



**Equitable
Lesotho
Programme**

Strengthening the National
Statistical System



**Funded by
the European Union**

EQUITABLE LESOTHO

STRENGTHENING THE NATIONAL STATISTICAL SYSTEM

TERMS OF REFERENCE N°05

TRAINING ON GENDER STATISTICS

MASERU, LESOTHO | 22-26 JUNE 2026

A project led by the **Bureau of Statistics (BOS)**, implemented by **Expertise France** in collaboration with **INSEE**



Activity number and name	O.2.TAM.3.1: Training on gender statistics and indicators
Output	O.2.: Enhanced national capacities for monitoring National strategic development plans (NSDP), SDGs and Agenda 2063
Type of activity	Training workshop
Target audience	Producers and users of gender statistics (25–30 participants)
Location	Maseru, Lesotho
Dates	22-26 June 2026
Expertise mobilised	1 Senior Expert (Gender statistics)
Working Days (WD)	9 WD (3 preparation, 5 in-country, 1 reporting)

1. BACKGROUND

This activity is organised under the **Equitable Lesotho Programme**, funded by the European Union. The programme forms part of the European Union's Multi-Annual Indicative Programme (MIP) 2021–2027 for Lesotho, which focuses on two priority areas:

1. A green and resilient economy; and
2. Good governance, a peaceful and just society.

Within this framework, the programme contributes to reducing multidimensional poverty and strengthening evidence-based policymaking. It supports improved social protection systems and enhances the production and use of high-quality, inclusive, and reliable statistics.

One of the programme's two components, **Equitable Lesotho – Strengthening the National Statistical System (NSS)**, is implemented by Expertise France in partnership with INSEE. This component focuses on strengthening the institutional framework, coordination mechanisms, and the integration of gender-sensitive and inclusion-focused approaches across data production, analysis, and dissemination. The Bureau of Statistics (BOS) is the central national partner.

Despite progress, several challenges remain, including:

- Limited integration of gender perspectives in statistical production
- Gaps in the production and analysis of disaggregated data
- Insufficient use of gender statistics in policymaking and planning

This activity contributes directly to strengthening the production and use of gender-sensitive and inclusive indicators for national planning and monitoring of the SDGs and Agenda 2063.

The training will draw on internationally recognised tools and methodologies, including gender statistics toolkits developed by UN agencies, and will be tailored to Lesotho's national context.

2. OBJECTIVES OF THE ACTIVITY

2.1. Overall objective

To strengthen national capacities to produce, analyse, communicate, and use gender statistics for evidence-based policymaking and monitoring of national and international development frameworks.

2.2. Specific objectives

The training aims to:

- Strengthen understanding of gender concepts and their application in statistics
- Build capacity to produce and interpret gender-sensitive indicators, including those aligned with the SDGs

- Enhance the ability of producers to integrate gender into data collection, analysis, and dissemination processes
- Improve the capacity of users to interpret and use gender statistics for policy, planning, and monitoring
- Promote the use of disaggregated data (sex, age, disability, location)
- Strengthen collaboration between producers and users within the NSS

3. TARGET AUDIENCE AND PREREQUISITES

3.1. Target audience

The training will bring together **25–30 participants** from both producers and users of gender statistics:

- **Primary audience (producers)**

- Bureau of Statistics (BOS): Social Statistics, Demography, Surveys, Methodology, dissemination, and data processing units.
- Line ministries producing data (e.g. Development Planning, Gender, Labour and Employment, Agriculture, Law and Justice, Education, Health, Home Affairs and Police, Trade, Industry and Small Business.

- **Secondary audience (users)**

- Policy planners and programme officers,
- Planning, monitoring and evaluation specialists,
- Civil society organisations and gender advocates, including Lesotho National Federation of Organisations of the Disabled (LNFOD), and Women and Law in Southern Africa (WLSA) Lesotho
- Researchers and academia, including the National University of Lesotho (NUL)

3.2. Prerequisites

Participants should:

- Have a basic understanding of statistics or data use
- Be involved in data production, analysis, or policy use
- Have basic computer skills
- Bring a laptop for practical exercises

Prior exposure to gender issues or statistical tools is an asset, but not mandatory.

4. WORKSHOP DURATION AND STRUCTURE

4.1. Duration

5 days (35 hours total; 7 hours per day).

4.2. Training methodology

The training will adopt a participatory and practical approach, combining:

- Presentations
- Group discussions
- Hands-on exercises
- Case studies based on national data

4.3. Indicative content

Introduction to gender statistics

- Gender concepts and frameworks
- Importance of gender statistics
- Link with SDGs and national development priorities

Planning gender statistics

- Identifying gender data needs
- Integrating gender into surveys and administrative data
- Overview of international frameworks and indicators

Producing gender statistics

- Data collection methods
- Use of existing surveys (e.g. LFS, DHS, administrative data)
- Calculation of key gender indicators

Analysis and interpretation

- Gender analysis techniques
- Identifying inequalities and trends
- Case studies using national data

Communication and use of gender statistics

- Presenting gender statistics (tables, charts, dashboards)
- Communicating findings to policymakers
- Using data for decision-making and policy formulation

5. EXPERT'S PROFILE

The expert shall have:

- An advanced degree in statistics, demography, economics, gender studies, or a related field
- Proven experience in gender statistics and gender analysis

- Strong knowledge of international frameworks (SDGs, UN gender indicators, etc.)
- Experience working with National Statistical Systems
- Demonstrated experience in training and facilitation for mixed audiences (technical and non-technical)
- Ability to translate complex concepts into practical and accessible content
- Experience in Africa or similar contexts is an asset

6. TASKS OF THE EXPERT

6.1. Before the training

- Review national context and available gender data
- Develop a detailed training agenda and methodology
- Adapt training materials to the Lesotho context
- Prepare practical exercises and datasets
- Coordinate with BOS and the project team
- Prepare pre-training and post-training tests for participants

6.2. During the training

- Administer pre-training and post-training tests to participants
- Deliver the training programme
- Facilitate discussions and group work
- Provide hands-on support to participants
- Ensure active participation of both producers and users

6.3. After the training

- Submit a comprehensive training report (within 10 working days)
- Provide recommendations for:
 - o Strengthening gender statistics in Lesotho
 - o Improving NSS coordination
 - o Further capacity-building activities

7. EXPECTED OUTPUTS AND DELIVERABLES

The expert shall deliver:

1. A detailed and validated training agenda (at least 5 days before the training)
2. Training materials adapted to the national context
3. Practical exercises and datasets for hands-on learning
4. Delivery of the full training programme
5. A final training report including:

- Summary of sessions
- Participant feedback
- Key challenges and lessons learned
- Recommendations for follow-up actions

6. All materials in editable format

Participants who complete the training will receive a certificate of participation.

8. OTHER INFORMATION

- Language: English
- Logistics: Provided by the project
- Coordination: BOS and the project team will validate content
- The activity contributes to the broader objective of strengthening inclusive and gender-sensitive statistics within the NSS