

TERMS OF REFERENCE

Individual Contractor/ International Consultant - Cambodia Gender Economic Assessment

1. Assignment Information

Assignment Title:	Cambodia Gender Economic Assessment (as an adjunct/ input to the Cambodia Gender Assessment)
Cluster/Project:	Project to Support the Leading the Way for Gender Equality Programme (PSLWGEP)
Post Level:	International Specialist
Contract Type:	Individual Contractor (IC)
Duty Station:	Home-based and trips to Phnom Penh
Expected Place of Travel:	Cambodia (Phnom Penh)
Contract Duration:	60 days, over a 6-month period from July 15 th , 2018

2. Background

Headline socioeconomic data suggests that Cambodia has made real development progress over the past 10 to 15 years – rapid economic growth, high investment flows and progression to MIC status, alongside human development improvements and attainment of MDG targets (especially poverty reduction). Aggregate gender data also suggest that Cambodia has performed well – with long term improvements in various metrics, notably the UNDP's Gender Inequality Index (GII), and the World Economic Forums Gender Gap Index¹. The economic components of these metrics are also generally more favourable than the welfare components. Women's participation in the labour market stands at an impressive 81% versus 88% for men, and is well-balanced in agriculture and industrial sectors, although less so in services.²

However, as with the wider economy, deeper level analysis suggests that many serious issues and challenges are faced. Cambodian women face discrimination and structural constraints. In the labour market these result in their receiving lower wages and less favourable working conditions than their male peers. It is also likely that they are disadvantaged in the capital market – some evidence suggests that women lack productive and financial assets, and female entrepreneurs find it harder to access adequate lines of credit. Research published in 2017 by CDRI suggests there is an adjusted net wage gap (in the formal sector) of around 20%³. Moreover, UN estimates of gendered-GNI per capita suggest a gap, and hence a loss in human development, of a similar proportion⁴. Labour market data also underlines that women are over represented in informal and precarious jobs (42% of women are in salaried jobs versus 56% of men), and severely lag men at executive and decision-making levels. Finally, other composite indices including UNDP's Gender Development Index (GDI), suggest that progress towards gender quality has slowed down in recent years, and may even have retrenched in the aftermath of the global financial crisis from 2009/ 2010 (UNDP NHDR, forthcoming).

Underpinning these challenges are deeply rooted negative social norms and practices. And despite progress in recent years, women's standing in households and wider society remains challenged, particularly in rural and more socially conservative areas. Little is known of intrahousehold allocations of income, but studies and data on gender power dynamics, suggest that these allocations are likely to be inequitable, and women's

¹ See UNDP HDR data at <http://www.hdr.undp.org/en/data>; and WEF data at <http://reports.weforum.org/global-gender-gap-report-2017/dataexplorer/>

² World Bank gender data portal: <http://datatopics.worldbank.org/gender/country/cambodia>

³ CDRI paper: <https://cdri.org.kh/portfolio-item/greater-mekong-sub-region-research-network-gmsnet/>

⁴ UNDP HDR 2016 Cambodia summary: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/KHM.pdf

effective incomes (and consumption) therefore lower than those of men.

In turn, it seems likely that gendered economic biases are undermining the economy's allocative efficiency, and are a constraint on macroeconomic performance. While these impacts may have been moot during the initial stages of development, with middle income status, and a more complex differentiated, and supply-constrained economy, these inequities will serve to restrain productivity growth and inhibit structural change. Going forward, without policy action, there are likely therefore to be negative impacts on investment and growth.

The Royal Government of Cambodia (RGC) has long recognized these issues, and women's economic empowerment is a key pillar of *Neary Rattanak IV*, the Fourth National Strategic Plan for Gender Equality and Women's Empowerment (2014-2018). This topic is also addressed in the regular Cambodia Gender Assessment, a comprehensive overview of gender in all sectors - undertaken by MoWA. This commits the Government to taking actions to facilitate economic opportunities - especially young women - and to combat gender discrimination, with MoWA acting as a champion for women.

