

UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

COLR000783--Associate in Gender and Human Rights

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	Colombia
Host Institute	UN Office of the High Commissioner for Human Rights
Volunteer Category	National Specialist
Number of Volunteer	1
Duration	Until 31-05-2020
Expected Starting Date	01-06-2019
Duty Station	Bogota [COL]
Assignment Place	Family Duty Station
Assignment Place Remark	
Living Conditions	

The UN Volunteer will be located in Bogotá, which is the capital of Colombia. All public and health services are available in Bogotá, as well as cultural and other recreational activities. Since this is an international UNV assignment, the holder will be responsible for the organization of his or her own home and the other essential elements of life. Official missions and all movements must be reported to UNDSS. United Nations Volunteers are part of an insurance plan.

Bogotá is the capital of Colombia and one of the most populated cities in Latin America, so that subsistence expenses (including housing expenses) are higher than in other cities. Living and working conditions in Bogotá present "low" risks. The city has security problems common to most growing capitals, however this does not create a permanent risk exposure for national and international staff.

All UN Volunteers receive a report from the Mission Security Section that addresses the security

environment of the duty station, guides the security measures to adopt and the selection of the residence. United Nations Volunteers are entitled to a grant for improvements in residential security (MORSS) and have access to security training (some are mandatory, and others recommended).

In Bogotá there are complete health services. In addition to the public service, several international schools are present in the city. Bogotá offers a lively cultural program and other recreational activities. The El Dorado Airport in Bogotá is the largest in the country. It is served by flights from the Americas and from the main airports in Europe. It is very close to the urban area and is easily accessible, either by public or private transport.

Assignment Details

Assignment Title Associate in Gender and Human Rights

Organizational Context & Project Description

[OHCHR-Colombia](#) was established, upon request of the Commission on Human Rights and the initiative of the Government of Colombia, on 29 November 1996 by an Agreement between the Government of Colombia and the High Commissioner for Human Rights, ([E/CN.4/1997/11](#)). OHCHR has been present in Colombia since 1997. OHCHR-Colombia operates from the capital city, Bogotá, and twelve offices across the country. It implements a comprehensive strategy that includes: 1) monitoring of the human rights situation with a view to advising the authorities on the formulation and implementation of policies, programmes and measures to promote and protect human rights, also in the context of violence and internal armed conflict, including through the presentation of annual reports on the human rights situation in Colombia to the Human Rights Council ; 2) cooperation and technical assistance and advice to the Government to promote respect and observance of human rights and international humanitarian law in Colombia; 3) provision of technical assistance and advice to civil society and non-governmental human rights organizations and individuals, and 4) promotion of human rights to the general public and dissemination of information on international human rights and humanitarian law standards.

The Final Peace Agreement assigned OHCHR-Colombia specific responsibilities relating to public policies for dismantling illegal armed group structures and protecting human rights defenders, security for members of the FARC as it transitions to becoming a legally recognized political party, review of cases of FARC members currently in detention centers, and accompanying victims with a view to preventing impunity, primarily through support to the Integral System of Transitional Justice. OHCHR was one of the key drivers of the establishment of the 'Gender Sub-Commission' during the Havana peace talks, which ensured that all draft agreements reached by the parties were analysed for their effect on women and the participation of women as actors in the resolution of conflict and post-conflict environment.

The elements of the Country Programme of OHCHR-Colombia 2018-2021 include within its strategic

results the increased capacity of women, LGBTI persons, and their organizations to participate in decision making processes related to peacebuilding, promotion of gender equality, the elimination of gender-based violence, and a specific strategy to increased knowledge of social organizations and prioritized communities on international standards related to ESCR, including gender equality, aimed at qualifying their dialogue with State institutions. In this context, integrate a gender perspective into OHCHR strategy is key element to promote a cultural transformation including the promotion of gender equality and women's rights in Colombia.

During 2018 - 2019, the ESCR and Gender Unit has implemented a specific strategy towards Colombia aimed at ensuring, at the international level, a better visibility of the gender dimension of human rights and humanitarian law violations. OHCHR has been working with ten women's organizations in rural areas affected by violence and characterized by limited enjoyment of ESCR increased their capacity and learned techniques to demand the realization of their human rights and to participate in peacebuilding processes. They increased their knowledge on gender, women's rights, gender-based violence (including the ethnic approach), health and sexual and reproductive rights, social and productive organization and SIVJRNR. OHCHR also conducted 27 capacity building workshops in 10 regions with human rights defenders, including indigenous, Afro-Colombian, youth, lesbian and transgender people. During these workshops, participants increased their capacity to implement protection processes with the gender approach, through spaces to exchange knowledge and share experiences on self-protection and political advocacy.

