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# Partnering for Gender Equality

UMBRELLA FACILITY FOR GENDER EQUALITY  
2018 ANNUAL REPORT



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# Abbreviations

AFR	Africa Region
AFR GIL	Africa Gender Innovation Lab
DEC	Development Economics Vice Presidency, World Bank
DFID	Department for International Development
DIME	Development Impact Evaluation Team, based in DEC
EAP	East Asia and Pacific Region
EAP GIL	East Asia and Pacific Gender Innovation Lab
ECA	Europe and Central Asia Region
ESF	Environmental and Social Framework
EU	European Union
FCV	Fragility, Conflict and Violence
IBRD	International Bank for Reconstruction and Development
IDA	International Development Association
IFC	International Finance Corporation
FY	Fiscal Year of the WBG, running July 1 through June 30
GBV	Gender-Based Violence
GCFF	Global Concessional Financing Facility
GIL	Gender Innovation Lab
LAC	Latin America and Caribbean Region
LAC GIL	Latin American and Caribbean Gender Innovation Lab
LGBT	Lesbian, Gay, Bisexual, and Transgender
MFS	Mobile Financial Services
MNA	Middle East and North Africa Region
MNA GIL	Middle East and North Africa Gender Innovation Lab
NEET	Youth Not in Employment, Education, or Training
RGAP	Regional Gender Action Plan
RGIL	Regional Gender Innovation Lab
SAR	South Asia Region
SAR GIL	South Asia Gender Innovation Lab
SDG	Sustainable Development Goal
STEM	Science, technology, engineering and mathematics
UFGE	Umbrella Facility for Gender Equality
WBG	World Bank Group
WDR	World Development Report

*All figures in this report are expressed in US Dollar equivalents (\$).*





## Introduction

Countries across the globe have made progress in closing gaps between men and women, and girls and boys, especially in health and education. At the same time, progress has been elusive in essential domains. The risk of maternal mortality in Sub-Saharan Africa is one in 36, and in five countries (Burundi, Chad, Liberia, Niger, and Somalia), it is as high as one in 23. For too many women today, access to safe and affordable sexual and reproductive health services is absent.

Gender inequality has been stubbornly persistent across multiple dimensions of employment and productivity. In many countries, women are more likely than men to engage in low-productivity activities, be unpaid family workers, work in informal employment, and transition more frequently between informal employment and being out of the labor force altogether. Gender wage gaps are globally prevalent, including in OECD countries, but the variance is large.

Women's access to, and secure ownership of, assets also lag that of men's. Worldwide, account ownership in a financial institution increased dramatically since 2011. Nearly 290 million new accounts were opened in India, including 171 million by women. Yet, women continue to trail men in account ownership, with the gender gap in developing economies remaining unchanged at 9 percentage points.

Women-owned firms tend to be smaller, employ fewer people, and are more likely to be home-based firms. Women's relative access to credit is an important driver of this gap, but non-financial barriers such as inadequate physical infrastructure and restrictive legal and regulatory frameworks also pose challenges. Another factor holding back women's economic opportunities is their limited access to, and use of, technology.

Finally, women and girls are too often deprived of voice and agency, with the incidence of gender-based violence alarmingly high.

Making progress in closing gender gaps is central to the achievement of the Sustainable Development Goals by 2030, yet these issues are in some ways still at or sometimes even beyond the frontier of many development agencies' current operations.

To address these gaps, the World Bank Group came together with like-minded partners in 2012 to establish an Umbrella Facility for Gender Equality (UFGE). In tandem with the new World Bank Gender Strategy (2016-2023), concrete policy commitments in IDA 18, and the WBG capital increase, the UFGE has evolved since its inception to take a more targeted approach to closing gender gaps, and to push the operational frontier outwards to take on new challenges where knowledge is scarce.

As WBG task team leaders will testify, the central enabling factors for operational innovation to close gaps between women and men are access to rigorous evidence of what works, and data to inform priority actions, track progress, and measure impact. The central objective of the UFGE is to produce data and evidence for policy dialogue and better-informed project design.

The UFGE operates on a public good principle. It is a critical tool for enabling operational innovation in the WBG's portfolio, but it also enables other development agencies, and most importantly client governments, the use of frontline data and evidence.

As we look ahead and focus on closing remaining gaps, the UFGE remains an effective instrument to help meet next-generation challenges and benefit from emerging opportunities. It is particularly important in addressing key jobs challenges, such as occupational sex segregation, using emerging technologies to address finance and entrepreneurship gaps, and developing sector-wide approaches through public services to address gender-based violence.

The greater ambitions enshrined in the Sustainable Development Goals cannot be realized unless developing countries and their partners make considerable progress in these areas, and the UFGE is an effective tool to help make it so.





## I. UFGE: An Overview

The UFGE is a multi-donor trust fund supported by 14 development partners and has allocated \$89.7 million of pledged contributions to 236 activities in over 80 countries across the World Bank Group. The UFGE funding structure includes support for: country and regional activities; Gender Innovation Labs; strategic initiatives; and engagements with the private sector. The Secretariat manages administration and coordination, knowledge dissemination, partnerships, and communication. The UFGE is governed by the World Bank's Gender Leadership Council, and receives strategic guidance from the UFGE Partnership Council, the group of development partners that supports the UFGE.

The UFGE model is built on the premise that generating rigorous evidence on what works to close gender gaps will lead to the uptake of findings by WBG teams and development partners in their programs and project cycles. UFGE-financed knowledge flows through several pathways:

- Better informed policy dialogue at the country level
- Improvements in the design of lending operations, private sector investments, and other programs
- Heightened awareness and demand for “gender smart” approaches and interventions.

The following section will present examples of how UFGE-financed knowledge moves through these pathways to influence policy dialogues and development projects.



## II. UFGE Program Highlights

During the FY18 reporting period, UFGE allocated \$18.5 million to 13 activities. 24 grants closed and over 30 papers and policy briefs were produced (see Annex 2 for the full list of UFGE grants and activities). This section illustrates some highlights from FY18 including some of the key findings that have informed WBG operations and policy dialogue. These are organized around the *WBG Gender Strategy* pillars where significant results were reported: More and Better Jobs; Ownership and Access to Finance; and Voice and Agency.

### UFGE SUPPORT FOR REMOVING CONSTRAINTS FOR MORE AND BETTER JOBS

A wide range of factors – societal, cultural, legal, institutional, and regulatory – can constrain women from gaining employment. The UFGE supports governments and the private sector to identify the factors resulting in lower women's participation in the labor market in specific countries and particular economic sectors. It uses the findings to design interventions that help tackle the underlying issues. The UFGE has supported a growing body of research that explores the binding constraints to women's economic opportunities: on the supply side, lack of childcare and safe transport; and on the demand side, the attitudes and social norms that underpin women's preferences and choices. In FY17, the UFGE began to finance studies that identify potential interventions to promote women's employment in fast-growing male-dominated job markets. Below is a summary of the issues addressed under this topic.

