



Gender Equality & Human Rights Programme Analyst

Job title:	Gender Equality & Human Rights Programme Analyst
Level:	NO-B
Position Number:	171801
Location:	Kathmandu, Nepal
Full/Part time:	Full-time
Fixed term/Temporary:	Fixed Term
Rotational/Non-Rotational:	Non-rotational
Duration:	One year (renewable)*

The Position:

The Gender Equality and Human Rights (GEHR) Programme Analyst contributes to UNFPA's work on promoting gender equality and human rights with a special focus on addressing the rights of women and adolescents as well as marginalized population groups, in line with the International Conference on Population and Development (ICPD) Programme of Action (PoA) and the Sustainable Development Goals (SDGs) and other global, regional and national frameworks related to UNFPA's mandate and mission in Nepal.

S/he provides integrated technical and programme advice on gender equality, human rights, gender-based violence, harmful practices, reproductive rights, and social inclusion, and promotes inter-linkages within the gender portfolio of projects and among other programmes in the areas of adolescents and youth and population dynamics, building capacities of staff and partners to incorporate an intersectionality lens across all programme areas.

Under the overall guidance of the Deputy Representative, the GEHR Programme Analyst will report directly to the UNFPA GEHR Programme Specialist.

How you can make a difference:

UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA's strategic plan focuses on three transformative results: to end preventable maternal deaths; end unmet need for family planning; and end gender-based violence and harmful practices.

In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards, and who will defend them courageously and with full conviction.

UNFPA is seeking candidates that transform, inspire and deliver high impact and sustained results; we need staff who uphold the values enshrined in the United Nations Charter, who are transparent, exceptional in how they manage the resources entrusted to them and who commit to deliver excellence in programme results.



Job Purpose:

The UNFPA Strategic Plan embraces the vision set forth in the 2030 Agenda and places the achievement of gender equality and the empowerment of women and girls as a priority and as an essential precondition to reaching those furthest behind. This together with UNFPA's commitments to support the realization of international commitments and resolutions, including the the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), ICPD Beyond 2014 Review, the Beijing Declaration and Platform for Action plus 20 Review, the 2030 Agenda for Sustainable Development, UN Security Council Resolution 1325 among others, confirm that gender equality and the empowerment of women and girls is at the heart of UNFPA's work, both as a stand-alone dedicated area of work and from an integrated/mainstreaming approach.

In Nepal, women have long experienced high levels of poverty, social exclusion, marginalization and violence because of their gender. One in four ever married women have experienced spousal physical, sexual, or emotional violence. Social norms that value men and boys over women and girls deny equal opportunities to women and girls and result in a range of harmful practices, including child marriage and gender-biased sex selection. Evidence shows that vulnerabilities of women and adolescents are exacerbated during crisis situations, heightening their risk to gender-based violence. For women from ethnic minorities and groups considered low caste and those living with disabilities, these disadvantages are greatly compounded, making them the most left behind.

To advance gender equality and the empowerment of women and girls, UNFPA contributes to strengthening policy, legal and accountability frameworks. This includes support for policies and programmes and human rights mechanisms that protect the rights of women and girls, promote equal opportunities, and end all forms of violence and discrimination against women and girls and other marginalized groups.

UNFPA implements comprehensive programmes to change underlying social norms that impede eliminating gender discriminatory practices, including gender-based violence and harmful practices. In Nepal, UNFPA manages a portfolio of Gender-Based Violence (GBV) and Harmful Practices programmes including projects that focus on ending child marriage, son preference, gender biased sex selection and comprehensive sexuality education.

As the lead agency for gender-based violence area of responsibility under the Global Protection Cluster, UNFPA plays a prominent inter-agency role and supports multi-sectoral capacity building and the use of a continuum approach in development and humanitarian settings to address GBV. All these programmes are closely linked to UNFPA-supported interventions to advance reproductive rights in the country, supported by efforts to improve population data systems to map and address inequalities and improve the availability of sex-disaggregated across the country.

