



NORDEM



- Providing civilian capacity in human rights and democratisation



NORDEM, the Norwegian Resource Bank for Democracy and Human Rights, is a civilian capacity provider specialised in human rights and democratisation.

NORDEM's main objective is to enhance the capacity of international organisations working to promote democracy and human rights. NORDEM's expertise includes good governance, institution building, rule of law, human rights monitoring, elections and other related fields.

NORDEM is fully funded by the Norwegian Ministry of Foreign Affairs and located at the Norwegian Centre for Human Rights, which is part of the University of Oslo.

NORDEM recruits, trains and deploys qualified personnel to international organisations promoting democratisation and human rights. This includes international peace operations and election observation missions.

NORDEM has established partnerships with a number of international organisations. The Organization for Security and Co-operation in Europe (OSCE), the United Nations (UN) and the European Union (EU) remain NORDEM's main partners. NORDEM also provides personnel to other regional organisations and international NGOs.

Since its establishment in 1993, NORDEM has managed more than 2000 assignments to international organisations.

NORDEM Personnel in Action

Kosovo

NORDEM supports the EU's rule of law mission in Kosovo, EULEX, with highly qualified judges, prosecutors and legal officers. The mission aims to assist the authorities in reforming the justice sector in line with internationally recognised standards. EULEX judges and prosecutors execute some judicial functions and mentor and advise their national colleagues.

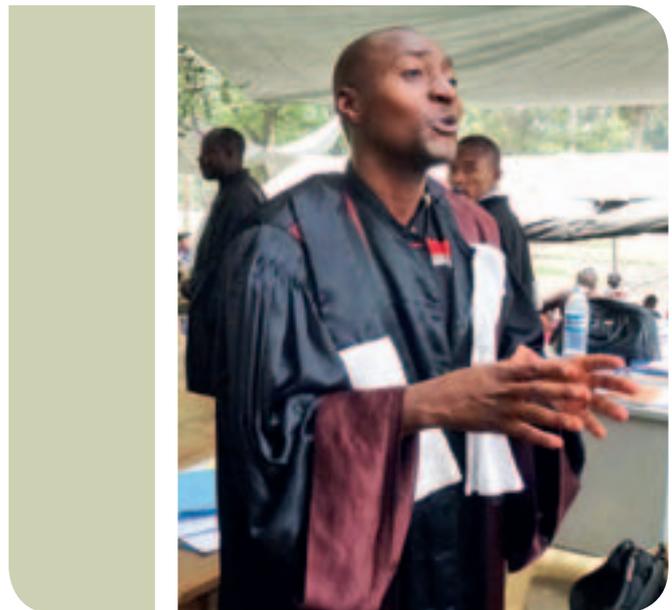
Democratic Republic of the Congo

NORDEM provides human rights monitors, legal experts and coordination officers to the UN's mission in the Democratic Republic of the Congo, MONUSCO.

NORDEM personnel work closely with national and international actors to restore state authority, establish rule of law and address sexual violence.

Tajikistan

NORDEM supports the OSCE office in Tajikistan with managers and political analysts. NORDEM personnel assist the government in fulfilling its human rights commitments, establishing rule of law and strengthening democracy. Human rights training of security sector personnel and cross border cooperation are part of the OSCE's work to combat trafficking of human beings and maintain peace and stability in the region.



NORDEM Recruitment

NORDEM manages a roster of about 300 persons with relevant expertise and personal skills. Roster members are recruited through a competitive and thorough interview and screening process.

If the required expertise is not available within the roster, NORDEM ensures a targeted recruitment through its national and international network.

The recruitment to each assignment takes place in close cooperation with the receiving organisation.

NORDEM ensures a gender balanced recruitment both to the roster and to the assignments.

Most assignments are to seconded positions funded by the Norwegian Ministry of Foreign Affairs. NORDEM also provides candidates to contracted positions that are funded by the receiving organisations themselves.



NORDEM Training

NORDEM provides introductory courses in human rights and democratisation related fieldwork. It also trains roster members and others in election observation methodology.

The courses are based upon practical experiences and lessons learned and also provide a basic theoretical introduction to relevant international standards. NORDEM trainers are international experts with relevant field and training experience.

In order to enhance the capacity of personnel already on mission and meet training needs that are not covered by NORDEM's own trainings, NORDEM facilitates participation in specialised trainings offered by other institutions.

NORDEM develops course outlines and conducts specific trainings on request. Such trainings have for example been held for members of the Norwegian Parliament and journalists from the news network Al Jazeera. NORDEM has for several years supported the Norwegian Ministry of Justice in arranging introductory field training in human rights and rule of law for the Ministry's rule of law roster.





NORDEM Deployment

All personnel deployed by NORDEM receive a thorough briefing before their assignment. The briefing covers political, methodological, security and administrative aspects of the assignment.

NORDEM makes all the practical arrangements related to a deployment. Seconded personnel receive a salary and applicable allowances. All deployed persons are covered by a comprehensive insurance.

NORDEM maintains close contact with deployed persons and the receiving organisations in order to ensure a well-functioning deployment and to assess the performance of deployed personnel. Debriefings and end of assignment reports provide the basis for policy, development of methodology and preparations for new assignments.

NORDEM in Elections

NORDEM provides Norwegian observers to international election observation missions.

NORDEM's election observers have extensive observation experience and are trained in election observation methodology and international standards for democratic elections.

NORDEM deploys about 60 election observers and experts per year, to approximately 20 missions around the world.

NORDEM's two decades of experience from international election observation is regarded as a resource, also in election related activities in Norway.

NORDEM develops election related trainings and hosts delegations from countries in political transition that wish to learn from the Norwegian elections.



NORDEM Expertise

NORDEM interacts with a wide range of international actors to ensure effective recruitment, training and deployment of civilian personnel. As an experienced civilian capacity provider, NORDEM offers advice to countries that are in the process of establishing their own national rosters.

NORDEM also contributes to research and the development of new methodology in the field of democratisation and human rights. Among the publications is the NORDEM Manual on Human Rights Monitoring, which also covers election observation.



For more information:

- <http://www.jus.uio.no/smr/english/about/programmes/nordem>
- nordem-programme@nchr.uio.no