




PARTNERING FOR GENDER EQUALITY

WORLD BANK ANNUAL GENDER TRUST FUNDS PROGRAM REPORT | 2015

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The Gender Trust Funds (GENTF) Program comprises all trust funds managed by the Gender Cross-Cutting Solutions Area (CCSA). This report provides progress and results financed by these trust funds for the period July 2014 – June 2015. The report does not cover gender-specific and multi-purpose trust funds managed by other World Bank Group (WBG) global practices and cross-cutting solutions areas.



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ABBREVIATIONS

AFR	Africa	IFC	International Finance Corporation
AGI	Adolescent Girls Initiative	ITS	Intelligent Transport Systems
CCSA	Cross-Cutting Solutions Area (in the World Bank Group)	LCR	Latin America and the Caribbean
CCTV	Close-Circuit Television	LGBT	Lesbian, Gay, Bisexual, and Transgender
CPF	Country Partnership Framework	LiTS	Life in Transition Survey (ECA)
CSC	Corporate Scorecard	MENA	Middle East and North Africa
CSO	Civil Society Organization	M&E	Monitoring and Evaluation
EAP	East Asia and the Pacific	MDTF	Multi-Donor Trust Fund
ECA	Europe and Central Asia	NGO	Nongovernmental Organization
EI	Extractive Industries	RGAP	Regional Gender Action Plan
EPAG	Economic Empowerment of Adolescent Girls and Young Women Project	SAR	South Asia
ESMAP	Energy Sector Management Assistance Program	SCD	Systematic Country Diagnostic
EU	European Union	SME	Small and Medium Enterprises
FY	Fiscal Year	TVET	Technical Vocational Education and Training
GBV	Gender-Based Violence	UFGE	Umbrella Facility for Gender Equality
GENTF	Gender Trust Funds Program	UNFPA	United Nations Population Fund
GIL	Gender Innovation Lab	UNHCR	United Nations High Commissioner for Refugees
GP	Global Practice (in the World Bank Group)	USAID	United States Agency for International Development
IBRD	International Bank for Reconstruction and Development	WBG	World Bank Group
IDA	International Development Association	WDR	World Development Report
		WLSME	Women's Leadership in Small and Medium Enterprises



Photo: Tom Cheatham / World Bank

INTRODUCTION

The World Bank Group is committed to eliminating extreme poverty by 2030 and sustainably boosting shared prosperity among the poorest 40 percent of the world's population. Closing persistent gaps between males and females is intrinsic to these objectives. No country, community, or economy can achieve its potential or meet the challenges of the 21st century without the full and equal participation of women and men, girls and boys. Failure to fully unleash women's productive potential further represents a major missed opportunity with significant economic consequences for individuals, families, and economies.

In 2014, Gender was designated one of five Cross-Cutting Solutions Areas (CCSAs) under the new World Bank Group structure. The work of the Gender CCSA focuses on three main areas, as outlined in the flagship World Development Report 2012: closing gaps in endowments such as education and health; closing gaps in economic opportunity, such as access to good jobs and physical and financial assets; and enhancing women's ability to make themselves heard and play a decisive role in determining the course of their own lives. Tackling the global epidemic of gender-based violence is vital to achieving outcomes in these domains.

In concrete terms, implementing this agenda means providing technical leadership to teams across the World Bank Group; devising "gender-smart" approaches in country-level policy dialogue, investment and lending, technical assistance, and advisory services, in collaboration with Global Practices and other CCSAs; and promoting high-level external partnerships and communications to advance the global gender equality agenda.

The Gender CCSA manages the WBG Gender Trust Fund (GENTF) Program, providing critical, complementary resources to support strategic and innovative work on gender equality and help close persistent gaps in data, evidence, and knowledge. The trust funds managed under this program have emerged in response to various global and institutional needs and opportunities. There were three active trust funds under the GENTF Program between July 1, 2014 and June 30, 2015 (see Table 1).

TABLE 1. GENDER TRUST FUNDS PROGRAM

Pledges		
Umbrella Facility for Gender Equality	\$70,776,289	Multi-donor
Multi-Donor Trust Fund for the Adolescent Girls Initiative	\$16,990,477	Multi-donor
Women's Leadership in Small and Medium Enterprises	\$3,500,000	Single donor
Total	\$91,266,766	

The Umbrella Facility for Gender Equality (UFGE) is the WBG's main vehicle for channeling trust fund resources dedicated to gender equality. The UFGE plays an important role in investing in priority areas identified in the WBG's gender strategy and regional gender action plans. It funds activities that help fill key gaps in evidence, knowledge, and data to enable policymakers, development partners, and practitioners to enhance policy and program design for better gender equality results. These resources allow the WBG to promote smart policy dialogue and project design.

In FY15, an independent mid-term review of the UFGE found that having a single funding facility for gender equality has led to a more coordinated approach to managing external funds, as well as administration and reporting efficiencies. It also found that the UFGE was well aligned with the WBG's strategy and Regional Gender Action Plans and provided a unique mechanism for complementing corporate efforts to more fully integrate the needs of men and women in project design and policy advice. Based on these findings, the UFGE Partnership Council agreed in principle to a five-year extension of the facility.

The Adolescent Girls Initiative Multi-Donor Trust Fund (AGI MDTF), closed on June 30, 2015, in line with the Gender team's efforts to consolidate and harmonize trust funds in the GENTF Portfolio. The AGI MDTF was designed to better understand what works in helping adolescent girls and young women transition to productive employment. The AGI piloted and rigorously evaluated innovative interventions that included business development skills training, technical and vocational training targeting skills in high demand, and life skills training. The initiative has generated some of the strongest evidence to date on the impact of employment programs for young women.

While the MDTF has closed, work on this topic continues. Technical assistance to project teams on operational approaches that address the needs of young women, along with dissemination of tools and knowledge gathered by the AGI to internal and external audiences, will be financed by Bank budget as part of the Gender group's knowledge and learning agenda. Further research to help unbundle the evidence produced from the pilots will be carried out by the Regional Gender Innovation Labs and funded through the UFGE.

The Women's Leadership in Small and Medium-Size Enterprises Trust Fund (WLSME) aims to increase the entry and growth of women-owned and women-managed small and medium enterprises (SMEs) in developing countries. With activities in 12 countries, this program is building evidence on how to reduce constraints to start-up and growth disproportionately faced by women-led SMEs. In FY15, the WLSME TF was extended to December 31, 2016 to allow time for completion of activities and collation and dissemination of findings from this work.

FY16 promises to be an exciting year for gender equality at the WBG. A renewed WBG gender strategy, the first since 2001, will be launched in late 2015. The renewed strategy focuses on achieving gender equality results at the country level, building on accumulating evidence of what works to close key gaps. It places a stronger focus on the frontier areas of jobs and assets, but it also recognizes that closing the remaining gender gaps in endowments, enhancing voice and agency, and engaging men and boys are critical to the WBG twin goals. It builds on the synergies and interconnectedness among the three domains and tailors the relative weights according to country context. More focus on sex-disaggregated data, evidence and impact evaluations are also key features, as well as a new monitoring system that better tracks results and outcomes.



Photo: Dominic Chavez / World Bank

Trust fund resources have played and continue to play an important role in how the WBG addresses gender equality in its program and policies. Dedicated trust fund resources for gender equality allow the Bank Group to incentivize teams to employ gender-smart approaches in project design; provide space to test and adapt innovative approaches; and fill gaps where needs are great. The UFGE will continue to play a key role in providing predictable funding for investments to augment implementation of the new Gender Strategy and updated Regional Gender Action Plans.

Over the next year, efforts will be made to extend and expand the UFGE program. Areas where opportunities exist for expansion include: bolstering the Regional Gender Innovation Labs; filling key gaps in data and knowledge; strengthening engagement with the private sector; and developing and testing diagnostic tools on women's economic empowerment in agriculture, enterprise, and wage employment. Investment in these areas will significantly contribute to addressing essential gaps in evidence, knowledge, and data on women's economic empowerment, which will enable policymakers, development partners, and practitioners to enhance policy and program design for better gender equality results.

This report provides an overview of the work funded by the GENTF program between July 2014 and June 2015. The following sections highlight progress and achievements under each of the program's three trust funds during this period.



Photo: Dominic Chavez / World Bank

UMBRELLA FACILITY FOR GENDER EQUALITY

The Umbrella Facility for Gender Equality (UFGE) is a multi-donor facility designed to strengthen awareness, knowledge, and capacity for gender-informed policy making. The UFGE promotes results by equipping policymakers and development experts with data, knowledge, and evidence. The UFGE was established in July 2012 and has received \$70 million in pledges from 13 donors.

ABOUT THE UMBRELLA FACILITY FOR GENDER EQUALITY

The Umbrella Facility for Gender Equality (UFGE) is an important catalyst for work that pushes the frontiers of knowledge on gender equality and promotes smart policy and project design. Now in its third year, the UFGE has a robust portfolio of 80 activities in over 50 countries. Nearly three quarters of countries in which the UFGE supports activities are IDA eligible. The work is being carried out by 11 of the World Bank group's 14 Global Practices¹. This includes 33 impact evaluations in four regions, data activities in 15 countries, and over 25 knowledge activities using innovative analytic approaches or expanding research into new areas. These activities are positioned to improve the lives of women with evidence based solutions to reduce constraints, to spur economic participation and agency.

The UFGE promotes results in three main outcome areas: 1) better informed policy making at the country level; 2) improved design of operations and programs; and 3) heightened awareness and demand for gender equality interventions. It aims to achieve these outcomes by improving data and evidence in areas where gaps are persistent; expanding the frontiers of



¹ Global Practices currently not managing UFGE grants are Water, Energy and Extractives, and Macro and Fiscal Management.

knowledge and understanding of what works; and leveraging partnerships. Combined, these activities equip policymakers and development experts to deliver effective advice and smart development solutions at the country level. This includes support to regional gender innovation labs, and initiatives addressing critical issues such as sexual and gender-based violence, among others.

In FY15, the UFGE strengthened its program, opening a private sector engagement window managed by the IFC. Activities under this window will develop diagnostics and evaluation of private sector activities that, for example, help bring mobile financial services to unbanked women or help women access labor market opportunities in the extractive industries. This window will help transform local and global markets by integrating women as employees, entrepreneurs, consumers, and leaders in the private sector. The UFGE is also supporting the expansion of the regional gender innovation labs. In FY16 a lab in the East Asia and Pacific Region will launch and will have an initial focus on women's economic empowerment in Southeast Asian countries.

The following sections provide results to-date, an overview of the ongoing portfolios in each region, and a look at the administration, financials and the program going forward.

THE RESULTS

UFGE's ongoing and recently completed activities have achieved a number of noteworthy results in fiscal year 2015. Through investment in data collection, research and impact evaluations the UFGE is having a catalytic effect, generating further interest and request for work from client countries and World Bank Group country units and influencing design of operations. We have also seen how the Bank can become an important partner on 'frontier' issues—such as the care economy and gender-based violence—by demonstrating the centrality of these issues to the Bank's twin goals and building the capacity to provide effective advice and solutions. We expect to see more of these results in the coming years as more activities progress and come to completion.

INFLUENCING POLICY DIALOGUE AT THE COUNTRY LEVEL

The UFGE contributes to better informed policy making at the country level by increasing the availability and use of gender data and evidence in areas where gaps persist between males and females and in new areas where evidence about solutions to address these inequalities is weak. The UFGE is supporting 33 impact evaluations and has produced new data sets—which has resulted in better informed policy dialogue. For example:

In **Kosovo**, ongoing policy dialogue on the expansion of childcare services has been influenced by UFGE research on the provision of child- and eldercare in ECA that explores the normative, institutional, and household-level factors shaping the balance between formal and informal care provision and labor market outcomes for women. The research methodology employed by the care research is being replicated as part of reimbursable advisory services (RAS) requested by the government of **Poland**.

In **China**, a study on the labor force behavior of women age 45 and above has helped deepen dialogue with the national and sub-national authorities on issues of aging and long-term care, which falls disproportionately on women. This dialogue has resulted in a lending request now under preparation in Anhui province on long-term and aging care. The work has also provided inputs to policy dialogue on retirement age and pension reforms more broadly in Vietnam and China. The work has informed the upcoming EAP flagship report on aging. The papers will be published this coming year.

In **Serbia**, results of work on differences in access to justice among men and women are being incorporated into the Government's Chapter 23 Action Plan for EU accession. The work is expected to translate into public policies as the European Commission monitors Action Plan implementation in the coming years. The UFGE supported an omnibus survey of the Serbian population on access to justice and focus group discussions with men and women facing particular access to justice issues, including people in rural areas, women entrepreneurs and the lesbian, gay, bisexual and transgender (LGBT) population.

Attention to gender-based violence is growing within the Bank and at the country level with the help of regional UFGE funds. In FY15, the South Asia program on gender-based violence supported **Pakistan's** National Commission on the Status of Women (NCSW) in holding a multi-stakeholder workshop and in designing an unprecedented provincial-level survey to assess the prevalence of GBV in Sindh.

Strategic country diagnostics and country partnership frameworks for 10 countries draw on UFGE research and evidence.

UFGE-supported work is influencing policy and country dialogue through the Systematic Country Diagnostics (SCD), which is the main upstream analytical tool that the Bank uses to determine the most critical constraints to ending extreme poverty and promoting shared prosperity. In FY15, the work of the Africa Gender Innovation Lab informed several SCDs (**Cote d'Ivoire, Mali, Chad, Lesotho, Mozambique, Ethiopia, and Madagascar**). For example, research on gender gaps in agricultural input use and yields informed the analysis of constraints on productivity and food security in the agricultural sector in the **Chad** SCD. New data on the impacts of child- and eldercare demands on the low female labor force participation was highlighted in the SCD and the Country Partnership Framework (CPF) for **Serbia**, while the issue of "missing girls" in the South Caucasus is identified as an area for future work in the **Azerbaijan** SCD and CPF. A UFGE-supported perception survey on discrimination and exclusion of indigenous and non-indigenous women in **Bolivia** informed the country's SCD and CPF. This work showed much higher levels of discrimination experienced by indigenous women; moreover, despite high labor force participation, women's choices for economic opportunities are constrained by discrimination and social norms. In addition, qualitative and quantitative research completed in **Haiti** and **Brazil** has been presented to teams working on these countries' SCDs and CPFs.

IMPROVING DESIGN OF OPERATIONS AND PROGRAMS

The knowledge and evidence produced under the UFGE is leading to better-designed operations with a sharper focus on implementation and results. For 12 new and existing IBRD/IDA projects, the design has been strengthened to increase the chances of better employment and health outcomes for women, and to address gender-based violence:

Designing for better employment outcomes for young women by providing key life skills needed to transition from school to productive employment.

Preliminary findings from UFGE-supported mixed-methods work in ECA on improving economic opportunities and making labor markets more inclusive has influenced the design of a Youth Corp Program (P127966) in **Kazakhstan**. The research helped the team better define "vulnerable youth", the main beneficiary target group. The design includes a better understanding of ways to improve formation of networks within communities, development of life skills such as critical thinking and communications, mitigation of risky social and health behaviors, and broadening of entrepreneurship opportunities.

In **El Salvador**, qualitative research on the Temporary Income Support Program (PATI) found that a "one-size fits all" approach limited impact of the program. The findings have helped improve the design of the new Youth Employment and Employability Project (P156454) which now includes additional support modalities such as training, job counseling, and entrepreneurship promotion, targeting vulnerable young men and women.

Improving women's labor force participation and productivity in agriculture

To date, design of 12 IDA/IBRD projects have been informed by UFGE data, research, and rigorous evaluations.

The World Bank's Western Growth Poles Project (P124720) in the **Democratic Republic of Congo** is testing one of the recommended policy actions of the 2014 UFGE supported report, *Levelling the Field: Improving Opportunities for Women Farmers in Africa*: providing rural childcare to enable women to spend more time on agricultural work. The project also incorporates this intervention into its planned impact evaluation. In **Cote d'Ivoire**, the IDA-funded Agricultural Support Project (P119308) uses an impact evaluation to test another of the report's recommended scalable policy actions by providing cotton farmers with vouchers for hiring labor.



Photo: Chhor Sokunthea / World Bank

Designing programs responsive to the needs of men and male youth affected by conflict

A situational assessment of young and adult men in southern **Thailand** examining the physical, psychological, economic and social impacts of conflict has led to more strategic investments. The study explored the needs of and coping strategies used by males affected by the crisis, and the assistance delivered by various organizations and service providers. So far, the lessons have led to the inclusion of capacity building for these at-risks groups on how to obtain psychological treatment and on the legal system and peace process in the Expanding Community Approaches in Conflict Situations project in Thailand (P147089).

Using data to inform scale-up of maternal health initiatives

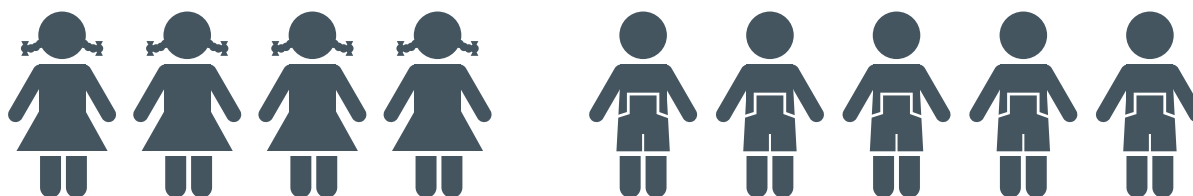
In **Lao PDR**, data from health center assessments collected with UFGE support to better understand supply-side constraints in delivering maternal health services was used to inform the design of a new Health Governance and Nutrition Development Project (P151425) which will help increase coverage of reproductive, maternal and child health for women, and coverage of nutrition services for children in 14 of Lao PDR's 17 provinces.

INCREASING AWARENESS AND DEMAND FOR GENDER EQUALITY INTERVENTIONS

Sustaining and deepening progress on gender equality requires continued efforts to broaden support across a range of partners. As shown above, some of the new data, research and evidence emerging with UFGE support is gaining traction through country-level dissemination and engagement. As the following examples show, some of the work is generating awareness and interest among country clients, resulting in requests for new engagements with the Bank, additional training, and other forms of follow-on activities that are promising in terms of generating policy and country dialogue.

In Europe and Central Asia, issues such as skewed sex ratios and unpaid care are not usually at the fore of policy debate. Scarce data is often a key challenge. Regional funds have allowed teams to invest in the data needed to move these issues from the margins to the center of policy dialogue. In the **South Caucasus** (Armenia, Azerbaijan, and Georgia), the Poverty Global Practice has filled a significant knowledge gap on the issue of “missing girls”—causes and consequences of skewed birth ratios and sex selection—to inform and propose policy options. In Georgia, the partnership with the United Nations Population Fund (UNFPA), demonstrated that the Bank can become a key partner in such areas in which it traditionally has not engaged significantly. The South Caucasus country unit has as a result requested additional work to explore policy-related actions.

Sex ratios have increased dramatically in the South Caucasus in the past two decades and are now comparable to those of countries like China and parts of India.



The UFGE has helped raise country-level awareness and demand for tackling gender-based violence in Latin America & the Caribbean and South Asia. In May 2015, an International Workshop on One Stop Centers for Victims of Domestic Violence, organized jointly by the WBG with UN Women Guatemala, shared experiences from Mexico, Brazil and Peru to provide the Government of **Guatemala** with design options as it considers a potential policy for addressing and preventing inter-partner violence in the country. In **India**, the WEvolve program was launched in March 2015 during Mumbai Fashion Week. The program promotes partnerships with the creative industries (music, art, fashion and social media) to target young people and promote changes in gender norms that can lead to gender-based violence. The program is building partnerships with international and national organizations such as UN Women, Promundo, Show of Force, Breakthrough, Pearl Academy and the Population Foundation of India. An extensive social media campaign ensured the event reached over three million people through various channels, over 45,000 Facebook followers, and over 300,000 views of its videos.

In May 2015, a new national online database on women's perceptions on exclusion and discrimination in **Bolivia** was launched. It helped promote a dialogue on the factors, including social norms, that either help or hinder women's capacity to take advantage of existing opportunities. UFGE support helped expand the survey's sample size and ensure adequate representation of native and indigenous peoples, looking at women's access to social services, education, and labor markets. Results were presented to an audience of almost 90 people from government, civil society, academia, media and international cooperation agencies. Extensive media coverage stimulated a public debate on gender issues and spurred interest within the government. The portal and main findings of the gender work was shared with the Minister of Planning and the Minister of Justice, at their request.

In FY15, the Africa Gender Innovation Lab (GIL) was actively engaged in sharing results with policymakers, academics, international organizations and other stakeholders, presenting results at 37 events for approximately 1,520 participants. Some highlights included presentations and panel discussions at the UNFPA and World Bank meeting with country representatives in preparation of the **Sahel** Women Empowerment and Demographic Dividend Regional Project (SWEDD); the Comprehensive Africa Agriculture Development Programme (CAADP) Partnership Platform Meeting; and the Oxford Center for the Study of African Economies (CSAE) Conference. These events provided access to high-level policymakers not only in finance, but also key line ministries such as agriculture, social development, and health. Policymakers often shared the podium with GIL staff, providing a venue for direct discussions on how to use GIL results for more effective policy design.

