HR 02: Terms of Reference

International Expert for Time-Use and Women's Agency Pilot Study in Indonesia

~~National~~/DFAT Remuneration Framework:[1]	Discipline Group C, Job Level 2
Counterparts:	Prospera's Gender Equality, Disability, and Social Inclusion team;
Work Location:	**Home-based**
Reports to:	Head Gender Equality, Disability, and Social Inclusion (GEDSI).
Duration of inputs:	Estimated up to 30 input days between June to December 2022
Activity Budget:	AP 4.1.4

Summary of Expertise Required

Prospera seeks to engage an international expert to provide technical support to Prospera's joint initiative on time-use and agency pilot study with Investing in Women and other partners. The expert will be expected to advise Prospera GEDSI team to design appropriate methods to elicit agency over time allocation, analyse the collected data, and formulate knowledge products to inform policies and programs to advance women's economic participation.

The successful candidate will have a PhD in gender economics or development economics with substantive field-based research experience, a track record of peer-reviewed publications, and proven experience in advising policy makers or development partners to design and implement research or survey projects on women's economic participation in multiple emerging and/or developing country contexts. She/he will also have an in-depth understanding of time-use instruments, behavioural experiments, excellent skills in mix-methods and quantitative data analysis, and an ability to impart knowledge and skills to non-specialists.

The position is open for international or national candidates with multi-country policy research experience and will be home-based. Prospera is an equal opportunity employer and qualified women candidates are encouraged to apply.

Background

Since the arrival of the COVID-19 pandemic, Investing in Women and Prospera have been collaborating to better understand the impact of the pandemic on women's economic participation in Indonesia, and to leverage such foundational pieces of research to inform our respective work programs. The first round of such a study, undertaken by the Demographic Institute, University of Indonesia, focused on 'young adults' in urban areas of Jakarta and Surabaya. It sought to better understand the role of 'social norms' in influencing women's labour force participation; whether the pandemic has contributed any shifts in roles at home and work as well as in shifting gender norms around them. The study employed

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[1] To be negotiated with the preferred candidate based on skills and experience and within funding limits.

a mix-methods approach, combining an analyses of Indonesia's national socio-economic and labour force surveys, to explore what shifts have occurred during the pandemic, together with focus group discussions, to probe deeper into the inner working of gender norms, or shared ideas of how women and men should be and act, in influencing these trends. It used an intersectional approach, examining impacts across different groups of women. (Study available through link). This has highlighted the need to pay attention to gender norms which underpin women and men's preferences and labour market behavior. It has also raised many issues to further explore on women's agency and the relationship between norms and actual behavior.

Prospera and Investing in Women are continuing the collaboration by undertaking a time-use and women's agency study to contribute to the evidence-base for family-friendly workplace policies, investment in early childhood education and care services, and shared responsibility for unpaid care work to support women's economic participation in Indonesia. This will involve piloting a 'time use' survey following international good practices, combined with an innovative new approach to measuring women's agency.

The two interrelated work packages (WP) are: (1) pilot one or more time use module(s) suitable for integration in, or attachment to, a labour force survey (LFS) or similar national household sample survey, to inform a national level roll out in 2023 and beyond; and (2) pilot a mix methods agency dimension (formative qualitative studies and small-field lab experiments) to better understand the factors influencing women's agency over time use. WP 2 will involve the same respondents who participate in time-use modular WP1.

The collaboration is expanded to include UN Women, International Labor Organization and National Statistics Office (BPS), who will provide guidance on the time-use survey.

Work package 1: This will involve developing a 'light' time use module to support the National Statistics Office (BPS) to produce accurate, timely and cost-effective statistics on unpaid domestic and care work in Indonesia. The plan will be to pilot a set of methods, with adaptations based on emerging and relevant international best practices. The specific methods will be discussed and decided upon consutlatiosn with BPS and relevant government agencies, taking into account the measurement objective and uses of data for policy or program purpsoes, as well as operational considerations. UN Women's 'Women Count' program together with ILO's LFS time use measurement project team will provide technical advice, while Indonesia's National Statistics Office (BPS) will offer guidance and supervision.

Work package 2: In parallel, the second work package will aim to understand if/how much women and men are able to exercise choice over their allocation of time and how they do so. We will design and pilot small field-based experiments among participants who respond to the labor force time use module. 'Time use agency' is a multidimensional construct that aims to: "capture a person's critical consciousness of time-use inequities, rights, and personal aspirations; confidence in their ability to (re)allocate their time; expression of voice about allocation of their time; and actual influence over decisions about allocation of their time across the full range of needs and choice-based activities, in line with their personal aspirations" (Sinharoy et al. 2021).
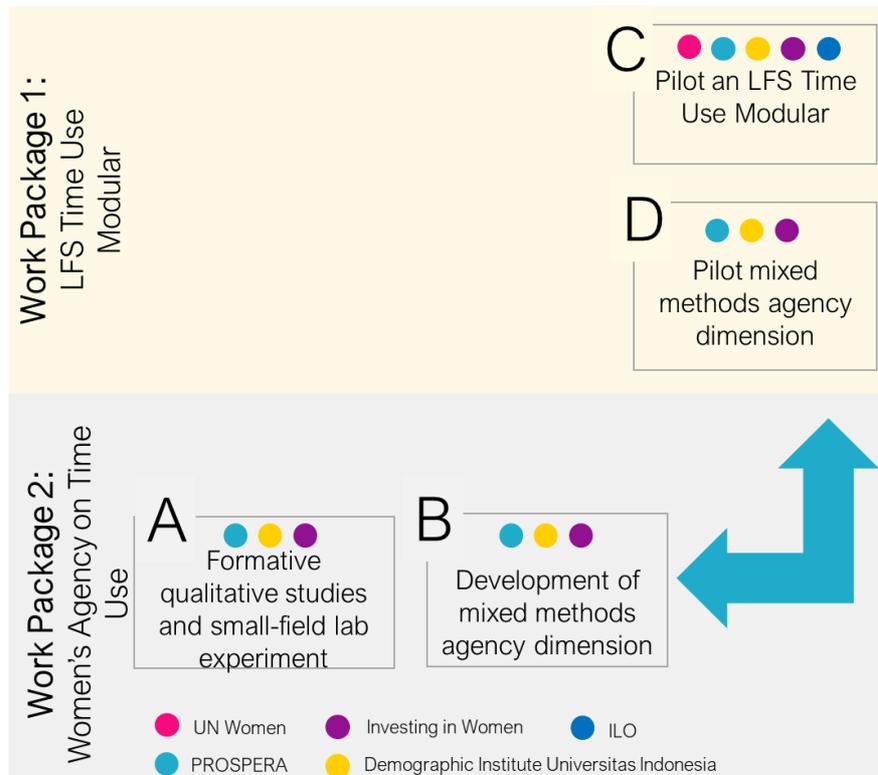
Scope of Services