The GEHR Programme Analyst will contribute to UNFPA's efforts to advance gender equality and human rights within its mandated areas by providing integrated technical and programme support on gender, gender-based violence, harmful practices, and reproductive rights, with specific consideration to social inclusion dimensions of all thematic areas of work. S/he will



provide technical assistance for advocacy and policy dialogues and support partnership building to leverage financial and technical resources for accelerated achievement of UNFPA's transformative programme goals. S/he will coordinate work on gender equality and human rights and engage with UNFPA staff working across thematic teams and at provincial and local level. S/he will participate in national and sub-national networks on issues related to gender equality and the empowerment of women and girls, human rights and social inclusion.

You will be responsible for:

A. Programme Management and Coordination:

- Provides technical and programmatic support in the formulation of a gender responsive, rights based country programme and projects, taking into consideration the linkages between gender equality and human rights with reproductive health, poverty eradication and sustainable development as embodied in the ICPD PoA and the 2030 Agenda.
- Provides technical advice to the relevant programme staff in the day to day management and implementation of the country programme and projects as it relates to the integration of gender equality, human rights and social inclusion (eg: in the development and implementation of concept notes, proposals and workplans).
- Oversees timely planning, implementation and monitoring of gender component work plan, in collaboration with the gender/GBV team and with implementing partners.
- Conducts results-based monitoring and reporting on the integration of gender equality, human rights and social inclusion in the programme, in collaboration with relevant UNFPA technical and programme staff and UNFPA implementing partners.
- Promotes inter-linkages within the gender portfolio of UNFPA supported projects (GBV prevention and response, child marriage, gender biased sex selection, comprehensive sexuality education) and among other UNFPA programme components (sexual and reproductive health, adolescent and youth, population dynamics) to ensure synergies, complementarities and progress towards achieving gender equality and reproductive rights for all, in both development and humanitarian contexts.
- Contributes to the integration of gender, rights and social inclusion issues in the formulation and design of national development and humanitarian policies and plans, the UN Sustainable Development Cooperation Framework (UNSDCF) and joint programmes, emphasizing the centrality of gender equality, the empowerment of women and girls and reproductive rights to the full achievement of the ICPD agenda and SDGs.
- Ensures the country programme and projects (gender and other components) are aligned to government priorities, UNFPA programme policies and procedures, and global normative frameworks vis-à-vis gender equality, human rights and social inclusion.
- Contributes to UNFPA collaborations with implementing partners, experts, government counterparts, UN agencies and other development partners on the design and delivery of policy and programme interventions, promoting approaches grounded in rights, gender equality and social inclusion.
- Contributes to the development of life-saving humanitarian response interventions, by ensuring they are based on intersectional analysis so the needs of women and girls including from among the most marginalized are adequately met during emergencies.



B. Policy Dialogue and Technical Leadership

- Provides legal and technical expertise to the formulation, review, implementation and monitoring of policies, guidelines and protocols and programmes at national and sub-national levels as they relate to gender, GBV, harmful practices as well as gender equality and reproductive rights more broadly.
- Participates in technical fora of government, civil society and academic institutions as well as of other technical agencies and partners on issues relating to gender equality, human rights and social inclusion.
- Participates in the development and updating of guidelines, standards, tools, manuals and approaches on gender, GBV, harmful practices and reproductive rights from a gender equality, human rights and social inclusion perspective.
- Participates in communities of practice, networks and coalitions related to gender equality and social inclusion, gender-based violence and harmful practices.
- Keeps abreast of policy and legal developments that affect gender equality and reproductive rights, and prepares analysis for senior management on potential impacts to UNFPA's ability to achieve the UNFPA transformative results.
- Identifies and analyzes trends, threats and risks that may affect the accomplishment of the ICPD agenda and UNFPA's work in Nepal.
- Keeps abreast of state-of-the-art thinking and research and ensures its integration into UNFPA's gender and reproductive rights portfolios, incorporating an intersectionality lens and an integrated approach across all other thematic areas of work.
- Establishes and nurture linkages with the Judiciary and human rights organisations for appropriate interpretation, capacity building and implementation of laws and policies relating to gender, gender-base-violence and harmful practices.
- Provides technical guidance on rights-based, gender-centric and inclusive programming that takes into consideration intersecting identities such as caste, class, race, gender, sexuality and other individual characteristics to reach women and girls that are furthest behind.
- Actively participates and contributes to the CEDAW, CRC and UPR reporting processes in the country to ensure issues relating to the ICPD PoA are addressed and the interlinkages between gender equality, human's rights, GBV and reproductive rights are established and reflected in the reports.

