

## CAREERS IN GENDER EQUALITY POLICY AND PROGRAMMING

### Description of the Field:

The promotion and achievement of gender equality has become a major subject of the study and practice of international affairs. Gender is an interdisciplinary field of academic study and within the Elliott School, the “Global Gender Policy” curriculum, provides knowledge and skills on the theory, policy and practice of working on gender issues within international institutions.

The field of gender issues is diverse, which means that work in this area reflects that diversity. Gender issues arise in all aspects of international affairs (diplomatic relations, development, humanitarian, human rights, conflict and peace fields) and gender is relevant across all sectorial areas of global policy (such as the economy, employment and livelihoods, agriculture, security, education, health, water and sanitation and climate change). Specific gender rights issues, such as women, girl’s and LGBT\*I (Lesbian, Gay, Bisexual, Trans\* and Intersex) rights; thematic rights issues, such as violence against women and girls, reproductive rights and women’s economic empowerment; and strategies towards gender equality, such as engaging men and working on masculinities issues, are also specific areas of careers in gender equality.

**Career Development Resources at the Elliott School:** The Office for Graduate Student Services (Suite 603) provides comprehensive career development advising for Elliott School graduate students and alumni. Interested students can contact Senior Career Coach Tara Sonenshine at [tsonenshin@gwu.edu](mailto:tsonenshin@gwu.edu) for assistance with career thinking, navigation, resume/cover letter proofreading and more. To schedule a meeting with Tara and/or view current job and internship postings for GWU students and alumni, login to Handshake at <https://gwu.joinhandshake.com/login>. For more information, visit: <https://careerservices.gwu.edu/search-jobs-internships>.

### Career Paths, Jobs and Institutions:

Careers in gender may be pursued through a range of different institutions; in programming, policy or research; and at micro and macro levels globally and through different kinds of roles. Work may be found in:

- *Organizations specifically focused on gender issues*, e.g women’s, men’s and LGBT\*I organizations. There are a range of roles in these organizations: program manager, policy analyst or research officer on a specific thematic gender issue; advocacy and communications roles; as well as business development and administration roles. This includes UN agencies such as UN Women or UNFPA; transnational network organizations such as the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA); and NGOs such as the International Center for Research on Women (ICRW) which has staff at HQ and offices globally developing research, policy and programming on women’s lives.
- *Organizations with broader or more general mandates*, e.g government foreign policy programs, international development and humanitarian organizations. Many international organizations have “gender units” or “gender advisers” that work across the organization to further gender analysis and programs on gender equality. This includes development organizations such as Oxfam that has gender programs at HQ and globally; international financial institutions such as the World Bank that has a gender and gender-based violence team; human rights organizations such as Amnesty International that has a unit focused on LGBT\*I rights.

Careers in the gender field may also be pursued through thematic areas of expertise and interest:

- *Global policy on gender issues*: working within specialized United Nations agencies, regional or transnational NGOs, e.g policy analyst on gender and conflict issues at UN HQ;
- *Gender and international development and humanitarian crises*: working in HQ or field programs, e.g program manager of a gender-focused program, such as engaging men to end violence against women;

- *Gender and conflict, security and terrorism*: working with international donors, UN agencies or NGOs in violence prevention and peacebuilding programmes, e.g program manager of a women's peacebuilding initiative; or gender adviser to a humanitarian organization that has food security, health and justice programs;
- *Human rights*: working with UN agencies or human rights NGOs, e.g program manager of an advocacy campaign on women's rights; research or monitoring officer on human rights abuses on LGBT\* populations;
- *Funding, philanthropy, think-tanks*: working to prioritize gender issues for funding globally, e.g the Global Fund for Women, promotes gender equality, and The Ford Foundation, has a thematic focus on "Gender, Racial and Ethnic justice." These kinds of organizations have teams that lead institutional prioritizing and grant making on gender issues.

Entry points to working in these areas and institutions vary as much as the gender-related jobs themselves. Positions as program manager, analyst or researcher may require prior experience; while general internships, fellowships and assistant roles will provide an entry point that may enable progression into work on gender for example. UN agencies such as UN Women take on unpaid interns at HQ and regional offices on an ongoing basis, although employment following internships is not guaranteed.

Some roles require very specific specialization knowledge and skills (e.g service provision to survivors of domestic violence); all require broader analytical skills, while over time, knowledge and skills may be developed in multiple and intersecting areas (e.g legal responses to violence against women).

It may be helpful through your studies and growing familiarity with the field, to identify topical areas that are of interest to you and are a current policy priority. For example, from 2008 to date, the issue of conflict-related sexual violence has gained much attention globally and job openings have followed within donor and UN agencies and NGOs; in the current era, gender and preventing violent extremism is a hugely topical issue and again, there will be increasing openings in this area. Some institutions have a primary focal issue where openings may be found, for example women's economic empowerment is a primary and consistent concern of the World Bank. The trends noted here are merely indicative and will change over time.

### **Qualifications and Skills:**

Skills requirements will be dependent on the specific role and its location (e.g HQ policy vs field programming), which as evidenced above, are multiple and varied. The list below is simply indicative and a general guide:

- ✓ Strong and demonstrated commitment to gender equalities, human rights and social justice issues.
- ✓ Knowledge of gender issues – generally, as well as tailored to specific areas such as violence against women, as relevant.
- ✓ Knowledge of global laws and policies relating to gender equality and human rights of women, men, boys, girls, LGBT\*I.
- ✓ Research skills in both qualitative and quantitative methods depending on the position and role (e.g needs assessment, analysis of gaps in policy implementation).
- ✓ Skills in producing a gender analysis; ability to convert analytical evidence (e.g gaps in women's political participation) into a coherent evidence-based argument for policy change or programming responses.
- ✓ Regional knowledge and/or international experience working/living abroad and language skills may be required (will vary depending on location and work of the organization/job)
- ✓ Ability to convert analytical evidence into policy and communications messages.
- ✓ Skills in project need assessment, design, management and evaluation.
- ✓ Strategic and analytical thinking and writing skills; training and facilitation skills; public speaking and presentation skills.
- ✓ Advocacy, negotiation and diplomacy skills.

