

**PLAC Network Coordinator and Research Support RG-T3105
Economics Contractual**

TERMS OF REFERENCE

Background

- 1.1 The limited coverage of labor and scant enforcement of social security laws represent significant challenges for social security systems, and have an important impact on the adequacy and sustainability of pensions. Achieving universal coverage, regardless of type of employment, will require rethinking social security systems and having strong institutions to promote and implement necessary changes to provide effective protection.
- 1.2 Current lack of pension coverage, combined with aging, represent a hidden potential fiscal cost that governments are expected to assume, given increasing demands for pension benefits (Bosch, et al, 2013). Facing the challenge of financing pensions in Latin America and the Caribbean (LAC) requires strong institutions that can design and implement pension policies in a sustainable way. It also requires adequate regulation, supervision and management of pension systems. The institutions in charge of pension provision are not always well defined, well-coordinated and do not have the necessary capacity.¹ Indeed, in LAC there is weakness in terms of government effectiveness² and regulatory quality³, which is shown by the World Bank World Wide Governance Indicator (WGI). In terms of government effectiveness there are countries in LAC that rank less than 50%, like Peru, Paraguay and Dominican Republic; this is far below OECD countries, with close to 90% on the same indicator. For regulation quality, a number of countries in the WGI also rank very low, close to 40%, like Paraguay and Dominican Republic. The average of the region for these two indicators was in 2013 58% (Government Effectiveness) and 56% (Regulatory Quality), with very few countries in better stance, like Chile with 86% and 92%, both close or even above the OECD average, which is 86% for both indicators. Therefore, strengthening pension's institutions is important for the region in the long-term. There are also short term demands that policy makers would need to give responses to, and strong institutions need to determine what can be done in a context of increasing longevity.
- 1.3 The PLAC network will provide technical support for policies and regulations with a long-term horizon, focusing in strengthening human capital and governance. There are countries that have taken action to improve pension systems around the world, in terms of sustainability, efficiency, coverage and adequacy. Considering these experiences, the PLAC Network would not only promote learning initiatives and best practices from other countries in LAC, but also from OECD countries. PLAC Network would benefit from ongoing relationships between the IDB and supervisory and policy organizations, such as the Working Party on Private Pensions (WPPP) at the OECD, the International Organization of Pension Supervisors (IOPS), the International

¹ There is evidence of the challenges that pension institutions face, for the case of Colombia see "Diagnóstico del Sistema Previsional Colombiano y Opciones de Reforma", Bosch, Berstein, Castellani, Oliveri y Villa. Unidad de Mercados Laborales y Seguridad Social, Nota técnica nº 825, Junio 2015.

² WGI Definition: "Government effectiveness captures perceptions of the quality of public services, the quality of the civil service and the degree of its independence from political pressures, the quality of policy formulation and implementation, and the credibility of the government's commitment to such policies."

³ WGI Definition: "Regulatory quality captures perceptions of the ability of the government to formulate and implement sound policies and regulations that permit and promote private sector development."

Association of Pension Supervisors in Latin America (AIOS) and the Caribbean Association of Pension Supervisors (CAPS).

- 1.4 The support provided through the PLAC Network follows the guidelines established in the Sector Framework Document-Labor (GN-2741-7), which includes a description of institutional strengthening activities provided by the IDB. The proposed activities are also aligned with the update to the Bank's Updated Institutional Strategy (UIS) 2010-2020 (AB-3008) and its accompanying Second Revised Version of the Corporate Results Framework (CRF, GN-2727-6) as it contributes to the strategic policy objective of including all segments of the population in financial markets and furthers social inclusion, equality and labor formality. Additionally, the TC is in line with the sectoral priorities of access to formal employment (section V, dimension 1, page 41) and access to adequate and sustainable social security systems (section V, dimension 3, page 44) of the Labor Sector Framework (GN-2741-7).

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I. OBJECTIVES

- 2.1 The objective of the consultancy is to coordinate the different activities related to the design and implementation of the PLAC Network and collaborate in research about pensions that would support the activity of the Network.

II. QUALIFICATIONS

- Academic Degree/ Level & Years of Professional Work Experience: Master in Communications, or related Social Sciences, and five years of experience in designing communication strategies for governments.
- Languages: Spanish, English and Portuguese is desirable.
- Areas of Expertise: Experience of implementation of communication strategies in different countries.
- Skills: Communication and analytical skills. Availability to travel.

