, Strategic Measures 9.1-9.5)

Focus Area 4:

Engage with relevant stakeholders and partners (Mandates 4.8, 4.9; APSC Strategic Plan, Strategic Measures 9.1-9.5)

Focus Area 5:

Prepare studies on thematic issues of human rights in ASEAN and enhancing public awareness (Mandates 4.3, 4.12; APSC Strategic Plan, Strategic Measures 9.1-9.5)

Focus Area 6:

Submit reports and perform other tasks assigned by the ASEAN Foreign Ministers' Meeting (Mandates 4.13, 4.14; APSC Strategic Plan, Strategic Measures 9.1-9.5)

FOCUS AREA 1

Promote the implementation of ASEAN instruments related to human rights (Mandate 4.2, 4.6) while encouraging the accession to and ratification of, and promoting capacity building for the effective implementation of international human rights instruments, as applicable (Mandates 4.4, 4.5)

No	Indicative Activities	Expected Outputs	Relevant ASEAN Organ / Body / Entity(s)	AICHR Mandate & Functions	Indicative Timeline (by Year)				
					1	2	3	4	5
1.	ASEAN Human Rights Dialogue(s)	A space for dialogue between ASEAN Member States and AICHR is established on sharing best practices to promote and protect human rights, as well as ways to overcome challenges to the enjoyment of human rights	Relevant ASEAN Sectoral Bodies (ASBs) and Entities Associated with ASEAN	4.2	/	/	/	/	/
2.	ASEAN dialogues on human rights and policing	Documentation on good practices and challenges for human rights and policing in ASEAN Member States	SOMTC, ASEANAPOL and relevant ASBs and Entities Associated with ASEAN	4.2	/	/	/	/	/
3.	AICHR forums on freedom of religion and belief in ASEAN	- A better understanding of lessons learned from ASEAN Member States and ASBs on the protection of freedom of religion and belief - Mapping the contribution of ASEAN and ASEAN Member States in the implementation of Article 22 of AHRD	ASLOM, ACWC, SOMSWD, SOMRI, SOM-ED, SOMY, SOMRDPE, ACW, ACMW, ASEAN Foundation, AIPA, ASEAN-IPR and relevant ASBs and Entities Associated with ASEAN	4.2	/	/	/	/	/

	Child (CRC) and Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) treaty reporting and AICHR's contribution to the implementation of the CRC and CEDAW concluding observations	and AICHR's contribution to the implementation of the CRC and CEDAW concluding observations, and their national plans of action							
9.	AICHR workshop on tracking database/collecting inputs for treaty reporting and Universal Periodic Review (UPR)	To share experiences on tracking database/collecting inputs for treaty reporting and UPR among ASEAN Member States	ACWC, ASLOM, ACW, and relevant ASBs and Entities Associated with ASEAN	4.4			/		
10.	Workshops and consultations to raise awareness and strengthen capacity in support of the effective implementation of international human rights treaty obligations undertaken by ASEAN Member States	Improved awareness and capacity to implement the international human rights treaty obligations undertaken by ASEAN Member States	CACJ, ASLOM, AUN, and relevant ASBs and Entities Associated with ASEAN	4.4	/	/	/	/	/
11.	Regional workshop on advancing the rights of persons with disabilities	Regional platform for sharing progress in the implementation of the ASEAN Enabling Masterplan: Mainstreaming the Rights of Persons with Disabilities 2025 and the Committee on the Rights of Persons with Disabilities' recommendations, and ways forward to mainstreaming	SOMSWD, ACWC, SEOM, ASLOM, ACW, ACMW, SOMSWD, SLOM and relevant ASBs and Entities Associated with ASEAN	4.4	/	/	/	/	/

