

ANNEX A

Regional

SCL/LMK

Analysis of digital innovation to close the skills gap

TERMS OF REFERENCE

Background

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean (LAC). It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

The Division of Labor Markets and Social Security (SCL/LMK) has three strategic areas of work: training and life-long learning, intermediation services, and social security (pensions and unemployment insurance). Since its creation in 2009, SCL/LMK has been promoting research and dialogue with countries in Latin America and the Caribbean (LAC) in these four areas, designing and executing loans and technical cooperations that support labor market and social security policies and programs in the Region. In addition, as the world is entering what has come to be known as the Fourth Industrial Revolution, SCL/LMK has incorporated an approach on the future of the jobs into their research agenda.

The technological advances of the last years are changing today’s labour market. On the one hand, jobs and wages are increasing in occupations based on non-routine cognitive tasks (e.g. computer specialists) which tend to be at the high end of the wage distribution¹. On the other hand, the demand for labor in non-routine, manual and not easily automated jobs often performed by people with low levels of education for very little pay (e.g. personal services), is rising, while the demand for labor in occupations in the middle of the wage scale - precisely jobs characterized by more routine tasks- is falling. It is estimated that 5% of all occupations in 46 countries² could be fully automated, and that 60% of them could have a third or more of their core tasks automated³.

In the LAC context, some countries in South America are at the top of the list when it comes to the potential for automation (e.g. Argentina and Uruguay where 60% or more of jobs can be automated), and in Central America, around 40% of jobs in many countries can be automated.

It is still unclear what will be the extent of the impact of automation on workers, since these effects will be moderated by the lower cost of labor relative to capital and the slower introduction of technology. Moreover, concerns about the potential impact of technology on the labor markets may promote actions that cause an inverse effect undermining innovation and productivity.

In this line, the Division needs research support to analyze how these challenges are affecting countries in the LAC region. Specifically, the Banks seeks to understand which workers will be impacted, and how this impact will be. This information is essential for implementing labor policies

¹ Acemoglu, D. and Autor, D. 2011. “Skills, Tasks and Technologies: Implications for Employment and Earnings”. In: O. Ashenfelter and D. Card, editors. Handbook of Labor Economics Volume 4. Amsterdam, The Netherlands: Elsevier.

² LAC countries included: Barbados, Chile, Colombia, Costa Rica, Peru, Argentina, Brazil and Mexico.

³ James, M. et al. 2017. “Harnessing Automation for a Future that Works”. Washington, DC: McKinsey Global Institute.

(e.g. skills development programs, job placement programs, and so on) that adequately respond to the objective of boosting productivity growth. The Division is also aware that countries should develop solutions to minimize the risks and maximize opportunities that arise in this context.

The objective of this consultancy is to have a better grasp of the changes in skills demand due to technological advances. The Bank has an agreement with Microsoft that established a partnership with Linked'In to work together in the analysis of anonymized Linked'In data. This data will be used to understand future trends and inform policymakers about new skills demands. The final objective is to use this information to inform the Technical Vocational Education and Training (TVET) system.

Consultancy objective(s)

The objective of the consultancy is support to the analysis of digital innovation to close the skills gap.

Main activities

The selected candidate will perform the following activities:

- 1- Discuss the objective and the scope of the research with IDB core team.
- 2- Outline and explain biggest technological changes that are affecting labor demands/skills demands and the way we work.
- 3- Help to respond to the question of how technological change impacts the labor market in Latin America and the Caribbean. Especially in analyzing digital innovation to close the skills gap.
- 4- Examine new/innovative policies that are being tried to have a quicker answer to changing demands.
- 5- Other activities as agreed with supervisor.
- 6- Prepare a PPT presentation to communicate main findings.
- 7- Present results to IDB staff.

Reports / Deliverables

The contractual is expected to deliver the following deliverables:

- 1- Outline of the research documents
- 2- Draft of the research documents
- 3- Final version of the research documents
- 4- PPT presentation with main findings

Qualifications

- *Academic Degree/ Level & Years of Professional Work:* Master's degree or equivalent (Ph.D. of preference), with a minimum of five years of relevant professional experience, or the equivalent combination of education and experience in Economics, Public Policy or career / area related Relevant experience in the area of design and / or project management, analysis and / or evaluation of public policies and / or programs and in applied research in the area of labor markets and social security.
- *Languages:* Fluent English and Spanish.
- *Areas of Expertise:* Economic development.