In December 2014, the World Bank hosted a UFGE-supported knowledge fair in Washington D.C. on the topic of women's agency in Latin America and the Caribbean. The event convened winners of a regional contest which attracted 152 submissions from 53 countries in the region for innovative approaches, policies or programs that have led to improved outcomes for: 1) teenage pregnancy, 2) women's participation in decision-making, and 3) gender-based violence. The fair included winners from a call for papers on the same topic. Papers explored surprise boosts to agency through unpremeditated effects of national policy reforms, such as free trade zones and noncontributory health insurance reform, evaluated

social programs in Uruguay and Peru, and addressed questions on teenage pregnancy in Chile and Colombia. Nearly all papers have been accepted in development journals. All winners were flown to Washington D.C. to engage in roundtable discussions with World Bank staff and local organizations. Social media coverage of the event shows it appeared on 21.5 million users' Facebook and Twitter timelines. On the WBG Facebook account, the event had 2,225 likes and 125 shares.

DELIVERING GLOBAL KNOWLEDGE

In fiscal year 2015 a total of 12 reports, papers, and briefs were published with support from the UFGE and many more are to come in the next year. These are all available on the UFGE website. In addition, the Africa Gender innovation Lab has published 10 briefs that identify gender gaps and assess gender differentials in areas such as agricultural productivity and access to finance, and evaluate the impact of a number of policies and projects in African countries on males and females, such as skills and livelihoods training. Many of these country-level activities have influenced regional and global flagship reports as well as other knowledge and learning products.

In FY15, three global and regional publications drew on country- and regional-level data and analytical work supported by the UFGE. These were:

- *Golden Aging: Prospects for Healthy, Active, and Prosperous Aging in Europe and Central Asia*, which includes new evidence and documented practices on potential rising care demands and implications for female labor force participation.
- *Adapting to Higher Energy Costs: Findings from Qualitative Studies in Europe and Central Asia*, which incorporates findings from a UFGE-supported companion report on the differential impacts of energy subsidy reforms on men and women, based on findings from qualitative research in eight countries examining women's coping mechanisms and challenges in interacting with public institutions.
- *Promoting labor market participation and social inclusion through well-designed social welfare systems in ECAs poorest countries*, which incorporates mixed methods analysis on the role of jobs in promoting social and economic mobility for women, and the extent to which opportunities are shaped by men's and women's differential expectations, goals and social norms across the lifecycle.

The recent research on how energy subsidy reform impacts men and women differently fills an important knowledge gap. Most literature to date on gender and energy focuses largely on energy access in low-income countries. This research was included in the curriculum for a four-week, facilitated eLearning course developed by ESMAP, the Gender CCSA, and the World Bank Group's Open Learning Campus Institute's eInstitute. It was delivered to 163 participants from government, donor institutions, the private sector, civil society, and World Bank Group staff from around the world, and will be delivered again in FY16. The work was also shared at the Vienna Energy Forum 2015 to some of the most important stakeholders working on energy subsidies.

SUPPORTING REGIONAL PRIORITIES

The UFGE supports catalytic work that expands knowledge and data contributing to better diagnosis of binding constraints and increased understanding and capacity among our clients to address them at the country and regional level. The following sections provide an overview of UFGE funded work in each region. For a complete list of activities by region, please see Table 4, page 22.



Photo: Dominic Chavez / World Bank

AFRICA

UFGE funds are helping the Africa Region to complement the RGAP, with a main focus on land, agriculture, youth employment and private sector development, through the following three approaches:

- Support for the design of innovative scalable interventions and evidence on what works and what does not for women's economic opportunity
- Gather and systematize gender and sex-disaggregated data
- Produce and widely disseminate regional studies reports on trends and differences of gender impacts across core areas of growth and productivity

The Africa Region Gender Innovation Lab (GIL) conducts impact evaluations to generate evidence on what works and what does not to close the gender gap in earnings, productivity, assets, and agency, with the ultimate aim of promoting uptake of effective policies. With UFGE support, the GIL has been able to expand support for 25 additional impact evaluations—for a total of 51—focusing on agriculture, private sector development, land and assets, and youth employment across more than 20 countries. During FY15 concept notes were approved for 10 of the impact evaluations that GIL is supporting. Additionally, 16 projects have now completed endline surveys and a further four projects are expected to complete endline surveys by September 2015. For a complete list of UFGE-supported evaluations see Table 5 page 27.

The regional portfolio also includes a strategic allocation to the Liberia's Economic Empowerment of Adolescent Girls and Young Women (EPAG) project. The guiding five-year vision for EPAG is to economically and socially empower 10,000 Liberian youth by 2020. To date, the project has reached 3,500 young women (2,500 in the pilot Rounds 1 and 2, and 1,000 in Round 3). Round 3 ran from September 2013 to July 2014 and implemented several key changes based on lessons from the pilot that will make the project more sustainable. The project has begun the process of decentralization outside of the capital, nationalized the project staff, increased the number of rural and younger girls to test scalability to



Photo: Dominic Chavez / World Bank

more rural parts of Liberia, and condensed the training timetable to lower project costs. Longer-term financing options for EPAG will be developed and pursued in parallel with Round 4 implementation, which will target 1,200 youth and will focus on increasing the number of low-literacy and rural girls and include a small pilot for boys. The lessons from EPAG are also feeding into the broader youth development program in Liberia.

The Listening to Africa (L2A) initiative leverages the spread of mobile phones in Africa to collect sex-disaggregated welfare data in a way that is rapid, low cost, and flexible, and has already been shown to generate good quality, representative data. L2A surveys start with a face-to-face baseline survey during which mobile phones and solar chargers are distributed to selected respondents. Once respondents have completed the baseline survey, they start receiving monthly calls from a call center during which additional questions are asked such as:

- **Nutrition:** In case of food shortage, who eats less? (response options include a range of age cohorts for males and females)
- **Education:** Is your main teacher a man or woman?
- **Water:** Which household members usually go to fetch water from the main source of drinking water for members of your household? (male/female, age)

Over the course of FY15 the L2A team has generated face-to-face baseline datasets and 26 follow-up datasets using mobile phones in Madagascar, Malawi, Senegal, and Togo. In addition to these planned pilot countries, a number of mobile survey rounds were carried out in Tanzania. The next phase of this work involves analysis of the data with in-country dissemination of findings, publication of working papers, and a handbook on conducting mobile phone surveys.

The AFR region is publishing cross-country studies to pull together a range of analytical work along a common and relevant theme, while the associated conferences facilitate network building with researchers and policymakers. These have proved to be an effective vehicle for raising awareness and informing country and policy dialogue. The first study was published in 2014, titled *Levelling the Field: Improving Opportunities for Women Farmers in Africa*, and has received significant attention and informed other knowledge products as well as country and policy dialogue (see pages 6 and 8). In addition to informing operations, the WBG will be providing implementation and technical support to The New Partnership for Africa's Development (NEPAD) Comprehensive Africa Agriculture Development Programme by drawing on the report's policy recommendations. This will include assistance to CAADP member countries to pilot, develop, and rigorously evaluate interventions that tackle the key drivers of the gender gap in agricultural productivity and boost shared prosperity. The second study to be produced in the coming year will provide a thorough look at female entrepreneurs in Africa, identifying options for scaling-up of interventions proven successful, and indi-



Photo: Chhor Sokunthea / World Bank

BOX 1: THE HIGHER COST OF DOING BUSINESS FOR WOMEN

A forthcoming report on the gender dimensions of small-scale cross border trade in Cambodia and Lao PDR suggests women stand to gain economically from burgeoning small-scale, cross-border trade, but they report having to pay more in bribes, taxes, and transportation costs than men. The report includes policy options such as forming an informal traders' association to defend the rights of female traders and ensuring smooth relations with border officials, streamlining taxation at the border to prevent women traders from being charged higher tax rates than men, and formulating a charter of rights of all parties—traders, brokers, and transporters—and displaying tax levy rules and tariffs at each checkpoint. The report also highlights transportation challenges; time-constrained women cope with infrastructure constraints by hiring transporters, which eats into their business margins, or they market smaller quantities. On average, female traders pay more than double per crossing costs than men. The report and a knowledge brief will be disseminated in the coming months.

cating in which instances and with which institutional settings these can be expanded. It will also explore the design of promising interventions to be tested, in the context of responding to underlying constraints to female-owned firms' performance.

EAST ASIA & THE PACIFIC

Activities in EAP support priorities identified in Country Gender Action Plans and are aligned with the focus areas of the Region's companion report to the 2012 World Development Report on Gender *Toward Gender Equality in East Asia and the Pacific*. The three components supported by the UFGE include:

- Improving M&E and Filling Knowledge Gaps
- Incentive Fund for Road Testing
- Capacity Building & Knowledge Sharing

Through new data and evidence the UFGE is informing country dialogue and evidence-based decision making on supply-side constraints as well as health-seeking behaviors to improve maternal health which remains high in lower-income and several Pacific countries in the region. In Lao People's Democratic Republic, data on supply-side issues has been collected in order to help answer 'what would it take' to attain the Government's objective of reducing maternal mortality, increasing utilization of maternal health services, and reducing under-nutrition? The initial findings have already informed the design of the new Lao PDR Health Governance and Nutrition Development Project (see page 7). A similar effort is also



Photo: Tomislav Georgiev / World Bank

underway in Indonesia. A pilot intervention in Cambodia employs a rigorous evaluation to generate lessons on effective ways to promote health-seeking behaviors through conditional cash transfers to improve women's health and nutritional literacy. Encouragement of women's active participation in informational workshops also allows for natural local leaders to emerge to then be trained as future trainers.

UFGE funds are being used to fill key knowledge and capacity gaps in the region on inclusive rural and urban transport. Data is being collected in two pilot cities (Wuhan and Urumqi) in China on travel behavior and experiences of male and female users with intelligent transport systems (ITS), such as the bus dispatching system, the IC card system, the travel information service system, and the CCTV monitoring system. Existing tools and guidance on gender and transport do not cover ITS. Findings will contribute to knowledge on how to maximize the benefits of ITS to make urban transport more inclusive, and is also expected to inform urban transport projects in the two cities. The findings will inform training modules being developed for transport sector clients as part of a UFGE capacity-building program in the region. Project Implementation Units for transport projects from across the region have been identified to receive training, alongside clients of urban and rural transport operations, staff of Ministries of Transport, representatives of the private sector, as well as World Bank staff.

A number of activities in the EAP region are filling key knowledge gaps on women's participation in the labor force. These include:

Research on the labor force behavior of women 45-years and older in selected EAP countries, as mentioned above, is looking at key policy drivers affecting entry and withdrawal, such as pension receipts, and under-developed child and elder care systems in urban areas.

- Analytical work on women's involvement in the supply chains of tuna and coastal fisheries in the Pacific, and the importance of the sector to food security, livelihoods, nutrition and health.
- Analytical work in China and Vietnam to understand the dynamics of how men and women experience urbanization changes in terms of income, job opportunities, and access to social services and information.

In the coming year the Region will launch its own Gender Innovation Lab, building on the model of the Africa Region, through a strategic allocation of \$7.6m to develop rigorous evidence on what works and what does not to address gender gaps in economic opportunities, and feeding lessons back into design of programs and policies, including World Bank lending operations. The Lab will place strong emphasis on building local and regional partnerships and capacity, with initial focus on Southeast Asia.

EUROPE & CENTRAL ASIA

The ECA RGAP identifies the following key issues for action: economic opportunities, early male mortality, and ‘missing’ women. To date, 18 projects have been funded through the Regional Block Grant, of which five are complete and another three are in their final stages. The ECA portfolio also includes ‘strategic’² grants for programmatic country work on women’s economic opportunities in Turkey and the Western Balkans (see Box 2, below).

The UFGE is contributing to increased availability of gender data for the ECA region to influence public policies and Bank and government programs. The regional gender data portal (ECAGEN) is expanding data available for cross-country comparison from available micro data by, for example, creating a series of gender indicators drawing on household surveys, select time use surveys, and the 2006 and 2010 Life in Transition Surveys (LiTS). The Life in Transition Survey III, conducted jointly by the World Bank and the EBRD, includes a module to better assess asset ownership and use and improves the sampling framework to better capture female respondents and intra-household dynamics. The data is expected to be available in January 2016.

In the Western Balkans, the WBG is working directly with land registry teams in six countries, to build capacity, adapt IT systems, and raise awareness over the need and means for inclusive and informed land administration in the Western Balkans region. UFGE funds have also generated new data on supply and demand of childcare and eldercare services for seven countries (both quantitative and qualitative) and a methodology was developed that is now being implemented in other countries (see page 5).

The ECA Region is using UFGE funds to expand the knowledge base on improving economic opportunities for women. A set of behavioral experiments in Turkey on labor market discrimination is using cutting-edge insights from behavioral economics and social psychology on how attitudes, stereotypes, and other hidden biases influence perception, judgments, and decisions, particularly among employers. The ‘reverse audit study’ seeks to assess whether and how job seekers respond to specific socio-emotional skills qualifications embedded in vacancies and the male/female distribution of those applicants. An ongoing study is looking at how to improve economic opportunities and make labor markets more inclusive for both men and women, using innovative quantitative and qualitative methods among selected countries to shed light on issues that are typically absent from current analyses based on household surveys. For example, they inform questions such as “what does it mean to have a job in the region,” “what is a good job,” and “what are the barriers to accessing good jobs (e.g. skills, social norms, and reservation wages)?” An initiative on gender and road safety will

BOX 2: PROMOTING EVIDENCE-BASED POLICY MAKING

The UFGE is supporting programmatic multi-sectoral work on what barriers and disincentives exist for women to access more and better economic opportunities through two strategic grants in Turkey and the Western Balkans. The work has contributed to uncovering new evidence related to child- and eldercare, productivity losses in these economies, effectiveness of gender programs in the countries, and others. In the Western Balkans, this includes: the recent paper *How Costly Are Labor Gender Gaps? Estimates from the Balkans and Turkey*; gender and labor leadership training for key stakeholders in each country team focused on private sector involvement; a *What Works for Women in the Western Balkans* compendium; and just-in-time support to the ministry of Labor in Kosovo on maternity leave reform. In Turkey, country-wide primary data collection has been carried out on the supply and demand for childcare services and a pilot to expand childcare access is being developed. These activities are carried out in consultation with the government and, as such, are expected to influence government policies. At the same time, dedicated Bank budget is being used to ensure the work is influencing country dialogue through inclusion in Strategic Country Diagnostics and Country Partnership Frameworks.

² Strategic grants are used to provide targeted funding for important areas where there are opportunities for the UFGE to strengthen its impact.

generate new knowledge and lessons to inform policy measures and road safety interventions in ongoing and future Bank operations and analytical and advisory work in the transport sector. Currently, there is no clear set of comprehensive road safety policy measures targeting male and female road users based on their transit patterns. A clear set of recommendations and actions derived from this review will be useful for client countries and Bank teams alike across all regions.

Going forward, the region will be funding work with emphasis on shared prosperity and inequality and promoting strong collaboration between headquarters and Country Office teams. Areas include how social norms affect women and men, as well as rural women's economic opportunities, productivity and access to services.

LATIN AMERICA & THE CARIBBEAN

While the region has achieved significant advancements in access to health and education and economic opportunities, challenges remain including persistent adolescent pregnancy rates, high levels of sexual and gender-based violence, and barriers to women's active participation in decision-making. The UFGE is supporting 12 ongoing activities focused on building knowledge, new tools, and evidence on how to tackle these persistent challenges.

Several of these projects (in addition to evaluations carried out by the Africa Gender Innovation Lab) will contribute to a better understanding of how to measure women's agency and how it affects outcomes. For example, impact evaluations in Ecuador and Haiti include psychometric measurements to see if the projects increase grit, self-efficacy, confidence, and aspirations—all facets of agency. In Ecuador the evaluation is examining the impact of text messages (SMS) that remind students of decisions in "high risk" moments (Friday and Saturday evenings) to keep them on track with their life plans and aspirations in the hope of reducing teenage pregnancy. In Haiti, the Adolescent Girls Initiative suggests that boosting socio-emotional and non-technical skills (self-confidence, autonomy, aspirations and empowerment) can improve project outcomes. The young women who participated in the program showed higher aspirations about work and income, experienced less stress, and are less accepting of violent behavior from personal partners.

Teams in the region are developing new survey instruments that may be employed in other contexts, while generating new data to inform policy-making at country and regional levels. A survey in Guatemala shows that contrary to common assumptions, spouses/partners of male migrants do not exit agriculture when they receive remittances. A forthcoming paper also discusses whether migration places decision-making in the hands of female smallholders, whether the types of decisions they make differ from men, and implications for agricultural policies.

LCR teams are testing approaches and developing tools to enhance project design. In Brazil, work is underway testing approaches to women's inclusion in agricultural value chains and providing key information to the revision of state and federal public policies and programs aiming for better inclusion



Photo: Barbara Coello / World Bank

BOX 3: ROADS TO AGENCY

A recent report, *Roads to Agency*, concludes that women's integration into rural roads projects enhances their agency, and projects should capitalize on this. The study draws on qualitative field work looking at the impact of women's employment in roads work and ancillary livelihood interventions in rural transport projects in three World Bank projects: Argentina Norte Grande Road Infrastructure Project (2011-2016), Nicaragua Fourth and Fifth rural roads projects (2006-2017), and the Peru Decentralized Rural Transport Project (2007-2013). The report provides guidelines and recommendations on how to improve design of rural transport projects to enhance women's participation and agency, and increase sustainability and scale-up of networking, socialization, and group formation activities that boost women's self-assurance, community outreach and sensitization to reduce resistance to women's work in male-dominated trades, and provision of childcare services and flexible working hours. Visit the UFGE web site to access and read the full report.



Photo: Tom Perry / World Bank

of poor farmers into markets and value chains through infrastructure and services.³ In St. Lucia, qualitative work has informed the design of a national survey on climate change adaptation and the development of a gender-sensitive outreach plan to finance household upgrades.⁴ In Honduras, tools for community-based violence prevention from the globally recognized program SASA! have been translated, tested and adapted. The project benefitted from a partnership with George Washington University's Global Women's Institute to research best-practice in community-based interventions to prevent inter-personal violence (IPV) and to design project activities for three municipalities in Honduras.

Going forward, an increasing emphasis will be placed on economic opportunities and access to assets to align with the updated Regional Gender Action Plan.

MIDDLE EAST & NORTH AFRICA

With the lowest female labor force participation rates in the world, the Region's governments are asking 'what works' to boost female employment and entrepreneurship. UFGE activities seek to answer these questions and aim to generate policy recommendations that improve access to critical enabling services, such as legal aid and urban transport. The UFGE currently supports a portfolio of four ongoing activities in the region, focused on building rigorous evidence and collecting new data to promote evidence-based policy making.

In Morocco,⁵ a youth employment operation is helping young, disadvantaged women become successful entrepreneurs by using girls-only training by female trainers and female mentors, reaching out to families (parents, husbands), and offering flexible training hours. In Yemen, a pilot program⁶ is assessing whether internships help young women find jobs,

³ National Brazil Sem Miséria Poverty Eradication Plan; and state poverty reduction plan.

⁴ Saint Lucia Disaster Vulnerability Reduction Project - P127226.

⁵ Strengthening Micro-Entrepreneurship for Disadvantaged Youth Project - P144134.

⁶ Enterprise Revitalization and Employment Pilot Project Technical Assistance Program - P146030.



Photo: Arne Hoel / World Bank

and whether this differs from males. Impact evaluations are being employed in both countries to learn what works. This evidence is likely to be of broader relevance, while at the specific country and project level, teams are working closely with national and local level policymakers to raise awareness and improve design of new and existing programs.

An impact evaluation in Jordan looks at the social and poverty impacts of legal aid services on poor women. Initial data collected for the project has helped identify what types of legal problems are most affecting women (versus men), and which are mostly linked to poverty. This is allowing the project's legal aid partner to modify its services. The evaluation promotes ethically acceptable survey design and is helping a team in Colombia to identify legal issues such as family law cases, namely unpaid alimony and child support, as very often linked with poverty.

In Morocco, funds are co-financing a household survey in Greater Rabat, Tangier and Kénitra which will help urban planners and policymakers better design transport projects. Similar work is also underway in LAC and EAP. Together, this data will contribute to a broader knowledge base on inclusive urban transport.

Forced displacement is a critical issue facing the MENA region. At the end of FY15 the region approved a grant to conduct qualitative fieldwork to assess the differential needs and risks of male and female Syrian refugees as well as the impacts on host communities in Jordan, Lebanon and the Kurdistan Region of Iraq (KRI). The work will accompany a broader quantitative study being carried out by the World Bank and United Nations High Commissioner for Refugees (UNHCR).

