

HAITI

GENDER AND DIVERSITY DIVISION, SOCIAL SECTOR (SCL/GDI)

DATA COLLECTION IN NORTHERN HAITI USING AUTOMATED MOBILE PHONE SURVEYS ENHANCING WOMEN'S ECONOMIC OPPORTUNITIES AND SAFETY IN HAITI (HA-T1221)

TERMS OF REFERENCE

Background

Violence Against Women and Girls (VAW/G) has been on the rise in Haiti. The prevalence of Intimate Partner Violence (IPV), for example, has increased among women who experienced IPV in the past 12 months, from 27% in 2005/2006 to 31% in 2012, and among women who experienced IPV ever in their lives, from 25.4% to 29.3% (EMMUS- IV¹ and -V²). According to the 2012 EMMUS-V, one in three women experience physical and/or sexual violence at some point in their lives in Haiti. Few women and girls who experience violence seek assistance. About 65% of women reporting having experienced IPV in the EMMUS-V (2012) did not seek help, and 43.1% never told anyone of the problem. The unavailability of services to support victims and to change social acceptance are key obstacles for VAW response and prevention.

In Haiti, women and girls are subject to substantial inequalities in education and later in labor markets. Contrasting with most countries in the LAC Region, women in Haiti have a 47% higher illiteracy rate and have on average 2 years less of education than men. Women in Haiti are characterized by higher rates of unemployment (16.3% vs 12.0%), informality (45.9% vs 22.4%), and underemployment (79.3% vs 68.3%) and are highly segregated in low-paid activities, such as commerce (46.8% vs 12.7%). They are heavily responsible for non-economic activities such as domestic work (devoting almost twice the number of hours than males), fetching water and wood, and making purchases for the household (61.3% vs 17.1% for men).

Furthermore, statistics and research available on women's labor force participation and VAW in Haiti are insufficient to fully understand causes, patterns, geographic concentrations and design effective interventions. In fact, the main survey on VAW in the country, the Haiti Mortality, Morbidity, and Service Utilization Survey (EMMUS) occurs every five years and only interviews women. The household survey ECVMAS (or in English Post-Earthquake Survey of Living Conditions)—although rich in labor market questions—is infrequent, not representative of individual cities and lacks information on the use and preferences for labor intermediation and other services.

IDB and Digicel have partnered to pilot test the use of automated mobile phone surveys in Northern Haiti to measure VAW (norms and prevalence) and job market preferences. This partnership entails the following: (i) Digicel will provide a custom survey platform to

¹ 2005-2006. Mortality, Morbidity, and Utilization of Services Survey. Key Findings
<http://dhsprogram.com/pubs/pdf/OD50/OD50.pdf>

² 2012, Mortality, Morbidity, and Service Utilization Survey. Key Findings
<https://dhsprogram.com/pubs/pdf/SR199/SR199.eng.pdf>

be performed on every cellphone in the area of interest. This will be an interactive platform accessible on the Digicel network via short code number with messages in Creole. The Northern Department of Haiti where the survey will be deployed has approximately 452,640 Digicel subscribers to date; (ii) Digicel will provide a range of effective mobile solutions (Robot Call, SMS) designed to target the appropriate customers (by location and gender); and (iii) the IDB will hire a Consulting Firm to design and implement the survey, work with Digicel's technical team to implement marketing solutions, to identify secondary sources to validate the survey results, and to produce a final report.

Consultancy Objective(s)

The general objective of this consultancy is to contribute to the pilot testing of an alternative method to collect data that will help understanding the phenomenon of violence against women and the dynamics of job search and mobility patterns of women in Haiti. The specific objective is to: (i) develop two questionnaires to be used in the automated mobile phone surveys; (ii) carry out field work and produce the datasets and; (iii) produce a report with results and recommendations.

