



Terms of Reference (ToR) for Commissioned Writers for PANAF

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 seeks writers from The Gambia, Zambia, and Kenya to contribute to a series of commissioned articles relating to artistic freedom in the continent.

II. OBJECTIVES OF THE WORK

The primary objective is to produce engaging, well-researched articles that:

- Profile leading socially conscious artists and their impact on society.
- Highlight initiatives where art is used to empower communities economically.
- Contribute to the ongoing dialogue on artistic freedom and social change in Africa.

III. SCOPE OF WORK

The commissioned consultant will be responsible for:

1. Conduct thorough research and interviews with selected artists and cultural professionals.
2. Write engaging and informative articles of 800-1000 words.
3. Provide high-quality images of the interviewees (with permission).
4. Ensure all content is original, unpublished, and free of plagiarism.
5. Meet all deadlines and maintain regular communication with the PANAF editorial team.

6. Be open to incorporating feedback for revisions if necessary.

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

The assignment will be undertaken between 11 July and 31 July 2024. 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) Incorporate feedback and submit final draft	Home-based	15 working days	Selam
	Total		15	

V. DELIVERABLES

1. **Articles:** Two articles of 800-1000 words each on the specified topics.
2. **Images:** High-quality images of the artists and their work, with necessary permissions.
3. **Interviews:** Transcripts or recordings of interviews conducted with artists and cultural professionals.

VI. PROFILE OF THE CONSULTANT

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

1. A strong background in cultural studies, gender studies, sociology, or a related field.
2. Proven experience in research, analysis, and writing on gender disparities and cultural issues.
3. Excellent writing and communication skills.
4. Proficiency in data analysis and presentation.
5. Ability to work independently and meet deadlines.
6. An international perspective on gender disparities in the cultural sector.
7. Have a good command of English.

VIII. MANAGEMENT AND SUPERVISION

1. The commissioned writers will report to the PANAF editorial team.
2. PANAF will provide guidance and support throughout the assignment to ensure smooth implementation.

IX. PAYMENT MILESTONES

Each commissioned article will be remunerated at \$300 upon satisfactory completion and acceptance by the editorial team.

X. HOW TO APPLY

Expression of interest should be forwarded to PANAF via the email: Panaf@selam.se, no later than 5 July.

The application should comprise:

- a) A Profile (200 words max)
- b) Links to previous published works