SOUTH ASIA

The South Asia RGAP targets both women and men as agents of change. UFGE funding enabled the region to launch a multi-faceted program on gender-based violence, develop its own gender innovation lab, and improve generation of gender data. Funds are helping government counterparts to 'learn by doing,' which can influence future policy and programming decisions.

The South Asia regional GBV program, launched in 2013, identifies and tests effective practices for preventing and responding to GBV. The regional program deliberately takes a broad approach focusing on male gender issues as well. Directly informed by the Bank's regional report, *Violence against Women and Girls: Lessons from South Asia*, the program is framed around three pillars: (1) integrating GBV into Bank operations; (2) developing partnerships, communications and knowledge products; and, (3) designing and implementing the 'WEvolve' program—a multi-year campaign that targets youth and focuses on raising awareness and changing unequal gender norms. The WEvolve campaign, which started in India, will expand into Pakistan and Bangladesh, as well as to Nigeria. Since its launch, the GBV program has supported the organization of a regional workshop in Nepal and is working closely with six WBG operations to support the integration of GBV activities in Afghanistan, Bangladesh, India, Pakistan, and Sri Lanka in areas such as agriculture, livelihoods, health and extractives.



Photo: Tom Perry / World Bank

The South Asia Gender Innovation Lab (SAR-GIL) currently supports 11 activities, an employment project in Bangladesh, three transport projects in Bangladesh, India and Nepal, three water supply and sanitation projects in India; and a migration survey in Kerala, India, which incorporates questions related to GBV. SAR-GIL prioritizes country-based agendas, focusing in sector and on problems for which current evidence is most lacking, or where there is an opportunity to build upon existing evidence to test promising interventions.

BOLSTERING THE UFGE PROGRAM

ENGAGING THE PRIVATE SECTOR

In FY15, the UFGE opened the Private Sector Window, managed by the IFC. It aims to support work that closes gaps between men and women in the private sector, such as development of tools and cost-benefit analyses that help firms look closely at their workforces, procurement, and value chains and identify steps to sustainably integrate women into their business operations. It also aims to help financial institution clients gather and use data that help companies better serve women and men in their markets. Activities leverage strategic partnerships with critical private sector leaders such as large multinational companies, industry associations such as chambers of commerce or the Global Banking Alliance for Women, global foundations, and UFGE development partners to broaden reach and impact.

The first call for proposals was launched in March 2015 and awarded grants to four industry areas:

- **Agribusiness:** to develop business case studies of select agriculture companies on investing in women as employees and farmers, and apply the EDGE Certified Foundation's analytical gender assessment and benchmarking tool to these companies to improve the workplace for women and men and test whether the certification can be applied to smaller companies in emerging markets.
- **Extractive industries:** to develop a toolkit for IFC Investment Officers in infrastructure and natural resources to help them diagnose and improve the distribution of risks and benefits among men and women involved in or impacted by such operations.
- **Finance and Markets:** to quantify and map the unmet demand for mobile financial services (MFS) among women in Bangladesh, and explore whether women prefer female MFS agents and how to increase their recruitment. The work will result in a toolkit for wider use with other IFC clients, and the project will also explore alternative financial services that are suited for women's needs.

- Financial Inclusion: to develop a tool for analyzing the use of financial products and services among women-owned micro, small and medium enterprises in LAC, and pilot this with a number of IFC client banks in the region. Case studies and a report will illustrate the value of this approach for wider use with other IFC clients to better service women clients as entrepreneurs and retailers.

The Private Sector Window will support IFC's Southeast Asia #Get2Equal initiative, which addresses key constraints women face in the private sector through two objectives: (1) increasing quality employment and (2) expanding opportunities for women entrepreneurs in supply chains. The work will focus on East Timor, Indonesia, Philippines and Vietnam.

FUTURE DIRECTIONS

The UFGE will continue to play a key role in providing predictable funding for investments to augment the implementation of the new Gender Strategy and updated Regional Gender Action Plans. New opportunities include:

Expanding the GIL to LCR, MNA, and ECA and providing a more solid and predictable funding base for the current labs (AFR, SAR, and EAP). The new Gender Strategy proposes a federal approach to the regional GILs to ensure conceptual and methodological consistency between the evaluations, stimulate cross-fertilization on key interventions to adapt and test in different contexts, and facilitate dissemination and uptake of the results at the global level.

Filling key gaps in data and knowledge. Regional Gender Action Plans are being updated and continue to be an important mechanism for setting the regional agenda. The UFGE plans to use a more incentive-based approach to strengthen RGAP implementation and support country and regional public goods with improved data and knowledge.

Strengthening engagement with the private sector. The newly established private sector window has gotten off to a strong start. There is growing demand to develop tools and cost-benefit analysis to help firms better analyze their workforces, procurement, and value chains from a gender perspective and develop steps to better integrate women into their business operations. There are also ample opportunities to expand activities in regions such as AFR, MNA, and SAR where gaps between men and women are particularly large.

Developing and testing a diagnostic tool on women's economic empowerment. A new program aimed at reducing the barriers to female economic empowerment in client countries by developing tools to analyze and diagnose constraints to female economic empowerment in agriculture, enterprises, and wage work.

ADMINISTRATION AND FINANCE

MID-WAY LESSONS AND THE COMING YEARS

In FY15, an independent mid-term review of the Umbrella Facility for Gender Equality (UFGE) was conducted. Overall, the review found that having a single funding facility for gender equality has led to a more coordinated approach to managing external funds, as well as administration and reporting efficiencies. It also found that the UFGE is well aligned to the WBG's strategy and Regional Gender Action Plans and that it provides a unique mechanism for complementing the WBG's efforts to more fully integrate the needs of both men and women in project design and policy advice. The mid-term evaluation also made several recommendations to strengthen the implementation of the UFGE. To address these recommendations, the UFGE Secretariat has agreed to take actions to: 1) strengthen results reporting; 2) accelerate knowledge management implementation; 3) bolster donor relations; and 4) clarify governance and management of UFGE activities.

PARTNERSHIP COUNCIL MEETINGS

In FY15 the UFGE Partnership Council met twice. The first meeting, held in October 2014, was chaired by Keith Hansen, Vice President of Global Practices, and Caren Grown, Senior Director of the Gender Group. At this meeting members were presented with an update on the World Bank Group's gender equality agenda and a progress report on the UFGE. In addition, presentations were made on a multi-sectoral program aiming to increase access to economic opportunities

in Turkey, and the South Asia regional program on gender-based violence and the region's newly established gender innovation lab. Members voiced support for the UFGE's focus on knowledge, data and evidence, commending initiatives such as the Africa Gender Innovation Lab and the regional program on gender-based violence in South Asia. They also highlighted the importance of operationalizing this knowledge more systematically—ensuring uptake in the core work of the Bank. Members also supported the focus on women's economic empowerment and gender-based violence and also highlighted the importance of working more closely with the private sector on these issues.

In June of 2014 a virtual UFGE Partnership Council meeting was chaired by Caren Grown. At this meeting the findings of a recent independent mid-term review of the UFGE were discussed and the UFGE Secretariat proposed follow-up actions. There was broad agreement on the proposed actions and donors were asked to consider a five-year no-cost extension of the UFGE. Efforts are currently underway to amend the end date for the UFGE to June 2022.

FINANCES

The UFGE currently supports 80 activities in over 50 countries. In FY15, 10 new activities were initiated: four grants under the private sector window; one grant in MNA to study the impact of the Syrian Refugee Crisis; and five new grants in the AFR GIL (see list of grants, page 22).

The UFGE has received pledges from 13 bilateral donors. In FY15, the UFGE Partnership Council welcomed the Netherlands as a new member with a pledge of USD 6,756,757. New contributions were also received from Australia, Iceland, and Sweden. As of June 30, 2015 pledges to the UFGE amounted to USD 70,776,289, of which USD 48,221,188 had been received (see Table 2). As mentioned above, the UFGE would like to bolster its program in the next five years. To do so, it is seeking to raise an additional USD 34 million in funds over the next three years so that it can be allocated and disbursed before June 2022 (see Table 3).

REGIONAL BLOCK GRANTS

Regional block grants support the implementation of Regional Gender Action Plans and must adhere to the principle of not substituting trust fund resources to do core gender mainstreaming work and must demonstrate a clear public good aspect. In FY15 it was decided that an allocation of USD 800,000 to each region (USD 1,600,000 to Africa) would be made at the beginning of FY16 bringing the total amount of funds allocated through this mechanism to USD 15.6m.

STRATEGIC ALLOCATIONS

Strategic grants are used to provide targeted funding for important areas where there are opportunities for the UFGE to strengthen its impact. USD 52,494,207 has been allocated to seven larger initiatives of strategic importance. These are Gender Innovation Labs in Africa and East Asia and the Pacific, private sector engagement (IFC), multi-sectoral work on economic opportunities in Turkey, a multi-country program in the Western Balkans on promoting gender equality, and programs helping young women transition from school to work in Liberia and Haiti.

TABLE 2. UFGE CONTRIBUTIONS (US\$)

Donors	Pledges	Receipts	To be received ^a
Australia	12,682,325	12,682,325	-
Canada	152,633	152,633	-
Denmark	1,061,571	1,061,571	-
Finland	145,568	145,568	-
Germany	6,458,029	6,458,029	-
Iceland	546,407	546,407	-
Netherlands	6,756,757	1,351,351	5,405,406
Norway	5,720,322	4,430,492	1,289,830
Spain	551,151	551,151	-
Sweden	11,695,277	7,239,700	4,455,577
Switzerland	3,257,169	3,257,169	-
United Kingdom	18,399,080	8,944,792	9,454,288
United States	3,350,000	1,400,000	1,950,000
Total	70,776,289	48,221,188	22,555,101

^a Amounts for non-US\$ pledges not yet received will vary over time, due to changes in currency exchange rates.

TABLE 3. UFGE ALLOCATION PLAN (US\$)

Allocations	Total	As of FY15	FY16	FY17	FY18-FY22
Regional block grants					
Africa	8,200,000	2,600,000	1,600,000		4,000,000
East Asia and Pacific	4,400,000	1,625,000	775,000		2,000,000
Europe and Central Asia	4,400,000	1,700,000	700,000		2,000,000
Latin America and Caribbean	4,400,000	1,600,000	800,000		2,000,000
Middle East and North Africa	3,881,200	1,081,200	800,000		2,000,000
South Asia	2,400,000	1,775,000	625,000		
Regional block grant total	27,681,200	10,381,200	5,300,000		12,000,000
Funding Gap (Regions)	12,000,000				
Strategic allocations					
Africa Gender Innovation Lab	21,417,345	9,647,846	3,542,810	8,226,689	
Bosnia Herzegovina, FYR Macedonia, Kosovo, and Serbia	2,085,850	2,085,850			
Southeast Asia Gender Lab	7,550,000	7,550,000			
Haiti	600,000	600,000			
Liberia	3,550,000	2,801,325	748,675		
Private Sector Engagement	13,016,012	1,290,673	4,725,339		7,000,000
Turkey	4,275,000	2,850,000	1,425,000		
Regional GILs	10,000,000				10,000,000
Development of Diagnostic Tools	10,000,000				10,000,000
Total	72,494,207	26,825,694	10,441,824	8,226,689	27,000,000
Funding Gap (Strategic Allocations)	27,000,000				
Knowledge management, partnership, and coordination	3,605,224	1,500,000	500,000	405,224	1,200,000
Total Allocation	103,780,631	38,706,894	16,241,824	8,631,913	40,200,000
Funding Gap (KM, partnership & coord.)	1,200,000				
Total pledges to date	70,776,289				
2% deducted for administrative fee and projected investment income	-1,133,479				
Net available for distribution	69,642,810				
Funds to be raised to meet projected allocation	-34,137,821				

TABLE 4. UFGE GRANT LIST

ACTIVITY	COUNTRY	FUNDING GRANTED (US\$)	DESCRIPTION
Africa			
Regional Report on Gender and Agriculture: Levelling the Field	Regional	300,000	Regional report using nationally representative micro-econometric evidence from several African countries to uncover the factors that drive productivity gaps between male and female farmers.
Regional Report on Gender and Entrepreneurship	Regional	200,000	
Gender-informed mobile phone surveys in Africa	Regional	1,000,000	Collection of high-frequency welfare statistics surveys using mobile phones. This will yield a large amount of gender-disaggregated panel data on standard household information.
Strategic UFGE Allocation: Economic Empowerment of Adolescent Girls and Young Women (Round 3)	Liberia	1,906,325	Evaluation of skills (life and technical) provision for improved employment and entrepreneurship outcomes for adolescent girls and young women.
Strategic UFGE Allocation: Africa Gender Innovation Lab	Regional	21,417,345	The Lab designs, launches, and oversees impact evaluations of new interventions to generate knowledge on which policies work (or not) for closing gender gaps in the economic sectors (see Table 6 for a full list of its UFGE-supported impact evaluations)
East Asia and the Pacific			
Informal Trade Facilitation in the Mekong Subregion	Cambodia, Peoples Republic of Lao	80,000	The activity investigates informal trade facilitation in the Mekong region by exploring whether border and customs reforms benefit female entrepreneurs engaged in cross-border arbitrage trade in terms of reduction in harassment, corruption, and other challenges they face.
Effect on female knowledge and empowerment of a maternal and child health & nutrition cash transfer pilot	Cambodia	100,000	Evaluation of a pilot providing a monthly cash stipend to promote investment in health and nutrition services. Additional cash bonuses are contingent on attending nutritional literacy workshops, use of services during pregnancy, delivery, and the first two years of the child's life.
Piloting Women's Participatory Rural Land Registration	China	80,000	Analysis of issues related to women's access to and control over land (e.g. inheritance, marriage/divorce). Documenting the implementation of a participatory pilot for land registration in China.
Gender Impacts of Intelligent Transport System	China	98,000	Evaluation of whether and how intelligent transport systems (e.g. travel info systems, CCTV monitoring, bus dispatching systems) benefit women. The grant will result in technical guidelines on how to better incorporate gender into ITS.
Gender-Dimensions of Collective Forest Tenure Reform	China	100,000	Expansion of an annual survey on forest tenure among 3,500 households in seven provinces, to better understand women's access to and de facto control over forestland and their participation in decision making. In-depth case studies and interviews will complement the survey.
Female Labor Force Participation and Care	China, Indonesia, Thailand, Vietnam	140,000	Analytical work to better understand the labor force behavior of women 45 and over, including vulnerability in the absence of old age support, and the labor supply of working-age women taking into consideration eldercare.

TABLE 4. UFGE GRANT LIST

ACTIVITY	COUNTRY	FUNDING GRANTED (US\$)	DESCRIPTION
Gender Dimensions of Urbanization	China, Vietnam	100,000	Uncovering the gendered challenges of land conversion and urbanization in Vietnam. Exploring the social and economic impacts of urbanization on women in China and Vietnam
Improving Maternal Health	Indonesia	50,000	Understanding the supply-side of maternal health services by expanding a health facility census to include private facilities, where a significant proportion of maternal health services are utilized, and conduct qualitative analyses on constraints to improving service readiness for maternal health services.
Pacific Gender Indicators in Fisheries	Kiribati, Rep. of Marschall Islands, Solomon Islands, Tuvalu	75,000	Value chain analysis of the Solomon Islands fisheries sector through literature review and primary qualitative data collection to get an overview of women's involvement in the sector as well as key areas of opportunities for women's involvement.
Generating Evidence on Supply-Side Capacity to Inform the National Free Maternal and Child Health Policy	Lao, People's Republic of	60,000	The grant aims to inform the scale-up of the national free maternal and child health (MCH) policy, by answering "what it would it take" to adequately bolster the supply-side and to increase demand for these health services in a gender-sensitive manner, to attain the objective of reducing maternal mortality.
Stopping gender-based violence by engaging with men	Mongolia	86,000	The grant aims to understand the underlying issues that lead Mongolian men and boys to adopt detrimental behaviors (e.g., GBV, alcoholism, school dropout), and pilot Men-Care approaches through media and "men support groups."
Regional Fund for In-Country Capacity Building and M&E	Regional	450,000	Strengthening in-country capacity to implement and measure strategic and innovative gender work and policy, as well as to strengthen regional stakeholders' understanding of key gender issues.
"Hem No Leit Tumas": Evidence for Improved Outcomes in Women's Literacy Programs	Solomon Islands	65,000	Develop a compendium of financial literacy providers/programs with good practice examples, lessons, M&E systems, and evidence of outcomes. With the Literacy Network, agree on features of good practice and a replicable monitoring framework.
Situation Assessment for Men and Youth in Conflict-Affected Areas	Thailand	70,000	Understanding the socio-economic profile, needs and aspirations of men in conflict zones and how to support male confidence, decision-making and empowerment in these situations. The work will identify measures to ensure affected men are systematically included in relevant programs.
Pacific Gender Indicators in Fisheries	Kiribati, Rep. of Marschall Islands, Solomon Islands, Tuvalu	75,000	Collecting gender disaggregated data to fill crucial gaps in information on risks and opportunities to women in different segments of the fisheries value chain to guide sectorial policies and investment in the region.
Generating Evidence on Supply-Side Capacity to Inform the National Free Maternal and Child Health Policy	Lao, People's Republic of	60,000	The grant aims to inform the scale-up of the national free maternal and child health (MCH) policy, by answering "what it would it take" to adequately bolster the supply-side and to increase demand for these health services in a gender-sensitive manner, to attain the objective of reducing maternal mortality.
Stopping gender-based violence by engaging with men	Mongolia	86,000	The grant aims to understand the underlying issues that lead Mongolian men and boys to adopt detrimental behaviors (e.g., GBV, alcoholism, school dropout), and pilot Men-Care approaches through media and "men support groups."

TABLE 4. UFGE GRANT LIST

ACTIVITY	COUNTRY	FUNDING GRANTED (US\$)	DESCRIPTION
Regional Fund for In-Country Capacity Building and M&E	Regional	450,000	Strengthening in-country capacity to implement and measure strategic and innovative gender work and policy, as well as to strengthen regional stakeholders' understanding of key gender issues.
Hem No Leit Tumas": Evidence for Improved Outcomes in Women's Literacy Programs	Solomon Islands	65,000	Develop a compendium of financial literacy providers/programs with good practice examples, lessons, M&E systems, and evidence of outcomes. With the Literacy Network, agree on features of good practice and a replicable monitoring framework.
Situation Assessment for Men and Youth in Conflict-Affected Areas	Thailand	70,000	Understanding the socio-economic profile, needs and aspirations of men in conflict zones and how to support male confidence, decision-making and empowerment in these situations. The work will identify measures to ensure affected men are systematically included in relevant programs.
Europe and Central Asia			
Gender Evaluation of Child Related Benefits	Armenia	20,000	Measurement of the impact of the recently introduced child birth allowance program on fertility rates of eligible women, sex-ratio imbalance at birth, work (dis)incentives, and social assistance dependence.
A Profiling of Employment Services Beneficiaries with a Focus on Female Workers	Armenia & Turkey	35,000	Improving targeting and design of active labor market programs for women.
ECAGEN database	Regional	130,000	A new database module will provide convenient access to gender-relevant data extracted from household level data used for regional poverty monitoring in the extensive ECAPOV database.
Gender Aging and Care Issues in ECA	Regional	85,000	Research on the interactions between female labor force participation and different models for care demands (child- and eldercare), including the role of social norms. The grant also looks at the drivers of excess adult male mortality in the region.
Gender Employability and Soft Skills	Regional	80,000	The grant contributes to the understanding of the role of behavioral skills and conscious or unconscious labor market discrimination in ECA. Various experiments aim to reveal hidden gender-based hiring biases among employers.
Gender Informed Road Safety Strategies	Regional	220,000	Addressing excess adult male mortality by advancing gender sensitive approaches to road safety. The work seeks to understand the gender dimensions of the causes and consequences of road traffic accidents through a global road safety and gender review, and piloting gender sensitive road safety actions.
Gender Sensitivity in Energy Investments	Regional	200,000	Cross-sectoral collaboration to understand how proposed energy reforms and increasing energy tariffs in the region could differentially affect men and women, and how investments can be designed to ensure gender equity in project benefits.
Jobs and Shared Prosperity	Regional	100,000	A mixed-methods approach exploring the links between jobs and shared prosperity and how to improve economic opportunities and make labor markets more inclusive for both men and women in ECA.
Missing Girls in the South Caucasus	Regional	140,000	Research uncovering the causes and consequences of skewed birth ratios and sex selection in the South Caucasus.
Gender Innovation in Finance	Russia	200,000	Enhancing access to finance for women entrepreneurs in Russia.

