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>Pakistan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>UN High Commissioner for Refugees</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International 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>Quetta [PAK]</td>
</tr>
<tr>
<td>Assignment Place</td>
<td>Non-Family Duty station</td>
</tr>
</tbody>
</table>

Living Conditions

Pakistan is situated in South Asia. Located along the Arabian Sea, it is surrounded by Afghanistan to the west and northwest, Iran to the southwest, India to the east, and China to the northeast. Pakistan has an extremely varied geographical outlook, including mountains, deserts, major rivers and the sea. Pakistan experiences frequent earthquakes, occasionally severe, especially in north and west.

Security: Pakistan is a non-family duty station, except Islamabad, that has the status of family duty station, and is currently under Security 3 and 4. For all official travel, UN Security Clearance is required/mandatory. Registration with home embassy is highly recommended. International Staff deployed in Pakistan are required to report to Security Unit for detail briefing.

Guest Houses: The UNV Field Unit will help arrange your initial accommodation, at your expense (Settling-in Grant is foreseen for this).

Telecommunications: There is one major fixed line provider (PTCL) and 5 cellular companies (Mobilink, Ufone, Telenor and Zong). 3G
service is being provided by almost all cellular companies. Call rates vary but are extremely cheap for some Western countries. All cellular operators in Pakistan use GSM platform. Country code for Pakistan is +92 and City code for Islamabad is (0)51.

Electricity (Voltage): Electricity in Pakistan is 220-240 Volts.

Health: State of the art health facilities are available throughout the country and especially Islamabad. Dental care facilities are also available. There are no mandatory vaccines required to travel to Pakistan. Currently dengue fever is on the rise in Pakistan especially in Punjab. Mosquito repellents are recommended. There are other health facilities in Islamabad which have been recognized by WHO.

Diet, Food and Water: There are many local markets around Islamabad as well as various supermarkets that are stocked with imported goods. Islamabad has a large number of restaurants and cafes. Tap water is not advisable and bottled water is available almost everywhere. Using alcoholic drinks in public is illegal in Pakistan.

Money/banking: Current US dollar exchange rate is 1 USD = PKR 168. In order to receive payments locally, UNV unit will help you open a bank account with Standard Chartered Bank. This will be a paired account where you can use it both for US dollar as well as Pak Rupee. ATM machines can be found throughout the country.

R&R: Internationally recruited staff contracts are eligible for R&R when present at a duty station designated for R&R on assignment, loan, or mission travel status. Staff members who have completed 8 weeks duration in Peshawar, Lahore, Karachi or Quetta, are entitled for R&R leave. R&R is granted for five (05) consecutive calendar days, plus one day travel time in each direction to/from the designated R&R destination (i.e. a total of two travel days).

Climate: The climate is generally characterized by hot summers and cool or cold winters. From June to September, most of the country is lashed by the South West Monsoon, which leads to heavy rainfall and high humidity. Islamabad has a humid subtropical climate, with hot summers accompanied by a monsoon season followed by fairly cold winters. The hottest months are May and June, where average highs routinely exceed 38 °C (100.4 °F).

Respect: Pakistan is a conservative country and it is advisable for women to wear long skirts or trousers in public (Pakistani women wear the traditional shalwar kameez, but in the big cities, women wearing jeans and khakis is not very uncommon sight, especially in casual settings, shopping malls and around picnic spots). Dress codes for men are more lax, though shorts are uncommon. Men should never shake hands with or touch a woman they don't know very well. As with most of South Asia, the right hand is used for eating, shaking hands and giving or receiving everything (including money), while the left hand is reserved for handling shoes and assisting in toilet duties. Discussion about religion and Islam should remain respectful and positive.

There are limitations on movement in Pakistan and UN-specific limitations on a choice of residential areas for accommodation in Quetta (recommended guesthouses).

