

Terms of Reference

Integrating a Deeper Gender Approach in PAL Network

The People's Action for Learning (PAL) Network is a partnership of 17 organizations across Africa, Asia, and America focused on improving children's foundational learning. Members conduct citizen-led assessments (CLAs) and learning interventions to enhance educational outcomes. Globally, PAL Network generates evidence on reading and math proficiency in primary and lower secondary education, particularly from the global south, to track progress toward lifelong learning for all children.

PAL Network is committed to advancing gender integration across its operations and programs. Since its inception, PAL Network has been acutely aware of the distinct challenges faced by girls and boys in the educational process, striving to design programs that effectively address the unique needs of each gender. Our efforts have centred around a gender-responsive approach, which acknowledges and aims to overcome gender barriers to education. This approach recognizes how deeply gender norms and inequalities affect educational disparities, especially by limiting girls' access to quality education compared to boys. Our citizen-led assessments include gender-disaggregated indicators to precisely evaluate the comparative learning outcomes of girls and boys.

Looking forward, PAL Network aims to intensify its focus on gender intentionality. This strategic shift involves systematically monitoring gender-related outcomes and impacts, enhancing our team's capacity for gender integration, and embedding gender considerations within our results framework and Monitoring and Evaluation (M&E) strategies. We are also dedicated to equipping our implementing teams with the skills necessary for effective gender analysis and integration, thereby enhancing our ability to tackle gender-specific challenges and foster inclusivity within our programs.

About the Task

PAL Network seeks the support of a seasoned gender specialist with vast experience in the gender space and can give a comprehensive Global South Perspective in current global gender issues. The work will be desk-based and will not involve fieldwork or travel. The activities will be undertaken through the following steps:

Part A: Systematic Mapping to Understand PAL Network's Current Gender Approach

The consultant will conduct a desk review of the current gender posture of each of the 17 PAL Network members, conduct two internal Network-wide online workshops, and bilateral online meetings with each of the 4 PAL Network Hubs and the Secretariat to deepen PAL Network's understanding of current sector-wide trends in gender intentional strategies, and map what members see as gender-related priorities for the next PAL Network strategy period. These discussions should also map what resources are available/needed to implement these priorities.

Part B: Development of a Network-Wide Gender Strategy

Using the information garnered in part A above, and review of other information sources, the consultant will co-create a network wide strategy that is aligned to the 2025-2030 strategy. It should include:

- Summary of the gender posture mapping showing status per PAL Network member organization.

- A clear road map that will strengthen PAL Networks' collective gender intentionality in all its operations and programs.
- Gender scorecards to operationalize and monitor the gender strategy. These score cards will systematically assess and monitor the relevance and impact of our programs on gender equity. They will incorporate indicators that measure disparities not only between genders but also within genders across various disadvantage factors such as socioeconomic status, geographic location, and caste.
- Strategies to position PAL Network as a gender intentional brand in the global Foundational Literacy and Numeracy space.

Responsibilities of Parties

The consultant with the support of PAL Network personnel will conduct the above-listed activities. Responsibilities are listed below:

Responsibilities of PAL Network:

1. Connect the consultant to internal people or resources for required information.
2. Provide document development guidelines to the consultant.
3. Provide feedback on time.
4. Provide payments as per schedule.

Responsibilities of the Consultant:

1. Develop the activity plan for the mapping and strategy development.
2. Conduct a desk review, network-wide workshops, hub meetings and bilateral consultations with other external relevant information sources.
3. Generate a gender strategy for PAL Network that is aligned to the 2025- 2030 PAL Network strategic plan.
4. Participate in a validation forum for the strategy

Consultant Specifications

The consultant is expected to meet the following requirements:

1. At least a bachelor's degree in social sciences, gender and development studies. A master's degree will be an added advantage.
2. Have strong practitioner experience of 10 years and above in the field of gender and development.
3. Depth of knowledge of current gender approaches in the development sector.
4. Can provide a comprehensive Global South perspective on current global gender issues.
5. Experience in creating gender strategies.
6. Ability to deliver in a timely manner.

Submission guidelines

Interested candidates are invited to submit a proposal with the following details:

1. Introduction with consultant's understanding of the requested tasks and outputs.
2. Proposed approach, methodology and outputs of each activity.
3. Workplan and timelines.

4. Budget
5. Updated CV of consultant.
6. List of organizations for whom similar projects have been undertaken.

Interested consultants are requested to send their applications to jobs@palnetwork.org and copy sobanda@palnetwork.org with the subject line **Proposal Submission - Integrating a Deeper Gender Approach in PAL Network**.

Application deadline is **October 18th, 2024**. Note that applications will be reviewed on a rolling basis. Consultancy is expected to span from **November 1st, 2024, to April 30th, 2025**.