TABLE 4. UFGE GRANT LIST

ACTIVITY	COUNTRY	FUNDING GRANTED (US\$)	DESCRIPTION
Access to Justice for Poor Women and Men	Serbia	50,000	Collection of new evidence from users of the justice system to help inform engagement with the justice sector.
Roma Adolescents - Qualitative Research	Serbia	25,000	The objective of the proposed activity is to understand what projects and activities can promote the social and economic integration of adolescent Roma boys.
Land and Leadership	Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Serbia	120,000	Innovative leadership training for local land reform teams in the region on how to address gender inequality in land rights, along with a one-year follow up on developed action plans to improve ongoing land administration programs.
Land and Gender: Improving Data Availability and Use	Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Serbia	40,000	Increase the capacity to use gender disaggregated data to raise awareness of the benefits of improved gender equality in immovable property ownership and inform policy dialogue.
Life in Transition Survey III	Regional	220,000	Inclusion of new module on gender and assets and improved quality of sampling to better capture female respondents and intra-household dynamics in the third round of the EBRD and World Bank Life in Transition Survey.
Strategic UFGE Allocation: Increasing access of women to economic opportunities	Turkey	4,240,148	Multi-sectoral work on women's economic opportunities by looking barriers to employment such as childcare supply and other work-life policies. The grant will also pilot women's cooperatives to help increase female labor force.
Strategic UFGE Allocation: Promoting Gender Equality in the Western Balkans	Bosnia and Herzegovina, Kosovo, Macedonia, Serbia	2,085,850	Analytical work on care services, the degree of labor market inequality and its associated productivity losses, mapping the potential skills mismatch in Serbia, and barriers to mobility in Bosnia. Innovative leadership training will also be delivered to officials to improve labor reform.
Latin America and the Caribbean			
Understanding Agency by Measuring Women's Perception on Exclusion and Discrimination	Bolivia	120,000	Perception survey on violence against women, workplace discrimination and exclusion, with a focus on indigenous groups.
Expanding Women's Agency through Productive Inclusion in Rural Areas	Brazil	110,000	Analytical work to better understand gender roles and rural women's agency within key productive clusters, and piloting interventions to enhance and better measure their agency.
Urban Mass Transport: Gender Agency and Inclusion	Brazil	150,000	Piloting the use of existing urban mass transport systems to increase access for women to specialized legal and social services through electronic information kiosks and campaigns.
Text Me Maybe! On Peer-to-Peer Sexual Education and Mobile Texting to Reduce the Risk of Teenage Pregnancy	Ecuador	65,000	Evaluation of school-based peer-to-peer education combined with text message reminders to reduce teen pregnancy. Findings aim to increase knowledge on how aspirations, empowerment, and gender norms affect agency.

TABLE 4. UFGE GRANT LIST

ACTIVITY	COUNTRY	FUNDING GRANTED (US\$)	DESCRIPTION
Expanding Labor Market Opportunities of Women	El Salvador	60,000	An evaluation of whether income support and training programs can be potent tools for enhancing women's agency for better economic outcomes. The work will also provide lessons on how to best measure agency.
Migration and the Changing Role of Women in Agriculture: The Case from Latin America and the Caribbean	Guatemala	114,000	Research on the impact of male outmigration on women left in charge of the farm in terms of productivity, decision-making, and constraints, taking into account the role of remittances.
Testing Evidence-Based Approaches to Foster Collective Action in Addressing Intimate Partner Violence	Guatemala, Honduras	110,000	Adapt, test, and monitor progress of a community-based program that fosters collective action to prevent intimate partner violence.
Piloting the Delivery of Agency in Haiti	Haiti	130,000	Testing provision of skills training (including non-traditional technical ones) for improved employment and entrepreneurship outcomes for young women.
Regional Knowledge Management	Regional	600,000	Expand and share operationally relevant knowledge aimed to improve gender equality in the region. Activities include regional knowledge contests targeting government agencies, civil society, and academia, as well as dissemination around agency related topics.
Advancing Gender Agency in LAC: Experiences from the Transport Sector	Regional	150,000	Expand data and evidence on impacts of transportation projects on women's agency, as well as analyzing the replicable and scalable nature of those activities.
Developing a Model for Gender-Sensitive Post-Disaster Response and Gender-Inclusive Climate Adaptation Finance (Saint Lucia, Organization of Eastern Caribbean States, and Small Island Developing States)	St. Lucia	90,000	Promoting awareness, designing a financing scheme, and developing disaster risk management products that promote greater agency and climate resilience along gender lines.
Strategic UFGE Allocation: Adolescent Girls Initiative	Haiti	600,000	Testing provision of skills training (including non-traditional technical ones) for improved employment and entrepreneurship outcomes for young women.
Middle East and North Africa			
Impact Evaluation of Civil Legal Aid for Women	Jordan	200,000	Understanding of the impact of legal aid services in civil matters for poor women to support evaluation of different service delivery models and provide data to promote discussions on the value of legal aid versus.
Evaluation of the Strengthening Micro-Entrepreneurship for Disadvantaged Youth Project	Morocco	181,200	Evaluating the impact of the Strengthening Micro-Entrepreneurship for Disadvantaged Youth Project in Morocco.
Morocco Urban Transport Program Gender Survey	Morocco	200,000	Household survey in three urban agglomerations to help strengthen social and economic inclusion of women by providing urban planners and policymakers with an evidence base to create smarter and more user-friendly transport systems.
Study on the Impacts of the Syrian Refugee Crisis	Jordan, Lebanon, Iraq	350,000	Qualitative fieldwork to assess the gender-specific risks and outcomes of the Syrian refugee crisis on host communities in Jordan, Lebanon and the Kurdistan Region of Iraq (KRI).
Enterprise Revitalization and Employment Pilot	Yemen	150,000	To aid in the impact evaluation of an internship program for youth in Yemen.

TABLE 4. UFGE GRANT LIST

ACTIVITY	COUNTRY	FUNDING GRANTED (US\$)	DESCRIPTION
South Asia			
Youth, Gender, and ICT Program	Bangladesh, Nepal, Pakistan	200,000	Piloting ICT skills for employment and entrepreneurship among young women, and developing apps for supporting gender-based violence victims and increasing accountability and information around public services (e.g. health).
Deepening the Analytical Foundation for Operations	India	150,000	The activity will use international evidence at the country level in non-traditional sectors and generate new evidence as needed for these sectors.
Gender Innovation Lab South Asia	Regional	380,000	Identify interventions that address the underlying causes of female and male disadvantages given a country's context. The Lab will build the evidence base and inform Bank operations and public policy. It will perform strategic analytical work on gender and enhance the monitoring and evaluation of gender interventions by testing gender-specific interventions in World Bank programs, or as stand-alone activities in the areas of access to infrastructure services, voice and agency, and gender-based violence.
Addressing Gender-Based Violence in South Asia	Regional	870,000	Support development of a comprehensive gender-based violence program in the region by increasing availability of data and evidence, engaging donors, government partners, civil society and other groups to increase effectiveness of GBV programs, and learn from innovative programs.

TABLE 5. AFRICA GENDER INNOVATION LAB SUPPORTED IMPACT EVALUATIONS^a

ACTIVITY	COUNTRY	DESCRIPTION
Africa Gender Innovation Lab		
Impact evaluation of World Bank Youth Skills Training Project	Benin	Evaluation of a youth skills development intervention with the goal of identifying effective policy responses.
Impact evaluation of CARE Village Savings and Loan Associations and Couples Training	Burundi	Evaluation of an Village Savings and Loan Associations (VSLAs) program primarily targeted to women with two gender-transformative interventions: a couples training program and a public awareness program.
Great Lakes Emergency Sexual and Gender based Violence and Women's Health	Burundi, Democratic Republic of Congo, Rwanda	Impact evaluation to understand how to respond most effectively to survivors of SGBV and how to contribute to violence prevention by transforming norms and behaviors regarding SGBV and gender equality.
Impact evaluation of the Youth Business Training project in Republic of Congo	Congo, Republic of	Evaluation of skills training, job insertion and entrepreneurship support for vulnerable youth and micro-entrepreneurs.
Impact evaluation of the Growth Poles project	Congo, Democratic Republic of	The impact evaluation will study the combined impact of roads rehabilitation and agricultural extension services on income and wealth, employment, agricultural outcomes such as productivity and access to markets, agency and empowerment of female farmers, women's time use.
Impact evaluation of World Bank Agricultural Support Project	Cote d'Ivoire	Evaluation of the effects of child care provision on female formal sector employment and income (agro-processing employment).

TABLE 5. AFRICA GENDER INNOVATION LAB SUPPORTED IMPACT EVALUATIONS^a

ACTIVITY	COUNTRY	DESCRIPTION
Impact evaluation of USAID Women's Agricultural Leaders Network	Ethiopia	Evaluation of a mentorship program aiming to help address important challenges that women face in the areas of entrepreneurship and small business in the agri-business sector in Ethiopia.
Competitiveness and Job Creation	Ethiopia	The impact evaluation examines the impact of access to jobs in the industrial zone on employee welfare, and will conduct ancillary research on priority issues including employee performance and retention, and impacts of wage subsidies.
Making Cash Grants Work for Female Entrepreneurs	Ghana	Identify innovative ways of disbursing cash grants so as to maximize their impact on the profits and growth of female-owned businesses. More specifically, test the relative effectiveness of providing (i) unconditional cash grants; (ii) grants conditional on first 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.
Gender, Insurance and Agricultural Productivity	Ghana	Assess the effects of regular extension services on output of women farmers as part of a larger effort in providing community based extension services, 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 evaluation of the Household Joint Accounts and Survivor Ownership Rights project	Kenya	This impact evaluation project will collaborate with a for-profit financial institution to encourage male individual account holders to take up a new form of joint account, wherein the co-owner has limited rights until the death of the primary owner, but has immediate unrestricted access to the account in the event of the primary owner's passing.
The Impacts of Microfranchising on Young Women in Nairobi	Kenya	A first ever impact evaluation of a randomized microfranchising intervention expected to make a valuable contribution to the literature on the overall impacts of expanding credit access and providing capital to entrepreneurs in low-income countries.
Impact evaluation of the International Rescue Committee (IRC) Sisters of Success project	Liberia	Evaluation of whether being part of a mentorship program during early adolescence (ages 12-15) improves outcomes for girls in Liberia's capital city, Monrovia.
Impact evaluation of USAID Growing Income and Rural Markets for Agriculture project	Nigeria	This project targets vulnerable households in northern Nigeria, particularly female members, by providing financial products and in-kind asset transfers to assist them in moving away from subsistence agriculture and into the market.
Impact evaluation of the BRAC Empowerment and Livelihoods for Adolescent Girls project	Sierra Leone	This initiative seeks adolescent girls' social and economic empowerment by providing adolescent development centers (ELA clubs), life skills training, livelihood training, and credit support to start income-generating activities.
Youth Job Assistance	South Africa	Assess the effectiveness of an innovative intervention aimed to address gender disparities in the labor market outcomes of young new entrants. The intervention is expected to have important impacts for young new work-seekers, who lack job experience and references from prior employment.
Skill Certification & Counseling	South Africa	Evaluation of the effectiveness of a skill certification and job-search counseling program addressing gender disparities in the labor market outcomes of unemployed young adults. Work-seekers will be offered a certificate of aptitude, a letter of recommendation template, and advice on how to prepare and submit job applications. The certification and counseling interventions are potentially more valuable for women, as they have more limited job networks, and thus find more challenging to directly signal their skills to prospective employers in a credible and relevant manner.
Evaluation of USAID Feed the Future	Tanzania	The NAFKA Staples Value Chain Activity is a \$30 million project funded by USAID under the Tanzania Feed the Future (FTF) Initiative. NAFKA's goal is to sustainably reduce poverty and food insecurity by increasing agricultural production and incomes for smallholder farmers. GIL is primarily focusing on the agricultural extension and private-sector-led out-grower components of NAFKA.

TABLE 5. AFRICA GENDER INNOVATION LAB SUPPORTED IMPACT EVALUATIONS^a

ACTIVITY	COUNTRY	DESCRIPTION
Impact evaluation of the Land Registration and Matching Grants project	Uganda	A randomized control trial of the program will experiment with different nudges to incentivize households to adopt the joint spousal registration of land. The study will examine the impact of including a woman's name on a land title on agricultural and household outcomes, over and above the impact of owning a land title itself.
Impact evaluation of the BRAC Orange Sweet Potato project	Uganda	This project takes an integrated approach to improving nutrition and food security for children, adolescent girls and women of childbearing age by increasing smallholders' adoption, production and consumption of a nutrient-rich staple crop.

^a In FY15, five projects were dropped due to discovery of infeasibility and new projects have been added. Previously reported on evaluations that were dropped are: Urea Deep Placement in Liberia (Liberia), World Bank Safety Nets and Skills Development (South Sudan), South Africa Sonke Gender Justice, Guinea World Bank/IFC/Stanford business formalization, and ATA Agricultural Mechanization (Ethiopia).

TABLE 6. PRIVATE SECTOR ENGAGEMENT WINDOW (IFC)

ACTIVITY	COUNTRY	DESCRIPTION
Gender Responsive Extractive Industries	Global	Develop a diagnostic tool for Investment Officers to better understand the dynamics of gender in extractive industries and a toolkit for extractives companies to integrate gender into their operations.
Developing Gender Data Analytics in LAC	Regional	Develop and test a gender data analytics tools for financial institutions. The project will also leverage IFC's existing data analytics work being currently done in Africa, mostly for mobile financial services.
Tackling Gender in Agribusiness: Improving Business	Multi-Region	This proposed project aims to partner with four different agribusiness private sector companies in three regions (Africa, Eastern Europe, and Latin America) to test the business case for applying existing gender analytical tools across a broad spectrum of agribusiness operations and subsectors.
Women Mobile Financial Services	Bangladesh	The project will seek to facilitate the financial inclusion of women in Bangladesh into the formal financial system through mobile financial services.

ANNEX 1. UFGE PUBLICATIONS TO DATE

Fiscal Year 2015

Exploring the Phenomenon of “Missing Girls” in the South Caucasus (World Bank, Knowledge Brief, 2015)

Fertility Transition in Turkey: Who Is Most at Risk of Deciding against Child Arrival? (Greulich, Dasre, and Inan, World Bank Policy Research Working Paper 7310, 2015)

Gender Informed and Inclusive Land Service Delivery: How the Client-Led Regional Platform Turned into Piecemeal (Tonchovska, Kelm, Anand and Unaki, Conference Paper, 2015)

How Costly Are Labor Gender Gaps? Estimates from the Balkans and Turkey (Cuberes and Teignier, World Bank Policy Research Working Paper 7319, 2015)

Migration and Women’s Agency in Agriculture - Women in Agriculture: The Impact of Male Out-Migration on Women’s Agency, Household Welfare and Agricultural Productivity (World Bank, Report AUS9147, 2015)

“Missing Girls” in the South Caucasus Countries: Trends, Possible Causes, and Policy Options (Das Gupta, World Bank Policy Research Working Paper 7236, 2015)

“Missing Women” in the South Caucasus: Local Perceptions and Proposed Solutions (World Bank, Report, 2015)

Roads to agency: effects of enhancing women’s participation in rural roads projects on women’s agency - a comparative assessment of rural transport projects in Argentina, Nicaragua, and Peru (World Bank, Report 99173, 2015)

Serbia: Access to Justice for Poor Women and Men (World Bank, Report, 2015)

Tools to understand social issues in energy tariff and subsidy reforms in Europe and Central Asia (World Bank, Report 97388, 2015)

Toward Gender-Informed Energy Subsidy Reforms: Findings from Qualitative Studies in Europe and Central Asia (World Bank, Report 96945, 2015)

Europe and Central Asia - Why should we care about care?: the role of informal childcare and eldercare in aging societies in the ECA region (Working Paper, 2015)

Previous Fiscal Years

Hem No Leit Tumas: Evidence for Improved Outcomes in Solomon Islands Women's Literacy Programs (World Bank, Report, 2014)

ICT in Support of Evidence Based Policy Making: Land and Gender in the Western Balkans (Tonchovska, Kelm and Giovarelli, Conference Paper, 2014)

Levelling the Field: improving Opportunities for Women Farmers in Africa (World Bank, Report, 2014)

All publications can be accessed on the UFGE web site, www.worldbank.org/gender/ufge



Photo: Sarah Haddock / World Bank

ADOLESCENT GIRLS INITIATIVE (AGI)

The Adolescent Girls Initiative (AGI) was established to build the evidence base on what works to help young women enter productive employment. The piloted projects carried out in eight countries has helped produce rigorous evidence on program impacts to guide policy decisions, along with operational lessons and innovative strategies to improve project design, implementation, and M&E.

OBJECTIVES

In October 2008, the World Bank launched the Adolescent Girls Initiative (AGI), to promote the transition of adolescent girls and young women to productive employment. The AGI provided a unique opportunity to experiment in diverse settings, take risks, and find effective, female-friendly approaches to vocational training and youth employment programs. The initiative supported pilot projects in eight countries: Afghanistan, Haiti, Jordan, Lao PDR, Liberia, Nepal, Rwanda, and South Sudan.

The AGI pilot projects varied in duration, rural-urban focus, and the size and heterogeneity of the groups they assisted. The interventions used in each pilot reflected where governments wanted to experiment, local labor market opportunities, and specific local constraints faced by girls and young women. All projects included life skills or employability training, generally combined with an array of technical, vocational, and business development skills. Training developers and providers included local and international NGOs as well as private service providers, government agencies, and university/college staff. Arrangements for implementing the pilots varied depending on the setting but involved government ministries and local implementing partners. To gain evidence and build an understanding of which approaches succeed in achieving particular objectives for specific groups of girls and young women, five out of eight of the pilots incorporated rigorous evaluations.





Photo: World Bank

OVERALL RESULTS

The AGI provided training to over 16,000 young women in eight countries. Economic and empowerment impacts varied among the pilots and are detailed in section 4. In addition to the impacts the pilots had on individual participants, the AGI produced new knowledge in two main areas: (1) program impacts to guide policy decisions; and (2) operational lessons and innovative strategies to improve project performance and achieve results.

PROGRAM IMPACTS

The AGI pilots in low-income countries had positive impacts on economic outcomes. The strongest experimental evidence comes from Nepal and Liberia. The Employment Fund program in Nepal, which targeted females (including females from poor and marginalized groups) and had majority female participation, significantly improved employment and earnings, especially non-farm employment. The majority of participants had never worked outside of agriculture, and their vocational training options spanned professions that were less traditional for women but more remunerative. Liberia's EPAG program significantly increased participants' economic activity and earnings, as well as their savings (potential startup capital), and its impacts endured after the training ended. The incorporation of business skills (even in the vocational training) appeared to have played a significant role in enhancing participants' prospects for self-employment, the sector where employment is expanding most rapidly in Liberia. Most notably, the participants gained economically even though they were (for the most part) young mothers, often marginally literate, who had come of age in a period of violent conflict.

The AGI pilots had mixed empowerment impacts. Several of the AGI pilots, even those with strong economic impacts, had mixed or inconclusive impacts on female empowerment. For example the pilot in Liberia had positive effects on trainees' self-confidence and job satisfaction, but no impact on self-esteem or other measures of empowerment. However, the pilots in Haiti and Rwanda had strong empowerment impacts. In Haiti beneficiaries developed higher socio-emotional "assets" compared to young women who did not take part in the program. Their autonomy in decision making, their autonomy in personal mobility, and their standing in relations with family and others all increased. Stress declined and girls' mindsets became more positive. Beneficiaries' aspirations about work and income grew more ambitious. In Rwanda respondents reported wider social networks and moderate improvements in their relationships with friends, family and



Photo: Deependra Bajracharya / World Bank

community members following their participation in the project. More girls declared having someone to borrow money from in case of an emergency and having a place to meet female friends. They also reported higher satisfaction with their lives, and their entrepreneurial self-confidence increased significantly.

OPERATIONAL LESSONS

Although the AGI did not unbundle the evaluations by project component, operational lessons can be deduced from the experience of project teams and feedback from beneficiaries. Effective programs shared certain features that made it possible for them to reach adolescent girls and young women and successfully assess and impart the skills that they needed:

Effective programs used recruitment strategies that reached the groups they wanted to help. In many parts of the world, adolescence is a restrictive time when girls' visibility to the outside world diminishes. A multipronged recruitment strategy is typically needed to reach girls. In Liberia, for example, traditional means of recruitment had limited effects reaching the target groups, so the project team took to the streets with loudspeakers and worked hard to convince girls who were school dropouts to apply. In Afghanistan, the pilot consulted extensively with the community, hired local mobilizers for family outreach, and worked through local shuras (i.e. local community organizations) to garner trust and support for the program. Similarly door-to-door community outreach was essential in South Sudan.

Programs that were effective were designed to alleviate girls' specific constraints to participation. To allay concerns over safety, the Afghan trainees had dedicated transport to and from the training sites, and participants interacted only with committed employers. Other programs offered benefits such as childcare, food and transport allowances, and literacy training. They adjusted their hours to accommodate trainees' other commitments, including schooling and chores.

Programs planned for placement activities within the project cycle. In Afghanistan and Haiti, the participants were placed in internships after training. Technical training providers in Nepal received incentives to deliver marketable skills to trainees and place them in jobs once training had concluded. In Liberia, training providers received a premium based on job placement results.