Assignment Details

Assignment Title
Associate Protection Officer

Organizational Context & Project Description

The Office of the UNHCR was established on 14 December 1950 by the UN General Assembly. The agency is mandated to lead and co-ordinate international action to protect refugees and resolve refugee problems worldwide. Its primary purpose is to safeguard the rights and well-being of refugees. It strives to ensure that everyone can exercise the right to seek asylum and find safe refuge in another State, with the option to return home voluntarily, integrate locally or to resettle in a third country (www.unhcr.org).

The Islamic Republic of Pakistan is not a signatory to the 1951 Convention relating to the Status of Refugees or its 1967 Protocol, nor has it enacted a domestic legal framework for the protection of refugees and asylum seekers. Consequently, there are no domestic refugee status determination procedures or institutions in place. However, asylum-seekers and refugees are generally protected from refoulement. Individuals with the Proof of Registration (PoR) cards for Afghans are permitted to remain in the country temporarily as long as the card is valid or extended by the GoP. The GoP no longer issues new PoR cards except in the case of new births of PoR cardholders. Additionally, asylum seeker and refugee certificates issued by UNHCR are respected and serve as effective protection from arbitrary arrest and refoulement. In the absence of an effective State asylum procedure, UNHCR continues to undertake registration, documentation, and refugee status determination (RSD) under its mandate. UNHCR continues to advocate for enhancement of the asylum space for persons of concern in Pakistan. Currently, there are approximately 1.4 million PoR cardholders.
PoR cardholders are considered to be PoCs to UNHCR and as such do not require UNHCR refugee documentation, although their biometrics and biodata are taken when services are provided. In a recent exercise by GoP nearly 900,000 Afghans in Pakistan registered for Afghan Citizen Cards (ACC). ACC cardholders do not benefit from the same rights as PoR cardholders, particularly from refoulement. Additionally, there are an estimated 500,000 undocumented Afghans living in Pakistan. ACC cardholders and undocumented are not considered as persons of concern (PoC) by UNHCR (unless they go through ISF Registration). In addition to Afghan PoCs, a small non-Afghan population in need of international protection also reside in Pakistan that falls under the mandate of the operation. Due to the changes in the operation’s direction, and considering practical fraud mitigation and the operation’s limited resources, as of September 2016, UNHCR Pakistan no longer conducts Refugee Status Determination (RSD) for Afghans unless they have been identified for family-reunification or urgent or emergency Resettlement (RST). However, UNHCR Pakistan continues to register and assess the need for international protection of Afghans who approach UNHCR or its partners and provides asylum seeker certificates. The Pakistan operation has shifted its attention from individual case management model for protection and invested more attention to the community-based protection (CBP) approach, encouraging community resilience and integration of refugee protection into mainstream government services as much as possible, while maintaining overall protection standards. UNHCR Pakistan continues to conduct RST for non-Afghan applicants after comprehensive registration. RST of non-Afghans is also limited to exceptional urgent, emergency or family reunification cases. The incumbent needs to demonstrate solid knowledge in refugee protection and RSD and registration of asylum seekers and refugees in order to be able to provide guidance and lead the team, as well as to also demonstrate solid knowledge and experience in Community Based Protection. The overall goal of the Community-Based Protection and Urban Outreach Strategy in Pakistan is to enhance the protection and well-being of individuals and communities that UNHCR serves, through meaningful engagement and community-led interventions that aim to resolve common problems while increasing understanding of each other and community-level support mechanisms.

