CONSULTANCY OPPORTUNITY | REGIONAL POLICY ANALYSTS
Terms of Reference (ToRs)

Positions: 3 (English)

About PAL Network
The People’s Action for Learning Network (PAL Network) is a south-south partnership of 15 organisations in 14 countries across three continents. PAL Network members conduct citizen-led assessments and/or citizen-led actions aimed at improving children’s learning outcomes.

About the Project
PAL Network is implementing a two-year program to promote Foundational Literacy and Numeracy (FLN) in Sub-Saharan Africa. To achieve this, PAL Network will engage three regional intergovernmental organizations: East African Community (EAC), Economic Community of West African States (ECOWAS), and Southern African Development Community (SADC). The engagement focuses on improving the salience of foundational literacy and numeracy in education policy and strategy in Sub-Saharan Africa (SSA).

Purpose and Scope of the Consultancy
PAL Network is seeking three consultants to analyse four existing protocols- three regional and a continental strategy. This consultancy aims to understand how these protocols connect with national needs of investing in foundational literacy and numeracy in Sub-Saharan Africa. Any recent updates of these protocols that may be produced/circulated during the project will be analysed and will feed into the project’s efforts. The four protocols are listed below:

I. The SADC Protocol on Education and Training 1997
II. The ECOWAS Protocol on Education and Training 2003 and the draft of the ECOWAS 2030 Integral Regional Strategy for Human Capital Development
III. The East Africa education protocol articulated through the curriculum harmonization framework

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1 One of the 27 existing protocols in the organization
The consultants shall also conduct FLN policy gap and education and FLN budget analysis in the following regions targeting PAL Network member countries. A general overview of foundational education policy covering SSA region will also be conducted.

- **The East African Community**: Kenya, Tanzania, Uganda.
- **The Economic Community of West African**: Mali, Nigeria, Senegal.
- **The Southern African Development Community**: Botswana, Mozambique.

The analysis conducted should be able to,

1. Showcase how different contextual backgrounds such as economic, social, political, and cultural issues inform the development of policies on foundational literacy and numeracy.
2. Describe the existing international, regional, and national policy frameworks that relate to foundational literacy and numeracy.
3. Analyse dependencies between the above-described international, regional, and national policies on foundational literacy and numeracy.
4. Identify the gaps and limitations of existing national policy frameworks with foundational literacy and numeracy.
5. Analyse national government investments in foundational literacy and numeracy.

The policy briefs are to be developed based on a detailed literature review and secondary data analysis. The consultancy is desk based¹ (travel and primary data collection not required) with its scope of work described below:

1. Review and analyse relevant policy documents (regional, national) on FLN in target countries.
2. Scope non-educational policies that apply to FLN (such as child-wellbeing and safeguarding, gender equality) and include in the analysis.
3. Present a framework for analysis, and country-specific policy briefs as described in the purpose of the consultancy.
4. A detailed analysis of one of the four existing protocols, based on the region of consultancy.

The time allocated for country background papers shown below:

- 5 person-days for overview of foundational education across SSA region
- 12 person-days for EAC education protocol and PAL country analysis
- 12 person-days for ECOWAS education protocol and PAL country analysis

¹ Travel will not be supported.
• 12 person-days for SADC education protocol, continental education protocol, and PAL country analysis.

Outputs
Country policy briefs in MS Word format with specifications shown below (word count not including annexures)

• **4 pages**: 4 pages (including infographics) showcasing the SSA overview (1500-2000 words)
• **16 pages**: 4 pages per PAL EAC country + 4 pages for education protocol (8,000-10,000 words)
• **16 pages**: 4 pages per PAL ECOWAS country + 4 pages education protocol (8,000-10,000 words)
• **16 pages**: 4 pages per PAL SADC country + 4 pages SADC education and 4 pages continental protocol (8,000-10,000 words)
• Produce recommendations on entry points for dialogues with the regional bodies.

Each consultant shall also conduct a country analysis of policy frameworks on foundational literacy and numeracy in the remaining regional organization countries (as shown below). These analyses will be used to provide the overview of FLN policy and practice in the SSA region.

• **The East African Community**: Rwanda, Burundi, and South Sudan.
• **The Economic Community of West African**: Benin, Burkina Faso, Cape Verde, Cote d’Ivoire, The Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Niger, Sierra Leone, and Togo.

The time allocated for country background papers shown below:

• 2 person-days for non-PAL EAC country analysis
• 6 person-days for non-PAL ECOWAS country analysis
• 6 person-days for non-PAL SADC country analysis.

Outputs
Country policy briefs in MS Word format with specifications shown below (word count not including annexures)

• **5 pages** providing a comparison on policy framework analysis for three non-PAL Countries in EAC (2,500-3,000 words)
• **9 pages** providing a comparison on policy framework analysis for twelve non-PAL Countries in ECOWAS (4,500-5,0000 words)
• **9 pages** providing a comparison on policy framework analysis for thirteen non-PAL Countries in EAC (4,500-5,000 words)

The consultants shall work with the following timelines.

• Approach and methodology: 5 days from the start date
• Draft report: 20th August 2021
• Final report: 3rd September 2021
• Final bibliography: 3rd September 2021
• Annexures: 3rd September 2021

Responsibilities of PAL Network
1. Facilitate communication with the PAL Network members.
2. Review and provide comments on the deliverables promptly.
3. Facilitate necessary contacts.

Qualifications and Experience
• A graduate degree (Masters or higher) or relevant work experience (5-8 years) in education, economics, social science, development studies or related discipline.
• Knowledge and experience in policy research and analysis in Africa.
• Understanding of educational developments in the global south with an appreciation of educational equity and inclusion issues.
• Excellent written and oral communication skills in English. Knowledge of French and Portuguese will be an added advantage.
• Experience in research management to ensure quality and timely delivery.
• Strong interpersonal skills and ability to work with a team to meet deadlines and desired quality.

Application guidelines
An application should not exceed eight pages should include the following:
1. Approach and Methodology
   • Brief understanding of ToRs
   • Background and literature review
   • Policy analysis framework
   • Outline of intercountry comparison
   • Workplan
2. Experience
   • CVs of consultants (1-2 pages per CV)
   • One-page summary of the profile should be provided (for firms only)
   • Evidence of similar work
3. Cost and effort
   • Total consultancy fee in dollars.

Please send your applications to jobs@palnetwork.org with the subject: CALL FOR POLICY ANALYSIS CONSULTANTS specifying your region of interest. For any questions, please reach out to Dionne Oguna (doguna@palnetwork.org).