- **Skills:** The contractual must show the ability to work independently and as part of a team. Proactive and with initiative to recognize issues along the process and recommend actions to solve them. Good project management and communication skills.

Characteristics of the Consultancy

- *Consultancy category and modality:* Consultant, Monthly
- *Contract duration:* 12 months.
- *Place(s) of work:* Washington, DC
- *Responsible person:* Lead Specialist, SCL/LMK

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. The Bank, pursuant to applicable policies, may contribute toward travel and moving expenses. In addition, candidates must be citizens of an IDB member country.

Visa and Work Permit: The Bank, pursuant to applicable policies, may submit a visa request to the applicable immigration authorities; however, the granting of the visa is at the discretion of the immigration authorities. Notwithstanding, it is the responsibility of the candidate to obtain the necessary visa or work permits required by the authorities of the country(ies) in which the services will be rendered to the Bank. If a candidate cannot obtain a visa or work permit to render services to the Bank the contractual offer will be rescinded

Consanguinity: Pursuant to applicable Bank policy, candidates with relatives (including the fourth degree of consanguinity and the second degree of affinity, including spouse) working for the Bank as staff members or Complementary Workforce contractuels, will not be eligible to provide services for the Bank.

Diversity: The Bank is committed to diversity and inclusion and to providing equal opportunities to all candidates. We embrace diversity on the basis of gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, religion, and HIV/AIDs status. We encourage women, Afro-descendants and persons of indigenous origins to apply.

ANNEX A

Regional

SCL/LMK

Analysis of how robots are impacting the demand for labor in the region

TERMS OF REFERENCE

Background

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean (LAC). It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

The Division of Labor Markets and Social Security (SCL/LMK) has three strategic areas of work: training and life-long learning, intermediation services, and social security (pensions and unemployment insurance). Since its creation in 2009, SCL/LMK has been promoting research and dialogue with countries in LAC in these four areas, designing and executing loans and technical cooperations that support labor market and social security policies and programs in the Region. In addition, as the world is entering what has come to be known as the Fourth Industrial Revolution, SCL/LMK has incorporated an approach on the future of the jobs into their research agenda.

The technological advances of the last years are changing today’s labour market. On the one hand, jobs and wages are increasing in occupations based on non-routine cognitive tasks (e.g. computer specialists) which tend to be at the high end of the wage distribution¹. On the other hand, the demand for labor in non-routine, manual and not easily automated jobs often performed by people with low levels of education for very little pay (e.g. personal services), is rising, while the demand for labor in occupations in the middle of the wage scale - precisely jobs characterized by more routine tasks- is falling. It is estimated that 5% of all occupations in 46 countries² could be fully automated, and that 60% of them could have a third or more of their core tasks automated³.

In the LAC context, some countries in South America are at the top of the list when it comes to the potential for automation (e.g. Argentina and Uruguay where 60% or more of jobs can be automated), and in Central America, around 40% of jobs in many countries can be automated.

It is still unclear what will be the extent of the impact of automation on workers, since these effects will be moderated by the lower cost of labor relative to capital and the slower introduction of technology. Moreover, concerns about the potential impact of technology on the labor markets may promote actions that cause an inverse effect undermining innovation and productivity.

In this line, the Division needs research support to analyze how these challenges are affecting countries in the LAC region. Specifically, the Banks seeks to understand which workers will be impacted, and how this impact will be. This information is essential for implementing labor policies

¹ Acemoglu, D. and Autor, D. 2011. "Skills, Tasks and Technologies: Implications for Employment and Earnings". In: O. Ashenfelter and D. Card, editors. Handbook of Labor Economics Volume 4. Amsterdam, The Netherlands: Elsevier.

² LAC countries included: Barbados, Chile, Colombia, Costa Rica, Peru, Argentina, Brazil and Mexico.

³ James, M. et al. 2017. "Harnessing Automation for a Future that Works". Washington, DC: McKinsey Global Institute.

(e.g. skills development programs, job placement programs, and so on) that adequately respond to the objective of boosting productivity growth. The Division is also aware that countries should develop solutions to minimize the risks and maximize opportunities that arise in this context.

The objective of this consultancy is to have a better grasp of the changes in skills demand due to technological advances. The Bank has an agreement with Microsoft that established a partnership with Linked'In to work together in the analysis of anonymized Linked'In data. This data will be used to understand future trends and inform policymakers about new skills demands. The final objective is to use this information to inform the Technical Vocational Education and Training (TVET) system.