Main Activities

- 1) Design the VAW and labor market questionnaires.
- 2) Work with Digicel's technical team to implement marketing solutions and to carry out field work that will last two months, on average.
- 3) Produce a database containing quantitative data resulting from the Survey on VAW.
- 4) Produce a database containing quantitative data resulting from the Surveys on labor market.
- 5) Clean, tabulate and validate the data – when possible – use secondary sources to validate results.
- 6) Prepare databases in Excel and STATA.
- 7) Draft a report with consolidated results of the pilot, data validation, analysis of the pros and cons of such mobile phone automated surveys and recommendations on the most appropriate promotion strategies and incentives.

Reports/Deliverables

- 1) Questionnaire in Word format in English, French and Creole.
- 2) Complete VAW databases.
- 3) Progress report of field work.
- 4) Complete labor markets databases.
- 5) Final report.

Payment Schedule

- 20% upon signing the contract.
- 10% upon questionnaire delivery in Word format in English, French and Creole.
- 20% upon delivery of the complete database VAW.
- 20% upon delivery of progress report and database on labor markets.
- 30% upon the delivery of the final report approved by the IDB.

Characteristics of the Consultancy

- Consultancy category and modality: Consulting Firm.
- Contract duration: 12 months.
- Place(s) of work: Haiti.
- Division Leader or Coordinator: Luana Ozemela, Social Development Specialist (SCL/GDI) will have the basic, technical, and administrative responsibility for the coordination of the activities.

HAITI

GENDER AND DIVERSITY DIVISION, SOCIAL SECTOR (SCL/GDI)

EVALUATE THE IMPACT OF A COMMUNITY MOBILIZATION INTERVENTION TO PREVENT VIOLENCE AGAINST WOMEN AND GIRLS IN HAITI ENHANCING WOMEN'S ECONOMIC OPPORTUNITIES AND SAFETY IN HAITI (HA-T1221)

TERMS OF REFERENCE

Background

An estimated 1 in 3 Haitian women has experienced sexual, domestic, or other type of violence.³ In fact, 1 in 3 Haitian girls has experienced multiple types of violence before 18 years old.⁴ In 2003, Caribbean Youth Health Survey, nearly one in two (47.5%) girls reported that the first sexual experience was forced.⁵ Violence Against Women and Girls (VAWG) has both acute and long-term consequences to the mental and physical of the survivor⁶, including physical injuries, death, unwanted pregnancy, increased risk of contracting Sexually Transmitted Infections (STIs) including HIV, mental health problems (e.g. post-traumatic stress disorder, anxiety, and depression), and increased maternal health problems.⁷

In Haiti, prevention efforts aimed at social norms change have largely been short-term, isolated, and piecemeal, lacking long-term strategy and coordination. Prevention efforts tend to revolve around economic empowerment initiatives for women. While such interventions hold promise, in many contexts in Haiti, women's income generation may or may not lead to an increase of women's access to the resources they generate, depending upon their power within the household.

Social norms change approaches are well documented as effective⁸ in preventing VAWG. One of the most well-known models that have shown reduction of VAWG at the

³ Institut Haïtien de l'Enfance (IHE). (2002). Plan Strategique National pour la Prévention et le Controle des IST et du VIH/SIDA en Haïti: 2002-2006. Port-au-Prince, Haiti: Ministère de la Santé Publique et de la Population, cited in Hempstone, H., Diop-Sidibe, N., Seifert Ahanda, K., Sauredent, E. & Heerey, M. (2004). HIV in Haiti: A Literature Review. Washington D.C.: USAID, p. 17.

⁴ Government of Haiti, PEPFAR, CDC. (2012). Violence against children in Haiti: Findings from a national survey. Port au Prince: VACS. The study states: *Sexual, physical, and emotional violence commonly overlapped in childhood in Haiti. One-third of females and one out of 4 males aged 13 to 24 years experienced multiple types of violence prior to age 18.*

⁵ Halcon, L., et al., Adolescent Health in the Caribbean: a regional portrait. American Journal of Public Health, 2003. 93(11): p. 1851-7.

