



Job Vacancy

Labor Rights Researcher for Refugees

Yerevan-Armenia

Full or Part-Time/Fixed Term

Application Deadline: November 2, 2018

Preferred Start Date: November 15, 2018

About the Employer: Aleppo Compatriotic Charitable Organization (Aleppo-NGO) is a humanitarian, nongovernmental, non-profit organization operating in Armenia since 2013 to support persons displaced from Syria. Aleppo-NGO serves to protect, support, and empower refugees in Armenia; develops and implements sustainable programs that contribute to resettlement and integration; and ensures the protection of refugee rights in the social, cultural, and educational spheres. More than 6,200 Syrians (approximately 1,840 families) have been supported by the Aleppo NGO since 2013. The organization carries out in-depth research and implements a variety of programs and initiatives to provide humanitarian, social, financial and psychological support to vulnerable refugee families.

Job Summary: The researcher will conduct legal and policy research and analysis to advance the advocacy efforts of Aleppo-NGO to protect human and labor rights of refugees, people in refugee-like situations, and citizens of the Republic of Armenia. The position will report directly to the Executive Director of the organization.

Job Description: The right to work is fundamental for refugees and citizens to be freely practiced under the protection of international human, labor, and refugee rights laws. The right to work is vital not only for earning a living but for reducing vulnerability, enhancing resilience, and securing dignity for refugees and citizens alike. The task of the position is to investigate the availability, role and impact of legal and normative frameworks that provide and protect refugees' and citizen's right to work in the Republic of Armenia as well as unearth the common violations of labor rights amongst Syrians in Armenia.

Essential duties and responsibilities:

- Conduct desk reviews and field research on how human rights, refugee and employment laws and policies are implemented with regard to refugees and people in refugee-like situations in Armenia.
- Identify international and local human rights legal framework that aid and constrain the concerned population's right to work in Armenia.
- Identify the normative gaps in the government's and refugee response community's obligations to protect and fulfill refugees' labor rights (including self-employment) in Armenia.
- Identify the forms of combating and prevention of forced labor and child labor within the concerned group.
- Investigate the barriers that restrict the right to work (including accessibility/lack of information, inadequate vocational training, bureaucratic, cultural, linguistic factors, etc.).
- Identify the labor protections for the concerned group, including social security, minimum wages, maternity protection, working time, occupational safety and health, etc.
- Represent Aleppo-NGO, as mandated by the executive body, to external stakeholders, including in various governmental and public forums, as well as other meetings relevant to the position.

Deliverables:

- One report in Armenian and English, which includes quantitative and qualitative research findings, and legal, administrative, and policy analysis and recommendations to advocate to relevant stakeholders.
- A Press Release in Armenian and English;
- A 3-5 page briefing paper in Armenia and English summarizing the findings of the research;
- Plan for social media advocacy campaign on the protection of labor rights in Armenia;
- One roundtable discussion and presentation of the research outcomes to relevant stakeholders, as agreed with Aleppo-NGO.

Required Qualifications:

- Advanced degree in a discipline related to law, international human rights and protection.
- At least 3 years of relevant research and/or advocacy experience in human rights, conducting data collection, assessment and analysis preferably on issues related to labor rights.
- Strong research and writing skills, including ability to identify and analyze relevant national and international legal frameworks and other conditions.
- Demonstrated ability to synthesize collected data and analysis into concrete and actionable recommendations.
- Knowledge in refugee and labor rights protection mechanisms and strategies internationally and in Armenia.
- Capacity to take initiative, to finish assignments under pressure and to work in a team.
- Excellent presentation and interpersonal skills.
- Fluency in Armenian and English.

How to Apply: Please apply by **November 2, 2018**, by sending a Resume/CV and a Cover Letter indicating salary expectations in one consolidated PDF file to the Aleppo-NGO email (career@aleppo-ngo.org) with the following subject line: "Labor Rights Researcher Applications 2018". US Citizens are not able to apply for this position.

Aleppo-NGO is an equal opportunity employer that does not discriminate in its hiring practices. To build the strongest possible workforce, we actively seek a diverse applicant pool and welcome applications from people of diverse racial and ethnic backgrounds, women, LGBTQI persons, and persons with disabilities.