



## Volunteer Job Pack

<b>Job Title</b>	<b>SOCIAL ACCOUNTABILITY ADVISOR</b>
------------------	--------------------------------------

<b>Job ID</b>	
---------------	--

<b>Country</b>	Philippines
----------------	-------------

<b>Employer</b>	VSO Philippines
-----------------	-----------------

<b>Duration</b>	12 months
-----------------	-----------

<b>Job purpose</b>	<p>The Social Accountability Advisor will help the VSO Philippines country programme develop a clear framework for constructive citizen and government engagement, and the concrete tools/methodologies to utilise, which could then be mainstreamed among its partners.</p> <p>There should be awareness of and a focus on sensitivity to cultural contexts of the partners to ensure that interventions and products are appropriate and relevant to the cultural/historical realities of its partners. A number of VSO partners may have existing initiatives on constructive engagement, good governance, anti-corruption and transparency agenda.</p> <p>The Advisor will also provide technical and capacity building support for VSO partners (CSOs and primary actors) for citizen groups monitoring of government’s use of public resources, using Social Accountability tools and approaches, including youth engagement.</p> <p>The role will provide support to VSO Philippines and its partners in participatory approaches and transformational programme design, and methodological support in and social accountability analysis. Additional support in other areas may be needed, such as power, stakeholder mapping, resilience and systems approaches to development.</p> <p>This volunteer role is part of the global Volunteer for Development (VfD) support to increase VSO’s technical capacity to deliver on the core approaches.</p>
--------------------	---

### Contents:

1. Job Description .....	3
2. Personal considerations.....	5
3. Background and contextual information .....	6

# 1. Job Description

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<ol style="list-style-type: none"> <li>1. Lead the design and implementation of context specific social accountability approach, tools and strategies to engage communities and CSOs in social accountability initiatives</li> <li>2. Provide technical support to establish strong evidence to advance social accountability through research, analysis, information management, and provide technical support to translate data and findings into programmatic guidance and policy advocacy</li> <li>3. Build VSO, partner staff, and community members capacity for integration of citizen led social accountability approaches and tools through training and testing participatory tools and approaches</li> <li>4. Facilitated opportunities to reflect, collaborate and learn from the work of partners</li> <li>5. Support budget analysis and develop information dissemination documents for communities and CSOs for awareness raising</li> <li>6. Identify technical support needs of partners and facilitate capacity building trainings and other support to program partners on social accountability</li> </ol> <p><i>Due to the nature of our volunteer placements, it is possible that the responsibilities of this role may differ in reality and therefore the post holder will need to be prepared to be flexible and adapt to their environment as necessary.</i></p>	<ul style="list-style-type: none"> <li>• Developed framework for constructive citizen and government engagement</li> <li>• Developed concrete and context-specific social accountability tools/ methodologies to utilise for mainstreaming among VSO partners.</li> <li>• Identified strategies for implementation of social accountability tools/methodologies at the field/partner level</li> <li>• Identified capacity building needs</li> <li>• Developed training modules on social accountability</li> </ul> <p><i>Objectives will be confirmed in a three-way discussion between the volunteer, employer and VSO in the first three months of the placement.</i></p>	<p><b>Development Effectiveness</b> – strong knowledge of the development of systems, institutional and organisational development, and behavioural approaches, capacity to adapt policies, approaches and models from various disciplines to existing realities and emerging needs of primary actors; capacity to work in multi-partnerships environment involving all key stakeholders in a common project/platform</p> <p><b>Management &amp; Leadership</b> – build strong relationships with community partners and other stakeholders; good conflict resolution skills; ability to formulate work plans; capacity to influence senior decision makers; conduct thorough quality control good team builder; informed and transparent decision making</p> <p><b>Diversity and inclusiveness</b> – ability to integrate gender and social inclusion in all aspects of work; apply culturally-relevant and appropriate approaches with people from diverse cultural, religious, socio-economic and educational backgrounds, and persons of all ages, genders, health status, sexual orientations and abilities.</p>	<ul style="list-style-type: none"> <li>• Demonstrated expertise in development and implementation of SA strategies and tools and training staff and partners on the application tools and data analysis</li> <li>• Understanding of and commitment to participatory approaches in working with communities</li> <li>• Strong understanding of rights based approach to development.</li> <li>• Ability to communicate to a range of audiences and promote sharing and learning between diverse groups</li> <li>• Demonstrated experience of working with highly sensitive governance issues in a complex environment</li> <li>• Demonstrated experience in designing and implementing bottom up social accountability approaches in challenging locations</li> <li>• Demonstrated success in influencing and advocacy with a range of stakeholders</li> </ul>

