

UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

AFGR001571--Human Rights Officer

The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers. In most cultures volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities. In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

General Information

Country of Assignment	Afghanistan
Host Institute	UN Mission in Afghanistan
Volunteer Category	International Specialist
Number of Volunteer	1
Duration	until 31-12-2021
Possibility of Extension	Yes
Expected Starting Date	01-02-2021
Duty Station	Kabul [AFG]
Assignment Place	Non-Family Duty station

Assignment Place Remark

Living Conditions

Afghanistan is a hardship duty station with a volatile security. Living and working conditions for UN volunteers in UNAMA are similar to the living conditions of all other internationally recruited staff members. UN volunteers are provided with safe accommodation in an extensive compound in Kabul with good infrastructure and amenities. The mission has three compounds in Kabul: Compound Alpha, and UNOCA (UN Operational Complex in Afghanistan) the largest one.

UNAMA has three different locations in Kabul, most of the substantive offices, including the SRSG's are located at the so-called alpha Compound and Palace #7, which is close to the city center, while most of the administrative and technical support offices are located at the UNOCA compound on Jalalabad Road, at some distance from central Kabul.

Generally speaking stringent security measures are in place throughout the country and UN volunteers as other UN staff, are quite limited to duty stations when it comes to movement. Walking is virtually not allowed. The movement is done inside the "green zone" (only) in armored vehicles driven by national qualified UN drivers.

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The single unit accommodation in UNOCA and other field locations are fully furnished; this includes, furniture, washing machine dryer, hot plate, iron and iron stand, microwave, plates, cups, spoons, cooking utensils, electric kettle. One bedsheet and pillow cover is provided. The monthly charge for UN provided accommodation is USD 300 which is deducted from the monthly Volunteer Living Allowance.

Inside the UNOCA compound are two cafeterias, a restaurant, a Supermarket and 3 small shops which provide a variety of imported canned and frozen food on offer. There is a Fresh vegetable market daily. There is also a social center, a gym hall and a small library with books and DVDs, run by the welfare Office, within the same compound. UNOCA has a new minimarket where basic goods can be bought also. There are also a number of UN cleared supermarkets in Kabul, in Jalalabad, and in Mazar-I-Sharif. The Volunteers are encouraged to bring their own towel and other personal accessories including toiletries and medicines which they may not find easily within the super markets inside the UNOCA Compound.

Some degree of medical service is provided in all UNAMA duty stations. There is a UN clinic in UNAMA/UNOCA complex and access is granted in Kabul to other private international clinics (when and if needed).

Contact with and outreach to the local community is usually limited. As mentioned, many places are off-limits and the choice of recreational facilities are very poor. For all these reasons, bring a stock of books, DVDs/VCDs, computer games, etc., is highly recommended.

Summer in Afghanistan is hot and dry but winter is the opposite – cold and wet. Therefore, both summer and winter clothing and comfortable boots with insulation are necessary.

Afghanistan is a unique country and UNAMA is a unique UN mission. It requires more stamina, commitment, and flexibility than elsewhere to make life comfortable. Therefore, flexibility and the ability and willingness to live and work in hazardous and harsh conditions involving physical hardship and little comfort is essential.

Assignment Details

Assignment Title

Human Rights Officer

Organizational Context & Project Description

UNAMA is a political mission that provides political good offices in Afghanistan; works with and supports the government; supports the process of peace and reconciliation; monitors and promotes human rights and the protection of civilians in armed conflict; promotes good governance; and encourages regional cooperation.

UNAMA was established by the UN Security Council Resolution 1401 in March 2002 at the request of the Government of the Islamic Republic of Afghanistan. Its mandate is reviewed annually with the latest mandate renewal being on 17 September 2019 when the Security Council unanimously adopted Resolution 2489

Resolution 2489 (2019) calls for UNAMA and the Secretary-General's Special Representative for Afghanistan, within their mandate and in a manner consistent with Afghan sovereignty, leadership and ownership, to continue to lead and coordinate international civilian efforts in full cooperation with the Government of Afghanistan.

UNAMA maintains a permanent and extensive field presence across Afghanistan, as well as liaison offices in Pakistan and Iran. The Mission has more than 1, 211 staff - comprised of 833 Afghan nationals, 310 international staff and 68 UNVs. (Figures from December 2018.)