		the rights of persons with disabilities in ASEAN								
12.	Regional consultation on the proposed special procedure to advance the promotion and protection of the rights of persons with disabilities in ASEAN	Regional platform to exchange views on regional cooperation and a proposed special mechanism to facilitate the implementation of the regional and international instruments related to the rights of persons with disabilities	SOMSWD, ACWC, ASLOM and relevant ASBs and Entities Associated with ASEAN	4.4	/	/	/	/	/	/
13.	Workshops/dialogues for sharing best practices and policy solutions for existing and emerging issues of interest, including upholding inter-religious harmony and online harms	Regional guidelines on tackling emerging issues of interest, including upholding inter-religious harmony and online harms	Relevant ASBs and Entities Associated with ASEAN	4.4						
14.	ASEAN forums on the right to information	- Regional forums to share good practices in the implementation of Article 23 of AHRD - Improved skills and knowledge of the practitioners in implementing Article 23 of AHRD	AMRI, ADGMIN, ACWC, SOMSWD, ASEAN Foundation, ASEAN-IPR and relevant ASBs and Entities Associated with ASEAN	4.5			/	/	/	/
15.	ASEAN dialogues in realising Southeast Asia as a torture-free region	Improved skills and knowledge of police and security forces, medical practitioners, other law enforcement officers, as well as stakeholders on the use of the Mendez Principles, Istanbul Protocol and Bangkok Rules, as appropriate	ACWC, ASEANAPOL, ASLOM, SOMTC, ACW, ASEAN-IPR and relevant ASBs and Entities Associated with ASEAN	4.5	/	/	/	/	/	/

		● AICHR recommendation on the implementation of Article 14 of AHRD on best practices related to prevention, investigating allegations, prosecution and rehabilitation ● Common view on the importance of ratifying/acceding to international instruments related to anti-torture, including the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)							
16.	AICHR consultation on human rights and to counter trafficking in persons in ASEAN	● A regional forum/platform for sharing experiences and practices among national task forces on combating trafficking in persons (TIP) in the ASEAN region ● Documentation of progress, challenges and ways forward as shared by the national task forces on combating TIP in the ASEAN region ● List of recommendations by the national task forces in relation to the ASEAN Multi-Sectoral Work Plan Against Trafficking in Persons 2023-2028 (Bohol TIP Work Plan 2.0)	ACWC, ACMW, SOMTC and other relevant ASBs and Entities Associated with ASEAN	4.6		/		/	

17.	ASEAN forum on human rights at sea: ensuring decent work for migrant fishers	Documentation on good practices and challenges to create fair working conditions for migrant workers from human rights perspectives in ASEAN Member States in addressing the protection of migrants working on fishing vessels	ACWC, ACMW, and relevant ASBs and Entities Associated with ASEAN	4.6			/		
18.	AICHR consultation on the rights to an effective remedy in ASEAN	List of recommendations on how to implement Article 5 of AHRD	ACWC, SOMSWD, ASLOM, SOMTC, SOMHD, ACW, ACMW, ASEAN Foundation, ASEAN-IPR	4.6	/		/		/
19.	Regional consultations on the proposed development of special procedures related to the implementation of ASEAN human rights instruments and obligations	Documentation of recommendations toward the development of special procedures within AICHR to lead the coordination within ASEAN on relevant thematic issues of regional concerns	ACWC, SOMSWD, SOMTC, ACMW, ACW, ASLOM	4.6	/	/	/	/	/
20.	Workshop to highlight human rights-based approaches to ASEAN instruments undertaken by ASBs	Documentation on human rights-based approach on thematic issues of interest of ASEAN	Related ASBs, SOMSWD, ACW, ACWC, ACMW, SOMRDPE, ASOEN, SOMTC, SOMRI ASEAN-IPR	4.6	/	/	/	/	/
21.	ASEAN forums on freedom of peaceful assembly	A regional platform to share good practices in the implementation of Article 24 of AHRD	ACWC, ASEANAPOL, ASLOM and relevant ASBs and Entities Associated with ASEAN	4.6					

		- Improved skills and knowledge of the practitioners in implementing Article 24 of AHRD - AICHR recommendation on the implementation of Article 24 of AHRD on best practices related to the respect, protection, and fulfilment of the right to freedom of peaceful assembly							
FOCUS AREA 2 Develop strategies for cooperation to promote and protect human rights and fundamental freedoms (Mandates 4.1 and 4.11)									
No	Indicative Activities	Expected Outputs	Relevant ASEAN Organ / Body / Entity(s)	AICHR Mandate & Functions	Indicative Timeline (by Year)				
					1	2	3	4	5
1.	Initiatives on elaborating the right to freedom of opinion and expression	- Working document on recommendation/interpretation of freedom of opinion and expression online based on Article 23 of AHRD on freedom of opinion and expression - Documentation on practices, experiences, challenges and possible cooperation in addressing the spread of hate speech, fake news, misinformation, and disinformation	ACWC, SOMSWD, ASEAN SOMRI, ADG SOM, ASEAN Foundation, ASEAN-IPR and relevant ASBs and Entities Associated with ASEAN	4.1	/	/			