Effective programs conducted a preliminary labor market assessment that allowed them to identify the most promising training opportunities, including non-traditional jobs. Gathering data—through existing sources and rapid assessments—early on in the project design was important. This information was used to make informed decisions about the type of intervention most likely to be successful and appropriate in the given context and to refine the appropriate beneficiary profile. The identification of opportunities for training in non-traditional occupations proved successful in some contexts (Haiti, Nepal, Liberia) and less so in others (in South Sudan, women who learned to be drivers, for example, could not practice their skills if they could not find employment).



Photo: World Bank

Effective programs made their efforts more successful and strengthened trainees' resilience by:

Offering appropriate supplementary skills (business skills, life skills, or both). Life skills training provided the tools and confidence for adolescent girls and young women to take advantage of new economic opportunities. Interviews with training participants (in South Sudan, Jordan, Rwanda, and Haiti, for example) showed that they valued these skills, although questions remain about which skills contribute most to success in which contexts. The Liberia pilot recognized the limitations of private wage employment and provided business development skills even for job skill trainees—who thus gained an advantage in starting their own businesses.

Building social and financial capital. The pilots offered safe places for girls and young women to expand their social (South Sudan) and also professional (Afghanistan) networks. Lao PDR's marketplace competition brought prospective entrepreneurs together and facilitated interactions with mentors and financial institutions. Many pilots paired instruction in financial management and business development skills with an opportunity to develop savings. To build financial assets—which in some cases provided essential startup funds—trainees in Liberia opened savings accounts, Rwandan trainees joined a savings and credit cooperative, and some youth clubs in South Sudan formed savings groups. In Lao PDR, entrepreneurs who did not receive startup grants were eligible to apply for loans and services from commercial and private banks.

EVALUATION STRATEGIES

Rigorous impact evaluations from Jordan and Liberia are completed and results have been published in World Bank Policy Research Working Papers. In addition, an end-line report analyzing two-year impacts from Liberia was finalized in July 2014. The final impact evaluation report for Nepal was peer-reviewed and finalized in June 2015. A working paper is expected to be published in fall 2015. Results from a rigorous impact evaluation in Haiti were finalized in mid-2015. In South Sudan, the end-line survey for the impact evaluation was completed and analysis of the results is underway. The results are expected by December 2015.

As originally designed, the AGI in Rwanda included a rigorous impact evaluation component. However, due to delays in project preparation and implementation, limited over-subscription to the first round of training, and capacity constraints to implement an impact evaluation, the evaluation design was scaled back. The revised design tracked a limited number of quantitative outcomes for a random sample of participants in cohort 2 and included a process evaluation based on qualitative data gathered at midline and endline. A pre- and post-test evaluation of the project was launched in January 2014 and a final report is complete.



Photo: World Bank

Similarly, the Afghanistan AGI originally included a rigorous impact evaluation but plans were revised due to logistical challenges of implementing the impact evaluation. The revised evaluation strategy is similar to the revised model from Rwanda, including a mixed-method pre- and post- project evaluation including exit surveys and focus group discussions. The final report was finalized in June 2015.

In addition to quantitative surveys, most of the AGI evaluations also included qualitative focus group discussions and semi-structured interviews with key project stakeholders and the AGI trainees. This qualitative data helped to illuminate what worked well, for example the life skills trainings were popular and deemed useful among a vast majority of the participants. The qualitative research also indicated areas where program improvements could be made, for example in Rwanda the evaluation revealed that many participants were experiencing lengthy delays in receiving their stipends, which negatively affected their abilities to participate in the program. Qualitative evaluations also gave participants an opportunity to talk in their own words about how the project had impacted their lives.

BOX 4: EVALUATION DESIGN STRATEGIES

IMPACT EVALUATIONS	Haiti	Randomized Pipeline
	Jordan	Randomized
	Nepal	Regression Discontinuity
	Liberia	Randomized Pipeline
	South Sudan	Randomized (cluster level)
EVALUATIONS	Afghanistan	Pre- and post- surveys
	Laos	Pre- and post- surveys
	Rwanda	Pre- and post- surveys



Photo: World Bank

PILOT RESULTS

AGI evaluations assess economic outcomes in addition to a broader set of social, behavioral, and empowerment outcomes discussed above that matter for young women. Pilots have demonstrated the following results:

The Afghanistan Female Youth Employment Initiative (FYEI) provided job skills training to 1300 young women aged 18-30. The quality and efficacy of the training were generally considered satisfactory by the graduates. All courses were appreciated by the beneficiaries, with over 60% of interviewed graduates judging them very or extremely useful for finding a job (on a five-point scale). According to the FYEI field office, the majority of graduates (62±2%) went on to complete a practical internship in an office or school environment. Graduates generally found the experience beneficial both in terms of their own personal development and their enhanced prospects in the labor market. However, the evaluation of the pilot was conducted during the internship phase due to the closing of the project. As such, the evaluation was not able to monitor durable labor market outcomes (i.e. graduates' engagement in stable paid employment beyond the project period). Nonetheless, results show 7±1% of FYEI graduates holding jobs in the private sector or schools at the time of the endline evaluation, which were captured during the internship phase rather than after completion.

The Haiti Adolescent Girls Initiative provided technical and soft-skills training to over 1,000 young women. Impacts measured three months after program completion show that beneficiaries changed the type of work they do, but neither earnings nor the share who participated in income-generating activities increased. The project did, however, improve the overall agency of beneficiaries, i.e. their capacity to make choices and to pursue desired actions. Participants' autonomy in their decision making and in their mobility increased, as did their standing in relations with their families. The project also led to decreases in stress and increased aspirations for the future. Although the impact evaluation did not unbundle the intervention, the integrated design of the project and the importance given to soft-skill training appear to have been key determinants of those outcomes.

The Jordan New Work Opportunities for Women (NOW) pilot was launched in 2010, and tested the effect of employability skills training and vouchers among community college graduates. Results from the impact evaluation found that female graduates with active job vouchers were 39% more likely to work than female graduates without vouchers. However, this effect was temporary and did not last beyond the expiry of the vouchers, although the training did boost self-confidence and mental well-being among the graduates.

In Laos the **Supporting Talent, Entrepreneurial Potential and Success (STEPS)** project implemented two different interventions to help young people transition to the labor market: (1) a marketplace competition to promote a culture of entrepreneurship among young entrepreneurs seeking to start or expand a business; and (2) career counseling offices to provide job placement and career counseling services to university students. Overall, monitoring results show that the project met or exceeded its employment and gender targets. The project was successful at helping the local business association work with young women; between 2010 and 2012 membership increased by 26% and the number of female members doubled. Beneficiaries of the Career Counseling Offices were surveyed at three and nine months after graduation. Surveys found that 47% of the graduates registered with the Career Counseling Office at NUOL (more than half of whom are female) and 44% at Pakpasak Technical College (more than a third of whom are female) reported being employed within one year of graduation.

In Liberia, the **Economic Empowerment of Adolescent Girls and Young Women (EPAG)** project began in 2010 and has trained about 2500 young women for either wage employment or self-employment plus life skills, with an emphasis on job placement and follow-up support. The evaluation of the project shows that employment rose by 47% while earnings increased by about 32 USD per month—an 80% increase relative to the control group. The impacts were larger for the self-employment track than for the wage employment track, but both show much larger impacts than seen in other youth training programs. The project also significantly increased girls' savings and had positive effects on their self-confidence and job satisfaction.

In Nepal, the **Adolescent Girls Employment Initiative (AGEI)** began in 2010 and trained 4,410 young women in three rounds of training. Livelihood trainings spanned 39 occupations across 44 districts of Nepal. Trainees also received life skills training and were assisted with job searching and placement or were otherwise supported to start their own businesses. One year later, the treatment group had increased their non-farm employment by 14 percentage points, for an overall gain in employment of 47% relative to the control group. Average monthly earnings increased by approximately 45% for the 2010 cohort and 66% for the 2011 cohort relative to the control group. In contrast, limited effects were found on empowerment, reproductive health, or household-level outcomes. Employment outcomes were marginally better for women, but other outcomes showed no difference between men and women.

The **Rwanda Adolescent Girls Initiative** delivered two weeks of life and entrepreneurship skills, plus six months of vocational and technical training followed by five and half months of follow-up support to nearly 2,000 vulnerable adolescent girls. A non-experimental evaluation revealed a substantial increase in non-farm employment among beneficiaries, with the share of girls reporting businesses, wage employment or internships rising from 50% to 75%. There was only a modest increase in the share of respondents who reported being paid for at least one income generating activity (from 55% to 58%), but amounts earned increased significantly. By the end of the program, respondents were more likely to be members of savings groups (from 27% to 81%), to have saved recently (from 18% to 37%), and to have saved larger amounts (from RwF 7,050 to RwF 20,086). The impact of the AGI project on beneficiaries' lives went beyond the economic realm; respondents reported having larger social networks, higher life satisfaction, and greater entrepreneurial self-confidence.

“Should only men be allowed to be builders, heavy machinery drivers, or electricians?
No—I want to be able to do these jobs too.”

Edelène, 17, participant • dropped out of school in the third grade because her family could no longer afford to pay her school fees • Haiti

Notably however, reports of gender-based violence increased considerably, with a larger share of respondents indicating that they experienced sexual harassment at least once in their lifetimes (25% to 43%). Available data does not enable us to determine when the harassment occurred or whether it was connected to participation in the project. Moreover, it is not possible to exclude the possibility that reporting was higher at endline because respondents were more comfortable during the interview process or that respondents were better able to recognize their past experiences of harassment as a result of the AGI life skills training. Either of these conditions would indicate that baseline reports were in fact underestimates, and so the change from baseline to endline would be overestimated in the data.

In South Sudan, the **Adolescent Girls Initiative** was delivered by BRAC, an international NGO, based on their successful experience in other countries (including Bangladesh, Uganda, and Tanzania). From 2010 to 2013, BRAC operated 100 community-level girls' clubs, where girls aged 15 to 24 could meet four afternoons per week to socialize and receive life skills training from a female mentor. The program reached 3000 girls and offered support for savings and short livelihood trainings in a variety of trades, including agriculture, hairdressing, tailoring, and poultry rearing. The program was evaluated using a cluster randomized controlled trial. The endline survey for the evaluation was conducted in early 2015 and results are expected in December 2015.

BOX 5: LESSONS LEARNED: IMPLEMENTATION AND EVALUATION OF A MULTI-COUNTRY INITIATIVE

- **Have a central coordination team provide dedicated support to the projects.** A central team should anticipate and respond to project needs and ensure that the projects learn from one another, share tools, resources and technical knowledge. This helps projects teams to save time and money by not recreating the same materials (e.g., curricula, monitoring guidelines, ToRs) and ensures that the initiative really sums up to more than its individual parts.
- **Centralize the research team.** The AGI benefitted greatly from having a centralized research team that led the evaluations of all of the pilots. This ensured standardization of the research objectives and research methods to ensure the comparability of results as much as possible.
- **Maximize frequent and early-on engagement between the evaluation team and the project teams.** The research team and the project team should work together early-on to determine if it is feasible and appropriate to incorporate an impact evaluation into the project design. The researchers can also help teams make realistic assessments of the costs (financial and otherwise) and benefits of undertaking an impact evaluation, and ideally build informed demand for evaluations.
- **Budget time and resources for cross-country knowledge sharing and capacity building.** The AGI greatly benefitted from having a central coordination and knowledge management team that worked across all eight projects to promote sharing of experiences and to distill learning.
- **Ensure comparability across interventions and unbundle evaluation designs.** While the AGI interventions were similar, variations in the project designs do not allow us to say with certainty which project features were most effective. Going forward, cross-country initiatives should test similar interventions across settings and the evaluation designs should be unbundled to allow researchers to assess the impacts of individual project components.
- **Support pilots that are tied to larger operations.** The AGI has had some success bringing the lessons of the pilots to scale in larger projects. However the task of doing so would have been more feasible if the pilots had been tied to existing operations from the onset. While this is not always possible or practical, it is good practice if the aim is to bring successful interventions to scale.

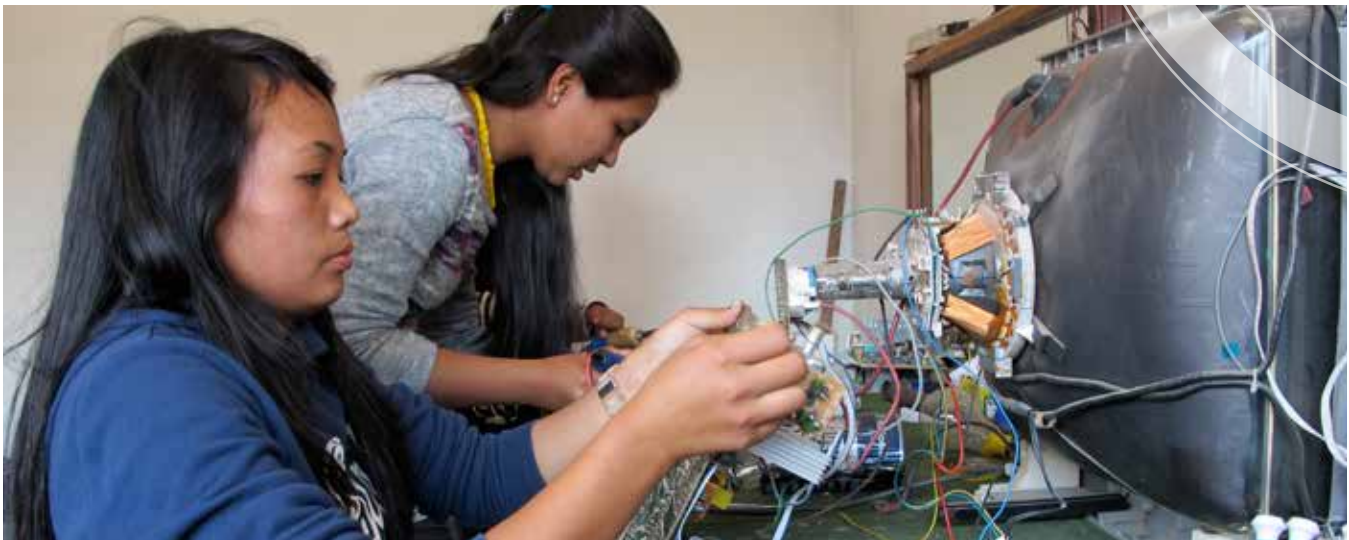


Photo: Sarah Haddock / World Bank

KNOWLEDGE AND LEARNING

A cornerstone of the AGI approach has been to pilot, test, and learn what works to help adolescent girls transition to productive employment. Over the course of the initiative significant efforts have been made to gather and share knowledge and learning from the AGI with internal and external audiences, to share knowledge between country teams, and to build capacity among implementing partners. Activities have included (see Annex 2 for details):

- **Knowledge Notes:** To capture knowledge and learning from the AGI eleven notes were produced under two series (1) Learning from Practice that synthesized operational lessons from the AGI pilots for task teams of youth employment projects; and (2) Results Series that distills the latest results from the impact evaluations.
- **South-South Exchanges:** These exchanges involved World Bank teams and implementing partners of the AGI. These capacity-building activities helped improve project implementation and increase dissemination and cross-fertilization of lessons learned. Six events were held that focused primarily on learnings from the AGI.
- **Seminars:** The AGI team participated in a number of seminars organized by the World Bank as well as external partners to share and disseminate learnings and knowledge to a broad array of practitioners.

To synthesize the results from the AGI impact evaluations and highlight policy messages, a report entitled “The Spirit of Boldness: Lessons from the World Bank’s Adolescent Girls Initiative” was published in February 2015. The report summarizes the evidence and lessons learned from the AGI impact evaluations and places them in the context of evidence from other youth employment programs. The audience of the report is policymakers and research practitioners.

To share the innovative strategies and operational lessons generated by the AGI pilots, the Gender CCSA produced a web-based operational AGI Resource Guide. The aim is to help make skills training programs more inclusive of and effective for young women. The guide is designed for staff in government line ministries working on youth skills training, practitioners and World Bank teams that are supervising these projects. It is hosted on the Solutions for Youth Employment website at www.s4ye.org/agi. It has been disseminated in the seminars and South-South exchanges previously described, and dissemination (both internal and external) will continue in FY16 as part of the core work of the Gender CCSA.



Photo: Sarah Haddock / World Bank

IMPACTS IN AGI COUNTRIES AND BEYOND

The AGI is having significant impacts on policy and programs in the AGI pilot countries. For example:

- **Jordan's New Work Opportunities for Women (NOW).** Insights from the evaluation of NOW are being used to illuminate demand-side and regulatory constraints to the school-to-work transition of young people and to inform the Building Active Labor Market Program (ALMP) in Jordan. In particular, the ALMP project design takes into account specific recommendations of the NOW pilot to increase long-term employability of the beneficiaries such as: developing specific eligibility criteria for project beneficiaries; setting the voucher amount at the minimum wage or above; requiring social security registration; and including a written contract.
- **Liberia's Economic Empowerment of Adolescent Girls and Young Women (EPAG).** The guiding five-year vision for EPAG is to economically and socially empower 10,000 Liberian youth by 2020. To date, the project has reached 3,500 young women (2,500 in the pilot Rounds 1 and 2, and 1,000 in Round 3). Round 3 ran from September 2013 to July 2014 and implemented several key changes based on lessons from the pilot that will make the project more sustainable in the long-term. The project has begun the process of decentralization outside of the capital, nationalized the project staff, increased the number of rural and younger girls to test scalability to more rural parts of Liberia, and condensed the training timetable to lower project costs. Longer-term financing options for EPAG will be developed and pursued in parallel with Round 4 implementation, which will target 1,200 youth and will focus on increasing the number of low-literacy and rural girls and include a small pilot for boys. The lessons from EPAG are also feeding into the broader youth development program in Liberia.

“Before I went into the program, I didn't know what to expect. I didn't know how to communicate well. I didn't know how a CV is done. Now, I know how to meet with Human Resources and I know how to negotiate.” **Participant** • Jordan



Photo: World Bank

- **Nepal's Adolescent Girls Employment Initiative (AGEI).** Results from the impact evaluation and implementation experience are informing the Government of Nepal's Technical Vocational Education and Training (TVET) program. The AGEI team documented the pilot's implementation lessons and innovative strategies in a series of manuals and guidance materials and has been actively disseminating these lessons through technical assistance to other youth employment projects. In particular, the AGEI implementing agency, Employment Fund, is working to build the capacity of the Enhancing Vocational Education and Training (EVENT) project, which opened a window targeting 5,000 women, and the Asian Development Bank's Skills Development Project (approved in June 2013), which has a target of reaching 40% women trainees of a total of 45,000 expected trainees.
- **Rwanda Adolescent Girls Initiative.** In Rwanda the pilot has closed but the Government of Rwanda through the Workforce Development Agency (WDA), the Ministry of TVET and the National Employment Program (NEP) are continuing to train vulnerable adolescent girls and young women at the nine vocational training centers established under the AGI pilot. Funding for the training came from the National Employment Program (NEP). Furthermore, as previously mentioned, the Government of Sweden is supporting the Government of Rwanda to conduct a study to inform a strategy for mainstreaming the lessons of the AGI into the NEP. The aim is to better serve vulnerable adolescent girls and young women in the TVET initiatives of the NEP.

The AGI is also demonstrating impacts beyond the pilot countries. In the past year the AGI team has focused on synthesizing knowledge and lessons, forming policy messages, and disseminating to practitioners and policy-makers working in the areas of youth employment and entrepreneurship. The development objective of this work is two-fold: first to provide evidence to support the expansion of programming to facilitate the economic empowerment of young women; second, to improve the design and implementation of youth employment projects based on lessons learned from the Adolescent Girls Initiative.

To encourage the take-up of evidence and learning from the AGI, the Gender CCSA has been providing technical assistance as a core member of the task team for the Zambia Girls' Education and Women's Empowerment and Livelihood (GEWEL) Project in the Social Protection and Labor Global Practice. The Supporting Women's Livelihoods (SWL) component of this project is drawing heavily on lessons from the AGI. Namely, the project conducted a vulnerability assessment that was modeled after the vulnerability assessments conducted for the AGI pilots, and the life skills training is drawing heavily on AGI experience and materials.

The AGI team is also actively involved with the Sahel Women Empowerment and Demographic Dividend (SWEDD) Regional Project. This project will include interventions targeted to adolescent girls in six countries of the Sahel: Burkina Faso, Chad, Cote d'Ivoire, Mali, Mauritania and Niger. In March 2015, the AGI helped to sponsor a workshop in Abidjan, Cote d'Ivoire to share evidence on adolescent girls' programming with technical staff from various min-

istries (health, education, gender, labor, etc.) representing the participating countries. The AGI team delivered presentations on the evidence-base for girl’s empowerment and livelihood interventions (including the AGI) for ministry staff and served as resource persons in workshop discussions. The AGI team has also led a qualitative girls’ vulnerability assessment to inform the project design and will remain involved in the project implementation and ensure that AGI lessons and experiences are scaled in this new project.

