

## Gender Equality Programme

### TORs for Advocacy/Training Sessions for Teachers

#### Rationale:

During the last decade, the Government of Pakistan has continued to show its strong commitment to gender equality through the formulation of policies and programmes that aim to reduce gender disparity, as well as the ratification of a number of international conventions, such as the Convention for the Elimination of Discrimination Against Women (CEDAW) in 1996. The Pakistan Plan of Action for Women (NPAW) was drawn up in accordance with the Beijing Platform of Action. To provide a policy framework for Gender Based Violence (GBV), the National Strategic Framework for Family Protection (NSFFP) was developed in 2001. The National Policy on Development and Empowerment of Women (NPDEW) (2002) aims to address gender equality issues with particular focus on **economic, social, legal and political** empowerment.

As wide gender disparities constrain women's empowerment, an effort for the promotion of 'gendered' basic education and literacy could reduce discrimination, ensuring that both young women and men have an education free from gender stereotyping. Basic education and literacy are considered to be not only a catalyst for human development, but also a preventive tool to combat gender inequality.

The literacy rate is extremely low among females, making literacy in Pakistan one of the most gender unbalanced spheres, as the country is among the least literate in Asia - its literacy rate reaches only 55<sup>1</sup> Per cent in 2006-07. Gender inequality is especially mirrored in literacy rates, as 65 per cent of males in the country are literate while that for females it is 38%. The gender literacy gap is much higher in Balochistan (15 per cent) and NWFP (21 per cent).

Pakistan has committed to eliminate gender disparity in primary and secondary education at all levels by 2015 (Target 3-a - Millennium Development Goal No.3). The teachers' sensitization is

---

<sup>1</sup> Literacy rates (15+) Pakistan Social and Living Standards Measurement Survey (2006-07)

considered one of the strongest advocacy campaigns for promotion of literacy because a teacher is directly linked with the community and the learners. A teacher can be a good source of promotion of Literacy by adopting gender-sensitive attitudes towards their students. It is important to equally value the learning ability of both female and male learners. A teacher can facilitate their abilities to learn and progress equally and develop their potential to the fullest.

UNESCO Islamabad plans to hold Gender Sensitization workshops for elementary teachers (in-service) in the Punjab Province.

**Objective:**

1. To strengthen the abilities of the teachers on gender sensitive pedagogies and behavior in order to ensure gender quality in access and learning.
2. To raise awareness of teachers and students on gender issues and concepts to promote gender equality
3. To advocate significance of literacy and its application for development in Pakistan

**Target Audience & other Information:**

1. Elementary Teachers (Classes VI-VIII) to be nominated by the Executive District Officers (EDO) Education.
2. Participants per workshop would be 40 teachers (male/female).
3. The number of total workshops would be 40 (2 workshops per district) covering at least 20 districts (mainly south and central Punjab).
4. Training venues would be hotels in the big cities and any school building (to be decided by the EDO) in case of small district where good hotel facilities would not be available.

**Tasks:**

1. Assess and review current knowledge and behavior of teachers in terms of gender sensitivity.
2. Design the workshop agenda & schedule and submit to UNESCO Islamabad for approval.
3. Coordinate with the Executive District Officers (Education) in the Punjab Province to seek nominations of the teachers for 1-day advocacy/training workshops.

4. Identify and associate resource persons and facilitators (gender balance) for the training sessions.
5. Organize 5 workshops as a pilot phase. Based on the lessons learned from 5 workshops, the programme/agenda would be reviewed/improved for the remaining 35 workshops. Disseminate gender related materials to the participants and disburse TA/DA to the participants as per government rules.
6. Organize 35 workshops. In total, 40 workshops in 20 Districts of Punjab. The training methods should be inclusive, participatory and interactive in order to ensure teachers' full and equal participation.
7. Submit an activity report with challenges and lesson learnt to UNESCO Islamabad

**Duration of the training sessions: 15 June to 31 August, 2010**

The Proposal should contain the following information:

1. A brief profile of the organization. The organization must be able to interact with the Punjab Department of Education (Gender Focal Point) and Executive District Officers (Education) at District level.
2. Lists of relevant work experience for the last 5 years.
3. Registration Certificate of the organization.
5. Proposal with budget estimates and workplan. The number of workshops may change, so provide the cost for one workshop x 40.

**Last date and Address:**

Last date for sending proposal is 31 May, 2010 to be addressed to Administrative Officer, UNESCO Office, H.No.17, Street No.8, Sector F-7/3, Islamabad. Ph: 051-2611170/3