



UN

Volunteers

UNV Volunteers Pre-Assignment Briefing Note for UGANDA¹



¹ This document has been prepared by Isaac Mwesigwa, former UNV University Volunteer in Ghana and edited by Mwangi Mathenge, UNV Programme Officer in Uganda – May 2007

Dear United Nations Volunteer,

Welcome and congratulations on your UNV assignment in Uganda

This briefing note is to help you as you prepare for your up coming assignment. It is by no means exhaustive and will be complemented with information provided in the Volunteer Assignment Compact (the official letter of offer that you receive upon recruitment); with information given to you by your focal point at UNV HQ or by the UNV Country Office Team (COT) in your country of recruitment and by any orientation that you receive upon arrival in Uganda.

We hope though, that this will be useful and if you have any suggestions for change or additional information that you think would be useful for future UNV volunteers, your feedback would be greatly appreciated.

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1. Location

Uganda is a landlocked country in Eastern Africa, west of Kenya, with Geographic coordinates 1 00 N, 32 00 E

Surface Area

Uganda with a total surface area of 236,040 sq km is covered with 36,330 sq km water and 199,710 sq km land.

Land boundaries

With a total border measure of 2,698 km with the following border countries; Democratic Republic of the Congo 765 km, Kenya 933 km, Rwanda 169 km, Sudan 435 km, Tanzania 396 km.

2. Geography

Area: 241,040 sq. km. (93,070 sq. mi.); about the size of Oregon.

Cities: Capital--Kampala (2002 pop. 1.2 million). Other cities--Jinja, Gulu, Mbale, Mbarara.

Terrain: 18% inland water and swamp; 12% national parks, forest, and game reserves; 70% forest, woodland, grassland.

Climate: In the northeast, semi-arid--rainfall less than 50 cm. (20 in.); in southwest, rainfall 130 cm. (50 in.) or more. Two dry seasons: Dec.-Feb. and June-July.

3. Climate

Uganda's climate is tropical; generally rainy with two dry seasons (December to February, June to August); semiarid in northeast

The climate of Uganda cannot be categorized into any single climatic zone, although it has been generally categorized as a 'Modified Tropical' climate. Its central location on the East African Plateau is a major determining factor in the local climate. In reality Uganda has three sub-climatic zones differentiated mainly by altitude and rainfall. Weather data from the following towns are representative of the three regions:

Entebbe - Latitude 00deg.03'N; Longitude 32deg.27'E. Elevation 1,146m (Lake Region):

Gulu - Latitude 02deg.45'N; Longitude 32deg.20' E (Northern Savanna). Elevation 1,109m;

Kabale - Latitude 01deg.15'S; Longitude 29deg.59' E (Southern Highlands). Elevation 1,871m.

Climate of Kampala

Kampala, (0deg.20' N, 32deg.30' E) is the largest urban centre in Uganda, accounting for 800,000 (1993 estimate) persons or 47% of the urban population. Kampala is located on the Northern shores of Lake Victoria-N'yanza at an altitude of 1,310 meters above sea level. (Map 2) The climate of Kampala is typical of an inland tropical city, modified by altitude, and distance from the sea. The mean temperature of the city is 22deg.C, with a mean maximum of 27deg.C and a mean minimum of 17deg.C, a diurnal range of 10deg.C. The temperature however does vary quite significantly, and temperatures up to 35deg.C and down to 12deg.C are not uncommon. The average humidity over the year is 75% typically high in the morning and low in the afternoon. Daily sunshine hours range from a low of 5.7 hours a day during the month of July, to 7.7 hours a day during January (a mean of 6.5 hours per day). Four winds are recognized;

4. People

Nationality: *Noun and adjective*--Ugandan(s).

Population (2003): 26.4 million.

Annual growth rate (2004 est.): 4.0%.

Ethnic groups: African 99%, European, Asian, Arab 1%.

Religions: Christian 66%, Muslim 16%, traditional and other 18%.

Languages: English (official); Luganda and Swahili widely used; other Bantu and Nilotic languages.

Education: *Attendance* (2000; primary school enrollment, public and private)--89%. *Literacy* (2003)--70%.

Health: *Infant mortality rate*--86/1,000. *Life expectancy*--45.3 yrs.

5. Government of Uganda

Type: "Multiparty" system.