III. CHARACTERISTICS OF THE CONSULTANCY

- Contractual category and modality: Products and External Services Contractual
- Contract duration: 24 months
- Place(s) of work: External consultant
- Responsible person: Mariano Bosch, Pension Specialist (SCL/LMK)

IV. MAIN ACTIVITIES

- 4.1 The consultant will perform the following activities as part of the consultancy:

Lead communication between Team leader of the PLAC Network, SCL/LMK specialists, country office specialists, and PLAC Network members.

- a. Send calls for proposals twice a year, receive requests and follow procedures of the PLAC Network.
- b. Coordination and organization of technical assistance between countries, videoconferences and regional workshops or courses.
- c. Preparing terms of reference for the implementation of technical assistance (for preparation of specific studies that the members request), and help with logistics related to this.
- d. Coordinate communication between technical consultants and government officials.

- e. Perform and monitor technical assistance and develop a six-monthly progress report on the operational and financial and a final report execution in the last two months of operations of the TC.
- f. Receive, review and systematize the reports of technical assistance.
- g. Coordinate activities with specialists from SCL/LMK associated with the supervision of consultancies provided.
- h. Monitor budget and prepare periodic reports of the TC execution.
- i. Support research regarding needs of the PLAC Network according to the SCL/LMK social security strategy.
- j. Identification and gathering of information on pension systems in member's countries and other relevant LAC countries.
- k. j. Travel is expected and will be financed separately.

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V. PRODUCTS

5.1 The expected products are listed below:

- a. Work plan.
- b. Current communication channels report.
- c. Possible channels proposal report identifying focal points, risks, and lessons learned, costs, and references.
- d. Communication and implementation strategy.
- e. Report with activities done regarding divulgation and communication of the network and that show that communication strategy is being implemented.
- f. Results presentation.

VI. PAYMENT

6.1 Payment and Conditions of Employment: Remuneration will be determined in accordance with Bank regulations and criteria.

VII. Qualifications

- Academic Degree/ Level & Years of Professional Work Experience: Master or PhD in Economics or related Social Science, and at least five years of experience.
- Languages: Spanish and English. Portuguese desirable.
- Areas of Expertise: Experience in research assistance in pensions, and social security; Database management. Excellent use of Stata is desirable. International work experience is desirable.
- Skills: Excellent Organization skills, analytical and research skills, excellent writing skills.
- Availability for traveling.

VIII. Payment and Conditions

8.1 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.

IX. Visa and Work Permit

9.1 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

X. Consanguinity

- 10.1 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 contractual, will not be eligible to provide services for the Bank.

XI. Diversity

- 11.1 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.

**NETWORK FOR PENSIONS IN LATIN AMERICA AND THE CARIBBEAN (PLAC NETWORK II)
RG-T3105**

**TERMS OF REFERENCE
SHORT-TERMS CONSULTANTS**

I. BACKGROUND

- 1.1 The limited coverage of labor and scant enforcement of social security laws represent significant challenges for social security systems, and have an important impact on the adequacy and sustainability of pensions. Achieving universal coverage, regardless of type of employment, will require rethinking social security systems and having strong institutions to promote and implement necessary changes to provide effective protection.
- 1.2 Current lack of pension coverage, combined with aging, represent a hidden potential fiscal cost that governments are expected to assume, given increasing demands for pension benefits (Bosch, et al, 2013). Facing the challenge of financing pensions in Latin America and the Caribbean (LAC) requires strong institutions that can design and implement pension policies in a sustainable way. It also requires adequate regulation, supervision and management of pension systems. The institutions in charge of pension provision are not always well defined, well-coordinated and do not have the necessary capacity.¹ Indeed, in LAC there is weakness in terms of government effectiveness² and regulatory quality³, which is shown by the World Bank World Wide Governance Indicator (WGI). In terms of government effectiveness there are countries in LAC that rank less than 50%, like Peru, Paraguay and Dominican Republic; this is far below OECD countries, with close to 90% on the same indicator. For regulation quality, a number of countries in the WGI also rank very low, close to 40%, like Paraguay and Dominican Republic. The average of the region for these two indicators was in 2013 58% (Government Effectiveness) and 56% (Regulatory Quality), with very few countries in better stance, like Chile with 86% and 92%, both close or even above the OECD average, which is 86% for both indicators. Therefore, strengthening pension's institutions is important for the region in the long term. There are also short term demands that policy makers would need to give responses to, and strong institutions need to determine what can be done in a context of increasing longevity.
- 1.3 The PLAC network will provide technical support for policies and regulations with a long-term horizon, focusing in strengthening human capital and governance. There are countries that have taken action to improve pension systems around the world, in terms of sustainability, efficiency, coverage and adequacy. Considering these experiences, the PLAC Network would not only promote learning initiatives and best practices from other countries in LAC, but also from OECD countries. PLAC Network would benefit