Sustainable Development Goals

17. Partnerships For the Goals

Task description

- Through relationships with persons of concern, authorities and network of partners stay abreast of political, social, economic and cultural developments that have an impact on the protection environment and provide advice to senior management.
- Ensure that the perspectives, capacities, needs and resources of the persons of concerns are reflected in the protection strategy, planning processes and operations plan addressing the specific protection needs of women and men, children, youth and older persons, persons with disabilities, minority groups such as sexual minorities and persons living with HIV/AIDS;
- Utilize the IDPs footprint during the planning process;
- Coordinate the promotion of international refugee law principles and standards and also IDP legislation or policies ensuring that all sectors and clusters fulfill their responsibilities mainstreaming protection;
- Coordinate the implementation and monitoring of programmes ensuring that identified protection needs, including an Age, Gender and Diversity (AGD) approach, are adequately addressed;
- Provide policy guidance and operational support to UNHCR and partners on all protection related issues;
- Provide legal advice and guidance on protection issues to internal and external interlocutors; ensure legal assistance is accessible to persons of concern; liaise with competent authorities to ensure the issuance of personal and other relevant documents to persons of concern (civil documentation, in particular birth certificates);
- Monitor, and assist with the intervention in cases of refoulement, expulsion and other protection incidents through working relations with governments and other partners;
- Assist in the coordinated implementation and oversight of Standard Operating Procedures (SOPs) for all protection/solutions activities;
- Ensure that durable solutions through voluntary repatriation, local integration and where appropriate, resettlement are sought and provided to the largest possible number of persons of concern;
- Ensure through direct action and advocacy with more senior protection staff that the necessary resources are allocated to enable protection activities to identify and address protection and assistance gaps;
- Support a consultative process with government counterparts at local levels, partners and persons of concern to develop and implement integrated strategies that address the key protection priorities, including, for example, child protection, education and SGBV, and solutions approaches;
- Promote confidence building and conflict resolution among populations of concern, authorities and host communities;
- Maintain protection presence through regular field missions and reports, making direct contact with persons of concern, host communities, local authorities and partners. In operations applying the humanitarian cluster system, contribute to ensuring that the response of the Protection Cluster is grounded in an AGD-compliant strategy which covers all assessed and prioritized protection needs of the affected populations;
Contribute to the Protection team's information management component which: provide disaggregated data on populations of concern and their problems; researches, collects and disseminates relevant protection information and good practices to enhance protection delivery and provide technical advice if necessary;
- Ensure participatory, community-based protection and AGD approaches are included in, strategies and plans in the country operation;
- Support persons of concern to develop structures that enhance their participation and protection.

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

- Protection strategies are developed covering all different persons of concern;
- Specific protection needs are identified and addressed;
- International refugee law standards and principles are enacted and respected;
- Legal advice and guidance on protection issues are provided;
- Durable solutions are provided to the largest number of refugees and IDPs
- Countries in the region maintain regular contacts;
- The participation of persons of concern is assured through continuous assessment and evaluation using participatory, rights and community based approaches, which inform protection and assistance programming;
- National protection capacities are improved through direct engagement, research and advocacy with all relevant external interlocutors;
- Protection incidents and needs are immediately identified and addressed through direct intervention, advocacy and public exposure;
- Coordination with partners and other humanitarian actors is effectively maintained;

• 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

Type of Degree: University degree in Law, International Law, International Relations, Social Sciences, Political Sciences or related field.

Required experience
24 months

Experience Remark
- Minimum 2 years of experience with refugees and/or other people of concern in a protection capacity required.
- Field experience;
- Commitment to help persons of concern and willingness to cooperate with counterparts.

Desirable Qualifications and Skills:
- Knowledge of UN policies and procedures;
- Good analytical skills;
- Strong interpersonal and communication skills in a multi-cultural setting;
- Ability to live and work in the difficult and harsh conditions of developing countries is essential.

**Computer skills:** Office Package (excellent knowledge of Word, good knowledge of Excel and Power Point) and Internet browsing.

**Language**

- English (Mandatory), Level - Fluent

**Area of Expertise**

- Protection of refugees, asylum seekers and IDPs Mandatory

**Area of Expertise Requirement**

- Need Driving Licence: No

**Competencies & Values**

- Accountability
- Adaptability and Flexibility
- Commitment to Continuous Learning
- Communication
- Integrity
- Planning and Organizing
- Professionalism
- Working in Teams

## Conditions of Service and other information

**Condition of Service**

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

### Conditions of Service for International Specialist:


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.

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**

PAKR000355-7653

**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:** 09-09-2020

**doa.apply_url**

https://vmam.unv.org//candidate/show-doa/UEFLUjAwMDM1NQ==

**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.*