Sustainable Development Goals

16. Peace, Justice and Strong Institutions

Task description

Under the general supervision of the Human Rights Officer/Team Leader, the UNV Associate Human Rights Officer will work with the Human Rights Team in the UNAMA South East Regional Office – Gardez

Within delegated authority, the Associate Human Rights Officer will be responsible for:

- Providing substantive guidance and operational monitoring support on issues related to protection of civilians, elimination of violence against women, children affected by armed conflict, monitoring places of detention/prohibition of torture and human rights aspects of peace and reconciliation/transitional justice;
- Drafting substantive analysis based on field monitoring and research undertaken by the Team at the direction of the Team

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Leader or of the Human Rights Service – Headquarters thematic Team Leaders;

- Supporting preparation of weekly and other internal reports and submissions to the Human Rights Service;
- Providing substantive advice and organisational leadership, under the supervision of the Team Leader to prepare consultations and advocacy with local governmental officials, community leaders, civil society activists, and communities affected by civilian casualty incidents;
- Organizing visits to places of detention, including facilities run by the National Directorate of Security, Afghan National Police, Afghan National Army, juvenile rehabilitation centres, and provincial prisons;
- Ensuring close internal coordination between the Human Rights Team, the Head of Field Office and other UNAMA entities through information-sharing, and providing guidance and advice on the work of the Human Rights Service;
- Representing the Human Rights Service, as appropriate, at specific official functions, meetings and thematic events related to the mandate, including protection of civilians, children affected by armed conflict, women's rights and violence against women, detention-related issues and human rights aspects of peace processes with other UN agencies, civil society groups, humanitarian organizations, government officials, Afghan National Security Forces and the Resolute Support Mission (RSM);
- Performing Any Other Duties as required, e.g. when working with (including supervising) national staff or non-governmental counterparts; the incumbent is strongly encouraged to set aside dedicated time for capacity development of national staff through coaching, mentoring, formal and on-the-job training.

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- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV's Volunteer Reporting Application- 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

- Contributes to the identification of the underlying cause of human rights violations and/or abuses, including their gender dimensions, through monitoring, research and analysis; timely preparation of reports;
- Participates in developing a course of action that addresses identified human rights violations and/or abuses;
- Demonstrates effective interaction with colleagues within the Team, the Human Rights Service, UNAMA, the United Nations Country Team and stakeholders externally.
- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, 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 Bachelor degree or equivalent

Education - Additional Comments

A first level University Degree in Social Sciences, Law, Gender Studies, Political Sciences or International Relations. A Master's Degree in Human Rights, or any of the said fields, would be an advantage.

Required experience 24 months

Experience Remark

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Two years progressively responsible experience in human rights, socio-economic development or law in a conflict/crisis setting; Relevant professional experience in the promotion of women's rights and elimination of violence against women and girls, as well as conducting investigations into serious human rights violations and/or abuses, including persons deprived of their liberty; Knowledge and work experience with government, inter-governmental organisations, international NGOs and/or national NGOs in the areas of human rights, gender and development; Experience in policy dialogue with sub-national stakeholders is an asset.

Language

- English (Mandatory) , Level - Fluent

Area of Expertise

- Human rights Mandatory

Area of Expertise Requirement

Experience in Human Rights work in conflict zone and knowledge of the UNAMA Human Rights Mandate, its operational goals and working methodology will be considered an asset

Need Driving Licence No

Competencies & Values

- Accountability
- Communication
- Planning and Organizing
- Professionalism
- Working in Teams

Conditions of Service and other information

Condition of Service

[Click here to view Conditions of Service](#)

Conditions of Service for International Specialist:

Note on novel coronavirus – COVID-19.

The rapidly changing nature of novel coronavirus COVID-19 has placed significant and increasing restrictions on the freedom of movement of people across the globe, within countries and across borders. Such restrictions make it very difficult for international UN Volunteers to begin their assignments at their assigned duty station and UNV cannot guarantee assignments will proceed as normal.

Candidates for international UN Volunteer assignments during this period may be exceptionally granted alternative working arrangements to work from their place of recruitment until restrictions are lifted. This is at the discretion of the host entity. Candidates proceeding to interview are recommended to discuss the likelihood of travel and possible alternative arrangements with the host entity. If selected, candidates should carefully consider the circumstances before accepting UNV's offer.

In cases where the UN Host Entity partner has requested the UN Volunteer to perform their assignment remotely, the Post Adjustment Multiplier (PAM) and related entitlements to be paid may be adjusted to the temporary duty station from where the UN Volunteer has been requested to work if requested by the UN Host Entity.

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\$ 1,651. 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>.

For UN Volunteer entitlements, kindly refer to the link <https://vmam.unv.org/calculator/entitlements>

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.

Supervision, induction and duty of care of UN Volunteers ([Roles and Responsibilities of Host Entities](#))

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;

- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;
- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;
- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;
- Access to shared host entity corporate knowledge, training and learning;
- Inclusion of the volunteer in emergency procedures such as evacuations;
- Leave management;
- DSA for official travel, when applicable;
- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme;
- Investigate misconduct: sharing reports with the UNV;
- Provide emergency assistance, e.g. the death of volunteer or medical evacuation, in collaboration with UNV. Accept letters of guarantees or potential liabilities for covering medical costs not claimable under medical insurance in extraordinary situations (e.g. isolation facilities` services during pandemics).

Application Code AFGR001571-8542

Application procedure

* Not yet registered in the UNV Talent Pool?

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?

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.

Application deadline: 21 January 2021

doa.apply_url <https://vmam.unv.org/candidate/show-doa/QUZHUjAwMTU3MQ==>

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.