Finally, the AGI team will continue to provide support and share lessons with the Social Protection and Labor team working in India. In July 2015 following on the Ranchi workshop, the Government submitted a formal request to the Bank for technical assistance to support adolescent girls in the state of Jharkhand.

LOOKING FORWARD

Following on the AGI, technical support to youth employment teams and knowledge dissemination will be incorporated into the Gender CCSA’s core learning and knowledge agenda, financed by Bank budget. In FY16 the focus will be on internal dissemination to targeted audiences such as the Skills Global Solutions Working Group (co-chaired by the Education and Social Protection and Labor Global Practices). The Gender CCSA will also support new analytical work to guide decision making for operational teams, as well as to outline key priorities for researchers in the area of gender and youth employment. Furthermore, the CCSA will help youth employment teams become more ambitious in how they design operations to break occupational segregation and skills gaps, and encourage female labor force participation.

In addition to influencing Bank operations, the AGI will continue to inform the research agenda on adolescent girls within the World Bank Group. The Africa Gender Innovation Lab (GIL), which led several of the AGI impact evaluations, has an ongoing portfolio of policy-relevant research on gender and youth employment. Building from the early work of the AGI, the GIL is leading two impact evaluations on girls’ empowerment programs. First, an impact evaluation of BRAC’s ELA program in Sierra Leone will unbundle the impact of technical and life skills training, which was a key limitation of earlier evaluations of this program in Uganda, Tanzania, and South Sudan. Second, an impact evaluation of a girls’ mentorship program in Liberia run by IRC that targets younger girls, age 10 to 14, which was another key lesson from the AGI. GIL is also leading gender-informed impact evaluations of two IDA-financed youth employment programs in Benin and Republic of Congo which incorporate lessons from the AGI. In Benin the impact evaluation will test the impact of business training alone versus training plus cash grants for both male and female youth, and in Congo an impact evaluation will test the impact of information provision on participants’ choices of male and female-dominated trades.

ADMINISTRATION AND FINANCE

The AGI received trust fund resources from the GAP MDTF (which closed in June 2012), the Economic Empowerment of Adolescent Girls MDTF (which financed the Liberia pilot and closed June 2013), the AGI MDTF, and the Umbrella Facility for Gender Equality. Table 7 lists the donors who contributed to this initiative through the AGI MDTF and the Economic Empowerment of Adolescent Girls MDTF. Significant Bank resources were also contributed in the form of staff time, but are not reflected in the tables. Table 8 provides the overall AGI budget.

TABLE 7. AGI CONTRIBUTIONS

DONORS	RECEIPTS
AGI MDTF	
Denmark—Royal Ministry of Foreign Affairs	5,039,524
United Kingdom—Department for International Development (DFID)	3,101,900
Norway—Ministry of Foreign Affairs	2,568,554
Swedish International Development Cooperation Agency (SIDA)	4,280,498
Nike Foundation	2,000,000
Total AGI MDTF	16,990,476
OTHER TRUST FUND SOURCES	
EPAG Liberia—Nike Foundation	3,250,000
Umbrella Facility for Gender Equality	600,000
AusAID Externally Financed Output (EFO)	202,777

TABLE 8. AGI ALLOCATIONS (US\$)

Allocations	AGI	GAP	OTHERS	TOTAL
1. AGI Pilots				
Afghanistan	2,300,180	-	-	2,300,180
Haiti	1,141,960	1,000,000	600,000 ^a	2,740,000
Jordan	-	1,050,000	-	1,050,000
Lao PDR	-	200,000	202,777 ^c	402,777
Liberia	2,043,795	40,000	3,118,215 ^b	5,202,010
Nepal	1,940,562	-	-	1,940,562
Rwanda	3,222,512	-	-	3,231,360
South Sudan	1,603,750	500,000	-	2,103,750
Total AGI pilots	12,252,758	2,790,000	3,920,992	18,970,639
2. AGI IEs				
Coordination of the IEs	508,248	-	-	509,000
AGI IEs Africa	1,131,482	-	-	1,073,000
AGI IEs South Asia	666,536	-	-	666,536
Total AGI IEs	2,306,266	-	-	2,248,536
3. Scale and Innovation Fund				
Nepal	461,358	-	-	461,358
Liberia	199,969	-	-	199,969
Capstone Report	223,648	-	-	223,648
Toolkit	138,017	-	-	138,017
Total Scale and Innovation Fund	1,022,992	-	-	1,022,992
4. Knowledge management	358,107	-	-	358,107
5. AGI program administration and coordination	458,596	-	-	458,596
Grand total	16,398,719	2,790,000	3,920,992	23,058,870

^a UFGF MDTF

^b EPAG MDTF

^c AUSAID MDTF

“The life-skills training was crucial to transform my internship...into a full-time job. It taught me how to interact with colleagues and build new collegial relationships.”

Participant • Afghanistan



Photo: Sarah Haddock / World Bank

ANNEX 1. AGI PILOT SUMMARIES

AFGHANISTAN – FEMALE YOUTH EMPLOYMENT INITIATIVE (FYEI)

PROJECT DETAILS:

- **Pilot financing:** USD 2.05 million.
- **Target population and location:** 1,300 young women aged 18 to 30 who are high school graduates from Balkh's urban areas and select districts.
- **Lead ministry:** Ministry of Education (MoE).
- **Implementing agency:** MoE, Deputy Ministry of Administration and Finance, through the Educational Quality Improvement Project (EQUIP) arm.

Implementation Update: The project received request forms from 2,800 eligible girls, and selected 1,300 trainees through a random lottery to begin training in November 2013. The pilot provided job skills training in computer and English skills, as well as nutrition and life skills to 1,300 young women aged 18-30. The training concluded in May 2014 (a total of seven months) and was followed by six months of employment assistance.

Evaluation Results: All courses were appreciated by the beneficiaries, with over 60% of interviewed graduates judging them very or extremely useful for finding a job (on a five-point scale). According to FYEI the field office, the majority of graduates (62±2%) went on to complete a practical internship in an office or school environment. Graduates generally found the experience beneficial both in terms of their own personal development and their enhanced prospects in the labor market. However, the evaluation of the pilot was conducted during the internship phase due to the closing of the project. As such, the evaluation was not able to monitor durable labor market outcomes (i.e. graduates' engagement in stable paid employment beyond the project period). Nonetheless, results show 7±1% of FYEI graduates holding jobs in the private sector or schools at the time of the endline evaluation. These results are low, but they were captured during the internship phase.

HAITI – ADOLESCENT GIRLS INITIATIVE

PROJECT DETAILS:

- **Pilot financing:** USD 2 million.
- **Target population:** 1,000 vulnerable young women aged 17 to 21 living in Port-au-Prince.
- **Partner ministry:** Ministry of Women's Affairs (MCFDF) and the Secretariat for Vocational and Technical Training (INFP).

Implementation Update: Between October 2012 and 2014, the Haiti AGI provided technical and soft-skills training to over 1,000 young women in two consecutive cohorts of approximately 500 girls each. The project offers an integrated approach, combining technical and soft-skills training with financial and psycho-social support that puts beneficiaries in the center of a professional and support network. The specific components include four to six months of technical vocational training in a trade non-traditional for Haitian women: plumbing, construction work, heavy machinery operation, IT, etc. Alongside technical training, young women receive training in eight core soft-skills modules which are specifically tailored to the Haitian context. These topics include self-esteem, civic engagement and leadership, sexual and reproductive health, gender-based violence, professional development and work ethic, disaster preparedness, financial literacy, and living with a disability. Following the skills training, the young women participate in a one-month internship in a company to further refine their skills and boost their professional experience to facilitate entry into local labor markets. Participants also receive a monthly stipend to cover the cost of transportation and food, delivered through mobile money (Tcho-Tcho).

Evaluation Results: Impacts measured three months after program completion show that beneficiaries were changing the type of work they do, while the share who were participating in income-generating activities, as well as their earnings, had not increased. However the project did improve the overall agency of beneficiaries, i.e. their capacity to make choices and to pursue desired actions. Participants' autonomy in their decision making and in their mobility increased, as did their standing in relations with their families. The project also led to decreases in stress and increased aspirations for the future. Although the impact evaluation did not unbundle the intervention, the integrated design of the project and the importance given to soft-skill training appear to have been key determinants of those outcomes.

JORDAN NOW – NEW WORK OPPORTUNITIES FOR WOMEN (NOW)

Project Details:

- **Pilot financing:** USD 1.05 million.
- **Target population:** 1,800 young women graduates from eight community colleges.
- **Implementing agency:** Ministry of Planning and International Cooperation; Ministry of Higher Education and Scientific Research was also involved in design and implementation.

Implementation Update: The pilot launched in March 2010 with 373 young women receiving training in employability skills (97% completed the training in November 2010). Of the total, 301 young graduates successfully used job vouchers to secure employment by the time the incentive payments expired in August 2011. The pilot has now ended.

Evaluation Results: Results from the impact evaluation found that while the job voucher was active, female graduates with vouchers were 39% more likely to work than female graduates without vouchers. However, this effect was temporary and did not last after the vouchers expired. Outside central Jordan, girls with vouchers continued to have higher employment rates, but this may have come at the expense of those who did not have vouchers. Employability skills training showed no statistically significant impact on employment outcomes in either the short- or long-term. However training did boost self-confidence and mental well-being among the graduates. Insights from the evaluation are being used to illuminate demand-side and regulatory constraints to the school-to-work transition of young people in Jordan.

LAO PDR – ADOLESCENT GIRLS INITIATIVE (AGI)

Project Details:

- **Financing:** USD 0.4 million.
- **Target population:** Youth aged 18 to 35 (majority of whom are female) from three provincial capitals.
- **Implementing agency:** Young Entrepreneur Association of Lao PDR (YEAL), National University of Laos and Pakpasak Technical College.

Implementation Update: The pilot project has now ended. Under the project, a ‘Marketplace Model’ was launched in December 2010 to identify strong business ideas and support young entrepreneurs with business skills training, mentorship, and seed grants. Nearly 100 young entrepreneurs participated in a 10-day start-up and business plan development training. Following the training, more than 85% of participants submitted business plans, and 30 finalists were selected to showcase their business ideas at an exhibition. Judged by leaders in the private sector, representatives from the Ministry of Industry and Commerce and YEAL members, 11 winners were awarded with a total funding of approximately \$50,000. Non-winners were offered SME loans and services from commercial and private banks, allowing the AGI participants access to finance should they wish to make their business plan a reality.

Under the second project component, two Career Counseling Offices (CCOs) were launched—at the National University of Laos and Pakpasak Technical College in October 2012. The CCOs provide job placement services to students and recent graduates who are looking for employment in the private sector. More than 400 students (80% female) received job preparedness training, and 24 counselors were trained by a certified career counseling specialist in order to provide quality advice to students.

Findings: Project monitoring data shows that 59% of Marketplace Competition participants (more than half of whom are female) have started or expanded a small business 12 months after finishing the business skills training. 47% of the graduates registered with the Career Counseling Office at the National University of Laos (more than a third female) and 44% at Pakpasak Technical College (also more than a third of whom are female) reported that they were employed within 12 months of graduation. Through the AGI program, YEAL also managed to increase their female members from 3% to 8% within one year.

LIBERIA – ECONOMIC EMPOWERMENT OF ADOLESCENT GIRLS AND YOUNG WOMEN (EPAG)

Project Details:

- **Financing:** USD 5.2 million.
- **Target population:** 2,500 young women aged 16 to 27 in Greater Monrovia and Kakata City.
- **Lead ministry and implementing agency:** Ministry of Gender and Development (MoGD).

Implementation Update: 1,131 girls received training in the first round (March 2010-February 2011) and 1,277 girls were trained in the second round (July 2011-June 2012). 70% of the girls were trained in business development skills and 30% were trained in job skills. All girls also received life skills training. Post-training, all graduates entered a six-month support period where they were assisted with job searching and placement or otherwise supported to start their own businesses.

The pilot phase has ended. EPAG targeted 1,000 adolescent girls and young women in its third round of implementation, supported by the Umbrella Facility for Gender Equality. 988 girls completed the training (a 94.7% completion rate). EPAG Round 3 implemented several design changes based on lessons learned from the pilot phase, including a condensed training period (four months of training and five months placement), increased effort to reach younger and less literate girls, a savings matching scheme to assist with business start-up capital, and formalized agreements with the private sector for job skills training and placement. In addition, EPAG expanded geographically to reach young women

outside greater Monrovia. EPAG recently received additional financing through the Umbrella Facility for Gender Equality to implement EPAG Round 4, which will likely include a small pilot for boys and a pilot to train girls as early childhood development (ECD) providers.

Evaluation Results: The EPAG impact evaluation provides strong evidence that skills training can be an effective policy option for increasing employment among young women in Liberia. Results show that the program led to a 47% increase in employment and an 80% increase in average weekly income among project beneficiaries, compared to those in the control group. The majority of the employment increase was driven by the business skills track. The program also significantly increased the frequency and amount of young women's savings. Results from an endline survey show that impacts were sustained more than a year after the classroom training ended.

NEPAL – ADOLESCENT GIRLS EMPLOYMENT INITIATIVE (AGEI)

Project Details:

- **Financing:** USD 2.05 million.
- **Target population:** 4,375 young women aged 16 to 24 who are socially discriminated, poor, and have low education attainment.
- **Lead ministry:** Ministry of Education.
- **Implementing agency:** Helvetas/Employment Fund, with 20-25 Training Providers.

Implementation Update: Implementation began in February 2010. Three rounds of training have been completed: 810 adolescent girls were trained in 2010; 1,664 in 2011; and 1,936 in 2012. Livelihood trainings spanned 39 occupations across 44 districts of Nepal. All trainees also received life skills training and business and enterprise skills training for those interested in starting their own businesses. Trainees were assisted with job searching and placement or otherwise supported to start their own businesses.

Following on the AGEI pilot, AGEI II was implemented between December 2013 and December 2014. AGEI II focused on documenting AGEI lessons and innovations and sharing knowledge and building the capacity of other key implementers of skills training in Nepal. In particular, AGEI II worked to build the capacity of the Enhancing Vocational Education and Training (EVENT) project, targeting 5,000 women, and the Asian Development Bank's Skills Development Project (approved in June 2013), which has a target of reaching 40% women trainees of a total of 45,000 expected trainees.

Evaluation Results: One year later, the treatment group had increased their non-farm employment by 14 percentage points, for an overall gain in employment of 47% relative to the control group. Average monthly earnings increased by approximately 45% for the 2010 cohort and 66% for the 2011 cohort. In contrast, limited effects were found on empowerment, reproductive health, or household-level outcomes. Employment outcomes were marginally better for women, but other outcomes showed no difference between men and women.

RWANDA – ADOLESCENT GIRLS INITIATIVE (AGI)

Project Details:

- **Financing:** USD 2.7 million.
- **Target population:** 2,000 young women aged 16 to 24 who are literate from two urban and two rural districts of Rwanda.
- **Lead Ministry:** Ministry of Gender and Family Promotion (MIGEPROF).
- **Implementing agencies:** MIGEPROF, Workforce Development Authority (WDA), and Imbuto Foundation.

Implementation Update: Component I (Skills Training) was launched on April 2, 2012 in Kigali and the training was delivered sequentially among three cohorts. Training of Cohort 1 began in May 2013 and the follow-up ended in May 2014. 621 girls entered Cohort 1 and 597 completed. Due to implementation delays, the second and third cohorts were compressed in order to finish before the project closing date in December 2014. The second cohort of trainees began the technical training in February 2014 and concluded the project in December 2014. 692 girls entered in Cohort 2 and 657 completed. Cohort 3 was trained concurrently with Cohort 2 in staggered morning and afternoon classes. Cohort 3 began training in March 2014 and concluded the follow-up period in December 2014. 696 girls entered Cohort 3 and 659 completed the project. The overall completion rate for the training project was 95%. Participants were trained in food processing, culinary arts, arts and crafts, and agribusiness. Girls also received week-long training in life-skills and entrepreneurship. Following the classroom training, the girls were supported by trainers, school managers, and business mentors to enter jobs or internships in the private sector or form cooperatives to pursue a small business venture.

Under Component II, the project supported eligible adolescent girls and young women (30 per project district) aged 15 to 24 who dropped out of school with scholarships to resume formal education. This component was administered by Imbuto Foundation and concluded activities in December 2013. Out of the 120 girls who were enrolled in school, the project closed with 98 girls remaining in school.

Evaluation Results: A non-experimental evaluation revealed 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. There was only a modest increase in the share of respondents who reported being paid for at least one income generating activity (from 55% to 58%), but amounts earned increased significantly. By the end of the program, respondents were more likely to be members of savings groups (from 27% to 81%), to have saved recently (from 18% to 37%), and to have saved larger amounts (from RwF 7,050 to RwF 20,086). The impact of the AGI project on beneficiaries' lives went beyond the economic realm; respondents reported having larger social networks, higher life satisfaction, and greater entrepreneurial self-confidence. Notably however, reports of gender-based violence increased considerably, with a larger share of respondents indicating that they experienced sexual harassment at least once in their lifetimes (25% to 43%).

SOUTH SUDAN – ADOLESCENT GIRLS INITIATIVE (AGI)

Project Details:

- **Financing:** USD 1.9 million
- **Target population:** 3,000 young women age 15 to 24 from four states.
- **Lead Ministry:** Ministry of Gender, Child and Social Development
- **Implementing agency:** BRAC South Sudan

Implementation Update: 100 adolescent clubs, staffed with 100 Adolescent Leaders, have been established in five counties in four states of South Sudan. To date 1,659 club members have received livelihood training. About 60% of members have received agriculture training; other fields include poultry farming, goat rearing, small business, tailoring, salon, catering and carpentry. Through BRAC's cascade model of training, all 3,000 participating girls have received life skills and financial literacy training. BRAC also provided savings and credit services to qualified girls. So far, BRAC has provided loans to 140 members to support their business development plans. The pilot phase has ended; BRAC is committed to maintaining the adolescent clubs established under the AGI.

Emerging Findings: Anecdotal evidence suggests that AGI participants show high levels of engagement and confidence, reflected in increased awareness of such issues as protection against rape, early pregnancy, contraception and family planning in general, and increased knowledge and awareness of HIV/AIDS. Project implementers report that family members and communities have increased their respect for adolescent girls as they find their daughters more knowledgeable and able to earn money to support family expenses. The endline survey for the impact evaluation was completed and analysis of the results is underway. The results are expected by December 2015.



Photo: Deependra Bajracharya / World Bank

ANNEX 2: KNOWLEDGE AND LEARNING

Over the course of the initiative significant efforts have been made to gather and share knowledge and learning from the AGI with internal and external audiences, to share knowledge between country teams, and to build capacity among implementing partners.

KNOWLEDGE NOTES

The Adolescent Girls Initiative (AGI) produced two policy notes series. The Learning from Practice Series synthesizes operational lessons from the AGI pilots for task teams of youth employment projects, and the Results Series distills the latest results from the impact evaluations. To date, seven Learning from Practice notes were delivered and distributed through the AGI Newsletter as well as at seminars and events. The following are summaries of the notes:

- **How to Make Youth Employment Programs “Girl-Friendly”** (*September 2012*). Oftentimes youth programs fall short of reaching adolescent girls by failing to take a gender-sensitive approach to project design and implementation. Experience has shown that to serve adolescent girls—particularly the most vulnerable—programs should be designed to overcome gender-based constraints that prevent girls and young women from benefitting from programs in the same ways which boys do. This note summarizes some of the ways the AGI pilots did this in practice.
- **Life Skills in the AGI: What Are They, Why Do They Matter, and How Does the AGI Teach Them?** (*June 2013*). Life skills programs are designed to teach a broad set of social and behavioral skills—also referred to as “soft” or “non-cognitive” skills—that enable individuals to deal effectively with the demands of everyday life and are thought to be important for success in the labor market. Life skills programs—or in the case of Lao PDR and Jordan, a subset of these skills focused on employability—are incorporated into all of the AGI pilots. This learning note synthesizes key lessons learned from the AGI pilots on how to design and implement a life skills program that may be relevant for other youth employment programs seeking to include life skills training.
- **Measuring Impact in the AGI Pilots** (*December 2013*). The AGI pilots used rigorous impact evaluation techniques to generate cutting-edge evidence of what works in economic empowerment programming for young women. This note discusses some of the lessons learned during the process of designing and implementing the evaluations. The note also explains the outcomes of interest that the AGI measured and why the research team chose to focus on these particular outcomes.
- **Selecting and Recruiting Adolescent Girls** (*February 2013*). Determining which girls to work with and deciding how to recruit them are initial steps in program design. In many places these tasks are complicated by restrictive

conditions and norms that govern the lives of girls and young women. This note provides lessons for youth employment programs that can make the selection and recruitment processes more “girl-friendly.”