⁶ Cayemittes, Michel, Marie Florence Placide, Soumaïla Mariko, Bernard Barrère, Blaise Sévère, Canez Alexandre. 2007. *Enquête Mortalité, Morbidité et Utilisation des Services, Haïti, 2005-2006*. Calverton, Maryland, USA : Ministère de la Santé Publique et de la Population, Institut Haïtien de l'Enfance et Macro International Inc.

⁷ Amnesty International (2008). *Don't Turn Your Back on Girls: Sexual Violence against Girls in Haiti*. London: Amnesty International Publications.

⁸ A randomized control trial (RCT) published in 2014 demonstrated the methodology's effectiveness in preventing both VAW and risk behaviors related to HIV transmission in Uganda.

<http://bmccmedicine.biomedcentral.com/articles/10.1186/s12916-014-0122-5>

community level is SASA!⁹ This is a phased community mobilization approach to prevent VAWG and HIV, originally created by Raising Voices and recently adapted and piloted by Beyond Borders (BB) in Haiti.

Some critics have questioned whether social norms change methodology, such as SASA! can be replicated in another context, by another organization. In 2014, BB completed the full cultural and language adaptation and pilot of SASA! for Haiti, keeping a high level of fidelity to the original methodology and content. Internal program evaluation data collected during the pilot has suggested that the adapted methodology has been successful in preventing VAW and risk behaviors related to HIV transmission. BB's adaptation and successful replication of SASA! in Haiti have enormous implications for global scalability of SASA! During the pilot of SASA! in Haiti, communities, community activities, religious leaders, and others saw their communities change for the better with SASA!, but also saw the changes impacting women's lives were not always impacting the lives of their daughters.

In early 2016, BB began to engage a new cohort of communities in Southeast Haiti as part of the Rethinking Power project. This provides an exciting opportunity to further develop the evidence base of the SASA! approach. A rigorous impact evaluation is planned to be carried out to measure the impact this methodology generates. In its current stage, this project has received some funds for implementing the program and some research.

Therefore, the IDB, Beyond Borders, Raising Voices, Novo Foundation and the Global Women's Institute are partnering to evaluate SASA! in southern Haiti. The Global Women's Institute (GWI) at the George Washington University will carry out the impact evaluation and IDB and Novo will contribute with technical and funding support.

Consultancy Objective(s)

The overall objective of the consultancy is to collaborate on the impact evaluation of SASA! in Haiti. This consultancy will specifically focus on the quantitative evaluation of the community component for the baseline and midline phases.

Main Activities

Year 1: Baseline Evaluation

- 1) Evaluation Design. Development of an evaluation design for the community component of the project, including the finalization of a logistical framework, the development of a quantitative research protocol, data collection plan, sampling frame, and the creation of survey tools.
- 2) Pilot Testing. Pilot the data collection tools and finalize the survey design for the community component of the baseline evaluation with input from BB and a local research partner.
- 3) Training of Field Workers. Take the substantive lead in developing the tools and methodology for training of the field workers to ensure that all methodological and ethical considerations are reflected in the survey carried out.

⁹ <http://raisingvoices.org/>

As a result of these activities, the Consulting Firm will produce the following deliverables:

- Evaluation plan.
- Community survey questionnaire.
- IRB research protocol.
- Manuals and agenda for training of enumerators.
- Data collection plan.
- Sample frame.

Year 2: Midline Evaluation

- 1) Preparation for data collection: Development of a quantitative research protocol and revision of survey tools based on the first round of data collection for the community component of the evaluation.
- 2) Training of Field Workers: Hold a one-week refresher training course for the field workers to ensure all methodological and ethical considerations are reflected in the survey carried out and that data collection methods are consistent with baseline data collection.

As a result of these activities, the Consulting Firm will produce the following deliverables:

- Revised community survey questionnaire.
- Research protocol.
- Manuals and agenda for training of enumerators.
- Data collection plan.
- Sample frame.

The Consulting Firm will work closely with Beyond Borders and the local research institution selected to administer the survey, under the overall supervision of the Inter-American Development Bank. All deliverables will be provided to the IDB and will be shared with relevant partners.

