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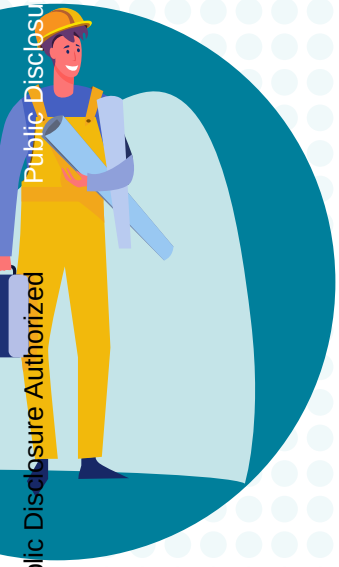

# 2021 ANNUAL REPORT

# PARTNERING FOR GENDER EQUALITY

## UMBRELLA FACILITY FOR GENDER EQUALITY

UMBRELLA FACILITY FOR GENDER EQUALITY

ADMINISTERED BY WORLD BANK GROUP

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*The report was designed by Gimga Group.*

# TABLE OF CONTENTS


**Acknowledgments** . . . . 4

**Acronyms** . . . . 5

**Foreword** . . . . 6

**Vision** . . . . 8

**The Umbrella Facility for Gender Equality at a Glance** . . . . 10
- Financials in Brief . . . . 12

**From Evidence to Influence: Results from 2013–2021** . . . . 16

**Exploring the Impact of Large Value and Long Duration Grants** . . . . 18
- Promoting Gender Equality in the Western Balkans . . . . 19
- Women's Access to Economic Opportunities in Turkey . . . . 22

**Examples of UFGE Impact Across the Regions: Implementers Drive Results** . . . . 24
- Gender Innovation Labs . . . . 24
- International Finance Corporation (IFC) . . . . 25
- Middle East and North Africa's Mashreq Gender Facility (MGF) . . . . 25

**Spotlight on Results** . . . . 27
- Evidence from Regional GILs Shows the Pandemic Effect on Women's Employment . . . . 27
- Ethiopia's Women Entrepreneurs Gain Access to Finance . . . . 29
- Capturing Data on Gender-based Violence through Phone Interviews without Jeopardizing the Safety of Respondents . . . . 30
- The Colombian Data Observatory for Women . . . . 31
- Women Online Gig Workers in South Asia Face Particular Challenges . . . . 32
- Powered by Women Myanmar—Moving Women into Non-traditional Jobs . . . . 33
- Task Teams Working Toward Better Childcare Policies and Reforms . . . . 34

**Highlights of Grants Closed in FY21: Encouraging Entrepreneurship and Overcoming Occupational Segregation** . . . . 36
- Key Takeaways from Completed UFGE Grants . . . . 36
- How can Women Entrepreneurs Cross Over to Male-dominated Sectors? . . . . 39

**UFGE Communications and Knowledge Sharing** . . . . 41
- Publications . . . . 41
- UFGE Publication and Impact . . . . 42
- UFGE Knowledge Sharing: Webinar Miniseries . . . . 43

**UFGE Lessons Learned and the Way Forward: Bringing Knowledge to Operations for Impact** . . . . 45

**Annexes** . . . . 47

**Annex 1A. Financials: Contributions by Donors** . . . . 48

**Annex 1B. Financials: Allocations and Disbursements** . . . . 49

**Annex 2: Regional Gender Innovation Labs** . . . . 50

**Annex 3: New Grants Initiated in FY21** . . . . 55

**Annex 4: Impact Evaluations** . . . . 58

**Annex 5: Active Grants** . . . . 76

**Annex 6: Closed Grants** . . . . 82

# ACKNOWLEDGMENTS

The 2021 Annual Report for the Umbrella Facility for Gender Equality (UFGE) was prepared by the Secretariat, led by Fareeba Mahmood, Program Manager, under the leadership of Hana Brixi, Global Director of the Gender Group. Core team members included Jessica Gesund Forero, Maria Lourdes Abundo, and Sandra Jensson. The team is grateful for inputs, edits, and support from Andrea Kucey, and Deepika Davidar, and acknowledges the task teams implementing and reporting on grants financed by the UFGE.

The UFGE Secretariat extends its gratitude to the following UFGE development partners for their contributions and collaboration:

**AUSTRALIA**
Department of Foreign Affairs and Trade

**CANADA**
Department of Foreign Affairs, Trade and Development

**DENMARK**
Ministry of Foreign Affairs

**FINLAND***
Ministry for Foreign Affairs

**GERMANY**
Bundesministerium für Wirtschaftliche Zusammenarbeit (BMZ)

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**ICELAND**
Ministry for Foreign Affairs

**NETHERLANDS**
Ministry for Foreign Trade and Development Cooperation

**NORWAY**
Ministry of Foreign Affairs

**REPUBLIC OF LATVIA**
Ministry of Finance

**SPAIN***
Ministry of Foreign Affairs, European Union and Cooperation

**SWEDEN**
Swedish International Development Cooperation Agency (Sida)

**SWITZERLAND**
Swiss Agency for Development and Cooperation (SDC)

**UNITED KINGDOM**
Department for International Development (DFID)

**UNITED STATES**
United States Agency for International Development (USAID)

BILL & MELINDA GATES *foundation*

**Finland was a contributing donor to the UFGE multidonor trust fundfrom November 26, 2012, to October 31, 2018. Spain was a contributing donor from October 15, 2012 to September 2, 2020.*

# ACRONYMS

| | |
|---|---|
| AFE | East Africa Region |
| AFR | Africa Region |
| AFRGIL | Africa Gender Innovation Lab |
| AFW | West Africa Region |
| DPO | Development Policy Operation (Policy-based Financing Instrument) |
| EAP | East Asia and Pacific Region |
| EAPGIL | East Asia and Pacific Gender Innovation Lab |
| ECA | Europe and Central Asia Region |
| FCS | Fragile and Conflict-Affected Situations |
| IBRD | International Bank for Reconstruction and Development |
| IDA | International Development Association |
| IDP | Internally Displaced Persons |
| IFC | International Finance Corporation |
| IFI | International Financial Institution |
| IRC | Information and Communications Technology |
| FY | Fiscal Year of the WBG, running July 1 through June 30 |
| GBV | Gender-Based Violence |
| GIL | Gender Innovation Lab |
| GP | Global Practice in the World Bank Group |
| LAC | Latin America and the Caribbean Region |
| LACGIL | Latin America and the Caribbean Gender Innovation Lab |
| MDS | Male-dominated Sectors |
| MGF | Mashreq Gender Facility |
| MNA | Middle East and North Africa Region |
| MNAGIL | Middle East and North Africa Gender Innovation Lab |
| NGO | Nongovernmental Organization |
| PforR | Program for Results |
| SAR | South Asia Region |
| SARGIL | South Asia Gender Innovation Lab |
| SME | Small and Medium Enterprise |
| UFGE | Umbrella Facility for Gender Equality |
| WB | World Bank |
| WBG | World Bank Group |

# FOREWORD

We are now in the second year of the COVID-19 pandemic, and the world has had to reassess what is truly important and ways to build forward with strength and resilience. There is the possibility that decades of gains for women and girls in human capital, economic empowerment, and voice and agency will be reversed. Evidence shows that pandemic-related job losses, lack of childcare and school closures have disproportionately affected women. Industries which are often female-dominated, i.e., hospitality, tourism, garments manufacturing, have taken the greatest hit during the recent economic downturn. Differences between men and women's responsibilities related to care and domestic work have become chasms. Recent gains in combating gender-based violence have seen reversals. It is clear there is great need for innovative thinking as we continue to work towards gender equality.

Amid the challenges of remote work, social distancing, and rolling lockdowns, the Umbrella Facility for Gender Equality (UFGE) continued to deliver research and solutions to help country governments and partners close gender gaps. Two large-value and long-term grants came to a close with rich results and lessons. Gender Innovation Labs capitalized on existing country engagements and strong local partnerships to nimbly gather evidence on the socioeconomic impacts of the pandemic on women. Projects and research covered areas as varied as increasing women in leadership, offering childcare options to women across socioeconomic strata, and encouraging women entrepreneurs by providing easier access to finance and e-commerce training. And as countries look to the World Bank Group (WBG) for rapid assistance, the knowledge enabled by the UFGE is being used to help countries respond to the crisis.

Continuing with its four pillars—Regional Gender Innovation Labs, Private Sector Solutions, Data Analytics, and Research for Country Impact—the UFGE hopes to make evidence widely available on a global level to help move gender gap solutions from concept to reality. By sharing knowledge, UFGE can help countries learn what worked, what didn't and why. This will ensure that gender equality is firmly considered in the design and implementation of core policy reforms, in the strengthening of institutions, and in building green, resilient and inclusive service delivery systems.

We look forward to partnering with our donors, World Bank Group colleagues, colleagues at international financial institutions, researchers, and academics across the globe as we continue to produce evidence-based solutions and public goods for global uptake. Together, we can make a greater impact as we build forward stronger.

Cordially,

*Hana Brixi*
*Director, World Bank Gender Group*
*December, 2021*

# VISION

The UFGE seeks to systematically and deliberately close gaps between males and females to support women's economic empowerment. It provides World Bank Group teams, international financial institutions, and other development partners with evidence-based solutions to demonstrate how to do this better as part of country and sector approaches to reduce poverty and boost shared prosperity.

By June 30, 2021, the UFGE portfolio included 221 operational grants in 98 countries, of which 57 are International Development Association (IDA)-eligible and 26 which are in Fragile and Conflict-Affected Situations (FCS).

## OVERVIEW OF UFGE ACTIVITIES

221
TOTAL GRANTS

$157.4 m
TOTAL PLEDGES

COUNTRIES SUPPORTED

98
TOTAL

57 IDA

26 FRAGILE SITUATIONS

**LATIN AMERICA AND CARIBBEAN**
28 grants | $5,217,782 sum of grants
$5,086,200 sum of disbursements
$5.2 million allocated | 97% disbursed

**WORLD**
18 grants | $14,851,252 sum of grants
$11,333,585 sum of disbursements
$14.9 million allocated | 76% disbursed

**MIDDLE EAST AND NORTH AFRICA**
21 grants | $8,344,775 sum of grants
$5,189,464 sum of disbursements
$8.3 million allocated | 62% disbursed

**EUROPE AND CENTRAL ASIA**
32 grants | $9,252,152 sum of grants
$8,756,355 sum of disbursements
$9.3 million allocated | 95% disbursed

**EAST ASIA AND PACIFIC**
39 grants | $14,544,877 sum of grants
$13,632,440 sum of disbursements
$14.5 million allocated | 94% disbursed

**SOUTH ASIA**
29 grants | $5,939,716 sum of grants
$4,785,381 sum of disbursements
$5.9 million allocated | 81% disbursed

**AFRICA**
54 grants | $46,969,123 sum of grants
$32,081,168 sum of disbursements
$47 million allocated | 68% disbursed

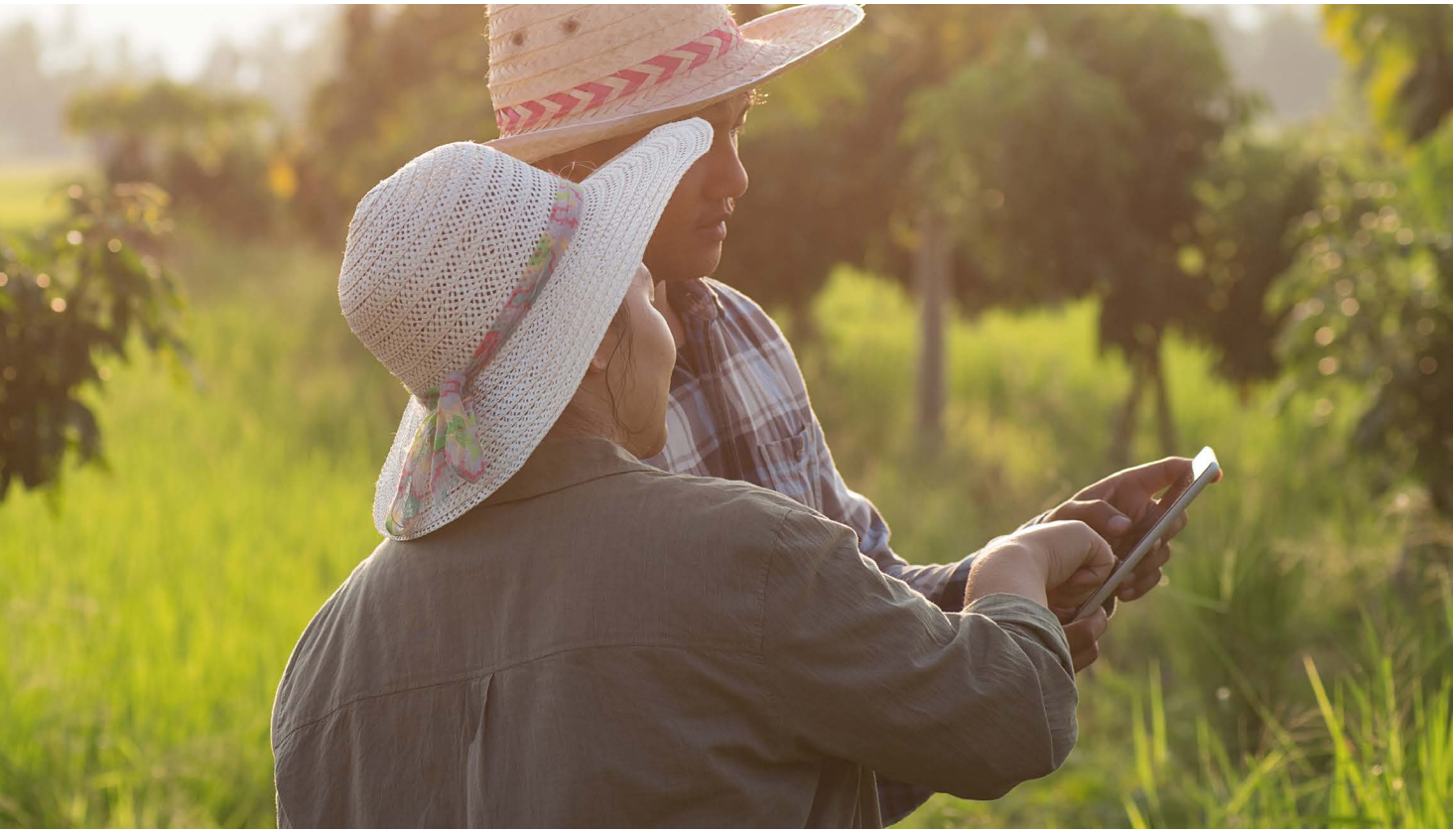
[1] Some of these countries have since graduated.

# THE UMBRELLA FACILITY FOR GENDER EQUALITY AT A GLANCE

## Structure

**The UFGE is a multi-donor trust fund that:**

- Supports the development and implementation of innovative evidence-based solutions for women and girls' economic empowerment in WB client countries;
- Takes a programmatic approach, supporting individual initiatives that clearly align with the objectives of the WBG Gender Strategy and interlink to form a comprehensive approach to gender equality;
- Has built-in flexibility to enable adaptation and add new modalities when necessary; and
- Is governed by the Gender Leadership Council—a cross-section of WBG management—with guidance from the Donor Partnership Council which includes representatives of the group of development partners that support the facility.



# UFGE RESULTS AND ACHIEVEMENTS AT A GLANCE

2013 - 2021

## FOUR MUTUALLY REINFORCING AREAS OF WORK

**Country research and innovation**
Country-led research, innovative pilots, and scale-up.

**Impact evaluations**
Rigorous evidence on 'what works', led by Regional Gender Innovation Labs.

**Private sector solutions**
Good practices for companies on how to close gender gaps.

**Better gender data**
Scalable methodological innovations in data collection and analysis.

## OUTPUTS

- **98** countries supported
- **231** studies published
- **155** impact evaluations funded
- **47** private sector case studies published
- **79** initiatives to improve gender data

## TOWARD RESULTS IN THREE SPHERES

**Gender-informed policy making at country level**
Leveraging ongoing WBG country dialogue with new data and evidence to change policies.

**Improved design of projects and programs**
Creating demonstration effects and working with project teams to promote effective solutions.

**Awareness and demand for gender equality solutions**
Direct engagement with policymakers, south-south exchanges, and company peer learning.

## OUTCOMES

- New evidence has informed policy dialogue in **96 countries**
- **217 projects** have applied new evidence in their design or implementation
- **48 private sector companies** have incorporated new approaches models
- Evidence has led to requests for new or expanded WBG engagement in **41 countries**

## Funding

**The facility's funding structure includes support for:**

- Inferential research for country impact;
- Impact evaluations and pilots through a federation of Regional Gender Innovation Labs;
- Analytics on cross-cutting issues;
- Innovations in gender data collection, curation, and dissemination; and
- Evidence for the private sector on the links between women's economic equality and business outcomes, and practical solutions for implementation.

In FY21, UFGE allocated funding to 14 new grants valued at approximately $16.5 million. Four of these are in excess of $1 million and relate to an impact evaluation in Mozambique, the establishment of a country GIL in Nigeria, empowering girls and women in the Sahel, and Strengthening Gender Surveys and Statistics.

# FINANCIALS IN BRIEF

**The UFGE is to direct trust fund resources strategically toward areas where they can be most effective in delivering results.** The facility allocates grants on a programmatic basis, ensuring flexibility in responding to evolving opportunities while continuously building on previous lessons. This approach has been greatly facilitated by core contributions[2] from the UFGE's 15 donors, totaling $37.9 million to date.

**The UFGE also incorporated donor contributions that are soft-preferenced[3] toward specific priorities that align with the main objectives of the UFGE.** Since inception, donor-preferenced funds have steadily increased, as shown in Figure 1. As of June 30, 2021, donors have signed $157.4 million in pledges, of which $136.5 million has been received; the remaining pledges are substantially preferenced toward specific initiatives designated by the donor.

Annex 1 of this report provides additional details on finances from FY21, including allocations, disbursements, and pledged funds.

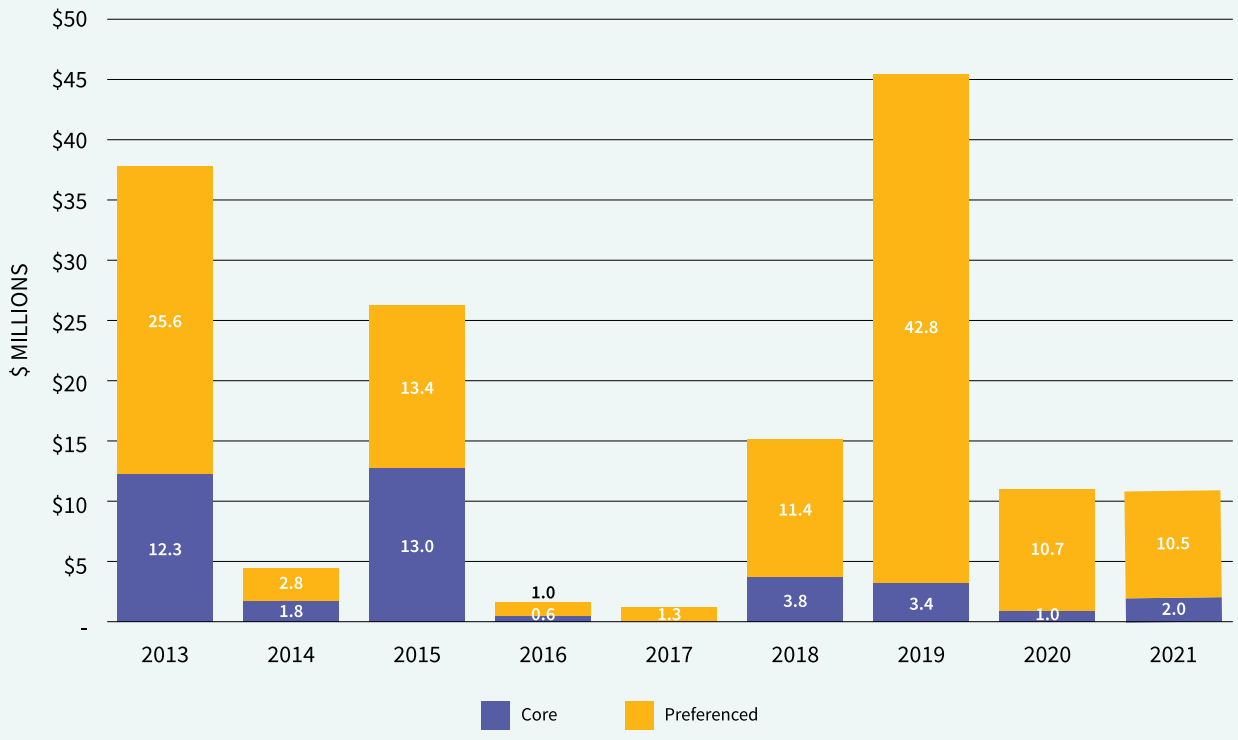
[2] Core contributions refer to funds provided by donors where allocations to target specific needs and priority areas are left to the discretion of the Bank.

[3] Soft-preferencing' means that the WBG commits to honor the request by the donor to route their funds to specific types of work/geographic areas.

**When reading UFGE financials, note:**

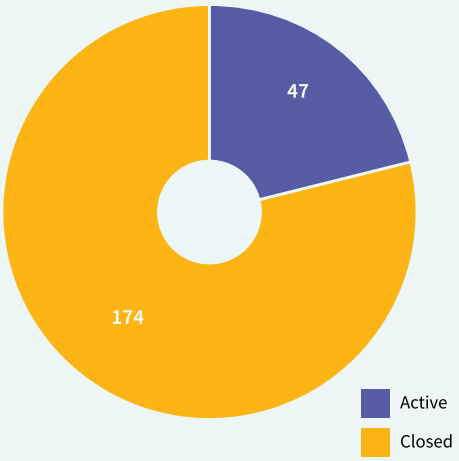
- 'Pledges' include signed contributions but exclude investment income and administrative fee;
- 'Committed to grants' refers to the total amount of grants that have been set up';
- 'Preferenced/Promised'--grants to be created is the difference between allocated to programs and committed to grants;
- 'Disbursement' is the total amount disbursed from grants;
- 'Unpaid contractual obligations' is the amount not yet paid out from existing vendor contracts; and
- 'Unspent balance in grants' is the balance between committed to grants, disbursements, and unpaid contractual obligations.

**Figure 1. Contributions Signed: Core and Preferenced (by fiscal year)**



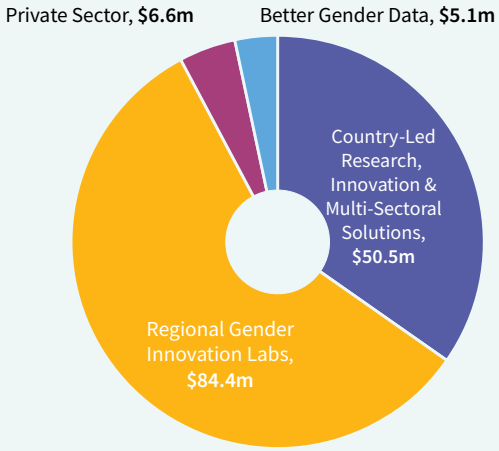

*Source: WB Systems-SAP Data*

**Figure 2. Status of UFGE Operational Grants (as of June 30, 2021)**



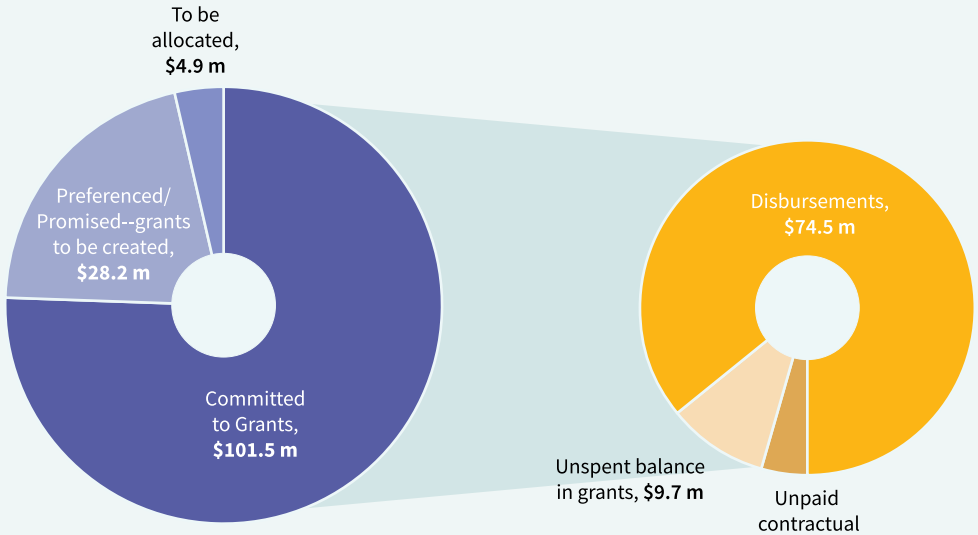

*Source: WB Systems-SAP Data*

**Figure 3. Allocation by Pillars/Areas of Work — Operational Grants (as of June 30, 2021)**




*Source: WB Systems-SAP Data*

**Figure 4. Breakdown of Pledges (as of June 30, 2021)**




*Source: WB Systems-SAP Data*

Figure 3 depicts the allocation between the four areas of work of the UFGE, with the largest allocations implemented by the Regional Gender Innovation Labs,[4] followed by country-led research and experimentation under regional windows, private sector–focused work, and funding for improving data collection methods.

[4] Of the $81.4 million allocated/preferenced to GILs to date, $68.9 million is allocated/preferenced to the AFRGIL and $7.8 million to the EAPGIL.

# FROM EVIDENCE TO INFLUENCE: RESULTS FROM 2013–2021

Since its inception in 2012, the UFGE has contributed a wealth of knowledge to countries across the globe to help them understand where and why detrimental gender differences cause women to trail men in reaching their economic potential. Bridging this gap can be a matter of a single or several changes at the country government, local authority, or industry level. These suggested changes are based on data and evidence to inform policy, scale effective approaches, and help companies identify and close gender gaps. The UFGE is among the key contributors to such research and pilots. In addition, it contributes to the global evidence base: data and research financed by the UFGE is made public through papers, policy briefs, reports, and, when possible, published datasets.

This report spotlights numerous instances where governments and companies used UFGE evidence to narrow gender gaps. From recently concluded long-term grants to rapid responses to pandemic-related issues, the results showcase the depth and breadth of UFGE's work and its ability to be flexible, draw on long-term relationships, and produce results for the global good.

| RESULTS FRAMEWORK | | |
|---|---|---|
| **Development Objective** | | |
| **The objective of the Umbrella Facility for Gender Equality is to strengthen awareness, knowledge, and capacity for gender-informed policy making and programs.** | | |
| **Outcome: Better gender-informed policy making at the country level** | | **Alignment with Gender Strategy** |
| **Output Indicators** | **FY21/ FY20** | |
| Number of activities in which new or improved gender data has been produced or made available | 79/71 | **Deepening the Country Driven Approach** *More and better data & enhanced diagnostics* |
| Number of analytical reports covering frontier issues and persistent gaps[a] | 231/184 | |
| Number of case studies on integrating women into business operations | 47/30 | |
| Number of impact evaluations providing new evidence (in progress/complete) | 155/131 | |
| **Outcome Indicators** | **FY21/FY20** | |
| Number of countries in which policy dialogue has been informed by UFGE supported evidence, data, and/or analytical work. | 96/80 | **Developing a better understanding of what works** *Regional Gender Innovation Labs* |
| Number of Systematic Country Diagnostics in which understanding of gender equality gaps has been deepened by drawing on UFGE supported evidence, data, and/or analytical work | 33/27 | |
| **Outcome: Improved design of operations and programs** | | **Alignment with Gender Strategy** |
| **Output Indicators** | **FY21/FY20** | |
| Number of Country Partnership Frameworks informed by UFGE activities | 38/32 | **Deepening the Country Driven Approach** *Aligning country planning* **Building on what works** *Making gender-smart practices the norm* |
| Number of dissemination and learning events with task teams | ** | |
| Number of projects receiving design, implementation and/or M&E support based on UFGE evidence and lessons | ** | |
| Number of client advisory products developed (IFC) | 19/9 | |
| Number of tools developed (private sector) | 28/20 | |
| **Outcome Indicators** | **FY21/FY20** | |
| Number of projects which have applied UFGE funded evidence, data, analytical work, or approaches | 217/170 | |
| Number of private sector companies that incorporate scalable/ replicable models | 48/34 | |
| **Outcome: Heightened awareness and demand for gender equality interventions** | | **Alignment with Gender Strategy** |
| **Output Indicators** | **FY21/FY20** | |
| Number of global reports informed by analytical and data work funded | 9 / 9 | **Building on what works** *Better disseminating results* |
| Number of regional reports informed by analytical and data work funded | 14 /10 | |
| Number of dissemination and learning events with country stakeholder participation | ** | |
| Number of South-south learning exchanges | 21/16 | |
| **Outcome Indicators** | **FY21/ FY20** | |
| Number of country requests for new or expanded engagement with the WBG resulting from UFGE work | 41/32 | **Leveraging partnerships** *Increasing capacity* |
| Number of client advisory requests (IFC) resulting from UFGE work | 35/22 | |

[a] Includes reports, papers, and policy notes published

**Numbers not available due to limited consistent data

# EXPLORING THE IMPACT OF LARGE VALUE AND LONG DURATION GRANTS

At its inception in 2012, the UFGE allocated funds to two large-value programmatic grants: “Promoting Gender Equality in the Western Balkans” for $2.07 million and “Women’s Access to Economic Opportunities in Turkey” for $3.18 million. In both cases, results were reaped throughout the life of the grants. Both grants closed during this FY and allow an overarching view of the impacts of these larger-value and long-duration programmatic activities. The long-standing nature of the programs was key to the grants’ extensive impact as it allowed teams to engage in long-term agendas and implement innovative initiatives. Ongoing dialogue and engagement ensured the transformation of the analysis into policy reforms. It also enabled the World Bank Group to become a trusted partner and resource to government and non-government stakeholders in discussions around evidence-based policy recommendations to increase women’s participation in the labor force. The leveraging of partnerships was key to these programs’ success.

# Promoting Gender Equality in the Western Balkans

## BACKGROUND

Despite gender parity in human capital, women have lower access to economic opportunities in the Western Balkans. By the end of the 20th century, the Western Balkans had on average a high stock and only minor gender imbalances in human capital. However, low female labor force participation in these countries indicates that barriers to women's employment persist. Several factors explain this gap, including legal restrictions and social norms. For example, labor taxation and regulations affect incentives to hire women across countries in the region and while the civil code protects women's right to property ownership in all the Western Balkan countries, prevailing discriminatory traditions and social norms still undermine women's property rights, particularly in rural areas.

## OBJECTIVES

In 2013, the Swiss Agency for Development and Cooperation worked through the UFGE to provide a $2.07 million preferenced grant for "Promoting Gender Equality in the Western Balkans". The grant financed a program to document and understand the causes and the economic costs of the low participation of women in the labor market of Western Balkan countries since the start of their transition to market economies. Geared towards an audience of policy makers and key stakeholders, the grant was built around three components:

(i) Fill the knowledge gaps regarding the causes and costs of women's lower participation in economic activity.

(ii) Fund data collection to generate evidence on how skills constraints– in particular, soft skills—reduce women's opportunities in the job market, and test innovative solutions to build soft skills for the future.

(iii) Raise awareness based on evidence, by building and strengthening partnerships, networks, and forums of discussion.

## IMPLEMENTATION

Over 40 different activities were conducted under the program, including surveys, reports, pilot interventions and dissemination events, with the following products and activities completed:

- 5 new firm-level surveys covering 3,200 firms, in 4 countries in the region.
- 2 individual-level surveys covering 7,000 individuals in 2 countries in the region.
- Approximately 23 policy notes, papers, or reports.
- 1 pilot intervention and impact evaluation.
- Over 10 consultations/training /dissemination events.

