



TERMS OF REFERENCE

Project:	Addressing gender-based violence in higher education institutions
Partners:	<ul style="list-style-type: none">International Institute for Higher Education in Latin America and the Caribbean
UNESCO:	<ul style="list-style-type: none">Section of Education for Inclusion and Gender EqualitySection for Higher EducationSection for Education for Health and Well-being
Timeframe of project:	2023-2024
Offer:	International consultancy

Interested consultants should express their interest no later than 20 July 2023, by submitting a technical and a financial proposal, CV and three pieces of research/documents to Info-iesalc@unesco.org. Please use the following subject header: “Addressing gender-based violence in Higher Education Institutions”.

BACKGROUND AND JUSTIFICATION

Gender-based violence (GBV) is a universal phenomenon that occurs in various spaces, including higher education institutions (HEIs). It can take various forms, including (but not limited to) physical, verbal, sexual, psychological, and socioeconomic violence. Gender-based violence can be experienced by anyone. However, it disproportionately affects women and people who are, or who are seen, as different in terms of gender.

Within the higher education context, it is fair to affirm the phenomenon is of global scope, despite lack of representative data about the problem in the Global South¹. Violence against women affects about 1 in 3 women in various spaces² including HEIs,³ negatively affecting their physical, mental, sexual, and reproductive health, as well as their educational outcomes. Violence is faced by a significant proportion of people who are seen as different in terms of gender, including in HEIs. However, the lack of representative data has limited the understanding of the issue, analysis and further promotion and establishment of strong guidelines for building non-violent and safer campuses.

This calls firstly for the collection and analysis of reliable data on the prevalence, nature, forms and impact of GBV in HEIs (students, teaching and administrative staff), as well as data on the availability of response mechanisms/initiatives in HEIs. Secondly, strong guidelines for HEIs must be developed and promoted. It is against this background, that UNESCO is developing an initiative to collect data on the issue of GBV in HEI via an online questionnaire. The analysis of the data collected through this questionnaire will help UNESCO develop guidelines to respond to the problem in a second phase. It ultimately aims at supporting policy makers, HEIs, civil society and other interested actors by offering UNESCO’s guidelines on responding to and preventing GBV in the tertiary education sector, contributing to the implementation of the 2030 Agenda through SGD4 (on particular targets 4.3, 4.5. and 4a. and SDG5⁴).

¹ World Bank. 2019. [Gender-Based Violence \(Violence Against Women and Girls\)](#), Washington, D.C., World Bank.

² World Health Organization (WHO). 2021. [Violence against women](#). Geneva, World Health Organization.

³ UN Women. 2018. [Guidance note on campus violence prevention and response](#). New York, UN Women.

⁴ United Nations. 2015. [Transforming our World: the 2030 Agenda for Sustainable Development](#). New York, United Nations.

OBJECTIVE OF THE CONSULTANCY

Objective: The main objective of the consultancy is to collect and analyze data on GBV (students, teaching and administrative staff) and the response in HEIs in selected countries across the five UNESCO regions⁵ and to develop an analytical report. This report will serve as an evidence base for advocacy work to prevent GBV in HEIs. The results of the report will inform the development of UNESCO guidance or recommendations.

The report will answer the following indicative research questions:

1. What forms of GBV exist in and around HEIs?
2. What is the magnitude of GBV in and around HEIs?
3. Which groups are most affected?
4. Who are the perpetrators and what are the drivers for perpetrating GBV?
5. Where does GBV take place?
6. What are the consequences?
7. What measures have HEIs put in place to prevent and monitor GBV, and to support those who have experienced GBV?
8. What additional measures need to be developed?

ROLES AND RESPONSIBILITIES

UNESCO is seeking an individual consultant(s) or a company to undertake this research. The consultant(s) will work under the direct supervision of Dr. Francesc Pedró, UNESCO IESALC's Director, will undertake this research with guidance from UNESCO, and will be responsible for the data analysis and writing of the report.

TASKS

The consultant(s) will be responsible for the following tasks:

1. Hold orientation meeting with UNESCO to discuss objectives, timeline and guiding principles for the research
2. Desk-based literature review on GBV in HEIs, including peer-reviewed articles, publications and grey literature
3. Identification of 6 (1 per UNESCO region, 2 from Africa)⁵ countries and 5 HEIs (based on defined criteria) within each of these countries for qualitative and quantitative data collection (countries and HEIs to be validated by UNESCO)
4. Desk-based literature review on the countries chosen for contextualization (data on GBV, GBV in HEI's, gender equality in access to HEI, gender-equality in HEI personnel, laws and policies as well as initiatives to address GBV)
5. Development of an inception report showing the understanding of the research and proposed approach. The inception report must demonstrate how ethical considerations will be taken into account (e.g., voluntary participation, informed consent, anonymity, confidentiality, data management, potential for harm, results communication).
6. Development of a research protocol including a) an online questionnaire for students and personnel (teaching and administrative staff) in HEIs, based on existing, tested surveys that meet ethical standards (taking into account the results obtained from the pilot questionnaire), including drawing on this [technical brief](#); b) Development of an online interview guide for key informant interviews (KII)

⁵ As per definition of regions with a view to the execution by the Organization of regional activities. For Africa the two countries are pre-selected: Zambia and Zimbabwe.

