

Terms of Reference – Gender Project Consultant (April – November 2017)

Background

The Global Coalition to Protect Education from Attack (GCPEA) is conducting desk and case-study research to better understand the effects of attacks on education on girls and women and how to address them. Since its formation, GCPEA has significantly contributed to the growth in research and advocacy on targeted attacks on schools, universities, and their students and staff by armed forces and non-state armed groups in situations of armed conflict and other types of insecurity. However, there is currently a lack of research and advocacy on the gender-specific nature and consequences of both attacks on education and military use of educational institutions on girls and women. Although it is commonly understood that girls and women are uniquely impacted by attacks on education and military use of educational institutions, the extent of this problem is unknown. Furthermore, there remains a need for targeted, actionable recommendations on how to protect girls and women from the gender-specific aspects of such violations or how to mitigate the impact of these attacks for girls and women.

GCPEA seeks to hire a Gender Project Consultant to conduct research and develop gender-specific recommendations on protecting girls and women from attacks on education and military use of educational institutions. Based on the Consultant's outputs, GCPEA will integrate a stronger gender perspective into its work and advocacy with national governments, armed forces, non-state armed groups, and donors. The Consultant's work will better position GCPEA to encourage its advocacy targets to (1) implement measures and take concrete steps to protect girls and women from attacks on education and military use of schools and universities and (2) respond to the specific needs of female students and education personnel who have experienced attacks or military use of education institutions.

GCPEA was established in 2010 by organizations from the fields of education in emergencies, higher education, protection, international human rights, and international humanitarian law who were concerned about ongoing attacks on educational institutions, students, and staff in countries affected by conflict and insecurity. The mission of GCPEA is to advocate for the protection of students, teachers, schools, and universities from attack during conflict and insecurity. GCPEA includes the following members: the Council for At-Risk Academics (CARA), Human Rights Watch, the Institute of International Education Scholar Rescue Fund, Protect Education in Insecurity and Conflict (PEIC), Save the Children, Scholars at Risk Network, UNESCO, UNHCR, and UNICEF.

Duties and Responsibilities

The Consultant will directly report to the GCPEA Gender Project Program Officer and work in close collaboration with the GCPEA Gender Project Working Group to explore and highlight (1) the context and impact of attacks on education and military use of schools and universities on girls and women; and (2) promising measures for better protecting girls and women from attacks and military use of schools and universities.

Approximate Duration of Assignment: 65 working days at \$350–500/day, depending on experience. Costs for conducting a case study in the field will be covered by GCPEA.

Main Responsibilities

1. Conduct a desk study on the context and impact of attacks on education and military use of educational institutions on girls and women and promising measures for better protecting girls and women from attacks and military use.
2. Conduct a case study in the field on promising measures for protecting girls and women from attacks on education and military use of schools.

3. Prepare a briefing paper based on the desk and field case study findings, and develop a set of recommendations to be included in GCPEA's flagship report *Education under Attack 2018* and in GCPEA's advocacy, including on the Safe Schools Declaration.
4. Participate in a workshop with gender, education, and other relevant experts to validate and refine the recommendations.

Deliverables

The Consultant is expected to conduct research as well as draft and revise the briefing paper based on feedback provided by the GCPEA Gender Project Working Group from about April through September 2017. The Consultant is also responsible for presenting the recommendations from the briefing paper to a workshop of experts and for revising the briefing paper and recommendations based on feedback provided by the GCPEA Gender Project Working Group and external reviewers during October/November.

1. Research methodology. (April)
 - a. Finalize research methodology (including for desk study and country case study), timeline and work plan, and outline for briefing paper.
2. Briefing paper that examines the context and impact of attacks on education and military use of schools on girls and women and how to better respond to and protect girls and women from attacks and military use. (April – August)
 - a. Conduct desk study on context, impact, and promising responses.
 - b. Identify country case study, which will be informed by the desk study.
 - c. Conduct country case study research.
 - d. Develop key recommendations on how to better protect girls and women from attacks on education and military use of schools and universities.
 - e. Draft briefing paper, including recommendations.
3. Incorporate feedback from the GCPEA Gender Project Working Group. (September)
4. Review GCPEA's existing recommendations from a gender perspective and revise them to better recognize the experiences and needs of girls and women. (September)
5. Participate in expert workshop to review recommendations on protecting girls and women from attacks on education and military use of schools and universities. (October)
6. Revise briefing paper recommendations based on workshop outcomes related to protecting girls and women from attacks on education and military use of schools and universities. (November)

The Consultant is responsible for identifying and answering salient research questions in the briefing paper, such as but not limited to:

The Context and Impact of Attacks on Education and Military Use of Schools and Universities on Girls and Women

- How are female students, teachers, and academics specifically targeted for attack because of their gender? What are the motivations for these attacks?
- How are female students, teachers, and academics impacted by attacks on education that are motivated by their gender as well as attacks that are not necessarily motivated by gender?
- How are female students, teachers, and academics impacted by military use of schools and universities?

Promising Measures to Better Protect Girls and Women from Attacks on Education and Military Use of Schools and Universities.

- What measures have been adopted to specifically protect girls and women from attacks on education and military use of schools and universities in conflict-affected contexts?

- What are good protective practices in the education in emergencies; child protection; gender; women, peace, and security; and other related fields that might be relevant to protecting women and girls from education-related attacks?
- How can GCPEA improve its recommendations to include a stronger gender perspective and better recognize the experiences and needs of girls and women?
- What are key evidence-based recommendations on how to better protect girls and women from attacks on education and military use of schools and universities?

Experience and Skills

1. Ph.D., Ph.D. candidate, or other advanced research training in fields such as gender, human rights, humanitarian assistance, or education.
2. Significant research experience on women's and girls' issues, including desk research, field research, and interviews.
3. Excellent research, analysis, and writing skills.
4. Significant experience writing accessible research reports and making practical, policy-oriented, and evidence-based recommendations.
5. Field experience working on human rights or humanitarian issues in conflict situations, ideally focusing on gender and education.
6. Strong understanding of the gendered challenges faced by girls and women in armed conflict and post-conflict situations, especially related to their access to education.
7. Fluency in English is required and communications skills in either French or Arabic are preferred but not required.
8. Excellent interpersonal skills and ability to quickly incorporate feedback from different individuals and organizations.

How to Apply

Qualified applicants should email the following materials to gcpea@protectingeducation.org (addressed to the GCPEA Gender Project Program Officer, Ms. Anji Manivannan) with the subject hearing "Gender Project Consultant":

1. Cover letter (1-page maximum);
2. Curriculum vitae, highlighting gender expertise;
3. Three professional references; and
4. Short unedited writing sample (5-page maximum).

Applications will be reviewed as received until the position is filled. We thank everyone for their interest but only shortlisted candidates will be contacted.