



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 Women's Rights
- 2. Type of Assignment:** International UN Youth Volunteer
- 3. Project Title:** Strengthening Capacity & Coordination for Women's Rights
- 4. Duration:** 12 months
- 5. Location, Country:** Banjul, The Gambia
- 6. Expected Starting Date:** February / March 2016

7. Brief Project Description:

The Government of the Gambia recognizes the need to promote and protect the rights of women and girls, thus the ratification and domestication of the United Nation Convention on the Elimination of all forms of Discrimination Against Women (UNCEDAW) and the Protocol to the African Charter on Human and Peoples' Right and the Right of Women in Africa into Women's Act 2010, Domestic Violence Act 2013 and the Sexual Offences Act 2013. A National Plan of Action on Gender Based Violence and FGM/C 2013-2017 has also been developed and it is being implemented.

Gender-based violence is considered a grave violation of human and legal rights. It is important that it is recognized, and addressed, not only as a prime barrier to gender equality and women empowerment but also to reproductive health. It is a barrier that prevents women, families, and countries from achieving their full potential. Violence against women has profound implications for health but is often ignored. WHO's World Report on Violence and Health notes that "one of the most common forms of violence against women is that performed by a husband or male partner." This type of violence is frequently invisible since it happens behind closed doors, and often, legal systems and cultural norms do not treat it as a crime, but rather as a "private" family matter, or a normal part of life.

According to MICS (2010) in The Gambia, about 75% of women feel that their husband/partner has a right to hit or beat them for a variety of reasons. Women who approve their partner's violence, in most cases agree and justify violence in instances when they neglect the children (52.4%), or if they demonstrate their autonomy, e.g. go out without telling their husbands (53%) or argue with them (33.3%). About 60 per cent



of women believe that their husband/partner has a right to hit or beat them if they refuse to engage in intimacy with him.

The data shows that women in the capital city, Banjul are less likely to approve wife/partner beating than women from the other LGAs where more than half of the women approve of the practice. About 80 per cent of women who are currently married or in union approve of wife/partner beating for any one of the reasons compared to 63.1 per cent of women who are not married. Similarly, the higher the educational attainment of a woman, the less likely it is for her to approve of wife beating. Women from poorer households are more likely to approve of wife beating than women from the richer households.

UNFPA requests for the services of a Fully Funded Youth Volunteer (Assistant Project Officer) to assist in the strengthening of the capacity of the Gender Machinery (Office of The Vice President and Ministry of Women's Affairs and Women's Bureau) in order to effectively implement, monitor, and coordinate Women's Rights Projects and Gender Based Violence (GBV) interventions in the country.

8. Host Agency/Host Institute: UNFPA

9. Organizational Context:

At the helm of the Gender Machinery, The Ministry of Women's Affairs was created in 1996 within the portfolio of the Office of the Vice President. The Office of the Vice President and Ministry of Women's Affairs (OVP and MoWA) is responsible for policy formulation, coordination, resource mobilization, monitoring and evaluation at the highest level for the four sub sectors under its purview namely: The Women's Bureau (WB), National Population Commission Secretariat (NPCS), National Nutrition Agency (NaNA) Food Safety and Quality Assurance Agency. The UNFPA works in close collaboration with the above named institutions in order to move towards " a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled"

The assignment of the UNV Assistant Project Officer, Women's Rights, is based in The UNFPA, with frequent interaction with the named institutions. S/he will work under the UNFPA Programme Officer, Gender, and will liaise with government implementing partners and youth peer groups.

10. Type of Assignment Place: Assignment without family

11. Description of tasks:

Under the overall guidance of the Assistant Representative, UNFPA, and the direct supervision of the UNFPA Programme Officer, Gender, the UN Youth Volunteer will (mainly as a part of team), perform the following tasks:

- Assist in the monitoring and reporting on progress on the implementation of the Women's Act 2010, Sexual Offences Act 2013 and Domestic Violence Act 2013
- Support the activities of the National Steering Committee(NSC) on Gender Based Violence (GBV)
- Collaborate with the programme intervention team in women rights advocacy and raising awareness of the dangers of violence against women and girls.
- Participate in or support quarterly meetings of the Victims of Violence Advisory Committee
- Support the sharing of information on results and participate in the identification of enabling factors for the implementation of the GBV Communication Strategy.
- Participate in the support to victims of violence and their families.
- Support resource mobilisation activities for the implementation of the National Plan of Action on Gender Based Violence 2013 -2017 as well as the National Action Plan on FGM/C 2013-2017.
- Support capacity building activities in order to ensure long term sustainability
- Assist in any other relevant duties, depending on her/his skills and guidance from the supervisor.



Furthermore, the UN Youth Volunteer is encouraged to:

- 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.

12. Results/Expected Output:

The UN Youth Volunteer activities will contribute towards:

- Effective communication and implementation of national activities on Women's rights
- Capacity Building on women's rights in the country
- Effective support to GBV and FGM victims
- A smooth running National Steering Committee
- Greater awareness of Women's Rights in the country
- better monitoring and reporting on the progress of Women's Act 2010, Sexual Offences Act 2013 and Domestic Violence Act 2013.

At the end of the assignment, the volunteer will be expected to make 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:

- Masters Degree in Development Studies, Gender Studies, Law or other relevant Social Sciences
- Demonstrated interest and/or experience of 2 years in Gender and Women's Rights/minority rights .
- Some understanding of development paradigms, particularly related to women's rights and human rights
- Motivated to contribute towards peace and development and to serve others;
- 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;
- Fluency in spoken and written English is required;
- Previous experience as a volunteer and/or experience of another culture, (i.e. studies, volunteer work, internship) would be highly regarded;
- Computer skills (i.e. 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, UNFPA will support knowledge and capacity development in the technical areas that are relevant to the UN Youth Volunteer's assignment. UNFPA will provide, at its expense, UN Youth Volunteers with equal opportunity to participate in training courses and workshops offered to its personnel.

15. Living Conditions:

The Gambia is situated at the tip of the West African coast and has a total surface area of approximately 10,360 square kilometers. Apart from the 48 km stretch of the Atlantic Ocean, The Gambia is landlocked by Senegal. The climate consists of a tropical hot rainy season from June to September and a cooler dry season from October to May. The Gambia has a total population of about 2 million. English is the official language. Mandinka and Wolof are the main local languages most widely used in the country. The Gambia is relatively peaceful and the people are warm and friendly. Precautions should nevertheless be taken to avoid any unpleasant surprises.

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: $MLA = (MLA \text{ base rate} \times PAM) + MLA \text{ base rate}$. See ICSC website <http://icsc.un.org> for more information on the applicable PAM rates.

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) life, health, and permanent disability insurance; return airfares (if applicable); resettlement allowance for satisfactory service.

17. HOW TO APPLY

Eligible candidates, i.e. aged between 23 and 29 years throughout the entire duration of their service, i.e. born between 1 July 1987 and 28 February 1993, 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=YTH15FFSPA_GAM. The advertisement code **YTH15FFSPA_GAM** will appear automatically under the 'Special Recruitment' tab of your UNV profile and can be changed from there if needed.

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'.

United Nations Volunteers

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UN Volunteers is administered by the United Nations Development Programme (UNDP)



Should you wish to be considered for more than one UN Youth Volunteer assignment, you can express your interest in other Description of Assignments in the 'Additional Remarks' section of your profile by entering 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 23 October 2015 (applications received after that date will not be taken into consideration).