

Terms of Reference

Economist (GF), Jobs Group, Washington D.C.

Donor Funded Staffing Program Position (Belgium)

Social Protection and Jobs Global Practice, World Bank

Established in 1944, the World Bank Group (WBG) is one of the world's largest sources of funding and knowledge for development solutions; a unique global partnership of five institutions dedicated to ending extreme poverty, increasing shared prosperity and promoting sustainable development. With 189 member countries and more than 120 offices worldwide, we work with public and private sector partners, investing in groundbreaking projects and using data, research, and technology to develop solutions to the most urgent global challenges. The WBG consists of five specialized institutions: the International Bank for Reconstruction and Development (IBRD), the International Development Association (IDA), the International Finance Corporation (IFC), the Multilateral Investment Guarantee Agency (MIGA), and the International Centre for the Settlement of Investment Disputes (ICSID).

The Jobs Group is a Cross-Cutting Solutions Area (CCSA), based in the Social Protection and Jobs Global Practice, which is charged with leading the Bank's work on the jobs agenda, in close collaboration with the appropriate Global Practices (GPs) under the technical supervision of the Jobs Steering Committee (JSC), which is composed of Global Directors from 10 GPs and the IFC. The Jobs Group also houses two specialized partnerships, which bring together the WBG, donors and private or not-for-profit actors to address jobs challenges. These are: Solutions for Youth Employment (S4YE); and the Global Knowledge Partnership on Migration and Development (KNOMAD).

About the position:

The Jobs Group is looking to recruit a Labor Economist with knowledge of environmental issues to help develop the WBG's contributions to the "Green Jobs" and "Just Transition for All" agendas. This responds to the urgent need, in the aftermath of the Covid 19 crisis, to "Build Back Better" by accelerating positive labor market transitions (better jobs) while also addressing the challenges facing the WBG's client countries in the areas of environmental management and climate change (including both the mitigation and adaptation agendas).

The work on "*mitigation*" policies to support the de-carbonization of energy and industrial systems will include the "Just Transition for All" agenda for supporting the reallocation of workers directly or indirectly affected by the closure of coal mines or by other policy responses to global warming (e.g., policies relating to pollution controls that may generate different types of labor demand). The Economist will also provide support for the climate change "*adaptation*" agenda in developing countries, by helping workers whose livelihoods are undermined by changing climate conditions (such as droughts, fires and storms) to move into alternative, sustainable activities. In this context, the Jobs Group seeks to identify and support "win-win" transitions where workers move from low quality jobs that are bad for the environment,

towards better- quality jobs that are less environmentally damaging (such as climate-smart agriculture).

The work program will focus on the conceptualization and operationalization of programs and policies to facilitate green transition, the creation of better jobs that also improve environmental outcomes (such as the reduction of negative environmental externalities linked to productive activities and jobs), and provide effective support for transitioning workers. This will involve working with diverse teams across the World Bank Group, especially in the Global Practices (GPs) grouped in the Sustainable Development (SD) Practice Group (PG) and the Climate Change Cross Cutting Solutions Area (CCSA); but also those in the Human Development (HD) PG (especially Social Protection) and in the Economics, Finance and Investment (EFI) PG. The work program will combine global and country specific activities, including providing analysis and technical advice to county-based teams and to client governments. The Economist will report to the Jobs Group Manager and will be mapped to the Social Protection and Jobs (SPJ) Global Practice. The position is based in Washington DC.

Duties & accountabilities

The Economist will have the following range of responsibilities with the detailed deliverables to be agreed with the Manager and reflected in an annual Results Agreement.

- **Analytical Work Program** - The Economist will work at the interface between jobs and labor market policies and environmental and natural resource policies for transformations towards environmentally sustainable, resilient, inclusive and efficient economies. The position requires the flexibility and adaptability to analyze and address practical problems and identify opportunities to improve both jobs outcomes and environmental outcomes as a result of transitions from jobs with negative environmental externalities to “green” and environmentally sustainable jobs across a broad range of activities including: agriculture, forestry, tourism and landscape management, fisheries and the broader blue economy, circular economy, manufacturing, pollution and waste management, energy and mining and infrastructure services. The Economist will contribute to studies on the critical path to solving global and local problems in the areas listed above. This will also include the effective communication of the results of these studies through written and verbal communication.
- **Internal and Global Outreach** - The Economist will support the World Bank’s global outreach on jobs, economic development, the environment and climate change issues, and interface with Bank teams engaged in complementary environmental and climate-related research. This will include preparing briefs and presentations for the Bank’s senior management for engagement in international conferences, negotiations, and bilateral cooperation. The Economist will also be encouraged to present the Bank’s work at technical conferences and workshops.
- **Technical Advisory Work** - The Economist will contribute to technical advice on a broad range of jobs-related challenges facing World Bank operations units that work directly

with clients. This will include review of analytical work carried out by other teams in the Bank, economic advice to lending operations managed by the World Bank, and providing technical assistance and capacity building to World Bank clients in jobs diagnostics and the alignment of labor market, social, economic, fiscal and environmental policies.

- **Trust funded activities** - The Economist will support activities related to “green jobs” supported by the Jobs Multi-donor Trust Fund (MDTF), which is managed by the Jobs Group; and other Bank-administered trust funds that fund activities in environment, natural resources, and pollution management that might be mobilized in support of the “green jobs” agenda. This will include supporting development partner relations, and the monitoring and evaluation of the relevant grants.
- **Knowledge Management** – The Economist will participate in communication with relevant communities of practice, including NGOs, academia, civil society, the private sector as well as specialized international organizations.

The Economist will be expected to generate the following types of outputs:

- *Cross-country or global level statistics, analytics:* Working as a team member, undertake multi-country analysis and research in economic transformation, trade, relative prices, human capital, labor mobility, and waged employment, using the Jobs Group’s growth episodes data base,
- *Country specific technical work:* Undertake and support country-level jobs diagnostics analyses including (i) standardized jobs indicators; (ii) tables, charts and regressions; (iii) power point slides that tell the story from the macro and labor supply-side for Jobs Diagnostics and other labor market assessments, and co-authoring reports or chapters for country teams through cross-support as requested.
- *Other jobs-related operational research and analytics:* the Economist will engage with WBG operational teams and Jobs Group staff in other operational research, analytic work, and report writing, related to jobs-relevant topics.

Selection Criteria / required technical competencies

- PhD degree in Economics or a related field and at least three years of relevant experience; or a Master’s degree and at least five years of relevant experience.
- Demonstrated understanding of economic, labor market data analysis and econometrics.
- Demonstrated competence and programming ability in analytical statistics tools such as STATA, MATLAB, or R.
- Fluency in English and at least one other World Bank language.
- Experience working in a developing country is strongly preferred.
- Excellent analytical, writing, team-working, and communication skills that include report drafting and presentation development.

- Preference will be given to candidates who have conducted labor market research in developing countries using macroeconomic, household survey and/or firm level data.
- Proven ability to work in a team environment with multiple priorities and tight deadlines.
- Strong interpersonal skills and ability to work sensitively in multi-cultural environments.
- Flexibility, adaptability and willingness to undertake new tasks as required.

WBG Core Competencies

For information about WBG Core Competencies, please visit: <https://bit.ly/2kbIA7O>

Contract term: This position is funded by the Government of Belgium through the Bank's Donor Funded Staffing Program. **Applicants are required to hold the Belgian nationality.** The selected candidate will be offered a two-year term appointment, with an option for extension, subject to satisfactory performance.