



## DESCRIPTION OF ASSIGNMENT

### Preamble:

The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers.

In most cultures volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities.

In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

**1. Type of Assignment:** International UN Youth Volunteer

**2. Type of Assignment Place:** Family Duty Station

UN Youth Volunteer assignments are always without family.

**3. Assignment Title:** UN Youth Volunteer in Elimination of Violence against Women

**4. Link to UNV Strategic Framework:** Securing access to Basic Social Services

**5. Duty Station, Country:** Kampala, Uganda

**6. Duration (in months):** 12 months

**7. Expected Starting Date:** February / March 2017

**8. Host Agency/Host Institute:** UNWOMEN

**9. Organizational Context/Project:**

The Government of the Republic of Uganda has taken important steps to strengthen the protection, promotion and fulfillment of women's rights as enshrined in international law as well as national legislations. In this regards, Uganda has a National Gender Policy (2007) and Action Plan in place and addition the Government has finalized a GBV Action Plan. The following relevant laws have also been enacted to deal with the problem of VAWG and GBV: Domestic Violence Act (2010), the Prohibition of the Female Genital Mutilation of Act (2010) and the Anti Human Trafficking Act (2010). Uganda is a signatory to many international and regional human rights protocols including the Universal Declaration of Human Rights, the Protocol to the African Charter on the Rights of Women,

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Convention of the Elimination of Violence Against Women (CEDAW); Dakar Platform for Action; Beijing Platform for Action; African Plan of Action to Accelerate the Implementation of the Dakar and Beijing Platforms for Action for the Advancement of Women; UN Resolution 1325 on Women, and Peace and Security, and UN Resolution 1820.

Notwithstanding these efforts, Violence against Women and Girls (VAW/Gs) remain a serious problem in Uganda. The Uganda Demographic and Health Survey (UDHS) 2011 shows that 56% of women aged 15-49 have experienced physical violence at least once since age 15. The 2012 DHS noted that 58% of women agreed that it is justified for a man to beat his wife under certain circumstances. The implementation of the existing legal frameworks (such as the Domestic Violence Act 2010, The Prohibition of Female Genital Mutilation Act 2010 and the Anti-Trafficking in Human Persons Act 2010) and polices have been very slow. There are number of challenges: including the lack of sustained efforts by both police and courts to enforce the laws, lack of training for lawyers, judges and police in the application of the law, high attrition in the justice delivery chain, and lack of information for women, especially in rural areas, about their rights and on how to interact with the justice system. Furthermore, there is a weak referral system between police, legal aid providers and justice delivery structures in handling EVAW (Elimination of Violence against Women) cases.

Since 2000, UNIFEM/UN Women has been contributing towards various initiatives to combat violence against women and girls in Uganda. Work on this area has focused on strengthening legal and justice delivery structures both in the formal and informal systems, as well as advocating for progressive legislations and policies that protect the human rights of women. UN Women is implementing its 2016 – 2020 Strategic Framework where EVAW/G is a critical area of intervention with substantive programme.

## 10. Description of tasks:

Under the direct supervision of EVAW Specialist, the UN Youth Volunteer will undertake the following tasks:

- Support the UN Women current portfolio on EVAW/Gs through program oversight to implementing partners and undertaking monitoring visits of program/projects.
- Participate in UN WOMEN-assisted activities related to EVAW/Gs, including attending meetings, seminars, gender forums and prepare presentations for these meetings and seminars as needed.
- Assist in organizing relevant advocacy events, including Beijing + 20 activities, 16 Days on EVAW UNSCR1325, Post-2015 activities, IWD (International Women's Day), etc.
- Support the systematic collection and update information and related on-going or planned bilateral, multilateral and non-governmental programs.
- Assist and contribute to write-ups for public information purposes.
- Assist in knowledge management in the area of EVAW/Gs, including analysis of trends, documenting lessons learned and best practices for dissemination.
- Support the supervisor in EVAW/G community of practice
- Support the supervisor on resource mobilization and program development in relation to EVAW/G
- Carry out other related duties as may be assigned by the supervisor

Furthermore, UN Youth Volunteers are required to:

- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day);
- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country;
- Reflect on the type and quality of voluntary action that they are undertaking, including participation in ongoing reflection activities;
- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.;
- Assist with the UNV Buddy Programme for newly-arrived UN Youth Volunteers;
- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

#### **11. Results/Expected Outputs:**

- Timely development of project concepts and terms of reference to support programme implementation.
- Visibility of GBV and EAW issues in sector plans and programmes.
- Timely and results based reporting on EAW/GBV programme activities.
- Commemoration of International Day on Elimination of Violence against Women and 15th Anniversary of UN Security Council Resolution 1325.
- Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment;
- A final statement of achievements towards volunteerism for development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed.

