



**Equitable  
Lesotho  
Programme**

Strengthening the National  
Statistical System



Funded by  
the European Union

# EQUITABLE LESOTHO

## STRENGTHENING THE NATIONAL STATISTICAL SYSTEM

### TERMS OF REFERENCE N°06

#### ASSESSMENT OF GENDER, INCLUSIVE AND DISAGGREGATED DATA PRODUCTION WITHIN LESOTHO'S NATIONAL STATISTICAL SYSTEM (NSS) AND RELATED DATA SYSTEMS

MASERU, LESOTHO | JUNE-JULY 2026

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



<b>Activity number and name</b>	O.3.GSG.1.1: Assessment of gender, inclusive and disaggregated data production within Lesotho's NSS and related data systems
<b>Output</b>	O.3: Improved integration of gender-sensitive and inclusion-focused approaches into data collection, analysis, and dissemination
<b>Type of activity</b>	Institutional and technical assessment
<b>Target audience</b>	Bureau of Statistics (BOS), Ministries, Departments and Agencies (MDAs), selected NSS stakeholders, development partners
<b>Location</b>	Home-based and Maseru, Lesotho
<b>Dates</b>	June-July/August 2026
<b>Expertise mobilised</b>	1 International Senior Expert and 1 Senior National Expert
<b>Working days (WD)</b>	<ul style="list-style-type: none"> <li>- International Expert: 20 WD (home-based preparation, analysis, and reporting and in-country mission).</li> <li>- National Expert: 15 WD (preparatory work, stakeholder engagement, technical support, and reporting)</li> </ul>

## 1. BACKGROUND

This activity is part of the **Equitable Lesotho Programme**, funded by the European Union under its Multi-Annual Indicative Programme (MIP) 2021–2027, which focuses on: (1) a green and resilient economy; and (2) good governance, peace, and justice. The programme supports evidence-based policymaking, social protection, and the production of high-quality, inclusive statistics.

The **Equitable Lesotho – Strengthening the NSS** project, implemented by Expertise France in partnership with INSEE, aims to strengthen institutional frameworks, coordination mechanisms, and the integration of gender-sensitive and inclusion-focused approaches across official statistics.

Despite progress, significant gaps remain in the production, coordination, dissemination, and use of gender, inclusive, and disaggregated data, including:

- Limited availability of indicators disaggregated by sex, age, disability, and geography;
- Inconsistent integration of disability and inclusion dimensions in surveys and administrative systems;
- Uneven application of international standards;
- Limited accessibility and use of inclusive statistics;
- Capacity and coordination gaps across data-producing institutions.

This assessment will establish an **operational baseline** to inform future technical assistance, capacity building, guidelines, and inclusive policymaking. Although this assessment **precedes** the broader NSS Assessment, the End-Term Evaluation of NSDS II, and the formulation of NSDS III, it will provide **upstream strategic inputs** – i.e., foundational evidence and recommendations – to inform those subsequent processes. NSDS II includes a strategic goal to "Ensure gender-mainstreaming in all data collection, analysis and dissemination to leave no one behind."

The assessment will be guided by international frameworks, including the SDGs and Leave No One Behind principle; the UN Minimum Set of Gender Indicators; the CRPD; Washington Group recommendations; the Fundamental Principles of Official Statistics; and Agenda 2063.

## 2. OBJECTIVES

### 2.1. Overall objective

To assess the integration of gender, inclusive, and disaggregated data into Lesotho's NSS and related administrative data systems, thereby strengthening evidence-based policymaking and inclusive national development planning.

### 2.2. Specific objectives

The specific objectives of the assignment are to:

- Develop a reference framework of priority gender, inclusive, and disaggregated indicators aligned with national priorities and international commitments.

- Assess availability, quality, accessibility, timeliness, and disaggregation of key indicators across NSS data sources.
- Review integration of gender and inclusion dimensions (sex, age, disability, geography, and other equity markers) in data production and dissemination systems.
- Map and analyse statistical production systems, administrative data sources, and dissemination platforms.
- Assess institutional arrangements, coordination mechanisms, and capacities for producing and using gender, inclusive, and disaggregated statistics.
- Identify methodological, institutional, coordination, and dissemination gaps.
- Provide strategic recommendations and a practical roadmap for strengthening gender, inclusive, and disaggregated data systems. The findings and recommendations shall be designed to **serve as preparatory inputs** to the subsequent broader NSS Assessment, the End-Term Evaluation of NSDS II, and the formulation of NSDS III.

