

TERMS OF REFERENCE

Inequalities Expert : Design of the Strategy for Inequality Reduction of the Regional Action on Inclusive Societies in Latin America and the Caribbean.

Objective of the assignment	Support the development of the Strategy for Reducing Inequalities of the Regional Action on Inclusive Societies in Latin America and the Caribbean, ensuring a comprehensive, gender-responsive and inclusive approach.
Expert profile	Inequalities Expert
Type of contract	Service/consultancy contract
Implementation period	November – April 2026
Estimated number of days	72 days
Duty station	Paris and/or remote

Programme background (Inclusive Societies)

Latin America and the Caribbean (LAC) are currently facing a challenging global geopolitical and economic environment characterised by uncertainty and a series of crises. The region is struggling to recover from the social and economic impact of the COVID-19 pandemic and return to the financial levels of 2019. According to the Economic Commission for Latin America and the Caribbean (ECLAC, 2022), inflation rates are high, and labour informality is growing. Fiscal space remains limited. The pandemic added almost 50 million more people to the poverty line, and the region is trying to reduce poverty and inequality while experiencing a precarious recovery of jobs. The region continues to face high levels of inequality, particularly in terms of income, making it one of the most unequal regions in the world. To collaborate in addressing these challenges, this Project aims **to promote social cohesion, gender equality, and socio-economic equality, and tackle social issues.**

This Project based on the long-standing strategic partnership of the European Union (EU) and Latin America and the Caribbean, aims to foster the social dimension of the Global Gateway (GG) in LAC, bringing a participatory and multistakeholder approach to the GG Investment Agenda (GGIA) and providing an opportunity for collaborations among the public, private, and non-profit sectors in their respective roles.

The Programme must address the multidimensional nature of **inequality**, which extends beyond income and wealth to encompass disparities in access to education, healthcare, employment, political participation, and other fundamental rights. The EU applies its commitment to **reducing inequalities** across the broad INTPA mandate, with a specific focus on Global Gateway, notably via its 360-degree approach, which provides an opportunity to mobilise private investment at scale, while ensuring that inequality reduction remains central to our external action.

The EU has firmly embedded the fight against **inequality** as a cross-cutting objective in each of its geopolitical priorities. Inequality hinders socioeconomic development, and reducing it is necessary to achieve better development outcomes. Achievements in individual sectors can be negatively affected by inequality, meaning that EU development cooperation is less efficient when it does not address inequality.

This EU Action envisages a strong focus on gender equality and women's empowerment, addressing intersectionality with other forms of discrimination (Gender Equality Marker 2). It seeks progress in social policies, including skills development, employment, and social inclusion, with a focus on the reduction of inequalities including the bottom 40% of income, consumption or wealth households (**Inequality Marker 2**).

The programme main objective is to contribute to tackle gender and other inequalities, reduce poverty and social exclusion, and enhance social cohesion within and between LAC countries, through three specific objectives:

1. Improving equal access to social rights, social services, and justice for vulnerable groups in all their diversity, notably women, children, and youth, and the reduction of inequalities including the bottom poorest 40% income or wealth households.
2. More inclusive, accountable, and transparent public institutions promoting equity-driven and gender-responsive public finance models to reinforce social policies and protection systems, with special emphasis on women, children, and youth, and the reduction of inequalities including the bottom poorest 40% income or wealth households.
3. New solutions able to foster and unblock investments that boost social innovation, the resilience of social systems, and just, socially responsible, and inclusive green and digital transitions.



The programme is funded by the EU (DG INTPA) and implemented by six partners that have a strong commitment to work together with other EU Member States and partner countries to

address global challenges, mitigate their consequences and allow a social, green, and digital transition while upholding human rights, democracy, good governance, the rule of law and gender equality. The members of the consortium are:

- The Spanish Cooperation (AECID and FIIAPP) – with FIAP as the leader of the consortium;
- The French Cooperation (AFD Group with Expertise France as main implementing agency);
- The German Cooperation (GIZ);
- The Italian Cooperation (IILA and AICS).

The programme started on December 5th, 2024, and will have a duration of 4.5 years. It aims to cover the LAC region, with a focus on some strategic countries, and has a total budget of 43 million EUR.

Under the direct management of Gender & Inequalities Desk Coordinator, she/he will collaborate with the Coordination Unit.

Objectives of the assignment

Design of the Strategy for Reducing Inequalities and review of the Inclusive Societies programme cycle tools in relation to inequalities and I-Marker, as well as capacity strengthening of the consortium team on inequalities and I-Marker.

The Inequalities expert will support the program in mainstreaming inequalities, developing the methodology and the tools to include an inequality perspective throughout the action cycle (identification, approval, monitoring, implementation, and evaluation). He/she will develop and integrate specific methodologies to reduce inequalities and to effectively target the poorest 40% of the population throughout the program, thereby enhancing the project's impact on vulnerable groups, and effectively apply the Inequality Marker 2 aligned with the gender marker 2.

Key activities and expected deliverables.