Constitution: The current constitution was ratified on July 12, 1995, and promulgated on October 8, 1995. The constitution provides for an executive president, to be elected every 5 years. Parliament and the judiciary have significant amounts of independence and wield significant power. Formerly, the constitution limited the president to two terms. However, in August 2005, the constitution was revised to allow an incumbent to hold office for more than two terms. President Yoweri Museveni, in power since 1986, was elected in 1996, re-elected in 2001, and decided to run again in the 2006 election. President Museveni won 59% of the vote in February 2006 against main opposition candidate Kizza Besigye, who won 37% of the vote.

Independence: October 9, 1962.

Branches: *Executive*--president, vice president, prime minister, cabinet. *Legislative*--parliament. There are 214 directly elected representatives and special indirectly elected seats for representatives of women 56, youth 5, workers 5, disabled 5, and the army 10. The president may also appoint up to 10 ex-officio members. *Judicial*--Magistrate's Court, High Court, Court of Appeals, Supreme Court.

Administrative subdivisions: 56 districts.

Political parties (note: political party activity is highly restricted): Uganda People's Congress (UPC), Democratic Party (DP), Conservative Party (CP). There also are political alliances, such as the Forum for Democratic Change (FDC), that are not registered as parties.

Suffrage: Universal adult.

National holiday: Independence Day, October 9.

6. The economy of Uganda

Uganda's economy has great potential. Endowed with significant natural resources, including ample fertile land, regular rainfall, and mineral deposits, it appeared poised for rapid economic growth and development at independence. However, chronic political instability and erratic economic management produced a record of persistent economic decline that left Uganda among the world's poorest and least-developed countries.

Since assuming power in early 1986, Museveni's government has taken important steps toward economic rehabilitation. The country's infrastructure--notably its transportation and communications systems that were destroyed by war and neglect--is being rebuilt. Recognizing the need for increased external support, Uganda negotiated a policy framework paper with the IMF and the World Bank in 1987. It subsequently began implementing economic policies designed to restore price stability and sustainable balance of payments, improve capacity utilization, rehabilitate infrastructure, restore producer incentives through proper price policies, and improve resource mobilization and allocation in the public sector. These policies produced positive results. Inflation, which ran at 240% in 1987 and 42% in June 1992, was 5.4% for fiscal year 1995-96 and 5.1% in 2003.

Investment as a percentage of GDP was estimated at 20.3% in 2003 compared to 13.7% in 1999. Private sector investment, largely financed by private transfers from abroad, was 14.9% of GDP in 2002. Gross national savings as a percentage of GDP was estimated at 6.4% in 2003. The Ugandan Government has also worked with donor countries to reschedule or cancel substantial portions of the country's external debts.

Agricultural products supply nearly all of Uganda's foreign exchange earnings, with coffee (of which Uganda is Africa's leading producer) accounting for about 19% and fish 17% of the country's exports in 2002. Exports of non-traditional products, including apparel, hides, skins, vanilla, vegetables, fruits, cut flowers, and fish are growing, while traditional exports cotton, tea, and tobacco continue to be mainstays.

Most industry is related to agriculture. The industrial sector is being rehabilitated to resume production of building and construction materials, such as cement, reinforcing rods, corrugated roofing sheets, and paint. Domestically produced consumer goods include plastics, soap, cork, beer, and soft drinks.

Uganda has about 30,000 kilometers (18,750 mi.), of roads; some 2,800 kilometers (1,750 mi.) are paved. Most radiate from Kampala. The country has about 1,350 kilometers (800 mi.) of rail lines. A railroad originating at Mombasa on the Indian Ocean connects with Tororo, where it branches westward to Jinja, Kampala, and Kasese and northward to Mbale, Soroti, Lira, Gulu, and Kapwach, though the routes west of Kampala and north of Mbale currently are not in use. Uganda's important road and rail links to Mombasa serve its transport needs and also those of its neighbors-Rwanda, Burundi, and parts of Congo and Sudan. An international airport is at Entebbe on the shore of Lake Victoria, some 32 kilometers (20 mi.) south of Kampala.

Economy Summary

GDP (nominal, 2005/06): \$9.4 billion.

Inflation rate (annual headline or CPI, 2005/06): 6.6%.

Natural resources: Copper, cobalt, limestone, phosphate, oil.

Agriculture: Cash crops--coffee, tea, cotton, tobacco, sugar cane, cut flowers, vanilla. Food crops--bananas, corn, cassava, potatoes, millet, pulses. Livestock and fisheries--beef, goat meat, milk, Nile perch, tilapia.

