

Research on

Women's participation and leadership in Education Unions: Investigating Barriers and Identifying Solutions

TERMS OF REFERENCE

Background

Education International (EI) is the world's largest, most representative global, sectoral federation of unions with more than 32.5 million trade union members in 384 organisations in 178 countries and territories. Since it was founded in 1993, EI has been committed to promoting and advancing gender equality in education unions, in education and in society (www.ei-ie.org).

The **EI Gender Equality Action Plan (GEAP)** is a framework through which EI and its member organisations translate education unions' policies, rhetoric and activities relating to gender equality into *action*. The GEAP highlights three main priorities:

1. **Promoting women's leadership and participation within education unions;**
2. Taking action to increase intersectional gender equality in and through education;
3. Promoting and securing women's economic empowerment.

Since the late 1990s, EI has supported the establishment of women's networks between member organisations at the regional and sub-regional levels to promote women's empowerment and leadership within member organisations, and within EI structures at regional and global levels (linked to priority 1 of the GEAP).

The EI regional women's network in Africa is the African Women in Education Network (AWEN). AWEN's objectives are:

- To increase knowledge and understanding of gender equality issues among union leaders, in order to enhance political will and commitment to gender equality;
- To ensure effective internal and external communication;
- To build the capacity of women in order to increase their active participation in decision-making and leadership positions at all levels of the union.

AWEN comprises four sub-regional networks: the West Africa Women in Education Network (WAWEN), the *Réseau des Enseignantes Syndicalistes de l'Afrique Centrale*/Central

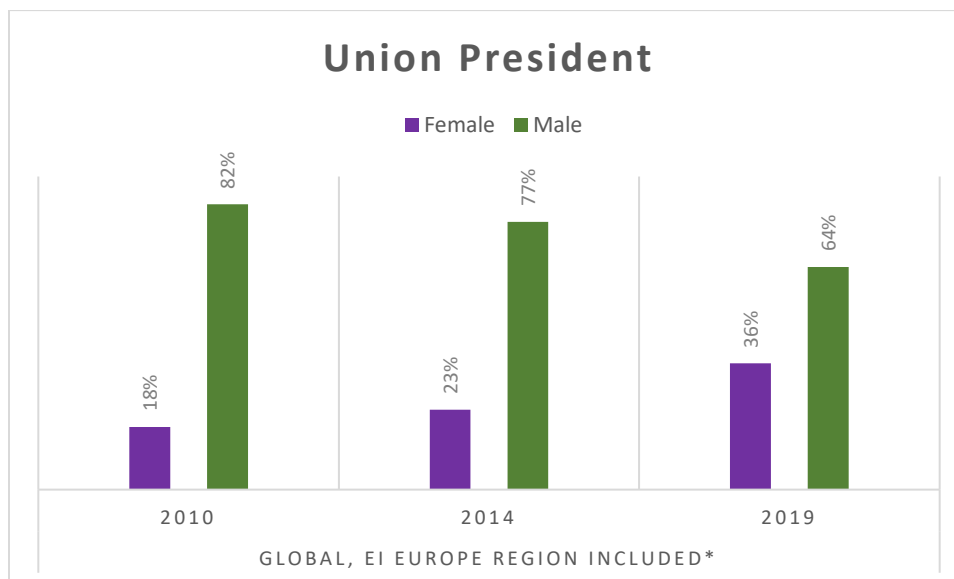
Africa Women in Education Network (RESAC), the Southern Africa Women in Education Network (SAWEN) and the Women's Network in Eastern Africa (WNEA).

A 2018 external evaluation investigated AWEN's *relevance, impact, and effectiveness*, among other factors. The evaluation showed that although the networks' relevance was undisputed, it varied from one union to the next for a range of contextual reasons. The impact of the networks also varied, but it was clear that their existence put gender equality firmly on the agenda of education unions and seems to have legitimised and accelerated the process towards gender equality within the participating unions. The networks have been effective insofar as they have enabled women in the participating unions to engage with, and learn from, each other in meetings, workshops, and trainings.

What still remains elusive, is a consistent increase in both the participation and numbers of women in leadership roles and positions within education unions – both globally and regionally in Africa.

The findings from past EI quadrennial surveys show that the path to achieving gender equality within education unions is long and progress is slow.

The table below shows the percentages of female and male union Presidents and General Secretaries reported by member organisations in the EI quadrennial surveys in 2010 and 2014, and in the 2019 short survey.



Percentage of female and male union Presidents

The Africa Regional Office of Education International (EIRAF) is seeking a consultant or team of consultants to conduct research that investigates the barriers to, and identifies solutions for, women's participation and leadership in education unions in Africa. The

research will be carried out in five countries: Kenya, Ghana, Senegal, Cameroon, and Namibia.

