



UNITED NATIONS CHILDREN'S FUND
JPO Request Form



Training and Learning Plan

- ✓ Participation in a one-week JPO Induction Programme in New York.
- ✓ Guidance and advice in relation to training opportunities within the field of expertise.
- ✓ Use of yearly JPO training funds for internal/external training opportunities.
- ✓ Participation in the Mentoring, Coaching, and Career Counselling and Career transition programmes.
- ✓ Field mission and/or stretch assignment, and or including shadowing a Gender Specialists in another country office during and after the 2nd year.

In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- ✓ Training opportunities including the Gender Pro Certification and/or other training the JPO might choose to advance her/his technical skills.
- ✓ Language training and immersion.
- ✓ Networking with different gender and sectoral networks in the WCAR

A career progression plan could be established together with the JPO, the supervisor and HR.

Potential for retention:

UNICEF made several ambitious commitments in 2021 by adopting its most progressive and forward-looking Strategic Plan, Gender Policy, and Gender Action Plan to date. UNICEF is in full expansion of its Adolescent Girls Programme Strategy. In addition to UNICEF's regional funds, new donors are being explored to advance adolescent girls' programming.

The other retention opportunity is also in the Country offices of LAC where gender international position are being opening. In addition, the JPO will be considered for:

✓ recommendation from the regional office positions

✓ Career outlook and potential for regular position with UNICEF and other UN agencies such as UN Women and UNDP.

Supervisor experience: The current supervisor of the post, the Regional Gender Advisor (P5), is a senior international development professional and team leader with twenty-five years of experience designing and delivering children's and women's rights programmes with specific skills in:

- Management of complex, multi-country and multi-partner international development programmes;
- Leadership of multi-cultural, cross-country teams and development of local capacity for high quality and timely delivery of results;
- Strategic planning, technical design, implementation, monitoring and evaluation of social programmes and services.

She currently supervises 2 professional staff posts and 2 general service staff posts in the Gender Section in the Unicef LAC Regional Office and has been in supervisory roles for more than 22 years now

Information and Living Condition of Duty station:

<p>General Information</p>	<p>National name: República de Panamá President: Laurentino Cortizo (2019-2024) Land area: 75,990 sq km / Population: 4,279,000 million Language: Spanish (official language), English 14% (most Panamanians are bilingual)</p> <p>Panama's tourist season is during the dry season from December to April. This is true for the Pacific slope, but the Caribbean side can get rain throughout the year. Daytime air temperatures increase slightly to around 30-31°C (86-88°F), but nighttime temperatures remain around 22-23°C (72-73°F). Relative humidity drops throughout the season, reaching average values as low as 70%. Relative humidity rises quickly and may hover around 90 to 100% throughout the rainy season from May through November.</p> <p>Panama's tourist season is during the dry season from December to April. This is true for the Pacific slope, but the Caribbean side can get rain throughout the year. Daytime air temperatures increase slightly to around 30-31°C (86-88°F), but nighttime temperatures remain around 22-23°C (72-73°F). Relative humidity drops throughout the season, reaching average values as low as 70%. Relative humidity rises quickly and may hover around 90 to 100% throughout the rainy season from May through November.</p> <p>Panama uses the US dollar as its currency. The official name for it is the balboa, but it's the same bill, and in practice people use the terms 'dólar' and 'balboa' interchangeably.</p>
<p>Security</p>	<p>Security Level: LOW (2)</p> <p>Present Security Situation in Panama: Panama's crime rate is significantly lower when compared to all the regions of the Caribbean and Latin America. However, armed violence is becoming common in Panama City and Colón. Based on the incidents reported to the local police, the high-crime areas identified in Panama City are: Arraijan, Chorrera, San Miguelito, Rio Abajo, El Chorrillo, Curundu, Veracruz Beach, Pedregal-San Joaquin, San Sebastian, Carrasquilla, Boca laCaja, El Ingenio, Los Libertadores, Calle 11 San Felipe, Bajada del Ñopo – Salsipuedes, Panama Viejo, Pueblo Nuevo, Pacora and Tocumen. It should be mentioned in this regard that, the most common types of crimes that represent a clear threat to public safety are armed robberies, drug trafficking-related, rape, muggings, purse-snatchings, and theft. Over the past couple of years, criminal statistics indicate a steady increase in drug use and criminal-related activities. Regarding the foremost crimes to affect the UN personnel are car and home burglaries, pickpockets, credit card and bank fraud at a very low level.</p>

