


<h1>Vacancy announcement</h1>		
<h2>UN JPO Programme</h2>		
<h3>JPO in Human Rights</h3>		
<p><i>Junior Professional Officer (JPO),</i> <i>Office of the High Commissioner for Human Rights</i> <i>(OHCHR) / Regional Office for Southern Africa</i> <i>(ROSA)</i></p>		
<u>Vacancy Announcement # 23P308</u>		
I General information		
Title:	JPO in Human Rights	
Sector of Assignment:	Human Rights	
Country:	South Africa	
Location (City):	Pretoria	
Agency:	United Nations Secretariat / Office of the High Commissioner for Human Rights (OHCHR) / Regional Office for Southern Africa (ROSA)	
Duration of Assignment:	Initially 1 year (with possible extension for another year)	
Grade:	P2 step 1 in the first year	
<p>Note: This position is open in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of Norway and is addressed exclusively to candidates with Norwegian citizenship. More information on the Norwegian JPO Programme can also be found on the website of Norec</p>		
II Duties, responsibilities and Output Expectations		
<p>Within delegated authority and under the supervision of the Regional Representative, OHCHR Regional Office for Southern Africa, the JPO will be responsible for the following duties:</p> <ul style="list-style-type: none"> • Review legal, policy and operational frameworks to ensure compliance with women’s human rights and identify barriers to the enjoyment of human rights by women and girls. • Support the work of UN country gender theme groups in the region and UN programming on gender equality and non-discrimination by integrating human rights norms and standards. • Support and promote advocacy on gender equality, sexual and gender-based violence, women’s empowerment and participation. 		

- Support engagement by states and civil society with international human rights mechanisms (i.e. treaty bodies, special procedures, universal periodic review) with a particular focus on implementation of recommendations on gender equality and the human rights of women and girls from international and regional bodies and integration with the SDG framework and commitments.
- Promote ratification and domestication of international and regional human rights treaties in relation to gender equality and the human rights of women and girls, and the lifting of reservations.
- Strengthen the capacity of national and regional machineries on gender by mainstreaming human rights, providing technical assistance, identifying good practices and supporting the development of tools to support the advancement of women and gender equality.
- Provide guidance on the integration of women's human rights, gender equality and non-discrimination in national processes including in relation to national reforms, during elections, in humanitarian response.
- Support implementation of the Regional Office's gender and diversity strategy and provide support to colleagues with mainstreaming gender and diversity in their work.
- Establish and maintain close working relationships with OHCHR colleagues, United Nations partners, Government and judicial officials, national human rights institutions, civil society organizations and regional organizations to achieve OHCHR goals and objectives.
- Perform other related duties as required.

III Training component: Learning elements and expectations

On completion of the assignment, the JPO will have/be able to:

- Good knowledge of OHCHR mandate, international human rights law and relevant UN and other mechanisms, particularly in relation to gender equality and the human rights of women and girls;
- Carry out human rights monitoring and analysis and draft reports on specific human rights situations;
- Liaise with partners to analyze the human rights situation and evaluate needs;
- Formulate project documents and support implementation of programmes to address human rights issues in the region;
- Monitor progress in addressing human rights concerns with regards to women's rights and gender equality and mainstream human rights and gender in development, including SDG implementation; and
- Engage in a broad range of activities and technical assistance in the area of human rights, gender equality and non-discrimination with UN agencies and other relevant stakeholders;

IV Supervision

Title of Supervisor:

Regional Representative, OHCHR Regional Office for Southern Africa

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.

V Required Qualifications and Experience

Education:

Advanced university degree (Master's degree or equivalent) in law, political science, international relations or related field, preferably a specialization in human rights. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

Working experience (incl. internships and volunteering):

A minimum of two years of progressively responsible work experience in human rights or gender, including in the UN or international context is required. Experience in research and drafting is a requirement.

Languages:

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English is required. Proficiency in French is desirable. Proficiency in Portuguese is desirable.

UN competencies:

PROFESSIONALISM: Knowledge and understanding of theories, concepts and approaches relevant to human rights, gender equality, non-discrimination and socio-economic issues. Ability to identify issues, analyze and participate in the resolution of issues/problems. Ability to conduct data collection using various methods. Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various research sources. Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities. 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.

Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

COMMUNICATION: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed.

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings

ACCOUNTABILITY: Takes ownership of all responsibilities and honors commitments; Delivers outputs for which one has responsibility within prescribed time, cost and quality standards; Operates in compliance with organizational regulations and rules; Supports subordinates, provides oversight and takes responsibility for delegated assignments; Takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

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.

