

SCOPE OF WORK (CONSULTANCY POSITION)

Name of Consultant:	GESI Mainstreaming Research Evaluation Consultant
Description of Assignment:	To provide analysis on GESI mainstreaming efforts in universities research in Indonesia
Period of Assignment (Start/End):	October 2020 – June 2021
Location of work:	Home Based, Jakarta and sub-national (if required)

I. Objectives

KSI is recruiting a National Consultant to produce an analysis of the extent to which the mainstreaming of GESI in the research grant guidelines of the Ministry of Research and Higher Education/National Research and Innovation Agency (Kemenristek/BRIN) has led to universities undertaking more GESI-sensitive research and the extent to which application of these guidelines is likely to be sustainable.

The M&E findings will be used for the following purposes:

- Learning – to inform the Government of Indonesia (especially Kemenristek/BRIN’s Department of Research and Community Engagement or DRPM) of any improvements needed to the guidelines and application of these, as well as to inform KSI on how it could improve its support and DFAT in terms of how it could support this area in the future.
- Accountability – to demonstrate progress in implementing current strategy and KSI’s contribution to this process.

The primary audiences for this evaluation are Kemenristek/BRIN, KSI, and DFAT. The evaluation will identify recommendations to improve the implementation of current GESI Guideline and identify which stakeholders are best placed to help address these.

II. Background

The Knowledge Sector Initiative (KSI) is a partnership between the governments of Indonesia and Australia. It is funded by the Department of Foreign Affairs and Trade (DFAT) and implemented in cooperation with the Ministry of National Development Planning/ National Development Planning Agency (*Kementerian Perencanaan Pembangunan Nasional/ Badan Perencanaan Pembangunan Nasional*, Bappenas)

The Knowledge Sector Initiative (KSI) supports Indonesian policymakers to develop more effective development policies through better use of research, data, and analysis. KSI works with research providers and government agencies to strengthen the quality and policy-relevance of research and how it used for policymaking. KSI also works to improve regulations and practices that support quality research and make using evidence in policymaking easier.

In 2018 KSI supported Kemenristek/BRIN in updating its Research Grant Guidelines Edition XII to incorporate Gender Equality and Social Inclusion (GESI) principles for the first time in order to encourage universities to conduct more GESI research. The research grants are managed by Directorate of Research and Community Services (DRPM) through an online information system called Simlitabmas, mainly accessible for university lecturers. In 2018, KSI in collaboration with Cakra Wikara Indonesia (CWI) and DRPM also supported technical guidance sessions for university researchers in three provinces. The sessions provided an opportunity for DRPM to introduce the new guidelines, encourage the research to do GESI related research and raise awareness of how to do this.

To ensure the wider outreach of the new guideline, during 2020 KSI is supporting DRPM to produce two videos to promote more GESI research, to be released before the call for 2021 grants opens in late September/early October 2020 and closes in late October/early November 2020. There will be two videos – one in Bahasa Indonesia and one in English - to introduce the guidelines to a larger audience, encourage researchers to do GESI research and promote collaborative research involving not only university lecturers, but also government, civil society organizations, policy research institutes, and the private sector. The video will highlight the following:

- a. Provide an overview of the landscape of GESI research in Indonesia based on key statistics such as the number of women researchers, the number of funded research projects with a GESI perspective, as well as policies introduced by Kemenristek/ BRIN on GESI.
- b. Feature three researchers representing a woman researcher, a researcher whose research topic has mainstreamed GESI perspective and a researcher whose research objects reflect one or multiple elements of GESI.
- c. If feasible, footage of the above researchers at work.

The Bahasa Indonesia version is intended to target Indonesian researchers and the scientific community in Indonesia. The English version is intended to reach a wider audience, specifically Kemenristek/BRIN's international research/ research funder partners and to be presented at international meetings. Each video is to have a duration of around three minutes.

KSI will also support a short-term campaign on mainstreaming GESI perspectives in research in Indonesia which could consist of articles and postings relevant to the topics, as well as writings from the featured researchers on their work. The videos and campaign materials are being produced by The Conversation Indonesia.