## KEY RESULTS

**A gender-focused multisectoral reform program supported by World Bank lending to reinforce gender-sensitive policies and regulations.** In Albania, the program generated and systematized evidence on gaps in women's access to property and labor markets, as well as gender-sensitive monitoring of public policies. Through active collaboration with government counterparts and development partners, a multisectoral reform program was supported by the first entirely gender-focused World Bank Development Policy Loan. The loan also leveraged budget support and a technical assistance package from the French Development Agency. Results from the ongoing Implementation Completion Report indicate a successful program that increased the government's capacity to implement regulations with a gender-sensitive approach and adopt multisectoral actions to advance women's opportunities in the labor market.

**Data to inform dialogue and policies.** The employment gender gap and its associated cost in foregone growth was quantified in the widely-cited study *How Costly Are Labor Gender Gaps?* The program also collected data to gain a deeper understanding of the barriers for women in economic activity. For instance, in Bosnia and Herzegovina, a new survey among women entrepreneurs collected data on constraints in access to finance and technology, which has served to inform the activities between the World Bank and the government. In Albania and Bosnia and Herzegovina, the Employer Survey "Skills Towards Employment and Productivity" measured skills shortages among employers, including for socio-emotional skills. In Kosovo and North Macedonia, the program supported technical trainings and seminars on labor market analysis with a gender lens using micro-simulation analysis to test potential policy changes. In Bosnia and Herzegovina, Kosovo, North Macedonia, and Serbia, qualitative studies shed light on the supply of care services and how it was perceived among women, as well as men and women's perceptions of economic mobility, access to labor market and entrepreneurship opportunities. The program also supported policy innovation in North Macedonia, where the Ministry of Education tested and evaluated a low-cost, gender-sensitive intervention to teach students to cultivate "grit," a trait closely related to positive academic and labor outcomes. The results of the pilot ultimately informed the national curriculum in the country.

**Engagement with key stakeholders to seek concrete solutions.** Based on the evidence generated, the UFGE grant supported active stakeholder dialogue on solutions to tackle the barriers to the labor market. Examples include workshops in Bosnia and Herzegovina to discuss how to improve financial literacy among women entrepreneurs, and a series of workshops in Kosovo with university students and employers centered around school-to-work transition, a key obstacle for young women.

**A gender-sensitive lens applied to the legal framework.** The program supported, in partnership with other development agencies, data collection and analysis of how the regulatory framework and its implementation could lead to gender gaps in property rights and labor market participation. This analysis and the combined efforts with partners and counterparts led to important policy reforms. In Albania and North Macedonia, analysis of the legal framework on access to land and property (with GIZ) produced recommendations to increase women's access to property. In Kosovo, the program undertook an analysis of the labor code to assess the potential impact of new maternity leave policies at the government's request. The results informed policy discussions about revisions to the Labor Code between the World Bank and the government to avoid creating disincentives to hire women. In Serbia, the program examined institutional arrangements for gender equality in a comparative analysis with the EU gender equality framework and regional standards. The analysis identifies recent changes and provides insights on how they will advance gender equality in Serbia.

## CONCLUSIONS

The program was successful in reaching its objectives and has created new opportunities to continue the engagement with key stakeholders on long-term issues, while continuing to strengthen the regional knowledge base.

The program quantified, for the first time in the region, the economic costs of women's unequal access to economic opportunity. Putting concrete numbers on the economic losses (15-30 percent of per capita gross national income) strengthened the case for Ministries of Finance to position gender equality as an economic growth. The combination of analytical rigor, inclusive approach to policy dialogue and consistent dissemination proved the right mix to generate results.

**The program generated action-oriented knowledge and identified specific policy reforms.** New evidence on socio-emotional skills shortages, lack of financial literacy, and negative perceptions about using care services, led to the identification of concrete policies and programs to tackle such barriers. These studies documented concrete drivers of gender gaps and tied them to policy solutions that could be discussed with the counterparts; they also tested and evaluated interventions to assess their causal impact. This chain¬—from knowledge, to action, to results—was appreciated and helped to establish the World Bank as an effective partner for advancing gender equality.

**The best results were achieved in activities that leveraged current dialogue and fostered partnerships.** Activities conducted as part of a wider World Bank Group dialogue were more impactful as they added value to existing engagement and strengthened relations with clients and other stakeholders. Examples include the activities with the Education Practice Group (PG) in North Macedonia and with Social Protection and Jobs PG in Kosovo. In both cases, an ongoing engagement ensured the operationalization of the analysis. In Albania, the generation of solid evidence accompanied by strong partner engagement, facilitated the dialogue around a comprehensive program with the Ministry of Finance and Economy, leading to the Development Policy Loan.

> Quantifying the extent and costs of gender gaps was an important first step to mobilize action. For example, the program shed light on the gap in property ownership of women… The generation of hard data and discussions around this issue led several governments to introduce legal corrections and provide training to notaries to ensure that they enforce and protect women's property rights. Similarly, the program's reviews of the legal framework around parental leave and other benefits that often discourage employers from hiring women, led to actionable and tested recommendations to reduce legal barriers while providing parental benefits.
>
> *Linda Van Gelder, World Bank Country Director for the Western Balkans*

# Women's Access to Economic Opportunities in Turkey

## BACKGROUND

Despite being the world's 16th largest economy, in 2012, only 24 percent of Turkish women were employed outside the house, and many worked in the lowest-paying jobs, like farming and textiles.

In 2013, the Government of Sweden and the World Bank began to explore possible support to gender equality in Turkey. This resulted in Sweden funding a preferenced grant of $3.18 million through the UFGE for the 'Women's Access to Economic Opportunities in Turkey' program.

## OBJECTIVES

The objective of the program was to support actions aimed at increasing women's participation in the labor force and access to economic opportunities in Turkey. Initially, the program encompassed three components:

(i) Strengthening Evidence-Based Policy Making;

(ii) Knowledge Sharing and Awareness Raising and;

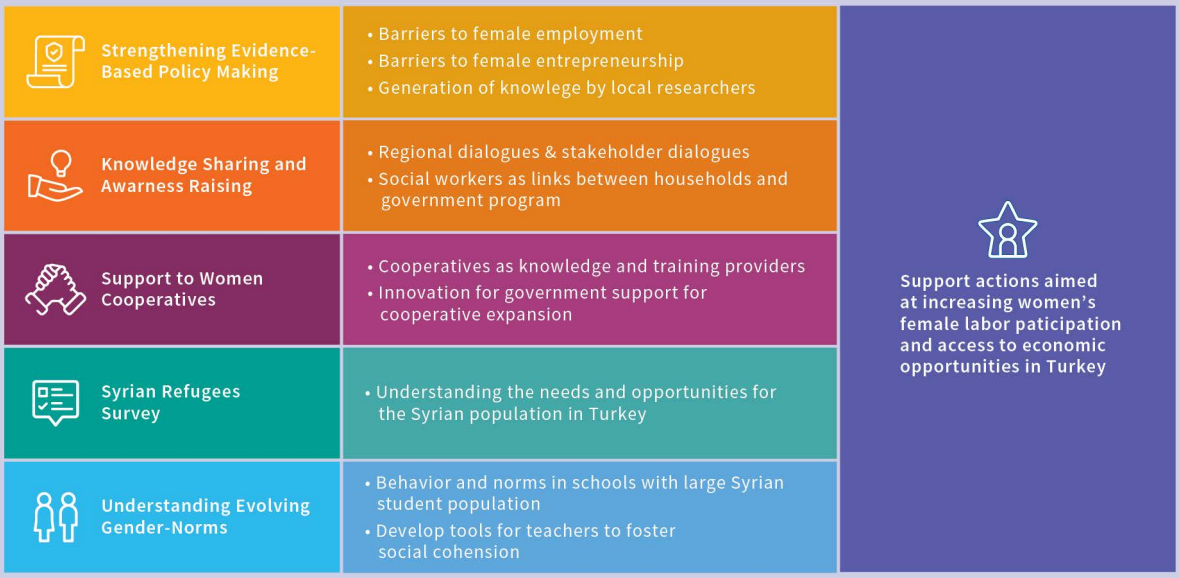
(iii) Support to Women Cooperatives;

*Two further components were added as circumstances evolved:*

(iv) The Syrian Refugees Survey

(v) Understanding Evolving Gender Norms in Turkey

**Components of the Turkey UFGE Grant and Their Contribution to Evidence Base**



## KEY RESULTS

**The program generated a large body of knowledge to understand the barriers to women's equality in the labor market in Turkey.** Examples include a study to quantify employer biases against women candidates, which provided avenues for tailoring intermediation services to increase the chances of women getting jobs; an evaluation of wage subsidies, which was the first administrative data analysis with Turkey's Social Security System (SGK) data and provided a broader picture of the landscape of wage tax credits and its effects on employer incentives; and a teacher training pilot that uses virtual reality technology to engage with teachers and principals on how to improve social cohesion in classrooms with diverse students.

These research projects often take a long time to mature but produce results, as they require intensive dialogue with the counterparts to understand needs and thus tailor projects to respond to policy-relevant questions. They also require significant investment in capacity building with government officials to obtain relevant data and provide analytical training. A long-term engagement supported by a multiyear program was ideal to create the conditions for such research to occur and lead to results.

**The program created practical tools to facilitate the formation of women's cooperatives.** A comprehensive report on women's cooperatives included practical steps to design capacity building from start-up through all stages of co-operative development including cooperative/associative skills, leadership, business management, women's empowerment, financial capacity, and partnerships/networking support. It also recommends reviewing the tax and fee structure that women's cooperatives face to enable them to reach a critical size before having to confront what are often prohibitive costs. Based on report recommendations, the team worked with the Ministry of Customs and Trade (MoCT) to develop two educational videos and a booklet on how to establish a women's cooperative, which were then used by MoCT in ministerial trainings, conferences, and meetings nationwide.

**Focus on knowledge generation and capacity building enabled the program to maintain dialogue in various areas despite changing circumstances in the country.** The team maintained an active collaboration with NGOs, business associations, think-tanks, and academia, bringing tasks to completion. The knowledge generated through these collaborations brought value to WBG engagement in various areas. For instance, it contributed to a new credit line focusing on female entrepreneurs. It also provided the team with the flexibility to restructure the program of activities to respond to emerging requests, such as the evaluation of wage subsidies or the incorporation of the refugee agenda. In all cases, the team was able to tap into the existing network of experts that have collaborated throughout the years on various projects to propose concrete analytical tasks to the counterparts to satisfy the demand.

**Engagement on policies to integrate Syrian refugees in the country.** The evaluation of the Istanbul Women's Cooperative pilot provided several lessons for the design of future interventions. The Social Cohesion pilot with the Ministry of National Education (MoNE) should also provide significant tools for the ministry to ensure that Syrian students are well integrated into the Turkish community and are able to contribute positively to their new home country. In cases where the activities did not develop, such as the Syrian Refugees Survey, the preparatory work had positive spillovers and laid the foundation for the team to provide extensive training and capacity building to the government and partners; as a result, there was improvement in the knowledge on the evolving situation of refugees in Turkey.

## CONCLUSIONS

This programmatic grant holds key lessons for other prospective long-duration knowledge programs, including:

**Be flexible.** Continuous changes in the government increased the time and effort for the team to complete the tasks and maintain a fluid relationship with the client.

**Manage the risk**. The team proceeded on various fronts, engaging with different (new) counterparts and adapting the activities to the emerging needs.

**Adapt where necessary**. Activities had to be adapted to a changing perspective on gender inclusion, resulting in the program refocusing on gender mainstreaming in the labor market.

# EXAMPLES OF UFGE IMPACT ACROSS THE REGIONS: IMPLEMENTERS DRIVE RESULTS

UFGE-funded activities are implemented by task teams—comprising extensive cross-sectoral expertise—across the WBG. These teams work in a variety of units, including the Federation of Regional Gender Innovation Labs (GILs), International Finance Corporation (IFC), and the Mashreq Gender Facility (MGF), presented here as examples of the key innovators and producers of the UFGE's global goods to advance women's economic empowerment.

## GENDER INNOVATION LABS

By FY21, GILs had completed a total of 45 impact evaluations, 10 inferential studies[5], and several diagnostics intended to inform government policies and programs.

### Objectives

**Generate global public goods:** The World Bank's Regional GILs are a key vehicle for supporting the design of innovative scalable interventions to address gender inequality across economic sectors such as agriculture, private sector development, tourism and more, and, with the pandemic, addressing other critical issues including reduced female labor force participation due to the lack of affordable and quality childcare and elder care.

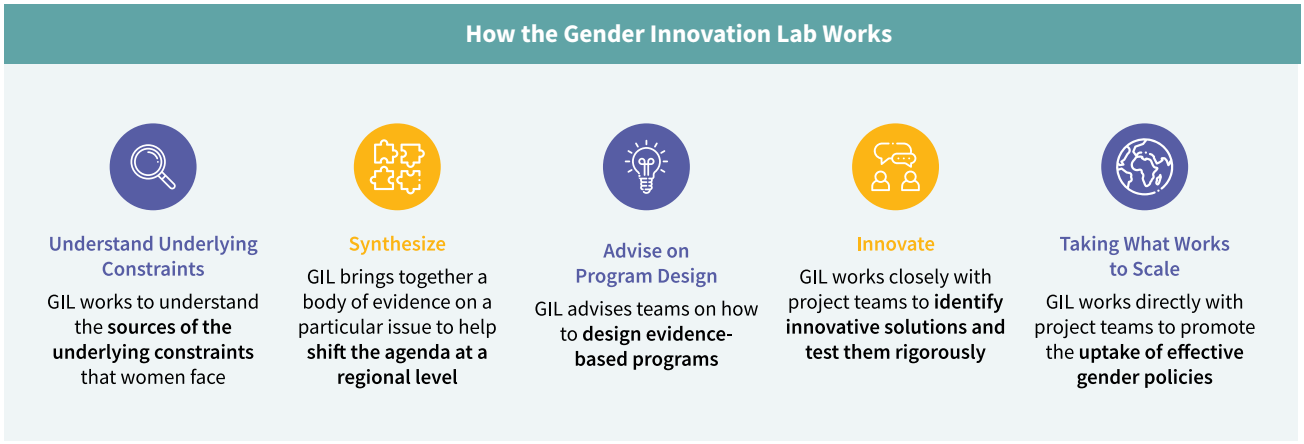
GILs conduct rigorous research to build evidence on what works and what does not; and distil learning for knowledge sharing, replication and scale-up. GIL-supported pilots and evaluations assess how to close gender gaps in earnings, productivity, assets and property, and agency.

**Work with partners:** The UFGE has enabled the creation of GILs across most World Bank regions, which operate as a federation to test various approaches to women's economic empowerment. With UFGE support, there are now fully operational GILs in Africa (AFRGIL) and East Asia and the Pacific (EAPGIL), with nascent labs in South Asia (SARGIL), Latin America and the Caribbean (LACGIL) and the Middle East and North Africa (MNAGIL).

**Maintain a global federation with a regional focus:** The activities of the GILs are implemented in partnership with other units of the World Bank, as well as donors, researchers, NGOs, and private companies. These partnerships, combined with a distinct mission, dedicated teams, a focus on a specific area of development, and access to critical avenues of policy influence, position the GILs uniquely to affect change. The established GILs have significant impact on client programs and operations. They often work with task teams at the start of projects to inform the design, measure progress, and identify scalable, operational solutions that can be replicated. They also promote learning across countries and regions, build capacity of World Bank Group country teams and partner agencies, and make critical contributions to the global knowledge base.

*For more information, see Annex 2: Regional Gender Innovation Labs*

[5] AFRGIL does not report on inferential research.




## INTERNATIONAL FINANCE CORPORATION (IFC)

IFC deploys investment, advice, innovative research, and peer learning platforms at the country and regional level with the aim of closing gender gaps in the private sector. It also provides guidance to companies and industry associations as well as governments on how to close education, health, jobs, asset, and leadership gaps and tackle gender-based violence and harassment as a cross cutting issue.

IFC's gender and economic inclusion work is guided by the WBG Gender Strategy, IFC's implementation plan (FY20-23) and four gender related capital increase commitments. Working with the UN system, in particular ILO, UNCTAD, UN Women and the UN Global Compact, as well as many private sector associations, helps IFC ensure solutions that are sustainable and scalable. IFC influences emerging business models and patterns in the online and off-line economy to highlight gender gaps and mobilize key stakeholders to address them. It uses UFGE financing to analyze gender issues, develop solutions and help innovate with pilots in private sector firms in client countries.

## MIDDLE EAST AND NORTH AFRICA'S MASHREQ GENDER FACILITY (MGF)

MGF provides technical assistance to the Mashreq countries to strengthen the enabling environment for women's economic participation and enhance their access to economic opportunities. The facility comprises both IFC and WB teams with expertise in a variety of areas that support women's economic empowerment. Together, they bring various expertise to the fore for a powerful public-private platform that has the potential for significant impact.

MGF works directly with the governments of Iraq, Jordan, and Lebanon to support country commitments for increasing female labor force participation rates. In addition, a regional work program supports cross-country activities and issues of regional concern, such as those related to refugees and internationally displaced persons (IDPs).

Activities supported by MFG fall under three interconnected pillars:

- *Dialogue & Participation:* Building capacity and awareness at all levels, across sectors and segments.
- *Data & Knowledge:* Country and regional data and analytics for evidence-based policies.
- *Innovating for Results:* Testing and assessing interventions to identify solutions and provide support to catalytic initiatives that boost women's economic opportunities.

**Figure 6. Mashreq countries have set ambitious targets for raising female labor force participation**

## MGF: Country Highlights

Women's economic empowerment in Iraq was furthered by several private sector-led activities including: (i) the first webinar for the Women's Employment Peer-Learning-Platform (PLP)[6] focused on the business benefits of flexible work, family friendly policies, and women in nonconventional jobs (ii) a competition to recognize private sector firms with gender diversity goals; (iii) finalization of the Training of Trainers (TOT) curriculum for gender sensitization and investment readiness training for incubators and accelerators and (iv) completion of the case study on the Nafith Logistics company featuring women in nonconventional jobs—the first of three case studies on workplace policies to attract, retain and promote women in the private sector.

In Jordan, progress was made on several fronts. (i) The Women's Employment Peer-Learning-Platform (PLP) launched its third webinar with a focus on the business benefits of implementing anti-sexual harassment policies in the workplace. (ii) Several government departments participated in training on gender considerations for the Code of Conduct to ensure safe public transportation for women and girls; in addition, preparations for the launch of a mobile app to report violations are underway. (iii) Information Technology outsourcing and food manufacturing were identified as target sectors to promote women's employment and discussed across the national technical team. A qualitative assessment was completed on access to information on the registration of home-based businesses. A mixed-method study was launched on the socioeconomic impact of microlending on women business borrowers.

In Lebanon, a DigitalAG4Her hackathon competition was launched to crowdsource and support innovative ICT-based solutions for women working in agriculture. The Peer Learning Platform in partnership with the Chamber of Commerce of Beirut and Mount Lebanon held its third webinar with the topic being the business benefits of implementing anti-sexual harassment policies in the workplace. A competition was launched to recognize private sector companies with Gender Diversity goals; winners received advisory services from IFC. A Market Study to facilitate export opportunities was concluded and a large number of women-led business completed the Crisis Management Training Program with follow-up coaching.

[6] IFC and MGF, partnered with the largest business associations across Iraq, Jordan, and Lebanon to create a community in each country called the Women's Employment Peer-Learning-Platform (PLP), with the goal of increasing women's recruitment and retention in the workplace. The platform has created an avenue for the largest employers in Iraq, Jordan, and Lebanon to engage on issues related to gender diversity in the workplace.

# SPOTLIGHT ON RESULTS

## Evidence from Regional GILs Shows the Pandemic Effect on Women's Employment

**"Is the COVID-19 pandemic having a disproportionate impact on women?"**

This was the question of the hour as countries moved into lockdowns and work-from-home strategies. However, gathering evidence to answer this question was a challenge with social distancing measures in place.

Moving quickly, GILs capitalized on existing country engagements and strong local partnerships to gather evidence on the socioeconomic impacts of the pandemic on women, incorporating high-frequency telephone surveys, online surveys, and other new data collection methods in their ongoing engagements. They used this evidence to produce contextualized policy recommendations.

### KEY FINDINGS

#### Women have been more likely to lose their jobs

LACGIL analyzed three sets of high-frequency phone surveys from 13 Latin-American countries. Findings revealed that women in Latin America and the Caribbean were disproportionately burdened by job loss during the pandemic. Surveys conducted in May 2020 showed that female workers were 44 percent more likely than male workers to have stopped working and 62 percent more likely to have lost their jobs. As the months passed, differences in work stoppage rates between women and men went from 17 percentage points in May 2020 to 15 percentage points in August 2020. Further, by August 2020, almost 1 out of 5 women participating in the survey remained unemployed.

#### Sectors that employ a higher share of women have been more affected

SARGIL collected data from rozee.pk, the largest online job portal in Pakistan. The data showed that while there was a significant overall fall in job postings, the decrease was particularly marked in female-dominated sectors. By April 2020, job postings in manufacturing, education, health, and professional services dropped to 24 percent of the previous year's level. Meanwhile, traditionally male-dominated industries were more resilient. For instance, job postings in the ICT sector dropped to a more modest 38 percent of its previous level. Similarly, high-frequency phone surveys conducted by LACGIL showed that 56 percent of job losses in the region were concentrated in four of the five sectors that employ the highest share of women: trade, personal services, education, and hotels and restaurants. Prior to the crisis, 60 percent of employees in these sectors were women.

#### Female-owned businesses have been hit the hardest

AFRGIL partnered with Facebook and OECD to conduct a global survey among approximately 25,000 businesses with established Facebook Business Pages in over 50 countries. The survey revealed differences in the rate of closures between female and male-owned MSMEs in countries like Nigeria, Ghana, Kenya, and South Africa. For example, in Nigeria, the survey found that by June 2020, 44 percent of surveyed female-owned and 33 percent of male-owned businesses had closed due to the COVID-19 pandemic, equivalent to a 11 percentage point gender gap in business closures. In Ethiopia, the GIL conducted a real-time survey which revealed that participating female-owned business experienced a reduction of about 50 percent in sales and profits.

### Employment aspirations among adolescent girls and boys have diminished

In Bangladesh, a survey conducted by SARGIL with GAGE found that job loss, reductions in household income, and decreased investment in education have affected the well-being and job aspirations of adolescents. Computer-assisted telephone interviews conducted with over 2,000 adolescents between May and June 2020 revealed that 53 percent disagreed with the statement that "nothing would interfere with their job aspirations". Impacts on job aspirations varied according to household vulnerability status and sex. For example, 34 percent of adolescent girls believed financial constraints would interfere with their job aspirations, compared to 28 percent of adolescent boys.

### From data to action

Based on these findings, GILs have developed policy recommendations adapted to regional and country-level recovery efforts including:

- In Pakistan, SARGIL recommends social safety nets and support services targeted at women who were previously employed in sectors that suffered the largest declines in employment.
- In the Africa Region, AFRGIL recommends measures to help buffer women-owned businesses against the effects of COVID-19, such as enabling women's access to lines of credit.
- In Ethiopia, data on the impact of the crisis on female-owned businesses influenced the design of the Women Entrepreneurship Development Project (WEDP II), which will provide a rescue package to participating financial institutions to provide more flexible loans to women entrepreneurs and support new revenue-based credit products. based credit products.

# Ethiopia's Women Entrepreneurs Gain Access to Finance

To support women entrepreneurs with a range of financial products and training opportunities, AFRGIL launched the Innovations in Financing Women Entrepreneurs (IFWE) project in 2020. It builds on AFRGIL's research on the constraints faced by women-owned firms and the GIL's strong track record of introducing innovative pilots and evaluations in World Bank operations in Ethiopia. Since its inception, IFWE has supported the generation of several new training approaches and financial products developed under the Women Entrepreneurship Development Project (WEDP), including psychometric credit scoring and entrepreneurship e-learning. Launched by the Government of Ethiopia in 2012, with support from the World Bank and in advisory with the AFRGIL, WEDP provides a line of credit to financial institutions that finance women-owned micro and small businesses in Ethiopia.[7]

IFWE has helped shape the design of WEDP's new Additional Financing (AF), a $100-million operation which will provide a rescue and recovery package to participating financial institutions to provide more flexible loans for women entrepreneurs. Based on evidence produced by AFRGIL and IFWE and the success of pilots which introduced methods to get around collateral constraints, the AF introduced a specific component to the line of credit, called the Innovative Finance Facility. Microfinance institutions can access this part of the line of credit only if they reduce their collateral requirements by using new credit scoring technologies.

Further, in collaboration with IFWE and based on evidence from previous IFWE pilots, the AF project introduced digital training, which offers a more flexible and COVID-19-resilient approach than classroom-based training and can facilitate learning for female entrepreneurs who juggle multiple responsibilities at home. The AF will also introduce training modules on digital literacy, accessing e-commerce platforms, introducing digital payment options, among others to prepare women-owned firms for the digital economy.

> I would like to get a degree in construction technology and management. Working as an entrepreneur is much better than being an employee of an organization. There is a lot of opportunities for women in construction, though few women work in the field. Many people think the construction sector is only for men, but women can install electricity as well as any man.
>
> *Merhawit Hailemariam, 26, Electrician, Addis Ababa, Ethiopia*

[7] As of September 2021 , approximately 44,000 women entrepreneurs have registered with WEDP and approximately US$ 158 million has been disbursed to 18,984 clients. Close to 25,000 women entrepreneurs participated in entrepreneurial trainings across 10 cities, with a 98.6 percent completion rate. Clients who accessed a loan through have also considerably outperformed firms that did not access external financing, with profits increased by 35 percent and employment by 73 percent compared to a control group. WEDP firms are employing a total of 89,282 workers, of whom 61 percent are female.

# Capturing Data on Gender-based Violence through Phone Interviews without Jeopardizing the Safety of Respondents

During the early stages of the COVID-19 pandemic, a range of countries reported stark increases in cases of intimate partner violence (IPV). However, these reports were based on anecdotal evidence or on increased calls to help lines, which not every survivor of IPV may have access to. It was necessary to understand how and why gender-based violence (GBV) increased during the pandemic. However, social distancing requirements necessitated phone surveys, which made ensuring safety of the respondents difficult and in-person surveys even more challenging.

Based on consultations with GBV experts, the EAPGIL team developed a series of questions, which did not directly ask about exposure to violence, but allowed respondents to infer its likelihood. For example, the team created several vignettes where a hypothetical situation of GBV was described and respondents were asked how likely it was for such situations to happen in their community. EAPGIL administered such proxy questions through phone surveys to respondents of ongoing Impact Evaluations in Indonesia, Lao PDR, and the Philippines to capture exposure to GBV without compromising the respondents' safety. For instance, in Indonesia, 866 women were interviewed; 83 percent of respondents perceived an increase in GBV in their communities after COVID-19. The team combined the impact evaluations and phone survey data to understand changes in likelihood of GBV since the onset of the pandemic, as well as factors that mitigate or exacerbate it.

To understand which factors were likely to trigger or mitigate GBV, the team used a machine learning algorithm to sift through 156 variables from rich datasets collected as part of the impact evaluations prior to the COVID-19 pandemic and through the phone surveys conducted in 2020. Several important patterns emerged. Among these, findings showed that household food insecurity was strongly associated with exposure to GBV and that women's access to jobs protected them from increased exposure to GBV after the onset of COVID-19.

Questionnaires and instructions for carrying out surveys in a safe manner have been made publicly available through a research note and shared with other parties wishing to carry out similar work, including the WB High Frequency Phone Surveys team, and the UN Women. These internal and external partners are now using material developed by EAPGIL to capture better data on the impact of the pandemic on the incidence of GBV.

*For more details, see EAPGIL Policy Brief: What Factors Exacerbate and Mitigate the Risk of Gender-Based Violence During COVID-19?*

# The Colombian Data Observatory for Women

Countries need access to quality country-level gender data. Without a proper understanding of the inequalities that women and men face in areas like employment, income, and access to assets, development practitioners and governments struggle to design interventions that help to narrow these inequalities. To facilitate this understanding, LACGIL, with the support of UFGE, worked with the World Bank Poverty and Equity Global Practice to assist the government of Colombia in establishing the Colombian Observatory for Women.

As part of the technical assistance, LACGIL helped identify international observatories with comparable experiences. It also provided suggestions on relevant indicators, data, and dimensions to be frequently monitored. Based on an assessment of the main data gaps, LACGIL recommended that new data be collected to enrich and expand indicators about women's specific vulnerabilities.

The Observatory is innovative in that, for the first time, it brings together data from the National Statistical Office, the Ministry of Health, the World Bank Group, the UN Women, and others, to provide a snapshot of today's average woman in Colombia. The Observatory allows users to visualize and compare data on women and men in different areas (e.g., demographics and population, gender-based violence, power and decision making, economic empowerment, education, and ICT). It also allows users to compare women across age groups, over time, or across geographic locations. For example, it features over 25 indicators of women's economic autonomy. The first of these indicators looks at unemployment rates by sex and year: for instance, in 2020, 20.4 percent of women in Colombia were unemployed compared to 12.7 percent of men. But the Observatory also includes graphs and figures that illustrate differences in unemployment rates in rural and urban areas across the different departments in Colombia and in the capital city, Bogotá.

> The Observatory… shows how the condition of the average woman varies across departments and over time. It exposes the gaps in the conditions of women vis-à-vis those of men in multiple areas. And how such gaps evolve over time and across territories, between urban and rural contexts. And it looks beyond Colombia too. When possible, the Observatory compares women in Colombia with those across Latin American and the Caribbean and globally.
>
> *José Cuesta, Senior Economist, The World Bank*

# Women Online Gig Workers in South Asia Face Particular Challenges

Remote work arrangements have become part of the "new normal" during the COVID-19 pandemic and are expected to become more common. While women benefit from the increased flexibility offered by remote working and stand to gain from a greater involvement in digital employment opportunities, an August 2020 policy brief from SARGIL sheds light on the issues that women working in in digital jobs can face.

The study was based on data collected on Amazon Mechanical Turk, a crowdsourcing website where businesses can hire remotely located workers to perform discrete tasks. However, other studies from 2020 already showed that women online gig workers were likely to work longer hours and get paid less than men for the same jobs. Further, employers did not consider the unequal household roles, mediated by cultural norms, which resulted in an increased workload for female online gig workers. In addtion, since online gig work is driven by demand, there can be more job uncertainty, particularly during times of crisis when businesses are affected.

Data from 1,168 online workers was analyzed by SARGIL and showed that these challenges continued to grow during the pandemic:

**Burden of care:** Women in the sample reported taking on additional care responsibilities at a higher rate than men during the lockdown; 23 percent of women spent additional time on childcare, compared to 17 percent of men, and 24 percent of women reported an increase in time spent in eldercare, compared to 19 percent of men.

**Intra-household tensions and violence:** While both men and women in the sample reported an increase in domestic violence during the lockdown, it was higher for women. A month after the outset of the pandemic, female online gig workers experienced an increase of 15-20 percent of all forms of violence. These rates were 2-3 times higher than those reported by men in either period.

Understanding the challenges faced by women online gig workers in India is important for their wellbeing but also for the broader workforce who might need to work remotely in the aftermath of COVID-19.

For more information, see https://documents1.worldbank.org/curated/en/752451605243945323/pdf/Care-Work-and-Intra-Household-Tensions-during-COVID-19-Evidence-from-an-Online-Survey-of-Gig-Workers-in-India.pdf

# Powered by Women Myanmar—Moving Women into Non-traditional Jobs

Myanmar made renewable energy a national priority under the Myanmar National Electrification Plan (2015-2030), yet women were not well represented in this sector. Hiring was low and few women held leadership and technical positions.

