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>Ethiopia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>United Nations Population Fund</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International UN Volunteer Expert</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>1</td>
</tr>
<tr>
<td>Duration</td>
<td>24 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>Addis Ababa [ETH]</td>
</tr>
<tr>
<td>Assignment Place</td>
<td>Family Duty Station</td>
</tr>
</tbody>
</table>

Assignment Place Remark

Possibility of extension: Dependent on continuation of mandate, availability of funding, operational necessity and satisfactory performance; there is no guarantee of assignment extension.

Living Conditions

Addis Ababa is the capital of the Federal Democratic Republic of Ethiopia. The population is estimated at about 4 million or so. It is located in the Ethiopian highlands at an altitude of 2,500-2,700 meters. The climate is sunny and temperate, but it can be very cold at night, with freezing temperature at times. It is therefore advisable to bring warm clothing and foresee using heaters and/or log fires when necessary.

Addis Ababa is the headquarters for the UN Economic Commission for Africa as well as the African Union (ex-OAU). Thus, there is a very large community of expatriates from all over the world. There are some 80 embassies/diplomatic missions.

Housing is most of the time readily available and the rents are, on average, reasonable. Most foodstuffs, beverages, household goods,
Assignment Details

Organizational Context & Project Description

UNFPA is the United Nations Population Fund. Our mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled.

UNFPA supports:

1. Abandonment of female genital mutilation, which has affected 200 million living women and girls while 4 million girls are subjected to the practice annually
2. Prevention of gender-based violence, which affects 1 in 3 women
3. Reproductive health care for women and youth in more than 150 countries – which are home to more than 80 per cent of the world’s population
4. The health of pregnant women, especially the 1 million who face life-threatening complications each month
5. Reliable access to modern contraceptives sufficient to benefit 20 million women a year
6. Training of thousands of health workers to help ensure at least 90 per cent of all childbirths are supervised by skilled attendants
7. Prevention of teen pregnancies, complications of which are the leading cause of death for girls 15-19 years old
8. Efforts to end child marriage, which could affect an estimated 70 million girls over the next 5 years
9. Delivery of safe birth supplies, dignity kits and other life-saving materials to survivors of conflict and natural disaster
10. Censuses, data collection and analyses, which are essential for development planning

FGM Data and Research Fellow Programme

UNFPA will host a cohort of FGM Data and Research Fellows in requesting HQ, regional and country offices around the world through 2020 to 2022 to support the UNFPA-UNICEF Joint Programme to Eliminate Female Genital Mutilation (JP) on the implementation of UNFPA’s Global Agenda for Research on Female Genital Mutilation.

The UNFPA's Global Agenda for Research on FGM aims to contribute towards reducing evidence gaps in key areas pertaining to FGM through innovative solutions as recommended by the evaluation of the phase III of the Joint Programme on FGM.

The initial work plan of each fellow will be jointly generated by the requesting office, where appropriate the RO, and HQ. The FGM Data and Research Fellows Programme will be coordinated by Chiefs of GHR and PD Branches which will provide leadership and overall guidance. Technical supervision and monitoring will be under the responsibility of Gender focal points at regional level and/or under the Technical Specialist at PDB and the Monitoring & Evaluation Specialist at GHRB level.

The FGM Data and Research Fellow will be responsible for the following areas of work:

1. Coordinate the analytical and research outputs and workplans of national FGM data and research specialists stationed in several countries within in the region the expert is responsible for;
2. Lead innovative data and research by collaborating with research institutes to conduct studies and operational research on female genital mutilations to fill the evidence gaps on emerging issues among others the local variation of the practice, changing of social and cultural underpinnings, and programme effectiveness (post public declarations, men's and boy's engagement, implementation of legislation of FGM, etc.).
3. Lead and direct data descriptive and more advanced analysis conducted by national experts with respect to relevant FGM risk indicators and their trends, such as prevalence, incidence, age-at-FGM, attitudes, among others, based on Demographic and Health and Multiple Indicator Cluster Surveys (DHS/MICS), and other national surveys.