In 2019, KSI engaged CWI to produce a Story of Change on the process of revising the guidelines and its initial impact, which included data on the number of GESI research proposals submitted by universities to DRPM in 2018 (for funding in 2019). The first attempt to monitor the progress was done in 2019, by looking at the numbers of 2018 and 2019 GESI related research that were funded by Government of Indonesia through DRPM. KSI is commissioning a further evaluation to monitor the extent to which the guidelines and the campaign materials (videos, articles and postings) are leading to more GESI research.



III. Consultant specifications

The National Consultant should have the following skills and experience:

1. Demonstrated practical experience and skills in mixed methods for monitoring and evaluation.
2. Familiarity with DFAT monitoring and evaluation requirements as well as other international development programs.
3. A high standard of report writing and oral communication skills.
4. Strong leadership and ability to work effectively in a team.
5. Cultural and gender sensitivity.

It is also desirable for the National Consultant to have the following skills and experience:

1. Demonstrated practical experience and skills working on GESI issues
2. Familiarity and/or experience with university research

IV. Evaluation questions

The consultant will address the following indicative evaluation questions. This list of evaluation questions will be tested and refined during development of the Evaluation Plan (see section V below).

1. To what extent are Kemenristek/BRIN's GESI research grant guidelines leading to universities conducting more GESI-sensitive research?
 - a. How many university researchers have submitted GESI-sensitive research proposals?
 - b. How many of these proposals have been funded by Kemenristek/BRIN?
 - c. How many university researchers who have received grant funding already commenced and/or completed GESI-sensitive research?
 - d. What are the characteristics of the research and researchers that are submitting these research proposals, being funded and conducting this research?
 2. What factors are enabling university researchers to do more GESI-sensitive research?
 3. What are the challenges in university researchers doing more GESI-sensitive research?
 4. What are the prospects for the sustainable application of the GESI guidelines to promote mainstreaming GESI in university research?
 5. What were Kemenristek/BRIN and KSI's contributions in implementing this strategy? What difference has KSI's support made? What approaches have and have not worked in supporting implementation of GESI mainstreaming strategy?
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- a. To what extent has KSI's support for the socialisation video and campaign materials helped to promote more GESI-sensitive research?

V. Approach and timing

The National Consultant will work closely with KSI M&E Team and DRPM to provide the services below. The National Consultant will report to KSI's Performance Monitoring and Evaluation Lead and coordinate closely with the program team.

1. Develop an evaluation plan (October/November 2020, up to 3 days)

The consultant will develop a short evaluation plan to outline the evaluation approach and mixed methods to be used to address the evaluation questions and how these will be analysed. Evaluation tools (such as survey questionnaire and interview guides) should also be developed and attached to the plan. The mixed methods should include:

- Quantitative analysis of DRPM's Simlitabmas data to identify the number of GESI research proposals submitted by university researchers and funded by DRPM since 2019.
- Survey of university researchers who have submitted GESI research proposals. Kemenristek/BRIN may be conducting their own survey, in which case the consultant could use their survey results instead.
- Case studies of a sample of university researchers who submitted research proposals during this period, through interviews with these researchers. The evaluation plan should outline selection criteria for selecting this sample, which should include consideration of successful and unsuccessful examples of researchers proposing and obtaining funding for GESI-sensitive research.
- Interviews with KSI and DRPM to answer some of the other qualitative evaluation questions, particularly around sustainability and KSI's contribution.

It would be useful for the quantitative analysis of Simlitabmas data to use the same methodology as KSI has applied previously. However, KSI is open to discussing ideas with the consultant on potential alternative methodologies which may be more suitable. The M&E plan will be developed remotely, but in consultation with KSI and DRPM.

2. Stage 1 of data collection, analysis and reporting (November 2020 to January 2021, up to 9 days)

During this stage, the consultant will:

- Consult with DRPM to access relevant Simlitabmas data and analyse this data as follows:
 - The number of GESI research proposals submitted by university researchers to DRPM in 2019 (for funding in 2020) and in 2020 (for funding in 2021).
 - The number of these GESI research proposals that received funding from DRPM in 2019 and 2020.
 - The overall trend in the number of GESI research proposals submitted and funded from 2017 to 2020 (this will also draw upon earlier analysis commissioned by KSI).
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- Other characteristics of the GESI research proposals submitted and funded – ie which topics tend to be proposed and funded, from which universities.
- The data above should be gender disaggregated where possible.
- Analyse all the data and write an interim evaluation report that captures these findings.
- Present these preliminary findings to KSI, DRPM and DFAT.
- Finalise the interim evaluation report, taking on board feedback from KSI, DRPM and DFAT.