To help renewable energy firms in Myanmar realize the benefits of gender equality, a UFGE grant through the IFC's Gender and Economic Inclusion Group launched the Myanmar Powered by Women Program in 2017. Seven companies joined this peer-to-peer learning program and endorsed commitments to take specific, measurable actions in at least one of the following areas:

- Enhancing the engagement of women as stakeholders in Environmental and Social Impact Assessments (ESIAs);
- Enhancing opportunities for women in leadership;
- Promoting respectful and supportive workplaces for men and women; and
- Promoting women in non-traditional jobs.

When the program drew to a close in 2020, an evaluation showed that each participating company had advanced in one or more of the four commitment areas. Overall, the initiative generated an increased focus on recruiting women, particularly into non-traditional jobs, such as field engineer roles. By March 2020, 42 percent of new employees among these companies were women, compared to a baseline figure of 11 percent. Five of the companies also adopted anti-bullying and anti-harassment policies and half adopted flexible work provisions and additional maternity leave allowances.

Two of the companies changed their community engagement strategy to enable greater participation from women in the community to better understand their needs and concerns. For example, a hydropower company now organizes separate consultations for women and men, and has created dedicated spaces for women to raise their concerns. A solar power company changed processes for customers signing up for solar-powered electrical services, meeting separately with women's groups to provide them with a more detailed explanation of the offered services, the specific electrical household goods that can be operated using solar power, as well as the benefits of this form of renewable energy.

Many of the participating companies increased the number of women in leadership positions. Driving change around gender and social norms was a key part of increasing women's representation in leadership positions within the organization, enabling both women and men who meet job requirements to be considered for roles previously considered more appropriate for men. As a result, in 2020, one company reported an increase in women in management positions, from 34 percent to 53 percent.

Due to the success of Myanmar's Powered by Women Program, the initiative has been scaled, leading to the creation of similar programs in other countries and regions. The program has informed future Powered by Women programs in other markets including Nepal and Pakistan. A similar model was adopted in Africa with Energy2Equal.

# Task Teams Working Toward Better Childcare Policies and Reforms

The lack of childcare solutions has proven to be a major barrier to women's labor force participation. To engage policy makers and increase dialogue on childcare solutions and reform, WBG Task Teams and country governments explored this issue in several studies and pilots across the globe. Working together, they achieved several significant results including:

> I was able to save enough money to pay for a hairdressing course where I learned to braid and dye hair, and now I'm planning on opening my own salon. I can also help cover household expenses and, thanks to the childcare center, I've learned how to take better care of my children.
>
> *Sophie Ilboudo, 34-year-old mother of three and beneficiary of a mobile childcare creche, Burkina Faso*

### Producing evidence

The UFGE report, Women's Economic Participation in Iraq, Jordan, and Lebanon (2020) showed that, in Lebanon, the rate of women's participation in the labor market fell from 70 percent for women without children to less than 30 percent for women that had children under 3 years of age. A study from Chile revealed that 9 percent of women participants in the World Bank's High Frequency surveys conducted between May-June 2020 reported not working due to additional care tasks during the pandemic, compared to 0.7 percent of men. A recent qualitative study explores the impacts of a pilot that established mobile creches for women employed in public works in Burkina Faso. It shows that the intervention has benefited not only mothers but also their children and coworkers.

### Bringing together stakeholders

In October 2020, the MGF organized a Regional Childcare Clinic, which convened around 150 participants representing the government, private sector and civil society from Iraq, Jordan, and Lebanon. Evidence, technical resources, and tools to support the implementation of childcare solutions were presented and discussed. The clinic provided an opportunity for participants to build on and apply learning to address specific country challenges for the expansion of childcare policies and services. Further, capitalizing on the network created through the clinic, MGF launched a Childcare Community of Practice which provides a platform to connect with practitioners and policymakers, share experiences and challenges, collaborate across different stakeholders in the childcare ecosystems and access the latest relevant research on this agenda.

### Making a case for employer-supported childcare

Building on the progress made in FY20 to make the case for employer supported childcare in Vietnam and Myanmar, IFC continued to lead the Working Group on Employer-supported Childcare with representatives from over 15 organizations in Vietnam.

### Sharing best practices

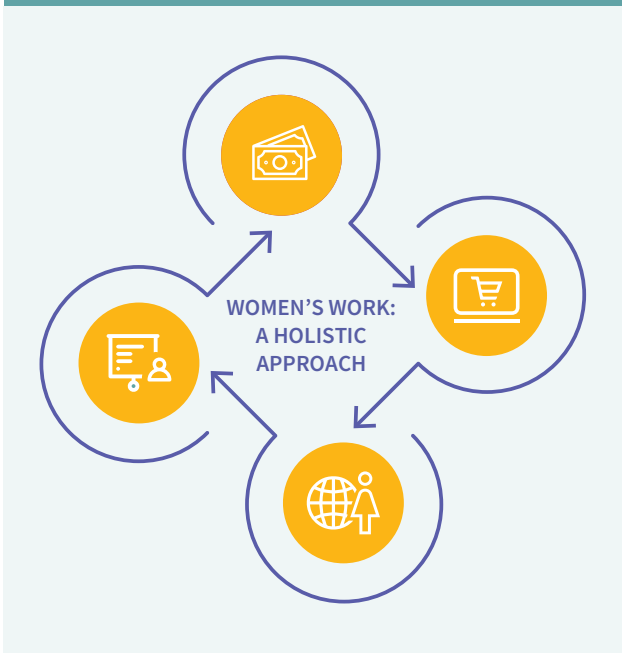
A UFGE grant enabled the World Bank Group to organize a study tour for public officials from Turkey to learn about childcare services and social assistance programs in Chile and Mexico. This experience informed the design of a pilot program for childcare demand support. The grant also supported technical reviews and a Regulatory Impact Analysis for a Draft Law on Preschools. These inputs informed amendments to the Personal Income Tax Law granting an exemption of taxes on earnings to private crèches and daycare centers.

### Building on evidence

The UFGE brief 10 Key Messages about COVID-19 and Women's Work in Chile (In Spanish) provided evidence on the relationship between women's increased care responsibilities at home and their decreased labor force participation after the onset of the pandemic. It led to the government commissioning a second report. The new study, Childcare is key to Chile's post-pandemic economic recovery: Policy considerations (Spanish) has already informed policy discussion on reforms to Chile's childcare system during a post-pandemic context.

# HIGHLIGHTS OF GRANTS CLOSED IN FY21: ENCOURAGING ENTREPRENEURSHIP AND OVERCOMING OCCUPATIONAL SEGREGATION

**Women's Work: A Holistic Approach**




A significant number of UFGE grants that closed in FY21 have helped shed light on what works and what doesn't work in addressing barriers faced by women entrepreneurs across regions. This learning will influence how policies and interventions can be designed to achieve results.

## KEY TAKEAWAYS FROM COMPLETED UFGE GRANTS

### 1. Make cash grants work for women

An important barrier faced by women entrepreneurs is that they have less access to capital and finance with which to grow their business; yet evidence suggests that when women entrepreneurs receive cash grants, they tend to channel a lower share of this capital toward the business than men do. One of the reasons for this is that they face greater pressures to spend this capital at home or share with family members.

For this reason, a **UFGE study in Ghana sought to evaluate the potential of add-on interventions in making cash grants work for women's businesses.** It found that while unconditional small-scale cash grants had no impact on the business performance of women-owned businesses, conditioning the cash grant on reaching a predefined savings goal (one-third of total cash grant) led to an increase of 15 percent in sales, 10 percent in profits, and a 25 percent increase in investment in raw materials.

Several factors contributed to these results. Women in the control group followed a savings plan that was implemented through a weekly savings collection with a commercial bank, with weekly visits from the bank's field officers. The study argues that conditionality mechanisms can affect the behavior and investment decisions of the recipients. The account combined with the weekly collection service can constitute a self-commitment mechanism and strengthen the beneficiary's self-control. The savings account provides the beneficiary with a means to shield her capital from household needs. Finally, savings goal were matched to a business investment decision, building a stronger mental link between the cash grant and business investment.

A second set of female-owned businesses participated in the study and received grants conditionally on attending a joint decision-making training with their spouses. The training aimed to help women entrepreneurs and their husbands focus on the earnings potential associated with different opportunities, regardless of who within the household

'controlled' this opportunity. This training intervention led to greater investments in business equipment, inventory, and raw materials.

## 2. Train for both soft and hard skills

In Mexico, impact evaluations of two innovative interventions to support women entrepreneurs found that combined access to training on soft and hard skills led to improvements in the profitability of women-owned businesses. The first intervention was a training program that mixed soft skills with traditional hard skills and led to the adoption of better business and managerial practices (e.g., financial management, marketing, and formalization) and ultimately improved sales (by 9 percent) and profits (by 13 percent). The second intervention consisted of low-cost business consulting services to small retailers that aimed for improvements in store appearance, branding, and bookkeeping. The impact evaluation found that participating firms were able to increase their monthly sales by an average of 17 percent two years after program completion. The impact evaluations showed that both interventions were cost-effective in that the return on investment would cover program costs in less than a year.

## 3. Include women on e-commerce platforms

As more businesses became more dependent on digital platforms due to social restrictions during the COVID-19 pandemic, the differences between online businesses owned by women and men have become more acute. For instance, in Africa, online sales by women dropped by 7 percent, while men's rose by this same percentage. In the Philippines and Indonesia, women's sales went down by 27 and 44 percent, respectively. Reversing these trends is important to ensure women can compete in the digital economy following the pandemic.

Launched in 2021, IFC's Women and E-commerce in Africa and Women and E-commerce in Southeast Asia reports drew on data from Jumia and Lazada, two of the largest e-commerce platforms in Africa and Southeast Asia, to demonstrate the extent of women's participation in e-commerce and how online platforms can benefit women business owners. The Africa report found that besides significant gaps in earnings, women were more likely to own micro-enterprises and have fewer employees. The reports found that closing the earnings gap between male and female vendors by 2025 would yield a combined gain of almost $300 billion in these regions. Conversely, unaddressed gender gaps could lead to losses of approximately $50 billion annually.

Beyond providing a business case for the inclusion of women in such platforms, the reports identify a set of key actions that e-commerce platforms can adopt to recruit female vendors and boost sales and profits:

**Provide business training:** Female entrepreneurs tend to value access to business training more than men. In Africa for example, 48 percent of women cited business training as a helpful resource over the last 12 months, compared to 40 percent of men.

**Design targeted financial technology offerings for women:** For example, platforms can use vendor sales histories to provide services to entrepreneurs who might otherwise not qualify for loans due to lack of collateral or formal credit histories.

**Incentivize uptake of value-added services:** Women entrepreneurs can benefit from training on how these services can influence product ranking and sales; reports found that men were 12 percent more likely to use paid platform services and advertising which, in turn, influenced their sales.

**Collect sex-disaggregated data:** This helps to monitor key indicators on seller recruitment, preferences, and performance on a regular basis.

**Boost participation in non-traditional sales areas:** E-commerce can help lower barriers to entry for female entrepreneurs into high-value male-dominated sectors; the studies found that women participating in e-commerce platforms performed well in segments like electronics where they are often underrepresented in non-online spaces.

## 4. Cross over to male-dominated sectors

According to a UFGE-financed global report "Breaking Barriers: Female Entrepreneurs Who Cross Over to Male-Dominated Sectors," to be officially launched in 2022, women-owned businesses tend to concentrate in low profit yielding sectors, with lower returns, more informality and lower potential for growth. While this is not the only factor that contributes to profit inequalities between female and male-owned business, evidence shows that globally, women who enter male-dominated sectors earn 67 percent higher profits, compared to those that operate in traditionally female-concentrated sectors.[8]

The report analyzes data from studies conducted in 10 countries, as well as a multicountry survey of female entrepreneurs using a social media platform. While there are differences among countries and even among subsectors, the report finds that women-owned firms tend to concentrate in trade and retail industries, such as hairdressing, food services, hoteling, and male-owned enterprises dominate most manufacturing sectors. The report analyzes the varied factors that contribute to the segregation of female-owned businesses and, to understand the characteristics that differentiate female-owned business that move (cross over) into more profitable male-dominated sectors from those who are in the less profitable female concentrated sectors.

[8] Global Profitarchy: Gender and the Choice of Business Sector

# How can Women Entrepreneurs Cross Over to Male-dominated Sectors?

The 'Breaking Barriers: Female Entrepreneurs Who Cross Over to Male-Dominated Sectors' global report shows that female entrepreneurs who cross over to male-dominated sectors (MDS) perform better than female entrepreneurs in female-concentrated sectors in all countries studied except for Cambodia, where operating in female-concentrated sectors appears to be more profitable.

Characteristics such as women's education, spousal support, past exposure to male-dominated sectors through work experience or training, exposure to MDS through male relatives, mentors, or role models appear to be positively associated with crossing over in almost all countries where these factors were assessed.

Evidence-based programs and policies could support women to cross over and contribute to their business performance more generally. Some of the recommendations discussed in the report include encouraging spousal support, safely connecting women to mentors and role models, and providing early exposure to and training in MDS. In addition to addressing skills gap, it is also important to provide access to capital and loans to support entry into MDS, lift constraints around access to networks within sectors, and improve the overall working conditions in MDS for women.

Three studies carried out in Mexico, Guinea, and East Asia Pacific region show that there are certain facilitating factors associated with crossovers. And while all these factors were not assessed in every country, at least one factor was assessed for each study. These factors include:

- Support, networks, and exposure to the field;
- Access to capital;
- Basic education, business skills, and socioemotional skills.

### Mexico crossover study

An analysis conducted in Mexico as part of an impact evaluation, sheds light on the benefits experienced by female entrepreneurs working in male-dominated sectors and factors associated with female entrepreneurs who cross over to these sectors.[9] Data collected from 3,539 female-owned businesses working in non-male-dominated sectors and 368 working in male-dominated sectors showed that for those that crossed over to male-dominated sectors, weekly sales and profits increased by over 66 percent and 78 percent, respectively. The study found that women that had male role models such as a father entrepreneur working in a traditionally male-dominated sector, were 6 percentage points more likely to cross over. For women that had male mentors, the possibility of crossing over increased by 4 percentage points.

[9] The "Breaking Barriers: Female Entrepreneurs Who Cross Over to Male-Dominated Sectors" report complements data from this impact evaluation with additional data.

### Guinea women entrepreneurship sector selection study

Guinea's "Women Breaking Barriers/Femmes Sans Barrieres" (WBB) program sought to increase the participation of women-owned businesses in male-dominated sectors in Conakry. The program combined mentoring sessions to build women's business knowledge and entrepreneurial skills with training and information sessions on topics such as opportunities, risk, and returns on male-dominated sectors.[10]

Results indicated that WBB participants were 34 percent more likely than those in the control group to own a business in January 2020. The share of women in male-dominated sectors among participants in the WBB program was 11 percent, 170 percent above the control group. Study results are informing actions to encourage the participation of women in MSME development adopted under Guinea's MSME Growth Competitiveness and Access to Finance project, and the government's Center for Women Entrepreneurship.

### East Asia and Pacific region crossover study

EAPGIL supported the first in-depth analysis of female entrepreneurs operating in male-dominated sectors (MDS) in Southeast Asia. Study results will be featured in the "Breaking Barriers: Female Entrepreneurs Who Cross Over to Male-Dominated Sectors" report to be launched in FY22.

Analyses focused on four countries: Cambodia, Indonesia, Lao PDR, and Vietnam. Similar to results from other regions, the analysis found that crossovers outperform women-owned businesses operating in female-concentrated sectors in all countries except Cambodia. Factors that characterized female crossovers in Indonesia, Lao PDR, and Vietnam included higher education levels, greater access to capital, stronger networks, and fewer domestic responsibilities. For this reason, the study argues, alleviating such barriers may enable more female entrepreneurs to break into male-dominated sectors. However, in some countries, crossovers continue to be outperformed by male-owned businesses in the same sector. This suggests that policies to support female crossovers should be considered as only one promising tool in a broader set of policies to support female entrepreneurs.

[10] The follow-up survey for WBB had to be conducted by phone in mid-2020 because of social distancing restrictions.

# UFGE COMMUNICATIONS AND KNOWLEDGE SHARING

The UFGE Secretariat oversees the implementation of the grant-funded programs, liaises with donors, and ensures oversight of communications, and knowledge management activities as the program moves from evidence to impact.

**The consolidated UFGE website, completely revamped in FY20, continues to be regularly updated to provide easy access to all knowledge products that have been financed since inception:** over 230 publications, as of June 30, 2020. In addition, the UFGE Secretariat regularly distributes its updated **quarterly newsletters** and information of note to donors, NGOs, the private sector, and other development partners.

## PUBLICATIONS

**Top 6 downloaded publications of FY21**

Profiting from Parity : Unlocking the Potential of Women's Business in Africa (18,728 downloads)

Supporting Women Throughout the Coronavirus (Covid-19) Emergency Response and Economic Recovery (2020) (10,040 downloads)

Community-Based Approaches to Intimate Partner Violence (9,464 downloads)

Levelling the Field : Improving Opportunities for Women Farmers in Africa (6,164 downloads)

In Search of Equity: Exploring Africa's Gender Gap in Startup Finance (2021) (1,781 downloads)

Adolescence in the time of COVID-19: Evidence from Bangladesh (2020) (1,044 downloads)

What Factors Exacerbate and Mitigate the Risk of Gender-Based Violence During COVID-19?: Insights From a Phone Survey in Indonesia (2020) (860 downloads)

# UFGE Publication and Impact

Since its publication in 2019, lessons and recommendations from African GIL's flagship report, *Profiting from Parity: Unlocking the Potential of Women Entrepreneurs in Africa*, have shaped the design of at least 11 operations, with $361 million of direct component influence. The report analyzed the main contributors to differences in firm profits between women-owned and men-owned business and proposed solutions to address these gaps based on evidence from AFRGIL's studies in multiple countries from the region. These include providing female entrepreneurs with training on soft skills and access to secure mechanisms for savings, such as mobile saving accounts.

The report has had a ripple effect, influencing UFGE grants across regions as well numerous World Bank projects, which have included recommendations in their design. As a result, report recommendations are helping to create jobs and drive the performance of women-owned firms in multiple regions. For example, the report featured the example of an intervention in Togo, which found that both female and male entrepreneurs benefited from participating in personal initiative training, increasing their profits, and generating a 91 percent return on training investment. Based on this evidence, projects across six World Bank Global Practices, including, The Ghana Economic Transformation Project, the Malawi Financial Inclusion and Entrepreneurship Scaling Project, and the World Bank's Women Entrepreneurs Finance Initiative (We-Fi) projects in Bangladesh and Nigeria, included personal initiative training recommendation in their designs.

## UFGE KNOWLEDGE SHARING: WEBINAR MINISERIES

Two four-part webinar miniseries, launched as part of the broader Solutions for Women's Empowerment series, generated tremendous global interest and were attended by a range of bilateral and multilateral agencies, NGOs, the private sector, ministries and WBG staff.

**NOVEMBER-DECEMBER 2020**

### Freedom to Move

This webinar miniseries focused on closing the gender gap withing transport and mobility. How do women's mobility choices decide their access to jobs? How safe is public transport for women and are gender-segregated transport offerings the answer? And finally, will ride-hailing services offer women greater freedom of movement?

### Part 1: What factors shape women's mobility?

Women's social and economic empowerment depends on the ability to move about freely and safely. Women use transport modes, assess public space safety, and make employment decisions very differently depending on their social standing, ethnic background and geographical location. Presenting research from Argentina, Brazil, Peru, India, and North Macedonia, this miniseries unpacks mobility among different of groups of women, and offers practical recommendations for improving their mobility.

Watch Webinar

### Part 2: Navigating the debate on segregated transport

Does offering segregated transport such as women-only train cars or women drivers in the ride-hailing industry effectively address the wider problem of sexual harassment and assault? Evidence on these solutions is scarce. This webinar presents three recent studies of public and private segregated transport to shed a more nuanced light on the debate.

Watch Webinar

### Part 3: Safety on public transport

Several cities have put into place different mechanisms to prevent and respond to sexual harassment and violence in public transport. This webinar showcases relevant interventions from WB-financed operations to prevent and respond to violence against women and girls in public transport, in Lima, Sierra Leone and Quito.

Watch Webinar

### Part 4: Part IV: Ride-Hailing—a conversation with Bolt, PickMe, and Uber

New technologies and business models are rapidly offering opportunities to reshape lives while improving economies. The sharing economy—especially the ride-hailing industry—is a notable part of this transformation. Can ride-hailing improve women's mobility and work opportunities? Listen to discussion of practical challenges and solutions from Uber, Bolt, and PickMe.

Watch Webinar

**APRIL-MAY 2021**

### Childcare Solutions Miniseries

Changing fathers' attitudes toward early childhood education, promoting employer-supported childcare, and sharing innovative interventions to help retain mothers in the labor force—the UFGE Childcare Solutions miniseries presents several pathbreaking is taking place in April and May as part of the broader Solutions for Women's Empowerment webinar series.

### Part I: Changing fathers' attitudes and involvement in care and early childhood education

Incentivizing fathers' involvement in child-bearing practices has the potential to affect two important goals: ensuring that children get appropriate attention and care to foster their development; and facilitating higher female labor force participation. This session discussed policy interventions to influence fathers' involvement in childcare.

Watch Webinar

### Part II: The impact of childcare on women's labor force participation – the devil is in the details

This session features findings from different studies which show that making childcare services available increases women's chances of participating in the labor market. and that getting married and having children is associated with lower labor force participation rates for women in Iraq, Jordan and Lebanon.

Watch Webinar

### Part III: Creating family-friendly workplaces. Lessons from South and East Asia, and MENA

This session features IFC's latest research findings on the business case for employer-supported childcare in Pakistan and Vietnam, as well as insights from the work conducted by the Mashreq Gender Facility to enhance the regulatory framework in Jordan, and an overview of IFC's guidance note for and work with employers on childcare during COVID-19.

Watch Webinar

### Part IV: Implementing childcare interventions—what works and how can it be scaled up?

Speakers of this session will present on interventions that helped mothers in Burkina Faso and Mongolia reconcile their care and work responsibilities and the effects these have had on women's labor force participation.

Watch Webinar

**April 2021**

### DISPLACEMENT x GENDER x ECONOMIC EMPOWERMENT

The Mashreq Gender Facility created a webinar series entitled "DISPLACEMENT x GENDER x ECONOMIC EMPOWERMENT". The series seeks to facilitate knowledge sharing and discussion on intersectional challenges and opportunities for the public and private sector related to economic empowerment of refugee/internally displaced women in the Mashreq.

# UFGE LESSONS LEARNED AND THE WAY FORWARD: BRINGING KNOWLEDGE TO OPERATIONS FOR IMPACT

Since its inception in 2012, the work of the UFGE has helped to find pathways to women's economic empowerment, contributing to ongoing WB operations. These pathways have varied in scale from country-focused to global grants, from programmatic grants to those facilitating more acute activities.

The timeframe required to see the impacts of large-scale interventions can be long, while smaller grants show "quick wins." Yet, as we have seen in both the Western Balkans and Turkey, programmatic grants may be more impactful.

This seems to be supported by the recent WBG Independent Evaluation Group (IEG) review of the WBG Gender Strategy (2016-2023). Looking to the future and building on the recommendations of the IEG review requires the WB to anchor gender equality and women's economic empowerment in its policy dialogue with governments, in the design and implementation of core policy reforms, in the strengthening of institutions, and in building resilient and inclusive service delivery systems. This approach is firmly rooted in the evidence that gender equality is both the right development objective and smart economics.

Continuing with its four pillars/areas of focus—Regional Gender Innovation Labs, Private Sector Solutions, Data Analytics, and Research for Country Impact—the UFGE will continue to work at both the regional and country level to inspire, inform, facilitate, and support WBG efforts on gender equality and women's economic empowerment.

# ANNEXES

# ANNEX 1A. FINANCIALS: CONTRIBUTIONS BY DONORS

| TF071893 & TF072809 \| Umbrella Facility for Gender Equality \| Contributions | | |
|---|---|---|
| | in US$ | |
| | Reporting Period: July 1, 2020-June 30, 2021 | From inception to period ended: June 30, 2021 |
| **A. Funds committed by Development Partners** | **12,478,374** | **157,409,981** |
| Australia | | 12,682,325 |
| Canada | 3,203,845 | 32,713,133 |
| Denmark | 1,611,306 | 2,672,877 |
| Finland | | 145,568 |
| Germany | | 9,960,964 |
| Iceland | 800,000 | 2,946,407 |
| Latvia | | 46,586 |
| Netherlands | | 9,534,535 |
| Norway | | 8,560,025 |
| Spain | | 551,151 |
| Sweden | 1,186,831 | 14,855,743 |
| Switzerland | | 4,260,480 |
| United Kingdom | | 28,939,054 |
| United States | | 3,866,000 |
| Bill and Melinda Gates Foundation | 5,676,392 | 25,675,132 |
| **B. Funds received from Development Partners** | **18,850,730** | **136,492,659** |
| Australia | | 12,682,325.00 |
| Canada | 7,070,848.73 | 28,231,926.97 |
| Denmark | 651,996.74 | 1,713,567.87 |
| Finland | | 145,567.71 |
| Germany | 1,085,639.10 | 8,769,686.6 |
| Iceland | 600,000.00 | 2,346,406.71 |
| Latvia | | 46,586 |
| Netherlands | | 9,534,535.00 |
| Norway | 792,489.64 | 8,560,024.87 |
| Spain | | 551,151.00 |
| Sweden | 1,186,830.92 | 14,855,743.07 |
| Switzerland | | 4,260,480.29 |
| United Kingdom | 1,575,444.65 | 28,939,054.32 |
| United States | 96,000.00 | 3,866,000.00 |
| Bill and Melinda Gates Foundation | 5,791,480.00 | 11,989,603.00 |
| **C. Investment Income earned** | **174,585** | **3,106,422** |
| **D. Total Funds Available (B+C)** | **19,025,315** | **139,599,080** |
| **E. Total Disbursements** | **12,750,552** | **88,660,749** |
| Grant Disbursements | 12,519,517 | 85,482,007 |
| Program Management | 229,115 | 1,800,062 |
| Administrative Fee | 1,920 | 1,378,680 |
| **F. Cash Balance at end of reporting period (D-E)** | | **50,938,332** |
| **G. Outstanding Development Partner Commitments at end of reporting period (A-B)** | | **20,917,322** |

# ANNEX 1B. FINANCIALS: ALLOCATIONS AND DISBURSEMENTS

| TF071893 & TF072809 \| Umbrella Facility for Gender Equality \| Allocation and Actual Disbursements for Period Ended: June 30, 2021 | | | | |
|---|---|---|---|---|
| | | | Disbursements | |
| | Allocated* | of which (Breakdown) | Reporting period ($) | From inception ($) |
| **Country-Led Research, Innovation & Multi-Sectoral Solutions** | **50,487,950** | | **3,271,744** | **31,705,969** |
| Strategic Country Allocations (include Mashreq, Turkey, Western Balkans, etc.) | | 32,613,909 | | |
| Multi-Regional Allocations | | 17,874,041 | | |
| **Regional Gender Innovation Labs** | **84,419,290** | | **8,409,322** | **44,939,916** |
| Africa GIL | | 71,989,290 | | |
| EAP GIL | | 8,140,000 | | |
| LAC GIL | | 1,290,000 | | |
| MNA GIL | | 1,000,000 | | |
| SAR GIL | | 2,000,000 | | |
| **Private Sector** | **6,613,991** | | **348,723** | **5,963,783** |
| **Better Gender Data** | **5,106,794** | | **325,487** | **2,026,433** |
| **Program Management Costs (including Secretariat functions, and Knowledge Management and Learning)** | **7,176,081** | | **393,355** | **2,645,968** |
| **TOTAL** | **153,804,105** | | **12,748,632** | **87,282,069** |

*Allocated includes funds not yet received, but soft-preferenced for particular areas of work.

# ANNEX 2. REGIONAL GENDER INNOVATION LABS

## THE AFRICA GENDER INNOVATION LAB (AFRGIL)

*The AFRGIL has met or exceeded many its targets in 2021 with 81 active impact evaluations, 7 impact evaluation workshops, approval for 40 technical concept notes and a total of 16 projects moved forward to the design phase.*

The AFRGIL's programmatic influence, continues to grow. Some highlights of operational influence include the scale-up of IE results through the additional financing of the Skills Development for Employability Project in the Republic of the Congo, where evidence showed that women were more likely to apply for vocational training in male-dominated trades when they were informed about the sector-specific earnings. Further, AFRGIL continued to scale its evidence on personal initiative training, now reaching and informing the design of at least 26 operations, with over $1 billion of direct component influence, since its launch.

### Highlights of FY21

**Integrating gender with COVID-19 response:** The GIL used its research to ensure that WB teams, policy makers and implementing partners could integrate effective gender interventions with the COVID-19 emergency response and recovery operations. For instance, AFRGIL provided just-in-time policy and program design support to more than 60 COVID-19 response and recovery projects within the World Bank and for six development partners during the pandemic. This translated into $487 million in direct influence on seven emergency COVID-19 operations between August and December 2020.

**Engaging with policies and programs:** Country-level labs in Ethiopia and Nigeria ramped up impact evaluations enabling AFRGIL to embed evidence from the diagnostics and other recent GIL research in operations and policy. The Gender Innovation Policy Initiative for Ethiopia (GIPIE) carried out or scoped new impact evaluations within the agriculture and entrepreneurship thematic areas. Evidence on the importance of large loans to growth-oriented women entrepreneurs was embedded in Ethiopia's National Entrepreneurship Strategy. GIPIE also worked to shape policies related to the COVID-19 emergency response and recovery, including the Jobs Recovery Strategy in Ethiopia. In Nigeria, AFRGIL shaped national-level social protection programming prior to the onset of the COVID-19 pandemic, as well as a COVID-19 response operation.

**Shaping gender strategies:** AFRGIL played a key role in shaping the World Bank institutional gender architecture and gender strategies in Sub-Saharan Africa as the region was reorganized into two separate units: the Western and Central Region and the Eastern and Southern Region. In the Africa Western and Central Region (AFW), the AFRGIL team, in close coordination with the senior management, has held multiple engagements with teams working on gender to create an effective model for coordination going forward. AFRGIL will continue to lead in knowledge generation and quality control of activities on gender in AFW and is currently leading the drafting of AFW's Regional Gender Action Plan FY22-FY27 with a core team of representatives from across the World Bank's Practice Groups. In the Africa Eastern and Southern Region, the GIL is poised to lead a similar effort to develop AFE's Regional Gender Action Plan in FY22.

**Disseminating knowledge:** AFRGIL shared GIL results with policy makers, academics, international organizations, and other stakeholders, presenting results at 82 events for approximately 3,469 participants. Presentations and panel discussions included: a session on financing for women in agriculture during the Agricultural Green Revolution Forum; a presentation of new GIL agriculture results to the World Bank's Agriculture Global Practice; four sessions that featured GIL evidence on couples' training, supporting women farmers, measuring women's agency, and supporting women entrepreneurs during the World Bank's Gender Learning Week; presentations to the WB AFW Regional Management Team on the gender architecture for maximizing impact on gender equality in AFW; a Land Portal webinar on "What Works for Women's Land and Property Rights"; an Alliance for a Green Revolution in Africa (AGRA) webinar on "African Resilience Investment Series for Women"; presentations on the Niger ASP IE results at sessions including the "Multi-Faceted

Social Protection Strategies" seminar as a part of the Africa Chief Economist's seminar series, a presentation at a virtual conference on new directions in graduation research, and presentations and discussions at large events with the Partnership for Economic Inclusion; presentations of the Facebook Future of Business COVID-19 results to over 800 policymakers and researchers through a series of webinars and conferences (WeTalks webinar in collaboration with Data2X, Devex webinar and PSDRN Conference); workshops with Global Affairs Canada focusing on the Nigeria Gender Innovation Lab, social protection, social norms and women's economic empowerment; workshops with the Agence Française de Développement on adolescent girls, agriculture, and private sector development; presentations to Nigerian policy makers on the diagnostic findings through the dissemination event for the Nigerian Economic Update report as well as the Nigeria Community of Practice (CoP) on Demographic Dividend (DD); and presentations to the Rwandan government on the latest findings from an evaluation of an intimate partner violence intervention.