Reports/Deliverables

- 1) Evaluation plan.
- 2) Report with results from the baseline and package including: (i) community survey questionnaire; (ii) IRB research protocol; (iii) manuals and agenda for training of enumerators; (iv) data collection plan; (v) sample frame; and (vi) database in STATA.
- 3) Final report with results from the midline impact evaluation and package including: (i) revised community survey questionnaire; (ii) research protocol for the midline; (iii) manuals and agenda for training of enumerators for the midline; (iv) data collection plan for the midline; (v) sample frame; and (vi) database in STATA).

Payment Schedule

- 30% upon signing the contract and upon delivery of product 1.
- 40% upon delivery of product 2 in Word format in English and French.
- 30% upon delivery of product 3 in Word format in English and French and approved by the IDB.

Characteristics of the Consultancy

- Consultancy category and modality: Consulting Firm.
- Contract duration: 24 months.
- Place(s) of work: Haiti.
- Division Leader or Coordinator: Luana Ozemela, Social Development Specialist (SCL/GDI) will have the basic, technical, and administrative responsibility for the coordination of the activities.

HAITI

GENDER AND DIVERSITY DIVISION, SOCIAL SECTOR (SCL/GDI)

FEASIBILITY STUDY FOR EXPANDING A MODEL OF INTEGRATED SERVICES FOR WOMEN IN HAITI ENHANCING WOMEN'S ECONOMIC OPPORTUNITIES AND SAFETY IN HAITI (HA-T1221)

TERMS OF REFERENCE

Background

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

Violence Against Women and Girls (VAW/G) has been on the rise in Haiti. The prevalence of Intimate Partner Violence (IPV), for example, has increased among women who experienced IPV in the past 12 months, from 27% in 2005/2006 to 31% in 2012, and among women who experienced IPV ever in their lives, from 25.4% to 29.3% (EMMUS- IV¹⁰ and -V¹¹). According to the 2012 EMMUS-V, one in three women experience physical and/or sexual violence at some point in their lives in Haiti. Few women and girls who experience violence seek assistance. About 65% of women reporting having experienced IPV in the EMMUS-V (2012) did not seek help, and 43.1% never told anyone of the problem. The unavailability of services to support victims and to change social acceptance are key obstacles for VAW response and prevention.

Women and girls in Haiti are subject to substantial inequalities in education and later in labor markets. Contrasting with most countries in the LAC Region, women in Haiti have a 47% higher illiteracy rate and have on average 2 years less of education than men. Women in Haiti are characterized by higher rates of unemployment (16.3% vs 12.0%), informality (45.9% vs 22.4%), and underemployment (79.3% vs 68.3%) and are highly segregated in low-paid activities such as commerce (46.8% vs 12.7%). They are heavily responsible for non-economic activities, such as domestic work (devoting almost twice the number of hours than males), fetching water and wood, and making purchases for the household (61.3% vs 17.1% for men).

The integrated services provision model ‘*Ciudad Mujer*’ has proven to be effective for providing specialized services for women in the areas of sexual and reproductive health, violence against women, and labor force participation. It has inspired adaptations and it is being implemented in many LAC countries, such as El Salvador, Mexico, Peru, Colombia, Trinidad and Tobago, Dominican Republic, and Honduras. This consultancy will assess the public-private implementation of such model at the workplace (industrial

¹⁰ 2005-2006. Mortality, Morbidity, and Utilization of Services Survey. Key Findings
<http://dhsprogram.com/pubs/pdf/OD50/OD50.pdf>

¹¹ 2012, Mortality, Morbidity, and Service Utilization Survey. Key Findings
<https://dhsprogram.com/pubs/pdf/SR199/SR199.eng.pdf>

parks), as well as outside of these parks in Haiti and results will be presented to authorities to discuss possible implementation in Haiti.

Consultancy Objective(s)

The general objective of this consultancy is to study the feasibility of expanding models of integrated service provision for women (such as, micro lending, social protection, education, health services, and VAW prevention and response).