		among stakeholders in ASEAN and the challenges								
2.	Dialogues and trainings involving national and local authorities and agencies in ASEAN Member States to localise and implement human rights, peace and Sustainable Development Goals (SDGs)	Increased awareness and efforts on linking and actioning human rights, peace and SDGs among national and local authorities in ASEAN	Relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/	/
3.	Regional consultations on human rights impacts in the context of migration	Recommendations for advancing regional cooperation on migration using a human rights-based approach, taking into account the concerns of the sending and receiving countries	ACMW, SLOM, ASLOM, ACWC, SOMTC and relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/	/
4.	Regional consultations on the impact of the transnational human rights challenges	Recommendations toward the development of regional guidelines for responses to transnational human rights challenges in ASEAN	SOMTC, ASOEN, SEOM, SLOM, ASLOM, ACMW, ACWC and relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/	/
5.	Regional consultations on the right to a safe and equitable digital environment	Platform for sharing best practices and challenges in the promotion and protection of human rights in the digital space	SOMED, SOMRI, ADGSOM, SOMY and relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/	/
6.	Initiatives to advance environmental rights in ASEAN	Platform for sharing best practices and promoting common approaches in realising and advancing environmental rights in ASEAN	ASOEN and relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/	/

7.	Regional consultations to explore strategies and initiatives to enhance the implementation of the AICHR protection mandate	Common approach and position on enhancing the implementation of the AICHR's protection mandate	ACWC, ACMW, ACW and relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/
8.	Regional consultation to develop strategies for addressing the negative impacts of artificial intelligence (AI) and other advanced technologies on human rights in ASEAN	Common approach and position on addressing the negative impacts of AI and other advanced technologies on human rights	SOMRI, ASEAN COCI, and other relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/
9.	Regional initiatives to develop common strategies in addressing emerging human rights issues	Common approach and position on addressing emerging risks and challenges to human rights	Relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/
10.	Consultations on enhanced inter-sectoral and inter-pillar cooperation and collaboration on the promotion and protection of human rights	Recommendation to enhance inter-sectoral and inter-pillar cooperation and collaboration on the promotion and protection of human rights	Relevant ASBs and Entities Associated with ASEAN	4.1	/	/	/	/	/
11.	AICHR consultation on victim-oriented protection to prevent and counter radicalism and violent extremism in ASEAN	- A platform for learning and sharing information among stakeholders and relevant actors on experiences and practices in preventing and countering violent extremism in ASEAN from the perspective of human rights and victim-oriented protection - Documentation of common understanding on possible regional cooperation in preventing and	ACW, ACWC, ACMW and relevant ASBs and Entities Associated with ASEAN	4.11		/	/		

		countering violent extremism in ASEAN from the perspective of human rights and victim-oriented protection ● AICHR recommendation on a human rights-based approach to victims and witness protection of radicalism and violent extremism in ASEAN									
12.	Regional initiatives to strengthen the protection of people in vulnerable situations who are victims of TIP	● Common approaches and strategies in protecting people in vulnerable situations who are victims of TIP	Relevant ASBs and Entities Associated with ASEAN	4.11	/	/	/	/	/	/	/
13.	Regional initiatives to strengthen engagement with private sector actors in addressing corporate-related human rights violations	● Common approaches and strategies in engaging private sector actors in addressing human rights violations	SEOM, ASEAN-BAC, and relevant ASBs and Entities Associated with ASEAN	4.11	/	/	/	/	/	/	/
14.	Regional initiatives to establish human rights-based approaches and strategies in addressing conflicts and violence in ASEAN	● Common approaches and strategies in addressing conflicts and violence ● Documentation on the culture of prevention approach	SOMTC, AUN, ASEAN-IPR, and relevant ASBs and Entities Associated with ASEAN	4.11	/	/	/	/	/	/	/
15.	Regional initiatives to promote and protect the right to peace, linked with the right to development and peacebuilding initiatives	● Common approaches and strategies in promoting the right to development and its multi-dimensional intersections with other rights	SEOM, ASEAN-BAC, ASEAN-IPR, relevant ASBs and Entities Associated with ASEAN	4.11	/	/	/	/	/	/	/
16.	Regional initiatives to establish human rights-based approaches and strategies in promoting the principles	● Common human rights-based approaches and strategies in promoting the principles of	Relevant ASBs and Entities Associated with ASEAN	4.11	/	/	/	/	/	/	/