**Addressing national and institutional policy frameworks.** The WBG's Gender Strategy identifies a persistent gap between women's and men's ability to access jobs – both in terms of quantity and quality of employment. To find new and more effective ways to close the gap and influence national policy dialogue, the UFGE is funding 14 studies on biases in the labor market that keep women out of the labor force or push them into informal work in countries such as Cambodia, Egypt, Jordan, Kosovo, India, and Tunisia. See Box 1 on why so few women participate in the labor force in Jordan.

In Mongolia, efforts are underway to enable more women to access formal employment and entrepreneurship. Between 1996 and 2015, Mongolia's gender gap in labor force participation rates more than doubled, from 4.8 to 12.6 percent. The UFGE-funded study *Perceptions of Precariousness: A Qualitative Study of Constraints Underlying Gender Disparities in Mongolia's Labor Market* complements existing quantitative evidence by using qualitative methods to better understand the underlying causes of previously documented disparities. The study finds strong indications that

## BOX 1: CHANGING POLICIES TO INCREASE WOMEN'S EMPLOYMENT OPPORTUNITIES IN JORDAN

While Jordanian women make up about 56 percent of university graduates, their participation rate in paid employment is only 14 percent. Only two other countries in the world (Yemen and Syria) have lower rates of female labor force participation.

The UFGES supported study, *Hashemite Kingdom of Jordan: Understanding How Gender Norms in MNA Impact Female Employment Outcomes*, examines the specific reasons that may prevent women from accessing and actively participating in Jordan's labor market, and the extent to which personal beliefs and social norms are a factor. The study developed techniques to measure women's and men's preferences and choices related to paid employment, including factors (such as economic need) that push or pull them into work. The findings showed a clear discrepancy between the perceptions men and women have of each other's preferences, and their *actual* preferences. When men and women were asked "Is it ok for women to work?", 96 percent said "Yes." But when more specific questions were asked, such as "Is it ok for women to take public transportation?" or "Is it ok for women to hire a nanny?" or "Is it ok for women to come back home later than 3pm?" the percentage dropped dramatically. Only 26 percent of men and women believed it is okay for working women to return after 5 pm. This may explain women's high demand for public sector jobs, which have shorter hours in contrast to the private sector. However, job opportunities are declining in the public sector and Jordan will have to rely on the private sector to increase female labor force participation.

Sixty percent of the sampled non-working women expressed a desire to work, indicating that women's preferences and personal beliefs may not be a major obstacle to their participation in the labor market. The study revealed they would likely respond positively to policies and specific private sector initiatives addressing binding constraints, such as lack of flexible work options, and scarcity of attractive jobs.

The study directly informed a five-year multi-sectoral WB reform operation, the *Jordan First Equitable Growth & Job Creation Programmatic Development Policy Financing* (FY18, \$500 million IBRD and GCFF), the findings of which were used to include a prior action to be taken by the Ministry of Labor to approve a Bylaw on Flexible Work, to help increase women's participation in paid employment. It also included specific measures to improve efficiency and safety of public transportation, as well as increase affordable childcare options.

cultural norms, such as prevailing views on gender roles with respect to marriage, household duties, career choices, and deficiencies in available services and programs, are important forces underlying the gender gaps in Mongolia's labor market. Different legal treatment of men and women appears to cement the acceptance of traditional gender roles. With support from the UFGES funded regional *EAP Regional Gender Capacity Program*, the study received extensive media coverage in national television news as well as from Bloomberg TV, the Guardian, and other channels. The public conversation was accompanied by a policy dialogue between the World Bank and the Ministry of Labor to discuss the reduction of obstacles to women's access to jobs and leadership positions. As a direct result, the *Mongolia Employment Support Project* (IDA \$25 million, FY17) was established to support micro-entrepreneurship through a combination of financial support and nonfinancial interventions, with a special focus on women. It also supports an employment promotion program that explicitly promotes gender equality for local labor exchange offices that prioritizes supporting local, innovative proposals. The study's methodology, which was documented in a knowledge note, is being used to undertake similar analyses in Cambodia, Malaysia, the Solomon Islands, and Vietnam.

In the Western Balkans, significant gender gaps in the labor market hold back overall growth, development, and EU accession chances. Estimates show that every year, Western Balkan countries forego an average of 18 percentage of their GDP because of the gender gaps in the labor market. In response, the UFGES funded research to establish the cost

of inaction, identify the underlying constraints for women who want to join the labor market, and propose effective solutions. The UFGE-funded research resulted in over 20 policy notes, papers, and reports that explore the most effective ways to address constraints that women face in key areas such as child and elder care, labor regulations, attitudes and social norms, skills, and access to product inputs in Bosnia and Herzegovina, Kosovo, FYR Macedonia, and Serbia. This UFGE research has fed into a regional policy dialogue on *Unleashing Economic Growth Potential in the Western Balkans by Improving Equity and Gender Equality in Access to Economic Opportunities*, including at a regional event held in Vienna in May 2018, resulting in Western Balkan governments pledging to improve women's labor force participation in their respective countries.

**Tackling care issues.** Experience from many high-income countries indicates that the availability of child and elder-care services is decisive to achieving a sustainable boost in women's labor force participation. At the same time, there are large knowledge gaps in middle-income countries, holding back governments and companies from effective solutions. To address these gaps, UFGE has supported new data and research in 10 countries<sup>1</sup>, informing Bank diagnostics and stimulating discussions with government clients about policy options. In several cases, the findings of this work have informed major lending operations, including in Nicaragua and China, with evaluations of different forms of childcare provision underway in Cambodia, Democratic Republic of Congo, and Mongolia. In parallel, global research is underway on eldercare, which remains under-researched. (See Box 2 for a project in China on reducing women's unpaid work while growing formal jobs in the elder care sector.)

In Poland, a UFGE study informed the Government on the optimal design and mix of benefits and child-care services that can best support women's labor force participation without penalizing fertility decisions. The analytical work was shared with the Ministry of Family and Ministry of Health as a paper, but also in the context of a conference

## BOX 2: BALANCING THE NEEDS OF ELDERLY AND THEIR CAREGIVERS IN CHINA

The UFGE financed a survey to improve understanding of the effects of public transfers and programs for elder care on household decisions in Anhui, China. As in the rest of China, Anhui faces challenges in meeting the care needs of its elderly population, totaling some 6.9 million people over age 65, including about 1.3 million with limited functional ability and requiring help with daily activities. Today, most elderly care services in Anhui are supplied informally, usually by female family members or relatives, as formal home-based care and community care are still largely underdeveloped. Expanding job opportunities in this segment of the service industry can offer women formal employment and open the way to increased professionalization and career opportunities. Women are also expected to make up most of the beneficiaries given their considerably higher life expectancy in China. Quality elderly care services are not affordable for the vast majority of elderly people in need of care.

