TERMS OF REFERENCE
Developing an assessment of existing measures of the state of gender data.

BACKGROUND
PARIS21 is seeking an expert to conduct a review of existing measures of gender data capacity and use. The selected expert should present the results of their review in a technical working paper, identifying knowledge gaps and proposing potential solutions for filling these. The paper will inform UN Women and PARIS21’s work around how the state of gender data is assessed globally.

Understanding where we stand in gender data is both a persisting and a pressing need. The COVID-19 pandemic, the conflict in Ukraine, and the subsequent economic repercussions have all had a disproportionate impact on women. This is evidenced by the available data, which shows that progress has stagnated -- if not reversed -- in gender equality, in areas such as access to the formal economy, heightened risks of gender-based violence, reduced access to sexual and reproductive health and rights, and an uneven burden of unpaid care and domestic work. These trends have had a crippling impact on achieving the Sustainable Development Goals (SDGs), including SDG 5, and prompted questions on whether we have a full picture of the disparate effects of crises on women and men.

Despite these setbacks, the international commitment to reaching gender equality was reaffirmed at the 2021 Generation Equality Forum. Countries from around the globe made new promises of legislative, financial, and policy action that aims to fulfil the promise of the Beijing Platform for Action and the SDGs. In turn, institutions worldwide have been forced to assess whether the data we have is reliable, adequate, and useful for gender-responsive and inclusive policymaking to leave no one behind.

Two years into the Decade of Action, regular production and dissemination of gender data and statistics remains a challenge worldwide. Although investments and programming for gender data collection and analysis have increased since 2015, the latest reporting shows SDG 5 suffers from one of the largest data deficits across all the SDGs, with just 48% of the data needed to monitor SDG 5 targets currently available.

Over the past five years, under UN Women’s gender data programme, Women Count, PARIS21 and UN Women have collaborated to respond to the need for more and better gender data. The initiative provided support to countries to develop stronger and more effective gender statistics systems. As a result, country and regional stakeholders have introduced new strategies to develop capacity for gender statistics, engaged in trainings to increase gender data literacy and expand communication and dissemination of gender statistics, as well as developing innovative partnerships to close gender data gaps. But the question remains: how do these investments translate to meaningful change for women and girls?

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4 https://data.unwomen.org/features/we-now-have-more-gender-related-sdg-data-ever-it-enough
6 https://data.unwomen.org/women-count
To address this important question, PARIS21 and UN Women are looking into how the state of gender data can be better analysed to monitor whether and how investments are influencing meaningful change. To inform this research, they will first conduct an in-depth review of existing measures of gender data capacity and use, to be published as a technical paper.

As a product, the technical paper is intended to pave the way for future work to design and implement a more comprehensive agenda around gender data, ensuring that it builds on existing measures and conceptual frameworks, and responds to gaps in current knowledge. By especially targeting where existing assessments fail to encompass gender data use and impact, PARIS21 and UN Women’s research will provide important insights to drive more targeted investments in gender data systems and amplify evidence-informed efforts to achieve gender equality.

**OBJECTIVE OF THE WORK**

In partnership with UN Women, PARIS21 aims to explore how a new global assessment framework might best be developed to reflect the full gender data cycle, from production through to use and impact. UN Women and PARIS21 commit to capitalising on knowledge gained through existing measures and responding to knowledge gaps they leave behind.

As an initial step toward building out this research agenda, PARIS21 is **recruiting an expert to develop a technical working paper**, offering an in-depth **review of how existing measures capture the state of gender data capacity, including gender data use and impact**. The aim of the review is to provide a detailed stocktake of where we currently stand in measuring gender data capacity and to shape an agenda on how to better measure it in the future.

Leveraging on the efforts undertaken by UN Women in the design of their *Women Count Maturity Model*, the paper will compile and inventory existing indicators for measuring gender data capacity, such as the World Bank’s *Statistical Performance Indicators*, PARIS21’s *Statistical Capacity Monitor*, and UNSD’s *Global Review of Gender Statistics*. It will ask which conclusions can be drawn about gender data capacity based on these and other existing measures, considering their particular strengths, differences, and shortfalls. The indicators will be analysed based on the Maturity Model, which covers three thematic pillars (enabling environment, data production, and data accessibility and use), each further divided into five levels of maturity.

The review of existing indicators will bring to light potential knowledge gaps that prevent a comprehensive assessment of where countries stand in their capacity to translate gender data investments into policy change. Building on this stocktaking activity, the paper will propose measurement solutions for more comprehensively assessing the state of gender data. This will serve as the cornerstone of UN Women and PARIS21’s future work on assessing the state of gender data.

**TASKS**

Specifically, the Consultant, in coordination with PARIS21 Secretariat, will undertake the following tasks:

1. **Preparation**
   
   - Participate in a scoping meeting with UN Women and PARIS21;
   
   - Undertake desk work to identify relevant academic literature on reviewing indicator-based measures;
• Provide a detailed outline of the proposed methodology for comparing indicators and measures of gender data, to be approved by PARIS21; and
• If requested, revise the proposed methodology as per discussion with PARIS21.