Consultancy objective(s)

The objective of the consultancy is to analyze how robots are impacting the demand for labor in the region.

Main activities

The selected candidate will perform the following activities:

- 1- Discuss the objective and the scope of the research with IDB core team.
- 2- Outline and explain biggest technological changes that are affecting labor demands/skills demands and the way we work.
- 3- Help to respond to the question of how technological change impacts the labor market in Latin America and the Caribbean.
- 4- Other activities as agreed with supervisor.
- 5- Prepare a PPT presentation to communicate main findings.
- 6- Present results to IDB staff.

Reports / Deliverables

The contractual is expected to deliver the following deliverables:

- 1- Outline of the research documents
- 2- Draft of the research documents
- 3- Final version of the research documents
- 4- PPT presentation with main findings

Qualifications

- *Academic Degree/ Level & Years of Professional Work Experience:* Bachelor's degree or equivalent and two years of relevant professional experience or the equivalent combination of education and experience in economics, applied economics or a related discipline. Also, a minimum of 2 years of relevant experience in labor economics, skills, and productivity and growth.
- *Languages:* Fluent English and Spanish.
- *Areas of Expertise:* Economic development.
- *Skills:* The contractual must show the ability to work independently and as part of a team. Proactive and with initiative to recognize issues along the process and recommend actions to solve them. Good project management and communication skills.

Characteristics of the Consultancy

- *Consultancy category and modality:* Consultant, Monthly

- *Contract duration:* 10 months.
- *Place(s) of work:* Washington, DC
- *Responsible person:* Lead Specialist, SCL/LMK

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. The Bank, pursuant to applicable policies, may contribute toward travel and moving expenses. In addition, candidates must be citizens of an IDB member country.

Visa and Work Permit: The Bank, pursuant to applicable policies, may submit a visa request to the applicable immigration authorities; however, the granting of the visa is at the discretion of the immigration authorities. Notwithstanding, it is the responsibility of the candidate to obtain the necessary visa or work permits required by the authorities of the country(ies) in which the services will be rendered to the Bank. If a candidate cannot obtain a visa or work permit to render services to the Bank the contractual offer will be rescinded

Consanguinity: Pursuant to applicable Bank policy, candidates with relatives (including the fourth degree of consanguinity and the second degree of affinity, including spouse) working for the Bank as staff members or Complementary Workforce contractuels, will not be eligible to provide services for the Bank.

Diversity: The Bank is committed to diversity and inclusion and to providing equal opportunities to all candidates. We embrace diversity on the basis of gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, religion, and HIV/AIDs status. We encourage women, Afro-descendants and persons of indigenous origins to apply.

ANNEX A

Regional

SCL/LMK

Big data analysis to understand how labor markets are changing

TERMS OF REFERENCE

Background

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean (LAC). It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

The Division of Labor Markets and Social Security (SCL/LMK) has three strategic areas of work: training and life-long learning, intermediation services, and social security (pensions and unemployment insurance). Since its creation in 2009, SCL/LMK has been promoting research and dialogue with countries in LAC in these four areas, designing and executing loans and technical cooperations that support labor market and social security policies and programs in the Region. In addition, as the world is entering what has come to be known as the Fourth Industrial Revolution, SCL/LMK has incorporated an approach on the future of the jobs into their research agenda.

The technological advances of the last years are changing today’s labour market. On the one hand, jobs and wages are increasing in occupations based on non-routine cognitive tasks (e.g. computer specialists) which tend to be at the high end of the wage distribution¹. On the other hand, the demand for labor in non-routine, manual and not easily automated jobs often performed by people with low levels of education for very little pay (e.g. personal services), is rising, while the demand for labor in occupations in the middle of the wage scale - precisely jobs characterized by more routine tasks- is falling. It is estimated that 5% of all occupations in 46 countries² could be fully automated, and that 60% of them could have a third or more of their core tasks automated³.

In the LAC context, some countries in South America are at the top of the list when it comes to the potential for automation (e.g. Argentina and Uruguay where 60% or more of jobs can be automated), and in Central America, around 40% of jobs in many countries can be automated.

It is still unclear what will be the extent of the impact of automation on workers, since these effects will be moderated by the lower cost of labor relative to capital and the slower introduction of technology. Moreover, concerns about the potential impact of technology on the labor markets may promote actions that cause an inverse effect undermining innovation and productivity.

