

UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

BLRR000007--UNV Inclusion and Disabilities Officer

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	Belarus
Host Institute	United Nations Development Programme
Volunteer Category	National Specialist
Number of Volunteer	1
Duration	12 months
Expected Starting Date	01-03-2019
Duty Station	Minsk [BLR]
Assignment Place	Family Duty Station
Assignment Place Remark	

UNDP's mandate in Belarus is determined by the Agreement between the Government of Belarus and UNDP signed on 24 September 1992, which requires UNDP "to support and supplement the country's efforts at solving the most important problems of its economic development and to promote social progress and better standards of life".

Having ratified the Convention on the Rights of Persons with Disabilities (CRPD) in 2016, Belarusian authorities prepared an interagency implementation plan, jointly developed by the Ministry of Labour and Social Protection, other line ministries. The UNV Inclusion and Disabilities Officer, placed in UNDP Belarus, will facilitate, support and strengthen UNDP Belarus' capacity to mainstream disability and inclusion into institutional policies and programmes. The incumbent will lead on the development, implementation and evaluation of a range of community development initiatives and projects that support the implementation of the CRPD by the national authorities, civil society organizations (CSOs) and international development

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partners.

The UNV Inclusion and Disabilities Officer will work closely with other UN agencies in Belarus and stakeholders to provide advice on disability and inclusion mainstreaming within the framework of the UNCRPD National Action Plan. The UNV Inclusion and Disabilities Officer will be reporting to the UNDP Programme Analyst (Rule of Law and SDGs Inclusion) though the work will not be limited to UNDP only. The incumbent will work in coordination with the UNDP and Resident Coordinator's Office and provide support in streamlining processes across the UN Agencies.

Living Conditions

Having ratified the CRPD in 2016, Belarus is currently actively involved into its implementation. A lot of emphasis is put on the accessibility of roads, streets, and buildings. However, the only areas most accessible for people with physical and sensory disabilities are the newly renovated and/or recently built, such as some supermarkets, some business centers, stadiums, the Minsk International Airport and, to a lesser degree, the central train station. In general, the existence of ramps, however, does not always signify the full accessibility of the building, especially in relation to the toilets.

In terms of transportation, public transportation is poorly adapted and there is no special taxi service for the PWDs. However, for the PWDs registered at the municipality, there is a limited transportation service that may be provided by the city to the nationals, though a range of restrictions apply that make it impossible to use on short notice. Regional public transportation is not accessible.

Touristic places like ski resorts and eco-tourism are accessible to a degree of observance, not participation.

For the people with sensory disabilities, buildings are mostly not equipped with signs in Braille. Corduroy tactile paving is not common, although the country is putting more and more efforts into ensuring it is more widespread. There are barely any hearing cues across the country, with Minsk being more equipped than other cities. There are 2 ATM machines in Minsk that are equipped with hearing cues.

The service of accompanying PWDs to work or other administrative needs does not exist. However, the programme of situational assistance (in cases of emergency) is being developed.

In general, and in comparison with other cities across the country, there are more accessible facilities in Minsk. At the same time accessibility to apartments, transportation, shopping facilities, etc. is limited.

UNDP Belarus is committed to providing a barrier-free environment and became a fully inclusive workplace in 2015. The office has invested in necessary modifications to make the space fully accessible and welcoming to people with disabilities. An elevator, stairs and a toilet were redesigned to accommodate wheelchair access. Differently textured floor mats make it easier for blind visitors to navigate. The office is now proud to host inclusive meetings with people with disabilities.

The Republic of Belarus is an upper-middle income country with a population of 9.5 million. The capital city of Belarus is Minsk, the biggest political, economic, scientific and cultural center of the country. The population of Minsk is over 1.9 million people. Belarus is a founding member of the Commonwealth of Independent States (CIS), with headquarters in Minsk. The country has all amenities in place that would make a visitor's stay comfortable. For more info, visit: <http://www.belarus.by/en/>

The population of Minsk, the capital of Belarus, is about one fifth of the country's population. The country consists of six regions (oblast). The state languages are Belarusian and Russian. The national currency is Belarusian ruble.

Belarusian climate is moderately continental, a transitional form from maritime to continental climate with mild and humid winters, warm summers and damp autumns. Average temperatures vary across Belarus. In January, temperatures average from -4.5° C to -8° C. In July the average temperature is +20° C to +25° C. The security level is minimal (1) in Minsk according to the classification by the UN Department of Safety and Security (UNDSS).

The UN Office in Belarus is located in building that is fully accessible for persons with disabilities.

Reasonable accommodation:

The UN system is committed to creating an inclusive workplace, and commits to taking appropriate measures to enable persons with disabilities to access employment opportunities and benefit equally from employment-related opportunities by providing reasonable accommodation. In this context, "reasonable accommodation" means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

Should applicants need reasonable arrangements to facilitate their interview and assessment during the recruitment and selection process, please submit your request in your application.

Assignment Details

Assignment Title UNV Inclusion and Disabilities Officer
Organizational Context & Project Description

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The UNV Inclusion and Disabilities Officer will work closely with other UN agencies in Belarus and stakeholders to provide advice on disability and inclusion mainstreaming within the framework of the UNCRPD National Action Plan. The UNV Inclusion and Disabilities Officer will be reporting to the UNDP

Programme Analyst (Rule of Law and SDGs Inclusion) though the work will not be limited to UNDP only. The incumbent will work in coordination with the UNDP and Resident Coordinator's Office and provide support in streamlining processes across the UN Agencies.

Sustainable Development Goals 10. Reduced Inequalities

Task description

The National UNV Inclusion and Disabilities Officer will undertake the following tasks:

- Provide support to community development projects and initiatives related to the implementation of the UNCRPD National Plan (2017-2025) and linked to the SDGs achievement in Belarus;
- Initiate and build relationships with disability and inclusion organisations to advocate for disability inclusion and launch new partnerships with organisations interested in disability and inclusion mainstreaming;
- Undertake research, gather and disseminate relevant information about disability and inclusion and provide analysis on the policy developments in Belarus and neighbouring countries;
- Draft documents designed to advance the implementation of the UNCRPD National Action Plan;
- Provide event management assistance in organizing events within the framework of implementation of the UNCRPD National Action Plan;
- Liaise with other UN agencies, international and national partners, assist with fundraising activities.

Furthermore, participants in the Talent Programme are required to:

- Strengthen their knowledge on the SDGs and the United Nations Development System;
- 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);
- Contribute articles/write-ups on field experiences and submit them for UNDP and UNV publications/websites, newsletters, press releases, etc.;
- 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.

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

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- Various community development initiatives and projects are designed, managed and documented to advance the implementation of the UNCRPD National Action Plan and the SDGs achievement;
 - New partnerships to mainstream disability and inclusion in Belarus are established;
 - Relevant documents are developed to support and advance the implementation of the UNCRPD National Action Plan;
 - Research data on policy and political developments in mainstreaming disability and inclusion is included in the relevant documents, concept notes and projects;
 - Events are organised to advance the realization of the UNCRPD National Action Plan.
- 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

- Hold a Bachelor or Master level degree or be enrolled in a university degree at Bachelor or Master level in Psychology, Sociology, International Relations, or a related field;

Required experience 0 months

Experience Remark

- Work experience will be an advantage but not a requirement.

To be eligible to apply to the **UNDP-UNV Talent Programme for Young Professionals with Disabilities**, candidates should:

- Be no more than 35 years of age;
- Be a person living with a physical or sensorial (hearing or visual) disability.

Language Skills

- Russian (Mandatory) , Level - Fluent
- AND - English (Mandatory) , Level - Working Knowledge

Area of Expertise

- Social inclusion Mandatory
- Human rights Optional

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- Social work Optional

Area of Expertise Requirement

- Knowledge of the Convention on the Rights of Persons with Disabilities is desirable;
- Interest in the UN and adaptability to a multicultural environment ;
- Strong commitment to working for sustainable development and human rights;
- Excellent communication skills, ability to express one's ideas using simple language;
- Strong writing skills.

Need Driving Licence No

Competencies & Values

- Accountability
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
- Integrity
- Planning and Organizing
- Respect for Diversity
- Working in Teams

Conditions of Service and other information

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

Conditions of Service:

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.

Travel to duty station (if applicable) and a Settling-In-Grant will be provided in the event the duty station is not within commuting distance from the place of recruitment. The applicable Volunteer Living Allowance is provided monthly to cover housing, utilities and normal cost of living expenses. Life, health and permanent disability insurance are included (health insurance for up to 3 dependents), as well as final repatriation (if applicable) and resettlement allowance for satisfactory service.

Furthermore, in non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, a Well-Being Differential (WBD) on a monthly basis will be provided.

For UN Volunteer entitlements, kindly refer to the link <https://vmam.unv.org/calculator/entitlements>

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 BLRR000007-3733

Application procedure

To be eligible to apply to the UNDP-UNV Talent Programme for Young Professionals with Disabilities, candidates should: Be no more than 35 years of age; Be a person living with a physical or sensorial (hearing or visual) disability.



Work experience will be an advantage but not a requirement.

*** Not yet registered in the UNV Talent Pool?**

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?**

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.

This is a national UN Volunteer assignment, therefore only nationals of Belarus and legal residents with a residency permit, the status of refugee or with the status of being stateless are eligible to apply.

Application deadline: 03rd February 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.