



JOB DESCRIPTION

POSITION: Multiple Internships - Financial Health Research, Measurement & Advocacy

LOCATION: NCR

REPORTS TO: Team Lead

LEVEL/GRADE: Intern

About ACCESS:

ACCESS Development Services is a national livelihoods promotion organization with a focus on incubating innovations and developing sustainable models for livelihoods promotion of the poor. To this end, ACCESS is structured uniquely to work at all levels of the value chain – implementing programmes on the ground (Tier I), working with Civil Society Organizations, Government Departments, Corporate sector, and Multilateral / Bilateral Agencies (Tier II) as also undertaking national initiatives to influence and support policy initiatives and strengthening the enabling environment (Tier III). ACCESS, with its head office in New Delhi has a pan-India presence having state offices in 9 states and 26 project offices. More at www.accessdev.org

Background:

A few studies have examined the correlation between financial inclusion and financial health, and the results have not been encouraging. A study by the US-focused Financial Health Network conducted in 2019 shows that only 29% of Americans are financially healthy despite a (pre-COVID-19) booming economy and near-universal financial inclusion.^[1] Similarly, while financial inclusion in Kenya increased from 75% to 83% between 2016 and 2019, the percentage of adults deemed financially healthy declined from 39% to 22% in the same period.^[2] Gallup's study indicated that there is no clear relationship between account ownership and financial security in low- and middle-income countries.^[3]

In the development community, there is a general consensus that the ultimate objective of financial inclusion is to improve lives through creating financial security and increasing control over finances, for example. Yet we might need to pause and reflect on what constitutes "improving lives".

Financial health as an approach offers a way forward. **Financial health is not the next panacea but offers a larger, more comprehensive perspective to define, create and measure impact.** By definition, financial health encompasses three important aspects of an individual's financial life: **financial security and resilience, financial control and financial freedom.** The following definition of financial health captures these dimensions:





- The ability to meet one's ongoing commitments, now and in the future, and under adverse circumstances (**financial security**). The ability to meet one's commitments during adverse conditions, sustain oneself through it, and reorient one's financial life once those conditions cease is termed as **financial resilience**;
- A feeling of control of one's finances (**financial control**); and
- The ability to meet one's financial goals and enjoy things one values (**financial freedom**).

Financial health is an improved approach over financial inclusion for many reasons. For one, financial health is more user-centric in that it accounts for both objective and subjective ways to define impact, embodying the principle that impact can mean different things to different people and is best defined by individuals themselves. Financial health also measures what matters. While transactional indicators remain relevant, the perceptive indicators of financial health such as the ability to come up with liquid funds offer a more nuanced view of an individual's financial life. Financial health also recognizes that a whole range of factors are at play as it relates to people's financial lives, from individual characteristics such as income and assets to environmental factors such as social capital and public infrastructure.

In this context, ACCESS is inviting applications from self-driven students and professionals who are interested to take on the role of Intern and delivering against the objectives of the project.

Responsibilities:

The Internship opportunities are available across the following five (5) areas listed below:

Area 1: Financial health research

Curate financial health data and insights

- Curate the financial health data and insights by reading the latest financial health publications from recognized sources such as CFPB, FHN, HBR, Aspen institute, World Bank,
- Update the Global Financial Health Dashboard with the latest insights

Draft deep-dive thematic research on financial health with specific reference to the banked customers, women, youth, ageing, and low-and-middle income segments

- Support in implementing the financial health measurement research in Asia and Africa and other countries
- Draft financial health survey questionnaires, support in data collection and analysis, and produce relevant insights
- Create and test financial health statistical models to identify its determinants





Knowledge Management and Learning

- Support in content development for easy-to-use knowledge products including blogs, website materials, concept notes, technical papers on financial health
- Create presentations for the financial health workshop and webinars
- Synthesize and summarize research outcomes and lessons learned into formats tailored to specific audience such as government, regulator, banks or consumers

Conduct deep-dive explanatory data analysis and create interesting visualizations

- Leverage the survey and transactional data to diagnose the baseline and trends in financial health
- Create data visualizations and dashboards using tools like Apache Superset/ Tableau

Area 2: Measurement and Index Development

- Support in preparing note of engagement with the institutions intending to embed financial health measurement in their strategy
- Work to identify data sets that the institution gathers at transaction level
- Assist with workshops to socialize the concept on financial health and layout the process for taking forward the exercise
- Assist with data prioritization exercise related to outcome indicators that can be tracked on objective and subjective basis
- Support with deploying surveys including setting data collection tools and assist with running analysis of different data sets originating from surveys or supply side data
- Assist with developing dashboards that could provide information on financial health outcomes of the customers within an institution (i.e. Bank, Insurance, Fintech, etc.)