	of democracy and strengthening integrity and good governance	democracy and strengthening integrity and good governance							
17.	Regional dialogues on responsible business and human rights	Platform to share best practices and challenges in the implementation of the UN Guiding Principles on Business and Human Rights (UNGPs)	SEOM, ASLOM, ASEAN-BAC	4.11	/	/	/	/	/
18.	Regional initiatives to develop human rights due diligence in addressing forced labour, modern slavery and similar forms of transnational organised crimes in ASEAN	Common approaches and strategies on human rights due diligence for addressing forced labour, modern slavery and similar forms of transnational organised crimes	SOMTC, ACWC, ACW, ACMW, SLOM and relevant ASBs and Entities Associated with ASEAN	4.11	/	/	/	/	/
19.	Regional initiatives to strengthen human rights protection for the people who work to promote and protect human rights in ASEAN, where appropriate	Common positions, approaches and strategies to protect people who work to promote and protect human rights in ASEAN, where appropriate		4.11	/	/	/	/	/
20.	Develop a common platform to respond to, deliberate and agree on common positions and strategies in addressing different types of human rights issues, conflicts, disasters and emergency situations	A common platform to respond to, deliberate and agree on common positions and strategies to be established	ACWC, ACMW, ACW, AHA Centre, AUN, ASEAN-IPR and other national human rights bodies	4.11	/	/	/	/	/

FOCUS AREA 3

Provide advisory services and technical assistance to ASEAN Sectoral Bodies upon request, and information sharing on the promotion and protection of human rights among ASEAN Member States (Mandates 4.7 and 4.10)

No	Indicative Activities	Expected Outputs	Relevant ASEAN Organ / Body / Entity(s)	AICHR Mandate & Functions	Indicative Timeline (by Year)				
					1	2	3	4	5
1.	ASEAN Community Councils Dialogue on Human Rights	- A better understanding of lessons learned from ASBs across the three pillars on their experiences, including/implementing human rights-based approaches in their projects - List of suggestions on the way AICHR can work in partnership/cooperation in implementing a human rights-based approach across the ASEAN Community pillars	Relevant ASBs and Entities Associated with ASEAN	4.7				/	
2.	AICHR consultations on human rights index	Mapping of the existing human rights index, advantages, disadvantages and challenges, documentation on good practices and sustainability strategy for the regional human rights index, and recommendations for AICHR on	Relevant ASBs	4.7	/		/		/

		the possible regional human rights index								
3.	AICHR Consultation on Mainstreaming Human Rights in Humanitarian Actions	Inputs on principles in integrating human rights values, principles and standards into disaster prevention and planning, humanitarian assistance, and rebuilding efforts	ACWC, SOMSWD, SOMRDPE, SOMHD, ACW, ASEAN-IPR, ACDM, AHA Centre, ACMW	4.7						/
4.	Initiatives to further integrate a human rights-based approach to environmental policy making and protection	- A regional framework on rights-based environmental impact assessment (EIA) toward enhancing cooperation between ASEAN Member States and ASEAN's external partners on the implementation of human rights obligations to a safe, clean and sustainable environment in ASEAN - Strengthened cooperation between the AICHR and relevant ASBs on the implementation of ASEAN's commitment to build an environmentally friendly ASEAN Community	ASOEN and relevant ASBs and Entities Associated with ASEAN	4.7	/	/	/	/	/	/
5.	ASEAN forums on human rights and achieving SDG 11 (Sustainable Cities and Communities): Make Cities and Human Settlements Inclusive, Safe, Resilient and Sustainable	A platform for discussion among AICHR stakeholders, including local governments, on the important roles of cities to shape resilient and inclusive societies and to achieve SDG 11	ASOEN, SOM-ED, SOMSWD, ACWC, ACMW and relevant ASBs and Entities Associated with ASEAN	4.10						

