

TC Document

I. Basic project data

▪ Country/Region:	RG
▪ TC Name:	Building a Labor and Social Security Information System for Evidence-based Policy Design
▪ TC Number:	RG-T2477
▪ Team Leader/Members:	Veronica Alaimo, team leader (SCL/LMK); Mariano Bosch (SCL/LMK); Ethel Muhlstein (SCL/LMK); and Kevin McTigue (LEG/SGO).
▪ Indicate if: Operational Support, Client Support, or Research & Dissemination.	R&D
▪ Reference to Request ¹ : (IDB docs #)	Not applicable.
▪ Date of TC Abstract:	03/25/2014
▪ Beneficiary:	Ministries in charge of labor and pension issues in the region; social security institutes; vocational and technical training institutes; vocational and technical education schools; national bureaus of statistics; think tanks and academia.
▪ Executing Agency and contact name	Social Sector, Labor Markets and Social Security Unit (SCL/LMK), Inter-American Development Bank. Veronica Alaimo (valaimo@iadb.org).
▪ IDB Funding Requested:	US\$400,000 from the Special Program for Employment, Poverty Reduction and Social Development in Support of the Millenium Development Goals (ORC/SOF).
▪ Local counterpart funding, if any:	--
▪ Execution and disbursement periods:	30 months - execution period 36 months - disbursement period
▪ Required start date:	08/01/2014
▪ Types of consultants:	Individual consultants and firms
▪ Prepared by Unit:	SCL/LMK
▪ Unit of Disbursement Responsibility:	SCL/LMK
▪ Included in Country Strategy (y/n);	No
▪ TC included in CPD (y/n):	No
▪ GCI-9 Sector Priority:	Social Policy for Equity and Productivity – Labor Markets

II. Objective and Justification

- 2.1 **[Motivations]** The lack of reliable and timely information to make concrete policy decisions is a recurrent problem in most of the Latin American and The Caribbean (LAC) countries. Such

challenge is particularly important in the labor and pensions sector. Ministries of Labor are responsible for sector regulation and policy design and implementation. Thus, producing and accessing high quality comparable information is key to back up in-depth policy analysis. The latter will lead policymakers to better identify bottlenecks and quantify the gaps observed –i.e. skills; pension coverage; and the use of public resources.

- 2.2 Moreover, available data is not centralized in one single and accessible *Data Warehouse* to which the public can refer to. Economic indicators, policies and programs of the labor sector are usually dispersed in specialized databases, research papers or project documents. This prevents knowledge from being shared efficiently among stakeholders in LAC, and limits the ability of labor specialists' to provide in-depth analysis of sector trends and bottlenecks in research and project management activities.
- 2.3 Other institutions such as the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) and the Economic Commission for Latin America and the Caribbean (ECLAC) have already set up databases with labor indicators (e.g. ILOSTAT; KILM; Online OECD Employment database) and / or social security policies (e.g. Non-contributory programs for social pensions in LAC database). However, none of the systems surveyed meet entirely the requirements of our clients or the IDB:
 - First, the full coverage of the 26 Bank member-states is not guaranteed. Sub-regions, such as Central America or The Caribbean, are particularly relegated because of the lack of data, even the most basic information. The OECD, for example, publishes specific reports and/or produces detailed indicators which exclusively include the organization's country-members (from LAC, Chile and Mexico).
 - Second, information referring to both notions of 'labor markets' and 'social security' remains separated. The platforms reviewed usually focus either on the former (e.g. ILOSTAT; KILM) or the latter (e.g. Non-contributory programs for social pensions in LAC database) separately. Thus, the IDB's approach on labor markets follows a life cycle perspective which addresses labor issues as a whole at all stages (e.g. at schooling age; at working age; and at retirement age.)
 - Third, ongoing research projects on labor markets seeking to improve policy making and analysis tools still lack of informational inputs from the LAC countries. This is the case of the OECD's analysis on public expenditure of labor market programs; the joint initiative of the Conference Board and ECLAC on labor productivity; and the ILO Employment Protection Legislation data base (EPLex) among others.
- 2.4 As for the IDB's internal platforms containing data on labor, such as Sociometro, there is an observable challenge to diversify the sources of information consulted. Household surveys have been referred so far as the traditional information source for labor statistics. In this sense, enlarging the scope towards panel surveys, administrative data, public budgeting or even institutional laws is desirable. Additionally, improvements on data visualization should be considered to position the Bank as a key player in the labor and pensions sector at regional level.
- 2.5 **[Objectives]** The overall goal of this technical cooperation (TC) is to contribute to an ongoing LMK effort known as "The Labor Markets and Social Security Information System" (The SIMS, for its initials in Spanish). The SIMS aims at positioning the Bank as a regional reference for the sector by reinforcing knowledge and research; fostering country dialogue; strengthening project preparation and monitoring mechanisms for project management and evaluation. The specific objective is to create a database format tool able to centralize and disseminate quantitative and qualitative information on labor markets and social security. Thus, The SIMS seeks to furnish the

policy-making process driven by policymakers at national level while supporting the technical work developed by the LMK Unit's specialists.

- 2.6 The Ninth Capital Increase in the resources of the IDB (GCI-9) was put in place to meet the needs of its member countries, to strengthen its position and fulfill its mission to reduce poverty and inequality and bring sustainable development to Latin America and the Caribbean. This objective frames, among others, increasing the performance of the labor markets. LAC countries need initiatives that contribute to increase the performance of labor markets by increasing the capacity to create better paid and more productive jobs, and to increase social security coverage in a sustainable way.

III. Description of activities and outputs

- 3.1 The proposed activities were originally designed in the "SIMS Concept Note" that was the first deliverable of the Corporate Input Product (CIP) BK-C1115 "Strengthening LMK operations" in 2013². The products accomplished with 2013 CIP funds are summarized in a PowerPoint presentation that can be retrieved from [IDBDOCS-#38313547](#).

- 3.2 **Component 1 – Content design and implementation.** This component is the core of the SIMS project, as it provides the raw materials used throughout the whole process.

1.1. Generation of indicators on labor markets and social security are mainly produced from the household surveys that are [constantly] updated by LMK. Their mission is to consolidate an innovative indicators incubator that makes possible a detailed characterization of the region. This is joint work with Sociometro (SCL) team, and GDI will also become an active member of the system to produce labor indicators focusing on gender and indigenous population categories. Furthermore, new indicators as well as country rankings will be developed. At the same time, administrative data from the national authorities will also be imported, as an effort to diversify the sources of information.

1.2 Mapping of labor markets institutions, regulations, and programs. It is helpful to identify the stakeholders as well as the agencies responsible for managing the resources allocated to the labor and pensions sector in each country. Later, such activity will contribute to the construction of an institutional framework diagnostic for the LAC region; in addition, LMK is working to develop the Employment Protection Legislation index, following the OECD methodology. This is a new area of work for LMK and will contribute to the ESW RG-K1338 "Beyond unemployment: understating labor market risk in LAC. Options for policy design and implementation" and the ESW RG-K1371 "Taxing wages in LAC". It also includes the gathering and systematization of regulations about paid vacation, extra hours, types of contracts, annual bonus, among others.

1.3. Analysis of public spending on labor and social security policies. It seeks to determine how relevant is the countries' investment on labor and pension programs, how efficient is the budget execution process, how well are the programs objectives achieved (or not), and what are the sources of funding.

1.4 Consolidation of indicators from ongoing studies driven by the LMK Unit. Ongoing initiatives such as Pensions at a Glance (PAG), the Social Protection Longitudinal Survey (ELPS), and Public Employment Services at a Glance (PES), among others, are some of the examples which, in the long term, will enable the consolidation of an LMK Knowledge Brand. Table 1 in Annex summarizes the indicative coverage of each type of indicator by country.

