



TERMS OF REFERENCE (TOR) FOR THE RECONSTITUTION OF THE GENDER EQUALITY SCIENTIFIC PANEL

BACKGROUND AND CONTEXT

The Union's **Gender Equality Scientific Panel (GESP)** has been active for over two years and the panel has engaged in several activities such as the Gender Statistics initiative which assessed the availability, adequacy, and use-readiness of gender and development data in African countries. Gender equality is a fundamental human right and a critical element of sustainable development. Despite global advancements, women and marginalized genders continue to face significant barriers to achieving equality, particularly in areas like education, economic participation, healthcare, and political representation. The newly constituted GESP will continue to address these persistent disparities.

Growing attention has been given to gender inequality as an issue of global importance. The United Nations Sustainable Development Goal (SDG) five calls for gender equality in all spheres of life, aiming to eliminate violence, discrimination, and harmful practices. However, progress has been slow, with substantial gender gaps in leadership, access to resources, and social inclusion.

OBJECTIVES

The panel aims to adopt a robust, scientific approach to identifying the root causes of gender inequality and developing effective strategies to dismantle barriers to equality. It will focus on understanding the dynamics of gendered power structures within political, economic, and social spheres, with particular emphasis on leveraging current policies and scientific evidence to inform decisions that promote and sustain gender equality.

SCOPE OF WORK

The Panel will focus on, but is not limited to, the following areas:

- **Gender Disparities in Health:** This could encompass the differences in healthcare access, outcomes, and services between genders, such as maternal health, reproductive health, gendered impacts of diseases (e.g., HIV, cancer), and the underrepresentation of women in medical research.
- **Gender Disparities in Education:** This would include the unequal access to quality education for different genders, gender stereotypes in curricula, access to STEM education, barriers for women in higher education, and educational attainment gaps.
- **Gender Disparities in Employment:** Focus on wage gaps, occupational segregation, barriers to leadership roles, discrimination in hiring and promotion practices, workplace harassment, and unequal access to training and skills development.

- **Gender Disparities in Political Participation:** Examine the underrepresentation of women in political offices, barriers to political engagement (e.g., voter suppression, political violence), gender biases in political decision-making, and the impact of gender on policies.
- **Cross-cutting Themes:** In some cases, gender disparities are not isolated within one sector; for example, there may be an intersection between health, employment, and education disparities due to race, ethnicity, or socioeconomic status. These intersections should also be acknowledged where applicable.

DURATION OF THE PANEL

- **Start and End Dates:** The panel's work will officially commence upon the appointment of its members and the first organizational meeting. The panel will be active for 4 years.
- **Extension/Review:** If the panel needs more time to complete its objectives, an extension can be requested with agreement from the panel members and relevant stakeholders. The request should include a clear rationale and updated deliverables. A formal review will occur after 12 months to assess progress, gather stakeholder input, and potentially adjust the panel's mandate, extend its duration, or revise its objectives.

MEMBERSHIP ELIGIBILITY AND COMPOSITION

The Gender Equality Scientific Panel will consist of **experts** in the following areas:

- **Gender Scholars and Academics:** knowledge of gender studies, sociology, or related disciplines (e.g., feminist theory, gender inequality, women's studies)
- **Policy Makers/Practitioners:** Experience working within governmental, intergovernmental, or non-governmental organizations on policies related to gender equality, human rights, social justice, or women's empowerment.
- **Human Rights and Gender Equality:** Expertise in international human rights law and frameworks that protect gender equality, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) or the Beijing Platform for Action.
- **Public Health Experts:** A background in public health, epidemiology, or global health, with a focus on gendered health disparities, maternal and reproductive health, or the impact of gender on health outcomes.
- **Economists and Labor Market Experts:** Specialization in labor economics, gender economics, or social policy, with experience studying gender wage gaps, employment segregation, and economic empowerment for women.

Members should also meet the following criteria:

- Experience and expertise in the above thematic areas.
- A **paid-up member of UAPS**
- Capacity to dedicate at **least eight (8) hours per week** to the panel.

- Demonstrated ability to **fundraise** for panel activities.
- Demonstrated ability to speak and write English. French will be an added advantage.

Members will be selected based on their expertise, experience, and contribution to the fields related to population and climate change and will serve for a **two-year renewable term**.

RESPONSIBILITIES OF PANEL MEMBERS

Panel members are expected to:

- **Contribute to the development of research papers** and policy briefs addressing the intersection of gender and population and demographic issues.
- **Organize and attend panel meetings** and events to discussions on key findings on reports, and recommendations.
- **Collaborate with other experts** to produce interdisciplinary solutions that integrate gender mainstreaming into sustainable development frameworks.
- **Participate in public outreach efforts**, including conferences, webinars, and consultations, to disseminate findings and promote awareness on gender equality.
- **Review and provide feedback** on reports, policy recommendations, and strategic plans developed by the panel.

STRUCTURE AND MEETING

The panel will consist of five members in addition to the Chair and Vice-chair. The panel will meet **regularly**, either virtually or in-person, to discuss progress, review research outputs, and provide strategic direction. Ad-hoc meetings may be convened as needed for special tasks or consultations. A **Chair** and **Vice-Chair** will be elected from the panel members to oversee the activities of the group, with support from a **Secretariat** to oversee logistics and communication.

DELIVERABLES

The expected deliverables of the panel include:

- **Policy briefs** outlining key findings and actionable recommendations for governments, international organizations, and NGOs.
- **Publications** in peer-reviewed journals such as the Journal for African Population Studies ([JAPS](#)), conferences, and other forums to disseminate research outcomes.
- **Workshops and trainings** materials created for capacity-building efforts such as workshops, seminars, and training sessions aimed at stakeholders (e.g., government officials, business leaders, civil society organizations, educators).

BUDGET AND RESOURCES

The Panel is expected to fundraise and operate with funding provided by the **sponsoring organizations**, including government agencies, international institutions, and private sector partners. The Secretariat will provide seed money for

some activities of the panel. A detailed budget for panel activities, including meetings, research, publications, and outreach efforts, will be developed, and approved annually.

REPORTING

The panel will provide regular progress reports to the Secretariat detailing activities, achievements, and impact.

SUBMISSION INSTRUCTIONS:

Interested individuals who wish to join the Gender Equality Scientific Panel must submit the following:

1. **Curriculum Vitae: A two-page** resume detailing educational background, professional experience, and relevant publications in population studies, climate change, sustainable development, or related fields.
 2. **Statement of Interest (1 page):** A brief statement outlining interest in joining the panel, highlighting motivation and expertise in population growth dynamics and climate change. Indicate the desired position (e.g., Chair, Vice-Chair, or Member).
 3. **Relevant Publications or Research:** Copies or links to key publications or projects demonstrating expertise in demographic trends, climate science, sustainable development, or related areas.
 4. **Letters of Recommendation (Optional):** One or two letters from colleagues or supervisors that attest to qualifications and contributions in population dynamics or climate change research or policy.
 5. **Proposed Contribution:** A brief outline (1 page) detailing how the applicant envisions contributing to the panel's objectives, including specific areas of focus or unique skills (e.g., data analysis, policy development).
 6. **Availability and Commitment:** A statement on availability for panel activities, including quarterly meetings, research, and outreach. Indicate willingness to commit to a two-year renewable term.
- Please submit the above documents in **one PDF file** to uaps@uaps-uepa.org
 - Deadline for applications: **midnight (GMT) 31/01/2025**
 - Only shortlisted applicants will be contacted.

We look forward to receiving your application and working together to address the crucial issues on gender equality. Contact the Secretariat via email at uaps@uaps-uepa.org if you have any questions.