## THE EAST ASIA AND PACIFIC GENDER INNOVATION LAB (EAPGIL)

*EAPGIL has exceeded its target established in the first tranche of funding, nearly doubling the target number of impact evaluations: from 6 to 10 (6 completed, 4 on-going), and producing multiple knowledge products, ranging from academic papers published in peer reviewed journals to policy briefs and research notes accessible to a broad audience, and used by development practitioners.*

### Highlights of FY21

**Integrating gender with COVID-19 response:** EAPGIL has supported a gender-focused response to COVID-19, leveraging its work on several impact evaluations to collect data through phone interviews on the impacts of the pandemic, including impacts on gender-based violence (GBV) through questionnaires developed to ensure safety of respondents while collecting sensitive information. These innovative measures and data have been subsequently used by other WB teams, including the WB High Frequency Phone Surveys team, and UN Women. EAPGIL has been using collected data to analyze the gender dimensions of other policy relevant questions, including the effects of countries' social protection responses on child labor and the role of international migration in mitigating the impact of the pandemic.

**Engaging with policies and programs:** EAPGIL's impact evaluations and other inferential research have had considerable impact on projects and policy. For example, EAPGIL's impact evaluations are impacting the design of 4 WB operations in Lao PDR, Indonesia and the Philippines and have contributed to defining the focus of new WB analytical and advisory services, including the Indonesia Gender Equality for Growth Program.

**Expanding portfolio:** EAPGIL has successfully established new partnerships and expanded its portfolio. It is starting work on four new impact evaluations, requested by the WB operational teams. The data collection for these projects will be financed through project funds or other external resources. Responding to demand from other teams, EAPGIL is also expanding its inferential research program on childcare with four new studies, co-funded through the WB budget or through collaboration with partners, such as UNU WIDER.

The continuing demand for EAPGIL's expertise and interest in its work is a testament to the high quality of rigorous and innovative research the unit continues to produce. Continued engagement and expansion into new partnerships and areas is constrained only by uncertainty regarding the availability of future funding.

## THE LATIN AMERICA AND THE CARIBBEAN GENDER INNOVATION LAB (LACGIL)

*The LACGIL portfolio includes five ongoing impact evaluations and 10 inferential studies spanning 10 countries. A key public good prepared by LACGIL was the policy note "The Gendered Impacts of COVID-19 on Labor Markets in Latin America and the Caribbean" at the onset of the pandemic.*

## Highlights of FY21

**Integrating gender with COVID-19 response**: A cross-country study, which drew on High-Frequency Phone Surveys conducted in the 13 Latin American countries, showed that female workers were 44 percent more likely than male workers to stop working at the onset of the COVID-19 crisis. It also established some of the main drivers of women's job losses. For instance, it showed that women were more likely to work in service-oriented sectors that were more affected during the pandemic. It also indicated that presence of school-age children at home was linked with a rise in job losses among women, but not among men. The study was among the first to quantify the differential impacts of COVID-19 on women's and men's participation in labor markets in the region. Findings were shared widely across World Bank's external platforms through a set of blogs, a feature story, and a press release. They were broadly disseminated by international media, including the Financial Times, The Economist, and El Pais.

A second LACGIL inferential study, focusing on the impact of the pandemic on women's labor force participation in Chile, led the government to request additional recommendations and entry-points to improve access to childcare. The study explored how the pandemic had reinforced existing gender gaps in use of time and allocation of domestic and care responsibilities among Chilean families and how this had affected women's ability to engage in employment opportunities. Results from this research were featured in a blog co-authored by the Sub-secretary of Women's Issues and the WBG Chile. Based on study findings and recommendations, the government requested an additional study focusing on scenarios for childcare expansion. (see SPOTLIGHT: UFGE Partners Team up for Better Childcare Policies and Reforms.)

**Engaging with policies and programs:** In FY21, LACGIL completed four inferential studies on a range of topics including childcare, GBV, and economic empowerment. These studies were developed into four policy notes, including two that showed the impact of COVID-19 on women's employment. Findings from studies and impact evaluations were also shared through three capacity-building events for policy makers and five workshops for World Bank operation teams. Another inferential study found that in Brazil, the femicide rate for women ages 15-49 years was halved when wage equality was better for women and when women had access to women's police stations. It reinforced arguments in favor of policies that enhance women's access to economic opportunities and highlighted the key role of pro-women institutions.

**Impacting operations:** As the first generation of LACGIL impact evaluations are coming to fruition, operational impacts are beginning to materialize. For example, LACGIL supported an impact evaluation of the World Bank's DIGITAGRO project in Guatemala, to explore whether digital technology can enable women agripreneurs to gain better access to markets. A recent World Bank operation "Guatemala: Responding to COVID-19: Modern and Resilient Agri-food Value Chains", plans to develop digital tools (such as an online platform for online transactions) based on the materials, practical lessons, and impact evaluation results from the DIGITAGRO project. The materials have also been shared with the Guatemala Ministry of Agriculture and Food to inform the potential scale-up of an information campaign to be implemented by the ministry.

**Disseminating knowledge:** LACGIL's demand driven approach and close coordination with Country Management Units and operation teams has facilitated the sharing of study results with government counterparts and policy makers. For instance, an impact evaluation in Bahia, Brazil, measured the impact of a peer-led high school program designed to prevent teenage pregnancies and help students complete high school. The study found that network-based interventions, especially those led by "popular" students, were effective in reducing teenage pregnancies and increasing reproductive health knowledge. The study was innovative in that it explored and showed how changing aspirations and sexual behavior involves not only information transmission but also trust and closeness to the source of information. In coordination with the World Bank's Country Management Unit in Brazil, study findings are being shared with government counterparts through a series of presentations. The Ministry of Education has requested additional support to develop maps for targeting sexual health and environmental curriculums in Bahia state.

**Building Gender Data:** The LACGIL has contributed to the improved availability of country-level gender data by providing technical and analytical support to the Government of Colombia for the establishment of the Colombian Observatory for Women. (See SPOTLIGHT on LACGIL: The Colombian Data Observatory for Women)

## THE MIDDLE EAST AND NORTH AFRICA GENDER INNOVATION LAB (MNAGIL)

*MNAGIL became fully operational in FY20. Key accomplishments of the MNAGIL during its second year of implementation include implementing four IEs, completing an IE on the impact of a cash grant intervention on vulnerable women's engagement in economic activities; publishing a research policy report, two research and policy notes, and conducting a high frequency computer-assisted phone survey in 10 MENA countries to evaluate the impacts of the COVID-19 pandemic on women, girls, boys, and men.*

### Highlights of FY21

**Integrating gender with COVID-19 response:** MNAGIL supported regional response to the COVID-19 pandemic by conducting new inferential research on the differential impacts of the pandemic on women and men in 10 MENA countries. The GIL partnered with the World Values Survey to conduct high-frequency rapid phone surveys in Algeria, Morocco, Tunisia, Egypt, Lebanon, Jordan, Iraq, Iran, Saudi Arabia, and the West Bank and Gaza. The methodology used computer-assisted telephone interviews for data collection on 95 indicators that examined a range of issues including how COVID-19 restrictions and lockdowns have affected jobs, businesses, finances, health, and income, at the household and individual level for men and women. The study also highlights the impact on perceptions toward women's jobs, childcare, gender and intimate partner-based violence, girls' early education and other relevant indicators.

**Designing impact evaluations:** In Egypt, findings from a pilot study on barriers to female labor force participation are being used to inform the design of an impact evaluation implemented in partnership with Egypt's Ministry of Social Solidarity (MoSS) and a local NGO. The study shows that lack of accessible, affordable, and quality childcare represents a significant barrier for women's labor force participation. On average, mothers participating in the study spent 11 hours per day on childcare and 7 hours per day doing household chores. Further, 40 percent of women reported spending more time on household chores during the COVID–19 pandemic. Almost 96 percent of women in the pilot study expressed interest in having access to childcare centers but were concerned about high costs. Study findings are informing a rigorous impact evaluation which will assess the effects of providing childcare subsidies on female labor supply and will also connect participating mothers to employers providing formal jobs to evaluate demand side restrictions. MNAGIL, MoSS and a local NGO are currently selecting several childcare centers to work with in the greater Cairo area.

## THE SOUTH ASIA REGION GENDER INNOVATION LAB

*As SARGIL moved into its second year, the COVID-19 pandemic hit South Asian countries. During this period, SARGIL responded to the shift in the region's development priorities by launching a new set of impact evaluations and just-in-time research projects to promote the uptake of gender-sensitive responses to COVID-19. In addition, SARGIL continued to deepen the scope of knowledge curation activities to offer evidence-based solutions to World Bank teams, researchers, practitioners, and public audiences. Key accomplishments of FY21 include expanding the core team with academic affiliates, staff time from other parts of the WBG, and consultants; launching four impact evaluations, two of which focus exclusively on addressing the impacts of COVID-19 from a gender lens, and completing an impact evaluation on gender discrimination in the workplace; publishing five policy notes on the disproportionate gender impacts of COVID-19 on women and girls' wellbeing; completing three systematic review notes based on the meta-analysis of women's economic empowerment interventions, focusing on skills, assets, and labor market policies; launching three synthesis papers focusing on evidence-based interventions on gender-based violence, women's groups, and micro-entrepreneurship; and organizing six knowledge events and webinars to promote continued learning during home-based work.*

## Highlights of FY21

**Integrating gender with COVID-19 response:** SARGIL responded to COVID-19 through two main areas of work: (a) documenting the gender impacts of the pandemic as it unfolded throughout 2020, and (b) integrating a gender lens in COVID-19 response. As part of the first, SARGIL conducted data collection and analysis to capture the gender impacts of COVID-19 and delivered three just-in-time analyses on: intra-household tensions among online gig workers in India; learning outcomes, attitudes, and behavioral impacts on adolescents in Bangladesh; and labor market impacts in Pakistan. As part of the second area of work, SARGIL worked with WB operational teams to design impact evaluations of gender-specific interventions that were embedded in COVID-19 response operations in Afghanistan and Pakistan, as well as launching new impact evaluations on firm-level interventions to promote women's participation in wage employment.

**Managing the impacts of COVID-19 on ongoing projects:** SARGIL successfully mitigated the risks posed by lockdowns, interruptions in program rollout, and data collection restrictions. The suspension of field activities slowed down the implementation of ongoing impact evaluations. SARGIL mitigated this risk by accommodating flexibility in intervention design, implementation modalities, and timelines. On the other hand, cancellation of a World Bank operation in Nepal due to a change in government priorities and urgency to redirect funds toward public health resulted in an impact evaluation being dropped in the design phase.

**Disseminating knowledge:** Three key areas of work were developed: (a) formulating synthesis papers to capture what is known about effective interventions from evidence already available, (b) leveraging virtual platforms to improve the accessibility of evidence for World Bank task teams, and (c) promoting knowledge exchange and learning among a wider network of development researchers and practitioners through public events.

**Maintaining a growth trajectory:** Despite the impacts of COVID-19, SARGIL continued to grow with new research projects and partnerships, both within and outside the World Bank. With the addition of four new impact evaluations, the impact evaluation portfolio has expanded to 10 evaluations, and the inferential research portfolio has grown to 10 research projects across five countries in the region—Afghanistan, Pakistan, India, Bangladesh, and Nepal. SARGIL has expanded its core network of affiliates through cross-support staff from various Global Practices, South Asia Chief Economist Office (SARCE), other GILs, Development Research Group (DEC), and external institutions such as George Washington University, J-PAL, Princeton University, Aga Khan Foundation, International University of Florida, and Overseas Development Institute (ODI). Finally, SARGI -complementing its resources from the UFGE-secured approximately US$ 0.71 million in funding from regional Trust Funds for new synthesis papers and a Virtual Interaction Platform.

# ANNEX 3: NEW GRANTS INITIATED IN FY21

*In FY21, the UFGE had limited core funding to allocate for new grants; however, previously preferenced funds were available for use. The GILs used such preferenced allocations coupled with savings from completed work to expand their portfolios. In many cases, teams which had received preferenced funding for ongoing work, simply added to existing activities by broadening or deepening the scope of work underway.*

## COUNTRY GRANTS

In **Pakistan**, a set of new interventions launched by SARGIL focuses on testing measures to improve women's participation in labor markets.

**Pakistan Women's Wage Subsidy Experiment**

A firm-level subsidy intervention measures the impact of providing wage subsidies to promote women's entry into mid-level technical and managerial jobs in male-dominated technology sectors in Pakistan. The study will explore whether wage subsidies for hiring women in technical/professional roles in Pakistani firms lead to the hiring of more women, and whether the gender attitudes of managers become more progressive after working alongside women.

**Does Information on Female-Friendliness of Workplace Encourage Women's Employment?**

A second intervention focuses on demand side constraints to women's participation in employment in Pakistan. It seeks to evaluate whether making available gender-relevant information about workplaces (such as the proportion of female coworkers, flexible work arrangements, support for childcare and safe transportation options) promotes women's job applications. It will assess whether this helps employers find well-qualified female workers and can therefore help reduce labor market mismatches, which often represent a challenge for educated youth.

**SMS GIRL Impact Evaluation**

This impact evaluation measures the effects of providing behavioral nudges through WhatsApp and SMS messages and household visits on helping girls in Pakistan stay engaged with schooling during the COVID-19 lockdown and return to school once schools have safely reopened. It targets households with young girls that are likely to not return to school after the pandemic due to reasons such as budget constraints and increased household tasks. It focuses on understanding the extent to which providing behavioral nudges can increase girls' access to education resources in the home, reduce their burden of household work and the likelihood that they will drop out of school, and affect their learning and skill levels. It is embedded within a larger program using technology for distant learning together with cash transfers, to minimize the impact of COVID-19 on learning and school dropouts during school closures.

**Afghanistan Cash-for-Work Pilot**

In Afghanistan, SARGIL launched a Cash-for-Work (CfW) pilot specifically designed and targeted to women. The intervention is embedded within a larger labor-intensive public works program providing cash/in-kind support to seasonally food insecure households. The pilot will include several features to improve women's access to the CfW program. Activities considered more suitable for women- such as community gardens, community child-care centers or cooking activities at public work sites- will be included in labor-intensive public works. Further, eligible communities will be required to include one or two "female-friendly" projects in public works. To encourage female demand for employment, jobs will take into account social aspects that limit women's access to jobs, such as rules about mobility and allocated responsibilities at home; they will include "female-sensitive add-on features" such as breast-feeding sites and offer safe transportation options. Finally, randomly selected households will receive an social norms related message to address norms which prevent women from participating in jobs.[a]

**Mozambique Women's Land Tenure Security Impact Evaluations**

Two randomized controlled trials will be conducted to study the impact of increased land tenure security on women farmers and their households in rural Mozambique, with and without accompanying interventions aimed at

[a] As of August, 15th, 2021, grants in Afghanistan were placed on hold.

relaxing additional constraints faced by women farmers. These additional constraints can include limited access to information, inputs, markets, and credit. The activity will evaluate two interventions: (i) a large-scale nationwide project implemented by the government, which will take a pro-active approach to strengthen women's land rights through specific information and incentives for women's names to be included on the titles; and (ii) a smaller-scale project implemented by NGO's NCBA-CLUSA and Cadasta, which will issue sporadic land-use titles to selected households that agree to include a woman's name, individually or jointly, on the title.

**Nigeria Gender Innovation Lab**

The Nigeria Gender Innovation Lab (NIGIL) is a country-level initiative of the AFRGIL. The goal of the Nigeria GIL is to equip policy makers and project teams in Nigeria with new evidence on what does and does not work in addressing the underlying causes of gender inequality, and how best to close gender gaps in earnings, productivity, and assets. Through this work, NIGIL aims to inform the design of innovative policies and programs in Nigeria and ultimately improve outcomes for Nigerian women.

The GIL will generate state-of-the-art evidence on what works to empower women through a series of five new impact evaluations. These impact evaluations aim to shed light on effective interventions to close gender gaps in economic sectors by addressing the drivers of these gaps, as identified in the Nigeria gender diagnostic. The GIL also aims to influence four key government policies—including the successor plan to the Economic Recovery and Growth Plan (ERGP) (the Medium-Term National Development Plan), the National Social Protection Policy, the Agriculture Promotion Policy (2021-2025), and the Gender in Agriculture Policy—and five programs in Nigeria by 2025, working hand-in-hand with policy makers to equip them with the evidence generated by the Nigeria gender diagnostic and the impact evaluation findings. In doing so, NIGIL expects to influence at least $400 million in development spending.

## GLOBAL AND MULTICOUNTRY GRANTS

*Global grants indicate efforts involving countries in two or more regions. Multicountry grants are those where work is proceeding in more than one country within the same region.*

**Strengthening Gender Surveys and Statistics**

Aim: To strengthen the capacity of national statistical systems in at least 10 partner countries to address gender data gaps.

Under this intervention, technical support will be provided (survey design, data collection, questionnaire reviews, etc.) to country national statistical offices (NSOs) and government departments, to engender the collection of data in key surveys. It will focus on the World Bank Data For Policy (D4P) core products, such as household surveys, population censuses, enterprise surveys, establishment censuses, and agricultural surveys, and support the countries' Census and labor force survey activities as well. The intervention will seek to enhance the speed by which new guidelines and best practices are incorporated into national statistical systems in the partner countries.

**Ensure Women's Financial Future**

Aim: To support first-of-its kind research on women's risk profiles.

Research will inform the design of innovative financial risk mitigation products to meet women's needs throughout their lifetimes and across various roles (e.g. caretakers, entrepreneurs, employees, and individuals). Risk profiles for women in select low-income/IDA countries will be developed to enable insurers to create tailored products and services that address the unique and disproportionate financial risks women face in their daily lives as related to education, work especially entrepreneurship, family and relationships, health and wellbeing and aging. The research will consider the gender differential impacts of COVID-19, and will assess how the pandemic is amplifying pre-existing financial risks, and how risk mitigation tools can build women's financial resilience to these risks.

**Gender and Natural Resources (INR) COVID-19 Gender Solutions for IFC INR Clients**

Aim: To support the piloting of gender advisory solutions for IFC Infrastructure and Natural Resources (INR) clients and develop tools to close gender gaps in communities where INR projects are implemented, in the context of COVID-19 response.

It will pilot and scale-up a range of advisory solutions for INR companies in Sierra Leone and Guinea. For example, it will support a pilot Gender-based Violence and Harassment (GBVH) response for a company in Sierra Leona, advise them on developing a Respectful Workplace and provide training for human resource managers to support the mental health of employees in a gender-sensitive way. The grant will also support the development of several knowledge products, including practical tools to ensure that the specific needs and vulnerabilities of women from communities- which have been exacerbated by the pandemic- are taken into consideration in company operations and interventions.

**Empowering Girls and Women in the Sahel**

Aim: To help build the evidence on what works (and what does not) to empower adolescent girls and young women to delay marriage and childbearing, and to spur the demographic dividend in the Sahel region, through the Sahel Women's Empowerment and Demographic Dividend (SWEDD) project.

Specifically, the grant will support: (i)The piloting and testing of two innovative interventions in the domains of menstrual hygiene management and entrepreneurial skills for adolescent girls in Niger and Mauritania (ii) Enhancing the quality of the design and regional coordination of impact evaluations conducted in six countries of the Sahel under the SWEDD to generate knowledge in a context where evidence is scarce and (ii) channeling the evidence derived from the impact evaluations into the design of promising interventions to empower girls and young women within and beyond the SWEDD project.

**CARE4WOMEN: Creating Access to Respectful Employment for Women in Afghanistan**

This grant supports research to fill knowledge gaps on demand-side barriers to women's formal employment in Afghanistan. Research will highlight examples of best practices and approaches to increase women's representation in the formal labor market and encourage employers to offer respectful workplaces. It is expected that the results of this research will increase recognition of the business case for investing in women and demand from Afghanistan's private sector to develop gender-smart solutions.[b]

[b] As of August, 15th, 2021, grants in Afghanistan were placed on hold.

# ANNEX 4. IMPACT EVALUATIONS

| Africa | | |
|---|---|---|
| **Activity** | **Country** | **Description** |
| Empowering Adolescent Girls through School Transfers in Benin | Benin | Within the Sahel Women's Empowerment and Demographic Dividend (SWEDD) project in Benin, the conditional cash transfer intervention will deliver transfers to selected adolescent girls in the first cycle of secondary school for 3 years. Participating girls in all targeted communes will receive monthly transfers of CFAF 9,000 or CFAF 13,200 depending on the age of the adolescent, and the provision of transfers will be conditional on school attendance. The study will seek to test whether the impact varies depending on the recipient and modality of the payment—for example whether payments are made directly to girls or to parents, and via mobile money or cash. |
| Empowering Adolescent Girls in Benin through Safe Spaces for Girls and Boys, and Youth-led Community Distribution of Contraceptives | Benin | Girls' and boys' clubs will be held in a safe space within the local community, led by locally-recruited mentors, and follow a curriculum covering topics including sexual and reproductive health, the disadvantages of early marriage and childbearing, and broader discussions of gender roles and respect. A supply-side contraception intervention will harness existing local youth committees to distribute contraceptives, thereby allowing adolescents to access contraceptives from their peers. |
| Addressing Capital and Skills Constraints to Youth Self-employment | Benin | The World Bank's Benin Youth Employment Project is supporting the Government of Benin to offer business and life skills trainings and cash grants to vulnerable male and female youth. Half of the project beneficiaries are women, and some aspects of the training were designed to ensure high female participation. Another component of the project is providing 500 young women with technical trainings in non-traditional sectors. |
| Plans Fonciers Ruraux | Benin | The land registration program under evaluation consisted of two key steps: each community identified and demarcated all parcels, and customary land ownership was legally documented through land use certificates. The improved land tenure security increased long-term investments in cash crops and trees and erased the gender gap in land fallowing—a key soil fertility investment. However, some women shifted their agricultural production to un-demarcated (and less productive) plots of land so that they could now guard these plots. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Benin | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Impacts of a Partial Portfolio Credit Guarantee for Women-owned Firms on Credit Supply and Access to Credit in Burkina Faso | Burkina Faso | The study will generate evidence related to the following research questions: What is the impact of community-based safe spaces programs on adolescent girls' sexual and reproductive health knowledge and behaviors, and on empowerment indicators such as aspirations and self-esteem? What is the impact of community-based safe spaces programs on involvement in income-generating activities, savings, and earnings? What is the impact of combining safe spaces and livelihood support interventions on health, empowerment, and economic outcomes? |
| The Impacts of Payment Digitization and Product Traceability: Evidence from the Shea Nut Supply Chain in Burkina Faso | Burkina Faso | As part of the Strengthening Women Business Linkages in Agricultural Value Chains in the Sahel We-Fi Project, this study assesses the extent to which digital services interventions can advance women shea nut collectors' economic empowerment in Burkina Faso. The project is partnering with international shea buyers to introduce two services—payment digitization and product traceability—into their supply chains. The study will provide evidence on the potential for payment digitization to increase women's empowerment and help assess whether facilitating product traceability can boost these impacts. |
| Mobile Creches | Burkina Faso | Evaluation of childcare services to labor-intensive public works (LIPW) participants, for children under the age of five. The creches are operated by trained LIPW participants. Embedded into the Burkina Faso Youth Employment and Skills Development project, the couples' training intervention sensitizes couples on men's roles as fathers, intrahousehold communication, collaborative decision-making and planning, child development, and gendered roles in the household. |

| Activity | Country | Description |
|---|---|---|
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Burkina Faso | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multicountry RCT for the Sahel Adaptive Social Protection Program | Burkina Faso | The Sahel Adaptive Social Protection Program includes a regional activity that supports country-level programs to design, implement, and evaluate accompanying measures to promote productive inclusion and resilience among the poor in the Sahel. This productive measures package includes: sensitization on aspirations and social/gender norms, Village Savings and Loan Associations, life skills training, business skills training, individual coaching, a one-time cash injection of about $200, and information on prices and markets. |
| Cameroon Social Safety Nets Project | Cameroon | The project involves a specially designed group workshop, where couples unpack their beliefs about the acceptability of intimate partner violence and social or gender norms. The second component focuses on changing behaviors and shifting gender norms through community edutainment: designing and implementing a media message (through television, radio, street theatre, social media, music etc.) to both entertain and educate. |
| LONDO: "Stand Up" Public Works | Central African Republic | The Londo project provides temporary employment to vulnerable people by providing the opportunity to participate in a road maintenance public work scheme. Each worker receives a daily wage and a bicycle which he or she can keep after successful completion of a contract period. Among other questions, the IE explores how a woman can benefit in terms of increased bargaining power. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Chad | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. successful completion of a contract period. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Cote d'Ivoire | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a multicountry project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Côte d'Ivoire Mighty Girls | Cote d'Ivoire | This project aims to develop and evaluate the impact of an interactive SMS socioemotional learning-based intervention targeting former beneficiaries of the IRC Pro-Jeunes program. Beneficiaries will develop socioemotional skills by reading the story of peers facing various issues related to sexual and reproductive health. A variant of the intervention will offer a small reward for participation. This variant, along with the core intervention, will be tested as part of a randomized impact evaluation. |
| Land Policy Improvement and Implementation | Cote d'Ivoire | As part of its efforts to strengthen rural land rights, the Government of Cote d'Ivoire is carrying out a systematic land registration process in selected areas: it includes clarification, village boundary demarcation, land certification, and formalization of contracts. In addition, a set of two complementary, cross-randomized interventions will be designed to increase women's access to and documented ownership of land. One will attempt to influence underlying social norms around women's land rights and effect behavior change, and another will subsidize the certification process for those household heads willing to register land in the name of a wife or daughter. |

| Activity | Country | Description |
|---|---|---|
| Agriculture Support Project | Cote d'Ivoire | Working with the Ministry of Agriculture in Cote d'Ivoire, the GIL is examining the impact of receiving subsidized, improved seedlings and agricultural extension trainings on households—and of spouse participation in agricultural extension trainings. In the cotton sector, GIL is investigating how providing inputs—like oxen and traction equipment—improves agricultural productivity or shifts intrahousehold allocation of labor. |
| Employment for Women in Agro-Processing | Cote d'Ivoire | GIL is testing a financial innovation among workers in cashew-processing plants: a direct-deposit commitment savings account to generate evidence on the impact of redistributive pressure on workers' labor supply and earnings. In the first phase of the project, workers who were offered the account increased their labor productivity and earnings by 10 percent, which translates into an 18 percent increase for workers who opened an account. The effect appears driven by increased effort of workers while on the job. Preliminary evidence suggests that the visibility of an account to one's social network and the degree of redistributive pressure a worker faces are strong determinants of account take-up. |
| Empowering Adolescent Girls through Safe Spaces and Accompanying Measures in Cote d'Ivoire | Cote d'Ivoire | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. In Cote d'Ivoire, the government is implementing safe spaces for both in- and out-of-school adolescent girls and young women aged 8 to 24, as well as a series of accompanying measures such as academic tutoring, support for income-generating activities, and parallel clubs for boys and men. |
| Pro-Jeunes | Cote d'Ivoire | PRO-Jeunes targets 10,000 vulnerable youth between the ages of 15-24 in urban and rural Cote d'Ivoire. The project includes foundational skills training through an e-learning platform and coaching/mentoring; entrepreneurship and employment search support; and the support for entrepreneurship and employment search paired with intensified mentorship/coaching. |
| Gendered Impacts of Public Work Programs in a Fragile State | Democratic Republic of Congo | The Social Response to the Ebola Crisis Program takes place in health zones affected by Ebola, with the goal of improving the public infrastructure by addressing the needs of the communities and the public health teams. It targets poor and vulnerable men and women over 18 years of age who reside in the same health zone of the worksite. Selected beneficiaries receive US$3 per day and will be authorized to work 60 days for a period of 3 consecutive months. |
| Agricultural Rehabilitation and Recovery Support Project | Democratic Republic of Congo | Within the World Bank PARRSA project, an experimental impact evaluation examines the project's regeneration of the market for improved seeds, the diffusion of improved farming practices through agricultural extension, and the improvement of rural roads infrastructure, analyzing how male and female farmers learn about new technologies and access markets. |
| Engaging Men through Accountable Practice | Democratic Republic of Congo | The Engaging Men through Accountable Practice (EMAP) intervention aims to engage men to reflect on how they can reduce and prevent intimate partner violence and, more broadly, prevent violence against women and girls in their communities. The program consists of 16 weekly group discussion sessions that explore existing understandings of masculinity; discuss the types, causes, and consequences of violence against women and girls; and create more positive role models, promoting self-reflection and pushing men to analyze and change their own power and privilege. The program had no impacts on women's physical, sexual, or emotional experience of violence, but the study found a significant decrease in men's intention to commit violence. There was a large and positive impact on the sharing of housework. |
| Great Lakes Sexual and Gender-Based Violence project: Narrative Exposure Therapy | Democratic Republic of Congo | The Great Lakes Emergency Sexual and Gender Based Violence and Women's Health project is a World Bank regional project that supports the governments of Burundi, Rwanda, and the Democratic Republic of Congo to address and prevent sexual and gender-based violence (SGBV) in the Great Lakes region. Narrative Exposure Therapy (NET) is a short-term intervention to reduce PTSD symptoms resulting from exposure to multiple traumatic events, including SGBV. Focusing on the traumatic events, the client constructs a chronological narrative of their life story and a coherent narrative is then structured with the assistance of the therapist. Clinical experts from the NGO Vivo International, employ a "training of trainers" approach to build local capacity and ensure sustainability of the intervention. |