3. Stage 2 of data collection, analysis and reporting (January to May/June 2021, up to 20 days)

The exact timing of this stage will be negotiated between KSI and the consultant, taking into consideration when relevant DRPM data will be available. During this stage, the consultant will:

- Consult with DRPM to access relevant Simlitabmas data and analyse this data to show:
 - the number of these GESI research proposals that received funding from DRPM in 2021.
 - the overall trend in the number of GESI research proposals funded in 2021.
 - other characteristics of the GESI research proposals funded – ie which topics tend to be proposed and funded, from which universities.
 - the data above should be gender disaggregated where possible.
- Conduct a survey of university researchers who have submitted GESI proposals.
- Conduct interviews with a sample of university researchers who submitted research proposals, to develop case studies of these examples.
- Conduct interviews with DRPM and KSI and others as required.
- Analyse all the data and write a draft final evaluation report that captures these findings. The report should provide an overarching analysis drawing upon all data collected, with the case studies attached in an Annex. This report may add to/build upon the interim report.
- Present the findings to KSI, DRPM and DFAT.
- Finalise the report, incorporating feedback from KSI, DRPM and DFAT.

The data collection may be conducted either remotely from the consultant's home base or in-person in Jakarta, depending on COVID-19 restrictions on travel and face-to-face meetings. Interviews with any regional respondents, as well as data analysis and reporting will be conducted remotely from the consultants' home base. Report writing will be done remotely from the consultant's home base, while presentations of findings may be done in-person or remotely (via zoom call), depending on COVID-19 restrictions.

VI. Deliverables and Timeline

The National Consultant will produce the key deliverables below. Exact timing for submission will be confirmed following approval of the workplan.



No	Deliverables	By When
1	<p>Final Evaluation Plan. This should be developed in consultation with KSI and include:</p> <ul style="list-style-type: none"> • Outline of the ME approach and methodology • Refining evaluation questions in this Scope of Work. • Description of the methods that will be employed to gather information to answer each evaluation question, including list of respondents to be consulted • Developed tools to be used for the evaluation (eg survey questionnaire, interview guides, or other tools as required) • Sequencing, timing and logistics for implementing the Evaluation Plan. <p>This Evaluation Plan should include revisions based on comments received from KSI on the draft Evaluation Plan.</p>	October/November 2020
2	<p>Interim evaluation report. This should capture the findings from Stage 1 of data collection. The report should include:</p> <ul style="list-style-type: none"> • Background • Approach and Methodology • Findings and analysis which address key evaluation question 1. • Conclusions which logically flow from the analysis. 	December 2020/January 2021
3	<p>Final evaluation report which reports on data collected and analysed across the whole evaluation (including the survey, case studies and key informant interviews from the 2nd stage of data collection). It should include:</p> <ul style="list-style-type: none"> • An executive summary (up to 3 pages) • Summary of the evaluation approach and methodology • Findings and analysis which address the key evaluation questions in the Evaluation Plan, including explaining underlying factors accounting for the changes or issues observed and implications. • References to the evidence being used to support findings. • Conclusions and recommendations which logically flow from the analysis and are feasible to implement. The report should note which stakeholders are best positioned to implement each recommendation and indicate the priority of importance of the recommendations. 	May 2021

	This report should include revisions based on comments received from KSI, DFAT, DRPM and other key stakeholders mentioned in Evaluation plan.	
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If you are keen to be part of this exciting program, you are welcome to apply by sending your updated CV to procurement_team@ksi-indonesia.org. Please indicate position you have applied for in the email subject.

The closing date for applications is **9 October 2020**

Further information about The Knowledge Sector Initiative is available on <http://www.ksi-indonesia.org/>

Knowledge Sector Initiative is managed by RTI International on behalf of the Australian Government.

RTI values equal employment opportunities. Female candidates are encouraged to apply. Only short listed candidates will be contacted.