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
		<p><b>Partnerships &amp; Collaboration</b> – ability to work with various partners from the grassroots to the private sector to senior government officials;</p> <p><b>Knowledge Management &amp; Learning</b> – proactively shares knowledge and experience and encourages/promotes the learning of others; strong analytical skills</p>	<ul style="list-style-type: none"> <li>• Relevant qualification in development studies with minimum 5 years experience in social accountability, active citizenship and governance programming</li> </ul>
Responsible to:	VSO Philippines Programmes Manager for Resilience – Peace building and Social Cohesion		

## 2. Personal considerations

In addition to the job description, the following information should be used when considering whether a placement is suitable for you.

### Personal health considerations

As a VSO volunteer, your medical needs are taken very seriously to ensure that you are fit and healthy before departure and remain so during your role. If you have a significant current or past medical condition and/or you have general concerns about staying healthy as a volunteer, please use this information to assess whether this placement will be suitable for you. All volunteers require medical clearance from a VSO medical adviser before they are able to take up a placement with VSO. Occasionally, VSO may consider that this placement is too great a risk for you in terms of your personal health and you would be advised to consider a different placement.

For further guidance about medical assessment and volunteering with a medical condition please see the [frequently asked questions on VSO website](#).

### Placement Location Basics

The volunteer will be based in Davao City but s/he will be expected to have frequent travels to the project areas across Mindanao, including Lanao del Sur and Lanao del Norte, Zamboanga del Sur, Cotabato City, and Maguindanao.

### Access to medical care and support

Davao City has a lot of hospitals and medical centres that you can go to for emergencies or regular medical needs. The major ones and their contact numbers are listed below:

Name	Contact Numbers
Davao Doctors' Hospital Quirino Ave., Davao City	+63 82 222-0629 (Emergency Room) +63 82 221-2101 (Trunk line)
San Pedro Hospital Guzman St., Obrero, Davao City	+63 82 221-6127 (Emergency Room) +63 82 221 4950
Davao Medical School Foundation Medical School Drive, Bajada, Davao City	+63 82 2226 2344
Brokenshire Integrated Health Ministries, Inc. Madapo Hills, Davao City	+63 82 227 5706 +63 82 305 3521 to 22

In case of an emergency or accident, **dial 911** immediately. Services include the need for police, fire, medical assistance, or rescue operations.

While Davao City is typhoon-free, heavy downpours can cause floods in most parts of the City. Standard precautionary measures should be taken to prevent water-borne diseases. This includes good sanitation and hygiene practices, treatment of household water, hand washing, and safe food preparation and handling.

*Before completing a job application, please seek advice from the VSO International Medical Team if you:*

- *have an on-going medical condition*
- *have had a medical condition in the past that might recur*
- *take any regular medication (other than contraception)*

If you wish to discuss your personal circumstances or health concerns in confidence with VSO's medical team before you apply for this placement please contact [medical@vsoint.org](mailto:medical@vsoint.org).

**Accompanying partner or family:** If you have a partner or children who are planning to accompany you to your placement, please use this section to assess whether this placement will be suitable for you.

The request is for one person only. There may be no work available for the partner in the area.

### Transportation requirements

The volunteer will use local means of public transportation, e.g., jeepney, tricycle and motorcycle (*habal-habal*).

Buses are for longer destinations outside Davao City and all over Mindanao. They can be accessed in the city's Overland Transport Terminal in Ecoland; it is advisable to only use the bus for major highway routes and to seek the advice of a staff member prior to doing so, as advice may vary depending on the route, season and provider. There have been periods in the past when buses were the targets for bomb attacks.

Metered taxis are widely available in the city. The flag-down rate is at Php 40.00 with every succeeding kilometre charged with Php 10.00. It is very easy and cheap to get a metered taxi in Davao's streets and you will likely get to most places within the city with Php 150.00 or less. Grab Taxi online service is also available.