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from ongoing relationships between the IDB and supervisory and policy organizations, such as the Working Party on Private Pensions (WPPP) at the OECD, the International Organization of Pension Supervisors (IOPS), the International Association of Pension Supervisors in Latin America (AIOS) and the Caribbean Association of Pension Supervisors (CAPS).

- 1.4 The support provided through the PLAC Network follows the guidelines established in the Sector Framework Document-Labor (GN-2741-7), which includes a description of institutional strengthening activities provided by the IDB. The proposed activities are also aligned with the update to the Bank's Updated Institutional Strategy (UIS) 2010-2020 (AB-3008) and its accompanying Second Revised Version of the Corporate Results Framework (CRF, GN-2727-6) as it contributes to the strategic policy objective of including all segments of the population in financial markets and furthers social inclusion, equality and labor formality. Additionally, the TC is in line with the sectoral priorities of access to formal employment (section V, dimension 1, page 41) and access to adequate and sustainable social security systems (section V, dimension 3, page 44) of the Labor Sector Framework (GN-2741-7).

II. OBJECTIVES

- 2.1 The objective of the consultancy is to elaborate reports regarding pension systems with focus on sustainability, adequacy, equity and efficiency. These short-term consultancies objectives will be defined by the execution team, in accordance to the agreements with the Steering Committee of the TC. Activities and products will be revised accordingly.

III. QUALIFICATIONS

- Academic Degree/ Level & Years of Professional Work Experience: PhD or Master in Economics or a related Social Science, and at least five years of professional experience
- Languages: Spanish, English
- Areas of Expertise: Pensions, Fiscal sustainability, Social security, international work experience is preferred
- Skills: Organization skills; availability for traveling

IV. CHARACTERISTICS OF THE CONSULTANCY

- Contractual category and modality: PEC.
- Contract duration: 30 days in 3 months.
- Place(s) of work: External consultant.
- Responsible person: Mariano Bosch, Pension Specialist (SCL/LMK).

V. MAIN ACTIVITIES

- 5.1 The consultant will perform the following activities as part of the consultancy that could be modified depending on the specific requests of Country members:
- a. Revise background papers.
 - b. Attend meetings with the IDB specialists and government officials as required.

- c. Gather data and prepare graphs and tables as required.
- d. First draft of the document.
- e. Final draft of the document.
- f. Travel might be required and will be financed separately.

VI. PRODUCTS

- 6.1 The expected products are listed below:
- a. First draft of document
 - b. Final draft of document

VII. PAYMENT

- 7.1 Payment and Conditions of Employment: Remuneration will be determined in accordance with Bank regulations and criteria.

VIII. CONSANGUINITY

- 8.1 Individuals with relatives working for the IDB within, and including the fourth degree of consanguinity and the second degree of affinity are not eligible for employment as staff or contractual. Candidates must be citizens of a member country of the Inter-American Development Bank.

