



Preliminary NHRI Assessment - Short Form for NHRI Leaders

PART A.

Instructions:

Use this form to start thinking about the strengths and weaknesses of your NHRI in order to begin to identify the potential goals for your own resilience action plan.

In Part A, consider how you feel your NHRI rates against the identified factors of resilience. Please use a scale of 1 (lowest) to 5 (highest) and rate how well your NHRI meets the specific Resilience Factor.

When you return to your NHRI, you can use the Resilience Assessment Form (Handout 3) to conduct a fuller assessment.

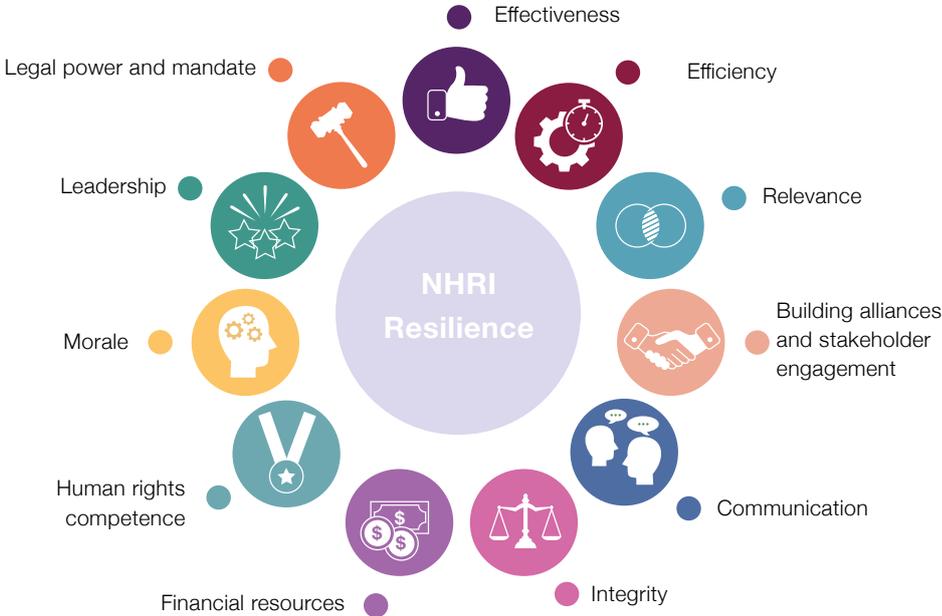


Figure 1: Resilience Factors

Note: This handout is for your own use and it does not need to be shared.

Resilience Factor	Detail/Definition	On a scale of 1 (lowest) to 5 (highest) how well does your NHRI meet this factor?
Effectiveness	An NHRI that fulfils its most basic mission — one that successfully protects and promotes human rights in compliance with the UN Paris Principles — is considered effective. Certain factors promote effectiveness in an NHRI's operations, including having the clear goal of improving human rights, open and legitimate processes and activities, and appropriate engagement with stakeholders.	1 2 3 4 5
Efficiency	Efficiency is the relationship between the amount of effort (time, human resources, budget, etc.) invested in something and the result. In short, increased efficiency is achieving more with less.	1 2 3 4 5
Relevance	Relevance for an NHRI means being effective in addressing the important and urgent domestic human rights issues of the day. While this does not mean that it must work on every human rights issue, an NHRI cannot ignore a significant human rights issue, even if ongoing issues have depleted its resources.	1 2 3 4 5
Alliances and Stakeholder Engagement	NHRIs operate as part of a complex national, and international, human rights environment. The UN Paris Principles require that they engage and collaborate with a wide range of stakeholders including Government and executive agencies, Parliament other national human rights bodies, civil society, the NHRI network, regional and international organizations.	1 2 3 4 5
Communications	Frequent, concise communication is critical to the credibility of any institution. Effective interactions on important issues create a positive impression of the effectiveness and efficiency of the NHRI as a whole. A communications strategy that shares the NHRI's work with its network and the wider public is essential to bolstering the institution's visibility and public awareness.	1 2 3 4 5
Financial Resources	NHRIs are custodians of public money. NHRIs must be extra cautious, however, and should employ the highest standards of financial management and accounting, being aware that any error can be an easy target for anyone seeking to diminish the power of the institution.	1 2 3 4 5

Resilience Factor	Detail/Definition	On a scale of 1 (lowest) to 5 (highest) how well does your NHRI meet this factor?
Integrity	An NHRI's leadership should always encourage, stimulate and support honesty and high moral principles among its staff, recognizing that this integrity will also reinforce the institution when under attack or pressure.	1 2 3 4 5
Human Rights Competence	An NHRI's human rights competence comes from the expertise of its staff and leadership. 'Competence' is the ability to investigate and report, knowledgeably, skilfully and accurately, on human rights violations, to conduct relevant research and to communicate and facilitate the NHRI's mission.	1 2 3 4 5
Morale	Maintaining high morale among the NHRI staff is important both for building an effective institution and to ensuring that it can withstand attacks and pressure.	1 2 3 4 5
Prestige	The prestige of the NHRI; its position within the state and society, and the authority with which it speaks.	1 2 3 4 5
Leadership and Culture	Leadership and culture includes the process for selecting and appointing the leadership. Developing key leadership skills within an NHRI and building a resilient approach at every level of management; everyone should understand the NHRI's culture and behave properly and with integrity.	1 2 3 4 5
Legal Powers and Mandate	The strength of the organization's legal framework.	1 2 3 4 5

PART B.

Instructions:

List the Resilience Factors scoring 3 or less and rank them in terms of priority. Priority here means how critical it is to the long-term resilience of your NHRI. In the third column, make a note for yourself as to why you scored your NHRI low for this factor. The aim of this activity is to begin to identify goals for your NHRI's resilience action plan.

Resilience Factor	Priority level: High, Medium, Low	Why did you score your NHRI a 3 or below for this factor?