To this end, one key question was to compare the effects of cash subsidies for private purchase of home-based elder care services against direct provision of services through the community, and against subsidies for institutional care on both elderly well-being and the labor supply of working women. In 2018, a UFGE-funded study looked at this and other key questions, drawing on the Bank's experience working on projects that strengthen service delivery systems around the world. Evidence from this study informed the design of the *China Anhui Aged Care System Demonstration Project* (IBRD \$118 million, approved in FY18), which includes home- and community-based care. Findings have also informed preparation of an aged care project in Guizhou (pipeline). Cross-country learning was also carried out in Poland, Sri Lanka, and Vietnam in the context of preparation of investment projects.

<sup>1</sup> Bosnia and Herzegovina, China, Colombia, FYR Macedonia, India, Indonesia, Kosovo, Poland, Serbia, and Turkey.



on Long-Term Care in June 2018. The results led to a high-level policy dialogue with the Ministry, the Office of the Deputy Prime Minister, and local governments interested in implementing actions on these issues. In line with the recommendations, the government increased financing for public elder services.

In Colombia, the UFGE provided support to a World Bank team and the National Planning Department to profile caregivers and households that could benefit from a national care services system, based on the National Survey of Time Use. The activity also produced a supply-side analysis of the public and private sector supply of services at national and local levels. A how-to note on the applied methodology is being developed to replicate this work in other countries. The work is shaping a knowledge agenda on reducing constraints to female labor force participation, not just in Colombia but in the whole region.

In FY18, IFC published the report *Tackling Childcare: The Business Case for Employer-Supported Childcare*<sup>2</sup>, which highlights how employer-supported childcare can help companies by acting as an incentive to attract and retain well-qualified people, boosting productivity and profitability. Through the UFGE's private sector window (see below), follow-up work is now being rolled out, including in Myanmar to help a leading corporation establish indicators, measure, and report on the business case for its childcare initiatives.

**Designing approaches for women to participate and benefit from fast-growing and traditionally male-dominated sectors.** Despite decades of targeted action by policy makers, occupational sex segregation is prevalent across the globe, including in many high-income countries with an otherwise good record on gender equality. To address the lack of effective solutions, the UFGE has begun funding a program to identify what works to promote women's access to emerging, high-productivity jobs, such as in the digital and technology sector, where women are severely under-represented. The UFGE now supports 9 studies to identify and better understand the underlying factors that contribute to women's relative absence in STEM fields and pilot innovations to more effectively integrate women into the digital economy.

In Pakistan, the UFGE has influenced efforts to bring more women into digital jobs. The analytical work on female labor force participation and an initial note, *Female Labor Force Participation in Pakistan: What do we know?* has influenced the design of the pilot project *Digital Jobs in Khyber Pakhtunkhwa Project* (\$2m from the MDTF for

<sup>2</sup> Not funded by the UFGE.

Baluchistan/FATA, FY18) which includes a component to ensure that women are given access to digital skills and entrepreneurship. Insights from the note suggest that while mentorship is helpful, women also benefit from peer-sharing networks, which resulted in more peer-sharing in project design and a specific focus on creating women friendly co-working spaces where women feel safe.

According to the WDR 2016, across 30 emerging market contexts, men are almost 8 times as likely as women to work in ICT jobs. And yet policymakers exploring rapid skills trainings programs (such as coding “boot camps”) to reduce youth unemployment and to prepare them for the digital economy, do not regularly seek to address this gap. Recognizing that occupational sex segregation is particularly entrenched in the world of technology, and that evidence of effective interventions to address it is scarce, the UFGE funded research to understand how to better recruit and retrain women into technology jobs in low- and middle-income contexts.

One project evaluated over 30 activities in 22 countries and made recommendations on how coding boot camps can be designed to improve women’s employability in emerging markets. The results were presented in the report *Women Wavemakers: practical strategies for recruiting and retaining women in coding boot camps*. The findings are now being adopted in a new lending operation in Kenya (*Kenya Industry and Entrepreneurship Project*, IDA \$50m), with design features to promote women’s access to coding boot camp, recruitment support and other labor market linkages. Over the life of the project, the goal is to train almost 2000 participants. In addition, the project will integrate financial incentives for intermediaries to boost the share of women in the tech sector. The Africa Gender Innovation Lab will work with the Kenya project to test the impact of technology boot camps on the employment and wages of women and men among other dimensions. This is the first long-term impact evaluation of technology boot camps that will explore sex-differentiated impacts.

The UFGE also financed a separate line of research on barriers to women’s participation in STEM fields. A country-level study in Armenia identified social norms as a barrier and noted that norms can be overcome, or their impact decreased with relatively simple, cost-effective, and focused policy actions taken by education institutions, the workplace, and society in general. As a follow-up, a regional EU4Innovation STEM Pilot program is under preparation, to advance student-centered teaching and learning program in STEM subjects in selected rural schools, with a view to facilitating a nationwide roll-out.

**Engaging the private sector to expand opportunities for women.** Private sector commitment and financing is necessary to expand labor market and entrepreneurship opportunities for women and men. The UFGE’s Private Sector Window, administered by IFC and established in 2015, finances the development of innovative tools and approaches to help firms better analyze their workforce and value chains from a gender equality perspective and better integrate women and women-owned firms into their business and supply-chain operations. To this end, IFC is engaging with firms in testing and disseminating private sector solutions to recruitment, retention and promotion of women that are anchored in research and pilot advisory services.

Financed by the UFGE, IFC’s report *The Business Case for Women’s Employment in Agribusiness*, helped inform the creation of a large-scale women’s employment program in March 2018. The program works with 14 manufacturing, agribusiness, and service companies that commit to recruitment, retention and promotion of women through installing family-friendly workplace policies and programs.

## **UFGE SUPPORT FOR REMOVING BARRIERS TO WOMEN’S OWNERSHIP AND CONTROL OF ASSETS**

Although many countries have taken steps to increase women’s ownership and control over assets - for example by giving them ownership rights to land and housing - numerous knowledge and implementation gaps persist. Access to financial services and credit are a critical part of achieving such ownership, yet the gender gap in account ownership has not closed in many IBRD and IFC client countries. Even in situations where women can establish their own businesses, they have trouble accessing finance to start or grow their businesses and require innovative solutions. The IFC private sector window works to address this strategic objective (see Box 3).

