Call for applications:
Research mission in Jordan, Morocco and Tunisia

The Center of Arab Women for Training and Research (CAWTAR), with the support of the Forum of Federations, intends to conduct research on the following topic:

A journey in time exploring women’s leadership in the interior regions of Morocco, Tunisia and Jordan

To this end, CAWTAR is seeking a national action-research consultant to carry out field surveys and propose relevant recommendations.

CAWTAR is an independent non-profit regional center having international legal personality. Founded in 1993, it seeks 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-based approaches”.

To fulfill its mission, CAWTAR generates knowledge with a view to developing a base of evidence and strengthening technical and institutional capacity in the region (government institutions and non-governmental organizations). Its aim is to promote and defend gender equality and enhance women’s access to decision-making positions, thereby enabling women and men in the Arab region to attain full autonomy, to exercise their human rights, and to contribute, as full-fledged partners, to the development of their communities and societies.

CAWTAR’s strategic approach is based on the generation of knowledge and evidence-based data, with the aim of strengthening technical and institutional capacity in the region and thus allow women to become fully autonomous and enjoy their human rights on a level playing field with men. Producing evidence-based data is essential for an efficient process of advocacy for
change toward women's empowerment, and for promoting a more inclusive governance in the region.

Research Context
A host of obstacles, both visible or invisible, associated with men's beliefs or with the way women view themselves, exclude women from the highest hierarchical levels in most organizations. It is, therefore, necessary to deconstruct stereotypes when it comes to tackling the issue of women and gender equality.

Aware of the importance of ensuring that women's voices are heard, Morocco, Tunisia, and Jordan have, in recent years, taken concrete measures to increase women's political participation:

- In Morocco, quotas were introduced in 2002 at national level, and were then extended, in 2009, to local elections, which resulted in a quantitative increase in the number of women involved in politics.
- In Tunisia, a 2011 law established a gender parity rule for electoral lists for the National Constituent Assembly. The electoral system requires that all major political parties alternate male and female heads of electoral lists.
- In Jordan, a quota and affirmative action system was established in Parliament in 2003, and was extended in 2007 to municipal councils and ministries (since 2004, at least three women have been appointed as Ministers in each government).

While significant progress has been made in all three countries toward a larger political participation for women, the fact remains that effective implementation still leaves much to be desired, especially in the absence of institutional mechanisms, legal provisions, and public policies that can turn these measures into a fact of life. Indeed, obstacles to the effective implementation of these quantitative measures still persist in all three countries, hampering any real impact on equal access to decision-making positions.

Accordingly, increasing women's participation in decision-making and women's access to senior positions is less a question of removing legal obstacles than of addressing cultural barriers emanating from a dominant patriarchal mentality in these societies.

Gender inequalities are all the more flagrant at regional and local levels, where women are nearly absent from decision-making on issues that considerably affect their opportunities and quality of life, such as social protection and basic services. This can only exacerbate their exclusion from public and political spheres.

Research questions
- What means and resources do women have, allowing them to exercise a power of influence?
What is the role of third parties in women’s exercise of their power of influence?

In what ways are influential women different from the women they influence?

How does the “influence process” help change social realities?

Research objectives:

- **Overall objective**: Strengthen women’s empowerment toward promoting women’s leadership.

- **Specific objectives**:
  1. Identify the (individual) resources and (social) conditions that foster women’s leadership skills (capital of influence);
  2. Identify obstacles to the development of women’s power of influence and leadership;
  3. Act on stereotypes, mindsets and beliefs that are at the root of the Gender-based injustices of which women are still victims.

Eligibility requirements:

Applicants shall have:

1. Academic qualifications in social sciences (sociology, anthropology, political science, social psychology...), or any other discipline compatible with the main tasks indicated above.
2. Adequate knowledge of Gender, human rights and development issues;
3. Adequate skills in qualitative research (interviews, focus groups, life stories, etc.), especially action research;
4. Adequate research experience specifically in terms of Gender, including women’s empowerment and gender equality in the surveyed countries (Tunisia, Morocco, Jordan);
5. Analytical and conceptual capacities and experience in analysis and synthesis as well as in drafting reports on action research.
6. A good command of Arabic, French and English (written and spoken).

Procedure for application

Applicants shall submit the following documents / information:

1. A motivation letter not exceeding 450 words (explaining why the applicant considers that he/she is best qualified for the position).
2. A copy of a published scientific article dealing with the aforementioned research topic or with Gender issues.
3. A resume detailing past experience in similar projects, and at least three (3) references in relation to the requirements of this position.

4. Shortlisted applicants will have to submit all the relevant certificates and specific recommendations.

Candidates shall send their application files by mail or by email before October 10, 2018 to the following addresses:

Center of Arab Women for Training and Research (CAWTAR)

Mailing address: Boîte Postale 105 - 1003 Cité El Khadra Tunis - Tunisia

Email: cawtar@cawtar.org