UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

CAFR000712--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

<table>
<thead>
<tr>
<th>Country of Assignment</th>
<th>Central African Republic</th>
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<tbody>
<tr>
<td>Host Institute</td>
<td>UN Mission in CAR</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International UN Volunteer Expert</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>3</td>
</tr>
<tr>
<td>Duration</td>
<td>until 30-06-2021</td>
</tr>
<tr>
<td>Possibility of Extension</td>
<td>Yes</td>
</tr>
<tr>
<td>Expected Starting Date</td>
<td>01-07-2020</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Bangui [CAF], Bria [CAF]</td>
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<tr>
<td>Assignment Place</td>
<td>Non-Family Duty station</td>
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Living Conditions

Central African Republic is a non-family duty station with a difficult security and working environment. The country is landlocked with very limited travel possibilities and surrounded by countries with volatile and security problems (Chad, DR Congo, Sudan, South Sudan and Cameroon). Volatile socio-political situation and social unrest and grievance in particular in the capital city Bangui with frequent civil servants strikes causing interruption of health, education and civil service due to years of unpaid salaries. Power cuts are a norm causing insecurity in town. The population in Bangui including the expatriates is concerned about increasing cases of criminalities as a direct result of the March 2013 coup by the SELEKA – a coalition of rebel groups and recent events in December 2013 that carried the country into a chaos.

The country is totally dependent on Cameroon sea port situated 1500 kms away causing regular shortage.
of basic domestic goods. Travel time from Douala (Cameroon) to Bangui for a truckload averages a week because of very bad roads and several roadblocks. The country security level is between 3 and 4 restricting movement to official travel only.

Currently the curfew applies from 10 pm to 5 am.

This situation puts tremendous stress on staff and their family members. There are very limited medical infrastructures and services do not function properly. Nevertheless, a UN Dispensary provides basic medical care for the UN personnel and the UN hospital built is operational since August 2014.

Only four airlines officially recognized by UN System serve the country: Air France (once a week), Royal Air Maroc (twice a week), Kenya Airways (three flights per week) and Asky (three flights per week). Flights are sometimes subject to cancellation when security situation volatility increases.

Staff in Bangui (MHQ) lives on local economy by renting apartments and houses. In comparison to 2014 more accommodation is available but with high costs therefore sharing is recommended. Supermarkets having all variety of food and appliances are available but costlier than normal process. Also Level II Hospital run by military medical team is available next to the MHQ.

Bria (Sector East HQ) is located in eastern CAR, approximately 600 Km from Bangui (capital city). Security situation is stable there, no need for an escort. MINUSCA has constructed tented camp for civilian personnel with air-conditioned and acceptable standards and prefabricated accommodation camps started in May 2016. Similarly installation of office prefabricated units also ongoing. There is catering services provided by a commercial entity on payment basis also the local market is well furnished of basic goods and opened all the week. There is Level2+ fully equipped military hospital in the Bria Green field where all civilian, military camp components are situated.

Bouar (Sector West HQ) is located in western CAR, approximately 500 Km from Bangui (capital city) where living conditions are quite acceptable. The local market is opened every day and well furnished with seasonal fruit and basic goods. Military Level I clinic exists but the mission has plan to provide better facility. MINUSCA has constructed tented camp for civilian personnel with air-conditioned and acceptable standards and prefabricated accommodation camps started in May 2016. Similarly installation of office prefabricated units also ongoing. There is catering services provided by a commercial entity on payment basis. The security situation is stable but an escort is needed for some distance.

Kaga Bandoro (Sector Centre HQ), is located in the center is 320 Km far from Bangui and the same living conditions of Bria applies here.

Rest & Recuperation (R&R) scheme in Bangui has been re-established since August 2013 and maintained for all CAR duty stations to a 6 weeks frequency. Living conditions are becoming more and more difficult due to the high cost of living and the scarcity of basic products and food. Fresh vegetables and fruits are available in the market. There is no MINUSCA Guest House in Bangui. Private accommodation possibilities are limited and getting a house according to the security measures can take about 4 weeks
or more. Nevertheless, currently all serving UN Volunteers have a decent accommodation ensuring minimum and above the minimum standard of comfort. The average cost for accommodation varies from around 500 USD, for a small apartment with no furniture and no power generator, to 1700 USD with all commodities.

For the sake of rewarding experience, UN Volunteers in CAR carry out their duties with flexibility, commitment, and a willingness to live and work in challenging conditions including heat and limited water and electricity supply.

