



### UNV 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, UNV 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, UNV 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 UNV volunteers even more rewarding and productive.

**1. UNV Assignment Title:** Gender Mainstreaming Specialist

**2. Type of assignment:** International UNV volunteer

**3. Project Title:** Joint UN Gender Project

**4. Duration:** Initially 1 year

**5. Location, Country:** Uganda, Kampala

**6. Expected starting date:** February 2013

**7. Type of assignment place:** Assignment with family

**8. Host Agency/Host Institute:** OHCHR Uganda

**9. Organizational Context:** OHCHR Uganda is working in the country since 2005. The mandate of the Office is to monitor and to report on human rights issues, assist the State and the civil society in the promotion and protection of Human Rights, strengthen especially the Uganda Human Rights Commission, as well as inform the public about human rights matters. OHCHR Uganda has its Head Office in Kampala and 6 District Offices in Gulu, Lira, Kitgum, Moroto, Kotido and Soroti.

**10. Brief Project Description:** The OHCHR Uganda Office monitors and provides technical assistance on the development of policy and legal instruments that would further improve the legal situation of women since the patterns of gender based discrimination are still in place concerning SGBV, the economic, social and political position of women as well as their access to justice and to land and other economic means. In this regard, the Uganda County Office has planned for participation in the Joint Gender Programme in the OHCHR biennium Country Note (2010-2011). The Joint UN Program on Gender enables OHCHR to implement its strategy on gender and discrimination as well as women's access to justice. OHCHR is the lead UN body in the Joint Gender Programme of the outcome referred to women's rights, which commenced in 2010. More specifically, the JP on gender consists of 4 specific areas of focus: gender and access to justice and protection, gender and reparation, victim and witness protection for survivors of



SGBV, CEDAW reporting, capacity building for duty bearers on anti-discrimination law, policy and programmes.

OHCHR's main strategies include:

Access to justice for women:

- monitoring practices by law enforcement, enforcement, local authorities, and justice institutions that dissuade or stall investigations and prosecutions of GBV cases – the findings of such monitoring will be documented in issue-papers directed at law enforcement hierarchy;
- advocacy for the revision, and providing technical assistance for preparation of national-level guidelines (in compliance with international standards) on the process and scope of Police intervention in GBV cases,
- monitoring at district-level of compliance with the guidelines especially among the Child and Family Protection Units of the Police, and
- raising public awareness about the prospective revised guidelines

#### **11. Description of Duties:**

The UN volunteer will be part of the OHCHR Kampala Office. Under the direct supervision of Head of Office or Deputy Head of Office and in close contact with the thematic focal point in Kampala the UNV volunteer will undertake the following tasks:

- Support the Office in the project management of the Joint Programme on Gender; representing the Office in the inter-agency Joint Programme Management Steering Committee meetings
- Developing and implementing the programmes under the framework of the OHCHR Country Note and Joint Programme on Gender
- Reporting on the activities conducted by OHCHR that are implemented with national partners under the Joint Programme.
- Coordinate with national government institutions such as the Ministry of Gender, the Uganda Human Rights Commission, the Uganda Law Reform Commission, Justice Law and Order Sector on gender activities designated under the Joint Gender Programme.
- Support the office in undertaking training, sensitization activities on gender and human rights issues prioritized under the OHCHR country plan.
- Support public information activities of OHCHR in gender and human rights
- Support communities and individuals in the channeling or referral in case of human rights complaints, specifically gender based violence, to competent institutions/organizations,
- Support the analysis of the incoming information flow and gender analysis within relevant governmental and civil society organizations.
- Support advocacy activities with local authorities and police on GBV issues.
- Work in close contact on community sensitization with local civil society and community based organizations, especially women's organisations
- Contribute to overall tasks of the OHCHR Kampala Office in internal reporting, planning and similar tasks.
- Participate in relevant meetings related to gender and human rights issues at a local and national level when required.

Furthermore, UN volunteers are encouraged to:

- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and taking active part in UNV activities (for instance in events that mark IVD);



- Get acquainted with and building on traditional and/or local forms of volunteerism in the host 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 field experiences and submitting them for UNV publications/websites, newsletters, press releases, etc.;
- Assist with the UNV Buddy Programme for newly-arrived UNV volunteers;
- Promote or advise local groups in the use of online volunteering, or encouraging relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

#### **12. Results/Expected Output:**

- A number in accordance to OHCHR work plan of sensitization and trainings for government entities and civil society organizations are prepared, organized and implemented
- Successful management of the OHCHC projects under the Joint Gender Programmes
- Analytical papers on gender analysis and human rights trends are presented internally and to partners.
- Confidence and relationship between OHCHR and community based organization is strengthened.
- A final statement of achievements towards volunteerism for development during your assignment such as specific quantification of mobilized volunteers, activities, capacities.

#### **13. Qualifications/Requirements:**

- A University degree in social sciences, gender studies, international relations, human rights, or law,
- At least 1 year of professional relevant experience in research, documentation, programme development and implementation with specific emphasis on women's rights and empowerment in a number of areas such as post conflict reconstruction, women in peace building, protection of women against sexual and gender based violence and HIV/AIDS.
- Experience with working with governments, including local government, women's organizations and security sectors would be an added advantage.
- Excellent English language skills (drafting of documents, oral communication)
- Gender sensitivity and capacity to work in a multicultural context.

#### **14. Living Conditions:**

The UNV volunteer will be based in Kampala, the capital city of Uganda, which is a family duty station that presents relatively good living conditions with most of the economic and social amenities available at affordable cost with quality accommodation available. Most commodities are available in supermarkets and restaurants for every taste and pocket are abundant. However, as a developing country, Uganda has developing infrastructure with common challenges like power cuts and water rationing. The city has a pleasant climate all year round and security is good but under UN Security Zone classification of phase one.

#### **15. Conditions of Service**

A 12-month contract will be issued upon arrival in Uganda. A volunteer living allowance (VLA) will be paid on monthly basis which is intended to cover housing, basic needs and utilities, and is equivalent to US\$ 1,936 (single rate), US\$ 2,186 (1 dependants' rate) and US\$ 2,386 (2+ dependants' rate). A settling-in-grant of US\$ 4,161 is payable upon arrival for a 12 months contract which is intended to assist the UNV volunteer while establishing permanent residence at the duty station, e.g. to purchase basic household items such as furniture, kitchen utensils, bed linen etc. The UNV volunteer will be entitled to life, health, and permanent



disability insurance. Upon repatriation the UNV volunteer will be provided with a return airfare as well as a resettlement allowance of US\$ 150.00 per month of satisfactory service.

**Description of Assignment prepared by the Project Manager/UN Agency:**

*Country Representative, OHCHR Uganda*

Date: 19 November 2012

**Description of Assignment approved by UNDP/RR/CD or UNV Country Office Teams/Support Office:**

Jephthe Mve Mvondo, UNV Programme Officer

Date: 21 November 2012