² BK-C1115 2013 ([IDBDOCS-#38068957](#)), BK-C1115 2014 ([IDBDOCS-#37845990](#)); Concept Note ([IDBDOCS-#37743921](#)).

- 3.3 **Component 2 –Visibility and knowledge sharing.** This component aims at making information generated in component 1 available for internal and external clients. Emphasis will be made on communication efforts, to present the information in a way that is attractive and user-friendly for different audiences throughout the most cost-effective channels³.

2.1. Design of the Communication Strategy. It will focus on identifying the ‘niche product’ (i.e. the most outstanding indicators or materials), based on the labor and pensions trending topics perceived, as well as the most suitable target audience(s) (e.g. governments, think tanks). The best communication channels to spread the content (e.g. Virtual Tools, Social Networks, Newsletters) should be selected afterwards. Different elements of the project, like the name or even some line products (modules), might change owing to marketing purposes. The creation of a new logo will be considered to favor the base of an *LMK Knowledge Brand*.

2.2. Development of Virtual Platform or related tool (e.g. Ipad App). The tool will present the information in a friendly way that should be easily accessed by both internal and external clients. A cost-benefit analysis will previously determine the advantages and risks taken on for activating the platform. Then, once the niche market, trending topics and target-audiences are defined, together with the communications team, all the information considered ‘of first importance’ will be transferred to the outsourcing firm for visualization settings and upload. This activity will be based on a detailed review of other IDB platforms such as LAC Macro-watch, Sociometro, INTrade, Moving Data and DataGov in order to import good practices and learn more about the most relevant obstacles. External platforms such as ILOSTAT, OECD Stats, among others, will also be considered as a reference.

2.3. Implementation of the Communication Strategy. It might pursue, in the midterm, the publication of a statistical compendium or a LMK report which main feature will rely on its innovation capacity and originality. Such activity should take place concurrently with the activation of the virtual tool above-mentioned as part of a common output. Secondary materials (e.g. infographics; catalogues) are expected to be intensively distributed in different forums and events hosted by the LMK Unit or in meetings where the LMK Unit’s Staff is invited, both as a presenter or key participant. Finally, all the efforts mentioned should be mobilized to organize, in the long term, a regional workshop with political authorities of the labor and pension sector in order to present the results of the project and lay the foundation of the SIMS as a regional public good. It will be the time to move forward towards the consolidation of a LAC network of suppliers and users of information in the LMK sector.

³ For more information on audiences, please see document [IDBDOCS-#38855782](#).

Indicative Results Matrix

Description	Product(s)	Expected Result(s)
Component 1: Content design and implementation		
Activity 1.1: Generation of indicators on labor markets and social security	1.1.1. LMK Indicators processed based on harmonized household surveys. 1.1.2. LMK Indicators collected from national sources and loaded in standard formats.	# of times governments used knowledge produced for policy design/implementation # of times knowledge produced is used for: presentations, operations, policy dialogue or other ESWs by the team
Activity 1.2: Mapping of labor markets institutions, regulations, and programs	1.2.1. Sector framework diagrams completed	
	1.2.2. Organic laws summaries for labor institutions completed	
	1.2.3. Training programs for the unemployed systematized	
	1.2.4. Training programs for unemployed youth systematized	
	1.2.5. Subsidized employment programs systematized	
	1.2.6. Severance pay programs systematized	
	1.2.7. Unemployment insurance programs systematized	
	1.2.8. The Employment Protection Legislation Index reproduced for the LAC countries	
Activity 1.3: Analysis of public spending on labor and social security policies	1.3.1. Fiscal indicators produced for 2 countries	
Activity 1.4: Consolidation of indicators from ongoing studies developed by the LMK Unit	1.4.1. Data from "Pensions at a Glance LAC" (PAG) imported	
	1.4.2. Data from the "Encuesta Longitudinal de Protección Social" (ELPS) imported	
	1.4.3. Data from the "National Training Institutes Survey" (INC) imported	
	1.4.4. Data from the "Employment Services at a Glance" (SEAG) imported	
Component 2: Visibility and knowledge sharing		
Activity 2.1: Design of the communication strategy	2.1.1. New name and logo defined 2.1.2. Niche market, target-audience and key product identified	# projects identified with the LMK branding # of strategic partnerships established # of followers or surfers in the social networks # of visits # of citations
Activity 2.2: Development of virtual tool	2.2.1. Information selected and transferred to the external programmer 2.2.2. Virtual tool activated	
Activity 2.3: Implement the communication strategy	2.3.1. Dissemination channels activated	
	2.3.2. Regional workshop organized to launch the system	

II. Budget

- 2.1 The estimated budget is US\$400,000, with financing from the Special Program for Employment, Poverty Reduction and Social Development in Support of the Millennium Development Goals (ORC/SOF).

Indicative Budget

Component/Activity	IDB/Fund Funding	Counterpart Funding	Total Funding
	(ORC/SOF)		
Component 1: Content design and implementation	280,000	0	280,000
Microdata analysis: Activity 1.1: Generation of indicators on labor markets and social security	120,000		120,000
Project management and data analysis: Activity 1.2: Mapping of labor markets institutions, regulations, and programs. Activity 1.4: Consolidation of indicators from ongoing studies developed by the LMK Unit.	140,000		140,000
Fiscal analysis: Activity 1.3: Analysis of public spending on labor and social security policies	20,000		20,000
Component 2: Visibility and knowledge sharing	120,000	0	120,000
Design and printing services (part of activity 2.3)	20,000		20,000
Dissemination strategy: Activity 2.1: Design of the communication strategy	40,000		40,000
Platform design & implementation: Activity 2.2: Development of virtual tool. Activity 2.3: Implement the communication strategy	60,000		60,000
Total	400,000	0	400,000

III. Executing agency and execution structure

- 3.1 LMK will execute this technical cooperation, given the regional scope of planned activities, outputs and outcomes, a statistical tool to be used by policy-makers and IDB specialists.
- 3.2 **Procurement.** For the contracting of individual consultants, the project team will observe Human Resources selection procedures (AM-650); and for consulting firms, as well as in the case of non-consulting services contracts, the Corporate Procurement Policy and Procedures (GN-2303-20).
- 3.3 The project team recommends the **Single Source Selection** (SSS) of Damian Pablo Bonari for the consulting services related to Component 1, Content Design and Implementation: Fiscal Analysis, in the amount of US\$20,000, based on his expertise and as a continuation of services in order to maintain a methodological approach, given that this consultant provided services for the SIMS initiative in 2013. The first process to hire the consultant was competitive and his services were fully satisfactory to the Bank.

IV. Project Risks and Issues

- 4.1 Since the project involves presenting statistics of country and government performance, it will be particularly important to validate data and provide a clear methodology on how each indicator is constructed, to assure transparency and consistency. The information will be

published, in accordance with Access to Information Policy GN-1831-28 and Implementation Guidelines GN-1831-33, when consent for its publication is obtained from each country.

V. Exceptions to Bank policies

5.1 None.

VI. Environmental and Social Classification

6.1 There are no expected negative social and environmental impacts and this project received classification C. See safeguard reports at [38704173](#).