Industry: Types--processing of agricultural products (cotton ginning, coffee curing), cement production, light consumer goods, textiles.

Trade: Exports (2005/06)--\$887.5 million: coffee, fish and fish products, tea, electricity, horticultural products, vanilla, cut flowers, remittances from abroad. Major markets--EU, Kenya, South Africa, U.K., U.S. Imports (2005/06)--\$1.99 billion: capital equipment, vehicles, petroleum, medical supplies, chemical, cereals. Major suppliers--OPEC countries, Kenya, EU, India, South Africa, U.S.

Fiscal year: July 1-June 30.

BRIEF BACKGROUND INFORMATION ON THE UNV PROGRAMME

The UNV Program was established by the UN General Assembly in 1971, and is administered by the United Nations Development Program (UNDP). It supports sustainable human development through the promotion and mobilization of volunteers, and since the early 1990's has also taken a very active role in support of the UN Peace Keeping Operations. At the end of 2005 there were 8,470 UNV volunteers serving in 139 countries (Africa, Arab States, Latin America and the Caribbean, Asia and the Pacific, Europe, Baltic States and CIS) from 159 nationalities. The average age is 39 and with 10 years work experience. The UNV Program has a network of partners which include Co-operating Agencies, UN Agencies and more than 130 UNDP Country offices. The two main UN Volunteer modalities are the:

- (1) International Volunteer – You! who is recruited to carry out an assignment outside your home country;
- (2) National Volunteer – who is recruited to carry out her/his assignment in their home country.

The 2 Operational areas of the UNV Programme are in: **development assistance** where assignments include the following areas of activity; Capacity building; Environment; Gender; Governance/Decentralization, HIV/AIDS, Human Rights, ICT for development, poverty reduction. These assignments are administered by the **Program Development and Operations Group (PDOG)** of the UNV Program. **Special Operations (SO)** is the Section of UNV that covers areas of activities such as humanitarian assistance, electoral support, conflict transformation and Peace Keeping.

It is not uncommon that in a country, both development cooperation assignments as well as assignments managed by Special Operations exist side by side. This is the case in Uganda at the moment.

BACKGROUND INFORMATION ON THE UNV PROGRAMME IN UGANDA

The UNV program in was established in the early 1970s and adopts a practical grassroots bottom up approach to development. The program recognizes that all Ugandans have something to contribute to the country's development.

We therefore work with government departments and agencies, the private sector, NGOs/CBOs, universities, youth organizations, and international voluntary organizations to build capacity at all levels and provide opportunities for everyone to participate in the development process and the achievement of the Millennium Development Goals (MDGs).

We also actively encourage community groups and the private sector to identify projects in communities and mobilize voluntary input to implement them. UNV works with its partners in a participatory manner to carry out activities in the following areas: poverty reduction, wealth creation, gender equality, empowerment of women, community empowerment, governance, health, education, youth development, environment and ICT.

In addition, UNV strives to introduce as many qualified and experienced Ugandans as possible to volunteerism and to the UN Volunteer scheme. This provides an avenue for Ugandans to impart their skills and technical expertise to people in the community and to those in other countries within the region and beyond.

The UNV program in collaboration with other members of the large UN family, Government and NGOs, recruits qualified UNV's from other parts of the world to undertake assignments in Uganda. The resultant cross fertilization of knowledge and best practices is definitely of immense benefit to the people and Government of Uganda.

YOUR ASSIGNMENT AS A UNITED NATIONS VOLUNTEER

Although you have been recruited to work for a UN Agency, your assignment will be managed by the UNV COT and governed by the UNV Conditions of Service² (COS). The COS which are laid down in a booklet (manual), will be shared with you at the time of your recruitment by the COT. Please read the document carefully and get clarification on any issues for which you may need clarification.

HIGHLIGHTS OF THE UNV CONDITIONS OF SERVICE

ENTITLEMENTS:

Volunteer Living Allowance (VLA):

The VLA is not a salary. It is an allowance intended to cover basic living expenses in the country of assignment. It is based on the cost of living prevalent in the country.

International Travel:

The costs of your assignment travel as well as repatriation travel (at the end of your assignment), will be met by the UNV Program. Depending on the length of your assignment, you may be entitled to a home visit travel (costs of which would also be covered the organization).