| Activity | Country | Description |
|---|---|---|
| Western Growth Poles | Democratic Republic of Congo | The study will generate evidence related to the following research questions: What is the impact of Growth Pole projects on farmers' agricultural yields, profits, food security and real income? What is the impact of childcare service provision on female farmer agricultural yields, food security, income and child development outcomes? |
| DRC Rural Childcare Pilot (Western Growth Poles) | Democratic Republic of Congo | This rural childcare intervention pilot in the Western Growth Poles project areas will use a randomized controlled trial to evaluate the impact of providing childcare services to women farmers' use of time, agricultural productivity, well-being, and children's development. |
| Empowering Women Entrepreneurs through Personal Initiative Training in DRC | Democratic Republic of Congo | The proposed evaluation in the SME Development and Growth Project will use a Randomized Controlled Trial to study the relative impacts of personal initiative (PI) training—with and without the spouse—and in-kind grants on women-owned MSMEs in Goma. The study will examine the impacts of PI training, and PI training in couples, with a social norms component. |
| Cross-Border Traders Project<br>COMPLETED | Democratic Republic of Congo | The program 'Improving the Conditions of Cross-Border Traders in the Great Lakes Region of Africa' aimed to strengthen the capacity of DRC border officials, traders, and trader associations and to facilitate policy dialogue and improved coordination between traders and government officials. The intervention provided training on taxes and tariffs and information on gender-based violence to small-scale, cross-border women traders on the borderland of the Great Lakes Region. Those offered the training were 8 percentage points more likely to cross the border before border officials typically arrived at their post and experienced a 5 percentage point drop in both the incidence of gender-based violence and the payment of bribes. These results highlight the need to improve governance and establish clear cross-border trade regulations, particularly on the DRC side of the border. |
| Food Security Project<br>COMPLETED | Ethiopia | This World Bank-funded program offered recurring loans to vulnerable households in food-insecure communities in Ethiopia. It comprised grants to communities/kebeles, focusing on three main activities: (i) Community-level Assets Building such as rural roads, rural water supply, and water and soil conservation activities; (ii) Household Asset Building and Income Generating Activities (IGA) to support technical advisory services to beneficiary groups; and (iii) Child Growth Promotion (CGP) for social mobilization. The study found that participation in the program resulted in reduced food insecure months, lowered the likelihood of shock experiences, increased off-farm activities, and enhanced the use of financial institutions. |
| Rural Capacity Building Project<br>COMPLETED | Ethiopia | The Rural Capacity Building Project (RCBP) comprised a series of investments into the physical infrastructure, training, and administrative apparatus aimed at improving and enhancing the delivery of agricultural extension service systems throughout Ethiopia. For agricultural extension services, the intervention mainstreamed gender concerns into the program and increased the number of female extension agents. |
| Women Entrepreneurship Development Project - Business Training<br>COMPLETED | Ethiopia | Digital Opportunity Trust (DOT), a social enterprise, offers training to women to help entrepreneurs learn basic technology and business skills, and to foster the self-esteem and entrepreneurial spirit needed to build sustainable livelihoods. It was found that the training had a significant, positive impact on profits. Approximately one year after the training, entrepreneurs who were offered the training recorded 30 percent higher profits than the control group. A positive effect on proxies for confidence and motivation was found, suggesting a change in mindset among training participants. |
| Women Entrepreneurship Development Project - Psychometrics | Ethiopia | The project tests psychometric technology that predicts the likelihood that an entrepreneur will be able to repay a loan, as an alternative to traditional collateral in Ethiopia. Psychometric loan appraisal technology assesses ability (business skills, intelligence) and willingness (ethics, honesty, attitudes, beliefs) to repay a loan. If participants score above a certain cut-off they can get an uncollateralized loan of up to $7,500. It was found that customers who scored at a high threshold on the psychometric test were seven times more likely to repay their loans compared to lower-performing customers. |
| Ethiopia Financial Heuristics | Ethiopia | A financial heuristics training will be implemented over the phone for retail entrepreneurs of the Women Entrepreneurship Development Project (WEDP) across Addis Ababa, Hawassa and Adama. The main objective of the training is to alter people's financial knowledge and behavior by offering rules of thumb training programs that are easy to understand and recall. |

| Activity | Country | Description |
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| Ethiopia DOT Couple's Training | Ethiopia | A couples' curriculum will be incorporated into DOT's ScaleUp! entrepreneurship training program that targets more established women entrepreneurs who have already received some foundational mindset-oriented business training. The couples' curriculum will be offered via in-home sessions where female entrepreneurs will be randomly assigned to attend 3 in-home sessions with their husband or partner. |
| Ethiopia Urban Safety Net and Jobs Project: Labor Market Intervention Impact Evaluation | Ethiopia | This impact evaluation aims to study a life skills training and 6-month apprenticeship opportunity offered to a randomly selected group of young job seekers. Enrollment and completion of training programs will be incentivized by providing child care and transport subsidies for women during the training periods. The training content will be adapted to improve women's outcomes and will include training on self-worth and confidence, managing emotions, communication, teamwork, and workplace rights, and information on returns in male-dominated occupations. After completion of the six-month apprenticeship program, a subsample of the treatment group will further benefit from Job Search Support such as certification. |
| Assessing the Impact of a Stress and Emotion Management Training Intervention for Female Entrepreneurs | Ethiopia | This impact evaluation will assess the impact of a locally adapted self-help guidebook by WHO on Doing What Matters in Times of Stress for managing disruptive emotions and psychological distress. It will be delivered to female entrepreneurs at their residence, followed by 5-6 phone calls from a trained mental health helper to reinforce the materials over a 5-week period. |
| The Impact of Online Business Training and Peer Interaction for Women | Ethiopia | This consists of three interventions to address female business owners' restrictions in accessing training. The first intervention uses an e-learning app that has an interactive and gamified approach. The second intervention involves virtual chat groups led by a moderator who will post motivating questions related to material covered in courses every week. The third intervention combines both interventions to test whether networking can motivate completion of an e-learning course, and increase the returns to using the app. |
| Competitiveness and Job Creation | Ethiopia | The Competitiveness and Job Creation (CJC) Project aims to contribute to job creation by attracting investments and improving enterprise competitiveness in the targeted industrial zones and their linked domestic enterprises. The impact evaluation examines the impact of access to jobs in the industrial zone on employee welfare, and conducts ancillary research on issues prioritized by CJC firms, including analyses on employee performance and retention, and impacts of wage subsidies. |
| Farmer Innovation Fund | Ethiopia | The Farmer Innovation Fund (FIF) is a sub-component of the Rural Capacity Building Project (RCBP), designed in response to low turnout of female participants in other RCBP components. It is an intervention that involves farmers who decide on training methodology options and innovative pilot approaches. The project is designed to increase women's participation in extension services and enhance productivity by providing start-up capital for their group activity, and trainings in agricultural production and commercialization. |
| Public Safety Nets Program - Childcare Pilot | Ethiopia | This impact evaluation focuses on a pilot of community-based childcare centers under the Productive Safety Nets Program Project in Ethiopia. The pilot will open 45 childcare centers in 45 randomly selected kebeles across 6 woredas. The childcare centers will provide 20 households (15 public-works households and 5 non-public-works households) in each kebele with access to childcare for nine months. |
| Second Agriculture Growth Project | Ethiopia | The Second Agriculture Growth Project (AGP2) aims to increase agricultural productivity and commercialization of smallholder farmers. The focus of the impact evaluation is on the use of video-based extension (building on small, mobile projectors to deliver video messages to small groups) to generate demand for nutrition-dense crops and nutrition-sensitive technology. |
| Women Entrepreneurship Development Project | Ethiopia | Through the Women Entrepreneurship Development Project, loans and entrepreneurship training were provided to growth-oriented, women-owned MSMEs in six cities across Ethiopia. The evaluation measures the impact of both project components (loans and training) on women's well-being via increased business knowledge, income, and employment levels. The results suggest that large, individual-liability loans can make a significant difference in accelerating growth in the business incomes and employment levels of women-owned enterprises. |

| Activity | Country | Description |
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| Women Entrepreneurship Development Project - Personal Initiative Training | Ethiopia | This study offers a rigorous evaluation of two types of training programs offered to women entrepreneurs in Ethiopia who are part of the World Bank's Women Entrepreneurship Development Project (WEDP). The study will compare an innovative action-based entrepreneurship skills training course, called "Personal Initiative (PI) Training" with a more traditional business training, called "Basic Business Skills and Entrepreneurship Development (BSED) Training." |
| Women in Agribusiness Leaders Network | Ethiopia | WALN is a business training, mentoring, and networking program targeted at high-potential women entrepreneurs in five regions of Ethiopia. It provided business and leadership training for a small cohort of high-performing business women who would go on to become mentors, and organized mentoring sessions provided by mentors to promising businesswomen they had nominated as mentees—and seeded a network of business entrepreneurs. |
| Ethiopia Soft Skills for Factory Workers | Ethiopia | This intervention will evaluate the impact of a soft skills training program under the Competitiveness and Jobs Creation Project (CJC) on worker retention and employee welfare. The intervention will also test a personal initiative program that is aimed at behavior development on three pillars: persistence, future-orientation and self-starting behavior. |
| Resilient Landscapes and Livelihoods Project | Ethiopia | The project complements initial investments in biophysical watershed restoration with associated activities promoting sustainable livelihoods in restored landscapes, through support for climate smart agriculture (CSA), diversified income generating activities (IGAs), connections to value chains, and improved land tenure. The main objective is to improve climate resilience, land productivity and carbon storage, and increase access to diversified livelihood activities in selected rural watersheds. |
| SME Finance Project | Ethiopia | With the Small and Medium Enterprise Finance Program (SMEFP), the Gender Innovation Lab (GIL) plans to conduct a study to investigate enterprises who get a lease for productive capital and explore the impact on business growth, employment generation, and employee satisfaction. |
| Land Titling Registration<br>COMPLETED | Ghana | In close collaboration with ISSER at the University of Ghana, this study looked at the difference in impact on men and women who were provided with formal land titles to rural and semi-urban plots in a pilot title registration district in the Central Region. The program was successful in registering land in the targeted program area. However, increased land registration did not result in increased agricultural investments, credit taking, or productivity. Land registration did, however, impact how households allocated agricultural labor. Specifically, households whose land was registered decreased their amount of agricultural labor with no changes to productivity and only a small reduction of agricultural production. |
| Impact of Formal Savings on Salaried Workers' Spending and Borrowing<br>COMPLETED | Ghana | This study evaluated the impact of a savings product for salaried workers who receive pay via a direct deposit. Overall, the product significantly increased savings with the bank without increasing overdrafts. However, after accounting for other sources of savings, clients with above-median baseline overdraft histories didn't accrue new savings during the commitment period. Rather, they drew down other savings to offset the committed amount and took on new debt. In contrast, individuals with below-median overdraft histories significantly increased savings both during and after the commitment period. |
| Commercial Agriculture Project, Intra-household Dynamics and Farm Productivity: The Effects of Women's Access to Irrigated Land Rental and Inputs<br>COMPLETED | Ghana | Findings from survey data collected among Kpong and Weta rice farmers suggest that non-cognitive skills significantly affect technology adoption decisions, returns from adoption, and technical efficiency in rice production, and that the size of the estimated impacts exceeds that of traditional human capital measures. Personality traits may help accelerate innovation diffusion in the short term and help farmers to respond flexibly to new opportunities and risks in the longer term. In the Upper East, traditional survey-based measures, as well as experimental methods were used to try to understand intra-household dynamics. Additional analysis using both the data on household dynamics, as well as disaggregated agricultural production data collected from both husbands and wives, is still ongoing. |

| Activity | Country | Description |
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| Financial Inclusion and Savings Promotion in Eastern Ghana<br>COMPLETED | Ghana | This study included two interventions. First, it utilized a savings deposit collection service in which collectors visited customers regularly to collect savings deposits. Deposits were placed in their bank account and were available for withdrawal at any time. Second, customers were given wooden boxes that had a lock and key, to be used as they saw fit. These interventions were tested alone and in combination. Deposit collection increased total value of bank deposits. Lockboxes had no impact on value of bank deposits, but did reduce the number of bank deposits. No impacts were found on total savings. There was a positive impact on bank loans. |
| Gender, Insurance and Agricultural Productivity | Ghana | The specific objectives for this project include assessing the effects of regular extension services on output of women farmers as part of a larger effort in providing community-based extension services to a larger population in northern Ghana, integrating a gender dimension into a project that was previously focused only on men, and testing the effects of counterpart funding of drought index insurance support to women and its influence on household allocation of resources including land. |
| Impact of Commitment Savings Accounts Linked to Mobile Money | Ghana | This study evaluates the impact of mobile phone-based bank savings accounts on customers, including one with a hard, fixed, and mandatory withdrawal restriction ("hard commitment"), and one with a a soft, flexible, optional withdrawal restriction ("soft commitment"). A spousal information treatment is cross-randomized. |
| Making Cash Grants Work for Female Entrepreneurs | Ghana | This experiment tests the effectiveness of providing (i) unconditional cash grants; (ii) grants conditional on reaching a pre-defined savings goal; and (iii) grants conditional on both the beneficiary and her partner attending a training on allocation of resources within the household. It finds that household division of roles and responsibilities affects the way that women microentrepreneurs manage their finances, and women often prioritize savings over business investment. |
| Women Entrepreneurs and Crossing Over | Guinea | This evaluation studies the impact of providing women entrepreneurs with adequate information, technical support, coaching, and know-how, as well as internship exposure, in their success as entrepreneurs in male-dominated productive sectors. |
| The Impacts of Microfranchising on Young Women in Nairobi<br>COMPLETED | Kenya | This impact evaluation focused on the Girls Empowered by Microfranchise (GEM) program in Nairobi, which aimed to help out-of-school young women launch branded franchise businesses connected to two well-known Kenyan brands. The intervention combined a number of distinct elements: business and life skills training, franchise-specific training, start-up capital, and ongoing business mentoring. In the medium-term, both the franchise and cash grant treatments led to substantial increases in women's income. Women who participated in the program were also more likely to be self-employed than those who did not participate. However, the positive impacts on income observed in the medium term were not sustained over the longer term. The main lasting impact was that women in both the franchise and cash grant programs were more likely to be self-employed than women who did not participate. |
| Youth Employment and Opportunities Project | Kenya | This program will include a national business plan competition to award grants to entrepreneurs ages 18 to 25 with high potential to create jobs for vulnerable youth. The 1,500 shortlisted applicants will receive a one-week training. This study will build on the recent Nigeria YouWin! Study to examine whether smaller grants can work. |
| Economic Empowerment of Adolescent Girls and Young Women (part of Adolescent Girls Initiative)<br>COMPLETED | Liberia | A part of the World Bank's Adolescent Girls Initiative (AGI), EPAG was implemented in Liberia and offered a 12-month employment program with 6 months of classroom training and 6 months of follow-up support. Classroom training included socioemotional skills and either vocational training or business skills training. Additional support included free childcare during classroom training, savings accounts, transportation stipend, and completion bonus. The EPAG program increased employment by 47 percent and earnings by 80 percent. In addition, it had positive effects on a variety of empowerment measures, including access to money, self-confidence, and anxiety about circumstances and the future. The evaluation found no net impact on fertility or sexual behavior. |

| Activity | Country | Description |
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| Sisters of Success: measuring the impact of mentoring and girls' groups in supporting girls' transition into adolescence and adulthood | Liberia | The Sisters of Success (SOS) Program used mentors and girls' groups to deliver life skills (specifically social and emotional skills) to adolescent girls aged 12-15. Relative to control girls, in just under a year, treatment girls are about 4 percentage points and 3 percentage points more likely to have completed primary school and to have enrolled in secondary school, respectively. Significant improvement was also noted in the quality of girls' relationships with their peers and parents. These impacts are concentrated among the younger girls, aged 12-13. |
| Cash for Work | Madagascar | This impact evaluation measures the impact of cash for work among beneficiaries. Cash for work was provided to the poorest members of the village (known as fokontany) as determined by a combination of a means test validated by a local social protection committee. |
| Cash for Work Savings | Madagascar | This impact evaluation tests the comparative impact of two interventions: behavioral nudges to encourage beneficiaries to save their earnings and use them on productive activities, and trainings on group savings, evaluating business opportunities, and making a business plan. |
| Business Registration Impact Evaluation | Malawi | The intervention tested in this impact evaluation included: (1) assistance in registering a business; (2) assistance in obtaining a Tax Payers Identification Number; and (3) an information session from a bank where business bank accounts are offered. In the study, when registration is made virtually costless, an overwhelming number of women-owned firms (73%) chose to register. However, when offered the chance to engage in costless registration for taxes, almost no firms elected to pursue this option. Combining business registration with an information session at a bank including the offer of a business bank account leads to an increased use of formal financial services, and results in increases in women-owned firms' sales and profits of 28 percent and 20 percent, respectively. |
| Graduation Program Impact Evaluation | Malawi | The Irish NGO Concern is implementing a graduation approach in 200 villages of Mangochi and Nsanje districts. The intervention consists of a cash transfer for the extreme poor with the following accompanying productive measures: skills training and coaching, access to savings facilitations, and an asset transfer. In addition, in selected villages in which the women receive the package, a couple's empowerment training known as "family first" will be provided for households receiving the package. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Mali | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Mauritania | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multcountry RCT for the Sahel Adaptive Social Protection Program | Mauritania | The Sahel Adaptive Social Protection Program includes a regional activity that supports country-level programs to design, implement, and evaluate productive accompanying measures to promote productive inclusion and resilience among the poor in the Sahel. This productive measures package includes: sensitization on aspirations and social/gender norms, VSLA, life skills training, business skills training, individual coaching, a one-time cash injection of about $200, and information on prices and markets. Three versions of the package are being tested: full package, package without the sensitization and life skills training, package without the cash injection. |

| Activity | Country | Description |
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| Menstrual Hygiene Management Pilot Intervention-SWEDD | Mauritania | As part of the second phase of the SWEDD project, a holistic school and community-based intervention that addresses stigma and improves knowledge on Menstrual Hygiene Management (MHM) will be implemented. This intervention will take advantage of the existing activities implemented at the Safe Spaces (SS) already in place through the SWEDD project, such as the SS curriculum that includes a module on basic MHM knowledge and practices and the provision of hygiene kits. In addition, a pilot intervention addressing stigma by engaging not only adolescents, but their families and other community members, will be implemented. |
| Mauritania Cash Transfer and Family Dialogue | Mauritania | Through the Mauritania Social Safety Net System, the World Bank is supporting the Government of Mauritania to develop a social safety net program (Tekavoul) to support the resilience and human capital investment of extreme poor households in Mauritania. The intervention centers on a couples' intervention aimed at changing gender norms through the engagement of both the female and male spouse. |
| Tekavoul: Cash Transfers and Accompanying Measures | Mauritania | The World Bank is supporting the Government of Mauritania to develop a social safety net program to support the resilience and human capital investment of extreme poor households in Mauritania. The program consists of cash transfers for five years, a package of production measures—including social/gender norms sensitization, VSLA, life skills trainings, individual coaching, a one-time cash injection, and information on prices and markets—and beneficiary households are required to attend social promotion activities every three months. |
| Mozambique Bottom-Up vs. Top-Down Interventions in Fostering Female Entrepreneurship | Mozambique | This impact evaluation aims to uncover the effects of social gender role training and facilitation services for access to finance, networking and markets on the performance of female-owned businesses. The first intervention is a Social Gender Role Training (SGR) aimed at empowering female entrepreneurs to overcome social gender roles and reduce perceived gender barriers (internal barriers). The second intervention uses a top-down approach to improve at the margin critical areas of the environment that women entrepreneurs face while doing business. Specifically, the intervention will provide women entrepreneurs access to facilitation services for a set of agreed access to market, network and finance opportunities. |
| Harnessing the Demographic Dividend (Safe Space + Engaging Parents) | Mozambique | As part of the Harnessing the Demographic Dividend Project, this impact evaluation aims to uncover the effects of a gender-sensitive training and mentorship program aimed at empowering adolescent girls in Mozambique. The project includes two interventions. The first intervention is a signature safe-space program, which provides experience-based life-skills training and mentorship to out-of-school adolescent girls. It aims to improve their life outcomes, such as education, employment, marriage, childbearing, self-efficacy and wellbeing. The second intervention will focus on raising awareness on girls' empowerment among parents of the targeted girls, with the aim to overcome restrictive gender norms and positively influence parental aspirations and investments towards daughters. Specifically, this intervention will highlight the benefits of sending girls back to school and reducing child marriage and early pregnancy. |
| Integrated Growth Poles Project (Personal Initiative Trainings for Women Farmers) | Mozambique | This study will assess the impact of three key interventions: (i) rural road rehabilitation, (ii) agricultural extension, (iii) personal initiative training. |
| Securing Women's Land Tenure in Mozambique through Innovative Technology from the Bottom Up | Mozambique | The intervention aims to improve women's land tenure security in rural Mozambique by providing land use permits to female-headed households and to married households conditional on co-titling. An add-on intervention aims to relax constraints to long-term land investments (e.g. poor access to inputs, markets, and limited human capital) through access to a discounted bundle of trees. The two interventions will crosscut each other, and there will be a pure control group. |
| Terra Segura | Mozambique | This study tests the impact of two community-level interventions on female farmers' land tenure security, investment decisions, incomes, and empowerment levels. This first intervention is a low cost, fit for purpose participatory methodology to deliver community delimitation and parcel land tenure regularization at scale. The second intervention provides targeted support to help women smallholders expand their yields and income and strengthen their food security and resilience to shocks. |

| Activity | Country | Description |
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| Matching Grant Scheme for Business Performance | Mozambique | One of the components of the Competitiveness and Private Sector Development Project is focused on matching grants for business development services (BDS) of MSMEs in Mozambique. Micro firms would receive a matching grant of 70 percent of the BDS cost and SMEs would receive matching grants of 50 percent of the cost. This evaluation will assess the impact of the Mozambique Government's matching grant program on business performance. It will also assess the effects of the program by gender of the entrepreneur and for sectors where the majority of the employees are women. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Niger | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multicountry RCT for the Sahel Adaptive Social Protection Program | Niger | The Sahel Adaptive Social Protection Program includes a regional activity that supports country-level programs to design, implement, and evaluate productive accompanying measures to promote productive inclusion and resilience among the poor in the Sahel. This productive measures package includes: sensitization on aspirations and social/gender norms, VSLA, life skills training, business skills training, individual coaching, a one-time cash injection of about $200, and information on prices and markets. Three versions of the package are being tested: full package, package without the sensitization and life skills training, package without the cash injection. |
| Export and Agro-pastoral Market Development Project | Niger | PRODEX seeks to increase the value of targeted agro-pastoral export products, with a broader view toward boosting incomes of project-supported producers and stimulating agricultural growth. The intervention under evaluation delivered matching grants to provide support services (training, access to credit, market facilitation, and technical assistance) and targeted infrastructure to male and female farming and livestock groups. |
| Texting for Change: Mobile, Messages and Savings | Niger | The Texting for Change program under evaluation consisted of two key interventions. The first intervention involved the provision of a simple lockbox, which offered individuals a secure place to put their money, but without any commitment to make deposits or limit withdrawals. The second intervention was a series of SMS reminders about household spending on religious festivals and other savings goals. It found that providing lockboxes did not yield strong impacts on household expenditures for religious, ceremonial, or health expenses. However, households in the lockbox villages were more likely to use cash savings and were less likely to sell livestock to finance these expenditure needs and sent more children to school, and these effects did not vary by gender. |
| Business Process Outsourcing Youth Employment Project<br>COMPLETED | Nigeria | This study focused on the impacts of an information and communications technology (ICT) training intervention on employment of targeted university graduates in five major cities. A treatment group received training for employment in IT industry jobs and general office skills training. After two years, the treatment group was 26 percent more likely to work in the ICT sector. However, on average, the program had no impact on the overall likelihood of being employed. After the training intervention, women who at baseline were implicitly biased against associating women with professional attributes, were three times more likely than unbiased women to switch to the ICT sector. |
| Nigeria Innovative Lending Products for Women-Led SMEs | Nigeria | This study will assess an innovative credit product designed to surmount longstanding collateral constraints faced by women entrepreneurs by using cash flow to determine credit worthiness impacts on SMEs access to finance and firm performance. It will also test the impact of a dynamic incentive, by randomizing a subset of those SMEs who are offered the loan and telling them they will be approved for another loan of higher value each time they complete a loan cycle (up to a certain limit). |
| Impact evaluation of AGILE's Life Skills + Digital Literacy Training Intervention component for adolescents in rural Nigeria | Nigeria | This impact evaluation will assess life skills training and digital literacy training at the senior-secondary school (SSS) level targeting rural beneficiaries of the Nigeria Adolescent Girls Initiative for Learning and Empowerment (AGILE) Project. It aims to estimate the causal impacts of these school-based intervention programs on young women's school retention and attendance, socioemotional skills, knowledge of gender-based violence and sexual and reproductive health, early marriage, child-bearing and labor market outcomes. |

| Activity | Country | Description |
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| Feed the Future Nigeria Livelihoods Project | Nigeria | Feed the Future Nigeria Livelihoods Project (FNLP) offers a wide range of services, including agricultural extension services, input vouchers, business and financial literacy skills training, mentoring, and improved access to finance. The IE will evaluate the overall bundled FNLP program in Kebbi state and also focuses on two key components: the caseworker mentoring scheme and unconditional cash transfers offered to extremely vulnerable households. The cash transfers were structured to research the best delivery mode by varying the size and timing of payments. Receiving cash transfers monthly or quarterly made no difference on the impacts of the cash transfer. |
| National Social Safety Nets Project | Nigeria | The project aims to provide targeted regular cash transfers to poor and vulnerable households across Nigeria through a consolidated national social safety nets registry. The project includes three packages: i) a basic cash transfer package; ii) a human capital top-up package; and iii) a livelihoods package. The project compares three alternative delivery mechanisms for the livelihoods package: i) using government workers; ii) using community agents to complement the government workers; and iii) requiring that CTFs and community agents are female. A novel couples training intervention was proposed to support households in making the most efficient decision about the productive member to target for the livelihood package. |
| Productivity Enhancement and Livelihood Improvement Support Project | Nigeria | Women and Youth Empowerment, a component of the APPEALS program, will provide technical and business training, grants, and mentorship to 10,000 women and youth in the agri-business sector. As part of the study, a portion of beneficiaries is expected to also receive socioemotional skills training and a gender norms intervention. |
| Skills for Jobs | Nigeria | Skills for Jobs is a training program provided by the Nigerian government. It is made up of three components: life skills, vocational/sector-specific skills, and entrepreneurship skills; and providing internships and apprenticeships with public and private sector organizations. |
| Skills Development for Employability | Republic of the Congo | The Skills Development for Employability Project has been launched by the Government of the Republic of Congo to address the challenge of youth unemployment in urban areas. This project offers young men and women the opportunity to enroll in six-month long vocational training courses, followed by a "support to transition" period during which beneficiaries complete internships and receive regular assistance with their job search or entrepreneurial endeavors. |
| Cross-Border Traders Project<br>COMPLETED | Rwanda | The program 'Improving the Conditions of Cross-Border Traders in the Great Lakes Region of Africa' aimed to strengthen the capacity of DRC border officials, traders, and trader associations and to facilitate policy dialogue and improved coordination between traders and government officials. The intervention provided training on taxes and tariffs and information on gender-based violence to small-scale, cross-border women traders on the borderland of the Great Lakes Region. Those offered the training were 8 percentage points more likely to cross the border before border officials typically arrive at their post and experienced a 5 percentage point drop in both the incidence of gender-based violence and the payment of bribes. These results highlight the need to improve governance and establish clear cross-border trade regulations, particularly on the DRC side of the border. |
| Adolescent Girls Initiative<br>COMPLETED | Rwanda | The Initiative provides skills development and entrepreneurship support for 2,000 vulnerable girls and young women aged 16-24 and includes: two weeks of life skills trainings, six months vocational training (culinary, arts and crafts, food processing, and agriculture), and 5.5 months of placement or cooperative formation. Innovations included life skills training and creation of safe spaces (girls' rooms) in vocational training centers. The vocational training project led to a substantial increase in non-farm employment among beneficiaries, with the share of girls reporting businesses, wage employment, or internships rising from 50 percent to 75 percent. Respondents reported wider social networks and moderate improvements in their relationships with friends, family and community members following their participation in the project. |

| Activity | Country | Description |
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| Pilot Land Title Registration<br>COMPLETED | Rwanda | This program seeks to systematically clarify rights over land and demarcate parcels, leading to the issuance of title certificates to land holders. The program mandated that all married couples receive land titles in the names of both spouses. An impact evaluation of this program highlights four main effects; namely, (i) significant investment impacts that are particularly pronounced for women; (ii) improved land ownership for legally married women and better record of inheritance rights; (iii) a reduction in the probability of having documented land ownership for not legally married women; and (iv) a reduction in land market activity rather than distress sales. |
| Returns to Soft Skills Training for Recent Graduates | Rwanda | The intervention will deliver soft-skills training focused on interpersonal skills (e.g., communication, collaboration, etc.) for recent university/TVET graduates in Rwanda. Training will be intensive, comprising in-person daily activities for 4 weeks. Participants will be offered transport support, accommodation (including childcare facilities) and subsistence fees. |
| Great Lakes Sexual and Gender-Based Violence: MIGEPROF Couple's training | Rwanda | The couples training intervention is based on an improved version of the SASA! program of the NGO Raising Voices. During 22 sessions over six months, participating couples discuss violence against women and the gender imbalance of power. They are sensitized to the potential benefits of mitigating this violence and learn concrete ways to address it. |
| National Land Title Registration | Rwanda | This was a randomized roll out of a national land registration program which included the demarcation of parcels, dispute resolution, and issuance of land titles. As part of the registration process, men and women who were cohabiting/married were given joint rights over the land. Equal inheritance for boys and girls was also specified. |
| Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multicountry RCT for the Sahel Adaptive Social Protection Program | Senegal | The Sahel Adaptive Social Protection Program includes a regional activity that supports country-level programs to design, implement, and evaluate productive accompanying measures to promote productive inclusion and resilience among the poor in the Sahel. This productive measures package includes: sensitization on aspirations and social/gender norms, VSLA, life skills training, business skills training, individual coaching, a one-time cash injection of about $200, and information on prices and markets. Three versions of the package are being tested: full package, package without the sensitization and life skills training, package without the cash injection. |
| Empowerment and Livelihoods for Adolescent Girls | Sierra Leone | This initiative provides adolescent development centers (ELA clubs), life skills training, livelihood training, and credit support to start income-generating activities. To this end, 200 target villages were randomly assigned to either a control group or one of three treatment groups: the first offered the ELA club and life skills training; the second offered all the previous plus livelihood training; and the third offered the entire package including microcredit support. A wide range of outcome indicators related to economic and health behaviors of adolescent girls were examined. In control villages, over the crisis, women spend significantly more time with men, out-of-wedlock pregnancy rates rise, and those exposed to severe Ebola-related disruption have a 16 percent drop in school enrollment post-crisis. These adverse effects are significantly reversed in treated villages. The intervention thus fosters a range of basic skills, as well as entrepreneurial skills and health knowledge gained from intervention clubs. |
| CHOICES Gender Norms and Attitudes Training for Adolescents | Somalia | The CHOICES model, a component of Save the Children's programming in Somalia, involves training young adolescents on attitudes towards gender and gender norms. This impact evaluation will focus on measuring the impacts of the CHOICES training model in increasing gender equality and shifting the attitudes of the boys and girls who participate in the training. |
| The Impact of Reference Letters on the Job Search | South Africa | The effect of formal reference letters from former employers on youth employment outcomes was evaluated. Results showed that reference letters improve firms' screening ability and employment outcomes, especially for women. Reference letters allow firms to identify higher-ability candidates and increase the likelihood of employer call-backs. Women who use the reference letter double their employment likelihood, while no effect is observed for men. |

| Activity | Country | Description |
|---|---|---|
| Youth Job Search Assistance | South Africa | Intervention findings showed that assessing young workseekers' skills in multiple domains, certifying their assessment results, and allowing them to share the skills certification with firms, substantially increases employment and earnings. Providing information only to work-seekers or only to firms has positive but smaller effects on labor market outcomes, showing that both work-seekers and firms face information frictions, that can be alleviated by assessment and certification. |
| The Impact of Action Planning on the Job Search | South Africa | This evaluated the effect of an action planning intervention in tandem with job counseling on the efficiency and effectiveness of job search among unemployed youth. Results showed that participants who completed a detailed job search plan increased the number of job applications submitted by as much as 27 percent, but not the time spent searching. Greater search efficiency and effectiveness translated to sizeable improvements in employment outcomes. Participants in the action planning group plus counseling intervention were 45 percent more likely to receive job offers and 42 percent more likely to be employed three months later. However, there were no gender-differentiated effects. Women do not seem to increase their number of applications but reduce the number of search hours, which suggests higher efficiency in applications rather than increased intensity. |
| Adolescent Girls Initiative | South Sudan | The ELA project established 100 community-level girls' clubs in four states of South Sudan targeting girls ages 15 to 24. The clubs operated from late 2010 to June 2013 and offered a safe space to socialize, receive socioemotional and vocational skills training, support for savings, and community sensitization. The socioemotional training covered topics such as early marriage and sexual and reproductive health (SRH). Versions of this program have been or are being evaluated in Bangladesh, Uganda, Tanzania, and Sierra Leone. Taking conflict into account as a mediator for the program's effectiveness, it was found that the intervention had positive impacts on a range of labor market and financial outcomes for girls who were not affected by the conflict. The impact of the program on girls' social empowerment and the control over their own bodies, however, is ambiguous. |
| Empowerment and Livelihoods for Adolescent Girls<br>COMPLETED | Tanzania | The ELA intervention aimed to increase the economic empowerment of adolescent girls in rural Tanzania through life-skills training, income- generation skills training, and access to microfinance. After launching the core interventions of ELA (i.e. setting up adolescent girls clubs, and conducting life skills, livelihood and vocational training) in all treatment communities, half of the clubs were provided with microcredit services. The results show no impact of the standard ELA model on young women's social and economic outcomes. However, the program led to an increase in savings among adolescent girls from communities that received the ELA program with microfinance. Offering this formal microfinance service also increased participation in informal savings groups by both the ELA participants and non-participants in these communities. |
| Virtual Business Incubator<br>COMPLETED | Tanzania | This tested two kinds of trainings, one basic in-class training and one enhanced version supplemented with individualized coaching, to test their respective impact on women with established small businesses in Tanzania. The intervention found that targeting the right entrepreneurs can improve the effectiveness of a tailored training and even lead to improvements in performance. While, on average, neither training led to revenue or profit growth, entrepreneurs with at least nine years of experience benefited from the enhanced program through increased revenues. Further, content and delivery method of business support provided to the female entrepreneurs impacted their adoption of business practices. While the basic training did not have an impact on business practices, participants in the enhanced training were more likely to adopt new practices. |
| Business Women Connect | Tanzania | This study evaluated two interventions: the first promoted the use of mobile savings accounts, and the second provided business training in addition to the use of mobile savings accounts. One year post-intervention, the results show that women save substantially more through the mobile account. Women also access more microloans through the accounts, expand their business portfolio, and report higher levels of empowerment and well-being. The business and financial literacy training further bolstered the usage of the mobile savings accounts and led to greater capital investment, labor effort, new products, and better business practices. |