All UN staff/consultants are advised that the Security Clearance is requested to travel to the capital and to the hinterland regions. All Security Clearance requests for travel to PANAMA must be submitted via TRIP, which can be accessed via the DSS Travel Portal (<https://dss.un.org>) at least one week prior to the proposed travel. Mitigation measures are described in the Country SRM

SECURITY LEVEL	
LOW (2)	
Armed Conflict	MINIMAL
Terrorism	MINIMAL
Crime	SUBSTANTIAL
Civil Unrest	MODERATE
Hazards	MODERATE

Panama City has a great private health care system that are recognized for its qualified medical professionals and impeccable facilities equipped with intensive care units. However other towns in several provinces have inefficient health systems, facilities and or clinics. Renowned hospitals and clinic centers require an advance payment before attending the patient. Local and international credit and debit cards are required as guarantee for the payment. If the hospital does not receive a previous authorization (direct payment agreement), from your UN health insurance, a credit/debit card will be required to initiate your health treatment.

Housing

Panama is largely a safe city – but care does need to be taken in some areas and with personal property. It is your choice whether you opt for a house or an apartment. Beautiful spacious houses, with gardens are available. Those staff that have opted for an apartment have done so on the basis that they offer more security and more facilities.

For your reference, below you'll find the most used Real Estate Companies and Brokers among newly appointed colleagues. You can also visit website pages, the most used among colleagues are: [Encuentra24](#) and [Compra y Alquiler](#).

For Casco Antiguo area:

[Compañía Inmobiliaria San Felipe](#), phone +507-228-3808.

[Arco Properties](#) office +507- 211-2548.

For Clayton and nearby neighborhoods:

Anabella Moreno, MEGA Realtors, amoreno@mega-realtors.com, [Instagram](#), +507-6673-6829.

Oscar Patiño, [Suasty Real Estate](#), mobile +507-6780-3710.

Librada Beseler, mobile +507-6611-0000.

Alexander Barrelier, [Metro Realty](#), mobile +507 6327 9953

Schools & Childcare

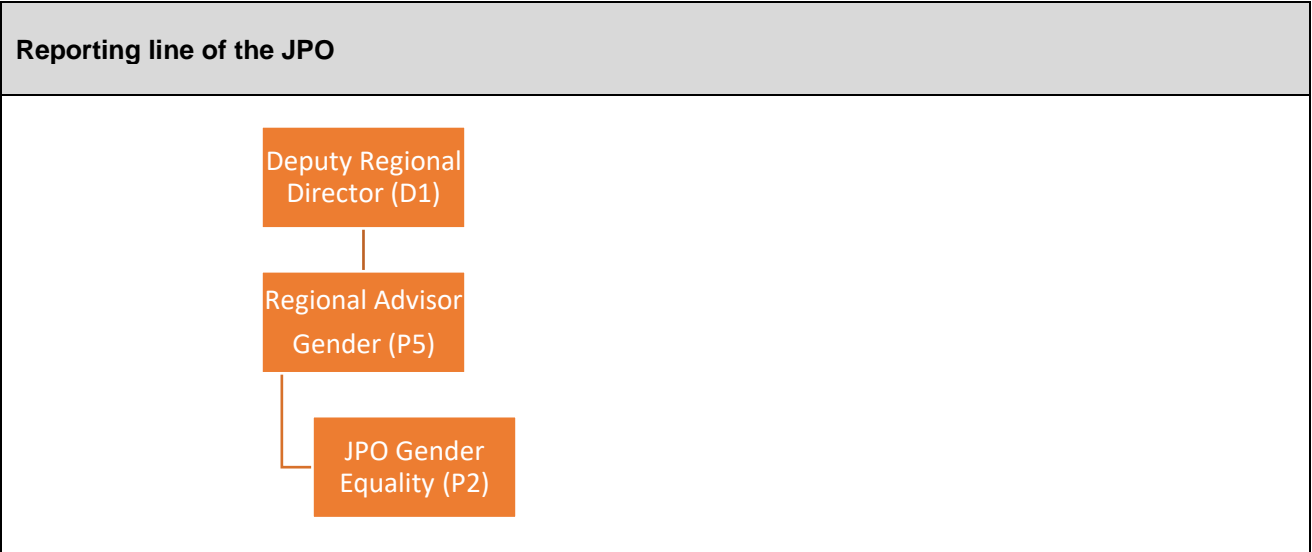
Schools with international calendar (academic year starts in August-September)

