



**Jobbnorge-ID:** 90117  
**Søknadsfrist:** Avsluttet  
**Nettside:**  
**Omfang:**  
**Varighet:**

## Junior Professional Officer (Gender Specialist), UN-HABITAT

The position as Programme Officer is temporary. The employee will be offered a contract for two years with possibilities for one year extension. The third year will normally be in one of the Country Offices of the organization. Norwegian citizenship is required. Men are encouraged to apply for this position. The application must be in English.

### Duties and Responsibilities:

In a nutshell, the JPO Gender Expert will be part of and/or initiate and/or manage but not limited to the following activities:

- Develop normative activities on gender mainstreaming and women's empowerment in sustainable urban development;
- Support the implementation of the UN-Habitat Gender Policy;
- Assist in the strengthening a corporate strategy for gender equality and women's empowerment in sustainable urban development;
- Support developing knowledge, tools and practical guidelines for gender mainstreaming and women's empowerment.
- Assist in defining processes and service models for integrating gender in UN-Habitat's projects and programmes.
- Provide assistance to various units within UN-HABITAT, at their request, on areas of gender mainstreaming and programming;
- Provide particular support to the units dealing with cross-cutting issues, particularly youth.
- Prepare and undertake action research proposals, document practices and reporting;
- Represent the Gender Unit and/or UN-HABITAT in various types of meetings;
- Prepare quick policy guides, manuals, fact sheets addressed to policy makers and global audience of UN-HABITAT and disseminate them via various dissemination channels;
- Support the Gender Unit in knowledge management;
- Support the preparation of project and programme development proposals in order to ensure sufficient gender mainstreaming in UN-Habitat's projects and programmes.
- Report writing and publishing.
- Regular support the work of the Secretariat of the Advisory Group on Gender Issues (AGGI). Assist the Team Leader in managing the unit activities;
- Prepare a global inventory of on-going or past experiences with gender programming, mainstreaming and women's empowerment.
- Any other duties relevant to incumbents expertise, as requested by the supervisor.

### Training and Learning Elements:

Within the Project Office, the JPO will have on-the-job-training opportunities in the preparation of project proposals, work programming, report writing, monitoring and evaluation, and networking.

The JPO will have the opportunity to gain experiences in working with the United Nations system, as well as in working with international institutions and national and local partners. It is expected that the JPO attends at least one international conference per year on a relevant topic.

The JPO will also have the opportunity to participate in a variety of training courses provided by the Human Resource Development Unit of the United Nations Office at Nairobi. The courses include language courses (in all United Nations languages), computer training, management courses, etc.

### Education:

Advanced University degree (Master's degree or equivalent) in international development, social sciences, anthropology or related fields. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

### Working Experience:

At least 2 years of progressively responsible professional experience relevant to gender mainstreaming in the context of sustainable development. Experience in a multinational setting is desirable.

### Background and justification

Urbanization is one of the most powerful irreversible forces in the world. We live in a new urban era with most of humanity now living in towns and cities. By the middle of this century it is expected that seven out of every ten persons on the planet will be urban dwellers. In developing countries, rapid urbanization has put enormous pressure on the provision of basic services, housing, and other public amenities. Gender inequality and barriers to women empowerment remain widespread in urban environment, compromising the future of cities. Women are a city's greatest asset, and contribute heavily to sustainable urban development. A growing body of research and literature affirms women's contributions to urbanization, and the importance of women's political participation, social empowerment, asset ownership and control for economic development and social security for cities as a whole.

Since 1991 UN-Habitat has been implementing programmes directly linked to women and women's participation in human settlements development and management, with the ultimate goal of ensuring women's rights through empowerment. In keeping with its mandate and the consensus that none of the Millennium Development Goals (MDG) will be achieved unless there is greater equality between women and men and increased empowerment of women and girls; UN-Habitat through its Governing Council has passed a number of resolutions aimed at achieving gender equality and the empowerment of women in human settlements.