Since December 2018, with the Peace Building Fund (GYPI) support, OHCHR-Colombia and UN-Women are working together to generate a territorial model guaranteeing non-repetition of human rights violations and women's empowerment, focused on protective environments to facilitate access to transitional justice. Through the creation of protective environments based on human rights, in the broadest sense, it will be possible for women who have been victims of sexual violence and forced disappearance -within the armed conflict frame- to access the Truth, Justice, Reparation and Non-Repetition System (SVJRNR). The catalytic approach proposed by OHCHR is based on the idea that "safe environments" will generate an innovative practice that will allow a replication scheme seeking to promote and guarantee the rights of sexual violence and forced disappearance victims.

Under the supervision of the ESCR and Gender Coordinator, the UNV will contribute to enhance women's access to economic, social and cultural rights, thereby creating an enabling environment for women to access justice and contributing to guarantees of non-repetition of human rights violations and conflict. The UNV will help the promotion of a safe environment that transcends the traditional concept of security in which women have the necessary conditions to participate in territorial development planning scenarios and access the mechanisms of the SIVJRNR without being re-victimized, and will contribute to the implementation of the peace agreement in a way which ensures a gender perspective.

Sustainable Development Goals 16. Peace, Justice and Strong Institutions

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Task description

Under the direct supervision of the ESCR and Gender Coordinator in Colombia, the UN Volunteer will undertake the following tasks:

1. *Support the implementation, monitoring and systematization of the PF / GYPPI project:*

- Contribute to the integration of gender-sensitive victim perspectives in the design and implementation of the creation of protective environments for women victims of sexual violence and forced disappearance within the armed conflict, in line with the PBF/GYPI project and the OHCHR Country Programme 2018 – 2021;
- Identify and systematize good practices and lessons learnt of the PBF / GYPI project in order to support OHCHR-Colombia to replicate this innovative practice;
- Accompany the implementation of the developed tools for the implementation of protective environments based women's ESC rights to facilitate access to transitional justice;
- Facilitate the participation of women's organizations in the implementation of protective environments to strengthen political dialogue and advocacy processes;
- Support the creation of mechanism for sharing these experiences (internally and externally) with the active participation of women victims of sexual violence and forced disappearance within the armed conflict;

2. *Contribute to ESCR and Gender Unit*

- Contribute to the monitoring of women and LGBTI rights
- Conduct analysis in compliance of national legal framework with international human rights standards relative to gender equality, women rights and LGBTI rights.
- Supports the work of capacity-building programmes and activities (including outreach activities, training workshops, seminars) to facilitate the implementation of strategies related to women and LGBTI rights;
- Support the ESCR and Gender team in its day-to-day activities, including setting up activities (retreats, meetings and task forces);
- Any other activity or relevant function required or assigned by supervisor.

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

- Identify good practices and lessons learnt during the implementation of the PBF/GYPI that will be useful to improve the quality of OHCHR actions in similar contexts.
 - Systematize and classify/sort experiences that are replicable for the implementation of the project to other contexts
 - Reports in specific areas and themes, according to OHCHR standards;
 - Human rights events, courses, seminars and workshops organized successfully and according to UN standards and procedures;
 - Report on volunteer activities, events with UNV programme;
- 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 Master degree or equivalent

Education - Additional Comments

Master's degree in law, political science or international relations, preferably with a master's or specialization in human rights and international humanitarian law.

Required experience 72 months

Experience Remark

A minimum of six years of professional experience, preferably in the area of gender and women's rights or Significant relevant experience in the field of human rights and/or international humanitarian law can be accepted in lieu of Masters and/or specialization

Good knowledge of institutional mandates, policies and guidelines related to human rights.

Good knowledge of and exposure to a range of human rights issues to include approaches and techniques to address sensitive problems.

Capacity of research, analysis, discussion and drafting required.

Language Skills

- Spanish (Mandatory) , Level - Fluent

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- AND - English (Mandatory) , Level - Fluent

Area of Expertise

- Human rights Mandatory
- Gender equality and the advancement of women Mandatory

Area of Expertise Requirement

Need Driving Licence No

Competencies & Values

- Accountability
- Adaptability and Flexibility
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
- Ethics and Values
- Integrity
- Planning and Organizing
- Professionalism
- Respect for Diversity
- Working in Teams

Conditions of Service and other information

Condition of Service

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

Conditions of Service:

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.

Travel to duty station (if applicable) and a Settling-In-Grant will be provided in the event the duty station is not within commuting distance from the place of recruitment. The applicable Volunteer Living Allowance is provided monthly to cover housing, utilities and normal cost of living expenses. Life, health and permanent disability insurance are included (health insurance for up to 3 dependents), as well as final repatriation (if applicable) and resettlement allowance for satisfactory service.

Furthermore, in non-family duty stations that belong to hardship categories D or E, as classified by the

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ICSC, a Well-Being Differential (WBD) on a monthly basis will be provided.

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

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 COLR000783-4481

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

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<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.

Application deadline: 12 May 2019.

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.

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