## BOX 3: ENGAGING MOBILE FINANCIAL SERVICE PROVIDERS TO HELP UNBANKED WOMEN

The UFGE grant for Women's Mobile Financial Services (MFS) in Bangladesh looks to close a key knowledge gap in addressing women's persistent lag in access to – and use of – mobile bank accounts and services. Effective solutions are in high demand in countries across the globe, with innovative technologies enabling new possibilities, but with rigorous evidence lacking in many places

In Bangladesh, the UFGE financed a comprehensive market study, *Closing the Gender Gap: Opportunities for the Women's Mobile Financial Services Market in Bangladesh*, based on data from a nationally representative survey of 4,000 women, as well as focus group discussions with 155 respondents and over 30 in-depth interviews to understand the needs and requirements of women MFS users. The study was formally launched and broadly disseminated with high-level stakeholders in the government and in the financial and development sectors, with wide coverage in Bangladeshi media.

The findings were used to develop a roadmap to guide MFS providers in the private sector and other stakeholders, such as development institutions and regulators, to better incorporate women in the sector, and to develop a women agent acquisition toolkit and two women-focused MFS products to specifically meet women's needs based on the research results. The WBG is piloting the products developed under the project with MFS providers and is aiming to further scale up its work and advise to regulators.

The WBG is aiming to scale up this work with Bangladesh Bank, enhancing its supervisory and policy formulation capacity, and IFC is developing an advisory project based on the needs identified. Results of an in-depth impact evaluation of the project will be available in May 2019.

**Accelerating innovations in financial inclusion of women.** In Africa, mobile technologies and digital data are being tested to promote women's access to finance in agriculture. The UFGE is supporting an ongoing activity which has published its preliminary findings as a Working Paper<sup>3</sup>, with pilot projects identified to test marketing strategies and financial products for savings, agricultural loans, and loans for solar home systems, in partnership with MyAgro in Tanzania, Mercy Corp and Safaricom in Kenya, and Fenix in Uganda.

IFC's private sector window project Banking on Women in East Asia supports women-owned SMEs in the region, especially those in supply and distribution networks, to increase their access to finance and boost their business skills. The project works with three commercial banks in Indonesia, the Philippines, and Vietnam to offer women-led SMEs access to training, mentoring and networking. To highlight the importance of providing banking services to women-owned enterprises in Vietnam, the project developed the study *Women-Owned Enterprises in Vietnam: Perceptions and Potential* on the perceptions and potential of women-owned SMEs in the country.

## UFGE SUPPORT FOR ENHANCING WOMEN'S VOICE AND AGENCY

Enhancing women's voice and agency, as expressed in freedom from violence, the ability to have voice and influence in governance and political processes, and the ability to exercise control on key decisions, is one of the four pillars of the WBG strategy. Policies and public actions are needed to change social norms, the law, and legal institutions, alongside programs to promote economic opportunities, social protection, and education. While freedom from violence was identified in the 2012 WDR as a key outcome for voice and agency and adopted as one pillar in the WBG

<sup>3</sup> *Mobile Technologies and Digitized Data to Promote Access to Finance by Women in Agriculture (2017)*.  
<https://openknowledge.worldbank.org/bitstream/handle/10986/29104/122110-WP-PUBLIC-DFSforwomeninagrireport.pdf?sequence=1&isAllowed=y>



strategy, WBG operations addressing gender-based violence (GBV) have until recently been few and far between, partly because the evidence base of effective measures is scarce. The UFGE fills this gap with a comprehensive effort to develop the knowledge base on GBV. This is done through the regional Gender Innovation Labs, as well as country-based activities that test new ways of preventing GBV and changing societal norms.

**Testing solutions to prevent and respond to gender-based violence.** To date, 11 WBG operations have integrated approaches to prevent or respond to GBV as a direct result of the UFGE, with lessons learned increasingly reflected in a range of Bank programs.

The South Asia Region (SAR) recently completed a comprehensive regional GBV program with support from the UFGE. The program identified and applied good practices in operations in sectors such as health, education, social development and transport. The program also carried out an innovative social media campaign to target norms in India and supported learning across operational teams within and outside of the Region. Joint activities with the UFGE-supported SAR Gender Innovation Lab also led to GBV being recognized as an area of work in the Bank's *Regional Gender Action Plan for South Asia (FY16-23)* and becoming a central part of the work of the region's country gender platforms. (See Box 4 on the regional initiative tackling GBV in South Asia.)

In Brazil, municipalities in Piauí are adapting the community-based intervention SASA!, which previously has been shown to reduce intimate-partner violence. The request for the adaptation came from learning of a previous UFGE-supported adaptation of the model in Honduras. In Brazil, the intervention was renamed "AGORA! Usando Nosso Poder Pelo Fim da Violência Contra as Mulheres", which means "NOW! Using Our Power to End Violence Against Women." The "AGORA!" toolkit and program will be expanded to 9 additional municipalities in Piauí (beyond the initial two cities covered by the UFGE grant) and financed by the government through the WBG-funded Piauí Service Delivery and Public Sector Management Loan.

UFGE support for GBV work in other regions has led to the development of tools that informed a World Bank-wide response to the Prevention of Sexual Exploitation and Abuse. The UFGE financed an airport construction project in Vanuatu to pilot codes of conduct and other GBV prevention measures for construction contractors hired to improve the runways and other airport infrastructure. The lessons learned from the project were incorporated into a *Good Practice Note: Addressing Gender Based Violence in Investment Project Financing Involving Major Civil Works*, which is a part of the World Bank's new Environmental and Social Framework for all Bank operations, launched in October 2018 and which applies to all Bank-financed civil works projects.

**Knowledge enabled by the UFGE also informs the design of projects in fragile and conflict situations (FCS) where the threat of GBV is very high.** Gender disparities in FCS reflect norms and dynamics that entrench

## BOX 4: ADDRESSING GENDER-BASED VIOLENCE IN SOUTH ASIA

Gender-based violence is endemic across South Asia; however, little had previously been done in the region to understand causes and prevalence, and to identify operational entry points. The UFGE therefore financed a grant for the development of a comprehensive regional GBV program (*Addressing Gender-Based Violence in South Asia*) focusing on (i) increasing data and evidence; (ii) engaging partners (donors, regional governments, civil society, and others); and (iii) learning from innovative programs that address GBV in the home, workplace, and public spaces and work towards changing social norms and views on masculinity in the region.

