



United Nations  
Educational, Scientific and  
Cultural Organization



Intangible  
Cultural  
Heritage

## Call for expressions of interest

The Intangible Cultural Heritage Section is looking for a consultant to **mainstream gender in training materials** on the implementation of the Convention for the Safeguarding of the Intangible Cultural Heritage, in the context of its global capacity-building programme.

**Expressions of interest should reach UNESCO by 15 October 2016.**

The consultant should submit all work by **15 January 2017** (tbc).

### Context and purpose

Values, norms and behaviours related to gender are diverse among societies, communities and groups. All intangible cultural heritage expressions carry and transmit knowledge and norms related to the roles and relationships between and within gender groups in a given community. In such a way, intangible cultural heritage is a privileged context for shaping gender roles and identities and transmitting them. Intangible cultural heritage has a pivotal role in shaping the cultural construction of gender.

Understanding the relationship between gender and intangible cultural heritage is significant for effective safeguarding in two ways: it can open new avenues to safeguarding and can strengthen steps towards gender equality. Mainstreaming gender in safeguarding is therefore not only an opportunity, but important from an ethical perspective.

While the text of the Convention for the Safeguarding of the Intangible Cultural Heritage is not explicit about gender, the governing bodies have given increased attention to gender issues, and have requested that States 'pay special attention to the role of gender' when reporting on the status of inscribed elements inscribed on the Lists of the Convention ([ITH/14/9.COM/Decisions](#)). Upon their request, all forms and instructions regarding the international cooperation mechanisms and periodic reporting of States Parties on implementing the Convention now contain references to gender, and the Convention's [Operational Directives](#) have been amended accordingly. The recently adopted chapter of the Operational Directives on [intangible cultural heritage and sustainable development](#) contains a specific paragraph on gender equality with reference to the 2030 Agenda for Sustainable Development that includes a goal on [gender equality and women's empowerment \(Goal 5\)](#).

Furthermore, the Intangible Cultural Heritage Section developed specific training and policy advice on gender-responsive approaches to safeguarding, guiding stakeholders to take into account gender-specific needs and perspectives of the communities, groups and individuals concerned. See in particular Units 48 and 49 of the capacity-building curriculum which focus on gender sensitization and mainstreaming. The training materials are available online and can be accessed by filling out a [request form](#).

As a next step, UNESCO intends to mainstream gender throughout the core capacity-building curriculum on implementing the Convention at national level that it developed in the



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context of its [global capacity-building programme](#). This programme supports governments and other stakeholders to develop the institutional environment and human capacities required for effective safeguarding of intangible cultural heritage and has so far reached out to about 70 countries around the world, relying on a network of more than 80 facilitators who deliver training and advisory services for UNESCO.

The intention of the gender mainstreaming is to sensitize governments and other stakeholders to gender issues in safeguarding intangible cultural heritage and provide guidance on how to take into account gender equality in the design and implementation of safeguarding measures, while respecting values recognized by communities, groups and individuals and sensitivity to cultural norms. The importance of paying special attention to gender equality is explicitly mentioned in the recently adopted [Ethical Principles for Safeguarding Intangible Cultural Heritage](#) that have been elaborated in the spirit of the 2003 Convention for the Safeguarding of the Intangible Cultural Heritage and existing international normative instruments protecting human rights and the rights of indigenous peoples.

## Task

In consultation with the Capacity Building and Heritage Policy Unit of the Intangible Cultural Heritage Section, the consultant shall:

1. Conduct an overall gender analysis of the capacity-building curriculum on the implementation of the Convention (15 thematic training units, including the two dedicated units on gender and intangible cultural heritage), in order to provide UNESCO with a 2-page feedback on the strengths and gaps identified.
2. Make relevant modifications to mainstream gender in the following units, not exceeding 200 words of additional text per unit:
  - a) Unit 3 'Key concepts in the Convention';
  - b) Unit 6 'Identification and inventorying';
  - c) Unit 7 'Involving the communities concerned';
  - d) Unit 9 'Safeguarding'; and
  - e) Unit 10 'ICH policies and institutions'.

Gender mainstreaming is understood as integrating modifications in the materials to ensure that special attention is paid to the role of gender in safeguarding intangible cultural heritage throughout the selected units and in line with the latest gender-related decisions of the Convention's Intergovernmental Committee reflected in the Operational Directives and the Ethical Principles for Safeguarding Intangible Cultural Heritage. The modifications shall, as appropriate, include guidance on how to take into account the gender-specific needs and perspectives of the communities, groups and individuals concerned in the design and implementation of safeguarding measures. As such, specific modifications could take the form of revising text, adding sentences, adding cross-references or formulating additional examples.

3. Consult the Secretariat and, as appropriate, facilitators involved in the capacity-building programme for any clarification that might be needed to meet the above-mentioned requirements and to follow, the Convention's and UNESCO's terminologies.



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## Reference documents

In updating and developing the materials the consultant shall take into account the provisions of the [2003 Convention](#) and the [Operational Directives](#), as well as documents, decisions and discussions of the General Assembly and Intergovernmental Committee. In particular, the consultant shall take note, and refer, as appropriate, to the following gender-related documents:

- The UNESCO brochure on [Intangible Cultural Heritage and Gender](#).
- [Ethical Principles for Safeguarding Intangible Cultural Heritage](#)
- Chapter VI on sustainable development in the revised [Operational Directives](#) for the 2003 Convention on the safeguarding of the intangible cultural heritage, approved at the sixth session of the General Assembly; and
- The UNESCO brochure on [Intangible Cultural Heritage and Sustainable Development](#).
- The UNESCO Internal Oversight Service's [Evaluation of UNESCO's Standard-setting Work of the Culture Sector](#).
- The UNESCO report on [Gender Equality Heritage and Creativity](#)
- UNESCO [Priority Gender Equality Action Plan \(2014 to 2021\)](#)

## Qualifications required

The applicant shall have the following qualifications:

- Advanced university degree (Masters or equivalent) in social or human sciences with a specialization in gender studies, sociology, anthropology or a related field;
- At least five years of work experience related to gender, culture and development; experience in the field of gender and intangible cultural heritage will be an asset;
- Demonstrated experience in conducting gender analysis or gender mainstreaming;
- Basic knowledge about the 2003 Convention for the Safeguarding of Intangible Cultural Heritage; and
- Excellent writing and communication skills in English or French.

## How to apply?

The following information should be included in all proposals:

- A letter of motivation which includes a completed table of statement against selection criteria (blank table attached);
- An estimated lump sum required to complete this work, with a provisional timeline; and
- A copy of the candidate's CV.

Interested candidates should send their expression of interest to Ms Samaa Moustafa, Capacity Building and Heritage Policy Unit of the UNESCO Intangible Cultural Heritage Section ([s.moustafa@unesco.org](mailto:s.moustafa@unesco.org)), with copy to Ms Susanne Schnüttgen, Chief of Unit ([s.schnuttgen@unesco.org](mailto:s.schnuttgen@unesco.org)).