**NETWORK FOR PENSIONS IN LATIN AMERICA AND THE CARIBBEAN (PLAC NETWORK II)
RG-T3105**

**TERMS OF REFERENCE
SHORT-TERMS CONSULTANTS FOR THE PENSIONS INNOVATION LAB**

I. BACKGROUND

- 1.1 The limited coverage of labor and scant enforcement of social security laws represent significant challenges for social security systems, and have an important impact on the adequacy and sustainability of pensions. Achieving universal coverage, regardless of type of employment, will require rethinking social security systems and having strong institutions to promote and implement necessary changes to provide effective protection.
- 1.2 Current lack of pension coverage, combined with aging, represent a hidden potential fiscal cost that governments are expected to assume, given increasing demands for pension benefits (Bosch, et al, 2013). Facing the challenge of financing pensions in Latin America and the Caribbean (LAC) requires strong institutions that can design and implement pension policies in a sustainable way. It also requires adequate regulation, supervision and management of pension systems. The institutions in charge of pension provision are not always well defined, well-coordinated and do not have the necessary capacity.¹ Indeed, in LAC there is weakness in terms of government effectiveness² and regulatory quality³, which is shown by the World Bank World Wide Governance Indicator (WGI). In terms of government effectiveness there are countries in LAC that rank less than 50%, like Peru, Paraguay and Dominican Republic; this is far below OECD countries, with close to 90% on the same indicator. For regulation quality, a number of countries in the WGI also rank very low, close to 40%, like Paraguay and Dominican Republic. The average of the region for these two indicators was in 2013 58% (Government Effectiveness) and 56% (Regulatory Quality), with very few countries in better stance, like Chile with 86% and 92%, both close or even above the OECD average, which is 86% for both indicators. Therefore, strengthening pension's institutions is important for the region in the long term. There are also short term demands that policy makers would need to give responses to, and strong institutions need to determine what can be done in a context of increasing longevity.
- 1.3 The PLAC network will provide technical support for policies and regulations with a long-term horizon, focusing in strengthening human capital and governance. There are countries that have taken action to improve pension systems around the world, in terms of sustainability, efficiency, coverage and adequacy. Considering these experiences, the PLAC Network would not only promote learning initiatives and best practices from other countries in LAC, but also from OECD countries. PLAC Network would benefit

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from ongoing relationships between the IDB and supervisory and policy organizations, such as the Working Party on Private Pensions (WPPP) at the OECD, the International Organization of Pension Supervisors (IOPS), the International Association of Pension Supervisors in Latin America (AIOS) and the Caribbean Association of Pension Supervisors (CAPS).

- 1.4 Part of the support provided by the Network will include the participation in the Pensions Innovation Lab. This Lab is an IDB initiative and it designed to test policy alternatives to increase the volume of retirement savings for independent and low-income workers. It is based on translating international learnings, particularly behavioral economics, that spur long term savings, to the contexts of specific countries which lead to the adoption and use of retirement savings projects. Many members of the Network are interested in participating in the Lab and adapt policy interventions in their countries.
- 1.5 The support provided through the PLAC Network follows the guidelines established in the Sector Framework Document-Labor (GN-2741-7), which includes a description of institutional strengthening activities provided by the IDB. The proposed activities are also aligned with the update to the Bank's Updated Institutional Strategy (UIS) 2010-2020 (AB-3008) and its accompanying Second Revised Version of the Corporate Results Framework (CRF, GN-2727-6) as it contributes to the strategic policy objective of including all segments of the population in financial markets and furthers social inclusion, equality and labor formality. Additionally, the TC is in line with the sectoral priorities of access to formal employment (section V, dimension 1, page 41) and access to adequate and sustainable social security systems (section V, dimension 3, page 44) of the Labor Sector Framework (GN-2741-7).

II. OBJECTIVES

- 2.1 The contractual will provide operational and research support to the execution of the Pensions Innovation Lab under the supervision of the Labor Markets Division (SCL/LMK) Project Coordinator and the IDB specialists.

III. QUALIFICATIONS

- Academic Degree / Level and Years of Professional Work Experience: Bachelor's Degree in Public or Business Administration or related disciplines (Master's preferred). At least two years of relevant work experience, preferably in supporting teams with operational and research support duties in a multilateral organization.
- Languages: Fluency in English and Spanish. Strong written and verbal communication skills in both languages are required.
- Areas of Expertise: Project management, preferably in the fields of financial inclusion, labor markets and social security in LAC. Projects with behavioral economics components. Projects with private and public stakeholders. Knowledge of social science research methods.
- Skills: Strong analytical, management and research and synthesizing skills; ability to work independently, with initiative and responsibility, and establish work priorities; ability to work with all personnel to complete work assignments, achieve common goals, and contribute towards a positive work environment; knowledge of Bank's protocol norms, administrative and operational policies and procedures, or

from a similar organization; and very good computer skills in MS Office (Word, Excel, PowerPoint).

