

**The World Bank
Africa Region Poverty Reduction and Economic Management
Africa Region Gender Practice**

**Economist (Extended-Term Consultant)
Terms of Reference
October 28, 2013**

Work location: Washington, D.C., with frequent travel.

Start Date: As soon as possible. Latest – December 2013.

Application Deadline: November 8, 2013

Appointment Type: Extended Term Consultant (full-time)

Network: AFTPM – Africa Region, Poverty Reduction and Economic Management

Sector: PREM

Sector Manager: Marcelo Giugale

Experience Level: Masters (minimum), Ph.D. (preferred); plus 4 years of experience

Language Preferences: English [Essential]; French [Preferred]; Portuguese [Desired]

1. Summary:

The Gender Innovation Lab of the World Bank's Africa Region Gender Practice, which is mapped to the Poverty Reduction and Economic Management (PREM) unit in the Africa Region, is looking for a Gender Economist to work on Private Sector Development (PSD) and Agriculture and Rural Development (ARD) in Africa. Working in collaboration with various partners, the Economist will focus mainly on the design, implementation, and data analysis for a set of rigorous impact evaluation studies, also working to design innovative development interventions to address gender inequality. The Economist will be based in Washington, DC and will work under the direct supervision of the Africa Region Gender Practice Leader on a specific number of research studies in earnings and productivity, as well as promoting the integration of gender into the policy dialogue. The position requires frequent travel to African countries to oversee research and share results.

2. Background

It is the objective of the World Bank's Africa Region to advance development for both men and women. Standing in the way are some grim facts. Agricultural yields for female farmers are significantly less than for their male counterparts, a pattern driven by lower use of labor, crop choice, and the fact that they are responsible for child rearing. Female-owned firms are also less profitable in part because of the type of firm, but also because of discrimination in credit markets. Moreover, attitudes and norms such as inheritance practices perpetuate many of these inequalities across generations.

Identifying gender disparities has been an important step in setting the groundwork to come up with effective solutions. The World Bank's Gender Innovation Lab (GIL) is rigorously assessing solutions that aim to address the underlying causes of gender inequality. There are still pressing

knowledge gaps, particularly in the productive sectors relating to voice and agency. In the case of agricultural productivity, while we know that women's productivity on farms in Sub-Saharan Africa would increase if they used inputs at the same rate as men, we still do not know how best to provide consistent access to inputs. In the entrepreneurship and employment sector, we know that if women were to shift to male-dominated sectors they could improve their returns, but we do not know how to effectively spur and sustain a change in economic roles. And while we have made progress toward equality of men and women under the law, we do not know how to ensure that women know and make use of the tangible benefits of legal reform, especially in areas where customary law is predominant.

GIL seeks to fill these complex knowledge gaps with an approach that is based on research that builds evidence to determine what works and what does not. Maintained by the Africa Region Gender Practice in partnership with other World Bank units, donors, NGOs, and researchers across the globe, the Lab carries out rigorous impact evaluations for initiatives with an explicit or implicit gender perspective.

GIL is currently working on over 20 impact evaluations in the areas of agricultural productivity, entrepreneurship and employment, and assets. GIL is now entering a new phase in its work, advancing from asking how programs impact men and women differently to developing and testing innovative policy solutions for alleviating gender constraints. With significant help from donors, GIL is in the process of launching another 12 impact evaluations using rigorous quantitative methods and in-depth qualitative analysis.

Developing effective policy responses to persistent gender gaps will require experimentation, innovation and learning. GIL actively shares its findings so that project teams and government policymakers are able to use this knowledge to decide whether to undertake or scale-up an intervention. GIL's active collaboration with leading academic researchers, NGOs and government agencies provides multiple venues for sharing these results – from leading academic journals, to seminars with key policymakers, to high impact international forums.

3. Responsibilities:

The Economist will work under the supervision of the Africa Region Gender Practice Leader, Markus Goldstein. Key responsibilities will include:

- Provide technical support on the design and implementation of select impact evaluations.
- Work with task teams, including government, Africa FPD and ARD, and country and project teams in select African countries to identify and develop innovative pilot interventions and impact evaluations that target and test potential solutions to the underlying constraints that hinder women's productivity.
- Design interventions and impact evaluations to capture the impacts of a range of social and economic outcomes for select development programs.
- Provide support to impact evaluations of ongoing interventions, including designing baseline and follow-up surveys, undertaking data analysis, and writing relevant reports.
- Build and manage teams comprised of external researchers, government and NGO collaborators, field staff, data analysts, and survey teams.

- Prepare project work plans, budgets, and other project management materials.
- Give presentations and provide technical workshops to government counterparts, project teams and other select audiences; organize training and workshop sessions related to impact evaluation methods, analysis, and results; prepare analytical documents for external release, including policy reports and other relevant research papers.
- Conduct data analysis using STATA and assist and oversee data work of research assistants.
- Provide support on the preparation of progress reports to management, donors, and other corporate gender reporting requirements.
- Support country teams on gender assessment policy notes and integrating gender into national strategies.
- Support fundraising efforts by assisting with fundraising proposals as necessary.
- Help create and bolster new partnerships between GIL and external research collaborators in academia, NGOs, and government.
- Assist on ad hoc requests such as project appraisals, consultant selection, contract processing, and portfolio reviews.

4. Qualifications

- (i) Minimum of Master's degree (Ph.D. preferred) in international development or related field.
- (ii) Minimum four years of relevant professional and/or academic experience in impact evaluation and agriculture, private sector, and/or gender.
- (iii) Fieldwork experience in Sub-Saharan Africa, particularly in survey design and implementation and impact evaluations.
- (iv) Solid understanding of challenges faced by female entrepreneurs and farmers in Africa.
- (v) Excellent analytical and quantitative skills including a strong econometrics background, ability to use STATA, and general economic knowledge and analytical skills. Demonstrated track record of working with economic data and analytical tools and models to conduct economic analyses and produce user-friendly written outputs. Full understanding of underlying statistical concepts.
- (vi) Excellent project management skills, including familiarity with the project cycle and ability to make sound logical decisions in a timely manner.
- (vii) Behavioral competencies that facilitate dialogue with country partners and implementation teams, including communication skills, capacity development capabilities, ability to adapt to local institutional realities, and cross-cultural sensitivity.
- (viii) Drive for results – Able to take personal ownership and accountability to meet deadlines and achieve agreed-upon results. Exceptional organizational and planning skills.
- (ix) Commitment to teamwork, knowledge-sharing, and ability to collaborate across organizational boundaries. Cooperates with team members and contributes productively to the team's work and outputs, demonstrating respect for different points of view.
- (x) Actively seeks knowledge needed to complete assignments and shares knowledge with others, communicating and presenting information in a clear and organized manner. Strong written and oral presentation skills required. Strong ability to distill relevant recommendations/lessons for clients and target audience.
- (xi) Takes personal responsibility and accountability for timely response to client queries, requests, or needs, and actively works to remove obstacles that may impede timely implementation or overall success.

(xii) Fluent in English and full professional proficiency in French highly preferred. Knowledge of Portuguese a plus.

(xiii) Willing and able to undertake frequent international travel.

5. Contract and Remuneration

The successful candidate will be contracted under a one-year Extended-Term Consultancy (ETC), renewable for up to one year. Remuneration will be set according to standard World Bank rates, commensurate with experience. The position starts as soon as possible (latest December 2013) and will be based in the World Bank's headquarters in Washington DC.

6. To Apply

Submit a CV and cover letter to Emilie Greenhalgh (egreenhalgh@worldbank.org) **by November 8, 2013.**