

Natasha Latiff

International Human Rights Lawyer & Gender Advisor

Professional Biography



Natasha, 35, Singaporean started her professional journey as a **Human Rights, Gender and Legal Advisor** to the United Nations, INGOs and NGOs for 15 years - where she oversaw large impact grants, examined compliance by States and institutions on international human rights standards and executed Strategies, Policies and Programs. Her donors, clients and partners have ranged from governments and multilaterals such as:

- US Agency for International Development (USAID)
- United Nations (UNICEF, UN Women, UNESCO)
- European Union (EU)
- German Agency for International Cooperation (GIZ)
- German Federal Ministry for Economic Cooperation and Development Services (BMZ)
- Heinrich Böll Stiftung (HBS)
- Open Society Foundations (OSF) amongst others

She has led policy development projects on human rights and gender, and, also responded to human rights issues in a variety of contexts: from Afghanistan to South-Sudan, Brazil, Colombia, Vanuatu, Kenya, Nigeria, Uganda, Argentina et al - submitting thematic reports on the same to high-level bodies including the UN Special Rapporteurs Offices and UN Treaty Bodies. In Afghanistan, particularly, she studied the economic, social, cultural, and political enablers driving positive and negative human rights impacts and was a Technical Advisor to the Attorney General's Office and Ministries to get the government back on track. She led consensus-building missions with stakeholders to co-develop policies, strategies and put in place governance processes to build rights-based institutional cultures, and, prevent and redress negative human rights impacts.

Setting up base in Singapore in 2022, Natasha is now looking to support SG investors, philanthropies, businesses and boards to plan, execute and audit mission-led impacting through:

- Formulation of Policies, Theory of Change and Strategies around responsible investment decisions, stewardship of investees and business operations;
- Impact Measurement and Planning;
- Human Rights, Gender and Equity Impact Assessments;
- Due diligence & Enabling Access to Remedy for affected persons.

Natasha is also an international human rights lawyer and the co-Founder of two award-winning women-led NGOs that have gained the recognition of leaders such as President Bill Clinton in 2018, and, former UK Attorney General of the United Kingdom in 2010.

Natasha Latiff

Work Experience

2008 - current

Strategic Advocacy for Human Rights (SAHR)

Remote/ Global Founder & Legal Director

- Monitor and report on State compliance of Human Rights Standards before UN Treaty Bodies.
- Develop training and reference materials, precedents, talking points, legal memos, position papers, thematic reports, press releases and other advocacy documents on issues relating to gender, human rights and access to justice.
- Train and capacitate underrepresented women leaders in the Global South to use and shape law and policy to end gender-based violence and discrimination and strengthen access to justice.
- Provide mentorship on live human rights cases and situations. Ongoing issues: Kenya, Argentina, Malawi and Afghanistan.
- Monitor and analyse legal updates and judicial precedents on range of gender and human rights issues.
- Built capacity of NGOs, INGOs and government to apply international standards on human rights; and develop National Strategy documents and plans to prevent and respond to issues.

2018 - current

Co-Founder & Legal Advisor, Women for Justice Afghanistan (WJO), Afghanistan/ Singapore/ Remote

- Provide advice and inputs to inform funding strategy and policies in Afghanistan, and, stewardship of grants portfolios with a focus on empowering grassroots and women-led NGOs and correcting aid imbalances.
- Built evidence-base on the gender and human impact of the humanitarian crisis, to inform foreign policy and development strategies in Afghanistan.



I have 15 years work experience in fragile contexts as an International Human Rights Lawyer and Gender Advisor - interfacing with governments and multilateral institutions on human rights planning and impact measuring.

I can help institutions embody human rights-based approaches to their investments and business. I advise on the potential human rights impact of their activities, and, work with them to chart out measures to mitigate or remedy them.

