

Terms of reference

Internship to support the strengthening of menstrual hygiene management programming and policy at the country level in West and Central Africa

UNICEF works in some of the world's toughest places, to reach the world's most disadvantaged children. To save their lives. To defend their rights. To help them fulfill their potential. Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.

And we never give up.

For every child, dignity.

What is the context we are working in?

Millions of girls in low-resource and emergency contexts are without access to adequate menstrual hygiene management (MHM) facilities and supplies; they experience stigma and social exclusion while also forgoing important educational, social and economic opportunities. UNICEF's formative research in West Africa has revealed girls often do not understand what is happening to them when they begin their menses.¹ It can result in a challenging transition to adult roles and responsibilities and signals a girls' entry into a world in which her value is largely determined by her sexual and reproductive functions.² *At the onset of menstruation, a girl's life often changes abruptly. Take a look at this instructional video, for more information:* <https://www.youtube.com/watch?v=gOaSxrcqxig>

The ability of adolescent girls to safely manage their monthly menstrual cycle in privacy and with dignity is fundamental to their health, psychosocial well-being, mobility and overall empowerment.

The global importance of these issues has been demonstrated in increased dialogue and commitments, such as the adoption of the United Nation's Sustainable Development Goals (SDGs);³ specifically SDG 5 calls for Gender Equity, SDG 6.2 for universal access to sanitation with a focus on the most vulnerable, and SDG 4 for Education and the GPE (21 out of the 24 countries in the region are members). The 2020 GPE strategy outlines Increased equity, gender equality and inclusion as one of its three goals.

In 2016, UNICEF supported girls in 45 countries, including across West and Central Africa⁴ to

¹ Menstrual Hygiene in Schools in 2 countries of Francophone West Africa. Prepared for UNICEF by Laura Keihas, 2013

² Studies described that often girls feel shy or stressed at school during menstruation and participate less due to shame, fatigue or pain² and many are concerned about leaks or stains as well as ill-equipped facilities causing them to miss class frequently.² In one such study, in Senegal, as many as 36% of girls stay away from school during menstruation; ² while in another study in Niger and Burkina Faso, more than 75 % of girls reported to drop-out due to a lack of hygiene facilities.² Even in schools, girls lack knowledge and information on their menstruation; and if menstrual hygiene is taught, it happens at a late stage in a girl's life. Although, girls prefer discussing menstruation with their peers or female teachers, many schools have few or no female teachers, especially at secondary school level and in remote and rural areas.

³ For details, refer the SDG platform: <https://sustainabledevelopment.un.org/?menu=1300>.

⁴ For details resource entitled: Water Sanitation and Hygiene in Schools (WinS) and Menstrual Hygiene Management (MHM). WCARO.

better manage their menstruation, as a growing component of its programming for WASH in schools (WinS), reaching nearly 1 million girls and women in humanitarian emergencies with menstrual hygiene supplies.⁵ UNICEF has also played a critical role in raising the profile of MHM globally, convening partners through forums such as the MHM Virtual Conference and MHM in 10 Meeting, in partnership with civil society, governments, academics, women's groups, and experts in health, education and Water Sanitation and Hygiene (WASH).

In the region, increasingly UNICEF has made important steps and commitments to advance the MHM programming, guided by UNICEF's WASH global strategy,⁶ the organisation's Gender Action Plan (GAP), which includes a new targeted priority on facilitating accessible and dignified MHM and the West and Central Africa Investment Case for Empowering Adolescent Girls,⁷ of which MHM is a strategic area of focus. Furthermore, UNICEF's Global WASH Strategy⁸ outlines five results areas, of which WinS and MHM support two, WASH in Institutions and Hygiene, respectively.

Globally and within the region, over the next several years, UNICEF with partners, including WHO, UNESCO, WaterAid, and private sector intends to expand and scale up its work on MHM by designing and implementing a scalable multisectoral programming package to cover essential MHM information, support, services and facilities for adolescent girls in low-resource settings, building upon research already conducted across the globe, in 14 countries.

Delivering quality MHM resources and information is essential for building the confidence and freedom of girls during adolescence. It is also a gateway for other gender-transformative interventions, such as life skills, puberty education, and community-level support.

MHM is still an underdeveloped area and has a lot of potential for enhancing sanitation, protection and education sectors and shaping adolescent outcomes across the region.

Why would we like to engage you to support our work?

Under the guidance of the Water Sanitation and Hygiene and the Gender Advisors, including collaboration with the Education section, the selected intern will support the West and Central Africa Regional Office (WCARO) in strengthening MHM programming and policy for countries across the region. He/She will use the MHM in 10 agenda as the basis for the work, along the global programme guidance on MHM programming.⁹

Aug. 2016, will offer more details.

