

United Nations JPO Programme



TERMS OF REFERENCE 20P320

Junior Professional Officer (JPO)

I. General Information

Title:

Junior Professional Officer in Human Rights

Sector of Assignment:

Human Rights, Women's Human Rights, emphasis on women's human rights and gender stereotypes / stereotyping

Organization/Office:

East Africa Regional Office, UN Office of the High Commissioner for Human Rights

Duty Station:

Addis Ababa, Ethiopia

Date Required:

As soon as possible

Duration:

1 year (with possible extension for another year)

[Extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance]

II. Supervision

Title of Supervisor:

Gender Advisor

Content and methodology of supervision:

Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with his/her direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the JPO's performance.

Weekly meeting with the supervisor, daily interactions, monthly meeting, EPAS assessment

III. Duties, Responsibilities and Output Expectations

- Contribute to the work of the OHCHR East Africa Regional Office (EARO) with UN and CSO partners to ensure a human rights based approach in the planning and implementation of country-based; initiatives/projects on prevention and responding to SGBV, including in prevention and management of gender-based violence in conflict and humanitarian settings;
- Contribute to the implementation of the OHCHR-AU joint work plan and implementation of the Joint AU-UN Human Rights Framework;
- Work closely with the AU WGDD (Women and Gender Directorate) to support the implementation of the African Union Commission (AUC) Strategy on Gender Equality and Women's Empowerment (2018 – 2028);
- Support the AU in the implementation of the “All for Maputo Protocol” including organising awareness raising events, developing and maintaining good relationships with CSOs, engaging in effective advocacy with governments, producing info sheets on the Maputo Protocol among others.
- Support the implementation and activities of the AU departments in particular Department of Social Affairs, Department of Peace and Security (AU PSD) and the AU WGDD including in the context of the AU Campaign on Ending Violence Against Women and AU Campaign to End Child Marriage;
- Working with AU PSD, support AU in integrating gender and women's rights into its women, peace and security agenda;
- With partners in particular the AU, organise events and workshops to raise awareness about sexual and reproductive health and rights, including harmful practices at the regional and national level;
- Support CSOs and (women) human rights defenders in East Africa in the implementation of recommendations from regional workshops to advance CSOs engagement and use of international and regional human rights mechanisms to promote sexual and reproductive health and rights and facilitate their engagement in key strategic discussions
- Support the Special Rapporteur on the Rights of Women in Africa (SRRWA) in advocacy related to the African Commission on Human and Peoples' Rights Campaign for The Decriminalization of Abortion In Africa;
- With partners, in particular the AU, organise and support events and workshops to raise awareness about sexual and reproductive health and rights, including harmful practices at the regional and national level;
- Support the dissemination and operationalization of the OHCHR and IPAS Africa Alliance factsheet ‘Your Health, Your Choice, Your Rights: International and Regional Obligations on Sexual and Reproductive Health and Rights’ and support the development of new tools on the issue;
- Support the delivery of EARO workshops for women human rights defenders in the region;
- Work closely with partners to integrate gender in prevention and management of gender-based violence in humanitarian programmes in areas affected by emergency and conflict in EARO's country of focus;
- Backstopping the work of the RGA including participating in inter-agency meetings;
- Support other human rights work as stated in the AWP of EARO.
- Assist colleagues in integrating a gender perspective into the design, implementation and evaluation of projects, training programme, and tools including the Treaty Body Capacity Building Programme;
- Support the AU, together with relevant partners and stakeholders, in the implementation of the women, peace and security agenda (UNSR 1325 and follow-up resolutions).

IV. Qualifications and Experience

Education:

Advanced university degree or equivalent preferable in law, political science, international relations or other disciplines related to human rights. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

Work experience:

2 years relevant human rights related or UN work experience. General knowledge about the field and previous experience working on women's human rights would be an asset.

Languages:

English and French are the working languages of the UN Secretariat. For this position, fluency in English is required. Knowledge of another UN official language is an advantage.

Other skills:

Good computer skills, including proficiency in word processing, Excel and other commercial software packages

UN competencies:

- Professionalism: Good knowledge of and exposure to a range of human rights issues, good knowledge of institutional mandates, policies and guidelines related to human rights;
- Communication: Strong communication (spoken, written and presentation) skills, including ability to produce a variety of written reports and documents in a clear concise style;
- Planning and organizing: Ability to establish priorities and to plan work assignments, juggle competing demands and work under pressure of frequent and tight deadlines;
- Team work: Proven interpersonal skills and ability to work in a multi-cultural environment with sensitivity and respect for diversity, sound judgment and good team spirit, communication and teamwork;
- Commitment to continuous learning.

PROFESSIONALISM: Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations

Workforce Diversity

The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

V. Learning Elements

On completion of the assignment, the JPO will be able to

- Organize capacity building workshops for the United Nations
- Conduct research on human rights law
- Provide inputs on documents to ensure attention to women’s human rights
- Prepare periodic and ad hoc reports;
- Work with a regional human rights institution

VI. Background Information

The mission of the Office of the United Nations High Commissioner for Human Rights is to ensure the universal enjoyment of all human rights by giving practical effect to the will and resolve of the world community as expressed by the United Nations.

The mandate of the Office of the United Nations High Commissioner for Human Rights derives from Articles 1, 13 And 55 of the Charter of the United Nations, the Vienna Declaration and Programme of Action adopted by the World Conference on Human Rights held at Vienna from 14 to 25 June 1993 and subsequently endorsed by the General Assembly in its resolution 48/141, also of 20 December 1993, by which the Assembly established the post of United Nations High Commissioner for Human Rights. In connection with the programme for reform of the United Nations (A/51/950, para. 79), the Office of the United Nations High Commissioner for Human Rights and the Centre for Human Rights are now consolidated into a single Office of the United Nations High Commissioner for Human Rights.

Functions and Organization of OHCHR

The Office of the United Nations High Commissioner for Human Rights:

- (a) Promotes universal enjoyment of all human rights by giving practical effect to the will and resolve of the



world community as expressed by the United Nations;

- (b) Plays the leading role on human rights issues and emphasizes the importance of human rights at the international and national levels;
- (c) Promotes international cooperation for human rights;
- (d) Stimulates and coordinates action for human rights throughout the United Nations system;
- (e) Promotes universal ratification and implementation of international standards;
- (f) Assists in the development of new norms;
- (g) Supports human rights organs and treaty monitoring bodies;
- (h) Responds to serious violations of human rights;
- (i) Undertakes preventive human rights action;
- (j) Promotes the establishments of national human rights infrastructures;
- (k) Undertakes human rights field activities and operations;
- (l) Provides education, information advisory services and technical assistance in the field of human rights.

The Office of the United Nations High Commissioner for Human Rights is headed by a High Commissioner with the rank of Under-Secretary-General.

East Africa Regional Office (EARO)

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 support development of regional human rights law in areas relevant to women's rights and gender equality and train and strengthen capacities of civil society groups, especially groups working on women's human rights. The Office also focuses on the importance of engaging traditional, community and religious leaders and ensuring that customary law and practice reflects international norms on gender equality and non-discrimination. The Office is also working to increase capacity of civil society to advocate on, and raise awareness about, sexual and reproductive rights and harmful practices.