Main Activities

- Identify and assess (rapid assessment) integrated services models currently operating in Haiti. These model/centers can be for different purposes: labor intermediation, training, micro finance, social protection, education, health services, and prevention and care of Violence Against Women (VAW) or a combination of these. For example: GHESKIO, CPFO's Center at PIM, CODEVI's Integrated Center, Fanm DESIDE Kay Fanm, SOFA, KOFAVIV, Association of Women of Bas Artibonite, AFASDA, MCFDF shelters, National Bureau to Combat VAW, Partners in Health Hospital and Centers, and Justinian Hospital.
- Estimate the size of the potential demand and develop an economic analysis of a model of integrated services analogous to Women's City that could run inside or outside industrial parks and present strategies to increase the capacity of financial sustainability for its maintenance. This analysis must be done in the context of existing public investment, private funding, international organizations and other donors or a combination of these.
- Propose a plan for financial sustainability for 10 years for a new model of integrated services for women in Haiti, which is analogous to *Ciudad Mujer*, currently operating in El Salvador.

Reports/Deliverables

- 1) Work Plan.
- 2) Intermediate report with rapid assessment.
- 3) Final report of all activities above mentioned and Excel tables with the economic models.

Payment Schedule

- 20% upon signing the contract and approval of the work plan by the IDB.
- 40% upon delivery of intermediate report.
- 40% upon delivery of the final report approved by the IDB.

Qualifications

- Academic Degree/Level & Years of Professional Work Experience: Master or equivalent in finance, economics, with a minimum of 10 years of relevant work experience, or equivalent combination of education and experience in analysis, financial planning and tax accounts.

- Languages: Deliver reports and communicate in both French and a second language (Spanish or English).
- Areas of Expertise: Minimum 7 years of experience in economic evaluation of programs/social projects.
- Skills: Strong knowledge in financial modelling using Excel.

Characteristics of the Consultancy

- Consultancy category and modality: Products and External Services Contractual, Lump Sum.
- Contract duration: 6 months.
- Place(s) of work: Haiti.
- Division Leader or Coordinator: Luana Ozemela, Social Development Specialist (SCL/GDI) and Rafael Julia Villacampa (INT/TIN) will have the basic, technical, and administrative responsibility for the coordination of the consultant's activities.

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. In addition, candidates must be citizens of an IDB member country.

Consanguinity: 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.

Diversity: 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.

HAITI

GENDER AND DIVERSITY DIVISION, SOCIAL SECTOR (SCL/GDI)

DATA COLLECTION, ANALYSIS AND REPORTING OF FINDINGS OF THE MID-TERM IMPACT EVALUATION OF SASA! IN SOUTHERN HAITI ENHANCING WOMEN’S ECONOMIC OPPORTUNITIES AND SAFETY IN HAITI (HA-T1221)

TERMS OF REFERENCE

Background

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

Violence Against Women and Girls (VAW/G) has been on the rise in Haiti. The prevalence of Intimate Partner Violence (IPV), for example, has increased among women who experienced IPV in the past 12 months, from 27% in 2005/2006 to 31% in 2012, and among women who experienced IPV ever in their lives, from 25.4% to 29.3% (EMMUS- IV¹² and -V¹³). According to the 2012 EMMUS-V, one in three women experience physical and/or sexual violence at some point in their lives in Haiti. Few women and girls who experience violence seek assistance. About 65% of women reporting having experienced IPV in the EMMUS-V (2012) did not seek help, and 43.1% never told anyone of the problem. The unavailability of services to support victims and to change social acceptance are key obstacles for VAW response and prevention.

In Haiti, women and girls are subject to substantial inequalities in education and later in labor markets. Contrasting with most countries in the LAC Region, women in Haiti have a 47% higher illiteracy rate and have, on average, 2 years less of education than men. Women in Haiti are characterized by higher rates of unemployment (16.3% vs 12.0%), informality (45.9% vs 22.4%), and underemployment (79.3% vs 68.3%) and are highly segregated in low-paid activities such as commerce (46.8% vs 12.7%). They are heavily responsible for non-economic activities such as domestic work (devoting almost twice the number of hours than males), fetching water and wood and are responsible for making purchases for the household (61.3% vs 17.1% for men).