Clients: US Government, UNESCO, UNICEF NATO, UN Women Government of Afghanistan (Ministry of Interior, Ministry of Higher Education, Ministry of Defence) et al

Donors: European Union, German Agency for International Cooperation (GIZ), German Federal Ministry for Economic Cooperation and Development Services (BMZ), Heinrich Böll Stiftung (HBS), Swiss Development Cooperation and Agency et al



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Work Experience

2018 - current

Co-Founder & Legal Advisor, Women for Justice

Afghanistan (WJO)

Afghanistan/ Singapore/ Remote

- Technical Advisor to Afghanistan Government: Attorney General's Office, Ministry of Women's Affairs, Ministry of Justice and Ministry of Higher Education.
- Leads fundraising, development of concept note, proposals and project bidding documents.
- Leads strategic planning and organisational development activities.
- Provides overall technical supervision of all human rights and gender programs.
- Develops and leads advocacy and communications to foreign policy makers, donors, media, UN agencies et al, including drafting press releases, position statements, white papers, fact-sheets, country analysis, and thematic reports.
- Drafts law and policy provisions with a gender and intersectional focus. Leads advocacy strategy on the same.
- Drafts all governance documents including ByLaws, Code of Ethics, Grievance Procedures, Conflict of Interest Policy, Anti-terrorism Financing Policy, Procurement and Financial Policies. Implements Quality Assurance Standards.
- Monitor and evaluate impact and report to donors.

2011 - 2012

Senior Project Manager, CetenaGroup

Afghanistan

- Advised the Ministry of Interior of Afghanistan, UN Mission in Afghanistan, UNICEF and NATO Forces and US Army on a nationwide strategy to stop the recruitment of children into the police and armed forces.
- Led nationwide communications campaign comprising of billboards, fact-sheets, TV announcements, radio programs and use of merchandising to cause behavioural change and stop recruitment of children at the NATO Training Mission Afghanistan (NTMA), Afghanistan National Police and Army.
- Managed several other multi-million dollar public awareness campaigns involving gender development, adult education to reverse high illiteracy rate, access to clean water, women's legal awareness et al.
- Negotiated contracts; wrote proposals; developed business of over US\$2m in 1 year.



Natasha Latiff

Education History

2016

Supreme Court of Singapore

Admitted as Advocate & Solicitor

2012 - 2013

School of Oriental and African Studies, University of London Master of Law (LL.M, Distinction)

2006- 2009

University of Warwick, United Kingdom

Bachelor of Law (LL.B, Upper Second Honours)

Reports

138th session of the UN Human Rights Committee in Geneva, 2023

Thematic Reports on States parties under review (Brazil, Colombia, Lesotho, Palestine, Somalia, and Uganda)

The reports highlighted key legal inequalities facing women in Brazil, Colombia, Lesotho, Palestine, Somalia, and Uganda, along with suggested questions to be posed to the State party. The reports analysed in particular State Compliance with its own legislative framework and international standards on women's human rights.

International Criminal Court Draft Policy on the Crime of Gender Persecution, 2022

Our Comments addressed the need for an intersectional approach to gender analysis, recognition of non-violent forms of gender persecution, role of civil society as a resource partner, recognition of gender persecution against men and boys, and other considerations informed by SAHR's extensive on-the-ground experience, and those of its partners around the world.

Committee on the Elimination of Discrimination against Women (CEDAW) on "Equal and inclusive representation of women in decision-making systems", 2023

Our Submission addressed recommendations to States parties to the Convention on the measures they should adopt to ensure full compliance with their obligations to respect, protect and fulfill women's human right to equal and inclusive representation in decision-making systems.



Natasha Latiff

International Human Rights Lawyer

References

"Ms. Latiff has been at the forefront of fighting gender-based violence in Afghanistan, taking on highly complex cases whilst strengthening institutional accountability and response."

**Nema Milaninia, Special Advisor to the U.S.
Ambassador for Global Criminal Justice**

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Email: nmilaninia@gmail.com

"I am yet to meet a Singaporean with a similar background or achievements to Natasha. I have met young Singaporeans who started their own organisations in Singapore, and even a very rare few Singaporeans who did this in support of humanitarian or development issues overseas. Yet I have never met a Singaporean who has taken on such difficult and demanding human rights issues in such challenging external contexts as Natasha has done."

**Paul Broom, Director of Political Affairs
British High Commission Singapore**

Tel: +65 9349 5344

Email: Paul.Broom@fcdo.gov.uk

Awards

- Awarded 'Arthur C Helton Fellowship' by American Society of International Law (2016).
- Awarded 'Trust Women Scholar' by Thomson Reuters Foundation (2016)
- Awarded 'Best Volunteering Project' by Dean of School of Oriental and African Studies, University of London (2013)
- Awarded 'Best Individual Contribution to Pro-Bono Work' amongst all participating law schools by the former U.K. Attorney-General, Dominic Grieve (2010).
- Awarded several scholarships amounting to £36,500 to study and research in the U.K.



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Singapore



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