⁵ In the region, WinS has supported gender equity by providing private, safe and convenient hygiene facilities for girls who have reached puberty and female school staff, facilitating open discussions between students, teachers and school administrators on the physical changes adolescents experience and by fostering equitable responsibilities in the tasks of the school WASH clubs.

⁶ For details, please refer to: https://www.unicef.org/wash/files/UNICEF_Strategy_for_WASH_2016-2030.pdf

⁷ The Investment Case aims to: 1) Increase advocacy on the importance of targeted attention to the most vulnerable adolescent girls in the region. *This includes regional and country specific resource mobilization, communications, partnership development and advocacy.* 2) Increase innovative and evidence-based targeted programming for the most excluded and vulnerable adolescent girls. *This includes regional and country specific evidence generation, learnings and technical guidance for the country offices.*

⁸ UNICEF's Global Water Sanitation & Hygiene Strategy 2016 – 2030 :

https://www.unicef.org/wash/files/UNICEF_Strategy_for_WASH_2016_2030.PDF

⁹ The guidance is currently under development at UNICEF headquarters.

His/Her technical assistance will offer invaluable support to the regional office for accelerating gender equality and girls empowerment across the region in the context of the regional Key Results for Children on Accelerating equitable access to sanitation and hygiene and on Quality Education, and in alignment with the ambition of the GAP targeted priorities and the West and Central Africa Investment Case for Adolescent Girls.

How can you make a difference?

The overall purpose of the internship is to support UNICEF's West and Central Africa efforts in strengthening MHM policy and programming at the country level. This work will contribute to Regional Office's collaborative work on Key Results for Children (KRC) for West and Central Africa, with a focus on the key result on Sanitation & Hygiene and the key result on Quality Education.

Key activities and deliverable for the selected intern include:

- Produce an analysis of MHM programming at country level, by liaising with the regional office and WASH, Gender and Education teams in Country Offices, in addition to reviewing documentation. This task will include:
 - a. Desk review of annual reports, Country programme documents, mission reports, gender reviews, WinS studies, SMQs etc.;
 - b. Design and carry out a survey and/or individual country interviews on MHM programming at country level; and
 - c. Prepare a report and presentation on MHM country programming identifying: good practices, opportunities, and technical assistance requirements.
- Contribute to the development and adaptation of global guidance to meet country office needs in WCAR. This task will build on the guidance and fulfill the various needs for programming guidance within country contexts across the region.
- Develop an MHM supplement for the regional WinS bottleneck exercise performed in 2016.
- Support the identification of 3-5 countries with strong readiness for enhanced programming to be supported by RO for resource mobilization. This task will include, preparing short profiles of the identified countries, outlining potential opportunities and interests of the different offices and including insightful innovations, as appropriate.

When would we like you to join?

The position will begin in April 2018 for a period of 4 months.

How would you qualify to become a champion for every child?

We hope you have....

- An advanced university degree in social sciences (or underway with your studies at the Master's level).
- A first University Degree in a relevant discipline.
- A minimum of 2-4 years of relevant professional experience in research, academia, or fieldwork.
- Developing country work experience and/or familiarity with emergency is considered an asset.
- Fluency in English and French is required.

For every Child, you demonstrate...

UNICEF's core values of Commitment, Diversity and Integrity and core competencies in Communication, Working with People and Drive for Results.

What are the technical competencies required for this opportunity?

We hope your key competencies and assets are...

- *Analyzing*: analyzes numerical data and all other sources of information, to break them into component parts, patterns and relationships; probes for further information or greater understanding of a problem; makes rational judgments from the available information and analysis; demonstrates an understanding of how one issue may be a part of a much larger system.
- *Learning and research*: rapidly learns new tasks and commits information to memory quickly; demonstrates an immediate understanding of newly presented information; gathers comprehensive information to support decision making.
- *Creating and innovating*: produces new ideas, approaches, or insights; creates innovative ways of designing projects or outputs in own work area; produces a range of solutions to problems.
- *Following instructions and procedures*: does not unnecessarily challenge authority; follows procedures and policies; keeps to schedules; complies with legal obligations and safety requirements of the role.
- *Adapting and responding to change*: adapts to changing circumstances including emergencies and other crises; tolerates ambiguity; accepts new ideas and change initiatives; adapts interpersonal style to suit different people and situations; shows an interest in new experiences.
- *Coping with pressures and setbacks*: maintains a positive outlook at work; works productively in a pressurized environment and in crisis situations; keeps emotions under control during difficult situations; handles criticism well and learns from it; balances the demands of a work life and a personal life.

UNICEF is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities, to apply to become a part of the organization.

Additional remarks:

Mobility is a condition of international professional employment with UNICEF and an underlying premise of the international civil service.

The selected intern will be offered necessary and basic equipment and support (desk space, laptop, etc.)

A monthly stipend is offered for this position as a contribution towards living expenses for the duration of the internship.

Kindly note that only shortlisted candidates will be contacted and advance to the next stage of the selection process.