

Terms of Reference for Specialized Academic Researchers Women Development Organization (WDO)

A. CONSULTANCY INFORMATION

Post Title: Specialized Academic Researchers	Duty Station: WDO HQ and Remote / Virtual depending on the task
Type of Contract: Short-Term Consultancy	Reporting Line: WDO Secretariat

B. ORGANIZATIONAL CONTEXT & MAIN OBJECTIVE

The Women Development Organization (WDO) is a specialized institution of the Organization of Islamic Cooperation (OIC), established to advance women's development and empowerment across Member States. WDO seeks to engage specialized academic researchers to formulate an expert-level research paper titled on " Equality, non-discrimination, and algorithmic bias against women and girls."

This research is structured for submission to the inaugural issue of the academic journal published by the Independent Permanent Human Rights Commission (IPHRC) of the OIC. The final manuscript is bound by a strict maximum length limit of 5,000 words and must adhere to the rules and the guides of research of IPHRC

C. SCOPE OF WORK OF THE RESEARCH PAPER

The scope of work requires focusing on the forms of algorithmic bias and their impacts on women and girls, as well as the relevant international and regional legal and institutional frameworks, and the existing gaps in their implementation within OIC Member States. The research should review successful models and practices while considering the specific context of OIC countries.

The researcher is expected to adopt a descriptive, analytical, and comparative methodology based on limited selected models, referencing international and regional frameworks. Special attention must be given to the OIC Plan of Action for the Advancement of Women (OPAAW) as a core foundational reference that strengthens the institutional and regional dimensions of the paper. Furthermore, the paper should reflect key aspects of AI governance, technical regulation, and psychological impacts. It must conclude with practical, actionable recommendations that WDO and OIC Member States can utilize or adopt.

D. EDITORIAL PARAMETERS

- **OSCOLA 5th Edition Compliance:** The final manuscript must strictly adhere to the Oxford University Standard for Citation of Legal Authorities (OSCOLA 5th Edition). Dedicated time must be allocated exclusively for citation auditing.

- **Structural Requirements:** Deliverables must conform to the IPHRC Guidelines, including a maximum word count of 5,000 words, an abstract of 200-300 words, and associated declarations of authenticity.

E. TIMELINE AND DELIVERABLES

The consultancy spans a compressed timeframe concluding on November 10, 2026, structured around distinct milestones:

Phase	Milestone Description	Target Date (2026)
Phase 1: Inception & First Deliverables	Completion of outlines, conceptual frameworks, comprehensive literature review, and submission of abstract, introduction, preliminary findings, and proposed countermeasures.	29 Oct
Phase 2: WDO Strategic Review	Internal review of the initial draft by WDO to ensure alignment with its objectives.	1 Nov - 3 Nov
Phase 3 Integrating & Final Drafting	Integration of WDO feedback, completion of axes, and unification of insights.	4 Nov - 7 Nov
Phase 4: Formatting & Refining	OSCOLA compliance check and final editing.	8 Nov - 9 Nov
Phase 5: Final Submission	Delivery of the final draft, signed declarations, and author CVs.	10 Nov

F. REQUIRED QUALIFICATIONS

1. Advanced university degree in Law, Human Rights, Psychology, or related fields.
2. At least 15 years of proven expertise in international human rights frameworks, AI governance, and cognitive psychology implications.
3. Demonstrated experience in publishing peer-reviewed academic papers and policy briefs relevant to the subject of the research paper.
4. Strong analytical skills and deep understanding of the OIC context and WDO's mandate.

G. METHOD OF PAYMENT

The remuneration for this consultancy will be provided as a single lump-sum payment upon the satisfactory completion and formal acceptance of the final draft of the research paper by WDO.

Additional information:

Interested individuals must submit all documents including CVs and example of relevant previous work, and any other required supporting documents, to info@wdo-odf.org and only shortlisted applicants will be contacted.