TERMS OF REFERENCE
CONSULTANCY FIRM (GESI DATA)

A. Background

1.   The Government of Maldives's Strategic Action Plan 2019-2023 recognizes the importance of addressing gender inequalities towards achieving long-term and sustainable development. The Strategic Action Plan seeks to improve gender equality as a governance concern by "increasing women's representation in decision-making, minimizing sexual harassment, domestic violence, eliminating barriers for women to participate in economic activity including cultural barriers by promoting shared care work and household responsibilities."[1]

2.   The project aligns with the intentions of the Strategic Action Plan and will support the government increase access to sustainable gender responsive services that support gender equality by reducing women's unpaid care burden and minimizing domestic and gender-based violence (DV/GBV). Maldives Strengthening Gender Inclusive Initiatives (SGII) Project responds to Sustainable Development Goal 5 transformative gender agenda and specifically, 5.2 eliminating violence against women and girls' lives, 5.4 recognize and value unpaid care and domestic work, and 5.5 ensure women's participation and leadership in decision- making.

3.   The project takes a holistic and multidisciplinary approach to tackling gender inequalities in the Maldives through (i) the improved availability and use of quality gender equality and social inclusion (GESI) data and statistics, (ii) gender responsive budgeting integrated into government planning and budgeting systems, (iii) strengthening the capacity of the social service system for aged care and early child care, and delivering and piloting DV/GBV shelters, (iv) establishing partnerships to support DV/GBV prevention, access to quality DV/GBV services and aged care, and (v) building three climate-resilient shelters for domestic and gender-based violence survivors.

4.   SGII is a five-year grant project of US $7.51 million. The project executing agency is the Ministry of Finance (MOF). The lead government agency is Ministry of Gender, Family and Social Services (MGFSS) which is responsible for gender equality and the protection and promotion of the rights of vulnerable groups including women, children, and the elderly. Other implementing agencies include Family Protection Authority (FPA) and Maldives Bureau of Statistics (MBS) and the Ministry of National Planning, Housing and Infrastructure (MNPHI) for infrastructure. A project management unit has been established in MGFSS. MGFSS will oversee the overall supervision of the Project and coordination of other implementing agencies. The Project includes a small grants scheme to support partnerships on DV/GBV with civil society organizations, local councils and women development committees and a parallel small grants scheme on aged care open to civil society organizations.

B. Scope of works

a. General

5.   The Consultant firm will be recruited following Quality – and Cost Based Selection (QCBS) with a quality to cost ratio of 90:10 in accordance with the *ADB Procurement Policy and the ADB Regulations for Its Borrowers* (2017 as may be amended from time to time). The Consultant firm will provide technical support to improve production, dissemination, analysis and use of quality GESI data and statistics disaggregated by sex, age, and disability for the SGII Project. The consultancy will contribute to improved availability and use of quality GESI statistics in Maldives. The Consultant firm will:

---

[1] Government of Maldives. 2019. Strategic Action Plan, 2019–2023. Malé.

i) Conduct data and source availability and quality analysis on GESI priority data and indicator frameworks and provide recommendations for improvement.

ii) Provide strategic direction and technical support to MBS and IWG-GS for facilitating "data for policy" agenda, prioritizing data and indicator frameworks, linking GESI statistics to policy processes in target sectors and GEAP monitoring, and facilitating user-producer dialogue on priorities of improving GESI statistics.

iii) Design and deliver training and intermittent mentoring to the relevant staff of MBS, MGFSS, FPA, MOF, MOE, MOT, target island councils, women development committees (WDCs) and civil society organizations CSOs.

iv) Support MBS, MGFSS, MOE, MOT, FPA and MOF to develop internship and fast-streaming schemes to deploy young professionals in areas relevant to data collection and analysis.

v) Support MBS, MGFSS, FPA, MOE and MOT to develop knowledge products utilizing GESI statistics.

