

TERMS OF REFERENCE

Field Coordinator for the Livelihoods Transfer Impact Evaluation in Ethiopia

Aug 2019

The World Bank, Development Impact Evaluation (DIME) and Social Protection and Jobs Global Practice

1. Summary

The Development Impact Evaluation group (DIME), is looking for a consultant who will work as a Field Coordinator for an Impact Evaluation (IE) in Ethiopia. The consultant will join DIME from September 2019 to June 2020 with the possibility of extension based on performance and project development. The consultant will be based in Addis Ababa, Ethiopia and work with DIME to provide field support to an impact evaluation linked to the Productive Safety Nets Program (PSNP), under the World Bank's Social Protection and Jobs Global Practice. The consultant will coordinate the implementation of the IE work in the field, working closely with IFPRI and the project implementation team, prepare and supervise surveys and deliver training to partner government organizations as needed. The consultant will also be involved in analytical aspects of the IE.

2. Background

DIME's objective is to increase the use of impact evaluation (IE) in the design and implementation of public policy, to (i) improve World Bank and other donor-funded development projects and public policy to deliver better outcomes, (ii) strengthen country institutions for evidence-based policy making and (iii) generate knowledge in strategic development areas. Most DIME IEs are associated with a World Bank project. DIME works across the following World Bank sectors: Agriculture, Governance, Climate Change, Financial & Private Sector Development, Entertainment Education, Transport & Infrastructure, and Fragility Conflict and Violence. DIME establishes a research team to work on each IE study through its completion. Each research team includes a principal investigator and co-investigators, a field coordinator based in country to support the government team on all aspects of the IE, and one or more research assistants. This position will support an impact evaluation associated with the PSNP.

Livelihoods Transfer Program

The Productive Safety Net Program (PSNP) is a flagship program designed to address rural poverty in Ethiopia. The program provides cash and/or food transfers to poor rural households, primarily in the form of a public works program. One of the components is designed to facilitate livelihoods opportunities for clients' through three pathways: on-farm (crop & livestock), off-farm income generation (self-employment) and wage employment. The program aims to shift people out of poverty into sustainable livelihoods by providing a combination of interventions delivered through the support of Development Agents (DAs). This is done through a combination of coaching/mentoring to help households identify preferred livelihoods pathways and develop a business plan to achieve their goals, together with promotion and gradual build-up of savings. More recently, a 'livelihoods transfer' in the form of a lump sum payment (USD 200) to these households has been included in the program, enabling the poorest households to meet the 'lumpy' costs of investments in productive assets, inputs or job search. This draws on and incorporates findings from the Tigray CGAP pilot, which has combined transfers with longer-term investments in training, savings services and asset transfers.

Since July, 2015 the livelihoods cash transfer component was introduced and has been piloted in four regions (Amhara, Tigray, Oromia, SNPP). A total of 8 woredas (two per region) implemented the pilot covering over 8,300 PSNP clients. Initially the government aimed to provide livelihoods transfer to 30 percent of the PSNP 4 public works participants. This has since been reduced in scope to 10 percent. Though there was no rigorous assessment carried out to generate concrete evidence, different field monitoring missions' findings indicated that the pilot has resulted in positive changes in terms of asset creation. Considering this field monitoring finding the government decided to expand livelihoods transfer practices to twenty-four woredas and cover about 25,000 clients in EFY 2010 which will bring the total number of the livelihoods transfer woredas to 32, or about 10% of the total PSNP woredas and 2% of the PSNP households.

In 2017 the government of Ethiopia and development partners agreed to test different modalities including intensity of capacity building support to clients, a robust monitoring element and rigorously assess impact of the livelihood transfers and thereby justify viability of the investment three years down the line.

Impact Evaluation Objectives and Design

An impact evaluation of the livelihoods transfer program is being undertaken by the Ethiopian Ministry of Agriculture (MoA) under the direct supervision of the Food Security Coordination Directorate (FSCD). The impact evaluation is being supported by Donor Partners and is being implemented by IFPRI with support from DIME. The impact evaluation aims to address two main questions:

1. What is the impact of the livelihoods transfer program on recipient households?
2. What implementation modalities are most effective in generating impacts from the program?

These questions are addressed through a cluster randomized control trial rolled out in 286 kebeles in 12 woredas across 4 regions (kebeles are roughly equally split across woredas). Eligible kebeles have been randomized into a control or one of 3 treatment groups through a public lottery held at each of the regions. The treatments include:

1. Standard LT program (including extension worker mentoring support and \$200 transfer)
2. LT program without extension mentoring support
3. Standard LT program, boosted by local video material covering particular extension activities, developed in partnership with Digital Green

A baseline survey of 10 households in each of the 286 kebeles was completed in June 2018, the lottery to assign kebeles to different interventions was completed in August 2018, and a follow up survey is expected in early 2020. The intervention has begun and a monitoring survey of extension workers and recipient households is ongoing.