6.	Initiatives to exchange human rights information and recent developments on human rights from ASEAN Member States	Human rights information and recent developments on human rights are shared	Relevant ASBs and Entities Associated with ASEAN	4.10	/	/	/	/	/
7.	Initiatives to refer, respond and follow up on issues raised with AICHR through communications received from stakeholders	Common approach and position to refer, respond and follow up on issues raised		4.10	/	/	/	/	/
FOCUS AREA 4 Engage with relevant stakeholders and partners (Mandates 4.8 and 4.9)									
No	Indicative Activities	Expected Outputs	Relevant ASEAN Organ / Body / Entity(s)	AICHR Mandate & Functions	Indicative Timeline (by Year)				
					1	2	3	4	5
1.	Study visits to and meetings with other regional human rights mechanisms and entities	- Identified areas of mutual interest - Exchange of good practices for future cooperation	ACWC, ACW, ACMW, and relevant ASBs and Entities Associated with ASEAN	4.8	/	/	/	/	/
2.	AICHR cross-sectoral dialogues on the effective implementation of ASEAN commitments on human rights of women and children	A documentation on the implementation of ASEAN commitments on the rights of women and children in the ASEAN Community	ASLOM, SOMTC, ADSOM, SEOM, AFTA Council, SOM-AMAF, HLTF-EI, ACWC, SOMSWD, SOMRI, ACDM, SOM-ED, SOMY, SOMHD, SOMRDPE, ACW, ACMW, ASEAN Foundation, AHA Centre, AIPA, ASEAN-IPR	4.8	/			/	

3.	AICHR consultations on migration and human rights in ASEAN	List of recommendations for ASEAN Member States on the promotion and protection of the rights of migrant workers	ACMW, ACWC, SOMSWD, ASLOM, SOM-ED, SOMTC, SOMY, SOMHD, SOMRDPE, ACW, ASEAN Foundation, AIPA	4.8	/	/				
4.	Initiatives to share best practices in addressing human rights issues on women, youth, children, persons with disabilities, migrant workers, older persons, indigenous and local communities, as applicable to relevant ASEAN Member States, and people in vulnerable situations, mitigating the impacts of climate change, business and human rights	Documentation of best practices in addressing human rights in identified thematic and cross-cutting areas		4.8						
5.	Consultations on human rights and climate change	Documentation of common understanding on possible cooperation among ASEAN Organs, ASBs and Entities Associated with ASEAN to deal with global and regional challenges from a human rights perspective		4.8						
6.	Regular dialogues with other ASBs on gender mainstreaming in the ASEAN Community	Gender mainstreaming across the three ASEAN Community pillars	Relevant ASBs and Entities Associated with ASEAN	4.8						
7.	Review the application and accreditation process of Civil	Recommendation to enhance the application and accreditation process		4.8	/	/	/			

	Society Organisations (CSOs) for consultative relationship with AICHR	for CSOs to obtain a consultative relationship with AICHR							
8.	Manage correspondence and complaints to the AICHR	• A compilation of correspondence and complaints	Relevant ASBs and Entities Associated with ASEAN	4.9	/	/	/	/	/
9.	Regular dialogue and discussions with national human rights institutions (NHRIs) and other national, regional and international institutions, including national and regional CSOs to discuss issues related to human rights in the region	• Exchange views and update on the human rights situation in the region with the stakeholders • Enhance the engagement and cooperation between AICHR and relevant stakeholders		4.9	/	/	/	/	/
FOCUS AREA 5 Prepare studies on thematic issues of human rights in ASEAN and enhancing public awareness (Mandates 4.3 and 4.12)									
No	Indicative Activities	Expected Outputs	Relevant ASEAN Organ / Body / Entity(s)	AICHR Mandate & Functions	Indicative Timeline (by Year)				
					1	2	3	4	5
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 and share views, experience and good practices	AUN, ASEAN-IPR and relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/

2.	Initiatives to raise awareness among students and youth of human rights promotion and protection in the region and of the work of AICHR	● Improve awareness and engagement of students and youth in the promotion and protection of human rights, including through debates, essay competitions, lectures, training and model ASEAN meeting	AUN, ASEAN Foundation and relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/
3.	Publication of AICHR activities, reports, studies and other relevant resources	● AICHR reports of activities, meetings, research, publications and other studies uploaded on the AICHR website and printed in hardcopy	Relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/
4.	Roadshows to share information on the work of the AICHR	● Raise awareness among the public of AICHR and its role in the promotion and protection of human rights	Relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/
5.	Engagement and briefings with parliamentarians and lawmakers in ASEAN to raise awareness on human rights	● Regular engagement and briefings with parliamentarians and lawmakers in ASEAN	AIPA and relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/
6.	Public lecture series on human rights involving ASEAN universities and research institutions	● Regular engagement with academia and students at ASEAN universities and research institutions	AUN and relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/
7.	Initiatives to exchange views on a human rights-based approach in higher education in ASEAN	● Platform to exchange views towards the development of a common human rights education approach	AUN, SOMED and relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/
8.	Consultation on inclusive education for people in vulnerable situations	● Recommendation on quality and access to basic education on a non-discriminatory basis and for all,	Relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/