Annexes

Request for financing N/A

Terms of reference [38861662](#)

Procurement Plan [38832169](#)

Sustainability and Value Added Note [38832151](#)

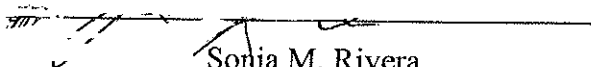
Table 1. Indicative coverage by country [38923949](#)

**BUILDING A LABOR AND SOCIAL SECURITY INFORMATION SYSTEM FOR
EVIDENCE-BASED POLICY DESIGN**

RG-T2477

CERTIFICATION

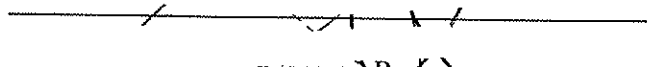
I hereby certify that this operation was approved for financing under the Social Fund (SOF) through a communication dated May 8, 2014 and signed by Goro Mutsuura (ORP/GCM). Also, I certify that resources from said fund are available for up to US\$400,000, in order to finance the activities described and budgeted in this document. This certification reserves resources for the referenced project for a period of four (4) calendar months counted from the date of eligibility from the funding source. If the project is not approved by the IDB within that period, the reserve of resources will be cancelled, except in the case a new certification is granted. The commitment and disbursement of these resources shall be made only by the Bank in US dollars. The same currency shall be used to stipulate the remuneration and payments to consultants, except in the case of local consultants working in their own borrowing member country who shall have their remuneration defined and paid in the currency of such country. No resources of the Fund shall be made available to cover amounts greater than the amount certified herein above for the implementation of this operation. Amounts greater than the certified amount may arise from commitments on contracts denominated in a currency other than the Fund currency, resulting in currency exchange rate differences, for which the Fund is not at risk.


Sonia M. Rivera
Chief
Grants and Cofinancing Management Unit
ORP/GCM

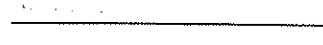
07/17/2014
Date


APPROVAL

Approved:


Carmen Pages
Unit Chief
Labor Markets Unit
SCL/LMK

JUL 18 2014


Date


Héctor Salazar
Manager
SCL/SCL

7/18/2014
Date

SAFEGUARD POLICY FILTER REPORT

PROJECT DETAILS	
IDB Sector	SOCIAL INVESTMENT-LABOR POLICY
Type of Operation	Other Lending or Financing Instrument
Additional Operation Details	
Investment Checklist	Generic Checklist
Team Leader	Alaimo, Veronica (VALAIMO@iadb.org)
Project Title	Building a Labor and Social Security Information System for Evidence-based Policy Design
Project Number	RG-T2477
Safeguard Screening Assessor(s)	Muhlstein, Ethel Rosa (ETHELM@iadb.org)
Assessment Date	2014-03-28

SAFEGUARD POLICY FILTER RESULTS		
Type of Operation	Technical Cooperation	
Safeguard Policy Items Identified (Yes)	Type of operation for which disaster risk is most likely to be low .	(B.01) Disaster Risk Management Policy– OP-704
	The Bank will make available to the public the relevant Project documents.	(B.01) Access to Information Policy– OP-102
	The operation is in compliance with environmental, specific women's rights, gender, and indigenous laws and regulations of the country where the operation is being implemented (including national obligations established under ratified Multilateral Environmental Agreements).	(B.02)
	The operation (including	(B.03)

	associated facilities) is screened and classified according to their potential environmental impacts.	
Potential Safeguard Policy Items(?)	No potential issues identified	
Recommended Action:	Operation has triggered 1 or more Policy Directives; please refer to appropriate Directive(s). Complete Project Classification Tool. Submit Safeguard Policy Filter Report, PP (or equivalent) and Safeguard Screening Form to ESR.	
Additional Comments:		

ASSESSOR DETAILS	
Name of person who completed screening:	Muhlstein, Ethel Rosa (ETHELM@iadb.org)
Title:	Operations Analyst, SCL/LMK
Date:	2014-03-28

SAFEGUARD SCREENING FORM

PROJECT DETAILS	
IDB Sector	SOCIAL INVESTMENT-LABOR POLICY
Type of Operation	Other Lending or Financing Instrument
Additional Operation Details	
Country	REGIONAL
Project Status	
Investment Checklist	Generic Checklist
Team Leader	Alaimo, Veronica (VALAIMO@iadb.org)
Project Title	Building a Labor and Social Security Information System for Evidence-based Policy Design
Project Number	RG-T2477
Safeguard Screening Assessor(s)	Muhlstein, Ethel Rosa (ETHELM@iadb.org)
Assessment Date	2014-03-28

PROJECT CLASSIFICATION SUMMARY		
Project Category: C	Override Rating:	Override Justification:
		Comments:
Conditions/ Recommendations	<ul style="list-style-type: none"> No environmental assessment studies or consultations are required for Category "C" operations. Some Category "C" operations may require specific safeguard or monitoring requirements (Policy Directive B.3). Where relevant, these operations will establish safeguard, or monitoring requirements to address environmental and other risks (social, disaster, cultural, health and safety etc.). The Project Team must send the PP (or equivalent) containing the Environmental and Social Strategy (the requirements for an ESS are described in the Environment Policy Guideline: Directive B.3) as well as the Safeguard Policy Filter and Safeguard Screening Form Reports. 	

SUMMARY OF IMPACTS/RISKS AND POTENTIAL SOLUTIONS	
Identified Impacts/Risks	Potential Solutions

DISASTER RISK SUMMARY

Disaster Risk Category: Low

Disaster/ Recommendations

- No specific disaster risk management measures are required.

ASSESSOR DETAILS

Name of
person who
completed
screening:

Muhlstein, Ethel Rosa (ETHELM@iadb.org)

Title:

Operations Analyst, SCL/LMK

Date:

2014-03-28

**SOCIAL SECTOR – LABOR MARKETS AND SOCIAL SECURITY UNIT
(SCL/LMK)**

**BUILDING A LABOR AND SOCIAL SECURITY INFORMATION SYSTEM FOR
EVIDENCE-BASED POLICY DESIGN
(RG-T2477)**

**TERMS OF REFERENCE
FISCAL ANALYSIS CONSULTANT**

I. BACKGROUND

- 1.1 *[Motivations]* The lack of reliable and timely information to make concrete policy decisions is a recurrent problem in most of the Latin American and The Caribbean (LAC) countries. Such challenge is particularly important in the labor and pensions sector, as Ministries of Labor are among the weakest executive bodies of the governments in the region. Thus, producing and accessing high quality comparable information is key to back up in-depth policy analysis. The latter will lead policymakers to better identify bottlenecks and quantify the gaps observed –i.e. skills; pension coverage; and the use of public resources.
- 1.2 Moreover, available data is not centralized in one single and accessible *Data Warehouse* to which the public can refer. Economic indicators, policies and programs of the labor sector are usually isolated in specialized databases, research papers or project documents. This prevents knowledge from being spread efficiently among stakeholders in LAC, and spoils also labor specialists' performance by making them doubling up their efforts in their research and project management activities.
- 1.3 Other institutions such as the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) and the Economic Commission for Latin America and the Caribbean (ECLAC) have already set up databases with labor indicators (e.g. ILOSTAT; KILM; Online OECD Employment database) and / or social security policies (e.g. Non-contributory programs for social pensions in LAC database). However, none of the systems surveyed meet entirely the requirements of our clients or the IDB.
- 1.4 *[Purpose]* The overall goal of this technical cooperation (TC) is to contribute to an ongoing LMK effort known as “The Labor Markets and Social Security Information System” (The SIMS, for its initials in Spanish). The SIMS aims at positioning the Bank as a regional scale key reference for the sector by reinforcing knowledge and research; fostering country dialogue; and strengthening monitoring mechanisms for project management and evaluation. The specific objective is to create a database format tool able to centralize and disseminate quantitative and qualitative information on labor markets and social security. Thus, the SIMS seeks to furnish the policy-making process driven by stakeholders at national level while supporting the technical work developed by the LMK Unit's specialists.