### 3. SCOPE OF THE ASSESSMENT

The assessment shall cover:

- Major national surveys and censuses (e.g., Population and Housing Census, Labour Force Survey, Demographic and Health Survey, Household Budget Survey);
- Administrative data systems (e.g., EMIS, HMIS, social protection databases, agricultural information systems);
- Sector information systems and statistical dissemination products;
- Institutional coordination mechanisms related to gender, inclusive, and disaggregated statistics;
- National development monitoring frameworks;
- Gender statistics production systems and integration of gender dimensions across surveys, censuses, administrative systems, dissemination platforms, and monitoring frameworks.

### 4. METHODOLOGY

The consultants shall apply a mixed-methods, participatory institutional assessment approach, comprising:

#### 4.1. Desk review

Review of survey instruments, administrative data tools, metadata, indicator frameworks, publications, national policies and strategies, NSDS II documents, and relevant gender, disability, youth, and social inclusion frameworks.

## 4.2. Reference indicator framework

Develop a practical, prioritised framework covering gender equality, disability inclusion, youth and age-related inequalities, geographic disparities, and other equity dimensions (e.g., rural/urban, vulnerable groups), aligned with SDGs, Agenda 2063, national priorities, and international statistical standards.

## 4.3. Data mapping and technical assessment

Assess indicator availability, sources, frequency, level of disaggregation, methodological consistency, accessibility, dissemination practices, and alignment with international standards. This includes a comprehensive review of gender statistics across the NSS and how existing systems currently support (or fail to support) gender and inclusion objectives.

## 4.4. Stakeholder consultations

Conduct interviews with NSS stakeholders to identify institutional constraints, coordination gaps, capacity needs, and priority data demands. Specifically engage institutions responsible for gender equality, disability inclusion, social protection, youth, and vulnerable groups.

## 4.5. Gap analysis and prioritisation

Identify missing indicators, methodological gaps, weak disaggregation practices, capacity constraints, and coordination/dissemination challenges. Distinguish between quick wins, medium-term improvements, and long-term institutional reforms.

*An illustrative assessment matrix (to be improved by consultants) is provided in Annex 1.*

# 5. TASKS TO BE PERFORMED BY THE EXPERTS

## 5.1. Before the assessment

- Prepare inception report and work plan.
- Develop data collection and assessment tools.
- Prepare stakeholder mapping and consultation plan.
- Develop the reference indicator framework.

## 5.2. During the assessment

- Conduct desk reviews and key stakeholder consultations.
- Assess datasets, indicators, metadata, dissemination systems, and institutional coordination mechanisms.
- Facilitate technical discussions with stakeholders.

## 5.3. After the assessment

- Submit draft assessment report with prioritised recommendations and roadmap.
- Present findings during a validation workshop.
- Finalise report incorporating comments.

#### 5.4. Relationship with subsequent NSS and NSDS processes

Given that this assessment precedes the broader NSS Assessment, the NSDS II End-Term Evaluation, and the NSDS III formulation process, the consultants shall structure the findings, gap analysis, and recommendations so that they can be readily used as upstream evidence and baseline inputs for those subsequent exercises. This includes harmonising indicators and aligning recommendations with national statistical development priorities to facilitate seamless integration later. The assessment does not aim to replace or duplicate those future exercises but to provide foundational evidence.

### 6. DURATION OF THE ASSIGNMENT

The assignment is expected to be conducted over a period of approximately 2 to 3 months.

### 7. TARGET AUDIENCE AND STAKEHOLDERS

Key stakeholders include the Bureau of Statistics (BOS – lead counterpart), major line ministries, planning and M&E units, civil society organisations (research, advocacy, inclusion), institutions for gender, disability and vulnerable groups, academia, and development partners.