In this line, the Division needs research support to analyze how these challenges are affecting countries in the LAC region. Specifically, the Banks seeks to understand which workers will be impacted, and how this impact will be. This information is essential for implementing labor policies

¹ Acemoglu, D. and Autor, D. 2011. "Skills, Tasks and Technologies: Implications for Employment and Earnings". In: O. Ashenfelter and D. Card, editors. Handbook of Labor Economics Volume 4. Amsterdam, The Netherlands: Elsevier.

² LAC countries included: Barbados, Chile, Colombia, Costa Rica, Peru, Argentina, Brazil and Mexico.

³ James, M. et al. 2017. "Harnessing Automation for a Future that Works". Washington, DC: McKinsey Global Institute.

(e.g. skills development programs, job placement programs, and so on) that adequately respond to the objective of boosting productivity growth. The Division is also aware that countries should develop solutions to minimize the risks and maximize opportunities that arise in this context.

The objective of this consultancy is to have a better grasp of the changes in skills demand due to technological advances. The Bank has an agreement with Microsoft that established a partnership with Linked'In to work together in the analysis of anonymized Linked'In data. This data will be used to understand future trends and inform policymakers about new skills demands. The final objective is to use this information to inform the Technical Vocational Education and Training (TVET) system.

Consultancy objective(s)

The objective of the consultancy is support to the big data analysis to understand how labor markets are changing

Main activities

The selected candidate will perform the following activities:

- 1- Discuss the objective and the scope of the research with IDB core team.
- 2- Outline and explain biggest technological changes that are affecting labor demands/skills demands and the way we work.
- 3- Help to respond to the question of how technological change impacts the labor market in Latin America and the Caribbean.
- 4- Examine new/innovative policies that are being tried to have a quicker answer to changing demands.
- 5- Other activities as agreed with supervisor.
- 6- Prepare a PPT presentation to communicate main findings.
- 7- Present results to IDB staff.

Reports / Deliverables

The contractual is expected to deliver the following deliverables:

- 1- Outline of the research documents
- 2- Draft of the research documents
- 3- Final version of the research documents
- 4- PPT presentation with main findings

Qualifications

- *Academic Degree/ Level & Years of Professional Work Experience:* Bachelor's degree or equivalent and two years of relevant professional experience or the equivalent combination of education and experience in economics, applied economics or a related discipline. Also, a minimum of 2 years of relevant experience in labor economics, skills, and productivity and growth.
- *Languages:* Fluent English and Spanish.
- *Areas of Expertise:* Economic development.
- *Skills:* The contractual must show the ability to work independently and as part of a team. Proactive and with initiative to recognize issues along the process and recommend actions to solve them. Good project management and communication skills.

Characteristics of the Consultancy

- *Consultancy category and modality:* Consultant, Monthly
- *Contract duration:* 10 months.
- *Place(s) of work:* Washington, DC
- *Responsible person:* Lead Specialist, SCL/LMK

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. The Bank, pursuant to applicable policies, may contribute toward travel and moving expenses. In addition, candidates must be citizens of an IDB member country.

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ANNEX A

Regional

Labor Markets and Social Security Division (SCL/LMK)

Communications & Marketing. *Sharing knowledge about the future of work in LAC*

TERMS OF REFERENCE

Background

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

The Division of Labor Markets and Social Security (SCL/LMK) has three strategic areas of work: training and life-long learning, intermediation services, and social security (pensions and unemployment insurance). Since its creation in 2009, SCL/LMK has been promoting research and dialogue with countries in Latin America and the Caribbean (LAC) in these four areas, designing and executing loans and technical cooperations that support labor market and social security policies and programs in the Region. In addition, as the world is entering what has come to be known as the Fourth Industrial Revolution, SCL/LMK has incorporated an approach on the future of the jobs into their research agenda.

The technological advances of the last years are changing today’s labour market. On the one hand, jobs and wages are increasing in occupations based on non-routine cognitive tasks (e.g. computer specialists) which tend to be at the high end of the wage distribution¹. On the other hand, the demand for labor in non-routine, manual and not easily automated jobs often performed by people with low levels of education for very little pay (e.g. personal services), is rising, while the demand for labor in occupations in the middle of the wage scale - precisely jobs characterized by more routine tasks- is falling. It is estimated that 5% of all occupations in 46 countries² could be fully automated, and that 60% of them could have a third or more of their core tasks automated³.

In the LAC context, some countries in South America are at the top of the list when it comes to the potential for automation (e.g. Argentina and Uruguay where 60% or more of jobs can be automated), and in Central America, around 40% of jobs in many countries can be automated.

