



Fundo de População
das Nações Unidas

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UNFPA Brazil

AFFIRMATIVE INTERNSHIP PROGRAM

Leaving no one behind

The UNFPA Country Office in Brazil presents its **Affirmative Internship Program**. Launched in 2016, the program consists of establishing a pluralistic team with afro-descendants, LGBTI, indigenous people, people living with disabilities and/or low income, and other vulnerable groups in society. With the objective of “leaving no one behind”, the program also aims at offering students from disadvantaged social groups training and an immersive professional experience. Moreover, the program intends to overcome the perception of an elitist UN, by opening horizons in an organization that embraces the generation of millennials with inclusiveness and diversity.



Affirmative Internship Program alumni 2017

MAIN POINTS

- UNFPA is a leading UN agency on Youth in Brazil. By encouraging the participation of young people across diverse and often vulnerable backgrounds, we aim to incorporate a youth perspective across our program development and implementation, “walking the talk”.
- The program welcomes interns for a period of six months and renews the group through a call for applications at the end of each period.
- We are currently in our 4th edition and will launch the next one by the end of the second semester of 2018.
- To join the **Affirmative Internship Program**, a candidate will have to express her/his interest during a call for applications to internship opportunities in different thematic areas representing the mandate of UNFPA. Candidates must be enrolled in relevant under or post graduate studies at the time of application. The program actively seeks for and encourages applications from students who belong to disadvantaged and vulnerable groups in society.
- The thematic areas currently on offer are: Sexual and Reproductive Health & Rights; Youth & Adolescent Rights and Potential; Population Dynamics and Development; Gender, Race/ Ethnicity and South-South Cooperation; Communications; Operations and Management.
- Similar to other UN Internship Programs, the **Affirmative Internship Program** is not considered an employment and is thus not remunerated. Putting safety first, the program does however include a monthly mobility stipend to ensure that participants have the option of a means of transportation to and from the UNFPA office premises in the UN House in Brasilia, which has a remote connection to the public transport system.



KEY RECOMMENDATIONS

- The **Affirmative Internship Program** requires a wide dissemination of the call for applications in order to reach a maximum variety of groups in society.
- Putting safety first, the provision of a mobility stipend is a key element, representing UNFPA's efforts to give participants the option of a means of transportation to and from the office.
- The program is flexible and adaptable within standard working hours (9AM-5PM). An internship activity typically does not exceed 4 hours per day and can be arranged on an AM/PM basis in accordance with a participants' study curriculum.
- Continuous open dialogue, in-business participation and professional supervisory support are provided to ensure a rich and eclectic learning experience.
- Based on testimonials by alumni, the **Affirmative Internship Program** has offered students a unique training opportunity and an experience that they have rated as key to their personal growth and professional experience.
- Since its inception in 2016, the **Affirmative Internship Program** has contributed to the involvement and active participation of over 20 talented young people across UNFPA's programmatic and operations areas in Brazil. Each one of them has contributed meaningfully to the incorporation of a youth perspective in program development and implementation.
- Participants are regarded as **equals** and participate alongside staff of all levels in all relevant meetings, in and outside the office. They are encouraged to voice their opinions and their contributions are valued through open recognition.
- The **Affirmative Internship Program** has also stimulated a deeper awareness of vulnerable groups and strengthened creativity and innovation throughout UNFPA's daily work in Brazil. It reinforces a culture of embracing diversity and has contributed to a warm and collaborative environment.