However, the lack of any regular in-depth statistical, or analyses of women's position within the economy and their welfare within households, is a key challenge. The labour force survey is dated; the level of gender disaggregation in the national household survey (the Cambodia Socio- Economic Survey) is weak; there are no estimates of gender multi-dimensional poverty; and there is no regular time use survey (the last one took place in 2008, which was also reported to suffer from serious flaws). The latter is a major lacuna. Given Cambodia's lack of formal systems of social protection and healthcare, and heavy reliance on family solidarity, women's care burdens are likely to be high.

In the light of this, there is no gendered economic evidence base to guide policymakers, and it is important that the upcoming *First National Gender Policy and Neary Rattanak*, which will be supported by the *Cambodia Gender Assessment* be informed by solid data and analysis. The purpose of this assignment therefore, is to deliver a more systemic account providing a gendered economic assessment covering all aspects of women's role within Cambodia's economy, including both productive and equity dimensions – what they contribute and what they receive, and their role over economic decisions in households, businesses and in the public realm. An important additional dimension is the need to link gender equality to the performance of the economy, and the likely allocative and hence growth losses.

This assignment would specifically offer new research on women within the labour market and the overall net wage gap (after controlling for male/ female differences on labour quality)⁵ and an account of intra-household allocations, to provide some estimate of gendered income poverty, alongside measurement of gendered multi-national poverty. It is envisaged that this assignment would also lead on to a series of follow-up surveys and analyses (under a second assignment), notably an up to date time use survey. Work should lay the basis of follow-on capacity building to enable future CGEAs to be undertaken by the RGC under the leadership of MoWA, and in collaboration with key stakeholders such as the Ministry of Economy and Finance (MoEF), the Supreme National Economic Council (SNEC), the Ministry of Planning (MoP), the National Institute of Statistics (NIS) and the private sector.

It is emphasized that this assignment will encompass 2 parties, international consultant (an individual contractor IC) and a national research team (drawn from a national think tank). The two will be expected to work together, with the IC serving as the technical lead. The CGEA will also be overseen by the Ministry of Women's Affairs (MoWA) under the 'Leading the Way for Gender Equality' (LWGE) programme.

3. Scope of Work

The purpose of the assignment is to produce (with a national counterpart) a Gender Economic Assessment for Cambodia, providing a gendered account of production and trade, and the distribution of incomes, rooted in

⁵ This may also need to be adapted to give some account of sectoral differences and biases.

gender relations, structural constraints and biases. Furthermore, to bring these together to provide an estimate of the macroeconomic impacts, including on growth, along with policy recommendations to enhance the inclusion of women. Specific elements must include:

- Labour market dynamics, women's/ men's participation in work, the quality of male versus female employment and rewards (and specifically an authoritative estimate of the wage gap, i.e. after controlling for non-gender bias differences using an appropriate method, and covering for all sectors).
- Allied to this, an account of women's position in education and training, hence differences in the level/ quality of human capital formation.
- Capital market and asset ownership differences, women's economic status, command over assets and ability to access credit, and hence how they affect entrepreneurship and the supply of credit/ investment.
- Overall Impacts of gender differences and biases on macroeconomic performance, specifically growth retardation, and the possible economy-wide gains of delivering gender equality.
- Income and consumption differences, specifically examining gender poverty differences, probing intra-household allocations, to provide an estimate of men's and women's (consumption) poverty levels.
- Analysis of the unpaid (domestic and care) sector, and how this interacts with the money economy, to include proposals for future empirical work (i.e. time-use surveys).
- Policy recommendations to deliver greater participation via both empowerment and the tackling of biases and constraints, and deliver economic equity between men and women, and deliver overall economic gains.

The role of the IC is to guide analyses and to produce the final report (the Cambodia Gender Economic Assessment - CGEA) together with a national research counterpart (for which a separate TOR and contract will be issued). Responsibility for delivery will therefore be shared, but the IC will be expected to lead the process and be responsible for writing up the supporting analysis in the final report. They will also be expected to build the capacity and supervise the national counterpart in undertaking and supporting technical analyses – notably on wage gap, gendered poverty (including intra-household allocations), and multi-dimensional poverty analysis, and in estimating the wider economy impacts of gender biases.