b. **Detailed**

6.   The Consultant firm will support MBS along with other producers of official statistics in the Maldives Statistical System (MSS), Interagency Working Group on Gender Statistics (IWG-GS), National Statistics Coordinating Committee (NSCC), in shaping a "data for policy" agenda, prioritizing data and indicator frameworks catering policies on gender, children, elderly, and persons with disabilities in the sectors identified by the government for piloting GRB (gender, education, and tourism), as well as monitoring Gender Equality Action Plan 2022-2026 (GEAP), National Strategy for the Development of Statistics (NSDS) and National Strategy for the Development Gender Statistics (NSDGS) being developed in 2023. The Consultant firm will provide key experts (national and international) to fulfil its tasks. The Consultant firm will ensure that inputs by long-term national experts will be complemented and enhanced with intermittent inputs of an international experts to provide strategic direction and feed the intervention by the relevant experience and best practices from other countries in the region related to effectively functioning interagency coordination mechanism for linking gender and social inclusion statistics to policy processes in the three target sectors and monitoring GEAP, NSDS, NSDGS. The Consultant firm will also conduct data and source gap analysis based on the GESI priority data and indicator frameworks, with specific focus on GEAP and the three sectors. It will support MBS, NSCC and IWG-GS to identify availability and access gaps of data sources, business processes (carrying out business process mapping for major data collection systems related to gender and social inclusion statistics starting with three pilot sectors and extending towards other sectors if requested and supported by MBS), GEAP monitoring framework, and provide specific technical recommendations to address the identified gaps and improve quality of data, production and dissemination of statistics. The Consultant firm will further conduct SDG data assessment vis-a-vis availability and data quality standards (e.g., missing indicators and disaggregated data) and provide recommendations for improvement. This will include the review of national priority list of indicators and priority gender indicators included in NSDS. It will further discuss and agree the analysis and recommendations with the IWG-GS, NSCC and support the escalating of them further with the Statistical Council and the Ministerial Committee on Official Statistics for strategic action.

7.   The Consultant firm will support IWG-GS effort to facilitate user-producer dialogue to address the identified priorities of improving gender statistics. It will provide technical support to prioritize the agenda for user-producer dialogue, organizing user-producer dialogue workshops, developing agenda, technical analysis, facilitating workshops, summarizing the results and

delivering "statistical dialogue briefs" to inform all stakeholders across the National Statistical System (NSS) and other knowledge products that may be relevant. The user-producer dialogue workshops will focus on key challenges and gaps (the specific targets will be discussed, sequenced and agreed with MBS and IWG-GS by the Consultant firm). The Consultant firm will be directly delivering support to MBS to strengthen its statistical capacities and to deliver capacity building to producers across NSS and users of data and statistics. The capacity building support will utilize a two-tier structured approach towards enhancing skills for improved statistical production, dissemination (access, visualization and interpretation) and use (analysis and communication) of gender data and statistics. The Consultant firm will deliver training and intermittent mentoring for the staff of the MBS National Statistical Capacity Development and Research Centre and other experienced staff (training of trainers on how to deliver training on basic statistics and data analysis with special focus on gender data analysis). The Consultant firm will utilize the knowledge products and expertise of UN Women and leading National Statistical Offices in the region in this area. The Consultant firm will deliver training and mentoring to MBS staff on integration of data for GESI statistics from various data sources in three pilot sectors of gender, education and tourism, as well as for the monitoring of GEAP.

8.   The Consultant firm will support the MBS and will coordinate with IWG-GS,NSCC to deliver training and mentoring to key agencies of the NSS involved in the collection of data and production of GESI statistics, including island councils, Women Development Committees (topics of the on demand training will include basic statistics and gender statistics, DV/GBV/VAW and unpaid work related statistics, focusing on the use of administrative data on DV/GBV for statistical purposes, data collection and statistical production methodologies compliant with internationally agreed standards and best practices, analysis and communication). The Consultant firm will offer on demand training and mentoring for MBS and NSS parties on quality assurance checks of administrative data used for producing gender and social inclusion statistics, new areas of data visualization, GIS, data science, SDG training addressing new indicator requirements and the methodologies associated with these indicators in three pilot sectors. The Consultant firm will offer training in data analysis and evidence-informed policy analysis for the staff of the MBS, MGFSS, Ministry of Education (MOE) and Ministry of Tourism (MOT) (skills to work with microdata and other data products to produce gender analysis). The Consultant firm will offer on demand training for civil society organizations (CSOs) on use of gender statistics for evidence-based policy communication, policy advocacy and policy monitoring. The Consultant firm will support the MBS, MGFSS, MOE, MOT, FPA and MOF to develop internship and fast-streaming schemes to deploy young professionals in areas relevant to data collection and analysis (e.g. economists) with these institutions. The Consultant firm will deliver training to MBS staff in new areas of statistical data processing and visualization (including GIS).

