



Consultancy Service Terms of Reference on Gender Disparities in the Cultural Sector

I. BACKGROUND AND RATIONALE

Selam is an international NGO (non-governmental organisation) that works on the thematic area of culture with the vision to promote social change through the enabling and empowering aspects of cultural life. The long-term vision of the organisation and our partners is to contribute to a society that respects the rights of all citizens and evolves through a diversified cultural life based on democratic, gender-aware, and inclusive principles.

Recognizing the importance of the promotion of artistic freedom Selam launched the Pan-African Network for Artistic Freedom (PANAF); a network-building initiative developed in collaboration with partners in Nigeria, Gambia, Mozambique, Zambia, Rwanda, Kenya, Uganda and Ethiopia. This initiative aims to empower artists and cultural sector stakeholders across 8 PANAF countries, focusing on areas such as artistic rights, copyright, legal frameworks, lobbying, and advocacy strategies.

Presently, PANAF is looking at commissioning overview articles aimed at advancing gender equality and empowering women artists within the cultural sector. [Recent research](#) conducted across eight PANAF countries has highlighted significant gender disparities and stereotypes that impede women's artistic freedom. To address these issues, PANAF is commissioning a series of overview articles to identify and confront the structural barriers faced by women artists, with a focus on Uganda, The Gambia, Mozambique, and Ethiopia.

II. OBJECTIVES OF THE WORK

The primary objective of this commission is to produce comprehensive overview articles that sheds light on the gender disparities prevalent within the cultural sector of the specified countries. The articles should provide insightful analysis, data-driven evidence, and propose actionable recommendations to address these disparities and promote gender parity in the artistic domain.

III. SCOPE OF WORK

The commissioned consultant will be responsible for:

1. Conducting research to gather data and information on gender disparities within the cultural sectors of specified countries.
2. Analyse and interpret the collected data to identify trends, challenges, and opportunities related to gender parity in the artistic domain.
3. Write an insightful and well-researched article that provides a comprehensive overview of gender disparities in the cultural sector.
4. Utilise data and statistics to support your analysis and findings, ensuring the credibility of the articles.
5. Collaborate with relevant stakeholders, including cultural organisations, artists, policymakers, and gender equality advocates, to gather insights and ensure the feasibility of proposed recommendations.

IV. LOCATION, DURATION AND TIMEFRAME OF THE WORK /DELIVERABLES/OUTPUT

The assignment will be undertaken between 11 October and 1 November 2023. The tentative duration for this study is as follows:

No.	Deliverables	Location and Action to be Undertaken	Duration (Approximate working days)	Review and Approvals required
1	Overview article on Gender Disparities in the Cultural Sector (800-1,000 words)	Home-based	16 working days	Selam
	Total		16	

V. MANAGEMENT ARRANGEMENT

The consultant will be under the supervision of Selam and will participate in briefing calls/meetings. Selam and its Partner will provide guidance and required support and clarifications throughout the process to the consultant, to ensure a smooth implementation of the assignment.

VI. PROFILE OF THE CONSULTANT

The suitable consultant or team of consultants (2) should have:

- i. A strong background in cultural studies, gender studies, sociology, or a related field.
- ii. Proven experience in research, analysis, and writing on gender disparities and cultural issues.
- iii. Excellent writing and communication skills.
- iv. Proficiency in data analysis and presentation.
- v. Ability to work independently and meet deadlines.
- vi. An international perspective on gender disparities in the cultural sector.
- vii. Have a good command of English.

VIII. SELECTION OF THE CONSULTANT

The selection will be based on a Call for expression of interest. The applicants should present:

- i) A short proposal that explains the understanding of the assignment and explaining why he/she is most suitable for the assignment, including experience in similar assignments, providing brief information on qualifications, and brief methodology on how he/she will approach and conduct the work.
- ii) Duly updated CV with at least 3 references.
- iii) Copy of at least one relevant document (audio, visual or text) produced by the applicant on the topic.

The selection of consultants will be based on the quality of the proposal, the experience of the consultant.

IX. PAYMENT MILESTONES

The selected consultant shall then be paid the lump sum contract amount upon certification of the completed tasks satisfactorily.

X. HOW TO APPLY

Expression of interest should be forwarded to PANAF via the email: Panaf@selam.se, no later than 22 September 2023.

The application should comprise:

- a) A short proposal (200 words max)
- b) An updated CV