**Terms of Reference for Gender Expert – Ireland**

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| **Project** | “Gender mainstreaming in public policy and budgeting” (Gender Flagship Project) |
| **Title of the mission** | Gender expertise for Ireland. |
| **Duration of the assignment** | 50 working days max. |
| **Period of the assignment** | April – August 2025 |
| **Working languages** | English |
| **Place of assignment** | Home-based |

**1. Background and Objectives:**

* 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).
* The Gender Expert will be responsible for designing two key deliverables aimed at enhancing gender mainstreaming and gender budgeting initiatives in the Irish context, for the Department of Children, Equality, Disability, Integration and Youth in Ireland.

**2. Scope of Work:**

**Outcome 1: Design of a Toolbox on Gender Mainstreaming/Gender Budgeting**

* Develop a comprehensive toolbox tailored to the Irish context focusing on gender mainstreaming and gender budgeting.
* Content should include practical tools, guidelines, case studies, and relevant frameworks.
* Ensure alignment with international best practices while addressing specific Irish policy and legislative frameworks.
* Total estimated days of expertise required: 20-25 days.
* Remuneration: 600 Euros per day.

**Outcome 2: Design of an Interactive Training Module on Gender Budgeting**

* Create an interactive training module specifically for Irish civil servants to deepen their understanding and implementation of gender budgeting principles.
* Include interactive elements, case studies, exercises, and assessments to enhance learning outcomes.
* Ensure the module is adaptable for different levels of expertise and departments within the civil service.
* Total estimated days of expertise required: 20-25 days.
* Remuneration: 600 Euros per day.

**3. Deliverables:**

* Detailed outline and content plan for the Toolbox on Gender Mainstreaming/Gender Budgeting.
* Complete draft of the Toolbox ready for review and feedback.
* Detailed outline and content plan for the Interactive Training Module on Gender Budgeting.
* Complete draft of the Training Module including interactive components.

**4. Timeline:**

* The consultancy is expected to start in April 2025 and conclude by August 2025.
* Specific milestones and deadlines for deliverables will be mutually agreed upon at the start of the contract.

**5. Reporting and Collaboration:**

* The Gender Expert will report to the Head of Project and to the Key Expert on Gender budgeting for coordination and feedback purposes.
* Regular progress updates and consultations with stakeholders will be scheduled throughout the consultancy period.

**6. Payment:**

* Payment will be made based on completed deliverables and satisfactory progress as per the agreed schedule.

**7. Qualifications:**

* Proven expertise and experience in gender mainstreaming, gender budgeting, and designing educational materials.
* Familiarity with the Irish context and policies related to gender equality is highly desirable.
* Excellent written and verbal communication skills in English.

**8. Evaluation:**

* The quality of deliverables will be assessed based on alignment with objectives, clarity, relevance to the Irish context, and stakeholder feedback.

**9. Confidentiality:**

* The Gender Expert shall maintain strict confidentiality regarding all information and data obtained during the consultancy.

**10. Amendments:**

* Any changes to the terms of reference must be mutually agreed upon in writing by both parties.