It is still unclear what will be the extent of the impact of automation on workers, since these effects will be moderated by the lower cost of labor relative to capital and the slower introduction of technology. Moreover, concerns about the potential impact of technology on the labor markets may promote actions that cause an inverse effect undermining innovation and productivity.

In this line, the Division needs research support to analyze how these challenges are affecting countries in the LAC region. Specifically, the Bank seeks to understand which workers will be impacted, and how this impact will be. This information is essential for implementing labor policies

¹ Acemoglu, D. and Autor, D. 2011. "Skills, Tasks and Technologies: Implications for Employment and Earnings". In: O. Ashenfelter and D. Card, editors. Handbook of Labor Economics Volume 4. Amsterdam, The Netherlands: Elsevier.

² LAC countries included: Barbados, Chile, Colombia, Costa Rica, Peru, Argentina, Brazil and Mexico.

³ James, M. et al. 2017. "Harnessing Automation for a Future that Works". Washington, DC: McKinsey Global Institute.

(e.g. skills development programs, job placement programs, and so on) that adequately respond to the objective of boosting productivity growth. The Division is also aware that countries should develop solutions to minimize the risks and maximize opportunities that arise in this context. The internal audience is composed of other Units/Divisions/Departments within the IADB. The external audience consists of Latin American and Caribbean (LAC) national and state governments, NGOs and other organizations with similar missions, media and other key audiences.

The IDB has a comparative advantage in two aspects: its knowledge about what is happening in the LAC region, and its expertise identifying and working on creative solutions to face the new challenges. For these reasons, it is important to include as part of our work the design of communication campaign, including infographics, videos, and other impactful dissemination tools, to maximize the impact of the research developed in this Technical Cooperation about the future of work.

Consultancy objective(s)

Supporting the development and implementation of a Communication Strategy to share knowledge about the future of work.

Main activities

The selected candidate will:

1- Design, implement and monitor a communication plan for the challenges presented by this technical cooperation. The activities will include but are not limited to:

- a) Prepare a communication plan design proposal
- b) Classify the different target audiences, and the best tools for each group.
- c) Prepare the dissemination materials/activities for each note.
- d) Keep track of calendar, communicating to IDB specialists of delays or adjustments needed during preparation/publication of the notes.
- e) Ensure that all required documents are published on the Bank's website on time.
- f) Organization of at least two events in which the results obtained from the TC are presented
- g) Perform any other duties necessary for the successful publication of the notes.

Qualifications

- Academic Degree/Level & Years of Professional Work Experience: A minimum of a Bachelor's Degree in a relevant field such as journalism, social communication, corporate communications, media, marketing or equivalent (a Master's Degree is desirable). Minimum 2 years of relevant professional experience in the communication or in the marketing fields. Experience in online marketing and web management is a plus.
- Languages: English and Spanish.
- Areas of Expertise. Experience in at least two of the following: a) implementing communication plans; b) working in a Communications or Marketing department; c) knowledge of Latin American and Caribbean countries' social and media habits.
- Skills. A proven ability to take initiative and work independently, and to work in a dynamic fast-paced work environment. Attention to detail without losing quality vis à vis track of deadlines. A high degree of integrity and commitment to achieving results through teamwork; a strong willingness and a proven ability to work cross sectors; and ability to earn the trust of peers.

Characteristics of the Consultancy

- Consultancy category and modality: Consultant, Monthly.
- Contract duration: 10 months (from November 1, 2018 to August 31st, 2019).
- Place(s) of work: The consultant will work at the Bank Headquarters in Washington, D.C.
- Responsible person: Laura Ripani (SCL/LMK).

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. The Bank, pursuant to applicable policies, may contribute toward travel and moving expenses. In addition, candidates must be citizens of an IDB member country.

Visa and Work Permit: The Bank, pursuant to applicable policies, may submit a visa request to the applicable immigration authorities; however, the granting of the visa is at the discretion of the immigration authorities. Notwithstanding, it is the responsibility of the candidate to obtain the necessary visa or work permits required by the authorities of the country(ies) in which the services will be rendered to the Bank. If a candidate cannot obtain a visa or work permit to render services to the Bank the contractual offer will be rescinded

Consanguinity: Pursuant to applicable Bank policy, candidates with relatives (including the fourth degree of consanguinity and the second degree of affinity, including spouse) working for the Bank as staff members or Complementary Workforce contractuels, will not be eligible to provide services for the Bank.