To date, seven World Bank lending operations across the Region have incorporated activities to prevent GBV, including:

- **Bangladesh:** *Northern Areas Reduction of Poverty Initiative – Women’s Economic Empowerment Project* (\$29 million IDA, FY12) – the communication and training activities were modified to include awareness raising about GBV and information for project beneficiaries of where to go for support within the garment factory setting.
- **India:** *Kerala Local Government and Service Delivery* (\$170 million IDA, closed in FY18) – increased the capacity of local governments to design GBV programs and supported the implementation of GBV programs that used technology such as CCTV to improve women’s security or expanded GBV service provision at the local level.
- **India:** *Madhya Pradesh Rural Connectivity Project* (\$210 million IBRD, FY17) - the project includes an in-depth assessment of causes of GBV, specifically kidnapping, abduction and human trafficking that limit female access to education and better employment.
- **Nepal:** *Integrated Platform for Gender-Based Violence Prevention and Response in Nepal* (\$1.8 million from trust funds; FY16) – the only stand-alone GBV project in the region that supported capacity building of the National Women Commission and a national helpline to improve the delivery of services to GBV survivors. The helpline “Khabar Garau” (Inform us) was launched in December 2017 and is being piloted in four districts in Kathmandu. The National Women Commission is carrying out feasibility studies to scale-up the project across Nepal and support for the helpline is included in a WB Development Policy Credit for Nepal.

inequalities and exclusion, two factors that perpetuate conflict and instability. Addressing persistent gender disparities in FCS, therefore, is as much a security imperative as it is a longer-term recovery and development priority. Projects in countries or regions confronting fragility, conflict, or violence are tackling issues of forced displacement, conflict prevention, and post-conflict reconstruction – situations where women and girls are particularly vulnerable.

Early results from the ongoing UFGE study in Myanmar (*Analyzing Forced Displacement in EAP: Opportunities & Challenges to Supporting Myanmar Refugees Returning from Thailand*) are already informing Bank operations, on both the implementation (*National Community Driven Development Project*, IDA \$540 million, FY15), and preparation of projects (*Peaceful and Prosperous Communities Project*, IDA \$200 million). Similarly, the findings of a UFGE-funded study in Sri Lanka – *Identifying constraints to women’s economic empowerment in the conflict-affected areas of Sri Lanka* – found that demographic imbalances have contributed to growing vulnerability of women within social institutions, including family, marriage, and the public spheres in the Northern and Eastern Provinces. While the conflict in Sri Lanka ended in 2009, the assessment<sup>4</sup> is directly informing the Bank’s operational engagements in these provinces and have been used in the dialogue with the government for projects currently under preparation.

<sup>4</sup> Sri Lanka: Socio-Economic Assessment of the Conflict-Affected Northern and Eastern Provinces, <http://documents.worldbank.org/curated/en/707101539113005283/Sri-Lanka-Socio-economic-assessment-of-the-conflict-affected-Northern-and-Eastern-provinces>



### III. UFGE Support for Impact Evaluations

Generating evidence is critical for World Bank Task Teams and other development practitioners seeking effective solutions for gaps between men and women. Yet it has remained a key challenge, in part because doing it right is costly. To address this gap, the World Bank created Regional “Gender Innovation Labs” (GIL) to help Bank operations integrate specific learnings from impact evaluations into the design and implementation of large-scale lending operations and programs of development partners. Starting in 2013 with the Africa GIL, the UFGE has helped establish GILs in SAR in 2014, in EAP in 2016, and the launch of GILs in the MNA and LAC Regions in 2018<sup>5</sup>. In close collaboration with project teams, the GIL 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. In the past six years, the GILs have begun 93 impact evaluations across three regions<sup>6</sup>.

**TABLE 1. STATUS OF THE REGIONAL GILS**

Regions	Date Launched	Number of Impact Evaluations	UFGE Financing to Date
AFR	2013	77	\$31.9m
SAR	2014	7	\$3m
EAP	2016	9	\$7.8m
MNA	2019	Concept stage	\$1m
LAC	2019	Concept stage	\$1.3m

#### LEARNING AND INNOVATING IN AFRICA, SOUTH ASIA, AND EAST ASIA

The AFR GIL has engaged in 77 impact evaluations of high-profile, large-scale projects to produce evidence on which interventions are effective to close gender gaps in employment, entrepreneurship, and voice and agency. As a result, the AFR GIL has considerable experience influencing and shaping policy and programs, and strategically engages with policymakers. It co-produces many of its findings with government partners to ensure that the research focuses on

<sup>5</sup> MNA and LAC GILs each received an initial funding in FY18 and will be launched in FY19.

<sup>6</sup> The UFGE has also supported impact evaluations in regions where GILs have not yet been established, bringing the total number of impact evaluations to 107.

client's policy priorities. Indeed, one lesson from the Africa GIL's work is that co-producing evidence with partners enhances the likelihood that the research is used. In FY18 alone, the Africa GIL has led more than 158 engagements with policymakers – with an aim to influence operations and policy<sup>7</sup>. After a thorough stock-taking of its cumulative programming and policy influence to-date, the Africa GIL found that for every dollar that it has spent, it has influenced over \$94 in project spending.

AFR GIL's collaboration with World Bank operations and other units has helped illustrate the type of activities that can be implemented through other financing instruments beyond that of the Bank: Most notably, the Women's Entrepreneurship Facility (We-Fi), a financial intermediary fund established in 2017, incorporates the lessons of 15 impact evaluations on women's entrepreneurship, including an evaluation of an earlier Bank project which the GIL supported – the *Women Entrepreneurship Development Project in Ethiopia (WEDP)*, which provides support to financial institutions that fund small and medium enterprises, as well as training to women who manage SMEs. In addition to directly influencing the design and objective of the We-Fi, WEDP has transformed the landscape for financial services for women entrepreneurs in Ethiopia, by equipping the country's leading MFIs with the techniques and knowledge to reach a previously underserved market segment. The GIL is also testing and measuring innovative pilots to support women entrepreneurs and helping other WBG teams design programs to finance women entrepreneurs in the region (Madagascar, Tanzania and Nigeria) and beyond (Indonesia).

A report produced by the SAR GIL in FY18, *Getting to Work: Unlocking Women's Potential in Sri Lanka's Labor Force*, showed remarkable persistence in low female labor force participation rate at 36 percent in the past two years. In response, the Sri Lankan government has requested additional WBG support on improving female labor force participation and closing gender gaps in other labor market outcomes.

The EAP GIL is currently undertaking nine impact evaluations and five inferential research projects. In FY18, the EAP GIL published papers and policy briefs on how occupational sorting contributes to the gender wage gap in Vietnam; the role of formal and informal childcare services in women's labor market decisions in Indonesia; and gender gaps in agricultural productivity in Timor-Leste. The results were disseminated at academic conferences, the Commission on the Status of Women, and through internal World Bank events. Thus far, the results from these completed inferential research projects have informed the policy dialogue on the new labor code in Vietnam and a note on gender-sensitive budgeting requested by the Indonesian Minister of Finance. And lessons learned from the Enterprise Based Social Services in Cambodia project led to the preparation of an inter-ministerial sub-decree to specify the quality requirements of childcare facilities and enhance compliance.