2. Conduct an in-depth assessment of existing measures of gender data capacity
   • Compile an inventory of existing performance indexes and assessment tools for measuring gender data capacity and, where relevant, of data capacity at large;
   • Based on the Women Count programme’s Maturity Model, identify the strengths of, and differences in, existing measures of the state of gender data;
   • Conduct consultations with key institutions and stakeholders producing existing measures on gender data, under the guidance of PARIS21 and UN Women;
   • Identify knowledge gaps that existing indicators leave behind in relation to our understanding of the state of gender data globally, considering especially the extent to which existing measures capture the use of gender data and how.

3. Shape the agenda for a new global assessment for measuring the state of gender data
   • Responding to the potential knowledge gaps identified in the indicator review, propose solutions for better assessing the state of gender data. Such solutions should offer recommendations on better capturing the different elements of gender data capacity included in the Women Count programme’s Maturity Model;
   • Explain the rationale behind the proposed measure(s) and their added value when assessing countries’ capacity to transform gender data into meaningful policy chain;
   • Propose criteria and approaches for identifying and selecting appropriate indicators for measuring the state of gender data;
   • Highlight potential challenges and necessary considerations in applying the proposed solution(s);
   • Consult with PARIS21 and UN Women on how to best refine and apply the proposed solution(s).

4. Author a technical paper outlining the review of gender data capacity assessments
   • Outlining the methodology behind the review;
   • Reporting on the results of the review, including on the inventory of indicators, their strengths and shortfalls, and current knowledge gaps in assessing countries’ capacity to transfer gender data into meaningful policy change;
   • Detailing the proposed potential measures for more holistically assessing the state of gender data at country level.

The contracted expert should then:
   • Present a digital copy of the draft paper to UN Women and PARIS21 for review;
   • Revise the paper based on feedback from PARIS21 and UN Women;
   • Present the paper to a technical working group, established by UN Women and PARIS21;
• Revise and finalise the paper based on the feedback and suggestions made in the technical working group by mid-end Q4 2022 (exact timeline TBC).

5. **Support PARIS21 in communicating the results of the paper to key audiences.**

   • Prepare a PowerPoint presentation, outlining the results of the paper;
   • Present the results of the paper to key partners, such as, the convening of the Inter-agency and Expert Group on Gender Statistics (IAEG-GS), of the Inter-agency and Expert Group on Sustainable Development Goals (IAEG-SDG), or of the UN Statistical Commission;
   • Contribute to discussions with PARIS21 and UN Women on integrating the proposed solutions into a new framework for assessing the state of gender data.

**Notes:**

The results and products, both intermediate and final, of the work carried out in performance of this contract, including all intellectual property rights arising there from, belong exclusively to the contracting Organisations/PARIS21.

The Consultant commits to not disclosing or using the Work and results thereof for any purpose whatsoever, other than that specified in the present Contract, without the prior written authorisation of the contracting Organisations/PARIS21.

**DELIVERABLES**

The Consultant shall deliver the following outputs:

1. Detailed methodology proposal
2. Inventory of existing indicators for measuring gender data capacity
3. One paper assessing existing measures of gender data capacity and proposing the way forward in more holistically assessing this in the future
4. Presentation of the paper and participation in a technical working group, using feedback to finalise the paper
5. Participation in 1 launch event and regular meetings with PARIS21 and UN Women

**Note:**

All deliverables must be approved by PARIS21 and should not be circulated before that.

PARIS21 and the selected expert will agree on a more detailed timeline with the exact dates of the deliverables during the first week of work.

**DURATION, WORKLOAD AND LOCATION**

The Work shall be carried out between September 2022 to December 2022.

The consultant will work primarily from their home base and attend face-to-face meetings if needed. They will be expected to travel for the implementation of the fieldwork. Regular calls will be scheduled with PARIS21.

**Note:**
Timeline of activities may change and will be subject to the schedule of PARIS21 in close coordination with the contracted expert.

**REQUIREMENTS**

*Languages:* fluent written and spoken English is essential.

*Expertise:* the contracted expert must demonstrate previous experience and expertise in both the topics of gender data and indicator systems. A proven track record in reviewing indicator-based measures is strongly preferred. Respondents are expected to provide a list of relevant publications and experience.

**REPORTING & COMMUNICATION**

PARIS21 will validate and approve all resources and documents provided by the contracted expert.

The contracted expert will closely coordinate with the PARIS21 Secretariat (specifically the Secretariat Manager and his dedicated team) to ensure effective delivery of the outputs. The Contractor will keep the Organisation informed of progress on the project by e-mail or telephone as appropriate. All deliverables will be sent electronically.

**RESPONSES**

Respondents are invited to submit: a brief narrative outline of how they would approach the paper outlined in these terms of reference; their CV; and a list of relevant publications.

*Submissions:* Responses should be sent to Sophie Kenneally (sophie.kenneally@oecd.org) by 17:00 CEST, 9th September 2022.

**BUDGET NOTES**

The work should be carried out between September 2022 and November 2022. Please indicate your daily rate and the estimated number of days of work you would require to complete the work.

One working day represents 8 hours of work.

The OECD contact points for this contract are:

For technical issues:
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