Settling-in-Grant (SIG):

This is a one-time payment intended to provide you with a lump-sum grant to facilitate the installation and the purchase of basic household items when you establishes residence at the duty station.

Resettlement Allowance (RSA):

On completion of your assignment, you will be paid a Resettlement Allowance (RSA). The RSA which is currently set at the rate of US\$ 100 per month, is intended to help with resettling costs in your home country. The RSA is subject to satisfactory completion of your assignment and fulfillment of personal and professional obligations (including the completion/submission of your end of assignment report).

Leave Entitlement:

A UN Volunteer is entitled to Annual Leave at the rate of 2.5 working days per completed month of service which must be taken within the period of contract. The updated COS makes provision for leave be paid for in cash at the end of the assignment.

Remember to obtain approval from your supervisor and to also inform the UNV Office. If you are travelling out of Kampala you must leave a contact address. In some cases you may need to obtain security clearance from the FSO (Field Security Officer) the UNV unit will advise you.

Medical and Life Insurance³:

² The COS is currently under revision. Any update of the roll out plan, etc, will be shared with COTs as soon as finalized.

³ Please note that under the life insurance scheme/permanent disability, only UNV volunteers are covered and not their families/dependants.

All UNV volunteers are covered under the provisions of a group insurance scheme taken out with Vanbreda International, which provides health, life and permanent disability insurance coverage. This coverage, which is provided at no cost to the UNV volunteer, takes effect from the date that the UNV volunteer travels to his/her duty station until the end date of their contract.

You are responsible for keeping all prescriptions and medical receipts these for sending to Vanbreda. The completed claim forms should be signed by the UNDP Administration Office.

UN ID Card:

An identity card shall be issued for the National UN Volunteers by the UNDP Country Office identifying them as National UN Volunteers. You are required to provide two (2) passport size photographs to the UNV Office prior to this.

Volunteer Performance Periodic Reports (VPPRs):

Stages in UNV assignment	UNV Report	UNV Country Office Activity (responsibility of UNV PO)
Arrival of UNV (Week 1 or 2)		<ul style="list-style-type: none"> • Introduction to supervisor and co-workers • Review of working conditions with supervisor and UNV
Settling in period (Month 1-3)	Initial Report	<ul style="list-style-type: none"> • Review of workplan and working conditions with UNV and supervisor – agreement on workplan signed by both parties • Review administrative and personal issues with UNV
Mid – assignment (Month 12 if on 2 year contract)	Annual Report	<ul style="list-style-type: none"> • Review of workplan accomplishments and working conditions with UNV and supervisor • Review administrative and personal issues with UNV
Contract Review (3 months before end of contract)		<ul style="list-style-type: none"> • Meet with supervisor and /or project manger to review whether a contract extension is required and whether funding is available • Meet with UNV to review whether he/she wants to extend contract (if extension possible)
End of Assignment	End of assignment Report	<ul style="list-style-type: none"> • Review of accomplishments with UNV • Review UNV’s accomplishments and partner organization needs with supervisor • Assess re-rostering interest and potential of UNV

During your assignment, there will be three on-line reports that you are required to complete, the initial report (which is to be done at the beginning of your contract), and thereafter, the annual report and then end of assignment report. The reports are mandatory and payment of final entitlements is subject to having completed/submitted the final report. In case you are assigned to a duty station where there is no access to a computer, you can complete a hard copy. Please ensure the COT/Support Unit make one available to you.

Arrival Formalities at the COT:

Upon arrival at your duty station and before joining the agency which you will work with, you will be given an orientation by the UNV COT. They will ensure that you are paid your initial entitlements (i.e. VLA, SIG) as well as

provide assistance with long-term visa formalities. Thereafter, all administrative matters during the period of your assignment will be handled by our UNV COT; issues such as payments, leave records, forwarding of Vanbreda claims and any other administrative issues to follow up with UNV HQ. The COT is your first level of administrative support for any issues that might arise in the context of your UN Volunteer assignment.

Security:

Everyone is responsible for security and particularly for their own personal security. A good basic knowledge of the problems of dealing with security in the field will allow you to detect and avoid possible risks. It will also help you to act correctly in case of an emergency.

While in Uganda, you will be subject to the overall direction and guidance of the UN Designated Official (DO) for security matters. This is usually the UNDP Resident Representative. You will be required to strictly adhere to the guidelines, security plans and other directives issued by the DO. You will be incorporated into all applicable security plans. A good knowledge of the security structure/procedures and elementary precautions is therefore necessary to minimize risks for yourself and others.