II. OBJECTIVE OF THE CONSULTANCY

- 2.1 The objective of this consultancy is to lead the study on public expenditure of labor and pensions sector for Chile, Uruguay and El Salvador, as part of a key activity of the *TC-Document RG-T2477 “Building the Labor and Social Security Information System (The SIMS) for evidence-based policy design”*.
- 2.2 Specific objectives are:
- Reproducing a standard dataset that contains the main features of the national public expenditure in the labor sector. This supposes the construction of a combined functional, institutional and programmatic matrix, which also includes a classification by objectives and by the source of funds. The different stages of the budget execution process will also be incorporated.
 - Generating a basic set of indicators to develop a fiscal analysis of the labor and pensions sector in Chile, Uruguay and El Salvador.

III. CHARACTERISTICS OF THE CONSULTANCY

- 3.1 *Type of Consultancy:* International Individual Consultant – Single Source Selection (SSS)
- 3.2 *Duration:* 50 discontinuous days in 2015
- 3.3 *Place of Work:* City of residence of the consultant.
- 3.4 *Justification for Single Source Selection*

The single source selection is justified based on experience of the candidate, Damián Pablo Bonari, and continuity of previous work carried out by the consultant for the Bank.

[Experience] He is currently Principal Investigator of Social Protection Programs and Fiscal Policy for the “Centro de Implementación de Políticas Públicas para la Equidad y el Crecimiento” (CIPPEC). From 2000 to 2011 he served as Director of Public Expenditure Analysis and Social Programs of the Ministry of Economy of the Nation in Argentina. He was Regional Director of the Technical and Financial Cooperation Project European Union- MERCOSUR “Macroeconomic Monitoring Support” and National Coordinator of Macroeconomic Monitoring Group of MERCOSUR. He is the author of several publications on characterization and evolution of public spending, budget analysis and incidence of public policy, and macroeconomic statistics. He is Professor of Public Finance and Management in the Public Sector at Universidad de San Andrés (UDESA) and Universidad de Ciencias Empresariales y Sociales (UCES). He received the Fulvio Salvador Pagani Arcor Foundation Prize for his work “The Social Public Expenditure in Argentina: diagnosis and prospects”.

[Work continuity] The consultant served as advisor of the SIMS Project, contributing in the preparation of the Concept Note for the project and leading the fiscal analysis carried out in Paraguay, Honduras and Bolivia during 2013.

IV. MAIN ACTIVITIES

4.1 Responsibilities of this consultancy will include, but not be limited to:

(i) Identifying the main components of the budget matrix based on the institutional framework previously constructed by the core team. Such activity embraces:

- Defining a set of criteria to facilitate the selection of programs belonging to the labor and pensions sector, this constitutes the starting point for the construction of the universe of study.
- Completing the list of institutions in charge of managing the public resources spent in the sector.
- Ensuring a fluent dialogue with the technical officers in charge of national budget issues in the countries concerned (Chile, Uruguay and El Salvador) in order to validate the fiscal information processed.

(ii) Gathering administrative data from official entities to:

- Measure the evolution of the total public expenditure (2010-2013).
- Measure the evolution of the total social spending (2010-2013).

(iii) Generating basic indicators such as:

- The ratio between total spending on the labor and pensions sector / GDP (2010-2013).
- The ratio between total spending on the labor and pensions sector / the total public expenditure (2010-2013).
- The ratio between total spending on the labor and pensions sector / the total social spending (2010-2013).
- The ratio between total spending on the labor and pensions sector per institution / the total spending per institution (2010-2013).
- Analysis of the relevance of the components within the total public expenditure on the labor and pensions sector (2010-2013): disaggregated by functions, institutions, programs, objective of the programs and source of funds.
- Analysis of the inter-annual variations of the total public expenditure on the labor and pensions sector (2010-2013) and its components.
- Analysis of the budget execution process at its different stages (i.e. approved; modified; executed; paid) during the period of reference (2010-2013).

V. PRODUCTS AND PAYMENTS

5.1 The consultant will be responsible for submitting the following deliverables:

- **A Work plan (30%)** for the period of the consultancy, including a draft version of the institutional framework validated by the core team, as well as the list of criteria to select the sector's programs.
- **A Midterm Progress Report (30%)** to identify both achievements and bottlenecks and explore potential solutions.
- **A Final Report (40%)** composed by: a Word document containing the detailed analysis of the public spending on labor and pensions sector for Chile, Uruguay and El Salvador; and an Excel book containing the budget matrix, the data base, as well as the indicators calculated based on the data collected. Templates and formats will be provided by the core team.

VI. COORDINATION

6.1 The consultancy will be coordinated by Veronica ALAIMO (email: valaimo@iadb.org; phone: +1 (202) 623-2371).

**SOCIAL SECTOR – LABOR MARKETS AND SOCIAL SECURITY UNIT
(SCL/LMK)**

**BUILDING A LABOR AND SOCIAL SECURITY INFORMATION SYSTEM FOR
EVIDENCE-BASED POLICY DESIGN
(RG-T2477)**

**TERMS OF REFERENCE
PLATFORM DESIGN AND IMPLEMENTATION CONSULTANCY**

I. BACKGROUND

- 1.1 *[Motivations]* The lack of reliable and timely information to make concrete policy decisions is a recurrent problem in most of the Latin American and The Caribbean (LAC) countries. Such challenge is particularly important in the labor and pensions sector, as Ministries of Labor are among the weakest executive bodies of the governments in the region. Thus, producing and accessing high quality comparable information is key to back up in-depth policy analysis. The latter will lead policymakers to better identify bottlenecks and quantify the gaps observed –i.e. skills; pension coverage; and the use of public resources.
- 1.2 Moreover, available data is not centralized in one single and accessible *Data Warehouse* to which the public can refer. Economic indicators, policies and programmers of the labor sector are usually isolated in specialized databases, research papers or project documents. This prevents knowledge from being spread efficiently among stakeholders in LAC, and spoils also labor specialists' performance by making them doubling up their efforts in their research and project management activities.
- 1.3 Other institutions such as the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) and the Economic Commission for Latin America and the Caribbean (ECLAC) have already set up databases with labor indicators (e.g. ILOSTAT; KILM; Online OECD Employment database) and / or social security policies (e.g. Non-contributory programmers for social pensions in LAC database). However, none of the systems surveyed meet entirely the requirements of our clients or the IDB.
- 1.4 *[Purpose]* The overall goal of this technical cooperation (TC) is to contribute to an ongoing LMK effort known as "The Labor Markets and Social Security Information System" (The SIMS, for its initials in Spanish). The SIMS aims at positioning the Bank as a regional scale key reference for the sector by reinforcing knowledge and research; fostering country dialogue; and strengthening monitoring mechanisms for project management and evaluation. The specific objective is to create a database format tool able to centralize and disseminate quantitative and qualitative information on labor markets and social security. Thus, the SIMS seeks to furnish the policy-making process driven by stakeholders at national level while supporting the technical work developed by the LMK Unit's specialists.

II. OBJECTIVE OF THE CONSULTANCY

- 2.1 The objective of the consultancy is to design, develop and maintain an internet-based platform to share the information produced by the SIMS in practical and user-friendly way, in accordance with IDB procedures and standards.

III. CHARACTERISTICS OF THE CONSULTANCY

- 3.1 *Type of Consultancy:* Consulting firm
- 3.2 *Duration:* From January 1, 2015 to December 31, 2016.
- 3.3 *Requirements:*
- [Professional Experience]* The firm should have at least 5 years of experience and expertise in delivering similar services and products, including relevant experience working with International Financial Institutions and/or Multi-lateral organizations.
- [Language]* Communicational skills, both oral and written, in Spanish and English are required.