Focus on gender mainstreaming and women's empowerment remains pivotal to UN-Habitat's work at all fronts. The implementation of the Gender Equality Action Plan - GEAP (2008 - 2013) seeks to unite all programmes and partners to improve gender equality, women's rights and women empowerment in human settlement subjects. The establishment of a Gender Equality Action Assembly has an objective to assess and review progress of the GEAP and to provide a forum for partners to meet and explore ways of strengthening women's empowerment and gender equality in international, regional, and national policies and programmes in human settlement issues. Most recently, the establishment of an Advisory Group on Gender Issues (AGGI) during the sixth edition of the World Urban Forum in September 2012 aims at functioning as an independent advisory body to the UN-Habitat Executive Director; advancing women's empowerment and gender equality in sustainable urban development processes, and recognizing and supporting women as active contributors to human settlements and urban development. Whilst a lot has been done by UN-Habitat and its Agenda partners in this regard, mainstreaming gender in policies, projects, programmes, organisational structure and procedures within the organization has remained a challenge.

The purpose of the gender mainstreaming programming is ensuring that gender equality and women's empowerment is systematically and effectively integrated in all UN-Habitat projects and programmes at all levels from local, national and global; including its policies, structure and internal procedures (human resource management, budgeting and strategic planning). The institutionalizing of the culture of gender mainstreaming and gender equality will ensure that these issues are no longer considered on a 'stand-alone' basis or as additional chores but rather integral elements in project development and implementation.

As part of the on-going organizational review and reform, UN-HABITAT is moving quickly towards becoming a 'flat' and project-based organization. The success of this reform rests significantly around the key operating unit - the project. Organisational restructuring provides also an opportunity to revisit the institutional setting for gender programming within the agency - to carefully review how the organisational structure and institutional arrangements would best support the integration of gender mainstreaming and women's empowerment into project design, implementation, monitoring and evaluation.

### Gender programme priorities

The Gender Unit within the Project Office will play a coordination, support and facilitation role in inculcating and institutionalizing the culture of gender mainstreaming and gender equality within UN-Habitat, particularly in its projects and programmes, including its policies, structure and internal procedures (human resource management, budgeting and strategic planning). The team will also support the implementation of initiatives on women empowerment towards facilitating gender equality.

The support services in the context of Gender Mainstreaming can be summarized in the following points:

1. Mainstream gender equality and women's empowerment in sustainable urban development perspectives into all UN-Habitat **project and programmes**
2. Mainstream gender equality and women's empowerment in sustainable urban development into organizational **policies, internal processes and procedures**
3. Foster existing and **new partnerships** with relevant UN Agencies and other related organizations/institutions, particularly government institutions responsible for gender equality at national and local level.
4. Use all UN-Habitat events, as platform/opportunity to **advocate gender equality** through direct participation in the events' thematic/substantive discussions in addition to organising gender equality and women empowerment specific side events where possible.
5. Incorporate/mainstream gender equality and women's empowerment perspectives into all UN-Habitat **flagship and key publications/reports**
6. **Strengthen the capacity of the staff** particularly gender team, gender focal points within UN-Habitat, including improving the accountability of key staff members and the gender focal points through inclusion of the gender mainstreaming role in respective job descriptions and evaluated through e-pas system.
7. Further **strengthen the collaboration** between the gender team/project office, gender focal points and the rest of the organization through regular meetings and knowledge sharing.
8. **Establish collaboration modalities** with other organizational units dealing with cross-cutting issues (particularly youth), strengthen the synergies between the units and provide substantive support, as required.
9. Further improve **the monitoring and evaluation** of gender mainstreaming and gender equality impact of UN-Habitat projects and programmes through the development of appropriate tools and procedures.
10. Support the work of the Secretariat of the Advisory Group on Gender Issues (AGGI), as required.

## Tilleggsinformasjon

### Arbeidssted: