General Information

Country of Assignment: Ethiopia
Host Institute: UN Office of the High Commissioner for Human Rights
Volunteer Category: International Specialist
Number of Volunteer: 1
Duration: 12 months
Expected Starting Date: 01-10-2018
Duty Station: Addis Ababa [ETH]
Assignment Place: Family Duty Station
Assignment Place Remark:

Living Conditions

Ethiopia is one of the oldest independent nations in Africa, dating back to about 100 BC. Located in the Horn of Africa, and with a population of 84 million, it is the continent’s third-most-populous country. As a federal parliamentary republic, Ethiopia’s Prime Minister is Head of Government and the President is Head of State. Ethiopia extends over 1.14 million km², 45% of which is arable land. It is subject to geographical and climatic variations, with its central mountains and plateaus divided by the Great Rift Valley, and surrounding lowlands of desert in the east and tropical forest in the west.

Ethiopia has achieved remarkable economic and social progress, particularly over the past decade. Agriculture, mostly rain-fed smallholder farming, was until recently the leading economic sector, and continues to account for around 80% of employment. However, agriculture has in recent years been overtaken by the services sector, in terms of both rate of growth and share of contribution to gross domestic product (GDP).

Addis Ababa is the Federal Capital of Ethiopia and a Chartered City, having three layers of Government: City Government at the top 10, Sub City Administrations in the Middle, and 99 Kebele Administrations at the bottom. The city’s average elevation is 2,500
meters above sea level, and hence has a fairly favourable climate and moderate weather conditions. Addis Ababa is the capital city of Ethiopia, the seat of the African Union (AU) and the United Nations Economic Commission for Africa (UNECA).

Assignment Details

Assignment Title
Human Rights and Gender Specialist

Organizational Context & Project Description

The Office of the United Nations High Commissioner for Human Rights (OHCHR) represents the world’s commitment to universal ideals of human dignity. OHCHR has a unique mandate from the international community to promote and protect all human rights.

The High Commissioner for Human Rights is the principal human rights official of the United Nations. The High Commissioner heads OHCHR and spearheads the United Nations’ human rights efforts. OHCHR offers leadership, work objectively, educate and take action to empower individuals and assist States in upholding human rights.

The Office’s priorities, expected accomplishments and strategies are set out in the OHCHR Management Plan 2018-2022. OHCHR's thematic priorities are strengthening international human rights mechanisms; enhancing equality and countering discrimination; combating impunity and strengthening accountability and the rule of law; integrating human rights in development and in the economic sphere; widening the democratic space; and early warning and protection of human rights in situations of conflict, violence and insecurity.

The Office also support the work of the United Nations human rights mechanisms, including the treaty bodies established to monitor State Parties’ compliance with the core international human rights treaties and the Special Procedures of the Human Rights Council. We, promote the right to development, coordinate United Nations human rights education and public information activities, and strengthen human rights across the United Nations system. We work to ensure the enforcement of universally recognized human rights norms, including through promoting both the universal ratification and implementation of the major human rights treaties and respect for the rule of law.

OHCHR in East Africa has a tripartite role: it works with the AUC to strengthen its institutional capacity to deliver on the human rights dimension of its work; supports governments and UNCTs to strengthen national human rights protection systems and to mainstream human rights in their programmes; works directly on three countries in the sub-region: Djibouti, Ethiopia, and Tanzania as there are no OHCHR field presences; and provides support on thematic areas in particular on women’s rights and gender equality and treaty body capacity building. Additionally, OHCHR works on increasing civil society organisations and other relevant stakeholders’ capacity to engage in the promotion and protection of human rights. OHCHR is a member of the UNCTs and the UNLT, and works with UNECA. The office also provides support to other OHCHR units on their engagements in the continent as well as facilitates engagement between the UN and AU mechanisms.