Diversity: The Bank is committed to diversity and inclusion and to providing equal opportunities to all candidates. We embrace diversity on the basis of gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, religion, and HIV/AIDs status. We encourage women, Afro-descendants and persons of indigenous origins to apply.

ANNEX A

Regional

SCL/LMK

The objective of this consultancy is to support the development of technical cooperation through the monitoring of the different components and studies.

TERMS OF REFERENCE

Background

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean (LAC). It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

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It is still unclear what will be the extent of the impact of automation on workers, since these effects will be moderated by the lower cost of labor relative to capital and the slower introduction of technology. Moreover, concerns about the potential impact of technology on the labor markets may promote actions that cause an inverse effect undermining innovation and productivity.

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² LAC countries included: Barbados, Chile, Colombia, Costa Rica, Peru, Argentina, Brazil and Mexico.

³ James, M. et al. 2017. "Harnessing Automation for a Future that Works". Washington, DC: McKinsey Global Institute.

In this line, the Division needs research support to analyze how these challenges are affecting countries in the LAC region, the changes in skills demands in the region and how technology could support learning.

The objective of this consultancy is to monitor and technically support the implementation of different studies and toolkits about the future of Jobs in Latin America and the Caribbean.

Consultancy objective(s)

The objective of this consultancy is to support the development of technical cooperation through the monitoring and technical support of the different components and studies.

Main activities

The selected candidate will perform the following activities:

- a) Advise team members specialists and external authors in the content creation process.
- b) Proactively monitor the work of all the external providers and authors involved to ensure that deadlines are met.
- c) Keep track of calendar, communicating to team members and Communications Contractual of delays or adjustments needed during preparation/publication of the outcomes.
- d) Be responsible for accounting, recording and tracking of all expenses of the Technical Cooperation.
- e) Ensure that all required documents are published on the Bank's website on time.
- f) Perform any other duties necessary for the successful publication of the outcomes.

Reports / Deliverables

The contractual is expected to deliver the following deliverables:

- 1- Outline of the monitoring plan
- 2- Written comments on each technical note and policy brief
- 3- Report on advancement of the TC every two months

Qualifications

- *Academic Degree/ Level & Years of Professional Work Experience:* Bachelor's degree or equivalent and two years of relevant professional experience or the equivalent combination of education and experience in economics, applied economics or a related discipline. Also, a minimum of 2 years of relevant experience in labor economics, skills, and productivity and growth.
- *Languages:* Fluent English and Spanish.
- *Areas of Expertise:* Economic development.
- *Skills:* The contractual must show the ability to work independently and as part of a team. Proactive and with initiative to recognize issues along the process and recommend actions to solve them. Good project management and communication skills.

Characteristics of the Consultancy

- *Consultancy category and modality:* Consultant, Monthly
- *Contract duration:* 10 months.
- *Place(s) of work:* Washington, DC
- *Responsible person:* Lead Specialist, SCL/LMK

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. The Bank, pursuant to applicable policies, may contribute toward travel and moving expenses. In addition, candidates must be citizens of an IDB member country.

Visa and Work Permit: The Bank, pursuant to applicable policies, may submit a visa request to the applicable immigration authorities; however, the granting of the visa is at the discretion of the immigration authorities. Notwithstanding, it is the responsibility of the candidate to obtain the necessary visa or work permits required by the authorities of the country(ies) in which the services will be rendered to the Bank. If a candidate cannot obtain a visa or work permit to render services to the Bank the contractual offer will be rescinded

Consanguinity: Pursuant to applicable Bank policy, candidates with relatives (including the fourth degree of consanguinity and the second degree of affinity, including spouse) working for the Bank as staff members or Complementary Workforce contractuels, will not be eligible to provide services for the Bank.

Diversity: The Bank is committed to diversity and inclusion and to providing equal opportunities to all candidates. We embrace diversity on the basis of gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, religion, and HIV/AIDS status. We encourage women, Afro-descendants and persons of indigenous origins to apply.

ANNEX A

Regional

SCL/LMK

Policy recommendations to improve their TVET system

TERMS OF REFERENCE

Background

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean (LAC). It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

The Division of Labor Markets and Social Security (SCL/LMK) has three strategic areas of work: training and life-long learning, intermediation services, and social security (pensions and unemployment insurance). Since its creation in 2009, SCL/LMK has been promoting research and dialogue with countries in LAC in these four areas, designing and executing loans and technical cooperations that support labor market and social security policies and programs in the Region. In addition, as the world is entering what has come to be known as the Fourth Industrial Revolution, SCL/LMK has incorporated an approach on the future of the jobs into their research agenda.