- Provide technical support for the integration of the inequality approach throughout all stages of the programme cycle.
- Develop a methodology and tools to mainstream Inequalities on the programme cycle.
- Develop tools to assess the European Commission Inequality Marker.
- Support the implementation of the Inequality Marker throughout the program cycle and advise teams on inequality and its marker.
- Capacity-building for the consortium team on inequality reduction strategies and the application of the I-Marker.
- Raise awareness and build the capacity of the team to achieve I-2 marker in the programme roadmap and within each action.
- Development of MOOC Content on Inequalities for Capacity Building of the Consortium Team, Partners, and Contracted Experts.

The Inequalities Expert will provide support and/or carry out the activities detailed in the following scope of work attached, to be adjusted according to the program needs and priorities:

	Activities	Days	Deliverables
A.1	Design of the Strategy for Reducing Inequalities <ul style="list-style-type: none"> Conduct a situational analysis of inequalities within the Inclusive Societies programme context. Hold consultative meetings/workshops with consortium members and relevant stakeholders to define priorities and approaches. Align the Inequalities Strategy with the Programme's Gender Strategy. Draft the Inequalities Strategy and validate it with key stakeholders. Finalise and disseminate the Strategy document to consortium partners. 	10	Strategy for Reducing Inequalities validated and disseminated
A.2	Review of Programme Cycle Tools (in relation to Inequalities and I-Marker) <ul style="list-style-type: none"> Map and analyse existing programme cycle tools (planning, monitoring, evaluation, reporting). Assess the integration of inequalities and I-Marker in each tool. Recommend adjustments or develop new guidance to strengthen the mainstreaming of inequalities. Pilot the revised tools and collect feedback from the programme team. Dissemination meetings/workshop of the validated tools with the consortium team. 	10	Tools reviewed through inequalities and the I-Marker perspective, and approved and disseminated with the consortium team.
A.3	Development of Tools for Institutionalising and Assessing Inequalities <ul style="list-style-type: none"> Develop checklists, methodology or guidance notes for applying the European Commission Inequality Marker (I-Marker). Develop a methodology to evaluate the I-Marker for each action to achieve I-2. 	10	Toolkit for the institutionalisation and assessment of inequalities, including checklists, methodology, and guidance notes for the application of the European Commission Inequality Marker (I-Marker).
A.4	Capacity Strengthening of the Consortium Team on Inequalities and I-Marker (I-2) <ul style="list-style-type: none"> Conduct a training needs assessment for the consortium team. Develop tailored training materials and guidance on inequalities and I-Marker. Deliver capacity-building workshops (virtual or in-person) Dissemination workshop of the validated tools with the consortium team. Development of MOOC Content on Inequalities for Capacity Building 	10	Report on the capacity-building process with the consortium team.

A.5	Support and Management of the Inequality Marker (I-Marker) with focus I-2	<ul style="list-style-type: none"> ▪ Monitor and advise teams on proper use of I-Marker throughout programme cycle stages. ▪ Support in data collection, analyse and reporting for I-Marker submissions. ▪ Provide recommendations to improve I-Marker integration and reporting quality. ▪ Support for the implementation of the DIA+ methodology 	12	Technical guidance document on I-Marker application, data collection, and reporting.
	Technical Support and review for Integration of the Inequality Approach	<ul style="list-style-type: none"> ▪ Provide ongoing technical support to programme teams on how to incorporate inequalities into planning, execution, monitoring, and evaluation. ▪ Review and provide feedback on programme documents to ensure alignment with the inequality approach with focus in the action sheets. ▪ Facilitate internal workshops or coaching sessions to embed inequalities across all programme stages. 	20	<p>Comprehensive guidance package on the integration of inequalities across the programme cycle (including technical advice, document review feedback, and workshop outcomes).</p> <p>Report of the action sheets review and validation regarding inequalities approach.</p>
DAYS (ESTIMATED)				72

Required profile.

The **Inequalities Expert** should demonstrate the following qualifications, experiences, and skills:

- **Education:** Master's degree (or higher) in social sciences, statistics, development studies, gender studies, or another relevant field.
- **Professional Experience:** Around 07 years of proven experience in the design, implementation, and monitoring of development programmes, with a strong focus on inequality analysis and mainstreaming.
- **Technical Expertise:**
 - Solid knowledge and hands-on experience with the European Commission Inequality Marker (I-Marker) or other Inequality Marker.
 - Strong background in data collection, statistical analysis, and reporting related to inequalities.
 - Experience developing methodologies, tools, and guidance notes for mainstreaming inequalities across the programme cycle.
- **Cross-cutting Knowledge:**
 - Strong understanding of gender equality and its intersection with other forms of inequality.
 - Demonstrated experience in addressing and mainstreaming multiple inequalities (e.g., socio-economic status, ethnicity, disability, age).

- **Monitoring and Evaluation:** Advanced knowledge of MEAL (Monitoring, Evaluation, Accountability, and Learning) systems, with the ability to integrate inequality-sensitive indicators and analysis.
- **Skills and Competencies:**
 - Excellent analytical, advisory, and report-writing skills.
 - Proven capacity to provide technical support, training, and capacity strengthening to diverse teams.
 - Ability to manage multiple tasks under pressure, set priorities effectively, and deliver high-quality results within deadlines.
 - Strong communication, facilitation, and interpersonal skills, with experience working in multicultural and consortium-based setting.
- **Language:** Excellent written and spoken fluency in English and Spanish.