Furthermore, statistics and research available on women's labor force participation and VAW in Haiti are insufficient to fully understand causes, patterns, geographic concentrations and design effective interventions. In fact, the main survey on VAW in the country, the Haiti Mortality, Morbidity, and Service Utilization Survey (EMMUS) occurs every five years and only interviews women. The household survey ECVMAS (or in English Post-Earthquake Survey of Living Conditions)—although rich in labor market

¹² 2005-2006. Mortality, Morbidity, and Utilization of Services Survey. Key Findings
<http://dhsprogram.com/pubs/pdf/OD50/OD50.pdf>

¹³ 2012, Mortality, Morbidity, and Service Utilization Survey. Key Findings
<https://dhsprogram.com/pubs/pdf/SR199/SR199.eng.pdf>

questions—is infrequent, not representative of individual cities and lacks information on use and preferences for labor intermediation and other services.

This TC will produce important knowledge products on: (i) efficacy of automated mobile phone surveys for social research; (ii) effectiveness of a community-mobilization intervention to prevent VAW in rural areas; (iii) feasibility of a model of integrated services provision to women (one-stop shop). Therefore, the IDB aims to promote a multi-sectorial policy dialogue with policymakers on these and other gender equality issues such as gender mainstreaming. Additionally, technical teams at the Country Office in Haiti require support with a number of data-driven tasks necessary for improving gender mainstreaming in projects, such as Transport, Agriculture, Education, and Urban Development among others. Haiti still lacks a platform of gender indicators and/or a systematization of existing secondary data on gender.

Consultancy Objective(s)

The general objective of this consultancy is to promote policy dialogue about the results of this TC, to systematize secondary gender data and to support the teams on gender mainstreaming at the Country Office in Haiti. The specific objective is to: (i) organize a dialogue session on integrated services (*Ciudad Mujer*); (ii) produce gender indicators using secondary data and their visualization in Numbers for Development Platform; and (iii) organize a dialogue session on gender and data.

Main Activities

- 1) Organize a dialogue meeting on integrated services (*Ciudad Mujer*).
- 2) Systematize secondary data from Population Census, Agriculture Census, Education Census, Household Surveys, Mortality Surveys, in order to improve the availability of gender indicators and statistics for Haiti.
- 3) Organize a dialogue meeting on VAW data to present methods for VAW data collection through mobile phones, SASA! impact evaluation and gender indicators on Numbers for Development.
- 4) Develop various gender mainstreaming activities across Bank projects at the Country Office in Haiti.

Reports/Deliverables

- Monthly reports summarizing the status of the work program.

Qualifications

- Academic Degree/Level & Years of Professional Work Experience: A Bachelor's degree with at least five years of experience working in program-related support capacity in the social development sector or similar field, or equivalent combination of education and experience. Master's degree preferred.
- Languages: Professional-level fluency in English and French.
- Areas of Expertise: Strong proficiency with data collection, review, analysis and reporting. Strong proficiency using office software platforms and high degree of comfort with multiple technology applications, including Excel, Word, PowerPoint and databases.

- **Skills:** Exceptional organizational skills and communications skills. Excellent interpersonal skills, team work skills and time management skills; ability to juggle multiple projects at once. Demonstrated ability to work successfully in multi-faceted, multi-tasking environment. Demonstrated ability to be a productive member of a community of people at work, respecting differences while working toward shared goals, comfort with periods of ambiguity, constructive participation in ongoing organizational development.

Characteristics of the Consultancy

- Consultancy category and modality: Temporary Term Contractual, Monthly.
- Contract duration: 24 months.
- Place(s) of work: Haiti, Country Office.
- Responsible person: Luana Ozemela, Social Development Specialist (SCL/GDI).

Payment and Conditions: 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.

Visa and Work Permit: 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

Consanguinity: 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 contractuels, will not be eligible to provide services for the Bank.

Diversity: 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.