| Activity | Country | Description |
|---|---|---|
| Promoting Safe Sex Among Adolescents | Tanzania | The AFRGIL is evaluating the Promoting Safe Sex Among Adolescents project in Tanzania, which builds on the ELA programs, to assess the relative and combined effectiveness of interventions targeting girls and interventions targeting boys on girls' sexual and reproductive health (SRH) outcomes. Girls are supplied with SRH training and free contraceptives, as well as help with setting healthy goals to improve their SRH outcomes. Boys are offered SRH training through soccer clubs. This design will enable AFRGIL to understand the differential impacts of demand- and supply-side interventions, as well as the added impact of working with boys on girls' SRH outcomes. |
| Labor Market Returns to Socioemotional Skills for Adolescents | Tanzania | The project takes BRAC's new Empowerment and Livelihoods for Adolescents curriculum, which centers on an extensive set of activities covering a broad range of socioemotional skills, and splits it into skills which focus on awareness, and skills which focus on management. Using this, two separate, intensive multi-day training courses for adolescents and young adults were developed—one focused on awareness skills, and one focused on management skills. A quarter of the youth in the sample will receive both training courses. |
| Managerial Training for Informal Firms<br>COMPLETED | Togo | Through an experiment in Togo, a team of researchers introduced the personal initiative training program, a new and effective psychology-based entrepreneurship training that outperforms traditional business training. 500 firms were offered the IFC Business Edge training and 500 firms were offered the personal initiative training. Personal initiative training led to a boost in profits for microentrepreneurs and was particularly effective for female entrepreneurs. |
| Youth Employment Program | Togo | This research study focuses on evaluating the effects of labor market interventions in Togo: a 12-month internship program, an internship program plus a voucher for training in an area of firms' need, and a soft-skills training. The evaluation will compare these interventions in order to learn about their impact on employment, income, living standards, financial independence, savings and investment behavior, and social status. This study will also focus on the gender disaggregated effects of the soft-skills training and internship programs. |
| Empowerment and Livelihoods for Adolescent Girls | Uganda | The ELA project in Uganda aims to increase the economic empowerment of adolescent girls in rural areas by providing life skills training, income-generation skills training, and access to microfinance. The program increased the likelihood of participants engaging in income-generating activities by 32 percent; self-reported routine condom use by those who were sexually active increased by 50 percent; fertility rates dropped by 26 percent; and there was a 76 percent reduction in adolescent girls reporting having had sex against their will during the past year. |
| Competitiveness and Enterprise Development Project | Uganda | In Uganda, the GIL tested two policy instruments to encourage female land ownership. The intervention offered fully subsidized land titles for rural households. The first policy instrument makes the subsidy conditional on including a wife's name in the title; the second provides households with information about the benefits of joint titling. The intervention generated high demand for titling, as well as for co-titling with the husband and wife. It was found that both policy instruments further increased demand for co-titling, but adding a condition was particularly effective with the probability of co-titling increasing by 50 percent under the condition, relative to a 25 percent increase with gender information. |
| Farm & Family Balance Project | Uganda | Two interventions designed to deepen women's participation in cash crop production and sales are being tested: a household-level intervention to provide in-kind incentives to husbands to transfer (or newly register) outgrower contracts in the name of their wives; and ii) a couples' sensitization workshop intervention to promote gender equality and cooperation within outgrower households. A large share of men (70 percent) agreed to the contract offer. Being randomly assigned to a couples-based workshop on cooperation and gender awareness increased men's willingness to accept the offer by 7 percent. |

| Activity | Country | Description |
|---|---|---|
| Orange Flesh Sweet Potato Project | Uganda | The impact evaluation will examine several interventions, including agriculture extension and input provision, produce marketing services, knowledge of health and nutrition, and growth monitoring and promotion (GMP) for under-5 year olds, on consumption and promotion of the orange-fleshed sweet potato (OFSP). The evaluation will also study credit, time inconsistency, and price risk barriers that female smallholders may face in adopting new nutrient-rich crops, by offering credit, input vouchers, and price insurance products. Results suggest that providing farmers with subsidized input packages and training was sufficient for households to grow and eat the crop. The few women who sold sweet potatoes were less likely to be pregnant and reported higher decision-making power on agriculture decisions prior to the intervention. |
| Workers Apprenticeship and Managerial Training Skills Program | Uganda | The Katwe Small Scale Industry Association (KASSIDA) Workers Apprenticeship and Training Skills Program focuses on providing technical and managerial skills to entrepreneurs and their workers in targeted small-scale sectors in the outskirts of Kampala. This evaluation assesses the impacts on performance of a technical and managerial training program in the informal sector and investigates gender differences in these effects. A qualitative study seeks to understand the constraints women face in starting businesses in male-dominated sectors. The impact evaluation also tests the effects of the two types of training on the business owners' networks of contacts. |
| Empowerment Pilot to Reduce School-Related Gender Based Violence | Zambia | Zambia's Keeping Girls in School (KGS) initiative is a component of the World Bank-funded Girls' Education and Women's Empowerment and Livelihoods (GEWEL) Project, which aims to increase access to livelihood support for extremely poor rural women and access to secondary education for disadvantaged girls. The impact evaluation will examine the effects of a mix of three components: 1) The KGS scholarship initiative, which will finance secondary school fees of adolescent girls aged 14 to 18 years in households that are beneficiaries of the GEWEL social cash transfer, with proof of enrollment in a government secondary school; 2) an additional lump-sum educational grant for KGS scholarship beneficiaries to cover non-tuition education expenses; and 3) a holistic empowerment intervention that includes separate safe spaces for girls and boys, school engagement, and community engagement to address school related gender based violence (SRGBV). |
| Supporting Women's Livelihoods | Zambia | The Supporting Women's Livelihoods (SWL) is a government-led initiative aiming to reach 75,000 extremely poor women in 51 districts of Zambia by 2020. Building on the "graduation" approach, the intervention provides beneficiaries with a comprehensive package consisting of: a short business skills and life skills training, a productive grant, follow-up support and mentoring, and facilitation of savings groups. |
| **Latin America and the Caribbean** | | |
| Improving Aspirations Through Peer-Educators in Bahia | Brazil | This experimental study in Bahia, Brazil, aims to measure the effects of a goal-setting skills peer-led program on high school students' educational attainment, self-esteem, aspirations and teenage pregnancy rates. |
| Investing in Digital Technology to Increase Market Access for Women Agri-entrepreneurs | Guatemala | This is an impact evaluation design for the implementation of digital tools and extension program seeking to increase market access for female-led agribusinesses. |
| Promoting Women Entrepreneurship through Rigorous Experiments | Mexico | This examined the cost-effectiveness of soft-skills training as a complement to hard managerial training in improving performance of women-led businesses. The training program led to the adoption of better business and managerial practices (e.g., financial management, marketing, and formalization) ultimately improving sales (by 9 percent) and profits (by 13 percent). |

| Activity | Country | Description |
|---|---|---|
| Improving Measurement of Intimate Partner violence | Peru | This study tests new methods that provide greater privacy levels to survey respondents when they answer questions about IPV victimization. The project randomizes three different types of questions across 8,000 women in rural Peru. Preliminary results suggest that reporting of IPV increases with questions that give respondents higher degrees of privacy. The analysis will also shed light on the type of biases introduced by questions that do not offer privacy to the respondent. Since IPV prevalence is a sensitive topic, data collected using traditional methods may suffer from non-random measurement error, raising concerns about the validity of descriptive studies, impact evaluations, and policy choices. |
| Co-responsibility in Childcare: Increasing Fathers' Take Up of Part-Time Parental Leave | Uruguay | The project designed an experimental approach to implement and evaluate behaviorally informed solutions to encourage fathers to take part-time parental leave granted by law to private sector workers in Uruguay. |
| **East Asia and the Pacific** | | |
| Community-based Childcare Services in Cambodia | Cambodia | This measures the impact of sustainable community-based childcare services provided to workers in garment factories in Cambodia. The IE tests whether expanded childcare centers affect the development outcomes of children, the well-being and work performance of garment factory workers, and the labor market outcomes of other household members. |
| Promoting Agent Banking in Indonesia COMPLETED | Indonesia | The Promoting Agent Banking in Indonesia IE suggests that both demand-side and supply-side interventions can boost women's profits and have benefits that outweigh the costs. On the demand-side, a short financial literacy training for female entrepreneurs, and on the supply-side, higher incentives for banking agents, both increased profits of female entrepreneurs. The incentives were more cost-effective, but demand-side approaches led to impacts on empowerment and were stronger for the poorest women. |
| Aspirations and Career Choices COMPLETED | Indonesia | This tested the impacts of two variants of a growth mindset and self-management intervention in secondary schools in Java and Sumatra. Neither version of the intervention affected students' national exam scores or aspirations for higher education levels, but both versions improved socioemotional skills and study behaviors. Impacts were stronger for disadvantaged students and the intervention shifted some teachers' mindsets toward a positive perception of failure for learning and progress, despite not targeting them directly. |
| IE of Indonesia's Desmigratif program | Indonesia | This project provides evidence on international migration and the choice between documented and undocumented migration. It examines the impact of "Desmigratif" interventions by the Ministry of Manpower that provide information services to potential migrants in each project village to encourage safe and documented migration. The evaluation will explore two additional modes of delivering information. |
| Non-experimental impact evaluation of a partial credit guarantee program | Indonesia | A non-experimental impact evaluation of the effectiveness of the Government of Indonesia's Kredit Usaha Rakyat (KUR) program which aims to enhance MSMEs' access to finance by addressing the higher perceived credit risk, thereby encouraging bank lending to this particular business segment. |
| Indonesia Government to People 4.0 | Indonesia | This will evaluate a new iteration of Indonesia's G2P program, which delivers cash and in-kind transfers to eligible poor households. The G2P 4.0 program aims to improve the delivery of government transfers by making increased use of digital finance tools such as mobile banking and expanding the choices available to beneficiaries in how they receive and use transfers. This IE will evaluate the G2P 4.0 program, and develop add-on interventions that test different modalities of delivering information to beneficiaries, who are mostly women. The IE will test whether expanding the financial options available to women can work to increase their agency and decision-making power, as well as financial literacy and savings. |
| Impact Evaluation of Community Mobile Clinics | Indonesia | This will evaluate the impacts of community mobile clinics, using randomized design and administrative data on enrollment into social programs. |

| Activity | Country | Description |
|---|---|---|
| IE of clean cooking technology in Laos | Lao People's Democratic Republic | The evaluation of the Laos Clean Cookstoves Initiative provides evidence on how access to modern cooking technology impacts women's time use, labor market activities, and health. |
| IE of Laos Road Maintenance Groups COMPLETED | Lao People's Democratic Republic | This is an evaluation of a public workfare program targeting women in rural Laos. The intervention is part of a Laos Poverty Reduction Fund (PRF) project to improve rural transport infrastructure. Under the project, roads that have been newly constructed or improved by PRF receive maintenance from road maintenance groups (RMGs) comprised of local women paid for their work. The IE assed the effects of participation in the RMGs on these women, with a focus on women's empowerment. |
| Comprehensive Agrarian Reform Program COMPLETED | Philippines | This IE tested how the subdivision of collective land titles distributed through the Philippines' land reform program affected farmers' tenure security, decision-making, and agricultural practices and productivity, among other outcomes. The grant made significant contributions to the measurement of intra-household decision-making by identifying reasons behind spousal disagreement on survey questionnaires and designing and testing new measures of intra-household decisionmaking. |
| Conditional Cash Transfers and Women's Empowerment and Agency COMPLETED | Philippines | This IE studied the long-term effects of a flagship CCT program that seeks to improve health, nutrition and education of children. The IE follows adolescents who briefly participated in the Philippines Pantawid Pamilya Pilipino Program (4P) and found that even brief participation in the program increased age of marriage and age of first birth for women. However, there were no impacts on educational, labor market outcomes and proxies of economic welfare for women or men. There was also no evidence of changes in empowerment or gender norms. Results suggest that longer term participation in the program may be needed to move the needle on these outcome changes. |
| Philippines Support to the Parcelization of Lands for Individual Titling | Philippines | This tests the impacts of the Parcelization of Lands for Individual Titling (SPLIT) Project on agrarian reform beneficiaries. |
| Non-experimental Impact Evaluation of the Third Rural Roads Rehabilitation in Vietnam COMPLETED | Vietnam | This was a collaboration with the World Bank's Transport and ICT team in Vietnam to understand the gender specific impacts of a large-scale transport project using a mixed-methods analysis. The IE found that while improved roads are associated with increased agricultural trade in both female- and male-headed households, only male-headed households see an increase in agricultural production. The difference may be due to female-headed households' relatively lower access to labor that can take advantage of the new infrastructure. |
| **SAR** | | |
| Targeting the Ultra Poor Impact Evaluation | Afghanistan | This is an evaluation of a 'big push' package to ultra-poor women (transfer of livestock, cash stipend, skills training, and coaching) on poverty reduction and women's empowerment across 80 villages in the Balkh province of Afghanistan. |
| Strengthening Women's Economic Empowerment | Afghanistan | This community-based pilot intervention provides tailored skills training, business support services, and financial access to poor women in rural and peri-urban areas. The evaluation will measure impacts on women's work, earnings, and savings as well mobility, attitudes and decision-making. |
| Afghanistan Drought Early Warning, Finance and Action Project | Afghanistan | This female-friendly Cash-for-Work (CfW) pilot is specifically designed and targeted to women. Intervention is embedded within a larger labor-intensive public works program providing cash/in-kind support to seasonally food insecure households. |
| Bangladesh Adolescent Students Program | Bangladesh | Evaluation of school-and community-level interventions for improving school retention and wellbeing in Bangladesh, including safety, voice, agency, and empowerment of adolescent girls and boys. Interventions include school-based training on sexual harassment, growth mindset training, and outreach for increased awareness in schools and communities. |
| Tejaswini Socioeconomic Empowerment of Adolescent Girls and Young Women | India | This is an evaluation of a skills training and education intervention on secondary school completion and employability outcomes of adolescent girls in the state of Jharkhand. The IE explores how the selection of candidates to educational programs can be made more efficient by matching students to courses of their choice. |

| Activity | Country | Description |
|---|---|---|
| Gender and Caste Discrimination toward Managers<br>COMPLETED | India | This IE tested the role of perceptions about gender and caste on the job performance of workers and their expectations from supervisors. It is an extension of a research project under IZA Institute of Labor Economics to address underrepresentation of women in positions of management. |
| Using Online Employability Skills Programs to Improve Labor Force Participation for Women | India | The impact evaluation aims to test the impact and efficacy of online learning tools in providing career skills, knowledge, and soft skills to young women. Finding online alternatives to in-person learning is an increasingly pertinent policy issue in the fallout of the COVID-19 pandemic and lockdowns. Women and girls tend to have lower digital access than men; thus, testing the efficacy of an online program for them is especially relevant for the success of any career or vocational institutes that enroll women in developing countries. |
| Third Punjab Education Support Project | Pakistan | This tests a model of low-cost and scalable nudges to keep girls enrolled in school and continuing learning during the pandemic. The intervention uses different content across a text messaging and a social mobilization campaign to remind families of the importance of girls' education and layers this communication on top of existing programs for girls. |
| Wage subsidy intervention to boost female labor force participation | Pakistan | This is a firm-level wage subsidy intervention to promote women's entry into mid-level technical and managerial jobs in male-dominated technology sectors in Pakistan. The study hypothesis is that wage subsidies for hiring women in technical/professional roles in Pakistani firms will lead to more women being hired for these roles and that managers who work with these women will develop more progressive gender attitudes. This could potentially result in more women being hired overall in firms exposed to the female wage subsidy. |
| Gender sensitivity in job advertisements | Pakistan | This tests a new gender sensitive job advertisement format in one of Pakistan's leading online job portals that posts more than 1,000 jobs a day. It measures impact of the advertisement format on women's job applications and whether it helps employers find well-qualified female workers. |
| **MNA** | | |
| Using Digital Technology to Expand Markets for Female Entrepreneurs in Egypt | Egypt | The objective is to overcome barriers to the adoption of the new technology of digital advertising, to expand markets for small firms—a significant share of which are women-led informal MSEs—and spur firm growth. |
| Assessing the Impact of Providing Access to Nurseries on Female Labor Force Participation | Egypt | The randomized controlled trials evaluate the impact of interventions of improved access to and affordability of nurseries on female labor force participation (FLFP) and cross-randomize connecting mothers with work opportunities to assess the labor demand on FLFP among the most vulnerable women in Egypt. |
| Enhancing Female Entrepreneurship through a Public Works Program and a Capital Injections Intervention<br>COMPLETED | Tunisia | This is an impact evaluation of a capital injection intervention that targets prospective female entrepreneurs graduating from a Labor Intensive Public Works program (PWP) under the Community Works and Participation Project (CWLP) program, which provided temporary employment opportunities for vulnerable populations through the rehabilitation and upgrade of local socioeconomic infrastructures in Jendouba. It included Randomized Control Trials of females who did and did not participate in PWP activities randomly allocated to business grants and business grants plus "gender dialogue" sessions involving their male partners. The intervention showed that business grants had limited effects in promoting women's engagement in entrepreneurship activities and needed to be coupled with additional interventions to address social norms which limit women's participation in income-earning opportunities. However, cash grants—which were coupled with training on financial literacy in all cases—boosted women's access to finance and usage of financial institutions. |
| Evaluating the Impact of Training and Livestock on Women's entrepreneurship, employment, and empowerment | Yemen | To measure the impact of training and input grants on the sustainable livelihoods of women livestock breeders in a conflict context, the team will employ cluster Randomized Controlled Trials. The aims is to analyze the impact of the intervention on women's empowerment, income, and indicators of livestock productivity. |

# ANNEX 5. ACTIVE GRANTS

| Africa | | | | | |
|---|---|---|---|---|---|
| **Grant Name** | **Country** | **Starting (FY)** | **Closing (FY)** | **Funding granted (US$)** | **Summary** |
| Gender and Youth Employment in Benin | Benin | 2014 | 2022 | 606,475 | To build the evidence base of interventions to promote employment of girls and young women in sub-Saharan Africa. |
| LONDO Impact Evaluation in CAR | Central African Republic | 2018 | 2022 | 811,803 | How does the impact on a household differ depending on whether a woman or a man participates in a public works project? |
| Land Policy Improvement & Implementation Project Impact Evaluation in Cote d'Ivoire | Cote d'Ivoire | 2019 | 2022 | 1,280,918 | This impact evaluation of the Cote d'Ivoire Land Policy Improvement and Implementation Project will employ a randomized controlled trial design to address two over-arching policy questions: 1) can a one-off asset transfer or a potentially permanent switch to a joint property regime cost-effectively strengthen women's property rights and improve household welfare in rural customary settings? 2) what is the impact of a systematic land registration program on measures of social cohesion, conflict, and productivity? |
| Youth Employment and Adolescent Girls and Women Empowerment in Cote d'Ivoire (P169541) | Cote d'Ivoire | 2019 | 2022 | 1,491,601 | How do school and community-based safe spaces impact sexual reproductive health, schooling, employment, and other socioeconomic outcomes for young girls? |
| Impact Evaluation of DRC Western Growth Poles | Democratic Republic of Congo | 2015 | 2022 | 1,137,877 | Evidence on growth poles interventions and mechanisms of reducing gender inequality through these programs. |
| Impact evaluation of DRC SME Development and Growth Project | Democratic Republic of Congo | 2020 | 2024 | 992,000 | Evaluation of impact on farmer's agricultural yields, profits, food security, and real income. This includes any observed changes in the allocation of agricultural tasks between men and women within the household. |
| Innovations in Financing Women Entrepreneurs (IFWE) | Ethiopia | 2020 | 2025 | 3,805,000 | Pilot and rigorously test the impacts of innovative, disruptive, and potentially transformative approaches to increase access to finance and provide necessary skills and services to about 25,000 female entrepreneurs. |
| Impact Evaluation of Mauritania Family Dialogue and Safety Nets Pilot | Mauritania | 2020 | 2022 | 429,000 | Evaluate a family dialogue pilot intervention aiming to transform norms around gender roles and women's participation in economic activities. |
| Mozambique WLTS Impact Evaluations<br>NEW IN FY21 | Mozambique | 2021 | 2022 | 1,600,000 | Two randomized controlled trials to study the impact of increased land tenure security on women farmers in rural Mozambique and their households, with and without accompanying interventions aimed at relaxing additional constraints faced by women farmers. |
| Nigeria APPEAL Women & Youth IE | Nigeria | 2019 | 2022 | 801,931 | Measure impact of teaching technical, personal initiative and negotiation trainings and giving in-kind business grants to women and youth in small and medium scale agribusinesses. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Employ- Nigeria Gender Innovation Lab<br>NEW IN FY21 | Nigeria | 2021 | 2022 | 7,500,000 | The Nigeria Gender Innovation Lab (NIGIL) is a country-level initiative of the regional Africa Gender Innovation Lab. It seeks to equip policymakers and project teams in Nigeria with new evidence on what does and what does not work in addressing the underlying causes of gender inequality, and how best to close gender gaps in earnings, productivity, and assets. |
| Gender and Skills Development in Republic of Congo | Republic of Congo | 2014 | 2022 | 1,119,601 | Evaluate the impact of a new job and entrepreneurship training program on male and female youth to generate practical and effective solutions to address youth unemployment throughout the region. |
| CHOICES Impact Evaluation in Somalia | Somalia | 2018 | 2022 | 1,152,931 | Measuring the impacts of the CHOICES training model in increasing gender equality and shifting the attitudes of the boys and girls who participate in the training. |
| CEDP Gender Innovation Lab Impact Evaluation | Uganda | 2014 | 2022 | 1,917,065 | To inform operations and policies that aim to promote how best to secure women's property rights. |
| Impact evaluation of Supporting Women's Livelihoods (SWL) in Zambia | Zambia | 2018 | 2022 | 818,182 | Assess whether a one-time infusion of capital (both monetary and human) can boost women's self-employment and increase their incomes more than the cost of the intervention. |
| **East Asia and Pacific** | | | | | |
| EAP GIL: Pillar 2 - Intervention, Deep Dive and Research | East Asia and Pacific | 2016 | 2022 | 2,800,400 | Inferential research on intra-household decision making on labor and care, occupational segregation, gender gaps in agricultural productivity, and female entrepreneurship. |
| Impact Evaluation of the Desmigratif Program: Supporting Safe Migration in Indonesia | Indonesia | 2018 | 2022 | 986,000 | Evidence on international migration and the choice between documented and undocumented migration. |
| Impact Evaluation of Clean Cooking Technology in Laos | Lao People's Democratic Republic | 2019 | 2022 | 611,875 | Evidence on how access to modern cooking technology impacts women's time use, labor market activities, and health. |
| **Latin America and the Caribbean** | | | | | |
| LAC Gender Innovation Lab | Latin America | 2019 | 2022 | 635,000 | Generate, disseminate, and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region. |

| Middle East and North Africa | | | | | |
|---|---|---|---|---|---|
| **Grant Name** | **Country** | **Starting (FY)** | **Closing (FY)** | **Funding granted (US$)** | **Summary** |
| Assessing the Impact of Providing Access to Nurseries on Female Labor Force Participation in Egypt | Arab Republic of Egypt | 2020 | 2022 | 170,000 | The randomized controlled trials evaluate the impact of interventions of improved access to and affordability of nurseries on female labor force participation (FLFP) and crossrandomize connecting mothers with work opportunities to assess the labor demand on FLFP among the most vulnerable women in Egypt. |
| Using Digital Technology to Expand Markets for Female Entrepreneurs in Egypt<br>NEW IN FY21 | Arab Republic of Egypt | 2021 | 2023 | 200,000 | This intervention will rigorously test if an input-based intervention of training and a subsidy on digital marketing is more or less effective than a results-based (i.e., pay-for-result) intervention in encouraging small firms' technology adoption behavior for growth. It will investigate if there are gender-differentiated effects of such interventions in terms of growth and formalization. |
| IRAQ/MGF - Women's Economic Opportunities | Iraq | 2020 | 2025 | 1,500,000 | Technical assistance to the government of Iraq to lift legal constraints and normative barriers to women's access to the work force, employment in the private sector, and access to finance and ownership of agricultural land. |
| JD/MGF - Women's Economic Opportunities | Jordan | 2020 | 2025 | 1,500,000 | Technical assistance to the government of Jordan to lift constraints to women's access. |
| State of the Mashreq Women Flagship Report | Jordan, Iraq, Lebanon | 2020 | 2025 | 430,000 | Report describing the current situation of women in Mashreq countries in terms of their access to economic opportunities, as well as analyze factors that might lie behind the observed outcomes. |
| MGF Forcibly Displaced Women | Jordan, Iraq, Lebanon | 2020 | 2025 | 200,000 | Generate new or consolidate employment opportunities for displaced women living in the Mashreq through supply/ demand activities and supporting the enabling environment. |
| LEB/MGF - Women's Economic Opportunities | Lebanon | 2020 | 2025 | 1,500,000 | Technical assistance to the government of Lebanon to lift constraints to women's access to the work force, providing care services, and legal reform on sexual harassment. |
| MNA Gender Innovation Lab | Middle East and North Africa | 2019 | 2022 | 480,000 | Generate, disseminate, and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region. |
| Evaluating the Impact of SMEPS' Livestock Program on Women's Empowerment in Yemen | Republic of Yemen | 2020 | 2022 | 150,000 | Evaluation of a livestock and productivity project on 1,100 women livestock breeders across 70 villages in Yemen whose businesses have been negatively affected by the ongoing conflict. |
| Enhancing Female Entrepreneurship through Capital Injections | Tunisia | 2020 | 2022 | 200,000 | Evaluating the impact of a capital injection intervention targeting women entrepreneurs graduating from Labor Intensive Public Works in one of the most under- served regions of rural Tunisia. |

| South Asia | | | | | |
|---|---|---|---|---|---|
| **Grant Name** | **Country** | **Starting (FY)** | **Closing (FY)** | **Funding granted (US$)** | **Summary** |
| SAR GIL Impact Evaluation of the Afghanistan Strengthening Women's Economic Empowerment Project (SWEEP) | Afghanistan[a] | 2020 | 2022 | 150,000 | Evaluate a community-based pilot intervention providing tailored hard and soft skills training, business support services, and financial access to poor and vulnerable women in Afghanistan's rural and peri-urban areas. |
| SAR GIL Afghanistan Targeting the Ultra Poor | Afghanistan[a] | 2020 | 2022 | 150,000 | Evaluate the impact of a one-off "big-push" package of transfer of livestock assets, cash consumption stipend, skills training, and coaching on poverty reduction and women's empowerment across 80 villages in the Balkh province in Afghanistan. |
| Early Warning, Early Finance and Early Action Project NEW IN FY21 | Afghanistan[a] | 2021 | 2022 | 150,000 | Assess the effectiveness of cash-for-works interventions on consumption, dietary diversity and shock resilience, as well as on the economic and social empowerment of women in four districts targeted under Afghanistan's Early Warning, Early Finance and Early Action Project. |
| CARE4WOMEN: Creating Access to Respectful Employment for Women in Afghanistan NEW IN FY21 | Afghanistan[a] | 2021 | 2022 | 200,000 | Fill-in knowledge gaps on demand-side barriers to women's formal employment in Afghanistan, and recommend approaches to increase women's representation in the formal labor market and encourage employers to offer respectful workplaces. |
| SAR GIL Impact Evaluation of Bangladesh Adolescent Girls Program | Bangladesh | 2020 | 2022 | 150,000 | Evaluates strategies, such as training on sexual harassment and growth mindset, for improving school retention and overall well-being, including safety, voice, agency, and empowerment of adolescent girls and boys in Bangladesh. |
| SAR GIL Tejaswini Impact Evaluation in India | India | 2020 | 2022 | 150,000 | Evaluate the impact of a skills training and education intervention on secondary school completion and employability outcomes of adolescent girls in the state of Jharkhand in India. |
| SAR GIL - Using Online Employability Skills Programs to Improve Labor Force Participation for Women NEW IN FY21 | India | 2021 | 2022 | 150,000 | A virtual life skills, digital literacy, and employability skills intervention for young women. A survey and analysis to measure the impact of this intervention will also be conducted. |
| SAR GIL - SMS GIRL Impact Evaluation NEW IN FY21 | Pakistan | 2021 | 2022 | 100,000 | This tests a model of low-cost and scalable nudges to keep girls enrolled in school and continuing learning during the pandemic. The intervention uses different content across a text messaging and a social mobilization campaign to remind families of the importance of girls' education and layers this communication on top of existing programs for girls. |

[a] On hold as off August 15, 2021

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| SAR GIL Pakistan women's wage subsidy experiment NEW IN FY21 | Pakistan | 2021 | 2022 | 150,000 | This study seeks to understand, in the context of a field experiment, whether temporary wage subsidies can increase female employment in Pakistani firms. |
| GIL Does Information on Female-Friendliness of Workplace encourage women employment? NEW IN FY21 | Pakistan | 2021 | 2022 | 80,000 | Twofold interventions to reduce information asymmetry on job attributes that attract female jobseekers between employers and jobseekers. The first intervention will use an experimental job posting format to prompt employers to voluntarily disclose information about relevant job attributes for women. Under the second intervention, job notification text messages with information about gender-relevant job attributes will be sent to randomly selected jobseekers, while other jobseekers will receive job notifications without this information. |
| South Asia Gender Innovation Lab | South Asia | 2019 | 2023 | 600,000 | Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region. |
| **World** | | | | | |
| Private Sector Window Governance | World | 2015 | 2022 | 193,991 | N/A |
| Improving Availability and Quality of Individual-Level Household Survey Data in IDA Countries | Cambodia, Ethiopia, Nepal, Tanzania, Malawi | 2019 | 2022 | 2,069,350 | Increase availability and quality of individual-level data on ownership of and rights to physical and financial assets, work and employment, and entrepreneurship. |
| Digital2Equal | World | 2019 | 2022 | 190,000 | Contribute to evidence-based policy recommendations in support of women's ability to participate in the platform economy by documenting the business case and best practices. |
| Strengthening gender surveys and statistics NEW IN FY21 | World | 2021 | 2024 | 3,037,444 | Provide technical support to country national statistical offices and government departments to engender the collection of data in key surveys such as the census, labor force surveys, household and enterprise surveys. |
| Ensure Women's Financial Future NEW IN FY21 | World | 2021 | 2022 | 100,000 | Inform the design of innovative financial risk mitigation products to meet women's needs throughout their life and across various roles (E.g. caretakers, entrepreneurs, employees, and individuals). The internvention will develop risk profiles for women in select low-income/IDA countries to enable insurers to create tailored products and services that address the unique and disproportionate financial risks women face in their daily lives as related to education; work, especially entrepreneurship; family and relationships; health; and wellbeing and aging. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Gender and INR- COVID19 Gender Solutions for IFC INR Clients NEW IN FY21 | World | 2021 | 2023 | 100,000 | Support the piloting of gender advisory solutions for IFC Infrastructure and Natural Resources (INR) clients and develop tools to close gender gaps in communities where INR projects are implemented in the context of COVID-19 response. |
| Empowering Girls and Women in the Sahel NEW IN FY21 | World | 2021 | 2024 | 2,700,000 | This activity will help build the evidence on what works and what does not work to empower adolescent girls and young women to delay marriage and childbearing, and to spur the demographic dividend in the Sahel region. |

