



UN YOUTH VOLUNTEER 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 Youth 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 Youth 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 Youth Volunteers even more rewarding and productive.

- 1. UNV Assignment Title:** UN Youth Volunteer in Gender Equality, Humanitarian Response and Sexual and Gender-Based Violence Assistance

UNV Strategic Framework: : Outcome 1 - UN entities are more effective in delivering their results by integrating high quality and well-supported UN Volunteers and volunteerism in their programs; Outcome 1.2 - Volunteer engagement is strengthened in four priority areas: (a) basic social services; (b) community resilience for environment and disaster risk reduction; **(c) peace building and peace keeping;** (d) youth. **Global Peacebuilding Programme:** Outcome 1: Increased inclusive civic participation and participatory dialogue in efforts so sustain peace and generate social cohesion, and Outcome 2: Enhanced ownership of and capacities to engage in peacebuilding process of local institutions and civil society.

- 2. Type of Assignment:** International UN Youth Volunteer
- 3. Project Title:** Engendered humanitarian response and assistance to affected Women/Girls (Refugees, IDP, Returnees, host communities) in to West and Central Africa
- 4. Duration:** 12 months
- 5. Location, Country:** Dakar, Senegal
- 6. Expected Starting Date:** March 2016
- 7. Brief Project Description:** In the world, the number of people affected by humanitarian situations increased from 52 million in 2014 to 77 million in 2015. A large part (at least 20 millions) of this population is in West and Central Africa with various humanitarian priority: Food insecurity, army conflict, terrorism, epidemics, and natural disasters. Two of the three major (CAR and South Sudan) crises in the world are in West and Central Africa or have a consequence in the country in the region. The increase action of terrorism with Boko Haram in Nigeria, Mali, and Cameroon is in the process of generating a new situation in the region.

West and Central Africa face to many conflict situation (Central Africa, Cameroon, Nigeria, Chad, Niger, Mali) with more than 2.8 million refugees and internal displaced person. Women and girls represent a large part of this population. UN Women is committed to the achievement of equality between women, men, boys

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and girls as partners and beneficiaries of humanitarian action. In May 2015, UN Women established its Gender and Humanitarian Action Unit to consolidate its advocacy, coordination and capacity development role for the integration of gender equality across humanitarian action in West and Central Africa. This includes disaster risk reduction with a focus on prevention, mitigation and preparedness, humanitarian response and early recovery.

The majority of victims of these humanitarian situations are women, girls and children. Governmental and non-governmental civilian infrastructure and services were systematically destroyed or closed after conflict or disaster. The lack of access to life-saving medical care and insecurity caused by displacement has exacerbated women's security and safety. The violence, especially rape/violence against women and instability have accentuated existing gender inequalities and exposed women to the risk of heightened violence at the home and in the community. Regarding terrorism orientation in to West and central Africa, women are afraid to send their daughters to school, in public places, in markets, for fear to having them kidnapped, and the latter live in an advanced state of trauma. This escalation of violence raise the issue of protection for IDPs, Host vulnerable populations, refugees as women, girls and children have been frequently targeted by Boko Haram in its new conflict strategy.

UN Women strengthened its work in humanitarian action and collaborate closely with UN system partners, in particular with the Office for the Coordination of Humanitarian Affairs (OCHA) given their coordination mandate, to ensure accountability and coherence in addressing gender equality in humanitarian action. UN Women will also build partnerships with national and regional institutions, civil society, and other humanitarian actors to increase awareness, commitment and capacity on gender responsive humanitarian action. In particular UN Women will work with gender equality institutions and organizations, from grassroots to inter-governmental bodies, to strengthen their position and capacity as champions for gender equality in humanitarian action and beyond.

8. **Host Agency/Host Institute:** UN Women Regional Office (RO) for West and Central Africa
9. **Organizational Context:** UN Women is committed to ensuring equality between women and men as partners and beneficiaries of humanitarian action. UN Women Humanitarian response include three areas of work, namely disaster risk reduction and mitigation, humanitarian response and early recovery. The impact of conflict is often measured by casualties: Women and girls face heightened risks due to displacement and the breakdown of normal protection structures and support, gender-based violence. More than 80% of refugees and people displaced by conflict worldwide are women, children and young people. Also, Women and girls are disproportionately exposed to risk, increased loss of livelihoods, security, and even lives, during and in the aftermath of disasters. In general, natural disasters kill more women than men and kill women at a younger age than men.