In addition, the EAP GIL's impact evaluations have informed the development of innovative interventions -- for example, the development of tools and activities for classroom teachers in Indonesia to use in their daily interactions with students to promote socio-emotional skill development. To the best of our knowledge, this is the first intervention that aims to promote a growth mindset in the classroom by changing the learning environment. The EAP GIL also supported the piloting of innovative ways to deliver information on gender-specific constraints in Indonesia, including through an SMS-based application and "edutainment".

The Regional GILs collaborate to foster cross-learning and leverage their regional platforms into global knowledge. The AFR and EAP GILs are working on a paper on mobile financial savings for female entrepreneurs in Indonesia and Tanzania scheduled to be published in 2019. Joint diagnostic work is also ongoing among AFR, EAP and LCR GILs to identify the drivers of occupational sex segregation in entrepreneurship and the key factors that allow women to shift into more profitable sectors, based on data across different geographical contexts and income levels.

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<sup>7</sup> The AFR GIL provides a separate comprehensive report on its activities to date, available to donors on request.



## IV. Lessons Learned

Together with partner governments, the World Bank Group established the UFGE as a key vehicle for financing knowledge that enables new operations to address next-generation issues and push the operational frontier outwards by taking on new challenges in uncharted domains, such as preventing and responding to GBV.

A guiding principle of the UFGE is that funds must add value where the WBG's operational budget cannot. Another guiding principle is for the UFGE's knowledge and evidence to target operational investments for concrete results. Six years into its existence, the UFGE experience offers some lessons:

- **The Value of Piloting Innovative Solutions.** The work to close gaps between women and men has only been partially successful around the world. Women and girls have achieved much progress in some areas (such as health and education), with gaps stubbornly persistent in others, especially in economic empowerment, and in voice and agency. Doing more of the same is unlikely to make a difference, so fresh solutions need to be developed.
  - The UFGE experience shows that operational innovation is both needed and possible to make further progress on issues such as women's continued lag in access to financial services and control over assets, access to good jobs and inputs, and freedom from violence.
  - The innovative work enabled by the UFGE in these areas and others is essential to the ongoing work of reshaping project portfolios in the WBG and elsewhere to effectively address remaining gaps.
- **The Value of Generating New and Rigorous Evidence of What Works and Closing Data Gaps that Matter.** Access to rigorous evidence of what works is a central enabling factor for operational innovation in the WBG and beyond. The same is true for access to regular and quality gender data, which is essential to inform priority actions, track progress, and measure impact. Yet gender data is too often lacking in key domains, such as in economic opportunity.

- The work enabled by the UFGE in the Gender Innovation Labs and in various data initiatives are at the forefront of gender and development. It enables task team leader to design more effective solutions that make a difference in the lives of women and girls, and boys and men, and it allows governments to spend scarce resources more effectively.
- **The Opportunity in Emerging Trends and Tackling Next Generation Issues.** An effective way to address gaps in the labor market and in entrepreneurship rates is to exploit emerging high-productivity sectors of the economy. Rapid technological innovation is now enabling opportunities where before there were none, including in low-income countries and rural areas. Yet the evidence of what works to improve women’s access to jobs and entrepreneurship opportunities in, say, the technology sector, is scarce.
  - Work enabled by the UFGE is helping move the knowledge frontier on what works in new sectors of the economy, with impacts for country regulations and operations in the WBG and beyond.
- **Public Good.** The UFGE operates on a public good principle. The knowledge and data supported by the UFGE is made publicly available. It is a critical tool for enabling operational innovation in the World Bank Group’s portfolio, and it provides other development agencies and, most importantly, client governments, the use of frontline data and evidence.
  - Work enabled by the UFGE opens the door for developing country governments and for bilateral and multilateral development partners to sharpen operations to become more effective in closing remaining gaps between women and men, boys and girls. As this annual report shows, the UFGE has also been effective in providing avenues for country-level partnerships, with findings often spinning off into national initiatives supported by donor partners. In sum, the UFGE experience shows that external funding can add value if carefully managed.





## V. Future Improvements

**Monitoring, capturing and reporting on results.** Capturing the influence and uptake of knowledge is often a challenge given the many pathways of uptake (by World Bank operations and by clients and partners) and the lag time between activity completion and seeing results on the ground. In response to the request from the 2018 Partnership Council, the UFGE began a more systematic process to track and report on results. In early FY19 a systematic desk review of closed and active grants was carried out in alignment with the UFGE’s results framework and the four pillars of the WBG Gender Strategy. These results are being validated through in-depth interviews with project teams 6 to 12 months after grant completion to capture uptake (see the updated UFGE results framework in Annex 4). The information will be used for results briefs that will be produced in FY19. The UFGE management team has also begun conducting “exit-interviews” to complement standardized grant reports and is exploring ways to conduct regular surveys of internal and external partners and stakeholders, to ensure that the program continues to add value, remain aligned with the WBG’s gender strategy and regional action plans, and produce results.

**Knowledge management and communications.** In parallel, the UFGE is accelerating the implementation of its knowledge management plan as more grants are coming to close. In FY19, the UFGE will publish a review of lessons on approaches to childcare provisions in projects, as well as strategies to employing women in roads construction and maintenance, all based on UFGE grants and other WB experience. The UFGE website is being redesigned to provide easier access to the lessons and evidence funded by the UFGE. The UFGE has also launched publication e-alerts to provide real-time updates outside the quarterly UFGE newsletter cycle. Within the World Bank, the UFGE is using new WBG internal IT platforms to disseminate knowledge across the Bank’s Global Practices and collaborate on knowledge events. The UFGE also leverages existing communities of practice and has also stimulated new ones—for instance, UFGE-supported work led to a community of practice on care work co-led by IFC and the World Bank that brings together the public and private sectors.



# Annex 1: Financials and Administration

Disbursements under the UFGE have maintained a steady pace, with \$47,196,513 (62 percent) disbursed in the past five and a half years since first allocations commenced in January 2013, and with three and a half years of implementation remaining until the closing date of June 30, 2022.