IV. CHARACTERISTICS OF THE CONSULTANCY

- Contractual category and modality: Products and External Services Contractual
- Contract duration: 12 months
- Place(s) of work: External consultant
- Responsible person: Mariano Bosch, Pension Specialist (SCL/LMK)

V. MAIN ACTIVITIES

5.1 The consultant will perform the following activities as part of the consultancy that could be modified depending on the specific requests of Country members:

- a. Provide technical and operational support to the implementation of ongoing initiatives to promote voluntary retirement savings contributions in the four countries
- b. Work with selected technical counterparts in the selected countries to identify and implement pilot solutions to increase voluntary retirement savings
- c. Develop technical concept notes for possible private and public-sector solutions to promote voluntary retirement savings contributions in the selected countries of the project in coordination with regional and local counterparts, considering best international practices in the application of behavioral economics as a tool to foster financial inclusion
- d. Contribute to the preparation of presentations, and gather and analyze background material for missions, project documents and other activities needed by the program.
- e. Prepare graphics, charts, and other materials required for document production, presentations, and meetings.
- f. Participate in the design of procurement plans and estimations of budgets needed for the implementation of project initiatives
- g. Coordinate the organization of events such as workshops, ideas labs and hackathons to source proposals for new project initiatives
- h. Support the establishment of an online knowledge platform and the maintenance of the project website
- i. Prepare communications required for document processing and distribution
- j. Write blogs that serve to disseminate the knowledge generated over the course of the project to external audiences
- k. Attend meetings and prepare minutes as needed. Maintain operation/country files. Provide other logistical support and perform administrative functions in support of the project, as required, using Bank systems (OPUS, SISCOR, IDBDOCS), among others.
- l. Support other activities of the LMK Division

VI. PAYMENT AND CONDITIONS:

6.1 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.

VII. Visa and Work Permit:

7.1 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

VIII. Consanguinity:

8.1 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 contractuales, will not be eligible to provide services for the Bank.

IX. Diversity:

9.1 The IDB is committed to diversity and inclusion and to providing equal opportunities in employment. The selected provider embraces diversity on the basis of gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, religion, and HIV/AIDs status. The IDB encourages women, Afro descendants and persons of indigenous origins to apply.

**NETWORK FOR PENSIONS IN LATIN AMERICA AND THE CARIBBEAN (PLAC NETWORK II)
RG-T3105**

**TERMS OF REFERENCE
PLAC NETWORK COMMUNICATION STRATEGY**

I. BACKGROUND

- 1.1 The limited coverage of labor and scant enforcement of social security laws represent significant challenges for social security systems, and have an important impact on the adequacy and sustainability of pensions. Achieving universal coverage, regardless of type of employment, will require rethinking social security systems and having strong institutions to promote and implement necessary changes to provide effective protection.
- 1.2 Current lack of pension coverage, combined with aging, represent a hidden potential fiscal cost that governments are expected to assume, given increasing demands for pension benefits (Bosch, et al, 2013). Facing the challenge of financing pensions in Latin America and the Caribbean (LAC) requires strong institutions that can design and implement pension policies in a sustainable way. It also requires adequate regulation, supervision and management of pension systems. The institutions in charge of pension provision are not always well defined, well-coordinated and do not have the necessary capacity.¹ Indeed, in LAC there is weakness in terms of government effectiveness² and regulatory quality³, which is shown by the World Bank World Wide Governance Indicator (WGI). In terms of government effectiveness there are countries in LAC that rank less than 50%, like Peru, Paraguay and Dominican Republic; this is far below OECD countries, with close to 90% on the same indicator. For regulation quality, a number of countries in the WGI also rank very low, close to 40%, like Paraguay and Dominican Republic. The average of the region for these two indicators was in 2013 58% (Government Effectiveness) and 56% (Regulatory Quality), with very few countries in better stance, like Chile with 86% and 92%, both close or even above the OECD average, which is 86% for both indicators. Therefore, strengthening pension's institutions is important for the region in the long-term. There are also short term demands that policy makers would need to give responses to, and strong institutions need to determine what can be done in a context of increasing longevity.
- 1.3 The PLAC network will provide technical support for policies and regulations with a long term horizon, focusing in strengthening human capital and governance. There are countries that have taken action to improve pension systems around the world, in terms of sustainability, efficiency, coverage and adequacy. Considering these experiences, the PLAC Network would not only promote learning initiatives and best practices from other countries in LAC, but also from OECD countries. PLAC Network would benefit from ongoing relationships between the IDB and supervisory and policy organizations, such as the Working Party on Private Pensions (WPPP) at the OECD, the International

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Organization of Pension Supervisors (IOPS), the International Association of Pension Supervisors in Latin America (AIOS) and the Caribbean Association of Pension Supervisors (CAPS).

