

CALL FOR CONSULTANCY (Re-Advertised)

Development of a Training Package on Gender Mainstreaming in Teacher Education for Education Policymakers and Planners

TERMS OF REFERENCE

Type of Contract	: Contract for Individual Consultant
Organizational Unit	: Section for Educational Innovation and Skills Development (EISD), UNESCO Bangkok
Duration	: 1 March - 31 August 2018
Closing date	: 19 February 2018

The United Nations Educational, Scientific and Cultural Organization (UNESCO) Office in Bangkok is seeking applications for an Individual Specialist to develop a training programme and resource materials on gender mainstreaming in teacher education in Asia-Pacific region for education policymakers and planners.

Background:

In 2015, the UNESCO Bangkok Office launched an initiative to promote gender equality in the Asia-Pacific region, under the UNESCO-HNA Partnership for Girls' and Women's Education. This five-year project *"Enhancing Girls' and Women's Right to Quality Education through Gender Sensitive Policy Making, Teacher Development and Pedagogy in South, Southeast and Central Asia"* involves five countries, namely Cambodia, Myanmar, Nepal, Sri Lanka and Uzbekistan. The project is designed to strengthen the education sector's responsiveness to gender equality focusing on teacher development.

A key factor for the poor progress towards gender equality goals is inadequate commitment, weak capacity, limited appreciation and understanding of gender issues among policymakers and planners in Ministries of Education. Unless education policymakers and planners comprehend gender issues clearly, their decisions and actions will continue to perpetuate gender disparity for both sexes.

Teacher policies are central to creating a teaching workforce that is gender-responsive. At every stage of policymaking, planning and management, it is essential that gender issues and gender dynamics are taken into account. Gender concerns are vital for many decisions concerning teacher recruitment, deployment, training, career advancement and monitoring and evaluation. Therefore, one of the project components focuses on strengthening the capacity of education

policymakers and planners to enable them to develop gender-responsive teacher policies in all areas across the education sector.

To identify the gaps in the capacity of education policymakers and planners in the five participating countries, UNESCO Bangkok Office developed a framework and a set of tools for conducting a situation and training needs analysis. The findings from the analysis will be used to develop a training package on gender mainstreaming in teacher education for education policymakers and planners.

Work assignment:

Within the framework of the project, under the overall authority of the Director (a.i.) of UNESCO Asia-Pacific Regional Bureau for Education and the direct supervision of the Chief of EISD, the Individual Specialist shall develop a training package to enhance the knowledge and skills of policymakers and planners in mainstreaming gender in teacher education in Asia-Pacific region.

The Individual Specialist shall specifically perform the following tasks:

- (1) Develop an outline of the training package based on the findings of the situation and needs analysis conducted in the five participating countries (to be provided by UNESCO). The training package should include, but not limited to, background, objectives, target outcomes, training programme agenda, training programme content, training modality and activities, handouts, evaluation tools and other necessary references and materials to enhance the knowledge and skills of policymakers and planners in mainstreaming gender in teacher policies and education;
- (2) Submit the proposed outline of the training package to UNESCO by 16 March 2018;
- (3) Develop the training package based on the agreed outline, incorporating initial feedback from UNESCO;
- (4) Submit the preliminary draft of the training package to UNESCO for review by 27 April 2018;
- (5) Submit the second draft training package to UNESCO for review, incorporating UNESCO's feedback, ensuring that the contents and instructions can be easily understood and translated into local languages, by 31 May 2018;
- (6) Revise the draft training package based on the feedback from UNESCO by 15 June 2018;
- (7) Conduct a training of trainers workshop for about 25 participants from the five participating countries using the training package to be held in July 2018 at a venue to be confirmed;
- (8) Revise the training package based on feedback from the participants;
- (9) Submit the final training package and a summary report of the training of trainers workshop to UNESCO by 31 August 2018.

In line with UNESCO's overall gender mainstreaming strategy, the Consultant is expected to integrate a gender perspective in all activities and apply gender analysis and mainstreaming concepts whenever feasible.

Deliverables and Timeline

The following are documents in English to be submitted within the articulated timeline:

	Deliverables	Timeline
1.	Draft outline of training package on Gender Mainstreaming in Teacher Policy and Teacher Education for education policymakers and planners	16 March 2018
2.	Preliminary draft of training package	27 April 2018
3.	Second draft of training package	31 May 2018
4.	Revised training package	15 June 2018
5.	Final training package and summary report of training of trainers workshop	31 August 2018

Fee and Payment Schedule:

For the work assignment, a lump sum amount of USD 12,000 shall be paid in two instalments upon satisfactory/approved delivery of the outputs as shown below.

	Deliverables	Date of Submission	Amount (USD)
1	Second draft of training package	31 May 2018	5,000
2	Final training package and report of training workshop	31 August 2018	7,000

Travel:

The Individual Specialist is required to conduct a training of trainers workshop to be held in July 2018 at a venue to be confirmed. UNESCO will cover travel expenses including (i) a round-trip economy airfare for the most direct route between the Individual Specialist's country of residence and the country of the workshop venue, and (ii) daily subsistence allowance based on UNESCO's reduced standard rates. In compliance with UNESCO administrative rules, any other expenses such as private insurance, vaccination, etc. will be the responsibility of the Individual Specialist.

Supervision and Working Agreement:

Under the overall authority of the Director (a.i.) of the UNESCO Asia and Pacific Regional Bureau for Education, Bangkok, and the direct supervision of the Chief of the Section for Educational Innovation and Skills Development, the Individual Specialist will work closely with the UNESCO Education Team in Bangkok. Technical guidance will be provided by UNESCO Bangkok staff, through regular communication by distance (via email, Skype, phone, etc.) and face-to-face if possible.

Required Qualifications for Specialized Knowledge/Experience:

- Extensive knowledge on gender issues, and/or proven skills in capacity building and training
- At least 10 years of relevant professional experience in training programmes and materials development and/or capacity development in the field of education, with special emphasis on gender equality or other relevant areas
- Excellent written and spoken skills of English
- Analytical skills
- Demonstrated ability to meet deadlines
- Understanding and knowledge of technical terms related to education policy; especially teacher education policy, and gender
- Experience of working with government ministries, UN agencies and NGOs on gender-equality related projects
- Experience in working in the relevant fields in the Asia-Pacific region
- Experience in working in teacher education will be an advantage

Application:

Interested individuals are invited to submit their updated CVs and a cover letter supporting their application to UNESCO Bangkok Office at the e-mail address below **by 19 February 2018**.

To the attention of:

Chief, Section for Educational Innovation and Skills Development

UNESCO Bangkok Office

E-mail: eisd.bgk@unesco.org

Only short-listed candidates will be contacted.