

## **19. A. General Information**

**JPO functional title:** Programme Analyst, Monitoring and Evaluation

**Main sector of assignment:** Monitoring and Evaluation

**Duty Station:** Tunis, Tunisia

The UNFPA Junior Professional Officer (JPO) Programme is intended to provide on-the-job training for young professionals who wish to obtain practical experience in development assistance. It gives them an opportunity to acquire professional knowledge in population projects in a developing country.

## **B. Supervision**

**Title/Level of Supervisor:** Head of Office, NOD

## **C. Information for Donor Consideration**

1. How could the work experience in your particular work unit and the proposed ToR benefit the JPO's possible retention and career advancement in the UN System or UNFPA?  
ME is a critical function in UNFPA and in all UN system and Every organization should have an M&E system in place thus, this highly requested profile could easily be integrated in the UN system. The exposition to UNFPA CO diversified work (GBV, SRH, Youth, Population and Development) and frameworks (projects with different donors, country program, UNSCDF, etc.) as well as working with Implementing partners and other UN agencies in collaboration with the CO technical team under the supervision of the M&E focal person will certainly benefit to building the experience of the JPO and allow him/her for a retention and career development from UNFPA or other UN agencies.
2. Does the supervisor have experience managing and coaching a young professional, and for how many years?  
The supervisor for the moment will be the SRH/PD analyst playing the role of the ME focal point. She is used to coaching young professionals. She has been working with UNFPA for three years and has coached four young professionals, between UNVs, interns and young consultants. Before UNFPA, she worked with Médecins sans frontières et Médecins du Monde for three years and coached young professionals.
3. Is the work unit expected to undergo a realignment or currently in the process of realignment?  
Yes, the Unit is in the final steps of its realignment process. It is expected that the realignment proposal is submitted by the end of Q1 2024.
4. Subject to satisfactory performance, could the work unit co-fund (50-50) the JPO post in the final year of assignment?  
It is difficult to co-fund the JPO, as it is an international post, not included in the realignment planned budget.
5. How many P-2, P-3, and P-4 posts does the work unit currently have?  
All staff are nationals in Tunisia CO.

## **D. Duties and Responsibilities**

The UNFPA Junior Professional Officer (JPO) Monitoring and Evaluation will be located in the CO Tunisia, Tunis. The JPO will be engaged in the Monitoring and Evaluation functions at the country level that will require overall support to their country programme. This gives the incumbent an opportunity to acquire professional knowledge on results based management, evaluation and monitoring in the areas of UNFPA country programme in Tunisia.

The JPO will work under the supervision of the SRH/PD program analyst.

Duties includes:

1. **Strategic Results Support**

- Contribute to developing substantive/technical methodology and tools for monitoring and evaluation of projects and country programme, in concert with HQ development of monitoring and evaluation policies, standards, and guidance;
- Contribute to providing technical support to the country programme and project staff, to ensure their use of performance and impact measurement methods and indicators;
- Contribute to compilation of a comprehensive list of country indicators in PD, SRH, Gender;
- Contribute to the implementation of results-based monitoring and evidence based programming (EBP) plans in the CO.
- Contribute to the final evaluation of the Country program planned in 2024
- Contribute to the CCA, UNSDCF indicators and the new CPD development

2. **Capacity Development**

- Contribute to the development and adaptation of tools and guidance as well as training materials and manuals in monitoring and evaluation.
- Contribute to building the capacity of CO's staff in the adoption and use of RBM and EBP techniques and tools;

3. **Evidence and Knowledge Development and Dissemination**

- Contribute to the monitor, analyze and evaluate national evaluation reports, synthesize evaluation findings and identify and disseminate lessons learned in monitoring and evaluation to improve the effectiveness and efficiency;