OHCHR EARO work on gender and women’s rights as indicated under the different Office thematic priorities are interlinked and interrelated. In 2018-2022, the Office will pursue advances in the progressive development of international and regional human rights law in areas relevant to women’s rights and gender equality. It will focus on assisting States in aligning legislations, policies and practices with international anti-discrimination and equality standards and train and strengthen capacities of civil society groups, especially groups working on women’s human rights, to address linkages between discrimination, Sexual and Gender-Based Violence (SGBV), sexual and reproductive health and rights and other women’s human rights issues. An increasing, albeit still small, amount of field work is also being focussed on the importance of engaging traditional leaders and ensuring that customary law reflects international norms on gender equality and non-discrimination. The Office is working to increase capacity of civil society to advocate on, and raise awareness about, sexual and reproductive rights, the denial of which is a key manifestation of discrimination. This work includes a series of trainings in different regions, the production of short information sheets on human rights standards in this area, and organizing public events to share experiences. This work makes the conceptual linkage between sexual and reproductive health, violence against women and wider gender equality concerns as being connected in the understanding of sexual and reproductive rights. OHCHR plays a leading role in supporting and empowering civil society actors to promote and protect human rights. In 2018-2022, OHCHR will scale-up its engagement to support civil society, particularly women human rights defenders, as well as technical support for the elaboration of legislation to promote the participation of women in public and political life. OHCHR will continue to promote access to justice for survivors of SGBV. As mentioned under point 4) above, the Office will deepen its work on harmful gender stereotyping by law enforcement and the judiciary, and use evidenced-based research to
sensitize relevant institutions.

Sustainable Development Goals
5. Gender Equality

UNV Focus Area
Youth

Task description

Under the direct supervision of the OHCHR-EARO Regional Representative, the UN Volunteer will undertake the following tasks:

Contribute to organize seminars, training and lessons learned at regional and national level with stakeholders with a view to supporting the formulation and/or revision of legislation and policies in line with international human rights standards and jurisprudence in the area of women’s rights in particular sexual and gender based violence, as well as the development of tools in relevant areas;

Support UN and AU peace operations and civil society organisations;

Contribute to EARO’s work with UN and CSO partners ensure a rights based approach in the planning and implementation of country-based initiatives/projects including on prevention and responding to SGBV;

Incorporate gender perspectives and ensure the equal participation of women and men in all areas of work;

Contribute to reporting obligations and other submissions of the Regional Office and the HQ;

Contribute to and prepare reports for the General Assembly, Security Council, the Human Rights Council, relating to human rights including issues of women’s human rights and gender;

Human rights functions as stated in the office work plan including work been doneregionally, with the AU and the countries that EARO covers directly;

Perform other tasks to support EARO

Furthermore, UN Volunteers are required to:- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day)- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country- Reflect on the type and quality of voluntary action that they are undertaking, including participation in ongoing reflection activities- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

Results/Expected Outputs

Contribution is made towards improving the human rights situation;
An overview of the human rights situation within the area of responsibility (AOR) is maintained;
Accurate analytical reports on the human rights situation are produced and submitted on time and the database is updated;
Good relationships are developed and effective advocacy conducted with the local authorities;
Contact with a variety of stakeholders is established, maintained and expanded;
Human rights awareness and training programmes relevant to the human rights issues in the AOR are conducted;
The capacities of local NGOs for the protection of human rights is increased;
The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counterparts, including Implementing Partners (IPs);
Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment

A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed
Qualifications/Requirements

Required Degree Level
Master degree or equivalent

Education - Additional Comments
International relations, human rights law, and related field

Required experience
24 months

Experience Remark
Experience in gender and human rights related work:

- Two years of work experience in a field related to human rights. Knowledge of international human rights instruments and tools for the promotion and protection of human rights
- Knowledge of international humanitarian law is desirable.
- Experience in human rights monitoring and reporting is desirable.
- Experience in research and drafting documents, such as reports, is desirable.
- Experience working in a developing, conflict or post-conflict setting is an advantage

Language Skills
- English (Mandatory), Level - Fluent
- AND - French (Optional), Level - Working Knowledge

Area of Expertise
- Human rights Mandatory
- Rule of law, judicial and national legal system reform Optional

Area of Expertise Requirement
Familiarity with rights based approach, gender mainstreaming, results-based management, experience in training and drafting reports and other materials.

Need Driving Licence
No

Competencies & Values
- Accountability
- Adaptability and Flexibility
- Commitment to Continuous Learning
- Communication
- Integrity

We are inspiration in action

The United Nations Volunteers (UNV) programme is administered by the United Nations Development Programme (UNDP)

5 Jun 2018
Conditions of Service and other information

Condition of Service

Conditions of Service for International Specialist:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,602. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website [http://icsc.un.org](http://icsc.un.org).

For example, kindly enter the link [Calculator](http://icsc.un.org).

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.
UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

Application Code

ETHR001047-2823

Application procedure

* Not yet registered in the UNV Talent Pool?

Please first register your profile at https://vmam.unv.org/candidate/signup. Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?

Please first update your profile at https://vmam.unv.org/candidate/profile. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink to select the special call to which you would like to apply.

This assignment is funded by the Government of Finland, therefore only Finnish nationals are eligible to apply.

Application deadline: 08th July 2018

Disclaimer

United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.