To this end, there is a UN on-line security training; 'Basic Security in the Field' and 'Advanced Security in the Field' which you can access at: <http://www.undss.org/security/>. If you do not have access to a computer, it is also available at the UNDP Country Office level, please therefore, ensure that the COT make that available to you to enable you complete the training as early in your assignment as possible.

PRACTICAL INFORMATION:

Visas: Visas can be issued upon arrival in Uganda. However, it is important to provide your passport details to the UNV COT at your home country prior to your travel, in order for them to issue an attestation letter confirming that your Visa will be issued upon arrival.

Vaccinations: All UNV's should complete all medical formalities specified in the Volunteer Assignment Compact (VAC) before traveling and bring with them sufficient and appropriate medical supplies, as recommended by a medical practitioner. The Yellow Fever vaccination is mandatory and proof that you have received this vaccination is requested by immigration at the Airport. It is therefore, necessary that you bring your vaccination card (Yellow Card) along. Recommended vaccinations are; Typhoid, Poliomyelitis, Gamma Globulin (However, please seek advice from your medical doctor).

Money, Currency and Payments: In most currencies can be exchanged at local banks. There are limited numbers of "Bureaux de Change" and they pay slightly higher rates than the banks. Credit cards can be used specifically with big hotels and airlines. United States dollars are the most commonly accepted currency and you are encouraged to change your local currency into US\$ before you arrive. It is advisable that you bring at least US\$500 with you to cover your initial hotel, food and other living expenses. A foreign currency bank account can be opened with a UN approved commercial bank. The local currency is called "Shilling" and one US\$ is about 1685 Uganda Shillings

The Volunteer Living Allowance is paid in US dollars. This can be done by bank transfer or by cheque depending on your preference.

Airport Details: The entry airport of Uganda is Entebbe International airport.

On Arrival: At Entebbe International Airport, depending on the arrangements made between your host agency and UNDP in your home country, you will be picked at the airport to the designated place of residence.

Dress Code: Smart Casual, plus Official suit for special occasions.

SOME IMPORTANT INFORMATION TO BEAR IN MIND DURING YOUR UNV ASSIGNMENT

(1) RULES OF CONDUCT FOR INTERNATIONAL UNV VOLUNTEERS

The code of conduct is intended to serve as an illustrative guide for UNV volunteers to make ethical decisions in their professional lives and, at times, in their private lives consistent with their decision to dedicate part of their lives to working within the United Nations system under volunteer conditions.

1. UNV volunteers will ensure that they undertake their duties in the interest of the United Nations. They uphold and promote the highest standards of ethical and professional conduct.
2. In accordance with the ideals of volunteer service, UNV volunteers will be guided by the motivation to devote their knowledge and abilities without regard to financial benefit. They will ensure that their conduct is consistent with and reflects the values enshrined in the Charter of the United Nations: respect for human rights, social justice, human dignity, and respect for equal rights of men and women.
3. UNV volunteers will show respect for all persons equally without distinction whatsoever of race, gender⁴, religion, color, national or ethnic origin, language, sexual orientation, age, socio-economic status, political conviction, or any other distinguishing feature. In the spirit of respect for all persons, any form of discrimination or harassment, including request for sexual favors or gender harassment, as well as physical or verbal abuse at the workplace or in connection with work is strictly prohibited. In this regard, UNV volunteers will abide by the UN principles for Protection from Sexual Exploitation and Abuse in a Humanitarian Crisis, which prohibit acts of sexual exploitation and abuse and call for a particular duty of care towards women and children. Detailed information on the subject is provided in appendix XVII "Standards of conduct concerning the prohibition of sexual exploitation and abuse and should be considered as part of the present Code of Conduct.
4. Although UNV volunteers are not expected to relinquish national sentiments or political and religious convictions, they will not engage in any activity that may be inconsistent with the independence and impartiality required of persons affiliated with the United Nations. UNV volunteers will avoid any action and, in particular, any public statement, which may adversely reflect on their status as UNV volunteers.
5. During their assignments, UNV volunteers are encouraged to contribute to communications initiatives, including media activities that promote the UNV mandate of volunteerism for development and peace. However, when such communications are related to a host agency project, the UNV volunteers are expected to ensure that such communications are approved by their respective host agencies, prior to release and distribution.