VI Background information on Agency/Department/Section

The OHCHR Regional Office for Southern Africa (ROSA) was established in 1998 as the first OHCHR regional office following the Secretary-General's 1997 reform agenda on mainstreaming human rights. It has since evolved with a mandate to deliver technical assistance on the promotion and protection of human rights in 14 countries: Angola, Botswana, Comoros, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Zambia and Zimbabwe. One of its priority focus areas includes countering discrimination and violence against women and girls and advancing gender equality and non-discrimination through reforms to align laws, policies and practices with international human rights norms and standards and good practices.

OHCHR has successfully been engaging on tackling gender stereotyping in the judiciary and providing technical assistance on combatting GBV at national and regional level in Southern Africa, including through legislative reform, working in partnership with other UN Gender Theme Group agencies. This includes support to the development of a SADC Model Law on GBV. OHCHR is also working with women human rights defenders to establish a sub-regional support network to identify and address their needs for support, protection and assistance. The Regional Office also supports integration of gender equality and the rights of women and girls in UN sustainable development cooperation frameworks, in close collaboration with UN country teams, Governments, civil society, national human rights institutions and other stakeholders.

The JPO position will be located in the Regional Office in Pretoria where the Associate expert will have a broad spectrum of countries to cover, enriching their experience. They will learn from the other Human Rights Officers on a number of issues including human rights-based approach to development and data, human rights mechanisms, national human rights institutions and early warning analysis.

Context:

Gender inequality remains a very significant challenge in Southern Africa. Access to and ownership of resources, the high prevalence of gender-based violence, including trafficking in persons especially of women and children, gaps in access to maternal health, inadequate investment in social protection, and the limited financing for women's empowerment and gender equality are some of the key challenges which results in discrimination and the lack of fulfillment of human rights for women and girls.

According to the 2021 SADC Gender Protocol Barometer, the region still has a long way to go in achieving parity in women's representation in public offices in the region, with 28% women in parliament, 26% in cabinet and 20% in local government. Furthermore, women constitute the majority of the poor in the region for a number of reasons including high illiteracy rates, restrictive and discriminatory laws and practices, and limited access to, and control over, productive resources. HIV prevalence rates are amongst the highest, with countries SADC accounting for 46% of all people and 58% of the adolescents living with HIV. New HIV infections are three times higher among adolescent girls and young women (aged 15 to 24 years) than among males of the same age. The burden of HIV on maternal health also remains high in many countries in the region and specific maternal health needs of young people, migrants, people with disability, and other vulnerable groups also remain unmet.

Several countries in the region have adopted legislation that deals with domestic violence, and all but Angola and Madagascar are developing or adopting national action plans to end gender-based violence. Nevertheless, Southern Africa is ranked as one of the regions in the world with the highest rates of femicide. Gender based violence against women and girls is often as a result of intimate partner violence, the persistence of harmful gender norms, early and child marriage, overall increased poverty and lack of enjoyment of economic, social and cultural rights. In addition, many countries in the region are also considered to be a source, destination and transit point for women and children subjected to sex and labour trafficking. Hate speech, misogyny, dark forms of participation, information disorders and online gender-based violence have also become the norm. Women journalists suffer the most of cyber bullying.

A number of groups face heightened risk of gender based violence and discrimination, including young women, older women, migrant women, women with disabilities, and women from ethnic, linguistic or national minorities. LGBTI people are also particularly at risk of gender based violence and discrimination in the region.

COVID-19 exacerbated pre-existing gender inequality and patterns of gender-based violence and discrimination in the region. Surveys and information from across the region indicate that restrictions and increased household stress due to loss of livelihoods have resulted in an increase especially in intimate partner violence, while at the same time it has been more challenging for survivors to access protection and support from law enforcement, courts, shelters and service providers due to lockdown measures and being confined with perpetrators. At the same time, ongoing gaps with monitoring and collection of disaggregated data hampers accurate measurement of human rights violations and the

design of effective responses, as well as the inclusion of measures to adapt GBV prevention and accountability strategies and support to survivors in the context of COVID-19.

VII How to apply

Applicants should submit their application electronically directly to the Organization.

Candidates who would like to apply should do so **online** via

<https://owa.undesa.it/oas/oas.aspx?CMD=START&CP=9>

Applications must be received no later than **8 April 2024, 6.00 pm (Eastern Time UTC-5, New York USA)**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter.