



SGSSS-SCOTTISH HUMAN RIGHTS COMMISSION INTERNSHIP PROJECT STARTING FEBRUARY 2018

Application Deadline: Wednesday 31 January 2018 at 5pm

Note: Start date of 26th February 2018. Must be available 7-9th February 2018 to take part in Masterclass and Training.

The Scottish Human Rights Commission was established by The Scottish Commission for Human Rights Act 2006, and formed in 2008. The Commission is the national human rights institution for Scotland and is independent of the Scottish Government and Parliament in the exercise of its functions. The Commission has a general duty to promote human rights and a series of specific powers to protect human rights for everyone in Scotland.

Project summary

The Scottish Government is mandated to develop and implement Equality Budgeting and their annual Equality Statement accompanying the budget represents very important advances for the realisation of social justice in Scotland. The Scottish Budget is, however, not rights-based and as such, effective realisation of human rights (including Economic, Social & Cultural Rights) in Scotland cannot occur unless the budget is brought within the international human rights framework. The budget is also not routinely scrutinised through a human rights lens by oversight bodies, civil society or the Commission. This internship will therefore support the Commission to strengthen its own and wider public bodies and civil society's understanding of and capacity to undertake human rights budget analysis in Scotland.

This internship is available within the Strategy & Legal Team, working with the Commission Research Officer.

The Commission Researcher Officer is responsible for central co-ordination of the internship scheme.

FURTHER INFORMATION AND HOW TO APPLY

What is an Internship?

The SGSSS-Scottish Human Rights Commission Competition gives current SGSSS students (all students registered for a PhD degree in Scotland, however funded) the opportunity to apply to undertake an internship within the Commission.

Please note that this internship presents opportunities to work outside the topic area of a student's PhD to develop a range of transferable skills, enhance employability and provide the experience of working within a public sector organisation. Please do not apply if you are only seeking to have experience in your own PhD topic. You are better to organise your own internship in this case.

Working arrangements

This internship is offered on a full-time working basis for **three months** (13 weeks). A monthly stipend equivalent to the ESRC standard maintenance stipend will be paid to the successful student on this internship.

The internship will be based in the Scottish Human Rights Commission based in Edinburgh and with use of SGSSS facilities at 25 Buccleuch Place, Edinburgh. Please see the separate SGSSS "Additional Information" document which provides guidance on travel and accommodation reimbursement.

The successful applicant and their University supervisor will be asked to sign an agreement document prior to commencing their internship, covering administrative details such as procedures for annual leave, etc.

Eligibility

All SGSSS postgraduate students registered for a PhD in Scotland (however funded) are invited to apply for the projects described below provided they:

- meet civil service nationality criteria (see below for further details);
- are undertaking their PhD in a social science discipline¹;
- are in the second or third year of their PhD;
- are, at the time of application, in full time study (or part time but able to commit to a full-time internship).

The internship will start on the **26th of February 2018 (although there are mandatory training dates from 7-9th February)**. If successful the student will take an interruption of studies so that they are not eligible for fees during the internship. Research supervisors need to give permission for students to apply for this opportunity. The successful applicant will receive the equivalent of a standard ESRC maintenance stipend for the three months while on internship.

The provisionally selected candidate will be required to receive security clearance as a condition of taking up the Internship. This requires having a valid Disclosure Certificate. Successful candidates should apply for a certificate as soon as possible, the Commission will help facilitate this and cover the costs of Disclosure and security clearance.

In order to undertake this internship, an individual must meet **nationality criteria** set out in the Civil Service Nationality Rules. Detailed guidance is available on the Civil Service web pages at: <https://www.gov.uk/government/publications/nationality-rules>. All applicants must ensure that they can meet these criteria in order to be eligible to undertake the internship with the Commission.

Unfortunately, due to the nature of the scheme and UKBA regulations, students on a Tier 2 or a Tier 4 visa are not eligible to apply for internships.

¹ Please check the SGSSS website for [Pathway information](#) which specifies the disciplines we cover. Students studying on health pathway can apply even if funded by MRC/CSO as health is one of our interdisciplinary pathways

How to apply

Applicants should submit an **online application form** available on the SGSSS website, which includes space for a statement of support from your principal supervisor, along with a **two-page CV**.

The deadline for applications is **5pm on Wednesday 31 January 2018**.

Potential applicants are strongly encouraged to contact the Commission contact via email to make an arrangement to discuss their application by telephone in advance of submitting their application. If there are questions about the scheme as a whole please contact Sheena Cummings SGSSS (details below).

Students are encouraged to carefully consider the information requested in the application form and pay particular attention to setting out their expertise in particular research methods to address the desired skills listed. Applicants are usually not required to have academic experience in the policy area of the internship unless specified in the project description. As stated above, SGSSS strongly encourages students to choose opportunities to work *outside* the area of their PhD topic in order to gain wider experience.