⁴ UNV volunteers will consider gender as an integral factor in their activities.

6. UNV volunteers will respect local laws, moral codes, and traditions and be aware of and build on manifestations of volunteerism in the country of assignment and are expected to honor their private legal obligations

7. During their assignment, UNV volunteers will neither seek nor accept instructions from any government or from any other authority external to the UN system, including representatives of Cooperating Organizations. UNV volunteers assigned to governments, institutions, departments or NGOs, however, will receive work-related instructions from them as appropriate.

8. UNV volunteers are expected to express the spirit of volunteerism both inside and outside the formal work setting. Activities outside the formal work setting must not represent a conflict of interest with their normal functions and responsibilities, nor detract in any way from their formal work assignments. UNDP Resident Representatives have the delegated authority to determine the appropriateness and approve the terms of the involvement of the UNV volunteer in extra-hours volunteer work taking into account the sensitivities of the country context. The approval of their Resident Representative should be given after consultation with the government, the executing agency and the cooperating organization, as appropriate.

9. UNV volunteers are not authorized to accept or undertake paid work or engage in business activities during their assignments, nor may they accept non-remunerative functions such as holding office or serving as a member in governmental and non-governmental bodies in the country of assignment. The dependants of the UNV volunteers may accept employment in accordance with the regulations of the host country, as long as such employment will not result in any functional influence or professional compromise on the part of the UNV volunteer. UNV volunteers and their dependants will not engage in any activity that is detrimental to the United Nations, to the performance of the UNV volunteer, or to the highest ideals of volunteerism. In this respect, UNV volunteers will not, under any circumstances, accept any supplementary payment from a government or any other source, outside of agreements that the UNV program has explicitly entered into with specific governments.

10. In addition to the code of conduct of the UNV volunteers, the UNV volunteers are also expected to accept and sign any host agency specific code of conduct.

(2) SEXUAL EXPLOITATION AND ABUSE (SEA)

In recent years there have been accusations against UN Staff who are working in the field, of sexual exploitation and abuse during their assignment. It is within this context that in his bulletin of 9 October 2003 on Special Measures for Protection from Sexual Exploitation and Sexual Abuse (ST/SGB/2003/13), the Secretary-General clearly defines sexual exploitation and sexual abuse (SEA) and the standards of conduct expected of all staff to protect local populations from any negative impact from the presence of the United Nations.

Sexual exploitation is defined as exchanging money, shelter, food or other goods for sex or sexual favors from someone in a vulnerable position. Sexual abuse is defined as threatening or forcing someone to have sex or provide sexual favors under unequal or forced conditions. The following is specifically prohibited:

- Sexual activity with anyone under the age of 18 is prohibited regardless of consent or age of majority locally. Mistaken belief in the age of a child is not a defence;
- Purchasing sexual acts with money, employment, goods or services is prohibited.
- Exchanging humanitarian assistance e.g. food rations, shelter supplies for sexual acts is prohibited.

Any forced, coercive or degrading sexual acts are prohibited.

(3) HIV & AIDS:

Make it a point to inform yourself of the UN's current policy on HIV & AIDS with regards to prevention and protection and also to compassion and non discrimination in the workplace. As much as possible, you should ensure you are provided with information including via participation in learning events and receiving written materials. You can also visit the following website: <http://unworkplace.unaids.org>.

(4) VOLUNTEERISM:

Each year, on the 5th of December, the International day of the volunteer (IVD) is celebrated in Uganda. Together with other volunteer sending organizations, local voluntary organizations, NGO's and government agencies, UNV volunteers serving in different institutions (UN Agencies/Mission, government) organize events to commemorate the day. IVD is usually celebrated in different parts of the country under a particular theme. The commemoration can take place over a 3-4 day period and involves different activities. As a UNV volunteer you will be called upon to participate and contribute to IVD.

In addition, during the entire period of your assignment, if you can think of any voluntary initiative or community event organized locally that you can be involved in, in order to make a difference in the community where you work, please feel free to do so. Encourage also your peers, co-workers and host community, to play an active part in furthering their own development through common initiatives. Your Country Office is willing to support you.

“At the heart of volunteerism are the ideals of service and solidarity and the belief that together we can make the world a better place. In that sense we can say that volunteerism is the ultimate expression of what the United Nations is All about.”

(United Nations Secretary General, Kofi Annan).