Assignment Details

Assignment Title: Human Rights Officer

Organizational Context & Project Description

Concerned with the security, humanitarian, human rights and political crisis in the Central African Republic and its regional implications, the Security Council authorized on 10 April 2014 deployment of a multidimensional United Nations peacekeeping operation – MINUSCA, with the protection of civilians as its utmost priority. Its other initial tasks included support for the transition process; facilitating humanitarian assistance; promotion and protection of human rights; support for justice and the rule of law; and disarmament, demobilization, reintegration and repatriation processes. The newly established mission subsumed the UN Integrated Peace building Office in the Central African Republic (BINUCA) on the date of the establishment and has been set to take over authority in military and police matters from the African Union-led peacekeeping operation – MISCA – on 15 September 2014.


Task description

Under the direct supervision of Chief Human Rights officer and his designated official in the Sector and/or Officer in Charge Human Rights Office and within delegated authority, the UN Volunteer Human Rights Officer will be responsible for the following duties:

- Researches and collects information pertaining to human rights matters, including their gender dimensions, from a variety of data sources; assists in the analysis of information, to include the impact on the human rights situation in CAR.
- Enter all cases on the human rights database according to human rights standards and its methodology.
- Maintains awareness of current human rights issues in the Region assigned to include relevant political and legal developments.
- Contributes to the identification of human rights issues/problems, including their gender dimensions, through good research and analysis and timely preparation of reports, etc.
- Liaises with government representatives, non-governmental organizations (NGOs), civil society...
organizations, UN agencies and other partners to create baseline data on the human rights situation in the Region assigned with special attention to vulnerable groups.

- Participates with other Human Rights Officers in discussions with relevant authorities and other influential actors with the aim of stopping or preventing human rights violations or seeks other remedial action by the authorities to prevent similar violations occurring in the future.

- Drafts a variety of types of reports relating to human rights matters.

- Participates in human rights training programmes for national law enforcement officials, representatives of the civil society and human rights non-governmental organizations (NGOs) in order to promote national capacity building.

- Reviews human rights issues, including their gender dimensions, and participates in discussions with other Human Rights Officers on the integration of these issues into political, humanitarian and economic efforts and programmes.

- Contributes to formulating courses of action that aim to alleviate immediate and long-range human rights problems.

- Demonstrates effective interaction with colleagues and other concerned parties internally and externally.

- When working with (including supervising) national staff or (non-) governmental counterparts, the incumbent is strongly encouraged to set aside dedicated time for capacity development through coaching, mentoring and formal and on-the-job training.

- Performs other related duties as required by direct supervisor

Furthermore, UN Volunteers are expected 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.

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**

- Monitoring and reporting on human rights violations in the duty assigned according to the United 
  Nations methodology accomplished
- Producing daily, weekly and monthly regular reports to HQ done on time.
- Participating in advocacy meeting and follow up cases with local authorities in order to fight against 
  impunity completed.
- Participating in activities aiming at strengthening the capacity of the local authorities in CAR met.
- Capacity building documented
- A final statement of achievements towards volunteerism for development during the assignment, 
  such as reporting on the number of volunteers mobilized, activities participated in and capacities 
  developed.

- 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**

<table>
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<tr>
<th>Required Degree Level</th>
<th>Master degree or equivalent</th>
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<tbody>
<tr>
<td>Education - Additional Comments</td>
<td>An advanced university degree (Master’s degree or equivalent) in law, political science, international relations, social sciences or related field. A first-level university degree in combination with two additional years of qualifying experience is also accepted in lieu of the advanced university degree</td>
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<tr>
<th>Required experience</th>
<th>36 months</th>
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<tbody>
<tr>
<td>Experience Remark</td>
<td>A minimum of three years of progressively responsible experience in human rights, political affairs, international relations, law or a related area.</td>
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</table>
Experience in human rights monitoring and reporting is required. Experience in working in a United Nations common system field operation (inclusive of peacekeeping, political missions and UN agencies, funds, and programmes) – or similar international organization or non-governmental organization – in a conflict or post-conflict setting is an advantage. Experience working on thematic issues relevant to the MINUSCA mandate and/or work experience in Central Africa is desirable.

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

Area of Expertise
- Human rights Mandatory

Area of Expertise Requirement
- Need Driving Licence: Yes

Competencies & Values
- Communication
- Professionalism
- Working in Teams

Conditions of Service and other information

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.
UN Expert Volunteer receive a monthly Expertise Differential calculated at 40% of the UN Specialist Volunteer monthly living allowance.

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**

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.

Application Code: CAFR000712-6617

Application procedure

* Not yet registered in the UNV Talent Pool?

Please first register your profile at [https://vmam.unv.org/candidate/signup](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](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](https://vmam.unv.org/candidate/profile). Then go to ‘My Page’ at [https://vmam.unv.org/candidate/mypage](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:** 29-03-2020

doa.apply_url: [https://vmam.unv.org/candidate/show-doa/Q0FGUjAwMDcxNw==](https://vmam.unv.org/candidate/show-doa/Q0FGUjAwMDcxNw==)

**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.