



## FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

### Terms of Reference

Minimum number of years of relevant experience required: 1yr  5yrs  12+yrs  ■

<b>Job Title:</b> Sustainability and Resilience Analyst (Gender Statistics)	
<b>Division/Department:</b> Social Protection Division and Statistics Division	
<b>Programme/Project Number:</b> SO2, SO5	
<b>Location:</b> Rome	
<b>Expected Start Date of Assignment:</b> 1 <sup>st</sup> week of September 2015	<b>Duration:</b> 4 months
<b>Reports to: Name: Regina Laub</b>	<b>Title:</b> Senior Officer Gender Analysis and Policy, ESP

#### GENERAL DESCRIPTION OF TASK(S) AND OBJECTIVES TO BE ACHIEVED

##### Background

Global food security cannot be achieved without women's equal access to productive resources and services. To increase agricultural productivity and natural resources management, and build resilience it is essential to achieve gender equality and women's empowerment. In order to support member countries and FAO technical units with the design and implementation of gender-responsive policies and programmes, FAO addresses the gender equality dimensions in its normative work and country-level interventions, including its major statistical databases and surveys.

Similarly, and as a result of the growing importance of natural resource governance within the international agricultural development agenda and more specifically within its Strategic Framework, FAO aims to further the understanding of gender-specific impacts of interventions between agriculture and the environment, such as water and land resources, and ecosystems at large, and in communities at risk of disasters to inform gender-responsive programming and implementation.

To this end and under the general supervision of the Directors of the Social Protection Division (ESP) and the Statistics Division (ESS), under the direct supervision of Regina Laub, Senior Officer Gender Analysis and Policy, and as a member of several task teams, the Consultant will contribute to the work under Strategic Objective 2 (SO-2: "Increase and improve provision of goods and services from agriculture, forestry and fisheries in a sustainable manner") and Strategic Objective 5 (SO-5: "Increase the resilience of livelihoods to threats and crises"). The consultant will provide methodological advice mainly in the context of large scale surveys and, upon *ad hoc* requests, also for project specific studies.

More precisely, the Consultant will:

- 1) Provide technical guidance and support to ESP, ESS and the SO-2 Core Team and the delivery managers of selected Regional initiatives (RIs) and Major Areas of Work (MAWs) with the *development and review of approaches and methods for collecting and analysing sex-disaggregated data* (Activity 204020105), with the aim of contributing to evidence-based gender-sensitive planning and management of the agricultural sectors and natural resources to support the transition to sustainable agricultural sector production systems through monitoring, statistics (SO2 O.O.4);
- 2) Identify databases, surveys, methods, approaches and tools (including participatory approaches, qualitative, quantitative analysis and mixed methods) related to SO2 work that provide greater insight to understanding the gender gap in agriculture and the relationship between natural resources and gender

equality in order to inform evidence-based policy-making and development planning processes. (*Output indicator 2.4.1 captures the number of relevant social datasets in FAO's main statistical databases that feature sex disaggregated data*);

- 3) Support, through the collection of sex-disaggregated data and gender-sensitive indicators, the monitoring and reporting work related to **gender-sensitive governance** issues and options adopted by countries towards sustainable agricultural production systems, with the aim of reducing women's vulnerability to climatic variations and resource scarcity, specifying data and information sources and potential partner institutions (SO2 **Output 2.2.1**);
- 4) Provide technical inputs to the component under the RI on Water Scarcity **aimed at promoting gender-responsive water governance** and incorporating the methodology of the AQUASTAT pilot project on gender sensitive indicators in the water management sector for the North African sub-region;
- 5) Support capacity development activities related to sex-disaggregated data collection and use to allow for evidence-based policy-making and project design, both in member countries and for staff members in FAO;
- 6) Take stock of databases, surveys and other data sources related to SO5 work and particularly Outcome 2 ("Countries and regions provide regular information and early warning against potential, known, and emerging threats"), and identify those that have the potential to collect sex-disaggregated data, allowing for an improved analysis and monitoring of needs, vulnerability, and resilience of men and women among vulnerable and affected populations.
- 7) Provide technical support to SO5 in better integrating the gender aspects in the Resilience Measurement Index (RIMA) methodology and related on-going studies, with a specific focus on assessing how gender affects resilience, combined with other available information on social difference, to generate gender-specific information on resilience to support gender-responsive policies and plans for resilience-building.
- 8) Perform other related duties as required.

#### KEY PERFORMANCE INDICATORS

Expected Key Outputs:	Required Completion Date:
<ul style="list-style-type: none"> <li>• Revised technical guidance, support materials and tools to assist on-going initiatives in their efforts to make the sustainable intensification of agriculture more gender-responsive</li> </ul>	September 30 <sup>th</sup> , 2015
<ul style="list-style-type: none"> <li>• Guidance note developed to support SO2 and SO-5 with reporting on sex-disaggregated data and gender-sensitive indicators and qualifiers;</li> </ul>	October 15, 2015
<ul style="list-style-type: none"> <li>• Capacity development module developed to support FAO staff and national partners on the collection and analysis of sex-disaggregated data and recommendations on required changes in the existing data bases and assessments related to activities under SO-2 and SO-5 and relevant delivery mechanisms (RIs and MAWs);</li> </ul>	November 15 <sup>th</sup> , 2015
<ul style="list-style-type: none"> <li>• A brief report presenting gaps and opportunities for integrating gender issues in databases, surveys and other data sources related to SO5 work and particularly Outcome 2, including recommendations for next steps to increase the collection, analysis and use of sex-disaggregated data for improved targeting and monitoring of needs, vulnerability, and resilience of men and women among vulnerable and affected populations</li> </ul>	November 30, 2015
<ul style="list-style-type: none"> <li>• Advice and advocacy provided to FAO staff at HQ and decentralized offices working on the Resilience Measurement Index (RIMA) methodology to assist in better integrating gender aspects into relevant publications and processes to support evidence-based, well-targeted, and gender-responsive policies and plans for resilience-building...</li> </ul>	December 15, 2015

- Two Policy Briefs on key Gender Statistics/Indicators, one focusing on natural resources management and governance, and the other on resilience building.

December 15, 2015

#### REQUIRED COMPETENCIES

- Master's or doctorate degree in social science with a focus on gender analysis and rural development or agriculture
- Strong quantitative skills and familiarity with qualitative methods, particularly in terms of resource management and ecosystem services assessment
- Demonstrates strong understanding of key concepts related to resources management and governance, climate change, sustainability, vulnerability and resilience within an agriculture setting
- Excellent writing skills and oral presentation in English
- Excellent drafting and oral presentation skills in English and another UN language (Spanish/French)
- Knowledge of Statistic Software and experience with large datasets is a plus.
- Demonstrated experience in capacity development

#### Remuneration:

The remuneration will be established on the basis of the FAO's Guidelines on The Employment of International Consultants under Ms 317 and Subscribers to Personal Services Agreements under 319 (November 2013).

#### HOW TO APPLY

Interested applicants are required to create an **online Personal Profile Form (PPF)** in iRecruitment.

To create the PPF, please follow the instructions available at:

<http://www.fao.org/employment/irecruitment-access/en/>

Please send PPF in English and a sample publication via e-mail to:

Ilaria Sisto, Gender and Development Officer

[Ilaria.Sisto@fao.org](mailto:Ilaria.Sisto@fao.org)

Please write as subject: Sustainability and Resilience Analyst (Gender Statistics)

**Application deadline: 2<sup>nd</sup> August 2015**

**Only short listed candidates will be contacted.**