Area 3: Global Financial Health Research and Insights

- Support in Data curation, maintain, acquire and mine the demand and supply side datasets related to the existing projects on gig economy workers, women or elderly
- Maintain and update the evidence map or datasets as required (for the focus segments)
- Support the development of research and data dashboards
- Support in the experimentation of new survey methods for impact measurement including mobile phone surveys (e.g. on finance and poverty, empowerment, etc.)
- Deep dive into quarterly reports to draft case studies. Support in maintaining and updating the qualitative database for case study analyses of the progress of innovation partners in implementing their digital finance and Fintech innovations
- Conduct desk and literature review on digital and Fintech solutions and keep abreast of latest insights in market trends and impact research





- Support in qualitative and quantitative study on customer journey mapping.
- Support in data collection and survey design
- Conduct data cleaning, data curation and visualization to inform the product design.
- Support in content development for easy-to-use knowledge products including blogs, website materials, infographic, presentations etc. Review and edit, working papers, research and communications materials
- Synthesize and summarize research outcomes and lessons learned into formats tailored to government, digital finance service providers, private sector and donors.

Area 4: Programme, Community and Advocacy

- Conduct research on key topics related to Financial Health outcomes and determinants and resources in selected countries across Asia, Africa.
- Help manage follow-up with the influencers of FH agenda, innovators, others
- Contribute to the conceptualization and development of the community and advocacy plan
- Help develop case studies, and key supporting documents to be featured in the community engagements like workshops, webinars, etc.
- General support to the Advocacy team or related to programme support

Area 5: Financial health of the gig workers

Curate data and insights on financial health of gig workers

- Curate data and insights on financial health of gig workers by reading the latest financial health publications from recognized sources on gig worker space
- Update the Global Financial Health Dashboard with the latest insights

Draft deep-dive thematic research on financial health of gig workers

- Work with the leading gig workers companies such as Uber, Gojek, others to undertake financial health research for gig workers
- Support in implementing the financial health measurement research for gig workers Asia and Africa and other countries
- Draft financial health survey questionnaires, support in data collection and analysis, and produce relevant insights
- Create and test financial health statistical models to identify its determinants in context of gig workers

Knowledge Management and Learning

- Support in content development for easy-to-use knowledge products including blogs, website materials, concept notes, technical papers on financial health



- Create presentations for the financial health workshop and webinars
- Synthesize and summarize research outcomes and lessons learned into formats tailored to specific audience such as government, regulator, banks or consumers

Education & Experience:

Applicants to the i3 Access COP – Financial Health internship programme must at the time of application meet one of the following requirements:

1. Be enrolled in a postgraduate degree programme (such as a master’s programme, or higher);
2. Be enrolled in the final academic year of a first university degree programme (such as bachelor’s degree or equivalent);
3. Have recently graduated with a university degree (as defined in (a) and (b) above) and, if selected, must start the internship within one-year of graduation;

Skills and Competencies:

- Demonstrated experience (part or full-time, paid or volunteer) in economics, policy related work, finance, inclusive finance or related fields
- Demonstrated research and analytical capacity
- Excellent computer capabilities
- Experienced in STATA, R-Studio, Apache Superset, Tableau, Nvivo, Python, GIS Mapping software’s, or other similar data analytic tools (For those applying on research and data related engagement)

Language:

- Strong writing and speaking abilities in English.

Work arrangements:

- The Intern will work full-time office based and would be based out of Delhi NCR, India or in specific case remote working would be allowed.
- Interns are expected to use their own computer/laptop

Internship conditions:

- The maximum possible internship duration is 6 months.
- Interns are financially remunerated as per organizational guidelines





- Proof of medical and life/accident insurance valid for the location in which the internship will be carried out (i.e. India).
- Selected interns must be able to share proof of education enrolment and/ or graduation, medical/health and life/accident insurance, valid for the location in which the internship will be carried out and be able to provide insurance documentary proof at the time of their selection.

ACCESS is an Equal Opportunity Employer, and is committed to providing an environment of fairness, and mutual respect where all applicants have access to equal employment opportunities. ACCESS values diversity and inclusion, and all qualified applicants will receive consideration for employment without regard to race, color, gender, sexual orientation, gender identity or expression, religion, national origin, marital status, age and disability.

Interested candidates should send an up-to-date CV and cover letter addressing the above requirements to nidhigupta@accessdev.org. Only short-listed candidates will be contacted. The deadline is February 15, 2023.