We wish to contract a lead person or team to manage five individual in-country studies, which will form the basis of a synthesised report combining the different studies into one cohesive report with analyses, conclusions and recommendations.

The desk study component of the research will not require cross-border travel. For the country studies, researcher(s) will be responsible for their in-country costs; union representatives and participants will be reimbursed for local travel.

Key research questions

The research should address the following questions, among others:

- I. How do the unions seek to represent the interests of women members and include women in decision-making?
- II. What are the main barriers to women's participation and leadership in the selected unions? What has the union done to overcome these barriers?
- III. Are there different barriers pertaining to women's participation vs. women's leadership in the unions?
- IV. Are there different barriers (within and outside the unions) linked to age, geography, socio-economic status, culture, family status etc. among female members? What has the union done to overcome these barriers?
- V. Are there different barriers to be found at different levels of the unions (local, regional, and national)? How might these be overcome?
- VI. Do the unions have policies and/or have taken action to reduce gender imbalances in participation in union activities and decision-making? How have they been effective?
- VII. Have the unions taken into account the 'triple burden' (professional work, unpaid family/domestic responsibilities, union participation) on women? If so, how? If not, why not? How might they do so in future?
- VIII. To what extent have measures aimed at increasing women's representation and involvement in the unions been effective?

Design and methodology

The proposals must include a detailed description of the research design and methodology.

Key deliverables and timeframe

Dates	Description
23 June 2021	Call for proposals is released
03 August 2021	Last day for written questions from applicants
10 August 2021	Deadline for submissions To be received by 23:59 CET
16 August 2021	Selection Committee Meeting
18 August 2021	Announcement of selected candidate
01 September 2021	Presentation of detailed work plan (Inception Report) by the consultant.
02-04 September 2021	Review and approval of work plan
6 September 2021	Signing of contract with consultant
7 September-1 December 2021	Research is conducted First draft of the Report
01 October 2021	Progress report, including the preliminary results of at least 2 unions
06-08 December	Discussion on first draft
10 December 2021	Comments
15 December 2021	Second draft prepared
15 December 2021	Presentation of second draft and final discussion
10 January 2022	Final Report
17 January 2022	Presentation of the Report to the participating unions

Reporting & Management

The consultant(s) will report directly to and be supervised by the EI Africa Regional Coordinator.

The EI Africa regional office will provide the successful applicant(s) with:



- Access to all relevant and available EI research as well as relevant AWEN documentation;
- Timely guidance and feedback in relation to the task as needed with written inputs consolidated as feasible;
- Assistance with contact and communication with the target EI member organisations.

All activities must be conducted in accordance with national and/or regional/local Covid-19 regulations.

Key skills, Technical Background, Experience

- Advanced academic degree in a related field (education, gender studies, sociology, international development);
- Extensive professional knowledge of, and experience in the areas of gender relations, power dynamics and leadership within organisations, including trade unions;
- Experience in analysing qualitative data, producing compelling and user-friendly reports, academic publications, and/or other professional written work;
- Capacity to work independently, with ability to share information, receive feedback and engage in dialogue with partners;
- Knowledge, skill and experience in using a variety of research methods – both qualitative and quantitative;
- Ability and experience with leading and coordinating a research team;
- Demonstrated ability to synthesise and work with feedback from a range of reviewers;
- Strong command of the English language and excellent writing skills are essential;
- Prior experience in publishing in academic journals and writing for a policy audience are desirable;
- Working knowledge of French is desirable.

Expressions of Interest

This consultancy is open to a suitably qualified individual or group of researchers.

Expressions of interest should include:

- a) up-to-date curriculum vitae(s); including CVs for those who will be carrying out in-country research;



- b) statement indicating how applicants' qualifications and experience make them suitable for the assignment;
- c) an "approach to work", describing the approach to carrying out the assignment, including any inputs that may be required from EI (three pages maximum);
- d) two recent writing samples: i) published peer-reviewed journal article on gender and organisational leadership or related theme; ii) report or brief on relevant theme that has been developed for mixed audiences (including non-academic);
- e) overall cost of the assignment including a breakdown of expenses and consultancy fees. The total budget attached should be in the range of 35 000-50 000 Euros.

Contract and payments

EIRAF will sign a consultancy contract with the consultant. Fifty percent (50 %) of the total amount will be paid upon signing the contract and the remaining fifty percent (50 %) upon submission and approval of the final report and all deliverables.

Interested researchers should submit their proposals, Curriculum Vitae and samples of their work via email to eirafoffice@ei-ie.org and anais.dayamba@ei-ie.org, no later than 10 August 2021.