UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

AFGR001459--Gender and Social Inclusion Officer

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.

General Information

<table>
<thead>
<tr>
<th>Country of Assignment</th>
<th>Afghanistan</th>
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</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>World Bank</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>National Specialist</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>1</td>
</tr>
<tr>
<td>Duration</td>
<td>12 months</td>
</tr>
<tr>
<td>Possibility of Extension</td>
<td>Yes</td>
</tr>
<tr>
<td>Expected Starting Date</td>
<td>Immediate</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Kabul [AFG]</td>
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<tr>
<td>Assignment Place</td>
<td>Family Duty Station</td>
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</tbody>
</table>

The Social Development (SD) team of the World Bank, Kabul Office, has over the years conducted comprehensive work on building client capacity in managing social safeguards and gender issues in general as well as specifically on Gender Mainstreaming, Managing Land Acquisition, Resettlement and Rehabilitation (MLARR). In addition, a number of pilot activities have been initiated on Social Accountability, and lately also Citizen Engagement have become a corporate responsibility. The SD team already since 2004 have been heavily involved in gender mainstreaming across the portfolio. Gender equity issues have been a highly contested area for policy makers in Afghanistan for the last 100 years, and continue to be so. Although the Afghanistan National Development Strategy (ANDS) identifies gender equality as a cross-cutting issue, mainstreaming gender into policy and programming remains a challenge for the Government of Afghanistan (GoA). The ANDS clearly outlines that a significant number of
government entities should embrace and implement gender equity approaches through gender-sensitive policies, strategies, budgets and programs; increased expenditures on gender equity issues; and hiring technically capable gender experts.

Living Conditions

All UN staff personnel working in Afghanistan in general and Kabul in particular are required to strictly adhere to standard security protocol as issued and advised by the UN Security apparatus.

Health: Exposure exists to diseases. All medical formalities specified in the Offer or Travel Advisory should be completed before traveling. Vaccinations for Hepatitis A & B, Typhoid, Tetanus/Diphtheria, Polio and Meningitis are recommended. Vaccination Card (yellow card) must be brought. Malaria prophylaxis is highly recommended. UN personnel have access during working hours to a Clinic inside the compound.

Assignment Details

Assignment Title | Gender and Social Inclusion Officer
Organizational Context & Project Description

Since April 2002, the World Bank has had a large portfolio consisting of development and emergency reconstruction projects and budget support operations in Afghanistan. Currently, the World Bank has approximately 29 active projects in Afghanistan in different sectors such as education, public works, the reconstruction of infrastructure, Transport, health, governance, etc. The World Bank works closely with other multilateral and bilateral agencies across a number of sectors where aid coordination and government ownership are most critical and is administering the Afghanistan Reconstruction Trust Fund (ARTF) which is a partnership between the international community and the Afghan government for improved effectiveness in the reconstruction effort.

The Bank’s work on gender is guided by the World Bank Group Gender Strategy 2016-2023, the South Asia Regional Gender Action Plan (RGAP) for FY16-21, and the Country Gender Action Briefs (CGABs) for each SAR country, including Afghanistan. Attention to gender within Bank operations is tracked with the Gender Tag, which is intended to prompt discussion at the project design stage on opportunities to narrow gaps between males and females in human endowments, more and better jobs, ownership and control of assets, and voice and agency, which constitute the four pillars of the Bank’s Gender Strategy.

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Sustainable Development Goals
5. Gender Equality

Task description

The UNV will work in a multi-disciplinary team environment and will be responsible for providing support for social inclusion and gender mainstreaming work. He/she will be part of the Social Development team at the WB Kabul Office, and will contribute to the overall support social Inclusion and gender agenda. More specifically, the UNV will:

• Assist World Bank task teams to develop operational designs and mechanisms to ensure broad social inclusion objectives, including targeting of women as beneficiaries where relevant, development of results frameworks with relevant social indicators, and assess social opportunities, impacts, constraints and risks related to improved citizen engagement, and social inclusion risks related to both Bank supported operations as well as in policy dialogue with borrowers;

• Assist the Social Development team with regard to the ARTF Gender Working Group to develop, strengthen, and track portfolio indicators on gender-related results, enhance the presentation of these results; and provide input for the ARTF score card monitoring report;

• Conducting and contributing to formal and informal analytical/advisory activities and research work on key social development issues Afghanistan, notably related to local governance and service delivery, social inclusion and gender mainstreaming, social accountability /citizen engagement and safeguards.