The tricycle, a three-wheel or four-wheel motorcycle-drawn-cart, is the usual means of transport in city interiors and residential areas. They charge standard rates, way lower than the cost of a taxi ride, but in some cases especially when you are the lone passenger you have to negotiate the rate with the driver. These are not allowed to traverse major thoroughfares.

### Security information

Davao City is considered one of the safest areas in Mindanao, but like anywhere in the world, it is wise to be a little cautious. Simple safety precautions such as keeping away from trouble areas, not wearing excessive jewellery, being careful when crossing roads (left-hand traffic) and taking care of valuables will keep you out of trouble.

Expect police or military checkpoints in strategic areas of the city, particularly in major thoroughfares connecting the city to neighbouring provinces. Other areas that may require frisking and checking of one's hand carried baggage are entrances of airports, malls, parks, bus stations, schools, hotels, and other public places. It could be expected that there are both mobile and foot patrols throughout the city aside from the designated post and checkpoints.

It is illegal to smoke in public places. The city ordinance banning smoking in public places remains in full force. Violators may be apprehended.

When travelling outside Davao City to other parts of Mindanao, risk levels and security measures will be continuously reviewed by VSO in coordination with partners and other organisations working in the area.

### 3. Background and contextual information

#### Poverty and Conflict in Mindanao

Mindanao, one of the major island groups in the Philippines, occupies 34% of the country's land area. One-fourth of the country's population lives in Mindanao. Compared to the other major island groups, Mindanao is unique because it is home to the Lumad and the Moro who are indigenous to the island, and the migrant settlers, including their succeeding generations who were born and raised in Mindanao. The Lumad (also referred to as the indigenous peoples) are composed of 18 ethno-linguistic tribes. While the Moro share a common identity as Muslims, they are also quite diverse with 13 different ethnic groups, each speaking their own language.

Eight of the 10 poorest provinces in the country are in Mindanao. Lanao del Sur in the Autonomous Region in Muslim Mindanao (ARMM) has the highest poverty incidence at 76.1%, which is more than triple the national poverty incidence of 21.1%.

Table 1. Top 10 Poorest Provinces (2015)

Province	Region	Poverty Incidence (%)
Lanao del Sur	ARMM	76.1
Sulu	ARMM	72.6
Sarangani	Region XII	70.3
Northern Samar	Region VIII	61.8
Sultan Kudarat	Region XII	61.4
Bukidnon	Region X	59.9
<b>Maguindanao</b>	<b>ARMM</b>	<b>57.3</b>
Lanao del Norte	Region X	56.0
Western Samar	Region VIII	54.7
Agusan del Sur	Caraga	51.6

Source: Philippine Statistics Authority. Poverty Incidence as of 1<sup>st</sup> Semester of 2015.  
Release Date: 18 March 2016

The Human Development Index (HDI), which measures three basic dimensions: a long and healthy life, knowledge, and a decent standard of living, presents another measurement of the conditions in Mindanao. Nine out of 10 provinces with the lowest Human Development Index (HDI) levels are from Mindanao. On average, the HDI of the top 10 provinces is twice the HDI of the bottom 10 provinces.<sup>1</sup>

Table 2. HDI Comparison of Top & Bottom Provinces (2009)

Province	HDI Rank	Human Development Index	Life Expectancy Index	Education Index	Income Index
<i>Top Provinces</i>					
Benguet	1	0.849	0.867	0.988	0.714
Batanes	2	0.789	0.711	1.000	0.690
Rizal	3	0.734	0.836	0.917	0.516
Cavite	4	0.709	0.883	0.901	0.449
Bulacan	5	0.699	0.864	0.884	0.446
Bataan	6	0.698	0.795	0.900	0.476

<sup>1</sup> 2012/13 Philippine Human Development Report

Province	HDI Rank	Human Development Index	Life Expectancy Index	Education Index	Income Index
Laguna	7	0.695	0.793	0.895	0.474
Nueva Vizcaya	8	0.678	0.750	0.881	0.472
Ilocos Norte	9	0.641	0.864	0.882	0.345
Pampanga	10	0.634	0.840	0.871	0.348
<i>Bottom Provinces</i>					
Lanao del Sur	70	0.416	0.628	0.782	0.146
Masbate	71	0.406	0.745	0.754	0.119
Zamboanga del Norte	72	0.384	0.837	0.717	0.094
Sarangani	73	0.371	0.812	0.689	0.081
Davao Oriental	74	0.356	0.812	0.689	0.081
Agusan del Sur	75	0.354	0.725	0.765	0.080
Zamboanga Sibugay	76	0.353	0.780	0.775	0.073
Tawi-Tawi	77	0.310	0.532	0.716	0.078
<b>Maguindanao</b>	<b>78</b>	<b>0.300</b>	<b>0.610</b>	<b>0.667</b>	<b>0.066</b>
Sulu	79	0.266	0.582	0.601	0.054