9.   The Consultant firm will be supporting MBS to conduct gender analysis of Census 2022 data, supporting MGFSS, MOE and MOT to produce status report(s) and analytical reports (e.g., GEAP monitoring report, cost effectiveness of childcare services). It will further support MBS to engage with cohesive instruments for dissemination and communication of statistics, including development of a Terms of Reference for creating GESI Indicator Tracking Platform using Standard Data and Metadata eXchange (SDMX) technology and OLAP functionality; and a Gender Equality and Social Inclusion Statistics Communication Strategy (with a focus on three pilot sectors) and support MBS to conduct users' satisfaction annual surveys with gender and social inclusion statistics.

10.   In a nutshell, the scope of work of the Consultant firm will include the following:

i)   Provide strategic direction and feed in the relevant experience and best practices from other countries in the region related to effectively functioning interagency coordination mechanism

for linking GESI statistics to policy processes in the three target sectors and monitoring GEAP, NSDS and NSDGS.

ii) Support MBS and IWG-GS in shaping a "data for policy" agenda and prioritizing data and indicator frameworks catering policies on gender, children, elderly and persons with disabilities in the sectors identified by the government for piloting gender responsive budgeting: gender, education and tourism.

iii) Support MBS and IWG-GS to facilitate user-producer dialogue to address the identified priorities of improving gender statistics.

iv) Support MBS, MGFSS, MOE, MOT, FPA and MOF to develop internship and fast-streaming schemes to deploy young professionals in areas relevant to data collection and analysis with these institutions.

v) Support MBS, MGFSS, FPA, MOE and MOT to develop knowledge products utilizing GESI statistics, including gender analysis of Census 2022 data, analytical and status reports, GESI Statistics Communication Strategy (for pilot sectors), TOR for GESI Indicator Tracking Platform using SDMX technology and OLAP functionality, GESI statistics users' satisfaction annual surveys.

vi) Develop and deliver training and intermittent mentoring to the relevant staff of MBS, MGFSS, FPA, MOF, MOE, MOT, target local councils and WDCs on gender statistics, integration of data for GESI statistics from various sources, data collection and statistical production methodologies, quality assurance checks of administrative data, SDG indicator methodologies, use of gender statistics for evidence-informed policy analysis (GEAP monitoring, pilot sectors).

vii) Develop and deliver training for CSOs on use of gender statistics for evidence-informed policy communication, advocacy and monitoring.

viii) Utilize a two-tier structured approach towards enhancing skills for improved statistical production, dissemination (access, visualization and interpretation) and use (analysis and communication) of gender data and statistics. The approach shall consider developing training capacity of the National Statistical Capacity Building and Research Centre (NSCBRC) to be stablished by MBS with the focus on gender equality and social inclusion statistics and data analysis.

ix) Utilize the knowledge products and expertise of UN Women and leading National Statistical Offices in the region in this area.

x) Closely coordinate training and mentoring for the staff of NSS agencies with IWG-GS and NSCC.

xi) Support MBS, MGFSS, FPA, MOE and MOT to develop knowledge products utilizing GESI statistics.

xii) Support MBS to conduct gender analysis of Census 2022 data and to develop other gender knowledge products from census.

xiii) Support MGFSS, MOF, MOT and MOE to prepare analytical and status reports.

xiv) Support MBS, MGFSS, MOE and MOT to develop GESI Statistics Communication Strategy (for pilot sectors of gender, tourism and education).

xv) Support MBS to develop TOR for GESI Indicator Tracking Platform using SDMX technology and OLAP functionality.

xvi) Support MBS to design and conduct GESI statistics users' satisfaction annual surveys.

