



International Association of Women in Radio & Television
www.iawrt.org

**Call for Applications:
Researcher & Report Writer for
The GENDER MAINSTREAMING Project**

Dear IAWRT members and stakeholders,

The IAWRT international board invites applications from qualified persons from countries in the Global South to apply for a **researcher & report writer position** for the new and exciting 2018 initiative of the Gender Mainstreaming Project (GMP).

Building on the success of the 2014-2015 pilot GMP, we have secured UNESCO funding to further develop our work in the area of freedom of speech and gender equality in the media. The 2014-2015 pilot GMP resulted in: the report “Gender Equality and Social Justice in Public Media” based on media monitoring research in 8 countries across 4 continents; and workshops and discussions, inspired by report results, on gender equality in the media, in various countries and regions where IAWRT has chapters or members. For the upcoming 2018 GMP, we are planning to expand our work on gender equality in the media to benefit all 14 countries where IAWRT has chapters. Specifically, we are planning to develop a handbook for media students, journalists, and media professionals, based on our experiences and best practices from the GMP pilot and additional research, and particularly focusing on experienced and best practices from the Global South. Then, we will hold workshops in all 14 countries where IAWRT has chapters to provide applied learning grounded in the handbook.

The researcher & report writer will be responsible for:

1. *Phase I:* Collecting and compiling experiences and examples of best practices, based on the GMP pilot study and additional research, and particularly focusing on South Africa, Tanzania, Kenya, Uganda, and India.

The researcher should focus on experiences and examples of best practices regarding:

- Why is gender equality important and what items related to gender equality are more often reported by women journalist and neglected by males?
- How journalists, editors, and producers understand the importance of gender balance in the media, and what works best to convey the message of gender equality to media practitioners;
- How journalists, editors, and producers see the need for concrete guidelines on how gender equality can be realized in the media;
- What strategies are helpful in keeping gender equality in focus throughout the difficult and challenging daily media work (difficult stories, topics, etc.);
- What are the biggest obstacles in realizing gender equality in and through the media in practice and what are the best ways/examples of overcoming them;
- What are the biggest cultural taboos that prevent gender balance from being reached in and by the media and how to overcome them;

- What is the need for guidelines and policies on how to prevent sexual harassment in media organizations and hate speech towards journalists.

Notes:

- The pilot GMP study data will be available from the report as well as an online folder (e.g. on Dropbox) that will be provided by the IAWRT Secretariat.
- Additional research will have to be collected through consulting of various types of background information and through Skype meetings with chapter leaders from the above-mentioned countries and other people relevant for the project.

2. *Phase 2:* Based on the experiences and examples of best practices collected and compiled from the pilot GMP and additional research, the researcher & report writer will devise a handbook, including text and formatting, to be distributed in journalism schools and in newsrooms across the countries where IAWRT has chapters and in additional international settings.

Note:

- After handbook text and formatting is finalized by the researcher & report writer, IAWRT's leadership and additional stakeholders will pursue to handbook production, including editing and publication in print and online versions.

Time schedule & remuneration:

The researcher & report writer will be supported by the Gender Mainstreaming Committee and will receive a \$3,000 for the work on the project (the first payment of \$1,000 to be wired upon signing of the contract, the second payment of \$1,000 will be provided upon submission of the first draft of the handbook, and the third payment of \$1,000 upon successful project completion). There will be additional handbook printing and further workshop organizing money separately from the researcher & report writer's stipend.

The researcher & report writer's timeline is as follows:

- Application call – May 7
- Application deadline – May 21
- Selected researcher & report writer announcement – May 28
- Phase 1 work (Collecting and compiling experiences and examples of best practices, based on the GMP pilot study and additional research): June 2018
- Phase 2 work (Devising handbook, including text and formatting, and collaborating on handbook production): July 2018
- Project completion: No later than August 1

In order to apply for the position, you should:

1. Be a qualified person from the Global South;
2. Have previous experience in conducting research and track record of published work;
3. Preferably have experience of working with gender mainstreaming and expertise on gender equality in the media;
4. Complete an application and submit it no later than May 21.

The selection process will be as follows:

1. All applications will be reviewed by the Gender Mainstreaming Project Committee set up by the International Board;
2. The GMP Committee will shortlist 2 candidates for the position of researcher & report writer and present it to the International Board;
3. The International Board will make the final decision on the research & report writer;
4. The selected researcher & report writer will be announced by May 28;

5. The researcher & report writer must sign a contract prior to receiving the stipend and beginning work on the project, thus committing to conduct the research, devise the handbook, and collaborate on production to be finalized no later than by August 1.

We are looking forward to your application!

Please send your application or any queries about the application to the IAWRT Secretariat, at secretariat@iawrt.org

Sincerely,

A handwritten signature in black ink that reads "Violet Gonda". The signature is written in a cursive style with a large initial "V" and a long horizontal stroke extending to the right.

Violet Gonda
President, IAWRT