# ANNEX 6: CLOSED GRANTS

| Africa | | | | | |
|---|---|---|---|---|---|
| **Grant Name** | **Country** | **Starting (FY)** | **Closing (FY)** | **Funding granted (US$)** | **Summary** |
| GIL Africa Regional Report on Gender and Agriculture | Africa | 2014 | 2015 | 92,317 | An evidence-based regional policy report drawing on nationally representative micro-econometric evidence from several African countries to uncover the factors that drive productivity gaps between male and female farmers. The findings and recommendations are being implemented and adopted by client countries and World Bank projects. |
| Gender-Informed Mobile Phone Surveys in Africa | Africa | 2014 | 2017 | 899,593 | Mobile phone surveys collected high frequency and timely gender disaggregated information for pilot countries Madagascar, Malawi, Senegal and Togo. A handbook was published entitled Mobile Phone Panel Surveys in Developing Countries: A Practical Guide for Microdata Collection. |
| IEs for Gender & Property Rights in AFR | Africa | 2014 | 2019 | 61,826 | A working paper and journal article on how improved land tenure for women in Benin led to increased productive investment and widow-headed households could remain in their original dwellings as a result of formalized customary land rights. |
| Africa Regional Report on Gender and Entrepreneurship | Africa | 2016 | 2019 | 397,385 | The report 'Profiting from Parity: Unlocking the Potential of Women's Businesses in Africa', proved to be at the cutting edge of research on female entrepreneurship, and has over 18,000 downloads. The report received substantial media coverage and has influenced at least 15 WBG projects. |
| What Works for Girls' Education - The Missing Evidence | Africa | 2018 | 2019 | 113,727 | "A review of 270 educational interventions from 177 studies in 54 low- and middle-income countries and their impacts on girls, regardless of whether the interventions specifically target girls." |
| Women's Participation in Labor Intensive Public Works in Burkina Faso<br>CLOSED IN FY21 | Burkina Faso | 2017 | 2021 | 270,000 | Piloted a mobile childcare model to improve women's access to temporary labor-intensive public works under the Burkina Faso Youth Employment and Skills Development Project, and evaluated the program's effectiveness. The intervention was piloted in three locations and has since been scaled up; by 2019, a total of 20 mobile creches had been established. |
| Impact Evaluation of Gender Norms and Empowerment in Burundi | Burundi | 2014 | 2017 | 82,646 | Dropped as the evaluation proved infeasible. |
| Gender and Employment in Cote d'Ivoire | Cote d'Ivoire | 2014 | 2020 | 761,333 | A direct-deposit commitment savings account enabled workers to convert productivity increases into private savings which cannot be accessed by others. In the first phase, workers increased their labor productivity and earnings by ten percent, which translates into an eighteen percent increase for workers who opened an account. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Impact Evaluation of DRC PARRSA | Democratic Republic of Congo | 2014 | 2015 | 111,086 | The experimental impact evaluation examines the project's regeneration of the market for improved seeds, the diffusion of improved farming practices through agricultural extension, and the improvement of rural roads infrastructure, specifically analyzing how male and female farmers learn about new technologies and access markets. |
| Deepening the Jobs Impact of the Public Works Programs through Capital Injection and Social Network Stimulation: A Randomized Control Trial in Eastern DRC (UFGE) | Democratic Republic of Congo | 2018 | 2020 | 204,895 | Men and women assigned to incentivized savings groups had increased savings, lower debt levels and higher employment levels compared to their counterparts in other treatment groups or the control group, and the impacts were larger for women. |
| Gender and Technology in Selected Agricultural Value Chains | Ethiopia | 2014 | 2017 | 26,723 | Dropped as the evaluation proved infeasible. |
| IE Women Agricultural Leaders Project | Ethiopia | 2014 | 2019 | 1,185,443 | Evaluation of WALN, a business training, mentoring, and networking program targeted at high-potential women entrepreneurs in five regions of Ethiopia. It aimed to increase business performance and community leadership of participating women by improving their business skills, self-confidence and business networks. |
| Gender and Wage Employment in Ethiopia | Ethiopia | 2015 | 2020 | 454,935 | Findings suggest that industrial parks can provide better earning potential for workers compared to work opportunities that young female jobseekers typically have. In addition, simple supports to facilitate the job application process can have large impacts on applicant success rates in finding employment and their earnings potential. The work is likely to influence policy dialogue in Ethiopia since it is being intensively disseminated to government counterparts by the Gender Innovation Policy Initiative for Ethiopia. |
| Gender and Private Sector Development in Africa | Ethiopia, Malawi, Togo, Uganda | 2014 | 2020 | 1,649,366 | A number of results from the studies financed by this grant are being used not only in Africa but across the World. The personal initiative training evaluated in Togo has been expanded elsewhere including in DRC, Ecuador, Ethiopia, Jamaica, Mauritania, and Mexico, both in World Bank and other partners' work. |
| IE Ghana MSME Investment and Gender | Ghana | 2015 | 2021 | 1,132,938 | This study found that while unconditional small-scale cash grants had no impact on the business performance of women-owned businesses, conditioning the cash grant on reaching a predefined savings goal led to an increase in sales and profits.The sample group that received a cash grant conditionally on saving commitments also had an increase in investment in raw materials. In addition, women-owned business which received grants conditionally on attending a joint decision-making training with their spouses, had greater investments in business equipment, inventory, and raw materials. |

CLOSED IN FY21

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Evidence for Addressing the Gender Gap in Agriculture in Sub-Saharan Africa | Ghana, Mozambique, Niger | 2014 | 2017 | 136,878 | Dropped as the evaluation proved infeasible. |
| Gender and Access to Finance in Guinea | Guinea | 2014 | 2017 | 21,584 | Dropped as the evaluation proved infeasible. |
| Guinea Women Entrepreneurship Sector Selection Study CLOSED IN FY21 | Guinea | 2018 | 2021 | 283,309 | Evaluated whether expanding women entrepreneurs' access to information, skills and mentoring increased the number of women who start businesses in more profitable male-dominated sectors. By January 2020, the share of women in male-dominated sectors among program participants was of 11 percent, 170 percent above the control group. |
| Gender and Property Rights in Kenya | Kenya | 2014 | 2019 | 339,345 | Dropped as the evaluation proved infeasible. |
| Impacts of Microfranchising on Young Women in Nairobi | Kenya | 2015 | 2019 | 48,894 | In the short-term, both the franchise and cash grant treatments had significant positive impacts on young women's lives, with substantial increases in women's income. In the long term, female participants were more likely to be self-employed. |
| Promoting Young Women's Economic Opportunities and Empowerment Through Productive Self-Employment and Entrepreneurship CLOSED IN FY21 | Kenya | 2017 | 2021 | 228,021 | Ongoing intervention to asses the gender differentiated impacts of a large capital infusion to young entrepreneurs through a country-wide business plan competition. The intervention supported a series of laboratory experiments to study differences in competitive behavior between men and women. It found significant differences in competition entry between men and women in mixed-gender and high-stakes conditions. However, women competing only with other women were significantly more competitive than women in the mixed-gender scenario and just as competitive as men in the mixed scenario. |
| Kenya Coding Bootcamps Impact Evaluation | Kenya | 2018 | 2021 | 329,423 | Grant was dropped. |
| Mobile Technologies and Digitized Data to Promote Access to Finance by Women in Agriculture | Kenya, Tanzania, Uganda | 2017 | 2020 | 497,786 | Building on findings and recommendations emerging from a a stocktaking on the potential of mobile technology initiatives to address inequalities in access to finance among male and female farmers, technical asssistance was provided to three Digital Financial Services providers: Fenix in Uganda, Digifarm in Kenya, and MyAgro in Tanzania. The TAs leveraged research insights for the design and development of targeted financial products and marketing. |
| Economic Empowerment of Adolescent Girls and Young Women, Round 3 Activities | Liberia | 2013 | 2017 | 3,550,000 | The project revealed that literacy and numeracy is critical. The project also revealed the psychological, social, and financial needs of adolescent girls and young women during the Ebola crisis. The project informed the country's Education Sector Plan, particularly on the issue of female vulnerability. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Liberia EPAG Supervision | Liberia | 2013 | 2017 | 49,287 | Evidence on the particular psychological, social, and financial needs of adolescent girls and young women during the Ebola crisis. |
| Gender and Empowerment in Liberia | Liberia | 2014 | 2019 | 904,874 | Evaluation of a 12-month employment program with 6 months of classroom training and 6 months of follow-up support for adolescent girls. |
| Agricultural Inputs and Gender | Liberia | 2014 | 2017 | 12,197 | Dropped as the evaluation proved infeasible. |
| Cash for Change in Southern Madagascar | Madagascar | 2017 | 2020 | 191,780 | The work supported by the grant provided critical insights into the development of a social welfare and nutrition project called "FIAVOTA" (which means "assistance" in the southern local dialect), implemented to assist households in the districts most affected by the 2016 drought, particularly regarding extreme poverty and food insecurity in the south of the country. Based on promising results to date, including from results of the work financed by the UFGE grant, the Government of Madagascar has decided to consolidate the cash transfer program in Southern Madagascar and bring it into the fold of Madagascar's overall safety net system, with a transition in focus from emergency response to resilience. |
| PASEF II Impact Evaluation in Madagascar | Madagascar | 2018 | 2021 | 51,865 | This grant was dropped. |
| Enhancing Women's Market Access in Agribusiness | Mozambique | 2016 | 2018 | 246,016 | This agricultural extension intervention is one of the first to combine traditional training on farming best practices with innovative psychology-based training aimed at fostering an entrepreneurial mindset. |
| IE of Supporting Vulnerable Households project in Nigeria | Nigeria | 2014 | 2019 | 1,284,162 | The evaluation showed that cash transfers to women in extremely vulnerable households had an immediate, positive impact: women were more likely to work, and the entire household ate more food, more regularly, and diversified their diet. These results were embedded into the Nigerian Government's design of their national livelihoods and cash transfer program. |
| Adolescent Empowerment and Livelihoods | Sierra Leone | 2014 | 2020 | 1,067,189 | Results show how policy interventions can be effective even in times of aggregate shocks, and highlight how the lack of safe spaces in low-empowerment contexts, such as Sierra Leone, is a key channel through which aggregate crisis can damage the economic lives of young women. |
| Impact Evaluation of Gender Norms and Empowerment in South Africa | South Africa | 2014 | 2017 | 4,747 | Dropped as the evaluation proved infeasible. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| IE South Africa Skill Certification & Counselling | South Africa | 2015 | 2020 | 234,272 | The use of template reference letters and job search action plans led to increases in job offers and hiring, particularly for women. This has been integrated into the offering of the South African Western Cape Department of Labor. |
| IE South Africa Youth Job Search Assistance | South Africa | 2015 | 2020 | 707,614 | The intervention indicated higher employment rates, higher earnings, and more accurate beliefs about their skills among work seekers who received a skills certificate. The results influenced the new Supporting Innovations for Youth Employment in South Africa and Kenya's Youth Employment and Opportunities project. |
| Gender and Safety Nets Impact Evaluation in South Sudan | South Sudan | 2014 | 2017 | 200 | Dropped as the evaluation proved infeasible. |
| Gender and Agricultural Technology Adoption | Uganda | 2014 | 2020 | 644,149 | The dietary diversity of women and the youngest child were found to improve; and in agriculture intervention households, young boys were less likely to report a problem with eyesight. However, there is no evidence that any of the interventions had an impact on overall household food security, income, or other maternal- and child-health outcomes. |
| Uganda Farm & Family Balance Gender Innovation Lab Impact Evaluation | Uganda | 2016 | 2019 | 707,650 | Testing ways to increase women's participation in agricultural markets and their control over cash crop profits: in-kind incentives to husbands to transfer out grower contracts in the name of their wives, and a couples' intervention. The results suggest that simple encouragement can be an effective tool to nudge men to include their wives in household commercial activities. |
| Impact Evaluation of Youth Skills Training Programs in Africa | Uganda, Tanzania, South Sudan | 2014 | 2018 | 317,072 | The activities under this trust fund have significantly contributed to strengthening the evidence base on how to design interventions aimed at empowering adolescents both economically and socially. A policy note on effective interventions has been published and informed adolescent girls programming in several countries. |
| **East Asia and the Pacific** | | | | | |
| Effect on Female Knowledge and Behavior Towards Nutrition from a Maternal and Child Health & Nutrition Cash Transfer Pilot | Cambodia | 2015 | 2017 | 99,846 | The impact evaluation showed the maternal and child health and nutrition pilot (cash transfers) can play a role in achieving improved nutrition outcomes, particularly among children 0-1, for whom the evaluation observed a reduction in stunting. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Childcare Provision in Garment Factories: Impacts on Productivity, Economic Empowerment, Early Childhood Development and Gender Norms | Cambodia | 2018 | 2020 | 15,210 | The evaluation of factory-based childcare was deemed infeasible, but the initial review revealed regulatory shortcomings which the government has committed to strengthening and identified community-based childcare as a potentially better model; now being tested with support from IFC and the World Bank. |
| Banking on Women (BOW) - EAP | Cambodia, Indonesia, Philippines, Vietnam | 2016 | 2019 | 777,446 | Market study on the specific financial and non-financial needs and opportunities for women-owned SMEs in Vietnam. The methodology is being used in other regions and informed the Indonesia Country Strategy 2018. |
| Mekong Informal Trade Facilitation and Gender Study | Cambodia, Lao People's Democratic Republic | 2014 | 2015 | 79,971 | Survey of small and informal traders at border checkpoints in Laos, Cambodia, Thailand and Vietnam. Recommendations informed the dialogue with customs departments in both Lao PDR and Cambodia through ongoing trade programs. |
| Unpacking the Linkages Between Women's Endowments, Economic Opportunity, and Malnutrition in Cambodia and Lao PDR | Cambodia, Lao People's Democratic Republic | 2017 | 2019 | 125,000 | Literature review, secondary data analysis, qualitative data collection on linkages between women's economic activities, endowments, and malnutrition. |
| Improved Employment for Women in Cambodia: Constraints and Opportunities | Cambodia, Lao People's Democratic Republic, Myanmar | 2018 | 2019 | 121,937 | An in-depth understanding of key constraints to improved employment for women in Cambodia as well as recommendations for addressing these constraints in existing policies and programs. |
| Piloting Women's Participatory Rural Land Registration in China | China | 2014 | 2016 | - | Project was dropped. |
| Gender Dimensions of Collective Forest Tenure Reform in China | China | 2014 | 2016 | 99,028 | A study, 'Gender Dimensions of Collective Forest Tenure Reform in China', found that women were disadvantaged in the reform process. The survey of 3,500 households in seven provinces shows 95 percent of the land tenure certificates are signed by male heads of households. The study identifies income generating options for women in the forestry and related sectors, and recommends policy actions to improve the property rights, income security and status of women in the rural areas. |
| Gender Impacts of Intelligent Transport Systems | China | 2015 | 2017 | 82,323 | Study showed intelligent transport systems contribute to bridging the gender gaps in transportation, enhancing satisfaction with public transport, and providing greater safety for female riders. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Meeting Needs for Long-Term Care and Implications for Female Labor Supply – Evidence from Anhui province in China | China | 2016 | 2018 | 196,393 | Findings informed the design of aged care projects in Anhui ($110 million) and Guizhou ($350 million), emphasizing sustainable delivery and financing models for home- and community-based care. They also informed IFC dialogue on eldercare in China and led to acknowledgement of how formal care increases female labor force participation and the importance of professionalization of care for women's wages and job prospects in China's Systematic Country Diagnostic (SCD) and Country Partnership Framework (CPF). |
| Gender Dimensions of Urbanization: Generating Lessons Learned from China and Vietnam | China, Vietnam | 2014 | 2017 | 94,402 | The studies help understand the dynamics of how men and women experience different changes in terms of income, job opportunities, access to social services, and information. |
| Rural Accessibility Mapping | China, Vietnam | 2017 | 2019 | 120,909 | An open-source platform to evaluate efficacy of World Bank projects on rural accessibility to include gender-specific indicators on access to financial services, markets, jobs, and maternal health clinics. |
| Regional Funding for In-Country Capacity Building | East Asia and Pacific | 2014 | 2020 | 606,263 | The grant's piloted code of conduct informed the Bank's Good Practice Note on Sexual Exploitation and Abuse. Over 20 WB investment projects participated in south-south learning on good practices in urban and transport sectors. |
| Female Labor Force Participation and Care | East Asia and Pacific | 2014 | 2016 | 125,440 | New care research informed the report 'Live Long and Prosper' and a book on China aged care informed public dialogue on aging and long-term care in China, which has resulted in a lending request for the China Anhui Aged Care System Demonstration Project, and a planned multi-province P4R operation on aged care in China. |
| EAP GIL Governance and Administration | East Asia and Pacific | 2016 | 2020 | 194,691 | Governance and administration of the EAP Gender Innovation Lab. |
| Improving Maternal Health in Indonesia | Indonesia | 2014 | 2017 | 93,132 | Service Delivery Survey of private maternal health providers consisting of maternity clinics and midwife practices, in the 64 districts prioritized by the government. Data was used to inform the preparation of I-sphere project. Findings were shared at a stakeholder forum for the evidence summit to reduce MMR in Indonesia. |
| Aspirations and Career Choices | Indonesia | 2018 | 2020 | 787,236 | The grant generated evidence about how socioemotional skills learning may close gender gaps in human capital. It feeds into ongoing dialogue between the World Bank and the Indonesian Ministry of Education and Culture on the development of socioemotional skills among lower-secondary students. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Promoting Agent Banking in Indonesia | Indonesia | 2018 | 2020 | 528,123 | The evaluation found convincing evidence that alleviating skills constraints in the presence of agent banking can support women's business development and agency in Indonesia. The business and financial literacy training and mentoring program led to a 15.2 percent increase in women's profits and increased women's decision-making authority over household purchases. |
| Generating Evidence on Supply-Side Capacity to Inform the National Free Maternal and Child Health Policy | Lao People's Democratic Republic | 2014 | 2016 | 59,521 | Three policy notes and a consultation workshop on health care in Lao PDR informed the design of the Health Governance and Nutrition Development Project, preparations for SCD, and other analytical work in Lao PDR. |
| IE of Laos Road Maintenance Groups | Lao People's Democratic Republic | 2019 | 2020 | 609,975 | The research suggests that while men and women benefit from better roads, women benefit less than men, and points to complementary programming as a way to improve benefits for women. |
| Stopping Gender-Based Violence by Engaging with Men | Mongolia | 2014 | 2016 | 76,931 | This is a Men's Strength Survey on male attitudes and behaviors on issues like childcare, and the drivers of adverse outcomes (e.g., gender-based violence, alcoholism, and school dropout). A national media campaign along with community outreach was rolled out and was well received with requests to replicate the campaign at the provincial levels. The campaign also led to the inclusion of specific activities targeting men and boys in the National Gender Action Plan 2016-2021. |
| Constraints Underlying Gender Disparities in Mongolia's Labor Market: Launch of a Piloted Qualitative Tool | Mongolia | 2016 | 2017 | 92,970 | The study contributed to a significant public dialogue in Mongolia, leading to improved design of the Mongolia Employment Support Project and request for an impact evaluation on childcare. The study methodology is being used in Cambodia, Malaysia, the Solomon Islands, and Vietnam. |
| Childcare and Female Labor Market Outcomes: Evidence on What Works from a Rigorous Impact Evaluation | Mongolia | 2018 | 2020 | 196,691 | The study showed that in addition to positive impacts on mothers' wages and employment, public childcare also significantly increased fathers' hourly wage. The study provided advice to the Municipality of Ulaanbaatar on the need for further expansion of the program to cover the high demand. The grant also funded a future paper, which will examine the correlation of outcomes with the quality of kindergartens, lessons that will inform dialogue on early childhood education. |
| Board Gender Diversity | Myanmar | 2016 | 2019 | 323,330 | IFC Corporate Governance team launched the Board Gender Diversity in ASEAN study on June 27 in Jakarta. The study provides extensive research on the current state of board diversity in ASEAN countries (plus China) and, among other things, draws interesting correlations between diversity and performance. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Analyzing Forced Displacement in EAP: Opportunities & Challenges to Supporting Myanmar Refugees Returning from Thailand | Myanmar | 2017 | 2019 | 37,094 | Analytical work on both the Thai and Myanmar sides has been undertaken to identify knowledge gaps with respect to return of Myanmar refugees from Thailand. The findings of this work have informed the design of the Inclusion and Peace Lens (IPL) in Myanmar, which is used to screen all new proposed investment operations, and which the social development team administers. |
| Get2Equal - South East Asia<br>CLOSED IN FY21 | Myanmar, Vietnam | 2016 | 2021 | 2,289,388 | Targeted studies and engagement with companies to increase quality of employment and business leadership opportunities for women and expand opportunities for female entrepreneurs. This included numerous reports and guidance notes to improve the understanding of quality care services and gender equality in employment, and expand opportunities for women entrepreneurs in supply chains.The intervention also supported advisory services, peer-learning platforms and tools to improve companies' capacity to access, retain, develop, and promote women talent. |
| Gender Based Violence in Urban PNG: Improving Knowledge, Evaluation and Interventions | Papua New Guinea | 2016 | 2017 | 149,273 | Research on how women in urban settings deal with experiences of violence; strategies, networks of support and pathways of resort. The has informed policy dialogue at the country level on how best to deal with the devastating levels of GBV, including how to support the role out of the Family and Sexual Violence Act. The research has provided much needed granular knowledge about how these issues are currently being dealt with within urban settlements. |
| Comprehensive Agrarian Reform Program IE | Philippines | 2018 | 2020 | 738,537 | The grant made significant contributions to the measurement of intra-household decision-making by identifying reasons behind spousal disagreement on survey questionnaires and designing and testing new measures of intra-household decision-making. Lessons on ways to improve the process of parcelizing collective land titles are being scaled up under the World Bank-financed Support to the Parcelization of Lands for Individual Titling project. |
| CCTs, Women's Empowerment and Agency | Philippines | 2019 | 2020 | 508,916 | Analysis on whether benefitting from the Philippines CCT program “Pantawid Pamilya Pilipino Program” (4 Ps) during the transition to adolescence leads to long term empowerment in the social and economic realms. The study found that even brief participation in the 4Ps program increased age of marriage and age of first birth for women. However, there were no impacts on educational, labor market outcomes and proxies of economic welfare for women or men. Findings suggest that longer participation in the program may be needed to move the needle on education, labor market engagement, and inter-generational transition of poverty. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Hem No Leit Tumas: Evidence for Improved Outcomes in Solomon Islands Women's Literacy Programs | Solomon Islands | 2014 | 2014 | 35,750 | Study on improving outcomes through the women's literacy program in Solomon Islands. Informed policy dialogue and led to the government to allocate more funds towards Adult Literacy Programs. |
| Pacific Gender Indicators in Fisheries | Solomon Islands | 2014 | 2015 | 26,096 | Analysis on gender gaps in the Solomon Islands fishing sector. Informed IFC engagement with SolTuna and additional analytical work. |
| Enhancing Women's Skills in the Informal Economy in Solomon Islands | Solomon Islands | 2018 | 2020 | 150,261 | The study identified skills gaps, challenges to accessing financial resources, and gender-related barriers that young women face in generating an income in Solomon Islands. Findings led the CAUSE project to pilot literacy classes for CAUSE participants to enhance the confidence of women participants, training completion rates, and results. Furthermore, CAUSE has expanded the post-training support services. |
| Situation Assessment for Men and Youth in Conflict-affected Areas in Southern Thailand | Thailand | 2014 | 2015 | 69,191 | A study and a situational assessment of young and adult men impacted by conflict in southern Thailand. Informed the Expanding Community Approaches in Conflict Situations project in Thailand. |
| Expanding Knowledge on Gender Gaps in Timor Leste Using Gender-Disaggregated Data | Timor Leste | 2018 | 2019 | 96,448 | A new visual tool to identify areas of poverty and gender inequality down to the village level. This data and the associated maps enable government, civil society and development partners to pinpoint areas where development outcomes are lagging, highlighting gender gaps in access to economic activities, education, health, and power and agency. They reveal that female disadvantages in education and high levels of domestic violence against women are higher in poorer areas of Timor-Leste. |
| Making Resettlement Gender-Informed: Handling the Intersections Between Practitioners, Policy Makers and Development Partners | Vietnam | 2016 | 2017 | 192,647 | Developed a toolkit for integrating gender dimensions into development-induced land acquisition and resettlement processes in Vietnam. |
| Non–Experimental Impact Evaluation with a Gender Focus of the Third Rural Transport Project in Vietnam | Vietnam | 2017 | 2019 | 108,106 | Evaluation of the Third Rural Transport Project to inform future operations and increase client demand for gender-smart operations. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| EAP Research on Female Entrepreneurs Operating in Male-Dominated Sectors<br>CLOSED IN FY21 | Cambodia, Indonesia, Lao People's Democratic Republic, Vietnam, Timor-Leste | 2018 | 2021 | 290,000 | Produced evidence on the constraints to female entrepreneurs in the region and provided guidance on how to tackle these constraints. The intervention found that female entrepreneurs who operate in male-dominated sectors have higher profits than those in female-concentrated sectors in Indonesia, Vietnam and Laos. Factors commonly associated with crossing-over into male-dominated sectors include more education, lower burden of unpaid care work within the home, and living in urban areas. However, sector segregation is only one of the factors contributing to the gender gap in profits, with male entrepreneurs seeing higher profits than women regardless of sector. Recommended policies to decrease the gender gap in profits include those focussed on reducing women's unpaid care burden and ensuring access to skills training. |
| EAPGIL Inferential Research<br>CLOSED IN FY21 | East Asia and Pacific | 2016 | 2021 | 69,036 | Inferential research on intra-household decision making on labor and care, occupational segregation, gender gaps in agricultural productivity, and female entrepreneurship. In Timor-Leste the intervention provided the first analysis of the gender productivity gap in agriculture in the country, showing that women produce 15 percent less than men per hectare of land and that this gap is predominantly due to differences in access to inputs. In Indonesia, the intervention produced the first ever estimate of the impact of public preschool on female labor force participation (FLFP) in the country, demonstrating that an additional preschool per 1,000 children increases employment of mothers of eligible children by approximately 9 percent. Inferential work on the gender wage gap in Vietnam produced the first quantitative estimates of the role of occupational sorting on differences between men and women's earnings and the reasons for this sorting. |
| **Europe and Central Asia** | | | | | |
| Life in Transition Survey III | Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Estonia, North Macedonia, Georgia, Kazakhstan, Kosovo, the Kyrgyz Republic, Moldova, Mongolia, Montenegro, Poland, Romania, Russia, Serbia, Tajikistan, Turkey, Ukraine, Uzbekistan | 2015 | 2016 | 211,096 | The survey pilot revealed that the adding gender-relevant questions/modules were applicable across a large geographical and cultural space spanning the entire Europe and Central Asia region. The survey data is expected to inform both SCD and CPF in the ECA region, as well as contribute to gender assessments, and analyses of labor markets and poverty. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Land and Leadership | Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, Montenegro, Serbia | 2013 | 2014 | 115,793 | Two working papers and three regional conferences to design and present country action plans to improve women's land rights in six countries in the Western Balkans. Informed policy dialogue and World Bank Group-financed land administration projects in the region and created new demand to address gender and property rights in the Western Balkans. |
| Land and Gender - Improving Data Availability and Use in the Western Balkans | Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, Montenegro, Serbia | 2014 | 2016 | 43,793 | Sex-disaggregation of property data in seven countries in the Western Balkans. The grant influenced the project design of a new land administration project in Serbia and standardized reporting on gender disaggregated data. |
| Improving Gender Data in the Regional Roma Survey | Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, Montenegro, Serbia | 2018 | 2019 | 125,427 | Report on the gender norms of Roma and non-Roma men and women in marginalized neighborhoods of Serbia, and the impact of these norms on schooling, work, and household decision-making. |
| Gender Evaluation of Child Related Benefits in Armenia | Armenia | 2014 | 2018 | 16,890 | The evaluation of Armenia's policy reform that introduced differentiated subsidies by birth order to promote fertility found a positive impact on the fertility of women who had already had two births and found no heterogeneity in response to the policy by wealth, schooling or residence in rural versus urban area. |
| Armenia's Wild Harvest Value Chain | Armenia | 2017 | 2020 | 55,392 | The grant financed a pilot to promote and develop women's economic outcomes in the wild-harvest sector through collaboration with the Armenian Young Women's Association to improve entrepreneurial skills and enhance value-chain participation together with policy support to the Ministry of Agriculture to improve the wild-harvest sector's regulatory environment and include more women in formal decision making. |
| Missing Girls in the South Caucasus | Armenia, Azerbaijan, Georgia | 2013 | 2015 | 139,187 | Working paper and knowledge brief published with findings and lessons on how to tackle norms and behaviors related to son preference and to promote gender equality and the value of girls. Informed Georgia SCD and CPF and a follow-up behavioral intervention campaign requested by client to tackle son-preference. |
| Gender Sensitivity in Energy Investments | Armenia, Belarus, Bulgaria, Croatia, the Kyrgyz Republic, Romania, Tajikistan, Turkey | 2014 | 2015 | 195,192 | Report and toolkit to understand social issues in energy tariff and subsidy reforms in ECA. Informed policy dialogue in Kyrgyz Republic and Belarus, and the preparatory process for SCDs in Bulgaria, Romania, and Ukraine. Informed eight country-level Poverty and Social Impact Analysis (PSIAs), and WBG projects. Report and key findings are also part of a WBG Open Learning Campus Institute's e-Course on Gender and Energy, and informed a regional report, 'Adapting to Higher Energy Costs'. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Promoting Gender Equality in the Western Balkans | Bosnia and Herzegovina, Kosovo, North Macedonia, Serbia | 2013 | 2020 | 2,065,280 | The grant financed a large body of analytical work on care services, labor market inequality and associated productivity losses, skills mismatch and barriers to mobility. The findings have been used in country policy dialogue and contributed to the Bank's first ever gender development policy loan in Albania. |
| Jobs and Shared Prosperity in ECA: A Gender Lens | Bosnia and Herzegovina, North Macedonia, Georgia, Kazakhstan, Kosovo, Kyrgyz Republic, Serbia, Tajikistan, Turkey | 2014 | 2017 | 99,670 | The qualitative methodology developed and applied in this regional study provides innovative and valuable analysis both at the regional level, but also in terms of the broader global agenda on economic mobility and jobs. The work was used for analytical products (e.g. employment strategy and SCD in Kyrgyzstan, poverty and equity work in the Western Balkans, ECA Care work, upcoming ECA Social Contract flagship, etc.), operations (e.g. Gender DPL, Kazakhstan youth project etc.), and Kosovo CPF consultations at the World Bank. |
| Addressing Behavioral and Social Norms to Train, Educate and Empower Roma Girls in Bulgaria | Bulgaria | 2016 | 2018 | 48,782 | Empowerment pathways for Roma girls and women and their families to make strategic decisions on education. The grant led to an early design of a behavioral intervention to boost aspirations. |
| ECAGEN Database | Europe and Central Asia | 2013 | 2018 | 140,742 | A searchable database of harmonized microdata on gender dimensions of poverty and shared prosperity to support meaningful diagnostics by those working on Systematic Country Diagnostics, lending projects and results frameworks. |
| Gender Aging and Care Issues in ECA | Europe and Central Asia | 2014 | 2016 | 84,787 | Working paper on the role of informal childcare and eldercare in aging societies in the ECA. Main findings included in regional report on aging titled, Golden Aging: Prospects for Healthy, Active, and Prosperous Aging in Europe and Central Asia. Research and methodology informed RAS in Estonia, Poland, and Chile, the SCD and CPF in Serbia. Informed policy dialogue on the expansion of childcare services in Kosovo, and aging and care in Poland. |
| Beyond Women in STEM Fields: Gender Differences in Fields of Study and the Labor Market in ECA | Europe and Central Asia | 2016 | 2019 | 149,207 | Examination of women's participation in STEM fields of study and sectors of employment in Europe and Central Asia, including causes of gender gaps and effective interventions to address them. |
| Strengthening the Gender Lens in Building the Evidence Base on Refugees and Migrants in the European Union | Europe and Central Asia | 2017 | 2019 | 149,763 | Evidence on gender-specific issues related to inflow and integration of migrants and refugees in Europe to inform policymaking. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Can Communication Campaigns Change Son Preference and Raise Value of Daughters? Evidence from a Pilot in Georgia | Georgia | 2016 | 2019 | 204,202 | Study on attitudes related to son preference, perceived value of daughters, and sex selection in Georgia, and a communication campaign to change prevailing attitudes. |
| New Technology to Record Property Rights | Kosovo | 2016 | 2017 | 125,340 | Support to the national cadastral agency to integrate use of technology into the national registration program, and legal support to families to complete the complicated inheritance and other legal procedures with the court. The results on the use of the new technology are also being used as case studies for the World Bank Big Data Briefs and a forthcoming WB 'Emerging Technology for Land Administration' report. |
| Women's Economic Empowerment in Kosovo | Kosovo | 2017 | 2019 | 59,281 | Study on barriers to women's economic empowerment and policy advice on how to improve design and implementation of skills formation and intermediation services. |
| Impact of Productive Investments on the Inclusion of Women in Agriculture | Kosovo | 2018 | 2020 | 59,862 | A report 'Gender Inclusion in Productive Investments in the Western Balkans' and two briefs were prepared that succinctly presented the findings on how selection criteria and preconditions potentially disadvantage farming women and how statistics and survey data can be improved to highlight the contribution of women in farming. Findings are being disseminated and are likely to influence projects in the region. |
| Exploring Gender Norms in Kyrgyz Republic | Kyrgyz Republic | 2016 | 2018 | 77,606 | The study complements a recent nation-wide survey by UN Women and the UNFPA. The study explored the dynamics of gender norms following the political and economic transition in Central Asia and generated new information about norms and behaviors governing the practice of bride kidnapping and women's participation in local decision making. |
| Busting the Labor Supply-Fertility Trade-Off in Poland. Towards a More Gender-Sensitive Design of Child Care Services and Subsidies | Poland | 2017 | 2018 | 56,086 | Analysis of labor market incentives for family benefits and the long-term care system showed labor supply constraints are only likely to get worse in the future absent policy action on family and Long-Term Care benefits. It also showed Poland's 500+ family program, while reducing child poverty, creates severe labor market disincentives, especially for women. Findings led to high-level policy dialogue with the Office of the Deputy Prime Minister in Poland,and have been published in the paper 'Can Mothers Afford to Work in Poland?' The findings formed part of recommendations set forth by the European Commission for Poland which led to increased government financing for childcare. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Gender Innovation in Private Sector Finance | Russian Federation | 2014 | 2016 | 149,768 | A report on female entrepreneurs and access to finance in Russia. Report was meant to support a potential IFC project on women entrepreneurs in Russia but due to the geopolitical environment, the project was cancelled, and the dissemination efforts of the UFGE-funded grant were curbed. |
| Gender-Informed Road Safety Strategies | Serbia | 2014 | 2018 | 206,559 | The global road safety and gender review conducted led to development of a gender-informed Road Safety Action Plan approved by the Government of Serbia in 2016. It also led to improvement of the country's crash database and data collection tools to include gender-disaggregated data. The grant also supported piloting of gender sensitive road safety actions for adolescent students in secondary schools that are cost effective and scalable. |
| Roma Adolescents - Qualitative Research | Serbia | 2014 | 2015 | 22,233 | Study on the situation of Roma adolescent boys and girls, compared to Serbian youth. |
| Serbia Access to Justice for Poor Women and Men | Serbia | 2014 | 2015 | 27,000 | Review of access to justice which informed policy dialogue in Serbia and informed the government's Chapter 23 Action Plan for EU accession. |
| Evaluation of a Communication Campaign on Fathers' Attitudes and Practices in Early Childhood Development in Serbia<br>CLOSED IN FY21 | Serbia | 2018 | 2021 | 150,000 | Increase fathers' involvement in early childhood development with a communications campaign aimed at changing parents' views and behaviors related to investing time in child stimulation and care. |
| Youth in Central Asia: Development Approaches to Prevent Extremism | Tajikistan | 2017 | 2019 | 195,660 | Study to understand prevalence of male and female youth exclusion and linkages to extremism. |
| Increasing Access of Women to Economic Opportunities in Turkey<br>CLOSED IN FY21 | Turkey | 2013 | 2021 | 3,690,369 | Multisectoral work on women's economic opportunities, examining barriers to employment such as childcare supply and other work-life policies. |
| Gender Employability and Soft Skills | Turkey | 2014 | 2019 | 92,587 | Study on the role of behavioral skills and conscious or unconscious labor market discrimination in Europe and Central Asia. |
| PREM Expertise - Turkey Women's Access to Economic Opportunities | Turkey | 2014 | 2017 | 309,631 | Multisectoral work on women's economic opportunities examining barriers to employment such as childcare supply and other work-life policies. |
| A Profiling of Employment Services Beneficiaries in Armenia and Turkey With a Focus on Female Workers | Turkey | 2014 | 2015 | 34,974 | Policy note and modeling tool to profile job seekers, with a focus on women, to provide them with better assistance. The new modeling tool was delivered to the Public Employment Services of Turkey. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Diagnostic of Rural Women's Empowerment in Uzbekistan | Uzbekistan | 2016 | 2017 | 149,994 | Research provides a more nuanced understanding of the opportunities and constraints women face in developing new income generating initiatives both in the agricultural and non-agricultural sectors in rural Uzbekistan. As a follow-up, the Uzbekistan Women's Committee requested assistance in conducting value chain analysis and training for women-led business in the eight most depressed districts of Uzbekistan. Finding from the report also informed the design of Jobs and Skills for Modern Economy Project. |
| **Latin America & the Caribbean** | | | | | |
| Gender-Smart Interventions in Employment Programs for NEET Youth | Argentina | 2017 | 2018 | 119,999 | Four municipal employment offices (MEO) adopted new inclusion measures for women and LGBTI participants, including offering childcare services on site, and/or monetary compensation for childcare. The Ministry of Labor is working to scale this pilot in 10 MEOs in urban centers. |
| Changing Odds Among Vulnerable Teenage Girls by Promoting Goal-Setting and Preventing Unplanned Pregnancies | Argentina | 2017 | 2019 | 122,830 | "The piloted public-school curriculum for improving self-esteem and educational and labor aspirations led to increases in school enrollment among teenage girls in vulnerable communities, along with an increase in the use of contraception and general health services." |
| Womens' Mobility in LAC cities | Argentina, Brazil, Peru | 2017 | 2019 | 119,947 | A qualitative study of the large metropolitan regions of Buenos Aires, Rio de Janeiro, and Lima that helps practitioners, companies and municipalities think beyond infrastructure improvements to improve women's mobility. |
| Advancing Gender Agency in LAC: Experiences from the Transport Sector | Argentina, Nicaragua, Peru | 2014 | 2016 | 149,628 | Published report, Roads to Agency, which informed the policy dialogue in Nicaragua and strengthened the design of a follow-up project titled Rural and Urban Access Improvement Project in Nicaragua. |
| Understanding Agency by Measuring Women's Perception on Exclusion and Discrimination | Bolivia | 2014 | 2015 | 118,157 | A perception survey on gender and ethnicity in Bolivia which informed public dialogue, WBG country engagements instruments SCD, and a regional flagship report on Indigenous Latin America in the Twenty-First Century. |
| Expanding Women's Agency through Productive Inclusion in Rural Areas at Northeast Brazil | Brazil | 2014 | 2016 | 103,597 | Assessment of productive value chains among 32 organizations based on an adaptation of IFPRI's Women Empowerment in Agriculture Index (WEAI) framework. |
| Urban Mass Transport: Gender Agency and Inclusion (Via Lilas Program) | Brazil | 2014 | 2017 | 145,792 | The grant supported development and implementation of 40 electronic information kiosks in SuperVia stations and Barcas (ferries) with information on how women could seek support for gender-based violence. The grant also supported a training course for public transport employees aimed at raising awareness of and addressing violence against women in public transportation. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Strengthening Sub-national Government Capacity to Promote Economic Empowerment and Prevent Violence Against Women | Brazil | 2017 | 2019 | 119,652 | "In response to a request from Piaui's state government, a community-based model was piloted in two municipalities. The pilot developed a toolkit for community-level activism, engaging with men and young people to strengthen prevention of violence against women and girls. With resources from the Piaui Pillars of Growth and Social Inclusion project, the state government will fund the expansion of training activities to additional municipalities, and the development of systematized lessons learned about the entire process." |
| Expanding Women's Agency through Productive Inclusion in Rural Areas of Northeast Brazil | Brazil | 2017 | 2018 | 117,581 | Findings suggest that encouraging the formation of women's producers' organizations is an effective way to stimulate women's empowerment as well as for targeting resources to female producers who do not generally benefit from the same level of access to agricultural inputs as male producers. The project team is also working closely with the State (Rio Grande do Norte) Secretariat of Education to make training materials available for pedagogical activities in state schools to educate children and youth on gender issues. |
| Improving Human Capital through Increased Aspirations in Bahia<br>CLOSED IN FY21 | Brazil | 2020 | 2021 | 225,000 | Experimental study in Bahia, Brazil, aiming to measure the effects of a goal-setting skills peer-led program on high school students' educational attainment, self-esteem, aspirations and teenage pregnancy rates. The study found that network-based interventions, especially those led by "popular" students, were very effective in reducing teenage pregnancies and increasing reproductive health knowledge. It showed that changing aspirations and sexual behavior involves not only information transmission but also trust and closeness to the source of information. |
| Womens Economic Empowerment: Challenges of the Care Economy in Colombia | Colombia | 2017 | 2018 | 119,973 | A profile of caregivers and households that could benefit from the provision of care services as part of a national care system being developed by the government. The grant also supported a stocktaking of existing public programs and services (cash transfers, incentives) addressing the different needs of households with dependents. The work will be used in continued dialogue with Colombia's new government and the methodology can be replicated elsewhere in the region. |
| Enhancing Opportunities through Access to Productive Assets for Female Entrepreneurs: Testing Gendered Credit Scoring Models<br>CLOSED IN FY21 | Dominican Republic | 2017 | 2021 | 123,069 | Developed a new credit scoring model to predict characteristics and behaviors of creditworthiness for women and men using machine learning techniques. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Text Me Maybe! Peer-to-Peer Sexual Education and Mobile Texting to Reduce the Risk of Teenage Pregnancy | Ecuador | 2014 | 2015 | 63,553 | Impact evaluation, data collection, and report. Informed country dialogue about teenage pregnancy. Led to the Chimborazo Development Investment Project to adopt an SMS component to improve children's nutrition; and a project by the municipality of Quito to adopt the peer-to-peer component to work on social issues of at- risk youth. |
| Expanding Labor Market Opportunities of Women in El Salvador | El Salvador | 2014 | 2016 | 47,489 | Qualitative evaluation of the El Salvador Temporary Income Support Program (PATI), which combined income support with training targeting women. The evaluation focused on the role of these interventions in promoting women's agency. Lessons led to changes such as integrated support for childcare to address constraints to women's participation. |
| Migration and Women's Agency in Agriculture: The Case of Central America | Guatemala | 2014 | 2015 | 108,555 | Study on the impacts of male-out migration on agriculture and women's agency in Guatemala. |
| Tackling Teenage Pregnancy in Nicaragua | Nicaragua | 2017 | 2020 | 14,892 | Project was cancelled. |
| Haiti Adolescent Girls Initiative | Haiti | 2013 | 2015 | 581,211 | Impact evaluation, report, and videos on a pilot program aimed to foster labor market opportunities for young women in Haiti. Informed the LAC regional gender strategy and the SCD about jobs for vulnerable groups, gender gaps, and GBV. Informed country dialogue on issues, such as youth inclusion, skill-development, and labor market programs. |
| Piloting the Delivery of Agency in Haiti | Haiti | 2014 | 2015 | 121,079 | A study of the Adolescent Girl Initiative pilot in Haiti, which fostered labor market opportunities for young women. The grants supported context-customized modules with content on self-esteem, aspirations, empowerment, and other soft skills, which were delivered through workshops held at community organizations. Findings revealed both extremely high and substantively constrained aspirations of young women. The project reduced these constraints and the beneficiaries revealed higher aspirations. |
| Using Innovative Mechanisms in the Health Sector to Reduce Gender Inequalities and Enhance Economic Opportunities for Women | Haiti | 2017 | 2019 | 123,981 | "A behavioral diagnostic found that in addition to structural barriers and the inadequate quality of care services, behavioral biases and perceptions deter pregnant women from seeking medical care because they expect to be received poorly at clinics and hospitals. As a result, the Ministry of Public Health and Population is developing a policy to better integrate traditional birth attendants in the health care system and develop training and support to enhance safety of the deliveries that they assist as part of a new health project." |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Testing Evidence-Based Approaches to Foster Collective Action in Addressing Intimate Partner Violence | Honduras | 2014 | 2016 | 109,444 | Published a global review of community-based interventions to address intimate-partner violence. The well-known SASA! intervention was adapted to the LAC context and was adopted by the Safer Municipalities Project. |
| Knowledge Management | Latin America | 2014 | 2021 | 820,000 | Expand and share operationally relevant knowledge to improve gender equality. Hold regional knowledge contests to target government agencies, civil society, and academia, and disseminate around agency-related topics. |
| Developing Gender Data Analytics in LAC | Mexico | 2016 | 2019 | 349,809 | A new data analytics tool gives valuable insights to banks on their performance with women customers, assisting in the design of value propositions to reduce the financial gender gap. Initially, the tool was used by financial institutions in South America. |
| Mobility and Access to Economic Opportunities in Mexican Cities | Mexico | 2017 | 2020 | 121,533 | To help the city improve public transportation safety, the World Bank developed a methodology for calculating the social cost of sexual harassment in public transport. |
| Analysis of Cross-Over: Promoting Female Entrepreneurship CLOSED IN FY21 | Mexico | 2019 | 2021 | 290,000 | Data collection and analysis showed that weekly sales and profits of female-owned business which crossed over to male-dominated sectors, were 66 percent and 78 percent larger, respectively. Women that had male role models and male mentors were 6 and 4 percentage points more likely to "cross over". |
| Mexico - Promoting Female Entrepreneurship Through Rigorous Experiments CLOSED IN FY21 | Mexico | 2020 | 2021 | 139,478 | Examined the cost-effectiveness of soft skills training as a complement to hard managerial training in improving performance of women-led businesses. The training program led to the adoption of better business and managerial practices (e.g., financial management, marketing, and formalization), ultimately improving businesses' sales by 9 percent and profits by 13 percent. |
| Economic Empowerment of Indigenous Women | Panama | 2017 | 2020 | 123,814 | A demand and supply study of indigenous women's economic empowerment in Panama, as well as a pilot intervention that strengthened the ecosystems for indigenous women in four communities through soft skills training and other issues critical to enable and support women to build their community women's agency, confidence and capacity to become economic actors. The grant also established four community banks. |
| Developing a Model for Gender-Inclusive Climate Adaptation Finance | St. Lucia | 2014 | 2015 | 87,719 | A gender-informed household demand assessment and a marketing strategy published in the Operations Manual of Climate Adaptation Finance Facility (CAFF). It helped with capacity building for the Central Statistics Office in St. Lucia. It also informed the design of a national survey on climate change adaptation and the development of an outreach plan to finance household upgrades, and informed the CAFF component of the Saint Lucia Disaster Vulnerability Reduction Project. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Evaluating The Impact of the Non All-Inclusive versus All-Inclusive Tourism Development | St. Lucia, Grenada | 2017 | 2018 | 119,999 | A tourism, gender and competitiveness survey was developed and conducted among employers and employees in St. Lucia and Grenada to look at the different experiences of men and women in two models of tourism, all-inclusive and non all-inclusive. The report finds women represent most of the employees and managers in the hotel industry in St. Lucia and Grenada. Yet, women still face significant disadvantages compared to men, finding evidence of occupational segregation and a gender compensation gap. |
| **Middle East and North Africa** | | | | | |
| Socio-Economic Mobility Across Genders and Generations in Egypt: The Role of Jobs and Resilience | Arab Republic of Egypt | 2018 | 2020 | 138,275 | The qualitative study supported by this grant has provided a nuanced and a deeper understanding of how men and women, young and old, experience macroeconomic shocks, juxtaposed against their own individual shocks and changes in life situation. This understanding will be useful in guiding policy dialogue on social mitigation policies in Egypt. |
| Using Digital Technology to Expand Markets for Female Entrepreneurs in Egypt | Arab Republic of Egypt | 2020 | 2021 | 200,000 | Cancelled. This intervention was re-structured. |
| Civil Legal Aid for Women | Jordan | 2014 | 2018 | 199,531 | The grant helped the Justice Center for Legal Aid build capacity in designing and implementing quantitative and qualitative surveys. The findings showed that providing legal aid to poor women to resolve legal problems did not end their poverty but did mitigate their poverty situations and provided some increase in agency that could be carried over to other aspects of social and economic life. |
| Understanding How Changing Gender Norms Impact Education and Employment Outcomes | Jordan | 2017 | 2018 | 246,753 | Innovative study on the impact of social norms on women's labor market outcomes in Jordan. Findings informed the design of the Jordan First Equitable Growth and Job Creation Programmatic Development Policy Financing. |
| Syrian Refugee Crisis Impact | Jordan, Lebanon | 2016 | 2018 | 272,837 | Data on the socioeconomic and living conditions of a representative sample of Syrian refugees in Lebanon and Jordan, using both quantitative surveys and qualitative fieldwork. |
| Cooperation Among Syrian Refugees | Middle East and North Africa | 2017 | 2019 | 229,970 | The grant led to invaluable data on the socioeconomic and living conditions of a representative sample of Syrian refugees in Lebanon and Jordan, using both quantitative surveys and qualitative fieldwork. The data was analyzed and used in the main report: "Syrian Refugees and their Hosts: Jordan, Lebanon and Iraq." Research techniques and ideas were shared internally with other teams planning qualitative work at the World Bank. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Violence in Conflict-affected Contexts | Middle East and North Africa | 2017 | 2019 | - | Project was dropped |
| Measuring Gender Impacts of a Micro-enterprise Project for Disadvantaged Youth | Morocco | 2014 | 2017 | 178,290 | The initial findings showed that empowering young women from disadvantaged backgrounds through economic opportunities is possible. The results of the evaluation have informed the Morocco SCD/CPF process at the World Bank, by highlighting the importance and feasibility of targeting youth from disadvantaged backgrounds. The baseline results of the evaluation have also been shared with the Ministry of Youth in Rabat to inform the ongoing policy dialogue and project preparation of a scale-up project. |
| Morocco Urban Transport Program - Gender Survey | Morocco | 2015 | 2017 | 144,876 | The study enhanced the World Bank's knowledge of the urban transport sectors as it confirmed that women as well as other vulnerable subgroups face the most acute challenges in the transit system of Moroccan cities (particularly in terms of security and safety). It also recommended important actions (CCTV, patrols, etc.) to mitigate these issues. This work supports the implementation of the Morocco Urban Transport PforR, a Program-for-Results project. |
| Increasing Women's Economic Opportunities Under the Plan Maroc Vert | Morocco | 2017 | 2019 | 145,754 | Increase knowledge of effects of Plan Maroc Vert (agri-food productivity project) on women's economic opportunities in agri-food sector; identify interventions that have increased women's economic opportunities; develop recommendations for expansion of successful initiatives. |
| Enterprise Revitalization and Employment Pilot (EREP) in Yemen | Republic of Yemen | 2014 | 2017 | 34,886 | Data collection and working paper to evaluate a youth internship program in Yemen. The outbreak of civil war caused the second wave of the internship program to be cancelled—based on the limited data, a paper was published but policy dialogue was not possible. |
| Enhancing Female Entrepreneurship through Labor Intensive Public Works: A Randomized Control Trial of the Community Works and Local Participation Project in Rural Tunisia | Tunisia | 2017 | 2019 | 229,996 | Randomized controlled trial of public works program to test effect of additional small business grant given to subsample of former female participants aiming to strengthen female leadership and sustain livelihoods over long term. Results are pending end-line data collection under a separate UFGE grant. |
| Investigating Gender Discrimination in the Labor Market through a Field Experiment in Tunisia | Tunisia | 2017 | 2020 | 193,607 | A randomized controlled trial to provide unbiased estimates of whether (and to what extent) gender-based discrimination in labor markets hinders women's economic opportunities. The study found that women with identical qualifications to men do not have equal chances to find jobs in the IT field. |