TABLE 1. ALLOCATIONS AND DISBURSEMENTS					
Program		FY13-18 Approved Grants <sup>1/</sup>	Transfers to Grants <sup>2/</sup>	FY13-18 Disbursements	FY18 Commitments
<b>Signed Contributions (In Usd Eqt.)<sup>3/</sup></b>		<b>90,157,737</b>			
	<i>of which received</i>		<b>76,682,465</b>		
<b>Regional Block Grants</b>		<b>22,681,200</b>	<b>17,876,705</b>	<b>13,354,131</b>	<b>1,123,760</b>
	Africa <sup>4a/</sup>	6,200,000	2,311,910	1,624,852	139,126
	East Asia and Pacific	3,400,000	3,393,020	2,221,551	228,152
	Europe and Central Asia	3,400,000	3,215,623	2,773,843	84,095
	Latin America and Caribbean	3,400,000	3,322,822	2,488,049	182,666
	Middle East and North Africa	2,881,200	2,240,420	1,379,122	368,857
	South Asia	3,400,000	3,392,910	2,866,714	120,864
<b>Gender Innovation Labs</b>		<b>43,988,540</b>	<b>30,147,292</b>	<b>20,317,492</b>	<b>3,370,842</b>
	Africa <sup>4b/</sup>	31,858,540	24,903,267	18,003,963	1,717,932
	East Asia and Pacific	7,840,000	5,244,025	2,313,529	1,652,909
	Latin America and Caribbean	1,290,000			
	Middle East and North Africa	1,000,000			
	South Asia	2,000,000			
<b>Private Sector Engagement</b>		<b>6,013,991</b>	<b>5,951,554</b>	<b>2,910,611</b>	<b>639,692</b>
<b>Global</b>		<b>1,675,000</b>	<b>1,200,000</b>	<b>601,931</b>	<b>329,594</b>
<b>Data Diagnostics and Innovation</b>		<b>2,069,350</b>	<b>676,000</b>		<b>40,000</b>
<b>Strategic Country Programs</b>		<b>10,267,060</b>	<b>10,262,978</b>	<b>8,635,544</b>	<b>124,784</b>
	Bosnia Herzegovina, FYR Macedonia, Kosovo and Serbia	2,085,850	2,085,850	1,799,153	102,315
	Haiti	581,210	581,210	581,211	
	Liberia	3,600,000	3,599,287	3,599,287	
	Turkey	4,000,000	3,996,631	2,655,893	22,469
<b>Knowledge Management, partnership and coordination</b>		<b>2,984,952</b>	<b>2,984,952</b>	<b>1,376,803</b>	<b>61,961</b>
<b>TOTAL</b>		<b>89,680,093</b>	<b>69,099,481</b>	<b>47,196,512</b>	<b>5,690,632</b>
(-) Administrative Fee		1,369,260			
(+) Investment Income		1,268,654			
<b>BALANCE</b>		<b>377,038</b>			

1/ Amount approved by either the Gender Leadership Council (GLC) or regional selection committees based on signed contributions.

2/ Amount of grants that have been set up.

3/ The value of unpaid contributions will change as they are received based on exchange rate at the time of receipt.

4a/ The full approved amount for the Africa regional block was transferred, however, the region decided to reallocate \$3.7m to the Africa GIL.

4b/ Transfers to grants reflect the \$3.7m reallocated from regional block.

**In FY2018, the UFGE signed a total \$17.5m in pledges from 6 donors for the first year of the UFGE FY18-22 Business Plan.** The UFGE is actively seeking to expand its donor base. In FY2018 Latvia joined as a new UFGE donor, and in FY2019 it will see the Gates Foundation join.

**TABLE 2. TOTAL CONTRIBUTIONS<sup>1/</sup>**

(as of June 30, 2018)

Donor	Receipts (in US\$)						To be received (in US\$ Eq)	Total Signed Contributions (in USD Eq) <sup>2/</sup>
	FY13	FY14	FY15	FY16	FY17	FY18		
<b>Australia:</b> Department of Foreign Affairs and Trade	970,325		11,712,000				-	12,682,325
<b>Canada:</b> Department of Foreign Affairs, Trade and Development	152,632						2,283,800	2,436,433
<b>Denmark:</b> Ministry for Foreign Affairs	1,061,571						-	1,061,571
<b>Finland:</b> Ministry for Foreign Affairs	145,567						-	145,567
<b>Germany:</b> Bundesministerium für Wirtschaftliche Zusammenarbeit (BMZ)	338,681						-	338,681
<b>Germany:</b> Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	6,119,347						-	6,119,347
<b>Iceland:</b> Ministry for Foreign Affairs	246,406	160,000	140,000	600,000		200,000	800,000	2,146,406
<b>Netherlands:</b> Minister for Foreign Trade and Development Cooperation			6,756,757			1,111,111	1,666,667	9,534,535
<b>Norway:</b> Ministry of Foreign Affairs	1,437,607	1,634,280	2,593,674				-	5,665,562
<b>Republic of Latvia:</b> Ministry of Finance							46,586	46,586
<b>Spain:</b> Ministry of Foreign Affairs, European Union and Cooperation	551,151						-	551,151
<b>Sweden:</b> Swedish International Development Cooperation Agency (Sida)	6,388,303		5,134,198				-	11,522,501
<b>Switzerland:</b> Swiss Agency for Development and Cooperation (SDC)	3,257,169			1,003,310			-	4,260,480
<b>United Kingdom:</b> Department for International Development (DFID)	17,245,134				1,275,549	3,697,684	7,033,219	29,251,587
<b>United States:</b> United States Agency for International Development (USAID)		2,350,000				400,000	1,645,000	4,395,000
<b>Grand Total</b>	<b>37,913,898</b>	<b>4,144,280</b>	<b>26,336,629</b>	<b>1,603,310</b>	<b>1,275,549.26</b>	<b>5,408,795</b>	<b>13,475,272</b>	<b>90,157,737</b>

1/ UFGE contributions are maintained in two separate trustee accounts.

2/ Amount will change based on exchange rate at the time of receipt of contribution.

## Annex 2: List of Grants

**TABLE 1. UMBRELLA FACILITY FOR GENDER EQUALITY GRANT LIST**

New Grants in FY18			
Activity	Country	Funding Granted (US\$)	Description
<b>Global Strategic Allocations</b>			
Improving availability and quality of individual-level survey data	Ethiopia, Tanzania	2,069,350	Increase the availability and quality of individual-level data on (i) ownership of and rights to selected physical and financial assets, (ii) work and employment, and (iii) entrepreneurship in selected IDA towards the fulfillment of the data commitment under the IDA18 Gender and Development Theme.
<b>East Asia and the Pacific</b>			
Improved employment for women in Cambodia: constraints and opportunities	Cambodia	180,000	Provide an in-depth understanding of key constraints to improved employment for women in Cambodia as well as recommendations for addressing these constraints in existing policies and programs.
Child care and female labor market outcomes: evidence on what works from a rigorous impact evaluation	Mongolia	200,000	To understand whether childcare is a constraint to labor market participation of women, and to design labor market policies that promote female labor force participation.
Enhancing women's skills in the informal economy in Solomon Islands	Solomon Islands	155,000	Identifying key constraints underlying gender disparities in the urban and peri-urban informal economy, and related skills gaps.
<b>Europe and Central Asia</b>			
Impact of productive investments on the inclusion of women	Kosovo	60,000	Evaluate the impact of productive investments on the inclusion of female producers in agriculture and identify the factors that drive the integration of women into the productive process in rural areas.
Evaluation of a communication campaign on fathers' attitudes	Serbia	150,000	To increase fathers' involvement in early childhood development through a communications campaign aimed at changing parents views and behaviors related to investing time in child stimulation and care.
Improving Gender Data in the Regional Roma Survey	Turkey, Western Balkans	120,000	Leverage the Regional Roma Survey towards capturing gender dynamics and gender gaps in the Roma population.
<b>Latin America and the Caribbean</b>			
Latin America and the Caribbean Gender Innovation Lab	Regional	1,000,000	Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region.
<b>Middle East and North Africa</b>			
Middle East and North Africa Gender Innovation Lab	Regional	1,000,000	Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region.
<b>South Asia</b>			
Impact evaluation of the Afghanistan SWEEP	Afghanistan	63,000	Assess the effectiveness of a new intervention model in Afghanistan for improving poor women's economic empowerment.
Conflict and female labor participation in South Asia	Regional	50,000	To conduct an empirical study on the impact of conflict occurrence on female empowerment in conflict settings in South Asia.
South Asia Gender Innovation Lab	Regional	2,000,000	Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region.