The selected candidate will be expected to support the Prospera study team with the following throughout the three phases of the pilot:

1. Design methods: Develop a set of formative qualitative interview guidelines and small-field based lab experiments to elicit agency in time-use allocation to be undertaken in conjunction with time-use survey instrument.

2. Support to oversee implementation: Advise on the implementation of the pilot

3. Analysis: Conduct quantitative analysis on the data collected from the pilot

4. Instruments: Formulate a report outlining the findings on time-use, agency, lessons learned for future time-use and women's agency initiatives and advise on how the instruments can be used for wider efforts on expanding women's economic participation.

Output/Deliverables

The selected candidate is expected to work as part of a team and deliver the following outputs over the term of the contract to the satisfaction of the Head of GEDSI:

1. **Output 1:** One inception report and PPT outlining the workplan, behavioral experiment design (including formative qualitative interviews), guidelines for enumerators, and detailed analysis plan.

2. **Output 2:** An Input Completion Report in the format provided and approved by Prospera, PPT and brief detailing the analysis, lessons learned and good practices from the instrument pilot and recommendation for future time-use data initiatives in Indonesia.

Selection Criteria – Qualifications and Experience

1. PhD in gender economics, development economics, and/or relevant disciplines with a strong gender and development underpinning, and 10 years of relevant research and teaching experience.
2. Strong track record of high impact academic and peer reviewed publications.
3. Proven experience in advising policy makers and/or development partners to design and implement research or survey projects in multiple developing/emerging countries with topics related to gender, women empowerment, or other social inclusion themes.
4. In-depth understanding of time-use surveys and behavioural experiment design, implementation, and analysis
5. Extensive experience in teaching and capacity development.
6. Excellent quantitative and qualitative data analysis and processing skills
7. Ability to operate under strict time limits and apply high production and technical standards for the purpose of maintaining high level of professionalism
8. Ability to work independently and as a part of a team, under strict timeline. The position is open for international or Indonesian nationals with multi-country experiences.

Overview of Prospera

Prospera is a partnership between the Government of Australia's Department of Foreign Affairs and Trade and the Government of Indonesia's Coordinating Ministry for Economic Affairs. It aims to foster strong, sustainable, and inclusive economic growth in Indonesia.

Commencing from 1 March 2018, Prospera is a planned five-year investment. The program combines advisers who have extensive knowledge of Indonesia with those who have experience in the Australian public service or emerging markets.

Prospera aims to achieve three outcomes:

- Expanding markets, creating jobs – including building a robust private sector through a sound enabling environment; Growing jobs, capital and technology through trade and investment

- Safeguarding economic and financial stability – including ensuring a strong foundation for growth through balanced macro-financial policy; strengthening financial system integrity through supervision and literacy

- Improving public finances and government performance – including more revenue and better spending through improved policy and systems; improved government performance through data and public integrity bodies

The following standard requirements apply for all Prospera team members:

Confidentiality	Conflict of Interest
Due to the sensitivity of much of the information the position will encounter, there is an obligation, pursuant to the contract of engagement to maintain full confidentiality of information and to not disclose this to third parties without the express written approval of PROSPERA. In some cases, a separate	The team member will use her/his best endeavours to ensure that a situation does not arise which may result in a conflict of interest. Where a conflict of interest or a potential conflict of interest arises in the performance of the obligations under this Terms of Reference,

confidentiality agreement may be required authorising the review of sensitive material.	the team member must immediately notify the Chief of Operations

Knowledge and Performance	**Diversity and Inclusion**
The team member will support PROSPERA's Knowledge and Performance team through reporting and communication products for knowledge capture and learning purposes. The team member will also support monitoring and evaluation through the supply of high quality data, participation in data collection methods and case studies that may arise from the inputs.	PROSPERA recognises the importance of embracing workplace diversity, specifically valuing the unique qualities, attributes, skills, and experience all employees bring to the workplace. PROSPERA is committed to supporting a positive work environment based on respect. These values should be reflected in the function and behaviour of all team members.

Code of Conduct	**Policy Compliance**
The team member is to conduct themselves in a manner consistent with the *Public Service Act 1999* (Cth), (including the Australian Public Service Values and Employment Principles, and Code of Conduct) and the employer's professional standards.	The team member will work within Department of Foreign Affairs and Trade policy and PROSPERA guidelines on gender, child protection, poverty, the environment, human rights, and governance