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

**Country of Assignment**
Sri Lanka

**Host Institute**
UNWomen

**Volunteer Category**
International Specialist

**Number of Volunteer**
1

**Duration**
Until 31-05-2020

**Expected Starting Date**
01-06-2019

**Duty Station**
Colombo [LKA]

**Assignment Place**
Family Duty Station

**Assignment Place Remark**

**Living Conditions**

Colombo is located on the Western Province of Sri Lanka and is the commercial capital of the country. Colombo is located on the west coast of the island and adjacent to the administrative capital, Sri Jayawardenepura, Kotte. The climate is temperate all throughout the year but humidity is usually high. From March to April the temperature averages around 31 degrees Celsius (88 degrees Fahrenheit). The only major change in the Colombo weather occurs during the monsoon seasons from May to August and October to January when heavy rainfall occurs.

**Assignment Details**
UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. It works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men and the third gender as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

The UN Women Sri Lanka office is aligned to the Multi-Country Office based in India which covers India, Bhutan, Maldives and Sri Lanka. It focuses on six priority areas: increasing women’s leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women’s economic empowerment; making gender equality central to national development planning and budgeting; and supporting inter-governmental processes, such as the Commission on the Status of Women (CSW) and CEDAW review processes.

With regard to the Women, Peace and Security (WPS) Agenda, UN Women recognizes that ongoing and emerging conflicts have devastating consequences, including the widening of development gaps between women and men. Women frequently make up the bulk of displaced and refugee populations and are disproportionately targeted for sexual violence. Despite being at the forefront of peace movements, women are rarely part of formal peace negotiations.

UN Women acts to build women’s participation and influence in decision-making to prevent and resolve conflicts and works towards more inclusive and peaceful societies. UN Women’s programmes on women, peace and security are guided by a series of commitments to women’s rights. These include the historic UN Security Council Resolution 1325, and seven supporting resolutions—1820, 1888, 1889, 1960, 2106, 2122 and 2242. Other key reference points are the Beijing Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

Following the aftermath of nearly three decades of conflict in 2009, Sri Lanka has made several commitments to peacebuilding, reconciliation and good governance, which represent a historic opportunity to advance accountability and reconciliation as necessary steps towards long term and sustainable peace. In this regard, the Sri Lanka Peacebuilding Priority Plan (PPP) was developed in 2016, in collaboration with the UN, to serve as the framework for a coordinated Government, UN and development partners’ response to peacebuilding in Sri Lanka. The PPP places emphasis on integrating gender perspectives within its framework. It aims to ensure that peacebuilding initiatives in Sri Lanka include leveraging women’s capacities and contributions, and developing strategies for inclusion which recognize their roles, and diverse experiences of conflict. Without women’s engagement at the stages of peace consolidation, the dangers of relapse are greatly heightened.

The most challenging gap that remains concerns the participation of women in peace processes and post-conflict political transitions. This is particularly relevant in the context of women’s political
participation in Sri Lanka, where the gender gap is the widest when compared to other development indices. Moreover, decades of armed conflict brought a major transformation in women’s roles in society. With the large loss or disappearances of spouses, over 1.2 million women became heads of households and were left to cope with the loss of family members, death and disappearance of income earners, and displacement unassisted. This has resulted in intersectional vulnerabilities and exploitation of military and war widows. Poverty, discrimination based on gender, multiple responsibilities of women, little to limited support structures, insecurity, vulnerable forms of employment, indebtedness, limited access to basic services, goods and resources, and the extent of trauma undergone by widows converge to increase the likelihood of exploitation and re-victimization, particularly through sexual exploitation and sexual bribery.

In this context, funded by the United Nations Peacebuilding Fund, UN Women, in partnership with UN agencies, is implementing two projects: (i) to strengthen the participation of women and youth in the peacebuilding processes in Sri Lanka, and (ii) to empower military widows and war widows, support sustainable income-generation, greater accountability related to sexual bribery and exploitation, and conflict prevention/non-recurrence and social cohesion. Additionally, UN Women is also implementing a donor-funded project on ‘Empowered Women, Peaceful Communities: Promoting Peace and Preventing Intolerance in Sri Lanka’.

This UNV assignment is aligned to UN Women’s above-mentioned flagship programmes on Women, Peace and Security. Through the first project, UN Women will focus on promoting women’s leadership and participation to strengthen their role in decision-making processes to develop a peacebuilding agenda that is broadly owned, open and transparent. At the same time, the project will work with women leaders and political parties to strengthen women’s political participation, with a focus on conflict prevention/non-recurrence.