IV. MAIN ACTIVITIES

- 4.1 Prepare a proposal for an internet-based platform design and implementation, including aspects such as:
- i. The user is able to produce dynamic tables, graphs and maps with information from the SIMS, including: country reports, comparisons across countries and across time (within and between countries).
 - ii. The user is able to generate reports that can be exported in Excel, PDF and image format such as JPEG.
 - iii. Technology requirements.
 - iv. Timetable for design and implementation.
 - v. Maintenance requirements.
- 4.2 The platform in a modular way, so that it allows the addition of new modules as new sources or types of indicators are generated by the SIMS. It should also be designed to facilitate updates in existing indicators.
- 4.3 The consulting firm should work closely with IDB communication and labor specialists to ensure the platform meets LMK needs and is in accordance with IDB procedures and requirements.

V. COORDINATION

- 5.1 The consultancy will be coordinated by Veronica ALAIMO (email: valaimo@iadb.org; phone: +1 (202) 623-2371).

**SOCIAL SECTOR – LABOR MARKETS AND SOCIAL SECURITY UNIT
(SCL/LMK)**

**BUILDING A LABOR AND SOCIAL SECURITY INFORMATION SYSTEM FOR
EVIDENCE-BASED POLICY DESIGN
(RG-T2477)**

**TERMS OF REFERENCE
STATA CONSULTANT**

I. BACKGROUND

- 1.1 **[Motivations]** The lack of reliable and timely information to make concrete policy decisions is a recurrent problem in most of the Latin American and The Caribbean (LAC) countries. Such challenge is particularly important in the labor and pensions sector, as Ministries of Labor are among the weakest executive bodies of the governments in the region. Thus, producing and accessing high quality comparable information is key to back up in-depth policy analysis. The latter will lead policymakers to better identify bottlenecks and quantify the gaps observed –i.e. skills; pension coverage; and the use of public resources.
- 1.2 Moreover, available data is not centralized in one single and accessible *Data Warehouse* to which the public can refer. Economic indicators, policies and programs of the labor sector are usually isolated in specialized databases, research papers or project documents. This prevents knowledge from being spread efficiently among stakeholders in LAC, and spoils also labor specialists' performance by making them doubling up their efforts in their research and project management activities.
- 1.3 Other institutions such as the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) and the Economic Commission for Latin America and the Caribbean (ECLAC) have already set up databases with labor indicators (e.g. ILOSTAT; KILM; Online OECD Employment database) and / or social security policies (e.g. Non-contributory programs for social pensions in LAC database). However, none of the systems surveyed meet entirely the requirements of our clients or the IDB.
- 1.4 **[Purpose]** The overall goal of this technical cooperation (TC) is to contribute to an ongoing LMK effort known as “The Labor Markets and Social Security Information System” (The SIMS, for its initials in Spanish). The SIMS aims at positioning the Bank as a regional scale key reference for the sector by reinforcing knowledge and research; fostering country dialogue; and strengthening monitoring mechanisms for project management and evaluation. The specific objective is to create a database format tool able to centralize and disseminate quantitative and qualitative information on labor markets and social security. Thus, the SIMS seeks to furnish the policy-making process driven by stakeholders at national level while supporting the technical work developed by the LMK Unit's specialists.

II. OBJECTIVE OF THE CONSULTANCY

- 2.1 The objective of this consultancy is to support the ongoing harmonization process of household surveys, panel surveys and administrative data lead by the IDB Social Sector, with the ultimate aim of generating labor markets and social security indicators for Latin America and The Caribbean.

III. CHARACTERISTICS OF THE CONSULTANCY

- 3.1 *Type of Consultancy:* International Individual Consultant
3.2 *Duration:* From September 1, 2014 to July 31, 2016.
3.3 *Place of Work:* Washington D.C.
3.4 *Requirements:*

[Education] The consultant must be a professional with a bachelor degree in economics, public policy, international relations or related areas. Masters level is preferred.

[Professional Experience] Advanced level of STATA programming is required. Proven experience in micro-data collection from large household and/or panel surveys is required as well. Experience in the construction of indicators and information management. He/She will be able to write and review “Do Files” both to consolidate data and facilitate the information generation and management processes. A strong understanding of the labor and pensions sector is desired.

[Skills] Furthermore, he/she will be able to work efficiently and independently in a multicultural environment while obtaining and transferring specific information in the standard formats required to provide support for technical reports and research projects. The use of Microsoft Office Software is required. Knowledge of the IDB’s internal systems is desired.

[Language] Communicational skills, both oral and written, in Spanish and English are required.

IV. MAIN ACTIVITIES

- 4.1 The consultant will be responsible for the following activities:
- (i) Collaborate in the consolidation of the economic indicators processed in 2013 for The Labor Markets and Social Security System -The SIMS- statistical module by:**
- Participating in the design and review of the datasets (in both their original and modified versions), documents and “Do Files” produced during the LAC household surveys harmonization process.
 - Cleaning and generating new indicators when new surveys are received.
 - Monitoring and correcting errors detected while programming in collaboration with the core team of the Social Sector (SCL).

- Supporting the construction of comparable LMK indicators among countries, as well as the composition of a Metadata Repository, which must include: detailed definitions for each indicator; guidance statements on calculation methods; a directory for information sources; and any supplementary information required to guarantee the transparency and use of materials.
- Generate and add dynamic indicators from panel surveys available in the region.

(ii) Conduct analytical work using household surveys, panel surveys and administrative data needed as input for country dialogue, country diagnostics for sector notes, operations profiles and documents, and other products as requested by LMK Unit chief.

- 4.2 The activities mentioned constitute the main liabilities of the position; however, they are not exempt for supplementary responsibilities, which will be previously approved by the direct supervisor or the LMK Unit Chief.

V. COORDINATION

- 5.1 The consultancy will be coordinated by Veronica ALAIMO (email: valaimo@iadb.org; phone: +1 (202) 623-2371).

**SOCIAL SECTOR – LABOR MARKETS AND SOCIAL SECURITY UNIT
(SCL/LMK)**

**BUILDING A LABOR AND SOCIAL SECURITY INFORMATION SYSTEM FOR
EVIDENCE-BASED POLICY DESIGN
(RG-T2477)**

**TERMS OF REFERENCE
PROJECT MANAGEMENT AND DATA CONSULTANT**

I. BACKGROUND

- 1.1 *[Motivations]* The lack of reliable and timely information to make concrete policy decisions is a recurrent problem in most of the Latin American and The Caribbean (LAC) countries. Such challenge is particularly important in the labor and pensions sector, as Ministries of Labor are among the weakest executive bodies of the governments in the region. Thus, producing and accessing high quality comparable information is key to back up in-depth policy analysis. The latter will lead policymakers to better identify bottlenecks and quantify the gaps observed –i.e. skills; pension coverage; and the use of public resources.
- 1.2 Moreover, available data is not centralized in one single and accessible *Data Warehouse* to which the public can refer. Economic indicators, policies and programs of the labor sector are usually isolated in specialized databases, research papers or project documents. This prevents knowledge from being spread efficiently among stakeholders in LAC, and spoils also labor specialists' performance by making them doubling up their efforts in their research and project management activities.
- 1.3 Other institutions such as the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) and the Economic Commission for Latin America and the Caribbean (ECLAC) have already set up databases with labor indicators (e.g. ILOSTAT; KILM; Online OECD Employment database) and / or social security policies (e.g. Non-contributory programs for social pensions in LAC database). However, none of the systems surveyed meet entirely the requirements of our clients or the IDB.
- 1.4 *[Purpose]* The overall goal of this technical cooperation (TC) is to contribute to an ongoing LMK effort known as “The Labor Markets and Social Security Information System” (The SIMS, for its initials in Spanish). The SIMS aims at positioning the Bank as a regional scale key reference for the sector by reinforcing knowledge and research; fostering country dialogue; and strengthening monitoring mechanisms for project management and evaluation. The specific objective is to create a database format tool able to centralize and disseminate quantitative and qualitative information on labor markets and social security. Thus, the SIMS seeks to furnish the policy-making process driven by stakeholders at national level while supporting the technical work developed by the LMK Unit's specialists.