C. Advocacy and Resource Mobilization

- Identifies opportunities to advocate for gender equality, the empowerment of women and girls and the elimination of GBV and harmful practices in Nepal as part of UNFPA's efforts to support the achievement of the ICPD PoA and the 2030 Agenda.
- Analyzes and interprets the political, legal, social and economic environment and trends relevant to gender and human rights related to UNFPA's mandate and identify strategic opportunities for UNFPA assistance, intervention and partnerships.
- Contributes to concept notes and proposals for funding that are innovative and demonstrates potential for high impact and UNFPA's comparative substantive role.
- Contributes to advocacy efforts for increases in national and sub-national budgetary allocations and expenditures for gender equality and women's rights and to leverage financing for the ICPD agenda and ensure the sustainability of interventions.



- Contributes technical inputs to communications materials for advocating for gender equality and women's rights, with a focus on addressing all forms of violence against women and girls and the realization of reproductive rights as essential for sustainable development.

D. Knowledge Management

- Provides technical and programmatic support for research related to gender equality, human rights and social inclusion, and identifies, documents, and disseminates lessons learned and best practices in addressing harmful practices and gender-based violence.
- Contributes to communities of practices and knowledge sharing platforms to share key research, data and information related to gender equality and reproductive rights, including on issues related to gender-based violence and harmful practices

Carry out any other duties as may be required by UNFPA leadership.

Qualifications and Experience:

Education:

Advanced degree in Law, Human Rights, and gender studies, and/or other related social science discipline with a strong legal and human rights background.

Knowledge and Experience:

- Minimum two years of professional experience in the managing human rights and/or gender programmes with strong a human rights and legal angle.
- Technical expertise in gender equality and human rights, preferably including knowledge of gender-based violence, gender-biased sex selection and/or child marriage.
- Strong understanding of women's rights, reproductive rights and gender equality dimensions in law, policy and programme formulation, implementation and monitoring.
- Ability to communicate in a clear and articulated manner, technical and/or complex issues to different types of audiences.
- Demonstrated experience in coordination and liaison with government counterparts, NGOs, UN agencies, private sector, development partners and CBOs.
- Demonstrated ability to network within the legal and development sector, including with civil society.
- Possess excellent interpersonal, negotiating, intercultural communication skills, and political acumen.
- Good emotional intelligence, ability to work independently and in culturally diverse teams.
- Strong writing and presentation skills.
- Working experience in the humanitarian setting is an asset.



Languages:

Proficiency in English and Nepali is required. Working knowledge of another UN language an asset.

Required Competencies:

<p>Values:</p> <ul style="list-style-type: none"> • Exemplifying integrity, • Demonstrating commitment to UNFPA and the UN system, • Embracing cultural diversity, • Embracing change 	<p>Functional Competencies:</p> <ul style="list-style-type: none"> • Advocacy/ Advancing a policy-oriented agenda • Leveraging the resources of national governments and partners/ building strategic alliances and partnerships • Delivering results-based programme • Internal and external communication and advocacy for results mobilisation
<p>Core Competencies:</p> <ul style="list-style-type: none"> • Achieving results, • Being accountable, • Developing and applying professional expertise/business acumen, • Thinking analytically and strategically, • Working in teams/managing ourselves and our relationships, • Communicating for impact 	<p>Managerial Competencies:</p> <ul style="list-style-type: none"> • Providing strategic focus, • Engaging in internal/external partners and stakeholders, • Leading, developing and empowering people, creating a culture of performance • Making decisions and exercising judgment

Compensation and Benefits:

This position offers an attractive remuneration package including a competitive net salary plus, health insurance, pension and other benefits as applicable.

**No expectancy of renewal in accordance with UN Staff Regulations 4.5*

Disclaimer:

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In accordance with the Staff Regulations and Rules of the United Nations, persons applying to posts in the international Professional category, who hold permanent resident status in a country other than their country of nationality, may be required to renounce such status upon their appointment.