*Source: Philippine Human Development Report 2012-2013*

Over the past 40 years, Mindanao has been beset by episodes of intense armed conflict, resulting to huge humanitarian and economic losses. More than 120,000 people have died, with millions affected by displacement, injuries, loss of family members, and significant property damage. The conflict in Mindanao has a broad socio-economic impact not only on the region, but also on the Philippines as a whole. These data validate that there is a direct correlation between conflict and violence and the poverty rate.

The Moros have fought for self-determination for more than 40 years. The conflict is deeply rooted in historical injustice, discrimination and socio-economic neglect. After 17 years of violence-interrupted talks, the Philippine government and the largest Muslim rebel group – the Moro Islamic Liberation Front (MILF), signed a peace deal in March 2014. Despite this, peace is not yet guaranteed. Social exclusion and frustration foments conflict in Mindanao.

Mindanao is also home to a number of breakaway rebel groups, militant Islamist groups, mercenary kidnap groups, and clan militias.

The political condition in Mindanao is also unique. While communities are governed by officials elected or appointed officials according to established national laws, there are parallel political institutions, particularly in Muslim and Lumad communities. The sultanate and datship in the Muslim areas, and the datship in the Lumad communities remain vibrant and alive in the cultural life. Datus continue to play a significant role in the settlement of disputes and decision-making. This political reality cannot be ignored in any political approach to the Mindanao conflict.

Against the backdrop of poverty, war and displacement, women in Mindanao face other forms of oppression and discrimination. Moro and indigenous women, in particular, suffer from multiple layers of discrimination and marginalization.

There is greater vulnerability of women and children in forced displacement due to conflict. There is an increase in the incidence of trafficking and cases of violence against women. Women and girls bear the brunt of conflict since they are also forced to undertake many new activities such as taking on irregular and low-paying jobs in order to survive, on top of their care work tasks that are performed

under extremely difficult circumstances. As household resources decrease, adolescent girls are married off at younger ages, especially in times of prolonged displacement. The SRH situation also deteriorates.

### **VSO Philippines Programme**

The Philippine country program of VSO has reopened on May 2017, with a focus on increasing the resilience of marginalised people in Mindanao through peace building and conflict transformation to achieve greater social cohesion and durable peace. We also work on the cross-cutting issues of gender equality, climate change and youth across all our programmes.

The VSO Philippines resilience programme for peace and social cohesion has the following approaches/components:

- **Increasing livelihood opportunities for marginalised communities:** This supports community members toward greater food and income security. VSO's experience shows that improving livelihood opportunities can help to address people's grievances. Interventions will include linking farmers' to the marketplace, improving agricultural productivity (especially in organic farming), and enhancing the entrepreneurial potential of people – particularly youth and women.
- **Institutionalising a culture of peace:** The intent is to enable people to choose peaceful ways of addressing individual and community issues that may otherwise lead to conflict. VSO will support community efforts to settle disputes and conflicts through non-violent conflict resolution methods, help to rebuild community relations damaged by years of conflict, mobilise young Muslim religious leaders to support interfaith dialogue, and work with youth to combat violence and extremism.
- **Increasing inter-community access and control over important community resources:** Experience shows that the co-management of common important natural resources can promote social cohesion by breaking prejudices and promoting inter-community understanding. VSO will raise awareness on the potential for co-management to sustain common natural resources and promote inter-community harmony, and support the establishment of inter-community protected areas.
- **Recognising the role of women and youth in peace-related endeavours:** VSO's experience shows that the participation of women and youth in conflict resolution is more likely to result in a peaceful resolution of the problem. VSO will support the peace building efforts of women and youth to become more explicit, and empower them to improve their position, status and productivity in their own communities.

Further information on VSO's work in each of the countries we work in can be found on the [VSO website](#).