Under the overall supervision of the Regional Gender and Humanitarian Action, the UN Youth Volunteer will support UN Women's engagement in humanitarian action. She/ He will assist in advocating for a coordinated and coherent approach on gender mainstreaming in emergency response and humanitarian action and will be responsible for ensuring that specialized technical and strategic support is available to field offices where needed.

The scope of work of the UN Youth Volunteer in Gender equality, Humanitarian response and Sexual and Gender-Based Violence assistance requires experience and in-depth understanding of gender equality and women's empowerment issues, as well as expertise on humanitarian issues in conflict and post-conflict settings, Gender based violence, monitoring and evaluation, to translate UN Women's strategic plans into



results. It also requires developing mutually reinforcing partnerships with national entities, civil society, regional institutions and the international humanitarian system, including relevant UN entities and bilateral donors to enhance awareness and commitment as well as visibility and resources to advance gender equality and women's empowerment.

10. Type of Assignment Place: assignment without family

11. Description of tasks:

Under the overall supervision of the Regional Gender and Humanitarian Action, the UN Youth Volunteer in Gender equality, Humanitarian response and Sexual and Gender-Based Violence assistance will have the following functions:

- Assist in the formulation and development of UN Women's Humanitarian Strategy based on the HNO, the Country Strategic Response Plan (SRP), the Humanitarian Sahel Strategy, in partnership with UN system humanitarian actors, in support of mainstreaming gender equality and women's empowerment concerns into humanitarian response;
- Support Offices and /or country sectors/clusters in setting up or adapting existing systems to monitor the progress in gender mainstreaming by using inter alia the framework and checklists in the IASC Gender Handbook (2006) and GBV Guidelines (2005; currently under review).
- Provide support to programme delivery through the creation of strategic interventions and partnerships to enhance UN Women's humanitarian and SGBV programming through programme monitoring, identification of areas for programme strengthening; the development of strategies to address these and work with Sahel countries to roll out the implementation of these strategies
- Contribute in analysis and research of information on donors, preparation of substantive briefs on donor strategies and national development strategies, provision of advice to UN Women staff on ensuring synchronicity, alignment and complementarity between these strategies and UN Women activities.
- Assist in the identification of capacity gaps among implementing partners and development of strategies to fill the gaps observed. As needed, design and deliver, or facilitate training interventions / sessions on GBV in emergencies for government and non-government actors, such as health care providers, community services officers, security personnel, the IDP population, etc.
- As part of a team, provide technical support to other sectors to ensure adequate mainstreaming and inclusion of GBV related issues, and protection in coordination with UNHCR, OCHA and UNFPA;
- Provide support by analyzing and reporting on UN Women humanitarian response on programme and project progress in terms of achieving results, using existing monitoring and evaluation tools and introducing new mechanisms and systems; identify constraints and resource deficiencies, and recommend corrective action.
- Contribute to identify strategic programme approaches and modalities which provide value added for UN Women in the humanitarian area both at Regional level and into Sahel countries ;
- Support UN Women's contribution to the existing inter-agency coordination mechanisms and enhance coherence of UN system in promoting gender equality concerns in humanitarian response.
- Substantive participation and support to relevant inter-agency and inter-governmental forums, notably the IASC, the IASC Sub-Working Group on Gender, donor conferences and others.
- Provide support as needed to ensure that UN humanitarian response is done in a gender responsive manner, and within agreed regional and international frameworks to promote and protect gender equality.

Furthermore, the UN Youth Volunteer is encouraged to:

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- Strengthen the knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and taking active part in UNV events.
- Be acquainted with and build on traditional and/or local forms of volunteerism in the 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 volunteering experiences and submit them to the team at UNVHQs for consideration (beyond other communications responsibilities), and input to the 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.
- When working with national counterparts, the UN Volunteers are strongly encouraged to dedicate time to mentor, train and develop the capacity of counterparts to help sustain development initiatives after completion of the assignment

12. Results/Expected Output:

- Production of regular technical note regarding Gender and humanitarian situation in west and central Africa with emphases of SGBV
- Training section in to Gender/SGBV in to humanitarian setting apply in the region
- Progress report in to UN Women humanitarian response available
- Gender and humanitarian data collection tools available with his/her support
- Provide write-ups on the UNV experience in the field.
- 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.