The assignment will likely require three visits to Cambodia and home-based working over a period up to 6 months. The national counterpart will receive a concurrent contract for the period. It is expected that a progressive approach be adopted, with analyses rooted in a fully-gendered understanding of the Cambodian economy. This approach should be articulated to the counterpart and other stakeholders at the outset, and explained/ advocated for throughout the assignment, and set-out in the opening chapters of the final report.

It is envisaged that there will be several follow-on assignments, and specifically in providing for a new time-use survey and its institutionalization within the National Institute of Statistics (NIS), and potentially, further work on intra-household allocations. This will be detailed in a later TORs as a separate assignment, but this work should lay the basis, with proposals outlined in the policy recommendations chapter.

The CGEA development process will also be used by MoWA and UNDP Cambodia to identify priority areas for a future programmatic intervention on Women's Economic Empowerment. Thus, advisory support from the IC for further programmatic opportunities to UNDP and MoWA and resource mobilization is envisaged.

4. Expected Outputs/ Deliverables and Payment milestones

The final deliverable will comprise a report of publishable quality - *the Cambodia Gender Economic Assessment (CGEA)* - supported by rigorous analyses. The assignment can be broken down into three stages (and the payment milestones are aligned with these):

- Stage 1: Scoping mission, to identify the detailed work plan and brief the selected national counterpart. Would also include meeting with and building relationships with the key stakeholders – MoWA, MoEF, SNEC, and MoP/ NIS.
- Stage 2: Technical inputs and oversight of the key supporting research works: labour market analysis including wage gap (using a standard accepted approach⁶); analysis of women's' position within the capital market; gendered income poverty analysis (modelling of intra-household allocations); and gendered multi-dimensional poverty analysis⁷.
- Stage 3: Delivery of the final CGEA report, including contextual sections, and formulation of policy recommendations (to be addressed to MoWA and other RGC ministries as the primary counterparts). A summary of key findings and recommendations should be presented in the Women's Economic Empowerment chapter of CGA. Crucially, this stage should also offer some basic assessment of the wider economy impacts of gender bias, drawing the elements above together. This might be based on a modelling approach or an empirically-based approach.

No.	Deliverables/Outputs	Estimated Duration to Complete	Target Due Dates	Review/ Approvals Required	Sum Payable
1	Inception report , including detailed workplan and briefing partner and stakeholders.	10 days over 1 month (including 1 mission)	30 th July	Country Economist, Gender Specialist, MoWA LWGE Coordinator, ACD-P	20% of contract value
2	Complete key research inputs , i.e. wage gap, Intra-household allocations (gendered income poverty); and gendered MDP analysis.	30 days over 3 months (including 1 mission)	30 th October	Country Economist, Gender Specialist, MoWA LWGE Coordinator, ACD-P	50% of contract value
3	Full CGEA report , including components discussed above, and estimated impact on economic performance (including drafting the CGA summary chapter on Women's Economic Empowerment).	20 days, over 2 months (including 1 mission)	31 st December	Country Economist, Gender Specialist, MoWA LWGE Coordinator, ACD-P	30% of contract value
Total # of Days:		60 days over a 6-month period			

5. Institutional Arrangements

The IC will report, ultimately, to the National Project Director (Minister of Women's Affairs), represented by the Deputy Director General on Gender Equality and Economic Development (MoWA), and the Assistant Country Director in charge of Programme (ACD-P) (as advised by the UNDP Country Economist, the Gender Specialist,

⁶ E.g. the Oaxaca-Blinder decomposition, but also offering an account of sectoral differences.

⁷ Based on the Alkire & Foster method

and Programme Analyst in charge of PSLWGE). Payment of each milestone will be approved by ACD-P upon the confirmation from the Deputy Director General on Gender Equality and Economic Development, UNDP Country Economist, Gender Specialist and Analyst.

The IC will be appointed by UNDP but will work to the needs and requirements of MOWA. These parties would make up the supervisory committee, which will receive milestone reports (as given above). Reporting will take place around the milestones (also see above). Day to day supervision will be exercised by the Country Economist with additional support from the Gender Specialist. Standard UNDP documentation should be used in reporting and claiming reimbursements.

In line with the assignment modality the IC would be expected to work closely with the national research counterpart, responsible for much of the research inputs and evidence gathering. The IC's role, versus the national research counterpart, is one of technical oversight/ mentoring, holding overall responsibility for delivery of high quality outputs, and specifically for completing the final report.