3. Scope of Work/ Tasks and responsibilities

The consultant will work under the supervision of the impact evaluation task team leader (IE TTL) and overall project task team leader (Project TTL). He or she will oversee the day-to-day implementation of the impact evaluation and liaise with the monitoring and follow up survey firm, the implementing partner organization and the evaluation team, including IFPRI. This will include dialogue with the governments and other stakeholders, supervision of data collection activities, analysis, and preparation of papers and reports. Specifically, the position of Field Coordinator will involve (but not be limited to) the following elements:

- Act as a liaison among members of the research team, World Bank PSNP operations team, IFPRI, government representatives, local stakeholders and other locally hired field staff to promote understanding of and support for the impact evaluation.
- Conduct training sessions with stakeholders
- Coordinate data collection activities and compile data as appropriate (e.g. administrative data, community surveys, interviews etc.)
- Assist in the design and revision of quantitative survey questionnaires for monitoring and follow-up data collection as well as survey manuals; and liaise with technical support staff for survey software as necessary.
- Develop pre-programmed high frequency checks to assess data quality in real-time while surveys are being implemented.
- Participate in training and sensitizing of enumerators and field-testing of questionnaires.
- Run pilot survey exercises, provide feedback on field operations and survey instruments, and make and monitor improvements.
- Conduct daily monitoring and supervision of the firm contracted to carry out data collection, helping to ensure that sampling strategies are implemented adequately and that activities are carried out in a timely manner per the TOR.
- Ensure data quality, integrity of analysis, and adherence to budget throughout the fieldwork and data entry phases.
- Ensure that interventions are carried out as planned.
- Closely monitor the implementation of the interventions to be evaluated to ensure that the identification strategy is not compromised
- Send weekly progress reports on the implementation to the research team.
- As requested, conduct data analysis of the baselines and support drafting of reports.
- As requested, clean collected data with accompanying Stata do-files and documentation and contribute to reports, academic papers, and policy briefs.
- Support in-country capacity building by helping train local hires and stakeholders in impact evaluation methodology, data collection, etc.
- Support the dissemination of impact evaluation methodology and results.
- Perform other related tasks, upon request.

4. Requirements

The consultant should present the following minimum requirements:

Required:

- Master's degree in economics or a related field, including training in econometrics, microeconomics, and development economics.
- Strong oral and written communication skills in English
- Work experience on managing impact evaluations of aid and development interventions in low income countries.
- Ability to work independently and as part of a team.
- Well organized, detail-oriented, and able to prioritize and manage multiple tasks simultaneously with minimal supervision.
- Experience in providing research assistance and record of strong performance.
- Experience in coordinating multiple teams of people, organizations and activities concurrently.
- Experience in the analysis of quantitative survey data.
- Experience using Stata.

- Willingness to undertake regular and extended field visits and interact with different stakeholders.

Preferred:

- At least two years of relevant work experience in the field.
- Advanced programming skills in R, Stata and Python
- Knowledge of SurveyCTO or another ODK-based platform.
- Previous experience with:
 - Designing original data collection protocols and large multi-topic survey instruments.
 - Panel survey data collection.
 - Paper and/or electronic data collection management.
 - Electronic data collection software.
 - Geo-spatial data collection.
 - Randomized impact evaluations.
- Work experience in developing countries

5. Selection Process

Qualified candidates should apply in this [website](#) no later than Sep 9. Applications will be reviewed on a rolling basis. Applicants will be asked to add a link to a shared folder with their resume, a brief (maximum 1 page) statement of interest and a do-file prepared by them that best indicates the level of experience in Stata. Candidates may also send code samples in other relevant languages/software. Short listed candidates will be invited to complete a short exercise and participate in an interview. The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture and educational background. Individuals with disabilities are equally encouraged to apply. All applications will be treated in the strictest confidence.

6. Terms of contract

The STC is expected to use his/her own laptop and cellphone, and to be responsible for any equipment damage incurred over the contract period. The World Bank will not be responsible for any loss or damage to STC-owned equipment. The consultant will be based in Addis Ababa, Ethiopia and the contract is expected to take the form of a World Bank Short Term Consultancy (STC) over the period of September 2019 – June 2020, with the possibility of extension based on performance, project development and financing availability.