C. Implementation arrangements

a. <u>Methodology</u>

11.   The proposal must describe the Consultant's proposed approach and methodology for carrying out the assignment, including a work plan and implementation schedule, proposed personnel and personnel schedule:

i)   <u>Technical Approach and Methodology</u>. The Approach and Methodology must demonstrate a clear and in-depth understanding of the objectives of the assignment. It must articulate a methodology for carrying out the activities that will enable achievement of the expected Outputs. It should indicate detailed tasks necessary to produce required Outputs. It should also identify expected challenges and propose techniques or arrangements for successfully addressing the challenges within the required period.

ii)   <u>Work Plan and Implementation Schedule</u>. The Consultant must describe its proposed work plan to cover every activity required by the assignment, their duration, phasing and interrelationship, possible milestones (such as required approvals), and delivery dates of proposed Outputs. The work plan must be consistent with the approach and methodology, and the proposed personnel and personnel schedule.

iii)   <u>Personnel and Personnel Schedule</u>. The Consultant must propose a team of experts including at the minimum the key expert(s) indicated in Table A below, as well as other domestic and international experts with appropriate skills, qualification, and experience to complete the assignment and meet its objectives and deliver the Outputs on time. The number of non-key experts and other technical and administrative personnel required as well as the team composition and structure is left to the discretion of the Consultant, but must be consistent with the Approach and Methodology and the Work Plan and Schedule. The CV's of key and non-key experts must be attached to the proposition. The Work Plan must show that the required range of tasks is covered by the allocated staff and that each staff member has a clear job description in accordance with their skills and experience.

b. <u>Tasks</u>

12.   The Consultancy firm will:

i)   Review the government policies, regulations and reports in the pilot sectors and conduct individual and group consultations with MBS, IWG-GS, line ministries and agencies in NSS, President's Office and development partners.

ii)   Draft priority statistics and data frameworks in the pilot sectors, including but not limited to GESI indicator set vis-a-vis SAP monitoring framework, priority framework of gender indicators (GEAP), harmonized indicator framework for monitoring and data on the impact of GESI policies.

iii)   Conduct data and source gap analysis vis-a-vis availability and data quality standards based on the GESI priority data and indicator framework [2], discuss and validate the above analysis and recommendations with the IWG-GS and the Statistical Council for strategic action.

iv)   Sequence, suggest and validate priority areas for user-producer dialogue workshops and their agenda with MBS and IWG-GS [3], provide methodology support to MBS and technical

---

[2] With specific focus on the three sectors of gender, education and tourism, including identification of data gaps, availability and access gaps of data sources, business process mapping for major data collection systems related to GESI statistics in three pilot sectors, and specific technical recommendations to address the identified gaps and improve quality of data, production and dissemination of statistics (will include SDG data assessment with missing indicators and disaggregation of data vis-a-vis agreed methodology).

[3] The workshops will include but not limited to the following issues: (a) need for localizing and prioritizing development targets and indicators to cater the national priorities and formulation of policies on gender, children, elderly and persons with disabilities, as well

inputs to organizing user-producer dialogue workshops, including technical analysis, facilitating workshops, reviewing "statistical dialogue briefs" to inform all stakeholders across NSS and other knowledge products that may be relevant.

v) Suggest internship schemes and fast-streaming schemes in areas relevant to data collection and analysis utilizing regional and international best practices to localise the schemes in close coordination with IWG-GS, Statistical Council, MGFSS, MOF, MOE and MOT.

vi) Design and deliver training of trainers on how to deliver training on basic statistics and gender data analysis for the staff of the MBS Statistical Training and Research Division and other experience staff (15 participants) and intermittent mentoring (10 MBS staff).

vii) Design and deliver training (15 participants) and mentoring to MBS staff (10) on integration of data for GESI statistics from various data sources in three pilot sectors of gender, education and tourism.

viii) Support MBS to deliver training to the statistical staff (25) of MGFSS, FPA, MOF, MOE, MOT [4] and deliver on demand mentoring for 15 staff of these agencies.

ix) Design and deliver on demand training (25) and mentoring (15) for the staff of MBS, MGFSS, FPA, MOF, MOT and MOE on quality assurance checks of administrative data used for producing GESI statistics, as well as new areas of data visualization, GIS, data science, requirements and the methodologies for SDG indicators in three pilot sectors.

x) Design and deliver training in data analysis and evidence-informed policy analysis for the staff (25) of the MBS, MGFSS, MoE and MoT (skills to work with microdata and other data products to produce gender analysis).

xi) Design and deliver on demand training for representatives (25) local CSOs on use of gender statistics for evidence-informed policy communication, policy advocacy and policy monitoring.

