

**Center for Economic Research in Pakistan (CERP)
Job Announcement**

POSITION: Research Associate

PROJECT: Women's de facto rights and institutional reform in Pakistan

START DATE: As soon as possible

MINIMUM COMMITMENT: 12 months

LOCATION: 19-A FCC, Syed Maratib Ali Road, Gulberg IV, Lahore

CERP is recruiting a Research Associate for the Women's de facto rights and institutional reform in Pakistan. This is a full-time position based at the CERP office in Lahore and will require some field work in areas of Punjab. The research associate will contribute to data collection, entry, cleaning and analysis. Further, this position involves some coordination and experience with government departments such as Punjab Commission on the Status of Women, Punjab Land Regulatory Authority and Local Government Departments. You will also have the opportunity to engage with leading economists and public policy experts from Duke University.

Project and Position Description

Women's rights to make key life choices such as whether and when to marry and divorce, and the exercise of economic decision making power, are intrinsically important aspects of human wellbeing.

There are many constraints to the exercise of these rights. One is that in many socially conservative contexts, the law on the books is substantially more progressive than the de facto practice of the law. Pakistan is a good example: the government officials who carry out basic legal functions such as marriage registration and the processing of inheritance of property often follow their own judgment or respond to the pressures of other interested parties rather than complying strictly with the law.

In this proposed project, we will work in close collaboration with different agencies of the Government of Punjab on the initial stages of rigorous impact evaluation of two major initiatives to address these challenges through government legal and bureaucratic institutions and ensure women's de facto rights in two key areas:

- (a) Women's right to their legal share of inheritance: an initiative to impose new procedural requirements and incentives for government officials involved in property transfer;
- (b) Key rights in marriage, including child marriage and retention of the right to initiate divorce: the first ever initiative to train all marriage registrars in the province.

The Principle Investigators of the project are Dr. Erica Fields and Dr. Kate Vyborny (Duke University).

Job Description

Your primary responsibility will be towards the Institutional Reform component of the project. However, you may be asked to assist on other tasks/projects at CERP in consultation with your reporting supervisor(s). Your tasks will include:

- a. **Design and Developing Interventions**
 - i. Assisting in the design and development of the RCT interventions
 - ii. Monitoring and helping with the implementation of the RCT interventions
 - iii. Responsible for identification of data sources
- b. **Relationship Management**
 - i. Representing the project at meetings with senior bureaucrats and referring them to the PIs for further correspondence if needed.
 - ii. Responsible for liaising with various government officials at relevant governmental departments.
 - iii. Managing and troubleshooting any immediate concerns of stakeholders regarding the project
- c. **Field Management**
 - i. Designing, pilot testing, and conducting any survey or administrative data gathering exercise based on discussions with PIs that the project requires.
 - ii. Designing the exercise strategy, training surveyors, monitoring surveys through field spot checks, cleaning and analyzing data.
 - iii. Potentially travelling across Punjab for project implementation related work including monitoring, pilot testing, informal discussions/interviews, data collection etc.
- d. **Data Analysis and Management**
 - i. Investigating collection, cleaning and verification methods
 - ii. Creating processes for cleaning any errors that may stem from data entry or bad source material
 - iii. Coordinating any data related questions or concerns with the PIs, RAs and relevant officials in the government.
- e. **Project Management**
 - i. Drafting weekly project updates for the PIs or government departments, or drafting any other documentation required by stakeholders of the project.
 - ii. Responsible for helping draft communication with government departments incorporating feedback from government officials.
- f. Other duties as assigned by the Project Coordinator or Principal Investigators

The work can be challenging, yet very exciting given the scope and possibilities for growth within. CERP's project teams are small, and the amount of work we accomplish is significant. The position is challenging but rewarding – only apply if you are the type of person who takes charge and responsibility, can do good work with little supervision, and are not afraid to learn new things in order to get the job done. **Strong data analytic skills are required** to clean and analyze the data collected for sampling purposes, as well as

through the pilot, and eventual roll-out phase. A willingness to travel and the ability to take on challenges are essential.

Job Requirements

- Master's degree in economics, public policy, or a related discipline from an internationally recognized university. Well-qualified Bachelor's candidates with significant related work experience (3-4 years) will also be considered.
- Preferably 1-2 years of relevant experience in research/program design and/or evaluation, including the design and execution of surveys, focus groups, and interviews
- Ability to work closely in a small team and take direction.
- Ability to take a well-defined problem and come up with a response based on an independent analysis of the data.
- Strong STATA skills.
- Familiarity with various research and evaluation design concerns.
- Willingness to travel within urban areas for fieldwork.
- Demonstrated ability to manage various tasks effectively and coordinate between project members
- Comfortable communicating with key stakeholders in the public and private sectors.
- Fluent in English and Urdu and comfortable with Punjabi.
- Willing to take on added responsibility as the project progresses.

How to apply:

Interested candidates should fill this [online form](#) and send their *cover letter, CV, and university transcripts* to careers@cerp.org.pk with the subject title **“Research Team- Women’s de facto rights”**. Incomplete applications will not be considered.