- 1.4 The support provided through the PLAC Network follows the guidelines established in the Sector Framework Document-Labor (GN-2741-7), which includes a description of institutional strengthening activities provided by the IDB. The proposed activities are also aligned with the update to the Bank's Updated Institutional Strategy (UIS) 2010-2020 (AB-3008) and its accompanying Second Revised Version of the Corporate Results Framework (CRF, GN-2727-6) as it contributes to the strategic policy objective of including all segments of the population in financial markets and furthers social inclusion, equality and labor formality. Additionally, the TC is in line with the sectoral priorities of access to formal employment (section V, dimension 1, page 41) and access to adequate and sustainable social security systems (section V, dimension 3, page 44) of the Labor Sector Framework (GN-2741-7).

II. OBJECTIVES

- 2.1 The objective of the consultancy is to prepare communication and implementation strategy that allows countries to establish channels to share inputs and concerns, and disseminate results of the network with participants and general public.

III. QUALIFICATIONS

- Academic Degree/ Level & Years of Professional Work Experience: Master in Communications, or related Social Sciences, and five years of experience in designing communication strategies for governments.
- Languages: Spanish, English and Portuguese is desirable.
- Areas of Expertise: Experience of implementation of communication strategies in different countries.
- Skills: Communication and analytical skills. Availability to travel.

IV. CHARACTERISTICS OF THE CONSULTANCY

- Contractual category and modality: Products and External Services Contractual
- Contract duration: 12 months
- Place(s) of work: External consultant
- Responsible person: Mariano Bosch, Pension Specialist (SCL/LMK)

V. MAIN ACTIVITIES

The consultant will perform the following activities as part of the consultancy:

- i. Prepare a document that includes a review of the current channels of communication between pension institutions, in particular supervision and regulation entities, in each member country and between them.
- ii. Prepare a document including the possible channels to use the PLAC Network as a platform for increasing communication and keep with network activities after the network resources are finished, identifying focal points, risks, lessons learned, costs, and references.

- iii. Prepare a communication and implementation strategy, that includes communication functionality of the network, including the website.
- iv. Dissemination of PLAC Network activities and products between countries and internationally.
- v. Organization of activities that increase channels of communication and disseminate the work done in the network.
- vi. Prepare a PowerPoint presentation with main results

VI. PRODUCTS

6.1 The expected products are listed below:

- a. Work plan.
- b. Current communication channels report.
- c. Possible channels proposal report identifying focal points, risks, and lessons learned, costs, and references.
- d. Communication and implementation strategy.
- e. Report with activities done regarding divulgation and communication of the network and that show that communication strategy is being implemented.
- f. Results presentation.

VII. PAYMENT

7.1 Payment and Conditions of Employment: Remuneration will be determined in accordance with Bank regulations and criteria.

VIII. CONSANGUINITY

8.1 Individuals with relatives working for the IDB within, and including the fourth degree of consanguinity and the second degree of affinity are not eligible for employment as staff or contractual. Candidates must be citizens of a member country of the Inter-American Development Bank.

**NETWORK FOR PENSIONS IN LATIN AMERICA AND THE CARIBBEAN (PLAC NETWORK II)
RG-T3105**

**TERMS OF REFERENCE
DESIGN AND CONSTRUCTION OF PLAC NETWORK WEBSITE**

I. BACKGROUND

- 1.1 The limited coverage of labor and scant enforcement of social security laws represent significant challenges for social security systems, and have an important impact on the adequacy and sustainability of pensions. Achieving universal coverage, regardless of type of employment, will require rethinking social security systems and having strong institutions to promote and implement necessary changes to provide effective protection.
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- 1.3 The PLAC network will provide technical support for policies and regulations with a long-term horizon, focusing in strengthening human capital and governance. There are countries that have acted to improve pension systems around the world, in terms of sustainability, efficiency, coverage and adequacy. Considering these experiences, the PLAC Network would not only promote learning initiatives and best practices from other countries in LAC, but also from OECD countries. PLAC Network would benefit from ongoing relationships between the IDB and supervisory and policy organizations, such as the Working Party on Private Pensions (WPPP) at the OECD, the International Organization of Pension Supervisors (IOPS), the International Association of Pension

¹ There is evidence of the challenges that pension institutions face, for the case of Colombia see "Diagnóstico del Sistema Previsional Colombiano y Opciones de Reforma", Bosch, Berstein, Castellani, Oliveri y Villa. Unidad de Mercados Laborales y Seguridad Social, Nota técnica nº 825, Junio 2015.