II. OBJECTIVE OF THE CONSULTANCY

- 2.1 The objective of this consultancy is to contribute to the execution of the SIMS' main activities according to the description of activities and outputs outlined in the *TC-Documents RG-T2477 "Building the Labor and Social Security Information System (The SIMS) for evidence-based policy design"*.

III. CHARACTERISTICS OF THE CONSULTANCY

- 3.1 *Type of Consultancy:* International Individual Consultant
3.2 *Duration:* From September 1, 2014 to December 31, 2016.
3.3 *Place of Work:* Washington D.C.
3.4 *Requirements:*

[Education] The consultant must be a professional with a bachelor degree in economics, public policy, international relations or related areas. Masters level is preferred.

[Professional Experience] He/She must have at least 2 years of relevant professional experience in performance management and/or knowledge sharing systems. Proven experience in the construction of economic indicators and datasets as well as a strong understanding of the labor and pensions sector.

[Skills] Furthermore, he/she will be able to work efficiently and independently in a multicultural environment while obtaining and transferring specific information in the standard formats required providing support for technical reports and research projects. The use of Microsoft Office Software is required. Knowledge of the IDB's internal systems is desired.

[Language] Communicational skills, both oral and written, in Spanish and English are required. A third language will be considered as a plus.

IV. MAIN ACTIVITIES

- 4.1 Responsibilities of this consultancy will include, but not be limited to, supervising the completion of the key components charted in the *TC-Documents RG-T2477 "Building The Labor and Social Security Information System (The SIMS) for evidence-based policy design"*, which embrace:

(i) Following up the data collection and mining strategy for the countries selected by:

- Designing and implementing a plan of action to determine the specific goals for the modules constituting the technical work of The SIMS (i.e. Labor and Pensions Indicators; Mapping Labor Institutions; Measuring Public Expenditure in the LMK Sector; Classifying LMK programs and policies).
- Systematizing Labor and Pensions Indicators; Mapping Labor Institutions; Measuring Public Expenditure in the LMK Sector; Classifying LMK programs and policies, as needed.

- Reinforcing the methodologies to gather both economic indicators (base: administrative data) and labor laws imported from official entities in the countries by establishing strong ties with strategic partners.
- Strengthening the current analysis of the regional institutional framework developed in 2013 by completing the countries remaining and improving the existing formats.
- Systematizing the fiscal indicators reproduced and the information on public expenditure collected in 2013 for three countries as part of the pilot project executed. Expand the initiative to two new countries in 2014.
- Providing support in the elaboration of country profiles, dialogue notes, policy reports or any other related knowledge product that might require informational inputs from the SIMS.

(ii) Supporting the LMK Communications Team and EXR experts in the design of the visibility and dissemination strategy, while raw data is collected and processed, by:

- Promoting brainstorming sessions or related activities in order to better identify trending topics within the labor and pensions sector, the optimal target-population and the key indicators most attractive for them. Outsourcing the elaboration of a market study to an external firm should be considered.
- Evaluating the most cost-effective channel to spread the information in a friendly, useful and accessible way. This supposes the enhancement of visual properties (Data Visualization) as well as the definition of a concrete tool (e.g. a virtual platform; an iPad App; or even a statistical compendium).
- Interacting actively with the counterparts to monitor the progress of the communication campaign.

(iii) Enhancing the existing performance management system to monitor the impact evaluations in the LMK projects at country level.

- 4.2 The activities mentioned constitute the main liabilities of the position; however, they are not exempt for supplementary responsibilities, which will be previously approved by the direct supervisor or the LMK Unit Chief.

V. COORDINATION

- 5.1 The consultancy will be coordinated by Veronica ALAIMO (email: valaimo@iadb.org; phone: +1 (202) 623-2371).

**SOCIAL SECTOR – LABOR MARKETS AND SOCIAL SECURITY UNIT
(SCL/LMK)**

**BUILDING A LABOR AND SOCIAL SECURITY INFORMATION SYSTEM FOR
EVIDENCE-BASED POLICY DESIGN
(RG-T2477)**

**TERMS OF REFERENCE
DISSEMINATION STRATEGY CONSULTANT**

I. BACKGROUND

- 1.1 **[Motivations]** The lack of reliable and timely information to make concrete policy decisions is a recurrent problem in most of the Latin American and The Caribbean (LAC) countries. Such challenge is particularly important in the labor and pensions sector, as Ministries of Labor are among the weakest executive bodies of the governments in the region. Thus, producing and accessing high quality comparable information is key to back up in-depth policy analysis. The latter will lead policymakers to better identify bottlenecks and quantify the gaps observed –i.e. skills; pension coverage; and the use of public resources.
- 1.2 Moreover, available data is not centralized in one single and accessible *Data Warehouse* to which the public can refer. Economic indicators, policies and programmers of the labor sector are usually isolated in specialized databases, research papers or project documents. This prevents knowledge from being spread efficiently among stakeholders in LAC, and spoils also labor specialists' performance by making them doubling up their efforts in their research and project management activities.
- 1.3 Other institutions such as the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) and the Economic Commission for Latin America and the Caribbean (ECLAC) have already set up databases with labor indicators (e.g. ILOSTAT; KILM; Online OECD Employment database) and / or social security policies (e.g. Non-contributory programmers for social pensions in LAC database). However, none of the systems surveyed meet entirely the requirements of our clients or the IDB.
- 1.4 **[Purpose]** The overall goal of this technical cooperation (TC) is to contribute to an ongoing LMK effort known as "The Labor Markets and Social Security Information System" (The SIMS, for its initials in Spanish). The SIMS aims at positioning the Bank as a regional scale key reference for the sector by reinforcing knowledge and research; fostering country dialogue; and strengthening monitoring mechanisms for project management and evaluation. The specific objective is to create a database format tool able to centralize and disseminate quantitative and qualitative information on labor markets and social security. Thus, the SIMS seeks to furnish the policy-making process driven by stakeholders at national level while supporting the technical work developed by the LMK Unit's specialists.

II. OBJECTIVE OF THE CONSULTANCY

- 2.1 The objective of the consultancy is to develop an appropriate communications strategy that boosts the SIMS and the LMK Unit's branding while disseminating the results achieved among the stakeholders (i.e. governments; sectorial researchers; academia; among others) in the LAC region. The final aim is to position the IDB as a key reference in the labor and pensions sector.

III. CHARACTERISTICS OF THE CONSULTANCY

- 3.1 *Type of Consultancy:* International Individual Consultant
- 3.2 *Duration:* From January 1, 2015 to December 31, 2016.
- 3.3 *Place of Work:* Washington D.C.
- 3.4 *Requirements:*
- [Education]** The consultant must be a professional with a Master's degree in social communication, marketing or related areas.
- [Professional Experience]** He/she will also have 5 years of professional experience, with at least 1 year of proven experience working in international organizations.
- [Language]** Communicational skills, both oral and written, in Spanish and English are required. A third language will be considered as a plus.

