

TERMS OF REFERENCE

1. Position Title:	Data Automation and Technical Solutions consultant
2. Time Commitment:	approximately 20 days between February and June 2025
3. Budget:	Up to \$20,000AUD
4. Location:	Remote, global (meetings will be scheduled to favour Asia-Pacific time zones)
5. Reporting To:	Data Technology and Insights Manager, Equality Insights
INTRODUCTION	
<p>International Women's Development Agency (IWDA) is an Australian-based organisation, resourcing diverse women's rights organisations (WROs) primarily in the Asia and the Pacific, and contributing to global feminist movements to advance our vision of gender equality for all. Equality Insights is a flagship program of IWDA that aims to redefine how poverty is understood and measured in order to inspire wider change in measurement standards and approaches, and in gender equality outcomes.</p>	
PROGRAM OVERVIEW	
<p>Equality Insights is an individual-level and gender-sensitive measure of multidimensional poverty and inequality. The measure is underpinned by purpose-built survey tools: Equality Insights Rapid (a phone survey) and Equality Insights Plus (a face-to-face survey and currently under refinement). Both tools collect information about 15 key areas of life including social, economic, and environmental dimensions, as well as assets, to reflect experiences of multidimensional and financial poverty. Grounded in lived experience, these 15 dimensions were identified through participatory research processes involving more than 3000 people across six countries, with experiences of poverty. The surveys produce inclusive data that can drive evidenced-based decision-making and inspire transformative change. Our data is used by governments, national statistics offices, women's rights organisations, and gender data advocates to develop effective solutions that reduce poverty and inequality.</p>	
CONSULTANCY BACKGROUND	
<p>Collecting primary data through any multi-topic survey involves significant investment of time and money. In an environment where National Statistics Offices (NSOs) are over-stretched and under-resourced --with many competing demands on their existing human and financial resources-- decisions to invest in collecting new, primary data through innovative methods poses an additional challenge. In many cases, NSOs are working out how to make better use of existing data where they can, making it undesirable to undertake a full, Equality Insights data collection. In these instances, it is vital to be able to leverage existing data. To this aim, we are looking to explore ways that emerging technology and novel data collection approaches can be used to generate or</p>	

supplement Equality Insights survey data or analysis, while still producing robust and statistically valid gender-sensitive insights into multidimensional poverty.

A reference group will be convened to ensure diversity of views on ethical and other considerations are included when assessing viability of technical solutions. The reference group will be asked to review and provide feedback on at a number of stages in the project. Following delivery of the final report, reference group members will be consulted regarding findings and any further views they would like incorporated in an addendum to the report.

CONSULTANCY OBJECTIVES

Equality insights is seeking a consultant to research and provide an overview of possible technological solutions to improve or supplement survey data, with the aim of increasing data availability within the Equality Insights Framework. Technological solutions considered may include but are not limited to: Artificial intelligence (AI), automated data collection, Geographic Information System (GIS) & other big data, data linkage, and novel data collection methodologies including technology enabled citizen generated data.

It is anticipated the research project should consider a range of options (6 -10) of technology solutions for viability at a high level, and provide a more detailed exploration of a smaller number of options (2-3) that are deemed to be most appropriate. Detailed explorations of shortlisted technology solutions should include practical, regulatory and ethical considerations for each approach, alignment with relevant international frameworks, agreements or statements of principle, and where possible examples of how this is being implemented elsewhere. While *Equality Insights* is Australian based and governed by Australian legislation, we work globally and the project should not be limited to Australian or Pacific ethical and regulatory considerations.

The resulting report (expected to be approximately 30 pages) is intended to identify key opportunities and areas for further exploration to guide the Equality Insights program in identifying viability of options and next steps. A second project, informed by these insights, is intended to be undertaken later in 2025 to test the technical feasibility of identified options using the Equality Insights conceptual framework.

DELIVERABLES TO BE PROVIDED

Deliverable	Timeframe or Dates	Audience
Briefing with relevant Equality Insights team members	February 2025	
Checkpoint to refine scope - share preliminary findings and receive input from Equality insights team and reference group on proposed options for detailed exploration	March 2025	Equality insights team External reference group
Draft report considering a range of options (6-10) for viability at a high level, and more detailed explorations of a smaller number of options (2-3) including ethical consideration submitted	May 2025	Equality insights team External reference group

Meeting with Equality Insights to discuss draft report and reference group feedback	May 2025	Equality insights team
Final report, incorporating feedback from project team and reference group	End June 2025	Equality insights team External reference group
Presentation of findings to reference group and Equality Insights team	End June 2025	Equality insights team External reference group

REQUIREMENTS

The individual should possess the following skills and experience:

ESSENTIAL

- Knowledge of development data and governing infrastructure
- Experience in technology trend identification, mapping and analysis
- Knowledge of ethical frameworks for data governance
- Experience working with diverse stakeholders and reference groups
- Proficiency in English for written and oral communication

DESIRABLE

- Familiarity with feminist and/or decolonial approaches to data

All IWDA consultants are required to

- Support and demonstrate IWDA's Values and Behavioural Capabilities
- Act at all times in accordance with IWDA's Code of Conduct and Policies, including IWDA's Safeguarding Code of Conduct and Policies
- Comply with IWDA's Occupational, Health, Safety & Wellbeing Policy and practices

Those with lived experience of belonging to a minority group often excluded in data or under-represented in decision making encouraged to apply

EXPRESSION OF INTEREST

Candidates are invited to submit expressions of interest addressing the following:

- An outline of the proposed process and timeline to complete all outputs
- Statement addressing the criteria as set out in the 'requirements' section
- A CV
- A detailed budget, including daily rate

Expressions of interest that do not cover these requirements will not be considered. Expressions of interest are required should be sent to Megan Carroll (mcarroll@iwda.org.au).

Candidates are encouraged to apply as soon as possible. Expressions of interests will be reviewed as they come in and suitable candidates will be contacted as soon as possible.