The technological advances of the last years are changing today’s labour market. On the one hand, jobs and wages are increasing in occupations based on non-routine cognitive tasks (e.g. computer specialists) which tend to be at the high end of the wage distribution¹. On the other hand, the demand for labor in non-routine, manual and not easily automated jobs often performed by people with low levels of education for very little pay (e.g. personal services), is rising, while the demand for labor in occupations in the middle of the wage scale - precisely jobs characterized by more routine tasks- is falling. It is estimated that 5% of all occupations in 46 countries² could be fully automated, and that 60% of them could have a third or more of their core tasks automated³.

In the LAC context, some countries in South America are at the top of the list when it comes to the potential for automation (e.g. Argentina and Uruguay where 60% or more of jobs can be automated), and in Central America, around 40% of jobs in many countries can be automated.

It is still unclear what will be the extent of the impact of automation on workers, since these effects will be moderated by the lower cost of labor relative to capital and the slower introduction of technology. Moreover, concerns about the potential impact of technology on the labor markets may promote actions that cause an inverse effect undermining innovation and productivity.

In this line, the Division needs research support to analyze how these challenges are affecting countries in the LAC region. Specifically, the Banks seeks to understand which workers will be impacted, and how this impact will be. This information is essential for implementing labor policies

¹ Acemoglu, D. and Autor, D. 2011. "Skills, Tasks and Technologies: Implications for Employment and Earnings". In: O. Ashenfelter and D. Card, editors. Handbook of Labor Economics Volume 4. Amsterdam, The Netherlands: Elsevier.

² LAC countries included: Barbados, Chile, Colombia, Costa Rica, Peru, Argentina, Brazil and Mexico.

³ James, M. et al. 2017. "Harnessing Automation for a Future that Works". Washington, DC: McKinsey Global Institute.

(e.g. skills development programs, job placement programs, and so on) that adequately respond to the objective of boosting productivity growth. The Division is also aware that countries should develop solutions to minimize the risks and maximize opportunities that arise in this context.

The objective of this consultancy is to have a better grasp of the changes in skills demand due to technological advances. The Bank has an agreement with Microsoft that established a partnership with LinkedIn to work together in the analysis of anonymized LinkedIn data. This data will be used to understand future trends and inform policymakers about new skills demands. The final objective is to use this information to inform the Technical Vocational Education and Training (TVET) system.

Consultancy objective(s)

The objective of the consultancy is to develop policy recommendations for LAC countries based on detailed analysis of skills demands together with the analysis of TVET supply in LAC countries, identifying skills gaps.

Main activities

The selected candidate will perform the following activities:

- 1- Discuss the objective and the scope of the research with IDB core team.
- 2- Outline and explain biggest changes in skills demand in the region.
- 3- Help to develop policy tools to deal with how technological change impacts the skills demand and in general the labor market in Latin America and the Caribbean.
- 4- Other activities as agreed with supervisor.
- 5- Prepare a PPT presentation to communicate main findings.
- 6- Present results to IDB staff.

Reports / Deliverables

The contractual is expected to deliver the following deliverables:

- 1- Outline of the research documents
- 2- Draft of the research documents
- 3- Final version of the research documents
- 4- PPT presentation with main findings

Qualifications

- *Academic Degree/ Level & Years of Professional Work Experience:* Bachelor's degree or equivalent and two years of relevant professional experience or the equivalent combination of education and experience in economics, applied economics or a related discipline. Also, a minimum of 2 years of relevant experience in labor economics, skills, and productivity and growth.
- *Languages:* Fluent English and Spanish.
- *Areas of Expertise:* Economic development.
- *Skills:* The contractual must show the ability to work independently and as part of a team. Proactive and with initiative to recognize issues along the process and recommend actions to solve them. Good project management and communication skills.

Characteristics of the Consultancy

- *Consultancy category and modality:* Consultant, Monthly

- *Contract duration:* 8 months.
- *Place(s) of work:* Washington, DC
- *Responsible person:* Lead Specialist, SCL/LMK

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. The Bank, pursuant to applicable policies, may contribute toward travel and moving expenses. In addition, candidates must be citizens of an IDB member country.