xii) Develop a Terms of Reference for creating GESI Indicator Tracking Platform using SDMX technology and OLAP functionality; discuss and validate the draft TOR with MBS and Statistical Council.

xiii) Conduct gender analysis of Census 2022 data, and prepare a report in close consultation with MBS and MGFSS. [5]

---

as policy monitoring and policy advocacy priorities of the government, private sector, local communities and civil society (piloting sectors), (b) need and ways of improving, standardizing and harmonizing methodologies, quality assurance, disaggregation and metadata of data collection and statistical production compliant with international standards and best practices (gender statistics and statistics duly disaggregated by age, status of disability in pilot sectors), (c) extended use of administrative data sources for statistical production (GESI statistics in three pilot sectors), (d) facilitating the access of MBS to administrative data at unit level and extending statistical cooperation and coordination by involving MBS in the initiatives on creating and improving administrative data systems, (e) facilitating exchange of micro-data within NSS and developing protocols and extending the use of available data and statistics to cater analytical, monitoring and advocacy needs of users of gender statistics and duly disaggregated statistical products (in pilot sectors), (f) need for increased resources allocated for gender statistics: facilitating a policy dialogue with MOF vis-à-vis GRB and programme budgeting efforts in pilot sectors, (g) role of CSOs in collection and analysis of GESI data alongside statistics produced by the NSS to extend the use of gender statistics and data disaggregated by sex, age, status of disability in policy monitoring and advocacy in pilot sectors, (h) improved survey planning, resource allocation and integration of relevant modules (GESI statistics)

[4] Training on basic statistics and gender and social inclusion statistics, DV/GBV and unpaid work related statistics, focusing on the use of administrative data on DV/GBV for statistical purposes, data collection and statistical production methodologies compliant with internationally agreed standards and best practices, analysis and communication.

[5] Gender analysis of Census data to the extent possible shall be compliant with the Methodological Guidelines for the Gender Analysis of National Population and Housing Census Data, a guide produced by the United Nations Population Fund (UNFPA), in close collaboration with UN Women, the United Nations Children's Fund and the United Nations Statistics Division. https://www.unfpa.org/sites/default/files/pub-pdf/141006-UNFPA-GenderManual2014-02-SCREEN.pdf.

xiv) Produce status reports and analytical reports, including but not limited to GEAP monitoring report, cost effectiveness of childcare services, reports on the status of women, children and elderly in close collaboration with MGFSS, MoE and MoT.

xv) Develop GESI Statistics Communication Strategy (with focus on pilot sectors, and user satisfaction) and instruments for implementation and monitoring (including user satisfaction surveys), discuss and validate the document with MBS and IWG-GS.

xvi) Support MBS to design and conduct first ever GESI statistics users' satisfaction annual survey.[6]

xvii) Provide other relevant inputs and guidance to the MOF, MFGSS, FPA, MBS, MNPHI, MOE and MOT.

c. **Key Experts**

13. The Consultant has full discretion over the composition and structure of the proposed team of experts and is responsible to provide all necessary expertise and qualifications to deliver the required output of the assignment on a timely basis. However, **as a minimum requirement**, the Consultant must provide the key experts with required expertise and qualifications described in Table A below:

Table A: Key Experts Minimum Requirements

	Positions	Minimum Person-Months	Requirements
International	Chief Technical Adviser – Data (CTA)	3	Education: preferably a master's degree in statistics and/or social sciences.
			At least 10 years of experience working on GESI statistics, data management and communications preferably on ADB and/or donor-funded projects.
			Proven experience serving as a team leader or supervisor for similar assignments.
			Excellent oral and communication skills in English and good report writing skills is required.
			Past experiences in Maldives and or in Pacific region, or in small island developing states will be an advantage.
			Experience working with the Government of Maldives and Maldives-based CSOs is preferred advantage.
			Experience with data engineering and implementing national data standards or data bases for gender equality, social inclusion and women's empowerment is an advantage.