13. Qualifications/Requirements:

- Master degree (or equivalent) in development-related disciplines, gender issues, public policy or other social science fields; Demography
- 2 years of experience in management and development programming preferably with humanitarian issues and Sexual and Gender-Based Violence (SGBV)
- Experience in Data collection, Monitoring and evaluation
- Experience in inter-agency coordination, experience working with governments, donors and civil society organizations internationally and in the field would be highly regarded
- Written and oral proficiency in English and French are required;
- Knowledge of another UN working language is an asset.
- Knowledge or experience related to current policies and practices in the fields of gender equality and humanitarian action.
- Ability to conceptualize and convey strategic vision from the spectrum of development experience.
- Strong communications skills, with proven expertise in writing cogent and convincing policy and programme documents
- Proven analytical and problem solving skills
- Good planning, goal-setting and prioritization skills.
- Effectiveness in establishing and fostering good relations with government counterparts, UN agencies, donors, and NGO partners.



- Ability to leverage information technology, executive information systems, management techniques and tools for optimal office performance.
- Computer skills: proficiency in Office Pack (Word, Excel, PowerPoint), social media, and others.

14. 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, host agencies are expected to support knowledge and capacity development in the technical areas that are relevant to the UN Youth Volunteer's assignment. Host agencies are also expected to provide, at their expense, UN Youth Volunteers with equal opportunity to participate in training courses and workshops offered to the host agency's personnel.

15. Living Conditions:

Senegal is in Western Africa, bordering the North Atlantic Ocean, between Guinea-Bissau and Mauritania. The population in Dakar is 2.5 Mil (2014 est.), while the inflation rate is -1.1% (2014 est.). The assignment will take place in Dakar, the capital and largest city of Senegal. Dakar is the westernmost city on the African mainland and is a major regional port. Climate is tropical; hot, humid; rainy season (May to November) has strong southeast winds; dry season (December to April) dominated by hot, dry, Harmattan wind. Generally low, rolling, plains rising to foothills in southeast.

The official language is French. It is widely spoken in towns and slightly less frequently in rural areas. Wolof is spoken by the majority of the population, particularly in urban areas, and is increasingly used in the business world. English is becoming more widely spoken. The main religion is Islam.

The economy of Senegal is predominantly rural with limited natural resources and gains most of its foreign exchange from fish, phosphates, groundnuts, tourism, and services.

The security risk for expatriates in Senegal is low overall, but medium for Casamance. Risks include petty theft, violent protest action, and in the south of Casamance risks also include bandits, separatist groups and landmines. Other risks include the low driving standards and poor road conditions.

16. Conditions of Service

A 12- month contract; monthly living allowance (MLA) base intended to cover housing, basic needs and utilities, with a base rate of US\$ 1,243, which is adjusted monthly according to the movement (upwards or



downwards) of the Post Adjustment Multiplier (PAM), which is established by the International Civil Service Commission (ICSC) to ensure that international UN Volunteers have comparable purchasing power at all duty stations despite varying costs of living. The applicable MLA is calculated as follows: $MLA = (MLA \text{ base rate} \times PAM) + \text{MLA base rate}$. See ICSC website <http://icsc.un.org> for more information on the applicable PAM rates. In May 2015, the MLA for an international UN Youth Volunteer is US\$ 1,899.30.

In addition, UN Volunteers are provided a one-time settling-in-grant (if applicable); Well-Being Differential (applicable only in hardship non-family duty stations); a life, health, and permanent disability insurance; return airfares (if applicable); resettlement allowance for satisfactory service.

17. How to apply:

Eligible candidates, born on or after 1st January 1989, whose previous work experience in areas relevant for the assignment does not exceed two years, should do the following:

If you are not a candidate in the UNV database, please apply by registering your profile through the following link: http://ereta.unv.org/html/index.php?module=myprofile&ad=YTH15FFITA_SEN. The advertisement code **YTH15FFITA_SEN** will appear automatically under the 'Special Recruitment' tab of your UNV profile and can be changed from there if needed.

Important: *Once you have created your UNV account and after validating your email address, please complete all sections of your profile. Your application can only be considered once you have clicked on the green 'Submit My Profile' button. As a confirmation of your successful registration, you will receive an email with your UNV roster number.*

If you already are a candidate in the UNV database, please update your profile through: <http://MyProfile.unv.org> and select the code of the assignment you wish to apply for from the drop down list in the 'Special Recruitment' tab of 'MyProfile'.

Should you wish to be considered for more than one UN Youth Volunteer assignment, you can express your interest in other Descriptions of Assignments in the 'Additional Remarks' section of your profile by entering there the corresponding code. Please note however that your profile will be proposed to the host agency for only one UN Youth Volunteer assignment.

Closing date: You must be fully registered in the UNV database of candidates not later than **8th November 2015** (applications received after that date will not be taken into consideration).

Only shortlisted candidates will be contacted.