In addition to MoWA, interactions will be necessary with the Ministry of Economy and Finance (MoEF) and other RGC ministries. Equally, liaison with other UN agencies will be needed, especially, UNWOMEN, which leads on gender issues within the UN system. The assignment should take account of, and be coordinate its work other UN-supported research activities.

6. Duration of the Work

The assignment is timed to take place over a 6-month period from 15 July to 31 December 2018. The assignment duration is estimated at 60 full time equivalent days (i.e. 12 working weeks). The end completion date may be extended on a no cost basis, but not beyond 31st January 2019 (by which time, all deliverables must be lodged with UNDP).

As a joint assignment however, it is recognized that some scheduling challenges may be beyond the IC's control. Any issues likely to cause delays should be raised with UNDP and MoWA at the earliest opportunity. As this assignment also lays the foundations for follow-up works vital the key inputs are scheduled efficiently and the supervisory committee will actively oversee progress, as part of a wider programme.

7. Duty Station

The assignment is predominantly homebased but will include three missions to Phnom Penh (travel outside the capital is unlikely but may be necessary). These visits swill last no longer than one working week (i.e. 5 days), including travel time (though some flexibility may be required). Costs (airfares, per diem expenses, accommodation) should be budgeted for within the financial proposal (i.e. within the lumps sum free).

Frequent contact will be required to support the national research counterpart, in data gathering and analysis. The IC will be expected to have sufficient IT equipment/ software and communications tools to enable this (although there is some scope to consulate with UNDP on these needs).

Selected individual contractors who are expected to travel to the Country Office to undertake the assignment (in Cambodia) are required to undertake a *Basic Security in the Field (BSIF)* course (see: <https://dss.un.org/dssweb/WelcometoUNDSS/tabid/105/Default.aspx?returnurl=%2fdssweb%2f>).

8. Minimum Qualifications of the Individual Contractor

Education:	PhD in economics or other relevant social science (e.g. Development Studies, Women's Studies, Sociology)
Experience:	10 years' work experience, with 7 years in relevant subject area/ assignments Experience of similar joint working assignment modalities (i.e. working alongside a national counterpart)

	Experience of working in similar contexts in Southeast Asia Hands-on experience of data gathering and analysis
Competencies:	Advanced knowledge of gender economics, supported by a strong publications record; Knowledge of labour market economics and poverty analysis; Econometric/ statistical skills, knowledge of modelling techniques; Experience of working as a mentor/ supervisor of analytical work; Ability to synthesise research inputs into an authoritative report; Exceptional written and verbal presentational skills.
Language Requirement:	Fluent English, knowledge of Khmer is advantageous
Other Requirements (if any):	Flexibility, ability to fulfil specified timetable

9. Criteria for Evaluation of Level of Technical Compliance of Individual Contractors

In line with established UNDP practice, evaluation will take place in two stages, technical and financial, with a weighting of 70: 30 respectively. The scoring basis of the technical evaluation is given below (which in turn refers to the requirements specified in part 8 above). Bidders scoring more than 70% on the technical evaluation will proceed to the financial evaluation, where the lowest cost bid will receive the full weighted allocation (30 marks) and others, a pro-rata score. The overall highest scoring bid will be selected.

Technical Evaluation Criteria	Obtainable Score
PhD in economics or other relevant social science (e.g. Development Studies, Women's Studies, Sociology)	20
10 years' work experience, with 7 years in relevant subject area/ assignments	30
Experience of working in similar contexts in Southeast Asia	10
Experience of data gathering and analysis	10
Advanced knowledge of gender economics, labour market economics, poverty analysis, econometric/ statistical skills, modelling techniques in which supported by a strong publications record	30
Total Obtainable Score:	100

10. Annexes and reference documents

Bidders are advised to review several background documents in preparing their technical submissions, these major ones are attached:

- Annex A: Project Document for the Project to Support the Leading the Way for Gender Equality
- Annex B: Neary Rattanak IV (Five Year National Strategy for Gender Equality and Women's Empowerment, 2014-2018)
- Annex C: Cambodia Gender Assessment 2014