## Sample Employers and Resources for More Information:

The list below is not exhaustive, simply a starting point for considering and searching for jobs in this field:

### *US Government*

- State Department
  - Office of Global Women's Issues <https://www.state.gov/s/gwi/index.htm>
  - USAID <https://www.usaid.gov/what-we-do/gender-equality-and-womens-empowerment>
  - OFDA <https://www.usaid.gov/who-we-are/organization/bureaus/bureau-democracy-conflict-and-humanitarian-assistance/office-us>

### *NGOs, UN and other institutions*

- CARE International <http://gender.care2share.wikispaces.net/CARE+International+Gender+Policy>
- Center for American Progress <https://www.americanprogress.org/>
- Center for Health and Gender Equity (CHANGE) <http://www.genderhealth.org/>
- Center for Reproductive Rights <https://www.reproductiverights.org/>
- Council on Foreign Relations, Women & Foreign Policy Program <http://www.cfr.org/thinktank/wfp/>
- GenderNet (OECD) <http://www.oecd.org/dac/gender-development/about-gendernet.htm>
- Girls Inc. <http://www.girlsinc.org/>
- Global Fund for Women <https://www.globalfundforwomen.org/>
- The Guttmacher Institute <https://www.guttmacher.org/>
- International Center for Research on Women <http://www.icrw.org/>
- Institute for Women's Policy Research <http://www.iwpr.org/>
- NATO <http://www.act.nato.int/gender-advisor>
- National Organization for Women (NOW) <http://now.org/>
- National Women's Law Center <http://nwlc.org/>
- Oxfam International <https://www.oxfam.org/>
- Planned Parenthood Federation of America <https://www.plannedparenthood.org/>
- Plan International <https://plan-international.org/>
- Polaris Project <https://polarisproject.org/>
- Save The Children <http://www.savethechildren.org/>
- The International Rescue Committee <https://www.rescue.org/outcome/power>
- UNICEF <https://www.unicef.org/gender/>
- United Nations Foundation <http://www.unfoundation.org/>
- United Nations Population Fund (UNFPA)
- United States Institute of Peace, Gender Issue Area <http://www.usip.org/category/issue-areas/gender>
- UN Women <http://www.unwomen.org/en>
- URGE (Unite for Reproductive & Gender Equality) <http://urge.org/>
- Women Impacting Public Policy <http://www.wipp.org/>
- Women in International Security <http://wiisglobal.org/>
- Women's International League for Peace and Freedom <http://wilpf.org/>
- Women's Foreign Policy Group <http://www.wfpg.org/>
- The World Bank, Gender Focus <http://www.worldbank.org/en/topic/gender>

### *Associations, Directories & Career Resources:*

- American Association of University Women <http://www.aauw.org/>
- Association for Women's Rights in Development (AWID) <https://www.awid.org/get-involved/jobs>
- Council on Foreign Relations Women & Foreign Policy Newsletter [http://www.cfr.org/thinktank/wfp/wfp\\_update.html](http://www.cfr.org/thinktank/wfp/wfp_update.html)
- George Washington University Global Women's Institute newsletter <https://globalwomensinstitute.gwu.edu/>
- Global Women's Leadership Network <http://www.gwln.org/>
- Women's International League for Peace and Freedom Newsletter <http://wilpf.org/newsletters/>

## Course Suggestions for Careers in Gender Equality Policy and Programming

The following list represents a sampling of different courses offered throughout The George Washington University that would be relevant for this career field. As academic departments continually update their bulletin, these courses might not be available on a regular schedule. Students should consult their academic advisors to see if taking some of the courses below fits into their academic plan.

“Global Gender Policy” is also a specific area of specialization available under the Elliott School’s Masters of International Affairs (MAIA), Masters of International Development Studies (IDS), Masters of Global Communications (SMPA) and Masters of International Policy and Practice (MIPP).

### International Affairs:

- Care of Women & Children in Complex Emergencies
- Gender and Development
- Gender, Disaster, and Development
- Gender, War & Peace
- Global Gender Policy
- Human Trafficking
- Research Methods in Global Gender Issues
- Roles, Identities and CVE
- Violence, Gender, and Humanitarian Assistance

### Women’s Studies:

- Global Islamic Feminism
- Race, Gender, and Class
- Research Issues in Women’s Studies
- Feminist Ethics and Policy Implications
- Women and Public Policy
- Gender and the Law
- Women & Gender in Int’l Perspectives
- Practicum in Women’s Studies

### Anthropology:

- Gender and Sexuality

### Education:

- Gender in Int’l Education and Development

### Professional Skills Courses:

- Gender Advisor: Roles & Skills
- Sex Trafficking: Global Perspectives
- Restorative Justice
- Writing for International Policymakers
- Applied Qualitative Methods
- Research Design for International Affairs
- Advocacy Strategies

### Law:

- Domestic Violence Law
- Gender Discrimination & Law
- Sexuality and the Law
- International Human Rights of Women
- Feminist Legal Theory
- Reproductive Health Policy
- The Sex Industry
- Fundamentals- Feminist Theory