Selection process

The Intern will be selected by the SGSSS on the basis of their written application. An informal telephone discussion with applicants may also be held before final allocation of the internship. As there is a very tight decision making window, it would be useful for you to identify times available for a phone conversation, if needed, on the 25th or 26th (morning only) January. The successful candidate will be informed quickly following the decision, given the required start date. It may be the SGSSS who informs you of the success of your application or it may be the Commission Research Officer who will contact you to offer you a place or to seek further information from you. If you have not heard back from us within 6 weeks of the deadline then please contact the SGSSS office: admin@socsciscotland.ac.uk

Additional information

The Scottish Human Rights Commission Internship Scheme Manager is Alison Hosie, Research Officer, alison.hosie@scottishhumanrights.com and the SGSSS contact is Sheena Cummings, email internships@socsciscotland.ac.uk

For more information about the commission please see: www.scottishhumanrights.com

Reporting Requirements

Once the internship has finished, students are required to submit to the SGSSS (within 2 months) an End of Internship Report outlining the project in which they were involved and providing feedback on their experience of working in the Scottish Human Rights Commission. We also expect that interns are willing to take up opportunities to speak to other students about their experience e.g. at the SGSSS Summer School.

THE INTERNSHIP

**Scottish Human Rights Commission (hereafter, the Commission)
Working in collaboration with: Centre of Economic and Social Rights (CESR)
and the Alliance.**

Internship: Improving understanding and use of human rights budget analysis to further Economic, Social and Cultural Rights in Scotland.

Policy Context:

Economic, Social and Cultural rights (ESCR) as a distinct area of Human Rights, are a focus of the Commission's Strategic and Operational work. To strengthen the Commission's work in this area, it must build expertise to enable human rights budget analysis to become an integrated part of our work on ESCR.

In addition to our current policy, legislative and Scottish National Action Plan (SNAP) work on ESCR (including in the areas of: housing; health; land reform; taxation; participation rights and social security), our ESR workshop series is designed to examine in depth and within the Scottish context, four economic and social rights with a view to exploring potential incorporation of ESCR within Scots Law. The Commission has, for a long time, called for incorporation of ESCR and this discussion has gathered recent traction and momentum through the interest of key stakeholders including the First Minister (as can be seen in her appointment of a specialist working group (led by Prof. Alan Miller) to explore ESCR incorporation); the Equality & Human Rights Committee of the Scottish Parliament (as can be seen in their current inquiry into the role of Parliament as human rights guarantors), as well as a growing enthusiasm across a wide range of civil society organisations, public bodies and SNAP partners.

At present, whilst much of the Commission's day-to-day activity engages a focus on ESCR, this does not currently integrate human rights budget analysis. One of the key objectives of this proposal, therefore, is to provide Commission staff with the knowledge and skills necessary to incorporate human rights budget analysis into our current and future work on ESCR.

Project details

The project has three proposed streams of work as follows:

Activity 1. Attendance at a Masterclass / workshop on analysing resources in the monitoring of ESCR realisation - delivered by Centre for Economic and Social Rights (CESR), in partnership with the ALLIANCE (SNAP Health & Social Care Action Group), using existing key UK case studies. Outcome: Increase both knowledge of and confidence in, the analysis of resources in the monitoring of ESCR realisation amongst a range of stakeholders, building on the work and expertise of existing groups such as the Women's Budgeting Group and the Equality Budgeting Action Group as well as existing UK case studies of human rights budget analysis.

Activity 2. Delivery of a baseline budget analysis of the Scottish Budget

Outcome: In collaboration with the Commission and other key stakeholders, the intern will develop a set of indicators and benchmarks that can then be used year on year to measure the implementation of the obligation to use maximum available resources to achieve the progressive realisation of ESCR.

Indicator 1. Increased understanding of indicators and benchmarks by Commission & key stakeholders.

Indicator 2. Use of indicators and benchmark analysis in policy submissions; UN Treaty reviews & review of the Scottish Budget 2018-19.

Outputs: Development of a set of indicators and benchmarks to measure the implementation of the obligation to use maximum available resources to achieve the progressive realisation of ESCR.

Activity 3: Supporting the ESR workshop series and final report to be published in mid-2018 on strengthening ESR protection in Scotland.

Skills required

- Quantitative analysis skills
- Team working
- Understanding of using data for monitoring performance.
- An understanding of human rights (specifically ESCR); rights or equalities indicators; and/or government budgeting is desirable, but not essential.
- Good communication and organisational skills.

Timing

The timing of the internship is set due to budgeting constraints. The internship should begin on the 26th February 2018, however it is essential that the candidate is able to attend training events over the 7th-9th February. These training dates are not flexible.

Queries:

Project Manager & the Commission Research Officer: Dr. Alison Hosie

Enquiries to email: Alison.Hosie@scottishhumanrights.com

Telephone: 07931164111

Useful background reading/ viewing:

<http://www.scottishhumanrights.com/economic-social-cultural-rights/fiscal-policy/#fiscal-policy-5308>

<http://www.scottishhumanrights.com/economic-social-cultural-rights/>

<http://www.nottingham.ac.uk/hrlc/operationalunits/economic-and-social-rights-unit/videos.aspx>

<http://cesr.org/human-rights-economic-policy>