Terms of Reference for  
A Gender Analysis Specialist – Sierra Leone

Background

The Government of Sierra Leone, through its Ministries of Basic and Senior Secondary Education (MBSSE) as well as Technical and Higher Education, is undertaking an Education Sector Analysis (ESA) as a basis for the preparation of the next Education Sector Plan (ESP), which will span 2021-2025. As a comprehensive analysis of the strength and weakness of the education system, the ESA will involve:

- Updating the diagnostic of the entire education sector, from Pre-School up to the Higher Education, including Technical and Non-Formal Education – analysis and documentation of issues and constraints in the sector;
- Strengthening the capacities of planners and managers in charge the education system to undertake relevant analysis in the sector through practical approach; and
- Providing quantitative and qualitative evidences to policy makers to facilitate policy dialogue during the ESP development process.

While the ESA is a Government led process, the Government has requested the UNESCO’s IIEP – Pole de Dakar (IIEP-PDK) to provide technical support throughout the process, bringing to the country the wealth of experience gained in conducting numerous sector analyses in the continent besides the development of methodological guidelines for conducting the ESA\(^1\). The process will also draw participation from Civil Society Organizations and Education Development Partners such as DFID, Embassy of Ireland, European Union, UNICEF and World Bank.

As part of this ESA process in which gender issues are central, the IIEP-PDK is seeking to recruit the services of a Gender Analysis Specialist to join its core team. The specialist, working as a Consultant will be responsible for providing technical advice and inputs throughout the ESA, which will lead to a gender responsive and gender transformative plan (practical and realistic strategy).

\(^1\) Visit [https://unesdoc.unesco.org/ark:/48223/pf0000230532](https://unesdoc.unesco.org/ark:/48223/pf0000230532) or [https://unesdoc.unesco.org/ark:/48223/pf0000230533](https://unesdoc.unesco.org/ark:/48223/pf0000230533)
**Scope of work:**

Under the direct supervision of the Senior Education Policy Analyst and Program Manager responsible for the ESA activity, the Consultant will work closely with the IIEP PDK team as well as with the Sierra Leone National Technical Team on ESA to guide on general and specific gender analysis thematic areas of focus. The consultant will specifically be responsible to:

1. Conduct a desk review of existing studies and reports related to gender issues and gender inequalities in education in Sierra Leone;
2. Identify gender related policies and laws which directly or indirectly affect education inequalities;
3. Provide guidance and inputs to analysis of gender issues in education based on known and potential areas of analysis in the ESA agreed chapters;
4. Undertake a critical review of gender related issues in Basic Education curriculum (teen girl pregnancy status & policy, hidden curriculum);
5. Contribute to the identification of barriers to gender equality in education and propose actions to remove or lessen these barriers;
6. Undertake a mapping of key stakeholders (Government Institutions, NGOs, Civil Society) supporting gender related initiatives.

**Deliverables**

1. A background note on the gender issues and gender inequalities in Sierra Leone’s education sector;
2. An inventory of education policies and legal instruments in Sierra Leone with their expected influences on gender equity and equality;
3. Issues and constraints presented as inputs to various chapters of the Education Sector Analysis;
4. A policy brief assessing the gender inclusiveness of the Education Sector Analysis, covering all the five agreed chapters; and
5. A list of education stakeholders and their roles in improving gender inclusiveness in Sierra Leone’s education sector;

**Duration of Assignment and Reporting**

The assignment will last a maximum of five months, from November 2019 to March 2020. The consultant is expected to make at least three on-site visits to Sierra Leone, each lasting approximately one week. In total, the consultant will be contracted for 30 days of work (including the days on mission to Sierra Leone) to report on the analysis. When on mission, travel and daily subsistence allowances will be covered. The consultant will be subject to UNESCO's travel rules and procedures. When on site, the consultant will work closely with the coordinator of the national technical team in charge of developing ESA.

The Consultant will report to the Senior Education Policy Analyst at the IIEP – Pole de Dakar.
Required Qualifications

1. An advanced university degree (Master’s degree or equivalent) in Education, Economics, or Social Sciences;
2. At least 5 years of relevant working experience in the field of education sector analysis and planning (quantitative and qualitative);
3. At least 2 years of working experience in gender analysis in the social sector;
4. Demonstrated grasp of education issues in the Sub Saharan Africa Region;
5. Demonstrated knowledge in the working of Government systems in Sub Saharan Africa;
6. Excellent knowledge of English;
7. Good knowledge of French is highly desirable, as well as demonstrable understanding and experience of education sector in Sierra Leone;

Qualified individual candidates are requested to send cv and cover letter to EsaSLGenderSpecialist@iiep.unesco.org. Application deadline is October 31st, 2019 midnight Dakar time (UTC).