- **Results Based Approaches to Improve Inclusion and Job Placement** (*January 2014*). A pervasive problem in youth skills training is that programs are accustomed to delivering an output (training) rather than an outcome (employment). This note looks at how AGI pilots focus on employment as an outcome and emphasize placement assistance alongside training. The note also describes how results-based approaches can be applied to encourage training providers to assume greater responsibility for achieving employment outcomes. Drawing on experiences from Liberia and Nepal, the note provides concrete examples of how projects can implement incentive schemes, verify the outcomes, and safeguard against potential pitfalls that incentive schemes may invoke.
- **Including Childcare in Youth Employment Projects** (*September 2014*). In many settings, women are the primary childcare providers, and motherhood begins during adolescence. Accessible childcare services can increase young women’s participation rates in training, their productivity (in terms of decreased absenteeism and retention), and there may also be benefits for children’s development outcomes. The Economic Empowerment of Adolescent Girls and Young Women (EPAG) project in Liberia integrated childcare into the package of services designed to increase young women’s employment and earnings. This note discusses how the project integrated childcare and the lessons learned during implementation.
- **Mentoring for Success in the Labor Market** (*September 2014*). Mentoring is thought to be important for improving young women’s economic standing in developing countries, but it is largely unproven as an intervention. This note discusses how several of the AGI pilots incorporated a mentoring component into the project design as a practical strategy for achieving the project goals. The note compares and contrasts the different models used in the various pilots and highlights some of the operational lessons learned for other youth employment projects.

SOUTH-SOUTH EXCHANGES

The AGI supported in-country workshops and events to share experience, lessons, and evidence from the AGI, as well as building capacity among clients and partners, including the following exchanges:

- **Liberia South-South Exchange Workshop** (*August 2012*). To facilitate learning across AGI projects, the World Bank Gender and Development Group organized a technical workshop hosted by the Liberia Ministry of Gender and Development. The objectives were to: (1) Highlight emerging lessons from project design and implementation; (2) Exchange experiences and lessons related to monitoring and evaluation; and (3) Share learning on institutionalization of pilots and positioning for scale-up. The workshop was attended by implementing partners and Bank task teams from six of the eight pilot countries (Afghanistan, Laos, Liberia, Nepal, Rwanda and South Sudan) as well as members of the WB impact evaluation team and the Nike Foundation. The workshop included site visits with graduates of the Liberia EPAG program, a Q&A session with EPAG service providers, a workshop on M&E, a panel discussion with Liberian line Ministries, a module on scale-up led by Nike, and many opportunities for informal exchange. Each AGI country team developed a synthesis document outlining what they learned from the workshop, and actions they would take based on this newly acquired knowledge. Afghanistan-Nepal Exchange (*September 2013*). The Afghanistan FYEI team visited the Nepal AGEI project in a weeklong South-South learning exchange. Three project teams from Nepal, including the Nepal AGEI implementers, shared how they overcame design, implementation, and monitoring and evaluation challenges. The exchange was designed around the learning needs of the FYEI team as they prepared to launch their own training for young women, and provided ample opportunity for in-depth discussions. The Afghanistan delegation included representatives from FYEI, the Council for Humanitarian Affairs (implementer of FYEI), the Curriculum Development Board, and the Technical and Vocational Training Department under the Ministry of Education. The exchange included site visits to several areas of Nepal, including Birgunj, Simara, and the Kathmandu valley, to learn about young women’s perceptions of the training and to see the participants at work. The teams met with Muslim women graduates of training in garment fabrication, mobile phone repair, wood carving, housekeeping, and receptionist work.



Photo: Sarah Haddock / World Bank

The delegation also observed ongoing hospitality training. The exchange was particularly helpful for the launch of training in Afghanistan, which began in Mazar on November 2, 2013. In follow up, the Nepali delegation planned to visit Afghanistan, however due to security reasons the visit was replaced by a series of video conferences which informed the launch of the internship phase.

- **Rwanda-Liberia Exchange** (February 2014). A team of government officials charged with implementing the Rwanda Adolescent Girls Initiative traveled to Monrovia, Liberia for a one week learning exchange. The visit was hosted by the implementation team of Liberia's EPAG. The learning exchange focused on the following areas: (1) design and implementation lessons from the EPAG project (including lessons about institutional strengthening and job/business placement); (2) EPAG monitoring and evaluation systems and tools and an exchange of experiences and lessons related to monitoring and evaluation; and (3) lessons and best practices from AGI Rwanda's scholarship scheme and agribusiness, food processing, and culinary training areas. Senior policymakers from the Rwanda Adolescent Girls Initiative were able to make program adaptations based on the knowledge exchanged in areas such as mentoring and M&E. The exchange was supported by the World Bank's South-South Experience Exchange Facility Trust Fund.
- **Nepal Regional Conference and Technical Workshop** (February 2015). A regional conference and workshop on gender and youth employment took place from February 10-12, 2015 to discuss young people's (and particularly young women's) transition to productive employment in the region, disseminating results and highlighting some of the lessons from the Adolescent Girls Initiative. The mission was led jointly by the Gender and Jobs CCSAs. The conference and the workshop were attended by approximately 140 policymakers and project implementers, members of the private sector, World Bank Group staff and other non-governmental partners working on jobs and employment in the region. Representatives from Afghanistan, Armenia, Bangladesh, Bhutan, India, Maldives, Pakistan, Papua New Guinea, Nepal and Solomon Islands were in attendance. The main outcome of the conference and workshop were: (1) a heightened awareness of issues of gender and youth employment; (2) dissemination of tools from the AGI and Employment Fund; and (3) knowledge sharing on project-specific challenges.

- **Ranchi, India Workshop on Adolescent Girls** (*May 2015*). The AGI co-sponsored a workshop together with the Bank's Social Protection and Labor Global Practice, the Department of Social Welfare, and Government of Jharkhand to share knowledge and invigorate commitment to adolescent girls' welfare in the state of Jharkhand. The workshop was attended by approximately 100 participants including the Principal Secretaries of Social Welfare for Jharkhand and West Bengal, government employees, civil society groups working on young women's issues in Jharkhand, and World Bank CMU staff. The workshop was structured in three parts: presentation of emerging local evidence, discussion of local program experience, and evidence and experience from the global AGI. Outcomes of the workshop included: (1) A heightened awareness of ongoing projects and research focused on adolescent girls at the state-level in India and re-invigorated government concern for the welfare of adolescent girls; (2) Dissemination of findings from WB technical assistance on adolescent girls in Jharkhand; and (3) Dissemination of experience, lessons, and tools from the AGI.
- **Rwanda Dissemination Workshop** (*June 2015*). The World Bank, in collaboration with the Ministry of Gender and Family Promotion (MIGEPROF) and the Workforce Development Authority (WDA) held a dissemination workshop in Kigali, Rwanda to discuss and disseminate the results of the Rwanda AGI tracer study. The workshop brought together nearly 50 participants, including government representatives, implementing organizations, donors and other partner institutions. The workshop provided an opportunity to have a candid discussion on the successes and challenges of project implementation. A key outcome of the workshop was that senior Government of Rwanda officials together with senior officials from the Government of Sweden resolved to support a study to assess the feasibility of mainstreaming the lessons from the AGI into the National Employment Program (NEP). NEP is an institution seeking to optimize the impact of employment interventions while contributing to meeting the national employment agenda of creating 200,000 off-farm jobs per year. The study, which will be financed by Sweden and undertaken under NEP, will propose models for including vulnerable adolescent girls and young women within NEP's technical vocational education and training (TVET) initiatives.

SEMINARS

In May 2013 the AGI organized a session during the Bank's Fragility Forum, entitled "Learn. Work. Thrive: Helping Adolescent Girls and Young Women Transition to Productive Work." The session featured task teams working on programs targeting adolescent girls and young women in Liberia, South Sudan, and Sierra Leone. Panelists discussed the operational challenges in reaching adolescent girls and young women in FCSs, shared their experiences in what has worked/what has had to be done differently to reach this population, and discussed knowledge gaps with regard to which types of interventions work. In December 2013 a seminar called "Implementing Life Skills Programs to Improve Girls' Livelihoods" featured Dr. Theresa Betancourt, Associate Professor of Child Health and Human Rights, Harvard School of Public Health and Barri Shorey, Youth and Livelihoods Technical Advisor, International Rescue Committee. Task team leaders for the Haiti AGI also joined the panel and presented their work on developing a locally adapted life skills curriculum in Haiti. The session discussed the practical aspects of implementing life skills programs, featuring experiences from Haiti, Liberia, and Sierra Leone and reviewed how these projects are measuring the acquisition of skills and impacts. The seminar attracted more than 50 participants from inside and outside the Bank and sparked an insightful dialogue on how to develop and measure the acquisition of these soft skills.

"[The] childcare service helped those who had children and those who did not have ... Unlike when there was no childcare services, most of them were not regular in school; if they were in school they had to bring along their children which was causing problem for everyone in the class because these children would cause noise or cry in class."

Girl from Old Road location • Liberia

A March 2014 seminar titled “Can Youth Employment Programs Work for Young Women?” brought together the task team leader and the principle evaluator for the Adolescent Girls Employment Initiative in Nepal. The session was chaired by the South Asia Social Protection Sector Manager and attracted a large audience of Bank staff and external partners. The task team leader began with an in-depth presentation of the project and discussion of some of the innovative design elements, including the successful placement of young women in non-traditional trades. The evaluation team then presented preliminary results from the rigorous impact evaluation of the AGEI, showing positive and highly significant effects on employment outcomes. The session was very interactive and was commended by the audience as a best practice blend of programming and evaluation.

As the results of the impact evaluations began to emerge, efforts were made to disseminate to the following external audiences working on adolescent girls and youth employment:

- Global Youth Economic Opportunities Conference (September 2012). This conference organized annually by Making Cents International brings together over 400 youth development leaders from across the globe to discuss impact, scale, and sustainability of youth economic opportunities programming. Emerging results from Nepal and Liberia were presented at this conference alongside results from programs in Uganda and the Dominican Republic.
- Population Council (June 2013). The Population Council is a US-based organization with global offices that conducts research to address critical health and development issues. The Council is involved in the implementation and evaluation of a number of adolescent girls’ programs and was a founding partner of the AGI pilot in Liberia. The AGI team was invited to deliver a lunchtime seminar to Council staff and guests at their offices in New York.
- Coalition of Adolescent Girls (CAG) (May 2014). The CAG is a member-led organization of over 50 NGOs and INGOs with a mission to drive new and improve existing programming, policies, and investments that will promote the rights and opportunities of adolescent girls. The AGI team presented on the initiative and results-to-date at one of the CAG’s quarterly meetings in Washington, D.C.
- OECD-DAC Network on Gender Equality (June 2014). During the 12th meeting of the GENDERNET a one-day workshop was held to exchange experience and lessons learned on effective policy, programming and funding to support the empowerment of adolescent girls. Results to date from the AGI were presented during a session on empowering girls for a better future.
- United Nations Population Fund (UNFPA) (March 2015). With support from the Gates Foundation, UNFPA convened a high-level meeting of donors and practitioners working on adolescent girls to showcase programs that have been rigorously evaluated and to generate consensus on program and policy priorities. The evidence to date from the AGI was presented in New York during the two-day meeting, titled, “Looking Back, Moving Forward: Evidence-based Programming and Policies for Adolescent Girls.”
- Alliance for International Youth Development (AIYD) (June 2015). AIYD is a community of practice and an advocacy platform of 24 leading U.S.-based youth and community development organizations. The Youth Alliance provides an opportunity for engaged organizations and individuals to share and discuss effective practices and to advocate for and inform policies that support and affect youth worldwide. The AGI team presented on the initiative and results-to-date at an AIYD lunchtime seminar in Washington, D.C.
- SEEP Network (August 2015). The SEEP Network is a global network of international practitioner organizations dedicated to combating poverty through promoting inclusive markets and financial systems. Members of the AGI team were panelists in a SEEP webinar titled, “Workforce Development Programming: Economic Strengthening and Adolescent Girls.”



Photo: Stephan Gladieu / World Bank

WOMEN'S LEADERSHIP IN SMALL AND MEDIUM ENTERPRISES (WLSME)

The Women's Leadership in Small and Medium Enterprises (WLSME) trust fund is a partnership with the U.S. Agency for International Development (USAID) that aims to increase the entry and growth of women-owned and managed small and medium enterprises (SMEs) in developing countries. Understanding why women do not participate more actively in SME entrepreneurship and creating opportunities for their higher engagement through effective interventions can yield high dividends in terms of productivity and broad-based economic growth. The WLSME invests in rigorous evaluations of innovative interventions to help answer "what works" in promoting women-led SMEs.

The WLSME trust fund is part of a larger program managed by USAID and co-finances interventions and evaluations that support ownership and growth of women-led SMEs.¹ The WLSME fosters learning through practical research and collaboration at the World Bank Group, as well as with USAID and NGOs. It aims to develop resources that enhance the World Bank Group's ability to better support women-led SMEs in its operations.

The WLSME trust fund is active in 12 countries across Africa, Central Asia, the Caribbean, the Middle East and North Africa, and South Asia and evaluates the effectiveness of interventions that can potentially help reduce gaps between male and female entrepreneurs (see Table 9). These gaps include:

- Human capital gaps, by providing education and training to better equip women entrepreneurs to start and grow businesses; and
- External constraints gaps, through improvements in infrastructure, information and regulatory environments that limit market access and opportunities for enterprise growth.



¹ For more information on the Women's Leadership in Small and Medium Enterprises Initiative see www.wlsme.org.

Most activities financed through the WLSME trust fund are still ongoing; however, results are now available for Nigeria, and some preliminary findings are available for Tunisia and Togo. Work in FY2016 will include a learning event and other activities to bring together results under each of the two intervention areas to identify common themes and overarching conclusions.

TABLE 9. WOMEN'S LEADERSHIP IN SMALL AND MEDIUM ENTERPRISES: INTERVENTIONS AND EVALUATION BY COUNTRY

INTERVENTION TESTED	COUNTRY	EVALUATION
Providing education and training to better equip female entrepreneurs to start and grow businesses		
Business training, start-up grants and mentoring for winners of a business plan competition	Nigeria	Randomized controlled trial to examine outcomes such as business start-up and expansion rates, profits, and job creation. Sample size: 1,841
Business training and personalized coaching for graduate students, with seed grants for winners of a business plan competition at graduation	Tunisia	Pre- and post-test evaluation to measure impact on self-employment rate and perceptions of obstacles faced by women, harassment, etc. Sample size: 1,700
Managerial training or personal initiative training (attitudes and behavior)	Togo	Randomized controlled trial to compare relative effectiveness of the two types of training. Sample size: 1,500
Comprehensive support of business education, mentoring, networking, and access to finance facilitation	Pakistan	Quasi-experimental (non-random) approach to test program outcomes. Beneficiaries: 400
Financial literacy and technical training through classroom teaching and apprenticeships, and microfinance facilitation	Sierra Leone	Randomized controlled trial to examine gender-specific constraints, basic firm metrics (profits and outputs) and outcomes related to female agency. Sample size: 3,344
Business and technical training and access to micro-finance	Ethiopia	Randomized controlled trial to evaluate impact of credit on business growth and the differential impact of various approaches to entrepreneurship training. Sample size: 2,400
Financial products tailored for women, business incubation and training	Egypt	Non-experimental evaluation to design targeted support to increase women's access to credit.
Financial literacy and business training and training on food services	Haiti	Non-experimental evaluation (propensity score matching) to measure social and economic outcomes of female beneficiaries such as income, profits, women's agency and food security. Sample size: 1,400
Reducing gender gaps in infrastructure, information and regulatory environments that limit market access and opportunities for growth		
Road rehabilitation, agricultural extension services and childcare provision	Democratic Republic of Congo	In pre-baseline stage due to project implementation delays. Evaluation design is being finalized.
Road rehabilitation, out grower schemes, and skills and vocational training programs to improve market access	Mozambique	In pre-baseline stage due to project implementation delays. Evaluation design is being finalized.
An online marketplace to link female suppliers to potential buyers	South Africa	Randomized controlled trial to examine how information shapes networking capital for female suppliers and how this affects firm performance. Sample size: 2,444 firms
Interventions to reduce tax compliance burden, promote regulatory transparency in tax inspections of male and female-owned SMEs, and improve transparency and accountability of the tax administration	Kyrgyz Republic	Randomized controlled trial to test effectiveness of intervention. Sample size: 2,500 businesses

RESULTS AND EARLY FINDINGS

BUSINESS PLAN COMPETITION

Can business plan competitions help identify entrepreneurs with high-growth potential and support them to grow their business and do they work for women entrepreneurs? Business plan competitions are being tested in Nigeria and Tunisia to help answer these questions. These pilots aim to determine the effectiveness of training provided to entrepreneurs on how to develop a business plan combined with start-up capital, which is awarded on a competitive basis. While training packages offered and grant amounts varied between the two pilots, in both instances, intervention results among women and men were compared to discern any differential effects.

In Nigeria, results from the impact evaluation of the Youth Enterprise with Innovation in Nigeria (YouWIN!) project show that winning a business plan competition leads to greater firm entry, higher survival of existing businesses, higher profits and sales, and higher employment, including an increased likelihood of a firm having 10 or more workers. These results hold equally for both male and female-owned businesses with an average of four years of business experience. For those planning to start a new business, receiving a YouWIN! grant was especially beneficial to female entrepreneurs. It helped reduced gender gaps in the amount of time it took to start a firm and get it running. However, it had no impact on the gaps with regard to profits, sales, and the ability to expand the business' workforce to more than 10 workers. Male-owned enterprises continued to perform better by all these metrics.²

The evaluation in Tunisia is still ongoing; however, early findings are emerging. Nine to twelve months post-intervention a follow-up survey showed that male program participants were more likely to be self-employed than males in the control group. However findings suggested most female participants had abandoned the projects they started after completing the program. This indicates that while women are willing to become entrepreneurs, they face more obstacles than men in the implementation of their projects and need more time to achieve their ambitions. A second follow-up survey was conducted to assess whether the program's impacts were the same three years after graduation. Preliminary analysis suggests that the positive impact on self-employment of males reported in the first survey was short-lived; no gender differences in the programs' impact on self-employment were found. Similarly, there were no sustained impacts on male or female participants' behavior and business skills. Female participants, however, wanted a higher wage before they were willing to accept a job, compared with male participants, for both public and private sector employment. Additionally, female participants were more likely to prepare better, by talking to friends, parents, and relatives, working to gain experience, and saving in order to launch their businesses.



Photo: <https://www.youwin.org.ng>

BOX 6: PROGRAM PARTICIPANT IN NIGERIA

A few years ago, Nissi Oluseyi-Oden Ibiang managed a day care center in Nigeria, but was forced to close her business due to lack of funds. She participated in the YouWin! Program and received a grant, which she used to establish the Lorenissi Creche and Preschool, a learning center for children between ages 3 months and 2 years. The center is located in the Cross River state and also provides after-school care for those under the age of 15. The YouWin! Program allowed Nissi to overcome her financing constraints and realize her dream of contributing towards childhood development. Today, Nissi's center has seven employees and is in the process of recruiting an on-site nurse to provide healthcare to the children.

Source: <https://www.youwin.org.ng>

² McKenzie, David, *Identifying and Spurring High-Growth Entrepreneurship*, Policy Research Working Paper, World Bank Group, http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2015/08/12/090224b08306bb9a/1_0/Rendered/PDF/Identifyin-g0an0ess0plan0competition.pdf.



Photo: Stephan Gladieu / World Bank

HARD SKILLS VERSUS SOFT SKILLS

Research shows that entrepreneurial success is strongly related to particular behaviors in work. Personal initiative training aims to help people learn these behaviors—to become self-starting, future-oriented, proactive in seeking feedback, and persistent about reaching goals. Does training in so-called soft-skills result in better business outcomes than more traditional business skills training approaches and can such training help narrow the gap between men and women entrepreneurs' prospects for growth?

The Togo pilot aims to find out. The evaluation follows 1,000 informal entrepreneurs. Half received training in personal initiative and the ability to proactively overcome obstacles, and half received traditional management skills training. Women entrepreneurs were equally represented in both of these groups. The program participants had diverse literacy and language skills: 56% had only primary education or less, many did not speak French, and some were non-literate.

Preliminary results suggest that five months after the training and mentoring program, entrepreneurs from both programs increased capital and labor inputs and used better business practices, including marketing, record-keeping, human resource management, operations and performance management, and information seeking practices. Further analysis will examine whether these results are the same for men and women. Additional follow-up surveys are scheduled for September 2015 and September 2016, one and two years after the mentoring, respectively.

TAILORED FINANCIAL PRODUCTS

A major constraint to firm growth is access to capital. The gap between men and women's access to finance is large. Can it be narrowed by facilitating access to finance and piloting products that are tailored to the specific needs of women entrepreneurs? Activities in Egypt and Ethiopia are exploring the effectiveness of such programs.