² WGI Definition: "Government effectiveness captures perceptions of the quality of public services, the quality of the civil service and the degree of its independence from political pressures, the quality of policy formulation and implementation, and the credibility of the government's commitment to such policies."

³ WGI Definition: "Regulatory quality captures perceptions of the ability of the government to formulate and implement sound policies and regulations that permit and promote private sector development."

Supervisors in Latin America (AIOS) and the Caribbean Association of Pension Supervisors (CAPS).

- 1.4 The support provided through the PLAC Network follows the guidelines established in the Sector Framework Document-Labor (GN-2741-7), which includes a description of institutional strengthening activities provided by the IDB. The proposed activities are also aligned with the update to the Bank's Updated Institutional Strategy (UIS) 2010-2020 (AB-3008) and its accompanying Second Revised Version of the Corporate Results Framework (CRF, GN-2727-6) as it contributes to the strategic policy objective of including all segments of the population in financial markets and furthers social inclusion, equality and labor formality. Additionally, the TC is in line with the sectoral priorities of access to formal employment (section V, dimension 1, page 41) and access to adequate and sustainable social security systems (section V, dimension 3, page 44) of the Labor Sector Framework (GN-2741-7).

II. OBJECTIVES

- 2.1 The objective of the consultancy is to design and support the implementation of the webpage for the PLAC Network. The goal of the website is to centralize, disseminate and provide users information on pension systems of the member countries, send calls for proposals and receive requests from member countries.

III. QUALIFICATIONS

- Academic Degree/ Level & Years of Professional Work Experience: Master in IT related science, programming, and design of websites, and five years of experience in designing websites.
- Languages: Spanish, English.
- Areas of Expertise: Experience in designing, programming, and implementation of websites for different organizations.
- Skills: Communication and organizational skills.

IV. CHARACTERISTICS OF THE CONSULTANCY

- Contractual category and modality: Products and External Services Contractual.
- Contract duration: 6 months.
- Place(s) of work: External consultant.
- Responsible person: Mariano Bosch, Pension Specialist (SCL/LMK).

V. MAIN ACTIVITIES

- 5.1 The consultant will perform the following activities as part of the consultancy:
- a. Design, set up and management of the PLAC Network website.
 - b. Design and deploy a state-of-the-art user experience to seamlessly navigate the digital tool.
 - c. Design and implement a seamless navigation experience that allows the users to move throughout the website and find the information they wish.

VI. PRODUCTS

6.1 The expected products are listed below:

- a. Work plan.
- b. Design and architecture proposal for the main components of the website
- c. Design proposal for the website modules
- d. Modules functional
- e. Website fully completed and ready for launch

VII. PAYMENT

7.1 Payment and Conditions of Employment: Remuneration will be determined in accordance with Bank regulations and criteria.

VIII. CONSANGUINITY

8.1 Individuals with relatives working for the IDB within, and including the fourth degree of consanguinity and the second degree of affinity are not eligible for employment as staff or contractual. Candidates must be citizens of a member country of the Inter-American Development Bank.

