

DRAFT TERMS OF REFERENCE (1) – PRODUCT AND EXTERNAL SERVICES CONSULTANCY – BEHAVIORAL FELLOW

Background:

Productivity and growth have been lagging in CCB countries, and the pandemic has created additional challenges to growth. The economic recovery in the Caribbean is highly dependent upon the evolution of the pandemic itself. Effective implementation of containment measures, combined with a broad-based vaccination program is key for tourism and other sectors to return to more normal levels of activity. As vaccine supply improves, a constraining factor for these countries is vaccine hesitancy. Compliance fatigue with containment measures is another concern. Behavioral economics provides important insights into how to surpass these constraints. Work led by the IDB has shown the role of social norms for compliance (Martínez et al, 2021a), the importance of framing and issue salience for take up of diagnostic and distance measures (Martínez et al, 2021b), and the role of trust in vaccination (Martínez et al, 2021c). Importantly, the IDB has pioneered the use of interactive quizzes for combating the pandemic. Preliminary results show their efficacy in changing perceptions and beliefs (Martínez et al, 2021d).

Productivity and growth have been lagging in CCB countries. Creative policy design incorporating behavioral techniques can improve multiple areas of public sector performance, enhancing human capital outcomes and creating the foundations for inclusive and sustainable growth (Rapoport, Rojas Méndez and Scartascini, 2020). Previous work has shown that behavioral insights can have an effect on changing behavior of civil servants to make them more respondent to citizens needs and to comply with their tasks as determined by laws and regulations (e.g., Scartascini and Zamora, 2021). It has also proven that it can help to guide better teachers' location decision to reduce sorting (Ajzenman et al, 2020) and health workers performance (Bernal and Martínez, 2020). Behavioral insights have been very effective to improve human capital beyond the incentives of teachers and health-care workers. Behavioral insights have shown that they can increase the incentives for parents to send their kids to pre-school (Mateo Díaz et al, 2020), keep track of kids' achievements and attendance (Berlinski et al, 2019), and increasing youth attendance of higher education (Prada et al, 2020). Strengthening human capital requires a healthy population. Behavioral insights have been successful for increasing pre-natal care (Beuermann et al, 2019), increasing adherence of micronutrient treatments (Bernal et al, 2015), and reducing the prescription of unnecessary medicines (Torrente et al, 2020).

Behavioral interventions can increase productivity. For example, heuristic-based business training is more effective than traditional training tools (Arraiz et al, 2019). They can also help to improve public finances in the region. Increasing voluntary tax compliance can help to do that, while increasing more equitable outcomes at the same time. There is plenty of evidence that messages work (Castro and Scartascini, 2015), that methods of communication matter (Ortega and Scartascini, 2020), that rewards can help but only if designed appropriately (Carrillo et al, 2021), and that making it easier how to comply matters (Castro and Scartascini, 2019).

HRD Terms of Reference

Consultants

The TC that finances this consultancy, which is aligned with the Vision 2025, will deploy behavioral interventions to improve: (a) the effectiveness of COVID-related containment and vaccination activities; and (b) the efficiency and effectiveness of public policies to spur long-term economic growth.

The Caribbean Countries Department (CCB) and the Research Department (RES) are currently looking for a behavioral economics fellow to manage the behavioral economics hub at CCB, which combines training, dissemination, and implementation of behavioral interventions in the field. The IDB Behavioral Economics Group generates new ideas to enrich the knowledge base that supports the policy agenda of the Bank and its member countries for achieving sustainable and equitable development in the region. The group carries out activities that serve as inputs to Bank departments, governments, the academic community and public opinion in the region.

Objectives and Activities:

Selected candidate will work with CCB Regional Economic Advisor, country economists, and RES researchers and perform the following activities:

- Assist the behavioral group and participate in the development and deployment of training programs
- Assist the behavioral group and participate in advising and helping project teams in the implementation of behavioral solutions in IDB interventions
- Assist the behavioral group and participate in the design of behavioral interventions
- Collect data and perform econometric and statistical analyses
- Assist the behavioral group and participate in dissemination activities and dialogue with governments

Payment Schedule:

- 1/2 payment based on delivery of two training activities and completion of econometric and statistical analysis;
- ½ payment based on delivery of dissemination activities: preparation of two blogs and delivery of 2 webinars.

Nature of the Program:

Contract modality: Product and External Services Consultancy (PEC), Lump Sum

Duration of contract: 12 months (renewable)

Place of Assignment:

The work will be carried out at the Bank's headquarters in Washington, D.C.

Responsible Organizational Unit:

The Caribbean Country Department (CCB/CCB) will be in charge of coordinating and supervising the work of Behavioral Fellows.

Requirements:

Education: Master's in Economics and 2 or 3 years of relevant experience. Ph.D. strongly preferred.

HRD Terms of Reference Consultants

Experience: Experience in Behavioral economics or related field. The position is open to applicants with a keen intellectual interest and academic potential for working in behavioral economics. The ideal candidate has some formal training in behavioral economics and has participated in projects in the field (or in the lab) that have led to journal publications, or have had direct impact on policy design. Strong background in econometrics, mathematics, and statistics and experience in applied econometric methodologies preferred.