IV. MAIN ACTIVITIES

- 4.1 Responsibilities will include, but not be limited to:
- i. Designing a full communications strategy, as stated in the *TC-Document RG-T2477 "Building the Labor and Social Security Information System (The SIMS) for evidence-based policy design"*. Such plan will specify the goals to achieve in the second semester of 2014 and 2015.
 - ii. Launching a brand positioning initiative for the SIMS and the LMK Unit, including a new name and new logo.
 - iii. Leading and participating actively in the activities to identify trending topics within the labor and pensions sector; to outreach the optimal target-population in the region; and to also deliver the most attractive information for them.
 - iv. Reviewing documents and presentations assuring messages are communicated accordingly with EXR standards.
 - v. Defining and activating the most suitable communications channels to disseminate the system's content and favor the creation of a stakeholders and clients community.
 - vi. Analyzing and defining social media alternatives to improve the SIMS and the LMK Unit visibility. The consultant will provide recommendations on how to optimize the participation of key audiences through social media or related tools.

- vii. Ensuring synergy with the IDB communication policy. Plans must fit within the global communications strategy for the Bank, for the Unit and the Fund Donor. The consultant will also ensure compatibility with the policies of External Relations.
- 4.2 The activities mentioned constitute the main liabilities of the position; however, they are not exempt for supplementary responsibilities, which will be previously approved by the direct supervisor or the LMK Unit Chief.

V. COORDINATION

- 5.1 The consultancy will be coordinated by Veronica ALAIMO (email: valaimo@iadb.org; phone: +1 (202) 623-2371).

Las siguientes 10 preguntas apuntan a identificar una clara visión compartida sobre lo que queremos lograr con el SIMS 2.0

1. ¿Cuál es la necesidad de desarrollo que el SIMS propone abordar? ¿Cuál es la situación actual en América Latina y el Caribe? ¿Por qué se necesita una plataforma SIMS?

- Uno de los grandes retos que enfrenta la región en general y el sector en particular es la falta de información confiable y oportuna que permita tomar decisiones de política informadas. Se necesita información comparable que permita identificar cuellos de botella y cuantificar las brechas existentes (en cobertura; recursos humanos, físicos y financieros; y en capacidad de gestión de estos recursos).
- La idea de desarrollar un Sistema de Información de Mercados Laborales y Seguridad Social (SIMS) surge como respuesta a esta situación, y busca al mismo tiempo consolidar esfuerzos aislados que LMK ha venido realizando desde su creación.
- Otras instituciones como la Organización Internacional del Trabajo (OIT), la Comisión Económica para América Latina y el Caribe (CEPAL) o la Organización para la Cooperación y el Desarrollo Económicos (OCDE) cuentan con distintas bases de datos con indicadores laborales y/o de seguridad social y políticas dirigidas a estos sectores. Sin embargo, ninguna de las bases relevadas contiene información integral y oportuna de los países de la región que coincida con los requerimientos de las operaciones del BID en temas de mercados laborales y seguridad social ni para dar soporte a los estudios analíticos que se llevan a cabo.
- El objetivo general del proyecto SIMS es posicionar al BID como un referente clave del sector en la región y fortalecer el diálogo, la preparación y supervisión de proyectos de LMK. El objetivo específico es la creación de un sistema de información en la forma de bases de datos que consolide y centralice información cuantitativa y cualitativa sobre los diferentes aspectos que involucran las políticas públicas de mercados laborales y seguridad social en los países de la región, proveyendo para cada país una visión completa y acabada del sector y las acciones que el Estado lleva a cabo para intervenir en él, al mismo tiempo que facilita comparaciones entre países.

2. ¿Quién es la audiencia objetivo del SIMS y cuáles son sus principales características?

El SIMS tiene dos audiencias, una interna y otra externa.

Externa

La audiencia externa es amplia: incluye funcionarios públicos de distinto nivel, así como consultores y académicos que quieran acceder, de un modo ágil, a indicadores comparables de la región. No sólo se busca llamar la atención de Ministros y Viceministros, sino también de técnicos y funcionarios de línea del sector. La baja capacidad institucional de nuestras contrapartes incide en la capacidad que ellos mismos tienen de generar información, incluso la más básica sobre su país. La plataforma SIMS permitirá a nuestras contrapartes acceder a información comparable de su país, incluyendo indicadores de cobertura y de gestión (e.g. indicadores como EPL, indicadores contruoidos a partir de Employment Services at a Glance, ELPS, entre otros). Asimismo, mucha de

esta información puede ser de utilidad para investigadores (consultores y académicos de la región), que podrán citarnos como fuente y ayudarnos a posicionarnos como referentes del sector.

Interna

Existe una creciente demanda de indicadores sectoriales por parte de otros sectores del Banco (e.g. FOMIN, RES, SCL y VPC). Esta audiencia también se beneficiará de una plataforma disponible 24/7 en un formato amigable.

3. a) ¿Cuáles son las necesidades de desempeño de la audiencia objetivo? b) ¿Cuál es la brecha entre el desempeño actual y el desempeño esperado? c) ¿Cuáles son las principales causas que determinan el desempeño actual?

Externa

- a) Para la audiencia externa del sector público, el desempeño esperado es el uso de información para la toma de decisiones. Asimismo, se busca aprovechar la necesidad de “compararse” que los países tienen con un benchmark. La plataforma SIMS y las publicaciones derivadas permitirían posicionar temas LMK en la agenda de funcionarios públicos, generando oportunidades de diálogo para LMK y propiciando discusiones de carácter técnico. Para los investigadores, nos posiciona como generadores de información y nos permite obtener retroalimentación de nuestro trabajo. Podrían usarse distintos medios (una encuesta online, una breve sesión sobre el tema en diálogos o talleres previstos en 2014, misiones de colegas de LMK) para conocer mejor la demanda/necesidad de nuestra audiencia externa.
- b) El desempeño actual es que no existe información comparable entre países, y pocas veces se utiliza para la toma de decisiones. El diálogo muchas veces se orienta por percepciones o aspectos políticos que dificultan el trabajo y la posibilidad de encontrar soluciones implementables.
- c) Por una parte, la baja capacidad institucional para generar información es el mayor determinante de la situación actual. Por otra, faltan más espacios de diálogo para crear sinergias entre el Banco (referente de conocimiento) y los administradores públicos (ejecutores de los proyectos).

Interna

- a) La necesidad de desempeño para el Banco es mejorar el uso de información disponible, aprovechar economías a escala, evitar duplicaciones de trabajos, y muy especialmente, utilizar un lenguaje común, entendido como el uso de indicadores comparables entre países, con una misma definición, teniendo en cuenta las salvedades del caso que pudiera haber en situaciones o países específicos.
- b) El desempeño actual aún implica esfuerzos duplicados, y aún hoy, con los avances de 2013, no se explota al máximo la información disponible en el SIMS ni se generan procesos de retroalimentación. Hay espacio para mayores sinergias entre los jefes de proyectos operativos o de conocimiento de LMK, de otros sectores del BID y el SIMS. Una plataforma puede contribuir a mejorar estas sinergias y el trabajo en equipo dentro de LMK y del Banco.

- c) El desempeño actual se debe a la existencia de hábitos de trabajo que cuesta modificar, a que los datos del SIMS se encuentran en archivos muy grandes (muchos de más de 20gb cada uno) que se encuentran disponibles en la carpeta compartida stata, y que requieren cierto esfuerzo del usuario para obtener la información que necesita.

4. ¿Cuál es el desempeño que se espera de los usuarios del SIMS?