Through the second project (GPI), UN Women will focus on addressing the high incidence of sexual bribery and exploitation against military and war widows (across different ethnic groups), which also acts as a significant barrier to their socio-economic advancement and perpetuates vulnerability and intergenerational conflict. It will empower widows and their families by improving access to information and services, supporting formation of widows’ collectives, and supporting sustainable income-generation. It will collaborate with public officials and state institutions to increase their commitment to prevent and respond to bribery and to protect military and war widows from sexual exploitation. It will also focus on conflict prevention and non-recurrence, working with widows and their families, who have been directly affected by the conflict, to prevent inter-generational transmission of conflict and strengthening social cohesion amongst communities.

Sustainable Development Goals 5. Gender Equality

Task description

Under the direct supervision of UN Women Country Focal Point / Programme Analyst in Sri Lanka, the UN Volunteer will undertake the following tasks:

Support to the Women, Peace and Security (WPS) portfolio in Sri Lanka:
WPS Programme Implementation:

- Support the UN Women team in coordinating and implementing activities of two UN Peacebuilding Fund (PBF) projects and a donor-funded project on WPS:
  1. ‘Addressing Sexual Bribery Experienced by Military Widows and War Widows in Sri Lanka to Enable Resilience and Sustained Peace’ (PBF - GPI)
  2. ‘Promoting the Participation of Women and Youth in Peacebuilding Processes in Sri Lanka’ (PBF)
- Liaise with implementing partners, local CSOs, and consultants and provide research analysis support, where required, to project activities such as the needs assessment mapping and gender-sensitive value chain analysis;
- Support coordination and implementation of women’s livelihood development / economic empowerment components (within the GPI project on sexual bribery and the donor-funded project).
- Support in preparing various programme documents, such as work plans, budgets, UN / HQ reports, briefing notes, presentations on WPS programmes;
- Provide operational support to the UN Women team as needed (e.g. drafting reports; note-taking; logistical and planning support for field visits, special events, conferences; staff missions; trainings etc.).

Monitoring and Evaluation for Results:

- Contribute to the development of an overall M&E Plan for all implementing partners of the GPI project.
- Assist in tracking / monitoring the progress of implementing partners’ as well as UN Women’s activities;
- Undertake regular field visits to monitor programme implementation;
- Coordinate and monitor data from partners on a regular basis and provide inputs to inform decision making;
- Support the drafting of narrative and financial donor reports and documentation of project progress;
- Support the UN Women team to promote gender-responsive M&E amongst implementing partners.
- Any other duties as 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

- Provided programmatic, research and operational support together with the UN Women team to successfully implement WPS project activities.
- Provided effective and quality inputs, analysis and coordination for the women’s livelihood development / economic empowerment initiatives within the WPS portfolio.
- Supported timely monitoring and evaluation as well as documentation of project activities, good practices etc.
- Contributed towards strengthening of partnerships on implementation of the WPS agenda in Sri Lanka.
- Developed effective and engaging advocacy and outreach initiatives on WPS.

- 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
A Bachelor’s Degree in conflict and peace studies, gender/women’s studies, development studies, international relations, human rights, or any other related field in social sciences

Required experience
24 months

Experience Remark

- Previous experience and/or demonstrated interest in gender equality and women’s empowerment is required;
- Previous experience and/or demonstrated interest in peacebuilding is required.
- Previous experience in the development sector is an asset.
- Previous experience in project implementation including experience in field of M&E is desirable

Language Skills

- English (Mandatory), Level - Fluent

Area of Expertise

- Gender equality and the advancement of women Mandatory
- Crisis and conflict prevention, mitigation, resolution and reconciliation Optional
- Development programme management Optional

**Area of Expertise Requirement**

| Need Driving Licence | No |

**Competencies & Values**

- Accountability
- Adaptability and Flexibility
- Building Trust
- Client Orientation
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
- Creativity
- Empowering Others
- Ethics and Values
- Integrity
- Judgement and Decision-making
- Knowledge Sharing
- Leadership
- Managing Performance
- Planning and Organizing
- Professionalism
- Respect for Diversity
- Self-Management
- Technological Awareness
- Vision
- Working in Teams

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**Conditions of Service and other information**

**Condition of Service**

[Click here to view Conditions of Service](#)

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**Conditions of Service for International Specialist:**

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$ 1,631. 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.

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

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.

Application Code

LKAR000248-4468

Application procedure

* Not yet registered in the UNV Talent Pool?

Please first register your profile at https://vmam.unv.org/candidate/signup. Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?

Please first update your profile at https://vmam.unv.org/candidate/profile. Then go to ‘My Page’ at 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: 5 May 2019.
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.