Languages: Command of English, and at least one other of the Bank's official languages: Spanish, Portuguese, and French

Skills: Motivation to do research, ability to work independently, and willingness to participate in research teams. Strong analytical abilities as demonstrated by academic achievements and other personal accomplishments. Excellent writing skills in English and in one other Bank language

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.

DRAFT TERMS OF REFERENCE (2) – CONSULTANT – BEHAVIORAL TRAINER

Background:

Productivity and growth have been lagging in CCB countries, and the pandemic has created additional challenges to growth. The economic recovery in the Caribbean is highly dependent upon the evolution of the pandemic itself. Effective implementation of containment measures, combined with a broad-based vaccination program is key for tourism and other sectors to return to more normal levels of activity. As vaccine supply improves, a constraining factor for these countries is vaccine hesitancy. Compliance fatigue with containment measures is another concern. Behavioral economics provides important insights into how to surpass these constraints. Work led by the IDB has shown the role of social norms for compliance (Martínez et al, 2021a), the importance of framing and issue salience for take up of diagnostic and distance measures (Martínez et al, 2021b), and the role of trust in vaccination (Martínez et al, 2021c). Importantly, the IDB has pioneered the use of interactive quizzes for combating the pandemic. Preliminary results show their efficacy in changing perceptions and beliefs (Martínez et al, 2021d).

Productivity and growth have been lagging in CCB countries. Creative policy design incorporating behavioral techniques can improve multiple areas of public sector performance, enhancing human capital outcomes and creating the foundations for inclusive and sustainable growth (Rapoport, Rojas Méndez and Scartascini, 2020). Previous work has shown that behavioral insights can have an effect on changing behavior of civil servants to make them more respondent to citizens needs and to comply with their tasks as determined by laws and regulations (e.g., Scartascini and Zamora, 2021). It has also proven that it can help to guide better teachers' location decision to reduce sorting (Ajzenman et al, 2020) and health workers performance (Bernal and Martínez, 2020). Behavioral insights have been very effective to improve human capital beyond the incentives of teachers and health-care workers. Behavioral insights have shown that they can increase the incentives for parents to send their kids to pre-school (Mateo Díaz et al, 2020), keep track of kids' achievements and attendance (Berlinski et al, 2019), and increasing youth attendance of higher education (Prada et al, 2020). Strengthening human capital requires a healthy population. Behavioral insights have been successful for increasing pre-natal care (Beuermann et al, 2019), increasing adherence of micronutrient treatments (Bernal et al, 2015), and reducing the prescription of unnecessary medicines (Torrente et al, 2020).

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Consultants

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Objectives and Activities:

Selected candidate will participate in training activities and perform the following activities:

- Assist the behavioral group in the development of training programs
- Assist the behavioral group in the creation of contents for training
- Assist the behavioral group in the delivery of training material

Deliverables and Payment Schedule

½ payment upon delivery of design and material contents for training

½ payment upon delivery of the 2 training events

Nature of the Program:

Contract modality: Product and External Services Consultancy (PEC), Lump Sum

Duration of contract: 12 months (renewable)

Place of Assignment:

The work will be carried out at the training locations and the place of living of the consultant

Responsible Organizational Unit:

The Caribbean Country Department (CCB/CCB) will be in charge of coordinating and supervising the work of the consultant.

Requirements:

Education: Master's in Economics and 2 or 3 years of relevant experience. Ph.D. strongly preferred.

Experience: Experience in Behavioral economics or related field. The position is open to applicants with a keen intellectual interest and academic potential for working in behavioral economics. The ideal candidate has some formal training in behavioral economics and has participated in projects in the field (or in the lab) that have led to journal publications, or have had direct impact on policy design. Strong background in econometrics, mathematics, and statistics and experience in applied econometric methodologies preferred.

HRD Terms of Reference

Consultants

Languages: Command of English, and at least one other of the Bank's official languages: Spanish, Portuguese, and French

Skills: Motivation to do research, ability to work independently, and willingness to participate in research teams. Strong analytical abilities as demonstrated by academic achievements and other personal accomplishments. Excellent writing skills in English and in one other Bank language

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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DRAFT TERMS OF REFERENCE (3) – CONSULTANT – PAPER AUTHOR**Background:**

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Objectives and Activities:

Selected candidate will participate in training activities and perform the following activities:

- Paper prepared summarizing all the behavioral interventions that have been done in CCB so far.
- Strategic paper prepared that looks at all the demands from CCB and how they could be tackled using behavioral insights
- Prepare the design of an RCT

Deliverables and Payment Schedule

One-third payment upon delivery of first paper

One-third payment upon delivery of the second paper

One-third payment upon delivery of the RCT Design

Nature of the Program:

Contract modality: Product and External Services Consultancy (PEC), Lump Sum

Duration of contract: 12 months (renewable)

Place of Assignment:

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Responsible Organizational Unit:

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Requirements:

Education: Master's in Economics and 2 or 3 years of relevant experience. Ph.D. strongly preferred.

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HRD Terms of Reference Consultants

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