4. **Quality Assurance on Evaluation**

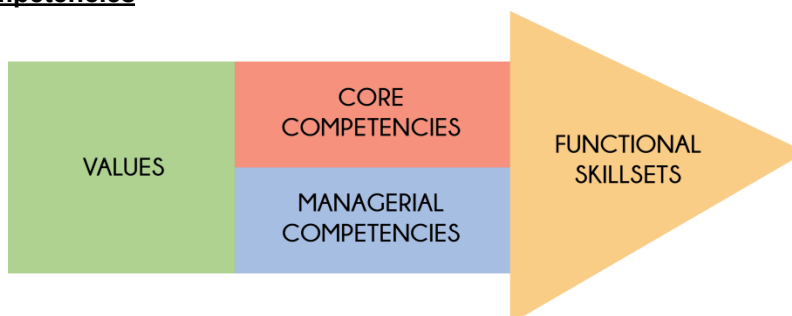
- Contribute to ensuring that projects' evaluations meet high professional standards in line with UNFPA Evaluation Policy and UN Evaluation Norms & Standards;
- Contribute to monitoring and evaluation processes and quality assessments in all areas of work under the CO responsibility;
- Contribute to the project design particularly in relation to the log frame and monitoring and evaluation part

5. Carries out any other duties as may be required by the Head of Office.

E. **Qualifications and Experience**

- Postgraduate degree in social sciences or related fields
- At least 2 years of experience in Monitoring and Evaluation. Prior experience in developing countries is an asset.
- Fluency in French and English. Knowledge of Arabic is an asset.
- Ability to write clearly and concisely.
- Initiative, sound judgment and demonstrated ability to work harmoniously with staff members from different national and cultural backgrounds.

F. **Required Competencies**



**Values:** Exemplifying integrity, Demonstrating commitment to UNFPA and the UN System, Embracing cultural diversity, Embracing change.

**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.

## **G. Background Information**

### **Information on the receiving office:**

1. Since 2011, Tunisia has been undergoing a successful democratic transition, despite continuing structural challenges and the spill-over effects of regional conflicts. The 2019 presidential and parliamentary elections marked the country's fifth consecutive free and fair elections. However, the recent democratic gains are fragile and increasingly challenged as economic disparities persist, particularly affecting youth in the marginalized interior regions. The national poverty rate is 15.5 per cent, with significant differences between the northern and eastern regions (around 10 per cent) and the southern and western parts of the country (18-32 per cent). In addition, the instability in the region, particularly in neighboring Libya, and the effects of the COVID19 pandemic, add another layer of complexity to the fragile socio-economic and political context.

2. Disparities in access to high-quality health services are apparent; 80 percent of Tunisians rely on the public health care system but only half of all doctors serve them, with only 28 per cent of all advanced diagnostic medical equipment. In addition to public-private disparities, geographic disparities compound the problem. The capital Tunis has an average of 3.5 medical doctors per 1,000 inhabitants while only 0.6 medical doctors per 1,000 inhabitants serve the populations of the northwest and southern regions. The Tunisian health system will be stretched to its full capacity by the COVID-19 pandemic and may have difficulties recovering.

3. Sexual and reproductive health services, including for young people, are unevenly distributed and insufficiently integrated into the country's health care system. The contraceptive prevalence rate for any contraceptive method has decreased from 62.5 percent in 2012 to 50.7 per cent in 2018. In the central-western region, the decline is most significant (around 15 percentage points). The unmet need for family planning has increased, from 9 per cent to 19.9 per cent. The latest national data (2008) on the maternal mortality ratio (44.8 per 100,000 live births) revealed significant regional variations, the highest in the northwest (67 per 100,000 live births), followed by the southeast (57 per 100,000 live births) and the midwest (56 per 100,000 live births). More recent data (2018) only includes public-sector facilities, with an estimated maternal mortality ratio of 32 per 100,000 live births.

4. In 2010, 47.6 per cent of women experienced at least one form of violence in their lifetime: 31.7 per cent experienced physical violence; 28.9 per cent, psychological violence; 15.7 per cent, sexual violence; 7.1 per cent, economic violence; and 53.5 per cent, violence in a public space. However, recent studies such as the sixth multiple indicator cluster survey (MICS-6) have shown a shift in attitudes towards violence, with a significant decrease of women who think that it is justified that a husband beats his wife (down from 30.3% in 2012 to 14.9% in 2018). In 2017, Tunisia voted for a law on violence against women and girls, adopting a broad definition of 'violence' in all its forms.

5. Young people in Tunisia are defined by the Government as aged between 15 and 29 years. They represent 28 per cent of the population but currently face many challenges that hinder their ability and potential as development actors. The overall unemployment rate is more than 15 per cent but it is much higher (35.2 per cent) among youth. Not only are they hindered from meaningful participation and contribution to economic growth but are also vulnerable to risks such as addiction, irregular migration and violent extremism. In addition, young people have limited access to high-quality sexual and reproductive health services and information. The lack of a high-quality and age-appropriate comprehensive sexuality education in School curricula make young people vulnerable to risky behavior.