In Egypt, an evaluation of the Enhancing Access to Finance for Micro and Small Enterprise project concluded that only 13-17% of women in small enterprises and 26% in micro-enterprises were accessing credit through the project. To better understand underlying constraints and identify opportunities for boosting the market for lending to women-led micro- and small enterprises a pilot program provided a small group of female entrepreneurs with intensive training, mentoring, seed capital, collaborative co-working spaces, and access to investors. This work has drawn attention to the specific constraints that women entrepreneurs face and has informed the design of the US\$300 million Promoting Innovation for Inclusive Financial Access Project. This project will provide tailored financial products and special windows to facilitate women's access to finance especially in marginalized governorates where there are more social and cultural barriers.

In Ethiopia, the project is testing an innovative credit technology that allows women who do not have collateral to take an interactive (psychometric) test which predicts the likelihood of repayment, and helps determine whether existing col-



Photo: Tom Cheatham / World Bank

New women borrowers are being reached and the average WEDP loan has resulted in an increase of 24% in annual profits and 17% in net employment for Ethiopian women entrepreneurs.

lateral requirements can be waived by the credit institution. While the evaluation is still ongoing, some encouraging results are emerging. New women borrowers are being reached - 76% of WEDP clients have never taken a loan before. The average WEDP loan has resulted in an increase of 24% in annual profits and 17% in net employment for Ethiopian women entrepreneurs, one year after taking the loan. These female-owned businesses are continuing to grow, as the impacts of capital investments play out.

KNOWLEDGE AND LEARNING

LEARNING SEMINARS AND COMMUNICATIONS

In June 2015, USAID organized a workshop in Lima, Peru that brought together WBG projects and three USAID WLSME projects (Peru, Kyrgyzstan, and India). Themes that emerged from the workshop include: identifying effective methods to deliver soft-skills training; the role of male partners in training programs; targeting criteria; and integration of access to finance in programs. There was also an exchange of ideas on how to align randomized control trials (RCTs) with project implementation and discussion of emerging results (see Box 7).

April 2015, the WomenX team from WBG Trade and Competitiveness and the WBG Education Global Practice hosted a seminar on entrepreneurship education—from design to implementation. Speakers from the WomenX team highlighted the programs' approach towards entrepreneurship education which emphasizes localization of content, program design challenges, and issues of scaling-up.

BOX 7: LEARNING FROM WLSME PROJECTS WORKSHOP IN LIMA, PERU

The Learning Workshop focused on recommendations from the background paper *Supporting Growth-Oriented Women Entrepreneurs: Key Challenges and the Way Forward*, for improving entrepreneurship programs through mentoring, consulting services, access to networks, and education on business practices. Recommendations based on WLSME project implementation were also discussed.

Some of the findings from baseline studies and feedback from participants that resonated across country contexts included: the sense of isolation that women entrepreneurs feel and the confidence they gain from training programs; the importance of networks, especially peer networks developed during trainings; the time pressure they face; and the need to develop new and better ways to link women into commercial and business networks and supply chains.

Further experimentation and research on the following three issues could help boost the effectiveness of such programs:

- Addressing constraints such as mobility, opportunity cost constraints, and lack of childcare support. Using women-centered case studies is also strongly recommended.
- Supporting the crossover of women entrepreneurs to high productivity and growth activities that are often male-dominated.
- Mitigating legal and institutional constraints.

Source: Xavier Cirera and Qursum Quasim (2014) *Supporting Growth-Oriented Women Entrepreneurs: A Review of the Evidence and Key Challenges*. World Bank Group Trade and Competitiveness Innovation and Entrepreneurship Policy Note. September 2014, No. 5.

DISSEMINATION ACTIVITIES

In May 2014, the Sierra Leone Technical Working Group on Youth Employment presented the findings from the 2014 baseline survey to a number of key ministries, agencies, and other stakeholders involved in youth employment activities. Baseline findings show that gender disparities in employment performance can be largely attributed to a lack of skills and lack of access to finance. While both men and women have limited access to credit and savings, the baseline data suggest that women are less likely to access formal financial instruments.

In September 2014, the Western Growth Poles project was officially launched in Kimpese, Democratic Republic of Congo. The DRC research team presented their proposed impact evaluation, designed in collaboration with government counterparts, to participants who included members of civil society and implementation partners.

In October 2014, the Tunisian national authorities held a workshop to inform policymakers of findings from follow-up surveys conducted in 2012 and 2014. Since the results showed no sustainable impact on the rate of self-employment, behavioral and business skills, the discussion focused on identifying ways to strengthen the entrepreneur track. Recommendations from the workshop include providing early feedback to participants with business projects, granting higher seed capital, and improving monitoring and evaluation.

ADMINISTRATION AND FINANCE

The WLSME trust fund became effective on September 30, 2011. Of the total pledge of \$3.5 million, \$3 million has been allocated to eight grants (covering twelve countries). The remaining \$500,000 was allocated toward technical support, administration and management, and knowledge sharing by the Gender CCSA (Tables 10 and 11).

In FY2015 a cost neutral extension was agreed to with USAID and the closing date was extended until December 2016. The WLSME Business incubation, technical training and access to micro-finance project in Egypt closed in FY2015. All other grants are active.

As of June 30, 2015, \$2.32 million in pledges had been received and disbursed to grants.

TABLE 10. WLSME CONTRIBUTIONS (IN US\$)

DONORS	PLEDGES	RECEIPTS	TO BE RECEIVED
USAID	3,500,000	2,319,450	1,180,550

TABLE 11. WLSME ALLOCATIONS (IN US\$)

PILOTS	ALLOCATIONS	RECEIVED	DISBURSED AND COMMITTED	BALANCE
Measuring and Reducing Regulatory Uncertainty and Discretion for Female Entrepreneurs in Central Asia	600,000	400,000	306,656	293,344
Haiti—Fostering Woman’s Involvement in Agro-Enterprise for Improved Food Quality and Household Food Security	350,000	270,000	176,680	173,320
Testing Relative Impacts of Training, Access to Finance, and Social Networks for Fostering Entrepreneurial Success in Sierra Leone	300,000	230,000	218,027	81,973
Improving Market Access of WLSMEs in Africa through Innovative Programs	350,000	195,000	199,318	150,682
Providing Integrated Support and Incubation Services for Graduates of the University Entrepreneurship Track in Tunisia	350,000	220,000	189,634	160,366
Pakistan Women Entrepreneurs	400,000	400,000	353,552	46,448
Innovative Approaches to Develop Entrepreneurial Capacities of Female-Led Business	350,000	205,000	139,546	210,454
Egyptian Women Leadership in Micro and Small Enterprises	300,000	134,053	134,053	165,947
Subtotal pilots	3,000,000	2,054,053	1,717,466	1,282,534
Communication and dissemination	104,000	30,831	14,241	89,760
Technical support, supervision, and implementation activities	221,000	68,230	49,899	171,101
Program management and administration	105,000	96,000	85,170	19,830
Grand total	3,430,000	2,249,114	1,866,776	1,563,224

ANNEX 1: IMPLEMENTATION UPDATES

DEMOCRATIC REPUBLIC OF CONGO

IMPROVING MARKET ACCESS FOR WOMEN ENTREPRENEURS IN AFRICA

Intervention: The US\$110 million World Bank Western Growth Poles project will support the government of the Democratic Republic of Congo to develop and strengthen agricultural value chains in the Bas-Congo province, by rehabilitating roads and providing agricultural productivity, processing and marketing services to farmers in the area. The project targets 40% female beneficiaries, as women in the DRC are disadvantaged by legal restrictions in their ownership rights to land, and thus are less likely to invest in agricultural technology and access extension services. This study will evaluate the impact of the overall package of activities provided by the Western Growth Poles project on agricultural outcomes such as productivity and access to markets. In addition, the study will use an RCT to evaluate the impact of Farmer Field Schools and of childcare services on agricultural outcomes, women's time use and well-being.

Implementation update: Despite initial delays in World Bank project implementation, commitment to conduct the evaluation is strong. The evaluation design is being finalized and the baseline is expected to be complete in FY2016.

EGYPT

BETTER UNDERSTANDING WOMEN'S CONSTRAINTS TO FINANCE SO THAT FINANCIAL PRODUCTS CAN BE TAILORED TO THEIR NEEDS

Intervention: The WLSME supported the evaluation of women entrepreneur's uptake of financial services provided through the WBG's Enhancing Access to Finance for Micro and Small Enterprise project and piloted eco-system training to better understand opportunities and constraints faced by women entrepreneurs. A key objective was to better enable women's ability to access credit through the Social Fund for Development (SFD), the apex body for MSE finance.

Implementation update: The activities have now been completed. The project has highlighted the importance of developing new gender-based products and special windows for women especially in marginalized governorates where there are more social and cultural barriers. These issues have been brought to the attention of policymakers and the new US\$300 million project Promoting Innovation for Inclusive Financial Access. This project includes tailored financial products for women, such as group lending, and special windows for women. Although the project is still at an early stage of implementation, gender disparities are being successfully addressed with 32% of the total support allocated to women-owned businesses. In addition, the World Bank continues to provide capacity-building and support to SFD's Women Support Service Center—which assists beneficiaries and prospective beneficiaries in obtaining the non-financial services they need to run successful enterprises.

ETHIOPIA

TAILORING FINANCIAL PRODUCTS TO ADDRESS WOMEN'S CONSTRAINTS TO FINANCE

Intervention: The WLSME is piloting and testing several innovative products and services for women entrepreneurs under Women Entrepreneurship Development Project (WEDP). On the credit side, the project has partnered with Ethiopia's largest micro-finance institution (MFI) to pilot a psychometric loan screening tool. Borrowers who do not possess adequate collateral take the psychometric test on a tablet computer, which predicts their likelihood of repaying a loan, and can receive access to a loan based on their test score. On the entrepreneurial skills side, the project is piloting several innovative approaches, including a technology-based entrepreneurship training program and a psychological and mind-sets based entrepreneurship training program.

An impact evaluation will measure the effect of loans on the business growth of borrowers who would otherwise have been credit-constrained, and will also examine the feasibility and profitability of psychometric testing as a screening tool for the MFI, in contrast to traditional asset-collateralized lending.



Photo: Stephan Gladieu / World Bank

Implementation update: A project-wide baseline study of 2,400 respondents was completed in October 2014. Additional baseline data is being collected on a rolling basis for participants in the training and credit innovations, immediately preceding their access to credit or training. Endline data collection is planned for October 2016.

HAITI

PROVIDING SUPPLEMENTAL TRAINING FOR WOMEN ENTREPRENEURS TO BRIDGE PRODUCTIVITY GAPS

Intervention: A grant scheme for Haitian producer organizations has been set up to support adoption of new technology, improved inputs, post-harvest investments, and commercialization as part of a US\$ 40 million IDA project—Strengthening Agricultural Services II (RESEPAG II). The WLSME is supporting supplemental training to address disadvantages faced by poor female farmers in the hopes of bridging the productivity gap between males and females. The training includes cognitive skills, such as business administration and financial literacy, with training on food practices, given the central role of women in food preparation. It is evaluated using a randomized trial approach, sampling about 1,400 individuals, of which 1,000 will be women. The impact evaluation of the WLSME activity will help understand how female beneficiaries of RESEPAG, who are given opportunities to invest and/or to raise their income, have improved social and economic outcomes such as earned income and profits, women’s agency, and food security.

Implementation update: The Government of Haiti launched the matching grant scheme in June 2014, inviting proposals from producer organizations and selected the beneficiaries in December 2014. The baseline data is being collected and a midline survey intended to capture short-term impacts is scheduled 18 months following the baseline. Training is expected to start in fall 2015.



Photo: Stephan Gladieu / World Bank

KYRGYZ REPUBLIC

IMPROVING BUSINESS OUTCOMES THROUGH BETTER TAX PRACTICES

Intervention: Surveys of micro, small, and medium enterprises (MSME) undertaken for this project will assess: (a) whether women have less access to information and knowledge about tax inspections; (b) whether this lack of access to information and knowledge affects female entrepreneurs more adversely than men; (c) whether entrepreneurs lack of access to information and knowledge leads to higher rates of demands for bribes, harassment or discretionary behavior by tax inspectors; (d) whether governance-related issues and harassment affect the business decisions of women more strongly than those of men; and (e) whether a feedback-loop driven incentive mechanism piloted by the project will help reduce the tax compliance burden and improve the quality and transparency in tax inspection, and if such improvements in tax inspection have different impacts on the business outcomes of male entrepreneurs compared to female entrepreneurs.

Implementation update: Extensive consultation and work have been undertaken with the State Tax Services (STS) in the Kyrgyz Republic to develop a sample frame of approximately 10,000 MSMEs, from which a sample of 2,500 businesses will be drawn, with a target of 50% female-owned MSMEs. The baseline survey instrument has been field-tested and is being finalized. The survey will be conducted in FY2016.

MOZAMBIQUE

IMPROVING MARKET ACCESS FOR WOMEN ENTREPRENEURS IN AFRICA

Intervention: The Integrated Regional Growth Poles project in Mozambique is a US\$ 100 million investment supporting targeted investments in public goods and services in zones with high growth potential. Many of these investments will be executed by the private sector. This evaluation will focus on the impacts of select IGPP-supported investments in the Zambezi Valley on individuals and smallholder farmers. Some of these investments will focus on linking smallholder farmers to markets, and for these the impact evaluation's key outcomes of interests will include sales of agricultural outputs. Other investments, for example, will focus on skills and vocational training programs, and for these key outcomes will include wage employment. This study will examine how men and women are affected differently by IGPP-supported investments, and will possibly look at complementarity effects across these different investments.

Implementation Update: The evaluation will focus on female smallholder farmers' use of inputs, productivity, output, and profits. The baseline will be completed in FY2016.



Photo: Stephan Gladieu / World Bank

NIGERIA

SELECTING AND SUPPORTING HIGH GROWTH POTENTIAL ENTREPRENEURS

Intervention: The nationwide YouWiN! (Youth Enterprise with Innovation in Nigeria), a collaboration between the Ministry of Finance, the Ministry for Information and Communication Technology (ICT), and the Ministry of Youth Development, helps young men and women develop and execute their business ideas and overcome common challenges such as access to finance and skills to run a successful business. Program participants receive a start-up grant—with the requirement of registering the business and opening a bank account—linked to business and performance milestones. Each entrepreneur also benefits from continuous hands-on mentoring to enhance their chances of succeeding, as well as two rounds of intensive business boot camp on topics such as management, marketing, finance and accounting, and public speaking.

Implementation Update: 1,186 awardees (17% women) received grants ranging from 1-10 million Naira (approximately USD 32,000-64,000), along with training, and mentorship. The Ministry of Communication Technology also assisted many of the awardees in building websites for their businesses. Three follow-up surveys were conducted to outcomes such as business start-up and expansion rates, profits, and job creation. Follow-up was conducted at six months and one year and three years after treatment. The impact evaluation of this project is now completed and its results are presented in a World Bank Policy Research Working Paper.³

PAKISTAN

PROVIDING FEMALE ENTREPRENEURS WITH GROWTH POTENTIAL A COMPREHENSIVE PACKAGE OF SERVICES

Intervention: The WLSME supported pilot offers a supportive ecosystem for female entrepreneurs. Four hundred female entrepreneurs in Karachi and Peshawar with existing micro and small firms and potential for growth are given a holistic package of services. The package includes: 1) networking and access to markets designed to capitalize on partnerships local business associations, chambers of commerce, and business networks; 2) business education provided by a local business school; and 3) mentoring given in group settings as well as one-on-one. The aim of the pilot is to help these women grow their firms while measuring the impact of the various services to suggest ways to replicate and scale the approach. Special attention is paid to the quality of business education through customization, delivery, and relevance of the curriculum.

³ McKenzie, David, Identifying and Spurring High-Growth Entrepreneurship, Policy Research Working Paper, World Bank Group, http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2015/08/12/090224b08306bb9a/1_0/Rendered/PDF/Identifying0an0ess0plan0competition.pdf

Implementation Update: Business education for the first cohort started in September 2014 in Karachi and a pilot program for Peshawar is expected to launch in 2016. Participants in the Karachi program reported high rates of peer-to-peer networking and improved understanding of financial management as they plan for product diversification and entry into new markets. The team is exploring possible approaches, such as online training, to mitigate mobility constraints. This work has led to the launch of a new global program—WomenX—aimed at unleashing the growth potential of female entrepreneurs. DFID Pakistan has provided resources through an IFC Pakistan Trust Fund to support the expansion of the program to Lahore. The pilot has partnered with Habib Bank Limited, the financial institution with the largest number of bank branches in Pakistan, to further develop the finance module, expand outreach, and collaborate on the public campaign.

SIERRA LEONE

TRAINING AND FACILITATION OF ACCESS TO FINANCE IN THE CREATION AND EXPANSION OF YOUTH-OWNED ENTERPRISES.

Intervention: The project investigates several hypotheses regarding constraints to youth-owned micro- and small enterprise (MSE) creation and expansion by providing one of the following types of support, or a combination of both: 1) technical training, in a specific trade (e.g. welding or catering) through classroom teaching and apprenticeships, as well as basic financial literacy; 2) microfinance facilitation, such as support for developing a business plan, setting up business clubs, accessing microfinance, and follow-up support to set up and maintain a business once a loan has been obtained. The program is comprised of 2,314 young men and women (15-35 years old) across five major urban centers—Freetown, Bo, Kenema, Kono, and Makeni—who have a business or are interested in starting one.

Implementation Update: A baseline survey was completed in 2014, covering 3,344 individuals, half of whom are women. Baseline analysis indicates that gender influences occupational choice and labor market outcomes. The Ebola crisis disrupted some of the training sessions – the business plan component and on-the-job training suffered delays and reductions in duration. Due to these challenges, the program is unlikely to lead to the outcomes that were initially expected. Therefore, the impact evaluation will also focus on the effect of the programmatic support the youth received during the crisis. A midline survey and report are expected to be complete in FY2016. The results of the impact evaluation are expected to feed into a new youth employment operation, which is in the pipeline for 2017.

TOGO

HARD VERSUS SOFT SKILLS: WHICH IS MORE EFFECTIVE FOR MEN AND FOR WOMEN

Intervention: The US\$13 million, Private Sector Development Support Project includes training of 1,000 micro and small scale informal entrepreneurs in Lomé, half of which are women-owned. Selected firms are in non-agricultural sectors and have less than 50 employees. Entrepreneurs received either managerial or personal initiative training to improve their business' success. The managerial Business Edge training, developed by the International Finance Corporation (IFC), taught entrepreneurs how to improve their marketing, customer service, financial management, accounting, negotiation skills, and human resource management. The personal initiative training taught entrepreneurs how to set goals and make plans to work towards them, become proactive and future-oriented, and overcome obstacles. Participants in both training programs benefitted from individual monthly three-hour mentoring sessions at their place of work delivered by the trainers. The evaluation aims to determine the impact of both trainings on business outcomes and identify which of the two approaches is more effective and if this differs between men and women entrepreneurs.

Implementation update: Follow-up surveys were conducted in September 2014 and January 2015, one and five months after the end of the mentoring sessions, respectively. Additional follow-up surveys are scheduled for September 2015 and September 2016, one and two years after the mentoring, respectively.

TUNISIA

SUPPORTING YOUNG MEN AND WOMEN IN BUSINESS PLAN DEVELOPMENT

Intervention: A new entrepreneurship track in Tunisian universities is giving students the opportunity to graduate with a business plan rather than a traditional thesis. Students following the entrepreneurship track receive business development training and personalized coaching, and graduate with a business plan. Following graduation, students are invited to submit their business plans to a competition in which the winners receive start-up capital. The WLSME is supporting a follow-up survey, covering 1,700 students, that has been expanded to include questions on topics specifically relevant to women, such as agency.

Implementation Update: The training was complete in 2009/2010 and a follow-up survey conducted nine to twelve months after graduation. In 2014 the WLSME supported a second follow-up survey to assess if there were sustained program impacts three years after graduation. Final data analysis is expected to be complete in FY2016 and will be followed by a discussion between researchers and policymakers on the long-term effectiveness of the program and other dissemination.

SOUTH AFRICA

INCREASING FIRM PRODUCTIVITY THROUGH BETTER ACCESS TO INFORMATION

Intervention: Supply Chain Network—a new online marketplace—was launched to facilitate business connections between medium to large companies and potential suppliers in a quick and easy way. It is intended to overcome barriers to entry where credible information on quality is otherwise lacking. It also reduces the search cost by helping buyers identify potential suppliers and provides ratings of suppliers. The WLSME is supporting an evaluation designed to understand whether this helps women overcome gender biases among buyers and expand their network. By controlling what information is offered on suppliers in a phased roll-out, the evaluation can help understand how information shapes networking capital for female small suppliers and how this impacts performance of their firms. For instance, does the Supply Chain Network change with whom female entrepreneurs do business and how much business they do? Does it change the nature and content of the contracts they enter into, and how do these contracts impact risk and business performance?

Implementation update: During FY2015, dialogue with the government and sponsoring banks, as well as other stakeholders, has been conducted as part of the impact evaluation process. The team is designing a pilot in which a randomly selected group of SME clients from a major bank in South Africa will have free access to the marketplace. The intervention is expected to take place in FY2016.





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