#### **12. Qualifications/Requirements (including competencies, values and skills):**

- Master's Degree in Human Rights, International Development, Gender Studies or related fields.
- Demonstrated interest and/or experience (up to 2 years) in EAW/GBV areas of work required;
- Good interpersonal, networking and communication skills;
- Willingness to contribute and work as part of a team;
- Flexible and open to learning and new experiences;
- Respect for diversity and adaptability to other cultures, environments and living conditions;
- Fluency in spoken and written (language) is required, and knowledge of additional language is an asset;
- Previous experience as a volunteer and/or experience of another culture, (i.e. studies, volunteer work, internship) would be highly regarded;
- Computer skills (i.e. Word, Excel, PowerPoint, social media, and others);

UN Youth Volunteers must be between 18 and 29 years for the whole duration of their assignment.

### **13. Learning expectations**

Learning and development are a central part of the UN Youth Volunteer's assignment and take place before, during and after his or her assignment in the field. Ideally, offering diverse opportunities for learning and development aim to strengthen the volunteer's skills and competences, improve the quality of the assignment and keep the volunteer's motivation high.

Learning elements for the UN Youth Volunteer include the development of:

Professional skills: including specific competencies and reflection on assignment-related abilities; and on-the-job skills such as time management, problem solving, team building; and career preparedness such as interview skills, CV preparation, job searching.

Inter-personal skills: including communication and listening skills; multi-cultural awareness and cultural competency; and conflict and stress management.

Volunteering-related skills: including leadership; civic responsibility; and engagement and active participation.

Beyond the learning opportunities provided by UNV, the host agency will support knowledge and capacity development in the technical areas that are relevant to the UN Youth Volunteer's assignment. The host agency will provide, at its expense, UN Youth Volunteers with equal opportunity to participate in training courses and workshops offered to its personnel.

### **14. Living Conditions:**

The UN Volunteer will be based in Kampala, the capital city of Uganda that is located at 1,200 metres (4,000 feet) above sea level with a pleasant climate all year round which is uniformly warm and moderately humid, and temperatures that range between 20 and 30 degrees Celsius. It is a family duty station that presents relatively good living conditions with adequate housing facilities (houses and apartments) readily available to rent, and with most of the economic and social amenities also available at affordable cost. Most commodities are available in 4 big Supermarkets and a wide variety of local markets that offer plenty of available fresh food stuffs of all kinds, and there are many restaurants for every taste and pocket. There are 3 international telecommunication systems (mobile telephony networks), easy access to internet and modern banking facilities. However, as a developing country, Uganda has developing infrastructure with common challenges like power cuts and water rationing. The city has good security but under UN Security system – Level Three of which all new staff undergo security briefing by United Nations Department of Safety and Security (UNDSS) who also provide elaborate security documents as well as regular security situation updates.

### **15. Conditions of Service for International UN Youth Volunteer**

The duration of your assignment is 12 months.

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A volunteer receives a Volunteer Living Allowance (VLA) per month and is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US\$1257. The VLA base rate is a global rate, while the PAM is country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website (<http://icsc.un.org>). For example, if the PAM for the current month is 54.6%, then the VLA for that month will be  $US\$1257 \times 1.546 = US\$1943$ . The actual VLA for the month of July 2016 is US\$ 1,586.

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and also in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for the final repatriation travel (if applicable). A resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

## **16. Application Procedure:**

If you have not yet registered in the UNV database, please apply by registering your profile at <https://ereta.unv.org/html/index.php?module=myprofile>. Important: Once you have created your UNV account by validating your email address, please complete all sections of your profile.

Go to 'Special Recruitment' section on the left menu, click on the 'Edit' button and select the advertisement code "YTH17FFIRLUG1" from the drop down list. Please do not forget to click the 'Update' button.

If you are registered in the UNV database, please update your profile at: <http://myprofile.unv.org> click on the 'Special Recruitment' option on the left menu, then click on the 'Edit' button and select the advertisement code "YTH17FFIRLUG1"

Application deadline is 30 October 2016. Only short-listed candidates will be contacted.