---

[6] GESI statistics users' satisfaction annual survey shall measure the degree to which MBS fulfils users' expectations. The survey shall be designed to increase knowledge about users, their needs and their satisfaction with MBS services related to GESI statistics. The survey shall cover four main aspects of GESI statistics produced by MBS, including information on types of users and uses of GESI statistics; quality of GESI statistics; trust in MBS statistics; and dissemination of statistics. The survey can be carried out online with a link on the MBS website. To achieve a high participation rate, MBS may send an invitation to the key users of GESI statistics In addition a news item can be published on MBS website and the survey invitation can be disseminated to the MBS mailing lists, journalists/media and usability testing. The survey can be also promoted with regular posts on MBS social media channels and a pop-up banner on MBS website, appearing at various points during the survey period. The Consultant shall elaborate the detailed methodology in close collaboration with MBS and prepare the report.

			S/he should also work productively in a consulting team, with counterparts, and wider Project stakeholders. Knowledge on ADB strategies and operational priorities, policies and processes are essential.
			Minimum General Experience: 10 Years
			Minimum Specific Experience (relevant to assignment): 10 Years
			Regional/Country Experience will be an asset
International	Capacity Building Expert: Basic Statistics and Gender Data Analysis	2	Education: preferably a master's degree in statistics and/or social sciences.
			At least 10 years of experience working on GESI statistics, data management and communications preferably on ADB and/or donor-funded projects.
			Excellent oral and communication skills in English and good report writing skills is required.
			Past experiences in Maldives and or in Pacific region, or in small island developing states will be an advantage. Experience working with the Government of Maldives and Maldives-based CSOs is preferred advantage.
			Experience with data engineering and implementing national data standards or data bases for gender equality, social inclusion and women's empowerment is an advantage.
			S/he should also have the ability to work productively in a consulting team, with counterparts, and wider Project stakeholders.
			Knowledge on ADB strategies and operational priorities, policies and processes are essential.
			Minimum General Experience: 10 Years
			Minimum Specific Experience (relevant to assignment): 10 Years
			Regional/Country Experience Required

d. Non-key Experts

14. In addition to the key experts described in Table A, the Consultant is required to provide non-key experts to ensure all aspects of the work can be undertaken and all outputs, deliverables, and reports are completed in accordance with the schedule. Non-key experts must have adequate qualifications and experience in relevant fields of expertise.

15. In addition, the Consultant is required to provide all technical and administrative staff deemed necessary to carry out the assignment and ensure full autonomy of the team for the assignment. The proposition must provide a list of technical and administrative personnel to be provided. The Consultant is responsible to ensure that the technical and administrative personnel is sufficient and effective in carrying out its functions. The cost of non-key experts and technical and administrative staff may be included in the financial proposition, but it is understood that in the event that during the assignment, additional staff is required to meet the objective and schedule of the assignment, the cost of such additional staff will be shouldered by the Consultant and will not be compensated.

e. Surveys and Studies

16.   The relevant items are described in section b above and in Section D below

f. Duration of the assignment

17.   The Consultant firm will be engaged to undertake the consultancy during the life of the project. The envisaged contract period is 40 months from the third quarter of project implementation through to the third quarter of the final year of the five-year SGII project.

g. Services and Facilities to be provided by the Client

18.   The Client will provide working space including basic furniture for consultant's experts to work with their technical staff. The Client will assign relevant counterpart staff to the project on a full-time basis to work with the Consultant team. In addition, the Client will provide all documents necessary by the Consultant to carry out the services under contract at no cost to the Consultant firm. The Client will facilitate field visits and arrange meetings with relevant authorities and agencies as necessary.

h. To be provided by the Consultant

19.   The Consultant should provide a list and estimated cost of rental/purchase of all equipment, supplies and consumables that will be required to carry out the assignment, including if necessary the cost of purchase and/or rental and operation of vehicle(s), office consumables and utilities, office equipment including computers, printers, and photocopiers. The financial proposition should provide a list and cost of all facilities to be at the cost of the consultant. Items that are not listed in the financial proposition will be assumed to be at the Consultant's cost. Once agreed by the Client, the Consultant will be required to procure the necessary equipment following ADB's Procurement Policy and Regulations (2017 as amended from time to time) on a reimbursable basis. All equipment and assets purchased under the project and paid by the project will remain in the possession of and will be turned over to the client after completion of the assignment. Any other requirements, facilities (equipment and consumables) and transport requirements will be provided by the Consultants.

i. Financial Proposition

20.   The Consultant must provide a full financial proposition for the assignment, including Summary of Costs, Remuneration, Breakdown of Remuneration, and Social Charges in the forms provided in the RFP.

