

TERMS OF REFERENCE FOR THE RECRUITMENT OF A CONSULTANT TO DEVELOP AND FACILITATE TRAINING ON GENDER RESPONSIVE EDUCATIONAL PLANNING IN THE FRAMEWORK OF THE GENDER AT THE CENTRE INITIATIVE

Presentation of the UNESCO International Institute for Educational Planning, Dakar Office (IIEP-UNESCO Dakar)

IIEP-UNESCO Dakar is the Africa Office of the UNESCO International Institute for Educational Planning (IIEP-UNESCO). IIEP-UNESCO is a specialized institute whose mandate is to strengthen the capacity of UNESCO Member States to plan and manage their education systems. IIEP-UNESCO Dakar is renowned for its education sector analysis and helps African countries develop credible education system development plans within the framework of the 2030 education agenda.

Through a capacity building approach, IIEP-UNESCO Dakar contributes to the production of diagnostic analyses, sector plans and pedagogical tools that contribute to more relevant and sustainable education policies. IIEP-UNESCO Dakar is also actively involved in the production of knowledge for the education sector in Africa. More information on its activities can be found at the following link: [IIEP-UNESCO Dakar](#).

The Gender at the Centre Initiative (GCI)

Launched in July 2019, the Gender at the Centre Initiative (GCI) champions the leadership of education ministries and other national actors to advance gender equality in education. The GCI approach is rooted in gender-responsive education sector planning, which has the goal of embedding gender equality in the DNA of national education systems. Gender-responsive education sector planning puts in place policies and strategies to tackle gender disparities and roadblocks in education and ensures the availability of the required resources, oversight and accountability to make this happen. GCI is being implemented in eight pilot countries in Africa—Burkina Faso, Chad, Mali, Mauritania, Mozambique, Niger, Nigeria and Sierra Leone—by a multistakeholder partnership known as the GCI Alliance.

IIEP-UNESCO is the lead agency in

- developing the organizational capacities and autonomy of ministries and educational administrations in terms of gender-responsive educational planning and support the changes necessary to institutionalize and integrate gender equality into educational systems
- designing, coordinating and delivering high-level training aimed at developing professional and institutional capacity around gender issues in education
- providing resources and methodologies to inform gender equality practices in education, facilitate the understanding of issues and challenges and assist in decision-making.

Background and rationale for the consultation

In the framework of the Gender at the Center Initiative (GCI), the Ministries of Education of the eight pilot countries each developed a country-specific annual work plan, identifying key areas of intervention for GCI. Some of the needs highlighted in Mozambique's GCI work plan developed by the Ministry of Education and Human Development (MINEDH) were for IIEP-UNESCO to support them in strengthening technical capabilities within the Ministry on:

- gender-responsive educational planning,
- school-related gender based violence (SRGBV), and
- gender-responsive budgeting (GRB).

This request will be addressed through the development and implementation of a short course, consisting of three modules focusing on each one of the themes identified by the MINEDH, tailored towards strengthening Mozambique's Ministry staff technical capacities.

Tasks and responsibilities of the consultant

The consultant, under the direct supervision of the GCI Programme Manager and under the guidance of the Training unit, and in collaboration with IIEP-UNESCO's GCI Team, **will co-design, co-develop and co-deliver the first module of the short course, the module "Gender-responsive educational planning"**. More precisely, the consultant will:

- Lead the design of the training module, by supporting the GCI team in understanding the target audience, defining the module's intended learning outcomes (ILOs), designing learning and assessment activities aligned with the ILOs, etc.;
- Identify existing resources and content related to gender-responsive educational planning (training materials, guidelines, tools and thematic briefs, etc.) which could be adapted and used to help participants' reach the ILOs;
- Create an outline, in coordination with IIEP-UNESCO and different thematic experts, of the training gender-responsive education planning module;
- Adapt and contextualize selected resources and content to the Mozambique context (by focusing on Mozambique's issues, incorporating national case studies, etc.) and co-develop additional content for the module;
- Prepare interactive activities which will allow participants to practice, analyze and synthesize new information and concepts and reflect on their practices;
- Suggest additional readings for participants to deepen their knowledge and skills;
- Produce support material (including presentations in PPT) for the training module;
- Finalize the module content in consultation with the GCI team;
- Co-animate and co-facilitate the training;
- Contribute to the evaluation of the training module.

Deliverables

- Blueprint for a training module in gender responsive educational planning;
- Detailed outline of the training module;
- Finalized module contents, including detailed content, learning activities and assessment activities in Word format, support material in PPT, list of additional readings, etc.;
- Report of the co-animation and co-facilitation of the training;

- A global report on the consultancy carried out containing, among other things, the findings from and evaluation of the training, participants' results, the major difficulties encountered, recommendations and lessons learned.

REQUIREMENTS

Education

- University degree (minimum Master's degree or equivalent) in education, gender studies, public administration, political science, human rights, social science or related field. Any other relevant university degree combined with years of qualifying experience may also be considered

Work experience

- Substantial experience of working on gender equality in education
- Demonstrated work experience in the design and delivery of adult learning courses, preferably on gender-related themes
- Experience of gender analysis in education, preferably in Sub-Saharan Africa;
- Relevant experience of working with ministries of education and international organisations;
- Work experience in Mozambique;

Knowledge and competencies

- Demonstrated knowledge of gender and education policy-making
- Demonstrated expertise in the design and delivery of adult learning courses
- Knowledge and experience in educational planning and management, preferably in Africa
- Knowledge of issues specific to Mozambique related to gender mainstreaming in and through education is desirable
- Excellent communications skills, verbal and written

Language

- Proficiency in Portuguese and English *or* Portuguese and French is essential

ASSETS

- Experience of education sector analysis and planning, preferably in Sub-Saharan Africa will be an asset

Expected duration of the consultancy

The consultancy will take place from November 24, 2021 to 15 January, 2022.

The training module will be delivered from December 13 to 17, 2021, in Maputo. The consultant must be available to co-animate and co-facilitate the training in Maputo during that week.

Guidelines and selection criteria

Interested candidates should submit to IIEP-UNESCO Dakar an application file consisting of the following documents (merged into a single PDF document not exceeding 10 pages and not to exceed 3 MB)

- a) up to date curriculum vitae;
- b) a letter of interest outlining their competencies to carry out the tasks as well as their experience in gender mainstreaming in education systems;
- c) a financial offer (travel package to be separated from the consultancy fee).

All required documentation must be submitted in either French or English.

Following a review of the applications received, IIEP-UNESCO Dakar may contact candidates who meet the requirements for an online interview.

Applications must be submitted by e-mail to the address consultant.trainingmozambique@iiep.unesco.org no later than **19/11/2021**.