| South Asia | | | | | |
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| **Grant Name** | **Country** | **Starting (FY)** | **Closing (FY)** | **Funding granted (US$)** | **Summary** |
| Impact Evaluation of the Afghanistan SWEEP | Afghanistan | 2018 | 2019 | 62,938 | Evaluate the impact of a skills training and education intervention on secondary school completion and employability outcomes of adolescent girls in the state of Jharkhand in India. The evaluation is ongoing under a separate UFGE grant. |
| Women Mobile Financial Services | Bangladesh | 2016 | 2018 | 350,000 | A nationwide market study of 4,000 women,to demonstrate the commercial potential of mobile financial services to serve more women and reveal barriers to women's adoption and use of these services. Findings were used to develop a roadmap to guide private sector providers and other stakeholders, including development institutions and regulators, to better involve women in the sector. |
| Financial Inclusion of Women Ready-Made Garments Workers through Mobile Financial Services | Bangladesh | 2016 | 2019 | 240,297 | A joint IFC and Bangladesh Bank initiative developed the business case for electronic wage payments and helped secure buy-in from the mobile financial services (MFS) sector. The result was that between 2016 and 2018, more than 70,000 female garment workers opened mobile financial accounts. This success helped convince the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and international retail brands to advance the adoption of digital wage payments across the sector. |
| Addressing Barriers to More and Better Jobs among Low Income Women | Bangladesh | 2017 | 2019 | 92,476 | The paper explores constraints women in slums and low-income neighborhoods in Dhaka face. Using unique individual-level data it finds that female labor force participation is higher in low-income neighborhoods and among women with little education, and younger unmarried women. It also finds correlations with soft skills and type of work, need for childcare, as well as safety in public spaces and in the workplace. |
| Stopping Child Marriage in Bangladesh: Developing a Behavior Change Intervention Using Social Media | Bangladesh | 2017 | 2019 | 119,788 | "A pilot conducted in partnership with the Ministry of Education targeted the factors that influence the decision-making process of parents to prevent child marriage. An accompanying study showed the importance of targeting factors that influence parents' decisions." |
| Energy Access and Womens Empowerment | Bangladesh, India | 2017 | 2019 | 45,472 | This paper investigates the link between electricity access and women's empowerment. It finds that electrification enhances all measures of women's empowerment and is associated with an 11-percentage point increase in the overall empowerment index. Employment and education are identified as the two most important causal channels through which electrification enables empowerment. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Deepening the Analytical Foundation for Operations | India | 2014 | 2018 | 195,706 | Produced several working papers on factors that explain low female labor force participation in urban India. Insights from these papers were integrated into a special edition of the World Bank's India Development Update (IDU), which unpacks why India has the lowest female labor force participation rate in the world. The IDU has been widely disseminated, cited in the media, and shared through different forums, including with the Indian government. |
| Data Driven Insights to Enhancing Women Entrepreneurship and Access to Finance through E-Commerce | India | 2016 | 2018 | 45,321 | Findings from the global review of how e-commerce platforms support women and entrepreneurship revealed that access to finance is a key constraining factor, with more than 80 percent of women entrepreneurs interviewed quoting issues in accessing financing through informal sources. Stringent collateral requirement, continuity of business, and digital comfort were also identified as key challenges faced by women entrepreneurs. |
| DIME Edutainment and Mass Media BCC IE Workshop in Gender & Development | India | 2017 | 2018 | 49,636 | The impact evaluation workshop on entertainment education brought together media producers (e.g. MTV, BBC, Discovery), development partners (e.g. DFID, Gates and Ford foundations), policy makers, and project teams interested in developing edutainment research projects, especially in the gender and GBV space. The workshop also launched two social media impact evaluations which will be the among the first to study the effectiveness of GBV edutainment interventions delivered online. |
| Pilot Impact Evaluation of Online Intervention against GBV | India | 2017 | 2019 | 45,111 | Impact evaluation of series of WEvolve online entertainment-education products that aim to change social norms and behaviors regarding gender and GBV. Final results are forthcoming in FY21. |
| Urban Transport and Gender: A case study of Mumbai | India | 2018 | 2019 | 124,708 | Identify and evaluate barriers to and opportunities for women's access to and use of urban transportation and implications for female economic empowerment and agency in urban India by expanding data and evidence. |
| Youth, Gender and ICT Program in SAR | Nepal | 2014 | 2016 | 196,754 | The grant resulted in the development of the Nepal FightVAW (Violence Against Women) platform, which introduced a helpline and full-fledged case management system to improve response to GBV based on ideas generated during a Hackathon. The platform is now being scaled up in four districts of Kathmandu through a new project—Integrated Platform for Gender Based Violence Prevention and Response ($2m) in Nepal. The project will improve the quality and reach of services for GBV response in four districts of Kathmandu through a comprehensive response system with a 24-hour helpline and referral service for better coordination among existing service providers. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Women's Jobs Diagnostic | Pakistan | 2017 | 2020 | 110,949 | Analytical studies on female labor force participation in urban Pakistan provide more nuanced analysis of women's low labor force participation in a way that proves more useful for project teams in designing targeted actions based on income and education levels of women and their households. Findings helped shape legal reform commitments and actions as part of the country's new $500 million Securing Human Investments to Foster Transformation (SHIFT) policy loan. As a result, the loan now aims to improve legal protection for women homebased workers through workers' bills at the federal and provincial levels. |
| An Evidence-Based Roadmap for Female Transformation through Small Fish Enterprise Solutions in Pakistan | Pakistan | 2018 | 2019 | 118,896 | "The report, Revitalizing Pakistan's Fisheries, provides a roadmap for women-led enterprises. It draws on a UFGE-funded background study in June 2018, to recommend that policies for the revitalizing of fisheries substantially benefit poorer households and women. The planned $150 million IDA project Sustainable Aquaculture For Economic Growth And Nutritional Security in Pakistan has taken up these recommendations, including promotion of small-fish aquaculture for nutrition and women-led enterprise development, women's empowerment in decision making, strengthening the aquaculture postharvest value chain which already has 80-90 percent women participation, and GBV prevention." |
| Conflict and Female Labor Participation in South Asia | Pakistan | 2018 | 2020 | 42,525 | This paper explores the link between the prevalence of violent conflicts and extremely low female labor force participation rates in South Asia. The Labor Force Surveys from Bangladesh, Sri Lanka, India, and Pakistan are merged with the Global Terrorism Database to estimate the relationship between terrorist attacks and female labor supply. |
| Gender Innovation Lab South Asia | South Asia | 2014 | 2019 | 1,001,790 | Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region. |
| Addressing Gender-Based Violence in South Asia | South Asia | 2014 | 2018 | 967,450 | The work has resulted in an increase in the number of projects in the region that include GBV as well as in policy dialogue. GBV activities were integrated in six World Bank operations. In Nepal, the work helped strengthen collaboration with the National Women Commission which led to the preparation of a stand-alone GBV project in the country. An extensive mapping of interventions and programs focused on GBV was conducted and turned into a searchable database on the South Asia gender website. |

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Identifying Constraints to Women's Economic Empowerment in the Conflict Affected Areas of Sri Lanka | Sri Lanka | 2017 | 2018 | 99,898 | The study, identifying constraints to women's economic empowerment in the conflict-affected areas of Sri Lanka, found that demographic imbalances have contributed to growing vulnerability of women within social institutions, including family, marriage, and the public spheres in the Northern and Eastern Provinces. While the conflict in Sri Lanka ended in 2009, the assessment is directly informing the Bank's operational engagements in these provinces and has been used in the dialogue with the government for projects currently under preparation. |
| **World** | | | | | |
| Bootcamps for Female Digital Employment | Argentina, Colombia, Pakistan, Kenya | 2017 | 2020 | 500,000 | Participants in the treatment group indicated that having a women-centered alternative to learn coding influenced their decision to enroll to the program. Anecdotal evidence collected throughout the implementation suggests that targeted amenities offered by the bootcamps, such as childcare, professional female mentoring, practical experience, soft-skills development, were essential to attracting female participants. |
| Tackling Gender in Agribusiness: Improving Business, Changing Lives | Brazil, the Solomon Islands, South Africa, Vietnam | 2016 | 2018 | 196,547 | 5 business cases of companies that have experienced business benefits as a result of improvements in women's working conditions or an increase in women's employment opportunities. The case studies informed the IFC Manufacturing, Agribusiness and Services (MAS) Department's Gender Strategy Implementation Plan and helped MAS staff identify approaches with agribusiness clients. It also led to the adoption of a new IFC Advisory Services project on women's employment. |
| Gender Housing Finance Initiative | Colombia, India, Kenya | 2016 | 2020 | 369,681 | The report,' Her Home', provides country-specific insights into the barriers women currently face in obtaining housing finance, details the size and nature of women's housing finance markets, and offers recommendations for policy makers and financial institutions to overcome barriers, improve women's access to finance, and ultimately improve the lives of millions of women and their families around the world. |
| Global Women Crossovers | Global | 2021 | 2021 | 154,000 | Generated new evidence on women crossovers across multiple contexts, identified underlying constraints that hinder women enterpreneurs from crossing over to male-dominated sectors and proposed policy actions to help women enter into higher-return sectors. |

CLOSED IN FY21

| Grant Name | Country | Starting (FY) | Closing (FY) | Funding granted (US$) | Summary |
|---|---|---|---|---|---|
| Gender Responsive Extractive Industries | World | 2016 | 2018 | 300,000 | A set of toolkits for natural resources companies to integrate gender into their operations. The tools have been applied in client engagements such as in the Nachtigal hydro project in Cameron. The tools were also used in the design of the gender strategy and approach for the IFC-Canada Partnership for Africa. |
| Innovation in Banking Women Through a Partnership with GBA | World | 2017 | 2020 | 119,682 | The UFGE grant helped IFC solidify the partnership with Financial Alliance for Women and share knowledge on how to support women SMEs through financial and non-financial services. Knowledge events allowed experts, including banks and practitioners, to connect, disseminate research findings and knowledge pieces, and showcase and recognize banks that have effectively served women SMEs and women customers. |
| We Care, We Heal: Aging and Gender | World | 2017 | 2019 | 187,658 | Grant cancelled |

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