Visa and Work Permit: The Bank, pursuant to applicable policies, may submit a visa request to the applicable immigration authorities; however, the granting of the visa is at the discretion of the immigration authorities. Notwithstanding, it is the responsibility of the candidate to obtain the necessary visa or work permits required by the authorities of the country(ies) in which the services will be rendered to the Bank. If a candidate cannot obtain a visa or work permit to render services to the Bank the contractual offer will be rescinded

Consanguinity: Pursuant to applicable Bank policy, candidates with relatives (including the fourth degree of consanguinity and the second degree of affinity, including spouse) working for the Bank as staff members or Complementary Workforce contractuels, will not be eligible to provide services for the Bank.

Diversity: The Bank is committed to diversity and inclusion and to providing equal opportunities to all candidates. We embrace diversity on the basis of gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, religion, and HIV/AIDs status. We encourage women, Afro-descendants and persons of indigenous origins to apply.

ANNEX A

Regional

SCL/LMK

Policy toolkit to minimize risks imposed by the future of work

TERMS OF REFERENCE

Background

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The technological advances of the last years are changing today’s labour market. On the one hand, jobs and wages are increasing in occupations based on non-routine cognitive tasks (e.g. computer specialists) which tend to be at the high end of the wage distribution¹. On the other hand, the demand for labor in non-routine, manual and not easily automated jobs often performed by people with low levels of education for very little pay (e.g. personal services), is rising, while the demand for labor in occupations in the middle of the wage scale - precisely jobs characterized by more routine tasks- is falling. It is estimated that 5% of all occupations in 46 countries² could be fully automated, and that 60% of them could have a third or more of their core tasks automated³.

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In this line, the Division needs research support to analyze how these challenges are affecting countries in the LAC region. Specifically, the Banks seeks to understand which workers will be impacted, and how this impact will be. This information is essential for implementing labor policies

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(e.g. skills development programs, job placement programs, and so on) that adequately respond to the objective of boosting productivity growth. The Division is also aware that countries should develop solutions to minimize the risks and maximize opportunities that arise in this context.

The objective of this consultancy is to have a better grasp of the changes in skills demand due to technological advances. The Bank has an agreement with Microsoft that established a partnership with Linked'In to work together in the analysis of anonymized Linked'In data. This data will be used to understand future trends and inform policymakers about new skills demands. The final objective is to use this information to inform the Technical Vocational Education and Training (TVET) system.

Consultancy objective(s)

The objective of the consultancy is to develop policy tools to support workers at risk of losing their jobs due to automation.

Main activities

The selected candidate will perform the following activities:

- 1- Discuss the objective and the scope of the research with IDB core team.
- 2- Outline and explain biggest technological changes that are affecting labor demands/skills demands and the way we work.
- 3- Help to design policy tools to deal with how technological change impacts the labor market in Latin America and the Caribbean.
- 4- Other activities as agreed with supervisor.
- 5- Prepare a PPT presentation to communicate main findings.
- 6- Present results to IDB staff.

Reports / Deliverables

The contractual is expected to deliver the following deliverables:

- 1- Outline of the research documents
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- 3- Final version of the research documents
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Qualifications

- *Academic Degree/ Level & Years of Professional Work Experience:* Bachelor's degree or equivalent and two years of relevant professional experience or the equivalent combination of education and experience in economics, applied economics or a related discipline. Also, a minimum of 2 years of relevant experience in labor economics, skills, and productivity and growth.
- *Languages:* Fluent English and Spanish.
- *Areas of Expertise:* Economic development.
- *Skills:* The contractual must show the ability to work independently and as part of a team. Proactive and with initiative to recognize issues along the process and recommend actions to solve them. Good project management and communication skills.

Characteristics of the Consultancy

- *Consultancy category and modality:* Consultant, Monthly

- *Contract duration:* 9 months.
- *Place(s) of work:* Washington, DC
- *Responsible person:* Lead Specialist, SCL/LMK

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. The Bank, pursuant to applicable policies, may contribute toward travel and moving expenses. In addition, candidates must be citizens of an IDB member country.

Visa and Work Permit: The Bank, pursuant to applicable policies, may submit a visa request to the applicable immigration authorities; however, the granting of the visa is at the discretion of the immigration authorities. Notwithstanding, it is the responsibility of the candidate to obtain the necessary visa or work permits required by the authorities of the country(ies) in which the services will be rendered to the Bank. If a candidate cannot obtain a visa or work permit to render services to the Bank the contractual offer will be rescinded

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