**Terms of Reference (ToR) for Short-Term Senior Gender Statistics Expert**

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| **Project** | “Gender mainstreaming in public policy and budgeting” (Gender Flagship Project) |
| **Title of the mission** | Technical assistance to the Workshop on Gender Data, Statistics, and Indicators. |
| **Duration of the assignment** | 20 working days max. |
| **Period of the assignment** | April – July 2025 |
| **Working languages** | English |
| **Place of assignment** | Vilnius, Lithuania, and home-based |

1. **Background**

Promoting gender equality is a key objective of the European Union (EU), enshrined in its Treaties and reinforced by the European Gender Equality Strategy 2020-2025. Gender equality is not only a fundamental right but also a core principle of the European Pillar of Social Rights. Over the years, progress has been achieved in integrating Gender Mainstreaming (GM) and Gender-Responsive Budgeting (GRB) into policies and financial planning. However, challenges persist, and more significant efforts are required to ensure that budgetary processes actively contribute to gender equality.

The Gender Mainstreaming in Public Policies and Budgeting (Gender Flagship) Project is funded by the European Union through the Technical Support Instrument (TSI). It is implemented by Expertise France in collaboration with the European Commission and in partnership with the European Institute for Gender Equality (EIGE) and the European University Institute (EUI). The project addresses requests from 12 beneficiary authorities for technical support to advance gender-responsive policy implementation. The project aims to assess gender impacts, address inequalities in policies and budgets, and facilitate the operationalization of Gender Mainstreaming tools such as Gender Responsive Budgeting (GRB), Gender Impact Assessments (GIA), and Gender Action Plans (GAPs).

As part of the Gender Flagship Project, a workshop on gender data, statistics and indicators will be held in Vilnius, Lithuania from 1 to 3 July 2025, aiming to build capacity among these beneficiary authorities and enhance their understanding of gender data and indicators as critical tools for evidence-based policymaking.

1. **Scope of Work**

**Workshop Overview:**

* Name: Workshop on Gender Data, Statistics, and Indicators
* Location: Vilnius, Lithuania
* Dates: 1 to 3 July 2025

**Workshop on Gender Data, Statistics, and Indicators.**

This two-and-a-half-day workshop, organized by Expertise France, marks a significant step in the capacity-building efforts of the Gender Flagship Project. Targeting representatives from all 12 beneficiary authorities, this workshop builds upon prior workshops, including the first Gender-Responsive Budgeting (GRB) workshop in Lisbon, the second Gender Impact Assessment (GIA) workshop in Athens, both held in 2023, and the third Gender Responsive Public Procurement (GRPP) workshop in Paris in 2024.

**General Objective:** To strengthen understanding of the scope, theoretical foundations, and practical applications of gender data, statistics, and indicators as essential tools for evidence-based policymaking, monitoring gender equality progress, and assessing gender disparities. This workshop contributes to the Gender Flagship Project’s overall capacity development approach.

**Specific Objectives:**

* Provide a clear overview of the international and European frameworks governing gender data collection, reporting, and use, outlining practical possibilities and limitations.
* Demonstrate how gender statistics and indicators can drive gender-responsive policies, mainstreaming, and evidence-based decision-making.
* Develop proficiency in key methodologies for collecting, analyzing, and interpreting gender-disaggregated data, including data sources, gaps, and standardization challenges.
* Facilitate collaboration between policymakers, statistical institutions, and gender equality advocates to improve data availability, accessibility, and quality.
* Promote peer learning by sharing best practices and case studies on gender-sensitive data collection, visualization, and communication.
* Equip participants with practical tools and resources to integrate gender indicators into monitoring frameworks, impact assessments, and policy evaluations.
* Share relevant literature, databases, and technical guidelines for continued learning and application.

To support the organization of this workshop external expertise is required on the development of a concept note, as well as to assist with workshop preparation, facilitation and reporting. On this purpose, the short-term expert will work under the overarching supervision of the Head of Project and the Project Manager, while maintaining close coordination with EIGE, the partner of the Gender Flagship Project.

**Expected Deliverables:**

Concept note and detailed agenda for the workshop, including session outlines and proposed speakers.

Case studies or materials relevant to gender data, statistics, and indicators.

Post-workshop report summarizing key discussions, outcomes, and actionable recommendations.

1. **Expert Responsibilities**

**Main tasks:**

* Develop a comprehensive work programme spanning two and a half days.
* Facilitate plenary sessions featuring presentations and case studies.
* Organize working groups to delve into specific topics related to gender data, statistics, and indicators.
* Coordinate a visit to the European Institute for Gender Equality (EIGE) as part of the workshop agenda.

**Preparation:**

* Review project documents and previous workshop outcomes.
* Develop detailed session plans and materials for assigned sessions.
* Coordinate with EF team of experts, EIGE and stakeholders to align content (regular online meetings)

**Facilitation:**

* Lead plenary sessions and moderate discussions effectively.
* Facilitate interactive working group sessions to ensure active participation.
* Contribute to smooth logistics with the project team in Paris, including the visit to EIGE.

**Reporting:**

* Compile workshop outputs and prepare a comprehensive report.
* Provide inputs for project monitoring and evaluation as required.

1. **Qualifications and Experience**

* Advanced degree in gender studies, social sciences, international development, or related fields.
* Extensive experience (minimum 7 years) in gender equality issues, gender mainstreaming, gender data, statistics and indicators, gender-based analysis, gender impact assessment, and related topics.
* Proven track record in facilitating workshops, especially on gender data and statistics.
* Familiarity with EU policies and frameworks related to gender equality.

1. **Application Process**

Interested candidates should submit:

* Updated CV highlighting relevant experience.
* Cover letter outlining approach to workshop facilitation and session development.
* Candidature form.

1. **Deadline for Submission**

All applications must be submitted by 27 April 2025.