

<b>Position title:</b>	Technical consultant on implementation of the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance
<b>Type:</b>	Local consultant
<b>Department:</b>	Office of the United Nations High Commissioner for Human Rights
<b>Location:</b>	Pretoria, South Africa, to be located within the Department of Justice & Constitutional Development
<b>Duration:</b>	Starting as soon as possible and ending 31 May 2023 (with the possibility of extension), on a full-time basis

## Background

The Office of the High Commissioner for Human Rights (OHCHR) Regional Office for Southern Africa (ROSA) together with other UN agencies, including the International Organisation for Migration (IOM), the United Nations Development Program (UNDP), the United Nations High Commissioner for Refugees (UNHCR) and UN Women, have partnered with the Government of South Africa on a Migration Multi-Partner Trust Fund (MPTF) Joint Programme aimed at Strengthening Migrant Integration and Social Cohesion through Stakeholders' Engagement, Socio-Economic Activities and Countering Anti-Migrant Narratives in South Africa. This Programme aims to support existing efforts by the South African Government and other stakeholders to implement the National Action Plan (NAP) to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance and the National Development Plan, as well as the Global Compact on Migration.

The Technical Consultant is expected to work from the Department of Justice and Constitutional Development (DoJ&CD) in Pretoria. An office accommodation of a reasonable standard and adequately supported and equipped will be made available at the DoJ&CD premises, with sufficient administrative provision (including computer, telephone line etc.) to enable the Technical Consultant to concentrate and deliver on their primary responsibilities.

## Duties and responsibilities

Working closely with the Project Management Team consisting of officials from the Department of Justice and Constitutional Development and the Office of the High Commissioner for Human Rights, the consultant will report to the Project Management Team. The consultant will support the strengthening of the DoJ&CD's work in implementation of the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance through the following activities:

- Support the establishment of a framework for virtual repository for data collection of disaggregated statistical data for the measurements of racism, racial discrimination, xenophobia and related intolerances.
- Provide additional capacity to ensure the establishment of the Programme Implementation Committee (PIC) and its sub-committees of the Governance Structure.
- Support the further refinement, coordination and implementation the Rapid Response Mechanism to respond to incidents of racist and xenophobic offence/hate crimes; this

will include supporting the DoJ&CD's engagement with the UN Protection Working Group as needed.

### **Deliverables and outputs**

- Produce an inception report providing information on how the consultancy will be completed (methodology), and a draft workplan including timeframes and any relevant deliverables, for the duration of the contract period.
- Support the establishment of a framework for virtual repository data collection of disaggregated statistical data for the measurements of racism, racial discrimination, xenophobia and related intolerances
  - Draft the framework for the virtual repository on disaggregated statistical data for the measurements of racism, racial discrimination, xenophobia and related intolerance developed;
  - Organise stakeholder engagements for inputs on the draft framework;
  - Finalise the framework for the virtual repository on disaggregated statistical data for the measurements of racism, racial discrimination, xenophobia and related intolerance; and
  - Submit the framework to the DoJ&CD.
- Provide additional capacity to ensure the establishment of the Programme Implementation Committee (PIC) and its subcommittees of the Governance Structure
  - Facilitate the establishment of the PIC by convening meetings with relevant stakeholders;
  - Prepare for the Programme Implementation Committee meetings; and
  - Provide secretarial support to the NAP governance structure plenary and PIC.
- Support the further refinement, co-ordination and implementation of the Rapid Response Mechanism (RRM) to respond to incidents of racist and xenophobic offence/hate crimes.
  - Support the development of an Early Warning system which will be linked to the RRM;
  - Coordinate activities of the RRM and provide secretarial support;
  - Provide support with the aim of ensuring that the RRM system is a long-term tool for compiling periodical assessments of behaviour, attitudes and prevalence of incidents to measure the increase or decrease in the number of incidents, over a period of time;
  - Provides analysis of geographical occurrence of these incidents and provide an analysis on the collected data;
  - Guide the relevant role-players in developing appropriate responses; and
  - Develop an intermediary tracking tool that can be used across South Africa at provincial level, as well as by the members of the RMM to record and track reported statistics from relevant stakeholders on the number of prosecutions, its outcome and the reasons for non-prosecution of racist and xenophobic offences.

- Support the DoJ&CD's engagement with the UN Protection Working Group, particularly on issues relating to the Rapid Response Mechanism, as needed.
- Contribute to monthly progress and assessment reports, as needed;
- Draft and compile a final report for handover and presentation of the work undertaken as part of the consultancy, inclusive of recommendations and follow-up;
- Transfer skills and work directly with the DoJ&CD officials on an ongoing basis so as to capacitate the latter and ensure sustainability.

## Qualifications

Academic qualifications: Applicants should be in possession of a Master's university degree or similar qualification in social science or human rights or a related field. Qualifications in project management is desirable. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

Experience: A minimum of five years of work experience on provision of technical services in project planning and implementation in relation to the human rights and non-discrimination is required. Experience working on project planning and implementation in the public service would be an asset.

Language: Fluency in English, excellent writing and speaking skills in English (spoken, written, public speaking and presentation), knowledge of other local South African languages would be an asset.

**Application closing date: ~~31 August 2022~~ CLOSING DATE EXTENDED TO 14 SEPTEMBER 2022**

**Application procedure**: This a local consultancy for applicants who are eligible to work in South Africa. Applications should include an updated CV (detailing academic qualifications, experience, and language abilities), three contactable references including work done for each, letter of motivation, examples of previous work and a sample research report, and an indication of the daily rate inclusive of all associated costs to [thenjiwe.khumalo@un.org](mailto:thenjiwe.khumalo@un.org) and [rudo.mapanga@un.org](mailto:rudo.mapanga@un.org). The subject should read: "**OHCHR Technical Consultancy for DoJ&CD**". Shortlisted candidates may be contacted for further information and inquiry.