D. Outputs and Deliverables

a. Detailed description of Outputs

21.   The Outputs will include:

i)   User-producer dialogue workshops, technical analysis and "statistical dialogue briefs" (Q3 2023 – Q2 2026).

ii)   Draft priority frameworks in three pilot sectors (GESI indicator set vis-a-vis SAP monitoring framework; priority framework of gender-related indicators; harmonized indicator framework for monitoring and data on the impact of policies) (Q4 2023 - Q2 2024).

iii)   Report on data and source availability and quality analysis on GESI priority data and indicator frameworks (GEAP monitoring, SDG data, pilot sectors of gender, education and tourism, missing indicators and data disaggregation) with recommendations to MBS and IWG-GS, MGFSS, FPA, MoF, and other stakeholders for improvement (Q4 2023 - Q4 2024).

iv)   Report on gender analysis of the Census 2022 data (Q2 2024).

v) User satisfaction annual surveys related to GESI statistics (2024-2026).

vi) Terms of Reference for creating GESI Indicator Tracking Platform (Q2 2026).

vii) GEAP monitoring reports (2024-2026).

viii) Analysis on cost effectiveness of childcare services, reports on the status of women, children and elderly (2024-2026).

ix) Localized internship and fast-streaming schemes in areas relevant to data collection and analysis (Q2 2024 – Q2 2025).

x) GESI Statistics Communication Strategy (Q3 2025).

b. Schedule of deliverables

22. The schedule of deliverables is in Table B below:

Table B. Schedule of Deliverables

Output/Deliverable	Schedule
1. **Inception Report** Five (5) copies to be submitted to the Client within 1 month of commencement of services, the report will be based on work and staffing schedules agreed upon during contract negotiations, will highlight problems encountered or anticipated, and will recommend solutions.	Q4 2023
2. **Draft Reports on Training** The Consultant shall submit draft reports after each of the trainings, including training related documents as attachment, including the change in the knowledge of participants in GESI statistics as per pre- and post-training assessments	Within 3 months after completion of each training
3. **Interim Report** Five (5) copies to be submitted to the Client within 18 months of commencement of services, the report will present the results of activities conducted to date, based on the agreed timetable for completion of outputs. The report will include Technical documents and knowledge products including: (i) documents produced on user-producer dialogue workshops[7]; (ii) draft priority framework in three pilot sectors[8]; (iii) report on data and source availability and quality analysis on GESI priority data and indicator frameworks with recommendations to MBS and IWG-GS, MGFSS, FPA, MoF, and other stakeholders for improvement;	Q2 2025

---

[7] Including but not limited to agenda, materials and presentations, participant lists, minutes of meetings, technical analysis and "statistical dialogue briefs.
[8] Validated by the MBS.

(iv) report on gender analysis of the Census 2022 data; (v) report on user satisfaction annual surveys related to GESI statistics for 2024; (vi) GEAP monitoring reports for 2023 and 2024; (vii) analysis on cost effectiveness of childcare services, reports on the status of women, children and elderly conducted in 2023-2024; (viii) report on localized internship and fast-streaming schemes in areas relevant to data collection and analysis; (ix) final reports on training that shall incorporate revisions required by all comments on the draft training reports.		
4. **Draft Final Report** Five (5) copies to be submitted to the Client within 38 months of commencement of services, the report will present the results for all aspects of the consultancy included in the terms of reference. The report will include: (i) all technical documents and knowledge products included in the Interim Report (ii) documents produced on user-producer dialogue workshops organized since the submission of the Interim Report (iii) Reports on user satisfaction annual surveys related to GESI statistics 2025 and 2026; (iv) GEAP monitoring reports for 2025 and 2026; (v) reports on the status of women, children and elderly conducted in 2025-2026; (vi) final reports on training delivered since the submission of the Interim Report. (vii) TOR for creating GESI Indicator Tracking Platform (viii) GESI Statistics Communication Strategy	Q3 2026
5. **Final Report** Five (5) copies to be submitted to Client and electronic copy of all reports in hard drive within 3 weeks of receipt of comments from the Client on the draft final report. The final report will incorporate revisions required by all comments on the draft final report.	Q4 2026