Tunisian population projections estimate the population to be 11,852,032 in 2020, with 38.8 percent under the age of 25 and 13.7 percent above 60 years old. Tunisia is rapidly moving through its demographic transition without having fully achieved the development benefits associated with such a transition. The total fertility rate is 2.15 and the annual growth rate is 1.03 per cent. The population is rapidly aging, with the proportion of people aged 60 and over expected to rise to 16 per cent in 2026 and 20 per cent in 2036. The census, planned for 2024 and all

subsequent analysis will be an important milestone toward the monitoring of the achievement of the Sustainable Development Goals (SDGs) through the data system enrichment.

Since 1974, the UNFPA has provided approximately 50 million dollars of assistance to Tunisia in the field of family planning/ reproductive health, Population and development, gender and youth. At this stage, the cooperation between UNFPA and Tunisia is at its 10th cycle of co-operation covering the period 2021-2025. The CO is working through a diversified network of Implementing Partners ranging from governmental institutions, NGOs, universities, media etc.

Led by a head of office, the country office includes about 15 staff funded through UNFPA regular resources (such as programme analysts and operation staff), who perform programme management and quality assurance functions, in addition to those funded by other resources (mainly EU, Norway and UNPRPD). The CO doesn't have a dedicated M&E. Monitoring and evaluation are mainstreamed in the different programs with the SRH/PD program analyst being the focal point.

The current programme of cooperation comprises four main components:

- Sexual and reproductive health
- Youth
- Gender based violence.
- Population dynamics

Through its 10<sup>th</sup> programme, Tunisia country Office focuses on advocacy, policy advice and capacity strengthening to ensure that sexual and reproductive health, youth, gender, Gender based violence and population dynamics are integrated within national strategic frames (development plans, policies, strategies, programmes.) The CO will implement in 2024, the country program evaluation and will be initiating the development of the new CPD.

In this regards, the JPO will be mainly in charge of supporting the CPE according to UNFPA guidelines and contributing in the development of new CPD theory of change and the results framework, the new Common Country analysis, providing insights in the new proposals' M&E sections, in addition to the review of the of the RRP.

**Family Duty Station means that you are allowed to bring family members.**

#### **Living conditions at the Duty Station:**

Tunisia is a small North African country, though it is relatively small in size, Tunisia has great environmental diversity due to its north–south extent. Its east–west extent is limited. Differences in Tunisia, like the rest of the Maghreb, are largely north–south environmental differences defined by sharply decreasing rainfall southward from any point. Tunis is the Capital of Tunisia and the largest city in the country with a population of 700.000. As the capital of the country, Tunis is the focus of Tunisian political and administrative life and also the center of the country's commercial and cultural activities.

There are adequate access to schools, health facilities and decent accommodation cleared by UNDSS such as hotels, guesthouses and apartments. There are plenty of restaurants and shops in the residential and commercial areas of the city. Tunis has a well-developed transport system, which includes a metro system and buses, however not very recommended due to the crowdedness. Taxi services are readily available and recommended. Tunis International Airport is located at 7 kilometers / 4.3 miles from the city center of Tunis (Avenue Habib Bourguiba). Travel time by car is 20 minutes.

#### **Access to medical care:**

Tunisia's healthcare system is probably the most up-to-date in Africa, almost as good as some European countries. But the rural areas and the public sector are lagging. It needs extra attention in terms of the quality of care and availability of affordable treatment. Diseases such as malaria, schistosomiasis, and cholera no longer pose a threat in the country.

In recent years, the private healthcare system in Tunisia has expanded in terms of infrastructure, capacity, and healthcare personnel. The private clinics, especially those in the capital city of Tunis, measure up to the international standards. Some of the clinics have the facilities to perform certain surgeries on patients. A majority of these private clinics have English-speaking doctors, and many of them also converse in Arabic and French.

There are lots of pharmacies based all across Tunisia. Most of them are open till late, so you won't find trouble getting most of the non-prescription drugs from them.

**Security**

Tunis is a Duty Station where the security situation is under strict control of governmental security structures. The level of criminal activity in the country can be described as low. It is safe to walk in most areas, though taking necessary precautions and personal responsibilities as briefed by local UNDSS.