### 8. EXPERT PROFILE

#### Team composition

The assignment will be carried out by a team of two consultants with expertise in:

- Official statistics and NSS assessments;
- Gender statistics;
- Inclusive and disaggregated data systems;
- Statistical capacity assessment;
- Administrative data systems;
- Strategic planning for statistics (NSDS processes).

#### Minimum requirements

##### Team Leader / International Senior Statistician

- Advanced degree in statistics, demography, economics, social sciences or related field.
- At least 10 years in official statistics and NSS strengthening.
- Proven expertise in gender, disability, and inclusive data systems.
- Strong knowledge of SDG monitoring and international statistical frameworks.
- Experience in institutional/NSS assessments in African countries.
- Excellent analytical and facilitation skills.

##### National Expert

- Good knowledge of Lesotho's NSS and institutional landscape.

- Familiarity with national policy and institutional frameworks.
- Experience with SDG monitoring, disability statistics, or Leave No One Behind frameworks.
- Experience in statistics, M&E, research, data systems, or public policy.
- Knowledge of national surveys and administrative systems.
- Experience supporting stakeholder consultations and coordination.

The national expert will support stakeholder coordination, documentation, and logistical facilitation.

## 9. INSTITUTIONAL ARRANGEMENTS

The assignment shall be carried out under the overall coordination of the Bureau of Statistics (BOS), with technical support from Expertise France and relevant stakeholders of the National Statistical System.

Key deliverables shall be reviewed and validated through consultative processes involving relevant NSS stakeholders.

## 10. EXPERT WORKING DAYS BREAKDOWN

Expert	Preparatory & Desk Review	Stakeholder Consultations & Technical Meetings	Analysis & Reporting	Validation Workshop (*)	Follow-up & Finalisation	Total
International	7 WD	7 WD	4 WD	1 WD	1 WD	20 WD
National	4 WD	6 WD	3 WD	1 WD	1 WD	15 WD

(\*) In-person or online

## 11. DELIVERABLES

The experts shall deliver:

1. Inception report (methodology and work plan).
2. Consolidated reference framework of priority indicators.
3. Mapping matrix of existing indicators, data sources, and disaggregation levels.
4. Stakeholder consultation summaries.
5. Draft assessment report.
6. Validation workshop presentation.
7. Final assessment report including key findings, gap analysis, institutional assessment, prioritised recommendations, and a practical roadmap for strengthening gender, inclusive, and disaggregated data systems.

The final report shall also include:

- Assessment of gender statistics systems and institutional arrangements;
- Findings related to NSDS II gender-mainstreaming objectives;
- Analysis of how existing inclusive data systems currently support (or fall short of) NSDS II objectives;
- **Preparatory strategic inputs** (baseline evidence, gap analysis, and recommendations) specifically designed to inform the **subsequent** broader NSS Assessment, NSDS II End-Term Evaluation, and NSDS III formulation process, without duplicating those future exercises.

## 12. OTHER INFORMATION

- Language: English
- Operational focus: The assessment shall be practical, prioritised, and implementation-oriented.
- Logistics for consultations and workshops will be supported by the project where applicable.

## ANNEX 1: ILLUSTRATIVE ASSESSMENT MATRIX (TO BE REFINED BY CONSULTANTS)

Indicator	Available	Main source	Frequency	Level of disaggregation	Quality/ Methodological issues	Main gap identified	Proposed Recommendation
Proportion of women in parliament	Yes	Administrative (election data)	Every 5 years	Sex only	No age or disability disaggregation	Limited disaggregation	Publish disaggregated data online
Female labour force participation rate	Yes	Labour Force Survey (LFS)	Annual	Sex, urban/rural	No disability disaggregation	Limited disability inclusion	Integrate Washington Group disability questions into labour force surveys
School attendance of children with disabilities	Partial	EMIS	Annual	Sex only	Weak disability identification methodology	Inconsistent disability measurement	Harmonise disability definitions and strengthen EMIS disability modules
Access to social protection programmes	Yes	Administrative data	Quarterly	District level only	Limited socio-demographic disaggregation	No sex, age, or disability breakdowns	Improve administrative data collection forms and reporting standards