4. Contribute to the scale up of the KnowVAW data on Gender Based Violence.

The Fellowship programme will be residential for a period of up to 24-months (possible extension subject to available funding), with Fellows living at a specific UNFPA duty station and working in the associated UNFPA office.

**UNFPA-UNICEF Joint Programme to Eliminate Female Genital Mutilation**

UNFPA and UNICEF jointly lead the largest global programme to accelerate the elimination of female genital mutilation (FGM). The UNFPA-UNICEF Joint Programme harnesses the complementary expertise of the two agencies, with governments and often in close collaboration with grass-roots community organizations and other key stakeholders, backed by the latest social science research.

Data and evidence needs of the Global Joint Programme include frequent data updates for monitoring and evaluation, info for media and communications, country and regional offices, the Steering Committee, and the broader public. In 2020, UNFPA initiated its Global Research Agenda on Female Genital Mutilation, by leveraging knowledge gaps identified in the field, and streamlining co-creation of knowledge in UNFPA’s Country-, Regional- and HQ-Offices.

Through the UNV programme, UNFPA is seeking to systematically strengthen its capacity to provide the most up-to-date information and knowledge to the Global Joint Programme on the Elimination of FGM and contribute to the knowledge development on gender based violence. The UNV programme will enhance statistical and research expertise on FGM/GBV descriptive survey and qualitative data collection and analysis directly in requesting HQ, Regional and Country Offices.

**Sustainable Development Goals**

5. Gender Equality

**Task description**

The FGM Data Fellows Programme will be coordinated by the Chiefs of the Gender & Human Rights (GHRB) and Population Data (PDB) Branches which will provide leadership and overall guidance. Technical supervision and monitoring will be under the responsibility of FGM focal points at country/regional level and/or under the Technical Specialist at PDB and the Monitoring & Evaluation Specialist at HQ/FGM coordination level. The Fellow will be assigned to the following tasks:

- Coordinate the workplan and outputs of national experts on FGM analysis and research stationed in several countries within the region the FGM data and analysis expert is responsible for.
- Oversee statistical analysis with complex survey designs as well as descriptive data outputs delivered by national experts, such as visualisations of analytical results, through maps, figures, and charts, and tables supporting annual reports, among others;
- Develop research protocol to collect and analyze qualitative data on female genital mutilation including data from the UNFPA-UNICEF Joint Programme on FGM;
- Respond to data requests by national and regional entities, the Coordinator and Monitoring and Evaluation Focal Point of the Joint Programme to Eliminate FGM, as well as Headquarters;
- Perform any other related tasks as required or assigned by the supervisor.

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**

- Obtain experience in coordinating research and data analysis in the field of FGM using data from complex survey designs and application of appropriate statistical methods;
- Apply and coordinate demographic, statistical and M&E methods application to monitoring disaggregated trends in FGM
incidence, analyzing determinants of FGM, and supporting impact evaluations of FGM-focused intervention;

- Contribution to global knowledge and evidence on female genital mutilation;
- Contributions of data, tables, charts, and maps to annual reports and other important documents of the UNFPA-UNICEF Joint Programme to Eliminate Female Genital Mutilation.

- 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

<table>
<thead>
<tr>
<th>Required Degree Level</th>
<th>Bachelor degree or equivalent</th>
</tr>
</thead>
</table>

**Education - Additional Comments**

- Masters preferred, bachelors (University undergraduate degree or equivalent) accepted in the *quantitative and/or qualitative social sciences*, such as demography, public health epidemiology, statistics, sociology, economics or related discipline (such as computer science).

