

VACANCY ANNOUNCEMENT No 2007/11/035

Date: 11 Nov 07

Post title: International Expert on Gender, Population and Statistics
Type of contract: SSA
Period of Appointment: Three months with possible extension
Duty station: Kabul
Closing date: 22 Nov 07

I. BACKGROUND

The full implementation of the National Action Plan for the Women of Afghanistan (NAPWA) is a high level benchmark of the Afghanistan Compact and the Afghanistan National Development Strategy (ANDS). Along this line, the United Nations Development Fund for Women (UNIFEM) is assisting the Ministry of Women's Affairs in facilitating the implementation of NAPWA.

One of the enabling mechanisms that will facilitate NAPWA implementation is gender sensitive statistics. There have been numerous efforts in the past to strengthen the capacity of government ministries in the collection, processing and use of statistics from a gender perspective. However, these efforts remain sporadic and reactive. Thus, MOWA plans to undertake an analysis of capacity building needs on gender and statistics within government and develop and implement a comprehensive program to address the capacity gaps.

UNIFEM also provides support to MOWA on gender and population, a priority measure that was identified in NAPWA. Since the Government of Afghanistan is in the process of developing a national population policy, MOWA is preparing to participate and introduce gender perspective into the formulation process. For these reasons, UNIFEM is recruiting an expert on gender, population and statistics who will be assigned in the Ministry of Women's Affairs to undertake the responsibilities described below.

II. OBJECTIVES

- To assist MOWA in developing a comprehensive capacity building program proposal on gender and statistics and help in presenting it to stakeholders and donors.
- To generate interest among data producing agencies to partner with MOWA in developing their institutional capacities to gather, process, disseminate and use gender sensitive data for policy, planning and related purposes.
- To assist MOWA on approaches to mainstream gender into the development of a national policy on population.

III. ROLES AND RESPONSIBILITIES

The Expert will have two main responsibilities: (1) assist MOWA in developing a proposal for a government-wide Institutional Capacity Building Program on Gender and Statistics, and (2) enable MOWA to effectively mainstream gender in the development of the national population policy.

1. Development of program proposal on gender and statistics:

- a) Develop an analytical framework for a rapid assessment of capacity needs on gender and statistics across government;
- b) Undertake a rapid assessment of the state of developments in the field of data/gender and statistics in Afghanistan and prepare a report with recommendations on the potential components of a comprehensive gender and statistics program in government;
- c) Based on decisions that would be taken by MOWA on the aforementioned report, prepare a proposal for a government-wide Capacity Building Program on Gender and Statistics with MOWA and its strategic partners as major beneficiaries and participants;
- d) Coach MOWA in presenting the proposal to stakeholders and donors.

2. Mainstreaming of gender in national population policy:

- a) Based on existing data, prepare a position paper on gender and population, highlighting the major gender issues and corresponding measures that must be adopted to address those issues; and
- b) Train, coach and backstop the senior officials of MOWA to enable them to participate effectively and mainstream gender perspective in the process of developing the national population policy.

3. Other responsibilities:

- a) Participate in the activities of UNIFEM, particularly the Institutional Capacity Building Team, and implement reasonable tasks that the supervisor may assign from time to time; and
- b) Prepare a work plan detailing the major activities needed to deliver the major outputs. Submit a monthly report on the status of the work.

IV. MAJOR OUTPUTS

- a) **Situation analysis report** - A critical analysis of the state of the art on gender and statistics in Afghanistan, which include the following, among others:
 - Major statistical producers and users;
 - General capacities on statistical generation, processing and management;
 - Requirements for implementing the gender statistical and data framework of MOWA;
 - Potential areas of focus with respect to a comprehensive capacity building program on Gender and Statistics; and
 - Critical institutional players and their roles, as well as entry points for mainstreaming gender in strategic statistical activities of the country.

- b) **Program proposal** - A program design that describes a vision on gender and statistics of the country and provides a detailed description of the critical components and activities that would lead to the realization of the vision. The proposal should contain a component on capacity building on gender for MOWA and its key partners, along with an implementation strategy, and clear statements of results; and
- c) **Policy inputs** - Position papers that MOWA can use in introducing a gender perspective into the content and process of the national population policy. This output also includes learning materials for MOWA officials to understand the policy issues and defend their position in the process of formulating the population policy.

V. ADMINISTRATIVE ARRANGEMENT

The Expert will be posted in MOWA Research and Statistics Office and will work directly with its staff. S/he will be directly supervised by and will report to UNIFEM Institutional Capacity Building Expert (ICBE). Her/his activities will be planned and implemented within the framework of the MOWA Institutional Capacity Building Program of UNIFEM.

VI. QUALIFICATIONS

- Masters or Bachelors' Degree on Demography or related course
- Extensive professional experience and track record in gender , population and statistics as well as in program development;
- At least 10 years of experience in working with government agencies on gender, population and statistics
- Can work effectively in a post -conflict environment and with a variety of professionals in a multi cultural setting
- Ability to deliver outputs on time, handle multiple tasks and work under stressful situations
- Above average analytical and presentation skills
- Excellent technical writing and editing skills

Submission of Application

Please submit a one-page cover letter explaining your interest and suitability for this position as well as an updated CV. Testing and interviewing will follow for short-listed candidates. Interested *Afghan nationals* should submit their application in writing (clearly indicating on the sealed envelope the vacancy announcement number) to:

UNIFEM office, UNDP compound, Shah Mahmood Ghazi Watt, Kabul, Afghanistan

Or, e-mail their application (indicating on the subject line the VA number and the title of the position applied for) to: registry.unifem.af@unifem.org

Please note that applications received after the closing date (i.e. 22 Nov 2007) will not be given consideration. Only short-listed candidates whose applications respond to the above criteria will be contacted for a test and interview.

Female candidates are strongly encouraged to apply