		including people in vulnerable situations								
9.	Training of trainers on human rights and peace, including on the use of the AHRD and the Phnom Penh Statement	Capacity of trainers enhanced	AUN and relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/	/
10.	Discuss the establishment of AICHR's official social media accounts to promote AICHR's work	Establishment of AICHR's social media accounts discussed	Relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/	/
11.	Initiatives to raise awareness among the general public on the promotion and protection of human rights in the region	- Dissemination of information on the work of AICHR through public educational campaigns and to translate human rights promotion and protection in the region utilising the digital platform - Accessible online and media-related information about AICHR and AHRD and the Phnom Penh Statement on the Adoption of the AHRD	Relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/	/
12.	Initiatives to consider the possibility of an ASEAN human rights report, modality to be designed by AICHR	ASEAN human rights report as designed by AICHR, as appropriate	Relevant ASBs and Entities Associated with ASEAN	4.3	/	/	/	/	/	/
13.	Initiatives to socialise, deepen discussion and implement actionable findings deriving from the existing human rights thematic studies already accomplished by AICHR	Enhanced awareness and actions on specific themes of human rights	Relevant ASBs and Entities Associated with ASEAN	4.12	/	/	/	/	/	/

14.	Initiate new studies on thematic issues of human rights, reflecting emerging human rights risks and threats in ASEAN	New thematic issues of human rights are initiated	Relevant ASB and Entities Associated with ASEAN	4.12	/	/	/	/	/
FOCUS AREA 6 Submit reports and perform other tasks assigned by the ASEAN Foreign Ministers Meeting (Mandates 4.13 and 4.14)									
No	Indicative Activities	Expected Outputs	Relevant ASEAN Organ / Body / Entity(s)	AICHR Mandate & Functions	Indicative Timeline (by Year)				
					1	2	3	4	5
1.	Regular monitoring and evaluation (M&E) of the work and activities of AICHR	- Develop an M&E framework that emphasises a long-term and impact-driven approach and an open mechanism to solicit feedback from members of the public - Regular publication of M&E results		4.13	/	/	/	/	/
2.	Preparation of annual activity report of the AICHR	Annual report of the AICHR		4.13	/	/	/	/	/
3.	Consultations to assess the implementation of the TOR of AICHR and submit AICHR's proposals regarding the TOR review to the ASEAN Foreign Ministers' Meeting (AMM)	- 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		4.13	/	/	/	/	/

4.	Follow-up activities to implement other tasks as may be assigned to it by the ASEAN Foreign Ministers' Meeting	Ad-hoc reports to the AMM on conducted assignments		4.14	/	/	/	/	/
----	--	--	--	------	---	---	---	---	---

V. Implementation and Review

The AICHR will ensure the full and effective implementation of this work plan in line with the TOR of AICHR and contribute to the implementation of the ASEAN 2045: Our Shared Future through relevant mechanisms, supported by efficient and sustained resource mobilisation, structured monitoring and evaluation, and sustained efforts.

5.1 Resource Mobilisation

Funding for this Work Plan and its activities shall be mobilised and allocated in accordance with the ASEAN Charter, the TOR of 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 2026-2030 and the annual Work Plans of AICHR will be reported to the AMM at the annual Interface between the AMM and the AICHR.
- A structured Monitoring and Evaluation (M&E) framework and tool will be designed and implemented by the AICHR.
- The structured M&E framework will emphasise on a long-term and impact-driven approach and contain an open mechanism to solicit feedback from relevant stakeholders.
- The M&E framework will enable the AICHR to review and evaluate its progress towards realising the AHRD, the ASEAN 2045: Our Shared Future, and the TOR of AICHR, with a clear timeframe.

5.3 Sustainability

To ensure the long-term impact and continuity of this Work Plan, sustainability is key in the implementation of the Work Plan. These include:

- ***Institutional sustainability*** by linking programmes and activities with the AHRD, the ASEAN 2045: Our Shared Future, and the TOR of AICHR.
- ***Capacity building and knowledge transfer*** by promoting peer-learning and exchange of good practices and building effective institutional memory.
- ***Effective cooperation*** by encouraging partnership with all ASEAN Organs, ASEAN Sectoral Bodies and Entities, ASEAN external partners, Civil Society Organisations with consultative relationship with AICHR, and other relevant stakeholders.