**Required experience**

180 months

**Experience Remark**

- Demonstrated interest and/or experience in applied statistics, public health, epidemiology, or demography;
- Working knowledge of relevant statistical packages (particular in R, or related statistical tools/packages such as SAS, Stata or SPSS) and willingness to learn (or existing familiarity with) GitHub or version control systems;
- Knowledge on gender related studies, especially on harmful practice including female genital mutilation is an asset;
- Demonstrated experience in the use of GIS software (such as ArcGIS or QGIS) is an asset;
- Similarity and experience in carrying out descriptive statistical analysis;
- Computer skills (i.e. Word, Excel, PowerPoint, social media, and others);
- Team leadership skills desirable;
- Motivated to contribute towards peace and development and to serve others;
- Experience in leading team working especially in research and data analysis
- 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;
- Previous experience as a volunteer and/or experience of another culture, (i.e. studies, volunteer work, internship) would be highly regarded.

**Language**

- English (Mandatory), Level - Fluent
- AND - French (Optional), Level - Working Knowledge

**Area of Expertise**

- Statistics Mandatory

**Area of Expertise Requirement**

The United Nations Volunteers (UNV) programme is administered by the United Nations Development Programme (UNDP).
Conditions of Service and other information


The rapidly changing nature of novel coronavirus COVID-19 has placed significant and increasing restrictions on the freedom of movement of people across the globe, within countries and across borders. Such restrictions make it very difficult for international UN Volunteers to begin their assignments at their assigned duty station and UNV cannot guarantee assignments will proceed as normal.

Candidates for international UN Volunteer assignments during this period may be exceptionally granted alternative working arrangements to work from their place of recruitment until restrictions are lifted. This is at the discretion of the host entity. Candidates proceeding to interview are recommended to discuss the likelihood of travel and possible alternative arrangements with the host entity. If selected, candidates should carefully consider the circumstances before accepting UNV’s offer.

In cases where the UN Host Entity partner has requested the UN Volunteer to perform their assignment remotely, the Post Adjustment Multiplier (PAM) and related entitlements to be paid may be adjusted to the temporary duty station from where the UN Volunteer has been requested to work if requested by the UN Host Entity.
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.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) 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$ 1,651. The VLA base rate is a global rate across the world, while the PAM is duty station/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.

UN Expert Volunteer receive a monthly Expertise Differential calculated at 40% of the UN Specialist Volunteer monthly living allowance.

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

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 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 periodic home visit and for the final repatriation travel (if applicable). 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.

Supervision, induction and duty of care of UN Volunteers (Roles and Responsibilities of Host Entities)

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 including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;

- 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;

- Inclusion of the volunteer in emergency procedures such as evacuations;

- 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;

- Investigate misconduct: sharing reports with the UNV;

- Provide emergency assistance, e.g. the death of volunteer or medical evacuation, in collaboration with UNV. Accept letters of guarantees or potential liabilities for covering medical costs not claimable under medical insurance in extraordinary situations (e.g. isolation facilities’ services during pandemics)

**Application Code**

ETHR001175-7522

**Application procedure**

* Not yet registered in the UNV Talent Pool?

1. Please first register your profile at [https://vmam.unv.org/candidate/signup](https://vmam.unv.org/candidate/signup)

2. Important: After creating your account, complete all sections of your profile and submit it.

3. Then go to ‘My Page’ at [https://vmam.unv.org/candidate/mypage](https://vmam.unv.org/candidate/mypage) and click on the ‘Special Calls’ hyperlink

4. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?

1. Please first update your profile at [https://vmam.unv.org/candidate/profile](https://vmam.unv.org/candidate/profile).

2. Then go to ‘My Page’ at [https://vmam.unv.org/candidate/mypage](https://vmam.unv.org/candidate/mypage) and click on the ‘Special Calls’ hyperlink to select the special call to which you would like to apply.

**Application deadline**: 21 August 2020

**doa.apply_url**

[https://vmam.unv.org//candidate/show-doa/RVRIUjAwMTE3NQ==](https://vmam.unv.org//candidate/show-doa/RVRIUjAwMTE3NQ==)

**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.