Se espera que la información generada por el SIMS y disponible en la plataforma sea parte de diagnósticos, presentaciones en foros, y análisis para la toma de decisiones.

Adicionalmente, que se mencione al SIMS como fuente de origen en los estudios y proyectos, para impulsar la marca SIMS/LMK como referente del sector.

5. ¿Cuáles son los conocimientos, actitudes y prácticas que los usuarios deben adquirir, cambiar, mejorar o aplicar al utilizar el SIMS?

El SIMS cuenta con un documento metodológico que deberá ser utilizado para conocer las metodologías de construcción de los indicadores. La plataforma permitirá la generación de tablas y gráficos exportables a Excel, lo cual facilitará el acceso y uso del SIMS por parte de la audiencia objetivo interna y externa. En este sentido, se pretende que el proceso de obtención de información se efectúe de manera automática y autónoma. La plataforma facilita el ejercicio poniendo a disposición del usuario aplicaciones simples y visualmente amigables.

6. ¿Cuáles deberían ser los contenidos del SIMS y cuál podría ser la secuencia más lógica para presentarlos en forma modular?

Los contenidos del SIMS fueron diseñados de forma modular en la nota conceptual 2013 (IDBDOCS-#37743921). Actualmente, cada módulo se encuentra en distinto grado de avance:

- a) Indicadores económicos del sector (Base: encuestas de hogares armonizadas): 20 países
- b) Indicadores económicos del sector (Base: cifras y reportes oficiales de países): 15 países
- c) Mapas institucionales y matrices-resumen de leyes orgánicas: 6 países
- d) Indicadores fiscales del sector (Base: Estudio Fiscal del Sector LMK): 4 países

Este año se pretende iniciar un nuevo módulo para el sistema:

- e) Mapas institucionales y matrices-resumen de leyes orgánicas: 6 países adicionales
- f) Indicadores fiscales del sector (Base: Estudio Fiscal del Sector LMK): 1 país adicional (otros más sujeto a financiamiento de TCs por país)
- g) Fichas de políticas y programas del sector de trabajo y seguridad social: 6 países prioritarios para Flagship 2015.

La plataforma podría lanzarse con los módulos en distinto grado de avance. Ello puede contribuir a despertar el interés de nuestras contrapartes por avanzar en módulos que sus países no tienen

completos, ya sea EPL, configuración y análisis institucional, indicadores de cobertura y gasto público de políticas de empleo, etc.

7. ¿Cuáles deberían ser los objetivos de diseminación del SIMS?

- Generar **diálogo** con nuestras contrapartes
- Proporcionar indicadores confiables e información consistente para la toma de decisiones.
- Ser citados como referentes de conocimiento del sector en la región.
- Facilitar el trabajo de especialistas y consultores de LMK y de otros sectores del Banco

8. ¿Cómo podremos saber si los usuarios efectivamente apropiaron el conocimiento del SIMS?

- Automáticamente, a través del registro de búsquedas de información en la plataforma, de descargas de archivos.
- A través del diálogo con contrapartes e investigadores y de originación, ya sea para productos financieros o de asistencia técnica.
- Según citen a la herramienta como fuente de origen de la información en estudios y proyectos.

9. ¿Cómo podremos saber si efectivamente el SIMS propició el cambio deseado en las actitudes y prácticas de los usuarios y que su desempeño es mejor que antes de utilizar el SIMS?

- A nivel interno, se nota incipientemente en las notas sectoriales y en otros proyectos de LMK. Asimismo, nos posiciona en otros proyectos del Banco como el proyecto *“Going for growth”* de RES.
- A nivel externo, una medida de éxito es que nuestras contrapartes comienzan a generar indicadores SIMS por su cuenta, facilitando nuestra tarea, manteniendo LMK un rol de aglutinación y comparación de datos, pero delegando a cada país la tarea de generar la información y construcción de indicadores.
- A nivel externo e interno, una medida de éxito será la participación de LMK, en diálogos de política para la toma de decisiones en el sector laboral y pensional. En este sentido, una asociación con OEA, quién cuenta con capacidad de convocatoria, es estratégica.

10. ¿Cuáles serán los indicadores que nos servirán para establecer que la plataforma SIMS fue exitosa?

- Número de consultas de la plataforma.
- Número de descarga de archivos.
- Número de invitaciones a foros para presentar la plataforma o conversar sobre la necesidad de mejorar la información del sector.
- Número de oportunidades de diálogo y originación con países
- Número de nuevas alianzas, in-house o fuera, con stakeholders interesados en la herramienta.

Annex 1. Countries covered by product in The SIMS
Action Plan: 2013-2015

	Country	1.1.1 LMK indicators from harmonized household surveys	1.1.2 LMK indicators from national sources	1.2.1 Sector framework diagrams	1.2.2. Organic laws summaries for labor institutions	1.2.3. & 1.2.4. Training programs	1.2.5. Subsidized employment programs	1.2.6. Severance pay programs	1.2.7. Unemployment insurance programs
1	Argentina	X	X	X	X	X	X	X	X
2	Bahamas		X	X	X			X	X
3	Barbados		X	X	X	X		X	X
4	Belize								
5	Bolivia	X	X	X	X	X	X	X	
6	Brazil	X	X	X	X	X		X	X
7	Chile	X	X	X	X	X		X	X
8	Colombia	X	X	X	X	X		X	X
9	Costa Rica	X	X	X	X	X		X	X
10	Dominican Republic	X	X	X	X	X		X	
11	Ecuador	X	X	X	X	X		X	X
12	El Salvador	X	X	X	X	X	X	X	
13	Guatemala	X							
14	Guyana			X					
15	Haiti								
16	Honduras	X	X	X	X	X		X	
17	Jamaica	X	X	X	X			X	
18	Mexico	X	X	X	X	X		X	X
19	Nicaragua	X		X	X	X		X	
20	Panamá	X	X	X	X	X		X	
21	Paraguay	X	X	X	X	X	X	X	
22	Peru	X	X	X	X	X	X	X	
23	Suriname								
24	Trinidad and Tobago			X					
25	Uruguay	X	X	X	X	X	X	X	X
26	Venezuela, R.B.	X						X	
Total		19	18	21	20	14	6	21	9

Annex 1. Countries covered
Action Plan: 2013-2015

Country	1.2.8 The Employment Protection Legislation index (EPL Index)	1.3.1 Fiscal Indicators	1.4.1 Pensions at a Glance (PAG)	1.4.2 Longitudinal Social Protection Survey (LSPS)	1.4.3 National Training Institutes Survey (INC)	1.4.4 Employment Services at a Glance
1 Argentina	x		x			x
2 Bahamas	x		x			x
3 Barbados	x		x			x
4 Belize			x			x
5 Bolivia	x	x	x			
6 Brazil	x		x			x
7 Chile	x	x	x		x	x
8 Colombia	x		x	x	x	x
9 Costa Rica	x		x	x		x
10 Dominican Republic	x		x		x	x
11 Ecuador	x		x	x	x	x
12 El Salvador	x		x	x	x	x
13 Guatemala	x		x			x
14 Guyana						
15 Haiti						
16 Honduras	x	x	x	x	x	x
17 Jamaica	x		x		x	x
18 Mexico	x		x		x	x
19 Nicaragua	x		x			x
20 Panamá	x		x		x	x
21 Paraguay	x	x	x	x	x	x
22 Peru	x		x			x
23 Suriname			x			
24 Trinidad and Tobago			x			x
25 Uruguay	x	x	x	x	x	x
26 Venezuela, R.B.	x		x			x
Total	21	5	24	7	11	22