



## Programme Analyst

<b>Job title:</b>	<b>Gender &amp; Human Rights Programme Analyst</b>
<b>Level:</b>	<b>NO-B</b>
<b>Position Number:</b>	<b>34491</b>
<b>Location:</b>	<b>New Delhi, India</b>
<b>Full/Part time:</b>	<b>Full-time</b>
<b>Fixed term/Temporary:</b>	<b>Fixed term</b>
<b>Rotational/Non-Rotational:</b>	<b>Non-rotational</b>
<b>Duration:</b>	<b>One year (renewable)</b>

### The Position:

The Gender Programme Analyst contributes to UNFPA's work on gender equality and human rights, ensuring that for accelerating achievement of the ICPD Programme of Action and Agenda 2030. You will provide legal and technical advice in the area of gender equality, promote human rights, and facilitate linkages with other UNFPA programmes in the areas of adolescents and youth, sexual and reproductive health and rights and population dynamics.

Under the overall guidance of Programme and Technical Programme Coordinator, you will report directly to the Gender & Human Rights 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:

UNFPA has been actively engaging on the issues of gender-based violence in all its forms, including gender biased sex selection, and child marriage with the Ministries of Health and Family Welfare, and Women and Child Development, NITI Aayog, the Census office, with state governments, and with local and regional experts. UNFPA interacts and supports capacity building of the judiciary, administration, medical community, media, and civil society on



gender related and human rights issues. UNFPA's efforts focus on building evidence for effective policy action, and support global, regional south–south initiatives.

UNFPA has been a partner of the Government of India and People since 1974 and is now on its 9th five-year Country Programme. The Country Programme leverages large-scale government programmes such as Beti Bachao Beti Padhao (Save Daughters and Educate Daughters), Scheme for Adolescent Girls, Adolescent Health Programme, and school-based programmes to reach girls and boys at scale. UNFPA aims to advance girls' and young people's rights through interventions that delay marriage and child-bearing, prevent unintended pregnancy, prevent and address gender-based violence, promote the value of girls, and protect the social, health and economic assets of the most vulnerable.

Working within a large and complex Country Office (CO), you will contribute to the efforts to advance gender equality and reproductive rights through understanding and interpreting existing laws, policy advice and advocacy, technical assistance, strengthening partnerships to leverage financial and technical resources for accelerated achievement of UNFPA's transformative results and the ICPD Programme of Action. You will coordinate the work on gender, and will engage with UNFPA State offices and other programme units.

**You would be responsible for:**

#### **A. Programme Management and Coordination:**

- Provide strategic, technical and programmatic support for the development and implementation of innovative and effective strategies for addressing son preference, gender-based violence, child marriage and other harmful practices.
- Support the formulation, design and delivery of the country programme and its gender and rights component, including, in line with Government priorities and according to UNFPA programme policies and procedures, ensuring that all initiatives are rights-based.
- Promote inter-linkages between UNFPA programme components (SRHR, population and development, adolescents and youth and gender) to ensure synergies, complementarities and progress towards achieving gender equality and reproductive rights for all.
- Contribute to the integration of Gender and rights issues in the formulation and design, of national development plans and UNSDCF framework, including joint programmes.
- Oversee timely planning, implementation and monitoring of gender component work plans, in collaboration with implementing partners.

#### **B. Policy Dialogue and Technical Support:**

- Provide legal and technical expertise to the formulation, review, implementation and monitoring of policies, guidelines and protocols and programmes at national and state levels as they relate to son preference, , gender-based violence, child marriage and other harmful practices as well as gender equality and reproductive rights more broadly.
- Participate in the development and updating of guidelines, standards, tools, manuals and approaches as required.



- Participate in communities of practice consultations on proposed relevant policies, bills and laws.
- Provide partners with the technical advice on the strengthening policies and programmes in line with global norms and standards
- Keep abreast of policy and legal developments that affect gender equality and reproductive rights, and prepare analysis for senior management on potential impacts to UNFPA's ability to achieve the UNFPA transformative results.
- Establish and nurture linkages with the Judiciary for appropriate interpretation, capacity building and implementation of gender, and gender-base-violence related laws.
- Provide technical assistance in the promotion of gender equality, reproductive rights and inclusive programming.
- Support UNFPA's engagement in UN inter-agency coordination mechanisms. Assist the Country Office in leading UNSDF Results Group on Gender and Youth and the sub group on GBV.
- Identify and analyze trends, threats and risks that may affect the accomplishment of the ICPD agenda and UNFPA's work in India.

#### **C. Advocacy and Resource Mobilization:**

- Identify opportunities to advocate for the elimination of gender-based violence and harmful practices in India, as part of efforts to achieve the ICPD Programme of Action, including within the context of Agenda 2030.
- Analyze and interprets the political, legal, social and economic environment and trends relevant to gender and rights and identifies strategic opportunities for UNFPA assistance and intervention.
- Support advocacy efforts for increases in national/state budgetary allocations and expenditures for gender equality and reproductive rights to leverage financing for the ICPD agenda and to ensure sustainability of interventions.
- Contribute technical inputs to communications materials for advocating for gender equality and reproductive rights, as essential for sustainable development.
- Contribute to the resource mobilization efforts, including through identifying potential funding and leveraging opportunities, including from public and private sectors.
- Develop proposals for funding that are innovative and demonstrate potential for high impact.

#### **D. Knowledge Management**

**In coordination with the Population & Research, and the Planning, Monitoring and Evaluation and Knowledge Management teams,**

- Provide technical and programmatic support for gender related research, and identify, document, and disseminate lessons learned and best practices in addressing harmful practices and gender-based violence;
- Contribute 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 son preference, gender-based violence, child marriage, and other harmful practices

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

## Qualifications and Experience

### Education:

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

### Knowledge and Experience:

- Two years of professional experience in the managing human rights and/or gender programmes with strong a legal angle.
- Technical expertise in gender equality, preferably including knowledge of gender-based violence, gender-biased sex selection and/or child marriage.
- Strong understanding of reproductive rights and gender equality dimensions in law, policy and programme formulation, implementation and monitoring.
- Demonstrated ability to network within the legal and development sector, especially with civil society.
- Leadership and coordination experience, with demonstrated political acumen and negotiation skills.
- Good emotional intelligence, ability to work independently and in culturally diverse teams.
- Strong writing and presentation skills.

### Languages:

Fluency in English is mandatory. Working knowledge of one of the Indian official languages is desirable; Knowledge of other Indian and UN languages is an asset.

## Required Competencies

<p><b>Values:</b></p> <ul style="list-style-type: none"> <li>• Exemplifying integrity,</li> <li>• Demonstrating commitment to UNFPA and the UN system,</li> <li>• Embracing cultural diversity,</li> <li>• Embracing change</li> </ul>	<p><b>Functional Competencies:</b></p> <ul style="list-style-type: none"> <li>• Conceptual innovation in the provision of technical expertise;</li> <li>• Leveraging the resources of national governments and partners;</li> <li>• Building strategic alliances and partnerships;</li> <li>• Adaptation/application of knowledge in different contexts;</li> <li>• Job knowledge/technical expertise; and</li> <li>• Integration in a multidisciplinary environment.</li> </ul>
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**Core Competencies:**

- 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

**Compensation and Benefits**

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

**Disclaimer**

UNFPA does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. Fraudulent notices, letters or offers may be submitted to the UNFPA fraud hotline <http://www.unfpa.org/help/hotline.cfm>.

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.