• Advise and assist World Bank task teams to integrate gender analysis, actions and results indicators into the design of operations to meaningfully close gender gaps;

• Provide implementation support to task teams to ensure that gender actions are implemented as intended and that results are being captured;

• Assist with sharing of best practice, trends, knowledge and lessons learned across World Bank teams and with clients and partners;

• Assist the TTL with organization of training and workshop sessions for project teams and other select audiences;

• Assist with communications and dissemination of work under the Gender and Social Inclusion Platform, including by developing a quarterly newsletter;
• Assist with portfolio monitoring and provide support on the preparation of progress reports to management and other corporate gender reporting requirements.

• Other assignments as and when required

Furthermore, UN 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
- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV’s Volunteer Reporting Application
- 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 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.

Results/Expected Outputs

Assist World Bank task teams to develop operational designs and mechanisms to ensure broad social inclusion objectives, including targeting of women as beneficiaries where relevant, development of results frameworks with relevant social indicators, and assess social opportunities, impacts, constraints and risks related to improved citizen engagement, and social inclusion risks related to both Bank supported operations as well as in policy dialogue with borrowers;

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• The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs); • 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 peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed
Qualifications/Requirements

Required Degree Level
Bachelor degree or equivalent

Education - Additional Comments
Graduate degree in gender studies /or related areas with a focus on Gender Issues, knowledge of economics is a plus

Required experience
36 months

Experience Remark
• A minimum of three years of relevant experience;
• Working experience and solid understanding of social inclusion and women's participation
• Strong analytical and coordination skills in gender and social development issues and ability to work and coordinate with different teams;
• Ability to maintain and update the database and follow up on tasks proactively
• Hard working, able to manage multiple tasks simultaneously, and a proven ability to work in multicultural settings and teams;
• Excellent communication skills with demonstrated ability of making effective presentations to diverse audiences; preparing minutes/summary of the meetings and drafting progress reports/contents for newsletter and spark page; fluency in both written and spoken Dari and Pashto preferred;
• Excellent communication and report writing skills in English required

Language
• English (Mandatory) , Level - Working Knowledge

Area of Expertise
• Gender equality and the advancement of women Mandatory
• Social inclusion Optional

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• Excellent communication and report writing skills in English required

Need Driving Licence
No

Competencies & Values
• Communication
• Creativity
Conditions of Service and other information

Condition of Service

Conditions of Service:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

Travel to duty station (if applicable) and a Settling-In-Grant will be provided in the event the duty station is not within commuting distance from the place of recruitment. The applicable Volunteer Living Allowance is provided monthly to cover housing, utilities and normal cost of living expenses. Life, health and permanent disability insurance are included (health insurance for up to 3 dependents), as well as final repatriation (if applicable) and resettlement allowance for satisfactory service.

Furthermore, in non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, a Well-Being Differential (WBD) on a monthly basis will be provided.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements

Supervision, induction and duty of care of UN Volunteers

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;

- Support with arrival administration and official processes;
- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;

- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;

- Access to shared host entity corporate knowledge, training and learning;

- Any necessary security measures, ensuring that UN Volunteers are covered by the United Nations Security Management System (UNSMS) in line with the UNDSS Security Policy Manual;

- Leave management;

- DSA for official travel, when applicable;

- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme.

Application Code
AFGR001459-5769

Application procedure
doa.apply_url
https://vmam.unv.org//candidate/show-doa/QUZHUjAwMTQ1OQ==

Disclaimer
United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.