Call for nominations: the mission of researchers in Jordan, Morocco, and Tunisia

The Center for Arab Women for Training and Research (CAWTAR), with the support of the Forum of Federations, launches research on the theme:

**A Journey in Time on Women's Leadership in the Interior Regions of Jordan, Morocco, and Tunisia**

To this end, CAWTAR is seeking a national research consultant who can carry out field investigations and make recommendations on the subject.

CAWTAR is an independent, non-profit regional center with an international legal personality. It was created in 1993 to contribute to the economic, social and political empowerment of Arab women.

CAWTAR's mission is to "contribute to the empowerment of women in the Arab world so that they can fully exercise their human rights, economically, socially and politically, through gender and human rights approach."

To achieve its mission, CAWTAR generates knowledge to produce a factual database and to strengthen technical and institutional capacities in the region (governmental institutions and non-governmental organizations). It aims to encourage and defend gender equality and to promote women's access to decision-making positions to enable women and men in the Arab States to become fully autonomous and enjoy their rights to contribute to the development of their communities and societies.

CAWTAR's strategic approach is based on the production of knowledge and evidence to strengthen technical and institutional capacity in the region to enable women to become fully self-sufficient and to enjoy their human rights on an equal footing with men. The emphasis on evidence is essential for the advocacy of change, in strengthening the capacity of women and in encouraging inclusive governance in the region.
Several visible or invisible obstacles, in the belief of men or in what women think about themselves, exclude women from the highest hierarchical levels in most organizations. Thus, it is necessary to deconstruct stereotypes when addressing the issue of women and gender equality.

Although the importance of ensuring that women's voices are heard has been recognized in Jordan, Morocco, and Tunisia, concrete steps have been taken to increase women's political participation in recent years. In Morocco, gender quotas were introduced in 2002 at the national level and extended to local elections in 2009, leading to a quantitative increase in the number of women in politics. In Tunisia, a law in 2011 introduced a gender parity rule for voters lists for the Constituent Assembly and the “zebra system” demanded that all lists of major political parties alternate male and female candidates at their head. In Jordan, a system of quotas and affirmative-discrimination was set up in 2003 in Parliament and was extended in 2007 to municipal councils and ministries (since 2004, at least three women are placed at the head of ministries in each government). Although progress has been made in the three countries on the political participation of women, they are not necessarily declined in practice and reinforced by institutional mechanisms, legal systems and public policies that can make them effective. Indeed, obstacles to the implementation of these quantitative measures persist in the three countries and hinder equal access to decision-making positions.

Thus, to improve women's participation in decision-making positions, both the legal obstacles and cultural obstacles (prevailing patriarchal mentality) must be eliminated.

Gender inequalities are more glaring at the regional and local levels, where women are almost absent from decision-making on subjects that seriously affect their quality of life and opportunities, such as social protection and basic services. This further increases their exclusion from public and political space.

**Research Questions:**

- What means and resources are available to women to exercise influential power?
- What is the role of third parties in enabling women to exercise their influential power?
- How are influential women different from the women they influence?
- How does the "Transaction of Influence" change social reality?
**OBJECTIVES:**

♦ **General Objective:**

Strengthen the empowerment of Women to promote female leadership.

♦ **Specific objectives:**

1. Identify the (individual) resources and (social) conditions that promote women's leadership skills (influence capital);
2. Identify the barriers to the development of women's power of influence (and leadership);
3. To act on the stereotypes, attitudes, and beliefs that are at the root of gender-based injustice, of which women are still victims;

**ELIGIBILITY REQUIREMENTS:**

- Have academic qualifications in Social sciences (sociology, anthropology, Political science, social psychology), or any other domain compatible with the indicated tasks.
- Have knowledge of Gender, human rights, and development issues.
- Have good qualitative research skills (Interviews, Focus groups, life stories, etc.) especially action research.
- Have experience in research specifically on gender, including women’s empowerment and gender equality in the country where research will be conducted (Tunisia, Morocco, and Jordan).
- Have an analytical and conceptual capacity and experience in analysis and synthesis as well as reporting on action research.
- Proficiency in speaking and writing in Arabic, French, and English.

**HOW TO APPLY:**

Individual applicant/candidates must submit the following documents/information to certify their qualifications:

1. A letter of motivation: not exceeding the 450 words (explain why you will be the best candidates for this position).
2. A copy of a scientific article published in connection with the topic of research or on gender issues.
3. A CV including experience in similar projects and at least three references in relation to the requirements of this position.
4. All required certificates and specific recommendations will be requested if the candidate is shortlisted.

Interested candidates must send their application by mail or email before 15 January 2019 at the following addresses:

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<tr>
<th>Center for Arab Women for Training and Research (CAWTAR)</th>
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<tbody>
<tr>
<td>Mailing Address: P.O. Box 105 1003 Cité El Khadra Tunis-Tunisia</td>
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