**NETWORK FOR PENSIONS IN LATIN AMERICA AND THE CARIBBEAN (PLAC NETWORK II)
RG-T3105**

**TERMS OF REFERENCE
TRANSLATION AND EDITING**

I. BACKGROUND

- 1.1 The limited coverage of labor and scant enforcement of social security laws represent significant challenges for social security systems, and have an important impact on the adequacy and sustainability of pensions. Achieving universal coverage, regardless of type of employment, will require rethinking social security systems and having strong institutions to promote and implement necessary changes to provide effective protection.
- 1.2 Current lack of pension coverage, combined with aging, represent a hidden potential fiscal cost that governments are expected to assume, given increasing demands for pension benefits (Bosch, et al, 2013). Facing the challenge of financing pensions in Latin America and the Caribbean (LAC) requires strong institutions that can design and implement pension policies in a sustainable way. It also requires adequate regulation, supervision and management of pension systems. The institutions in charge of pension provision are not always well defined, well-coordinated and do not have the necessary capacity.¹ Indeed, in LAC there is weakness in terms of government effectiveness² and regulatory quality³, which is shown by the World Bank World Wide Governance Indicator (WGI). In terms of government effectiveness there are countries in LAC that rank less than 50%, like Peru, Paraguay and Dominican Republic; this is far below OECD countries, with close to 90% on the same indicator. For regulation quality, a number of countries in the WGI also rank very low, close to 40%, like Paraguay and Dominican Republic. The average of the region for these two indicators was in 2013 58% (Government Effectiveness) and 56% (Regulatory Quality), with very few countries in better stance, like Chile with 86% and 92%, both close or even above the OECD average, which is 86% for both indicators. Therefore, strengthening pension's institutions is important for the region in the long-term. There are also short term demands that policy makers would need to give responses to, and strong institutions need to determine what can be done in a context of increasing longevity.
- 1.3 The PLAC network will provide technical support for policies and regulations with a long-term horizon, focusing in strengthening human capital and governance. There are countries that have acted to improve pension systems around the world, in terms of sustainability, efficiency, coverage and adequacy. Considering these experiences, the PLAC Network would not only promote learning initiatives and best practices from other countries in LAC, but also from OECD countries. PLAC Network would benefit from ongoing relationships between the IDB and supervisory and policy organizations, such as the Working Party on Private Pensions (WPPP) at the OECD, the International

¹ There is evidence of the challenges that pension institutions face, for the case of Colombia see "Diagnóstico del Sistema Previsional Colombiano y Opciones de Reforma", Bosch, Berstein, Castellani, Oliveri y Villa. Unidad de Mercados Laborales y Seguridad Social, Nota técnica nº 825, Junio 2015.

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Organization of Pension Supervisors (IOPS), the International Association of Pension Supervisors in Latin America (AIOS) and the Caribbean Association of Pension Supervisors (CAPS).

- 1.4 The support provided through the PLAC Network follows the guidelines established in the Sector Framework Document-Labor (GN-2741-7), which includes a description of institutional strengthening activities provided by the IDB. The proposed activities are also aligned with the update to the Bank's Updated Institutional Strategy (UIS) 2010-2020 (AB-3008) and its accompanying Second Revised Version of the Corporate Results Framework (CRF, GN-2727-6) as it contributes to the strategic policy objective of including all segments of the population in financial markets and furthers social inclusion, equality and labor formality. Additionally, the TC is in line with the sectoral priorities of access to formal employment (section V, dimension 1, page 41) and access to adequate and sustainable social security systems (section V, dimension 3, page 44) of the Labor Sector Framework (GN-2741-7).

II. OBJECTIVES

- 2.1 The objective of the consultancy is to translate and edit documents to Spanish, English, Portuguese and French.

III. QUALIFICATIONS

- Academic Degree/ Level & Years of Professional Work Experience: Master in Communications, Languages, Translation or related field and five years of experience in translation on Spanish, English, Portuguese and French.
- Languages: Spanish, English, Portuguese and French.
- Areas of Expertise: Translation.
- Skills: Excellent writing skills.

IV. CHARACTERISTICS OF THE CONSULTANCY

- Contractual category and modality: Products and External Services Contractual.
- Contract duration: 8 months.
- Place(s) of work: External consultant.
- Responsible person: Mariano Bosch, Pension Specialist (SCL/LMK).

V. MAIN ACTIVITIES

- 5.1 The consultant will perform the following activities as part of the consultancy:
- a. Translation of all documents produced by the network that require dissemination in the above mentioned languages.
 - b. Edit documentation with a simple language, with graphs and tables in Spanish, English, Portuguese, and French.

VI. PRODUCTS

- 6.1 The expected products are listed below:
- a. Work plan.

- b. First draft of documents.
- c. Final draft of documents.

VII. PAYMENT

- 7.1 Payment and Conditions of Employment: Remuneration will be determined in accordance with Bank regulations and criteria.

VIII. CONSANGUINITY

- 8.1 Individuals with relatives working for the IDB within, and including the fourth degree of consanguinity and the second degree of affinity are not eligible for employment as staff or contractual. Candidates must be citizens of a member country of the Inter-American Development Bank.