- Balboa Academy
- Metropolitan School of Panama
- King's College
- Crossroads Christian Academy
- St. Mary's School / St. Mary's School
- Boston School Panama
- Lycée Français Paul Gauguin de Panamá
- International School of Panama

Schools with Panamanian calendar (academic year starts in March)

- Schools in Ciudad del Saber:
- Colegio Isaac Rabin

	<p>Schools in Clayton: Colegio Javier Colegio Las Esclavas Schools in Panama City: Colegio De La Salle Colegio San Agustín.</p>
<p>Work for spouses & partners</p>	<p>Please share information available opportunities for Work for spouses and partners.</p> <p><u>Spouse Employment Guidelines.pdf</u></p>





**UNITED NATIONS CHILDREN'S FUND
SPECIFIC JOB PROFILE**

I. Post Information

Job Title: Gender Equality Officer
Supervisor Title/ Level: Denise Stuckenbruck, Regional
Gender Advisor (P5)
Organizational Unit: LACRO
Post Location: Panama City, Panama

Job Level: P2
Job Profile No.:
Job Classification Level:

II. Strategic Office Context and Purpose for the Job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

The commitment of UNICEF to an equal future for all girls and boys recognizes that promoting Gender Equality and the empowerment of women and girls is central to achieving the Sustainable Development Goals (SDGs). The UNICEF Gender Action Plan (GAP), 2022–2025, operationalizes the UNICEF Gender Policy, 2021–2030, by specifying how UNICEF will promote gender equality across its programmes and workplaces. It affirms that promoting gender equality and the empowerment of women and girls is the responsibility of everyone, regardless of organizational role. The GAP elaborates the steps required to accelerate progress on gender equality across the five Goal Areas of the UNICEF Strategic Plan, 2022–2025, as well as within institutional systems and processes, with clear indicators and monitoring mechanisms to track change.

Strategic Office Context

In Latin America and the Caribbean, UNICEF has a regional office (LACRO) based in Panama, and 24 country offices operating in 36 countries and territories. A small regional Gender team is based in Panama City, with one Gender specialist based in Barbados, for the coordination of UNICEF's role in the regional Caribbean Spotlight programme. In addition, there are 22 Gender focal points and two Gender Specialists (Colombia and Peru) based in country offices across the region.

The Sustainable Development Goals (SDG) remain out of reach for many children in Latin American and the Caribbean (LAC). As of 2020, only 23.6% of child-related SDG indicators are on track to being met by 2030. While this represents an improvement compared to the previous year (20.9%), this is still below the global average (26.9%).

This estimate masks deep inequalities that characterize the region. Progress has been uneven within and between countries, across SDG goal areas and between population groups. Indigenous, Afro-descendent girls

and boys, girls and boys on the move, CWD and LGBTQI+ persons are all at the risk of being left behind; with the additional layer of gendered inequalities within and among these groups leading to a higher burden on women and girls. To further exacerbate the situation, early data indicates that the COVID - 19 pandemic has had a pernicious effect on the region, both in setting back its development progress, as well as widening the aforementioned gaps.

Before the pandemic, the region was already one of the most violent and unequal regions in the world. Progress had stalled for stunting (9% in 2019), childhood obesity (7.5%), and immunization rates (89%), while maternal mortality rates remained above OECD levels (74 per 100,000 live births) coupled with the second highest adolescent pregnancy rate in the world.

