

Terms of Reference
STC for Social Protection Impact Evaluation in Cameroon
April 22, 2025

The World Bank's Africa Region Gender Innovation Lab (GIL) conducts impact evaluations, which assess the outcome of development interventions in Sub-Saharan Africa, to generate evidence on how to close the gender gap in earnings, productivity, assets, and agency. With the results of impact evaluations, the GIL supports the design of innovative, scalable interventions to address gender inequality across Africa. The goal is to enable project teams and policymakers to advocate for better gender integration using evidence.

Background

The GIL is working with the Government of Cameroon to evaluate the effect of a pair of interventions which aimed at reducing IPV in the context of the Social Safety Nets Project implemented by the Government of Cameroon. The interventions were designed through a collaborative effort of the Social Safety Net Project Implementation Unit and the Africa Gender Innovation Lab. The two interventions seek to leverage the reductions in financial stress within cash transfer households to enhance reductions in IPV and seek to prevent the cash transfers from triggering male backlash or conflict within households, thereby reducing the chances of an increase in IPV in at-risk households. Both interventions deliver messaging about shared household budgeting, family communication, positive parenting, emotional regulation, and family conflict resolution. The impact evaluation tests the effectiveness of two different modalities for the delivery of the messages: (i) a couples training program, and (ii) a radio drama edutainment program. The baseline data collection took place in 2021 and the endline data collection ended in January 2025.

GIL is currently seeking a consultant to assist with the analysis of a survey experiment designed and tested during the endline data collection. The experiment aims at evaluating the impact on survey responses related to norms and attitudes of the placement of gender norms measures in relation to measures of personal attitudes in the questionnaire. The consultant will work closely with the GIL's HQ-based research team as well as the implementing agencies and survey firm. This position is based remotely.

Scope of Work

Data management and data analysis

The STC will support the GIL Impact Evaluation Research Team on data management and data analysis, including:

- Supporting the research team with the literature review on gender norms measurement and on survey methods experiments related to question ordering and placement.
- Supporting the research team in the data cleaning and analysis, proposing an analytic approach, preparing descriptive statistics, and conducting empirical analysis.
- Providing routine updates on findings, sharing written outputs with results tables and commentary and then scheduling meetings to discuss next steps with analysis.
- Writing an academic paper.

Qualifications

The candidate will have strong skills in data management and analysis of household survey data using Stata or R. The ideal candidate will have previous experience in data analysis for economic research.

Grounding in at least some relevant literature, and an interest in rigorously exploring some of the topics listed is crucial. The candidate must possess at least a master's degree in economics, mathematics, statistics, or other related fields. Must be able to work well in teams.

- A master's degree in economics, public policy, international development or related fields.
- Minimum two years of research assistance.
- Experience designing and implementing rigorous impact evaluations is preferred.
- Experience in designing survey questionnaires, and analyzing quantitative survey data, is preferred.
- Experience in managing and analyzing data.
- Prior work or demonstrated interest in issues related to social norms, gender and/or IPV.
- Experience analyzing social norms survey measures is a strong plus.
- Experience analyzing survey measurement experiments is a strong plus.
- Fluency in English required, French desired but not essential.
- Flexibility, self-motivation, pro-active, ability to manage multiple tasks efficiently as a team player.
- Knowledge of Stata is required, R is a plus but not required.
- Well organized, detail-oriented, able to prioritize, and manage multiple tasks simultaneously with minimal supervision.

Conditions

The consultant will be offered a Short-Term Consultant (STC) contract with the World Bank. The initial consultancy contract will run from May 11th, 2025 to June 30, 2025 for 20 days, with a possible contract extension dependent on the project's needs and demonstrated positive performance, subject to compliance with World Bank STC term regulations. The Consultant will report to Estelle Koussoubé, Rachael Pierotti and Clémence Pougué Biyong.

The assignment will be remunerated upon delivery of the agreed outputs, at the agreed fee rate and the agreed number of days of professional fees chargeable, according to the normal procedures of the World Bank.

Interested individuals should apply by submitting a CV and a cover letter highlighting key strengths to Clémence Pougué Biyong (cpouguebiyong@worldbank.org) by May 3rd 2025 with the subject line "[Surname_Name] STC PFS Cameroon".