7. Obtain ethical approval and other required approvals from participating HEIs and national education authorities
8. Conduct the data collection (online questionnaire and online KIIs)
9. Analyse the primary data and synthesize findings
10. Write and submit the first draft of a consolidated research report (approx. 60 pages), including data visualization (graphs etc.)
11. Prepare second version of consolidated research report based on feedback from UNESCO
12. Prepare a final version of the report based on feedback from UNESCO and external reviewers. Prepare set of slides summarizing findings for public use, with speaking notes (max 25 slides)

All documents are to be developed in English. UNESCO will translate the questionnaires, communications materials to promote the survey and final report.

DELIVERABLES

Deliverable 1: Inception report, that includes key findings from the desk review, the 6 proposed countries and 30 HEIs, an overall research framework including the scope of the research (number of persons sampled in each country/HEI), research questions, the proposed methodology for data collection and analysis, and how ethical considerations will be addressed.

Deliverable 2: Research protocol including 1) Online questionnaire for students and personnel in HEIs, based on existing, tested surveys that meet ethical standards (different versions adapted to the legal context of each country); 2) Interview guide for KIIs

Deliverable 3: Ethical approval and other approvals from all participating HEIs

Deliverable 4: Data collection (KIIs to be conducted online with a selected HEIs out of the 30 HEIs)

Deliverable 4: First draft of a consolidated research report

Deliverable 5: Second draft of a consolidated research report

Deliverable 6: Final report with approximately 60 pages in English and a power point summarizing the methodology and main findings of the study. Powerpoint slides summarising key findings with speakers' notes. Full set of raw data from all countries.

The final report will be presented as a research report that follows, but is not limited to, the following structure:

1. Acronyms
2. Executive summary (not more than 2 pages)
3. Background and rationale (based on a literature review)
4. Research objectives and questions
5. Description of data collection and methodology (including the development of the data collection questionnaires)
6. Contextualization for countries chosen (characteristics of the HEI sector, including gender composition of HEI sector, legislation, policies, programmes and responses to GBV)
7. Data analysis – by thematic area or by question;
8. Discussion of research findings synthesising commonalities across countries as well as regional or country specificities
9. A set of recommendations for policy-makers and HEIs
10. Annexes (including list of references, data collection tools, etc.)

QUALIFICATIONS OF THE CONSULTANT(S)

The consultant(s) will possess the following mandatory and/or desirable qualifications and experience:

Mandatory criteria:

1. At least 5 years of expertise in undertaking quantitative and qualitative research in the area of gender-based violence and education
2. Demonstrated skills in the development of online questionnaires/data collection tools and online data collection
3. Demonstrated experience managing complex, multi-country research, including managing team members or research assistants
4. Advanced university degree (MA) in Education, Social Sciences, Public Policy or related field
5. Excellent analytical and demonstrated drafting skills in English, evidenced by at least 3 pieces of research/documents
6. Experience in working with the UN

Desirable criteria:

1. Expertise in higher education/and gender-based violence
2. Expertise in gender equality in and through education
3. Lead researcher with a PhD in Education, Social Sciences, Public Policy or related field
4. Experience in collecting and analyzing data from a diverse set of countries
5. Publications in peer reviewed journals
6. Data visualization skills
7. Ability to work in additional UN languages (Arabic, Chinese, French, Spanish)
8. Existing relationships with partners, networks, and/or education institutions in the proposed focus countries

DURATION AND TIMETABLE

The consultancy work should start in August 2023 and terminate in May 2024: Deliverables are to be submitted as follows:

Deliverable:	Submission date:
Orientation meeting	27 July 2023
Inception report	30 September 2023
Research protocol including a) online questionnaire; b) Interview guide	30 November 2023
Ethical and other administrative approvals	31 December 2023
Data collection	1 January – 28 February 2024
First draft of the report	31 March 2024
Second draft of the report	30 April 2024
Final draft of the report	31 May 2024

CONTACT

For further information on the call, please contact: Info-iesalc@unesco.org.