In terms of violence, the adolescent murder rate was 5 times that of the global average; 63% of children had been exposed to physical punishment at home; in school, 2 in 5 6th grade students were victims of bullying. With respect to different manifestations of gender-based violence and harmful practices, child marriage and early unions have seen no change in the past 25+ years (25%) with devastating consequences for adolescent girls, 1 in 3 women and 4 in 10 adolescent girls have experienced violence at the hands of their partners and one million adolescent girls (15-17 years old) report having been experienced sexual abuse.

The humanitarian context in LAC is increasingly complex and dynamic. A growing number of children and families have humanitarian needs and/or are forced to migrate due to the higher frequency of socio- natural hazards, public health emergencies, and the rapid deterioration of social, political and economic environment in many countries, which has been exacerbated by the COVID-19 pandemic

Early evidence shows that the pandemic has made a vulnerable situation worse. Preliminary forecasts estimate that GDP fell by 9% in 2020, and that poverty increased in 4.4 percentage points. This fall in production is not distributed evenly across society. For example, poverty among children and adolescents is expected to rise by more than the average, while they are also at risk of falling into lower lifetime outcome trajectories due to periods out of school or unemployment. Women and migrants are also expected to take the brunt of the impact of the economic crisis. The former have left the formal labor force at a greater proportion than men and have a higher representation in the informal economy with lesser access to social protection programmes, while the latter usually occupy jobs that are more vulnerable to economic volatility.

In alignment with LAC - Regional Office Management Plan 2022-2025 (ROMP) and Global Gender Action Plan (2022-2025), the Gender Section Plan aims to deliver gender transformative results, undertake gender-responsive systems strengthening and engage in long-term transformation of harmful gender norms, promote and protect girls' rights and support sector-wide, survivor-centered approaches to GBV.

The JPO will therefore support UNICEF LACRO's technical assistance and oversight on gender equality across the life course, while also helping knowledge exchange in gender programming, collaboration with internal and external partners on planning for the implementation of the gender equality goals and targets. Overall, the funding of this position will provide much-needed support for UNICEF LACRO's strengthened commitment to the promotion of gender equality across the life cycle of children.

Purpose for the Job

The JPO will be part of the Gender Team in UNICEF LACRO reporting directly to the Regional Gender Advisor (RGA) and Team Lead. She or he will work in close collaboration with all sectors and contribute to the overall mainstreaming and reporting on gender targets across all UNICEF's Goal Areas.

The purpose of the role is to support the LACRO Gender team to accelerate the roll-out of the new GAP across the region. Based on global guidance and the priorities of the LAC ROMP, the post holder will do this by (a) providing agile technical assistance to country teams on how to deliver Gender transformative results in an integrated fashion across country programmes, (b) developing regional tools, resources and processes to facilitate monitoring of the implementation of programmatic and institutional GAP priorities across LAC, (c) consolidating a lively regional Gender community of practice through the Regional Gender Network, and (d) supporting the development of and resource mobilization for, innovative regional Gender Equality initiatives.

III. Key functions, Accountabilities and Related Duties/tasks:
<ul style="list-style-type: none"> a) Provide agile technical assistance to country teams on how to deliver Gender transformative results in an integrated fashion across country programmes. b) Develop regional tools, resources and processes to facilitate monitoring of the implementation of programmatic and institutional GAP priorities across LAC. c) Consolidate a lively regional Gender community of practice through the Regional Gender Network. d) Support the development of and resource mobilization for innovative regional Gender Equality initiatives.
<p>a) Provide agile technical assistance to country teams on how to deliver Gender transformative results in an integrated fashion across country programmes</p> <ul style="list-style-type: none"> • Advise country teams on how to best integrate gender equality results and gender transformative approaches in programmes, projects, policy initiatives, proposals, project reports and M&E systems. • Support Gender focal points in their technical interactions with other sectoral colleagues, promoting Gender mainstreaming across programming. • Support country teams to commission and undertake Gender Programmatic Reviews. • Support regional Gender team members to review and provide technical feedback on key country level programme documents, such as SMRs, CPDs, COARs, HACs, etc. to ensure an integrated approach to Gender Equality in programming and implementation.
<p>b) Develop regional tools, resources and processes to facilitate monitoring of the implementation of programmatic and institutional GAP priorities across LAC</p> <ul style="list-style-type: none"> • Be the Gender team's research and data focal point, collaborating with all other LACRO sectors on the generation of Gender Equality data and evidence. • Work closely with LACRO planning and monitoring team to ensure consistent and accurate use of Gender Equality markers, tags and indicators across country offices in the region. • Drawing on existing programme monitoring information, develop a regional 'live', self-managed database on the UNICEF SharePoint with information about country offices' progress towards achieving GAP-related programme and institutional targets. • Prepare periodic updates on progress against GAP indicators and other institutional benchmarks for relevant regional and country level meetings. • Support the RGA in preparing relevant GAP monitoring briefs and presentations for regional and global Gender Equality Steering Committee meetings.
<p>c) Consolidate a lively regional Gender community of practice through the Regional Gender Network</p> <ul style="list-style-type: none"> • Develop a regional Gender 'community of practice' by establishing and maintaining an active Teams Channel for the Regional Gender Network, and supporting a lively exchange of resources, tools, information through this channel. • Maintain a regional SharePoint site where relevant Gender resources and information are available for country offices and focal points. • Support documentation, including country-level experiences in gender programming, and lessons learned to be shared across a variety of channels. • Devise a brief strategy and plan to increase the uptake of the GenderPro certification by all Gender Focal Points in LAC and support country teams to prepare for their respective GenderPro 'exams'. • Support the organization of Regional Gender Network meetings twice a year (virtual and/or in person). • Initiate and oversee the translation of key global Gender documents into Spanish, and of key regional documents into English, to promote cross-fertilization and learning between LAC and other UNICEF regions.
<p>d) Support the development of and resource mobilization for innovative regional Gender Equality initiatives</p> <ul style="list-style-type: none"> • Provide inputs to innovation, partnerships, and resource mobilization strategies. • Support the identification of good scalable models on gender in innovation and share with different networks.

- Support the establishment of partnerships with women-led organizations and girls 'networks and movements, male and female gender influencers from the region.
- Be the communications focal point in the Gender Team, collaborating with the regional communications team to strategically communicate Gender Equality messages around key annual dates and events.

IV. Impact of Results

By working with and within the UNICEF LACRO Gender Team, the post holder will contribute to the implementation of the GAP across LAC, supporting the adoption of a Gender Transformative approach across all of UNICEF's targeted Gender Equality priorities in the region. S/he will join the team in a critical moment for the region, when we have opportunities to 'build back better' after the COVID pandemic, and to redefine UNICEF's added value to the UN regional gender equality architecture. A key contribution of the post holder will be to support the regional team to support other regional sectoral teams, as well as country offices, to deliver on the GAP's ambitious targets, as well as holding them accountable to their programmatic and institutional commitments.

V. Competencies and Level of Proficiency Required

<p><u>Core Values attributes</u></p> <ul style="list-style-type: none"> • Care • Respect • Integrity • Trust • Accountability • Sustainability <p><u>Core competencies skills</u></p> <ul style="list-style-type: none"> • Demonstrates Self Awareness and Ethical Awareness (2) • Works Collaboratively with others (2) • Builds and Maintains Partnerships (2) • Innovates and Embraces Change (2) • Thinks and Acts Strategically (2) • Drives to achieve impactful results (2) • Manages ambiguity and complexity (2) 	
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VI. Recruitment Qualifications

Education:	A university degree in the following fields is required: Women Studies, Social Sciences, Development studies, International Law, Humanitarian Law, Anthropology, or another relevant technical field.
Experience:	A minimum of two years of professional experience in one or more of the following areas: gender programming, social development and inclusion programming, communication, public advocacy, planning, monitoring and evaluation, research or another related area. Relevant experience in a UN system agency or organization is considered as an asset.

Language Requirements:	Fluency in English and Spanish is required. Knowledge of French and/or Portuguese is an asset.
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