Ongoing Grants			
Activity	Country	Funding Granted (US\$)	Description
<b>Global Strategic Allocations</b>			
Promoting pathways for women in digital economy	Colombia, Kenya, Pakistan	500,000	To create more and better jobs for women, grant will test models to see what works to increase women's participation in digital employment by focusing on three sets of digital skills training programs (coding, freelancing, entrepreneurship) in three cities (Nairobi, Lahore, Medellin).
Expanding female farmers' access to finance using mobile technologies and digitized data	Multiregional	500,000	Identifying and assessing initiatives to unlock access to finance for female smallholder farmers, project aims to design interventions for female farmers to gain increased access to finance.
We Care, We Heal	Multiregional	500,000	To alleviate burden on female of providing informal care and support female informal caregivers, grant will create evidence-based tools to inform design of integrated long-term care provision and operational knowledge of multi-sectoral interventions that support better health and livelihoods for women aged 45 and older.
<b>Africa</b>			
Empowering women through labor-intensive public works	Burkina Faso	250,000	Ensure unrestricted access of women to temporary labor-intensive public works and link program to training and graduation opportunities by conducting mixed-methods study on barriers to women's employment in labor-intensive public works, developing a concept for mobile childcare, and exploring graduation options.
Deepening the Impact of Public Works Programs through Capital Injection and Social Network Stimulation: A Randomized Control Trial in Eastern DRC	Democratic Republic of Congo	205,000	Randomized field experiment to estimate effects of capital grant and social network support for female entrepreneurs to eliminate barriers that female-led enterprises face; collection of quantitative survey data and qualitative data in program communities.
Promoting young women's economic opportunities and empowerment through productive self-employment and entrepreneurship	Kenya	230,000	Support of two complementary evaluations to explore gender-differentiated effects of expanding youth access to skills and capital: effects of providing cash grants and business development services to youth and cost-effectiveness of large-scale business plan competition.
Cash for change through a gender lens in southern Madagascar	Madagascar	195,000	Mixed-methods qualitative study of beneficiaries of social safety net program to understand effects of combined safety nets, nutrition services, and livelihood grants on intra- and interhousehold relations, community involvement, and empowerment of women.
What works to improve girls' school participation and learning? Bringing in the missing evidence	Regional	120,000	Analysis of primary data from existing impact evaluations to understand best interventions to improve educational outcomes for girls in Africa, policy-friendly toolkit of range of interventions, and technical paper that reports underlying econometrics.
Regional report on gender and entrepreneurship	Regional	400,000	Regional report to provide evidence of differences between men and women in underlying barriers to entrepreneurship in Africa and provide a set of recommendations on critical areas of policy intervention to address gender gaps in firm performance.

<b>East Asia and the Pacific</b>			
Unpacking linkages between women's endowments, economic opportunity, and malnutrition in Cambodia and Lao PDR	Cambodia, Lao PDR	125,000	Literature review, secondary data analysis, qualitative data collection, and country-specific knowledge briefs on linkages between women's economic activities, endowments, and malnutrition.
Rural accessibility mapping for women	China, Vietnam, Philippines	125,000	Development and global expansion of open-source platform to evaluate efficacy of World Bank projects on rural accessibility to include gender-specific indicators on access to financial services, markets, jobs, and maternal health clinics.
Regional Fund for In-Country Capacity Building and Monitoring and Evaluation	Regional	676,000	Strengthen in-country capacity to implement and measure strategic and innovative gender work and policy and strengthen regional stakeholders' understanding of gender problems.
Analyzing Forced Displacement through a Gender Lens	Regional	42,500	Analyze forced displacement and large-scale displacement from conflict, natural disasters, and climate change in East Asia and Pacific through gender lens and draw lessons for application and dissemination in East Asia and Pacific and globally.
Expanding knowledge base on gender gaps and gender dynamics in Timor-Leste	Timor-Leste	115,000	Small-area estimation of gender-disaggregated indicators using three surveys (2014/15 Living Standard Survey, 2016 Demographic and Health Survey, 2015 census) to identify gender gaps.
Nonexperimental impact evaluation with a gender focus of the Third Rural Transport project	Vietnam	113,000	Evaluation of Third Rural Transport Project, which aimed to reduce travel costs and improve access to markets, off-farm opportunities, and social services for poor rural communities to inform future operations and increase client demand for gender-smart operations.
<b>Europe and Central Asia</b>			
Europe and Central Asia Gender Project—connecting female entrepreneurs to value chains	Armenia, Belarus, Kosovo, Moldova	84,000	Increase women's economic benefits from participation in Armenia's wild harvest value chain, Kosovo's non-wood forest products value chain, and Moldova's bee value chain by increasing their representation in value-add and income-generating parts of value chains (processing and trading).
Can Communication Campaigns Change Son Preference and Raise Value of Daughters? Evidence from a Pilot in Georgia	Georgia	207,000	Analysis of attitudes related to son preference, perceived value of daughters, and sex selection in Georgia. Measurement of whether and how communication campaign can influence prevailing attitudes, including assessment of effect of such campaigns on sex ratios at birth.
Women's economic empowerment in Kosovo	Kosovo	60,000	Analysis of barriers to women's economic empowerment, policy advice on how to improve design and implementation of skills formation and intermediation services, and capacity building for government to inform policy on increasing women's economic opportunities.
Breaking barriers to youth inclusion in Central Asia	Kyrgyz Republic, Tajikistan, Kazakhstan	200,000	Policy study to understand prevalence of male and female youth exclusion and its causes and implications to inform design of multi-sectoral interventions.
Beyond women in STEM fields: Gender differences in field of study and the labor market in Europe and Central Asia countries	Regional	150,000	Examination of women's participation in STEM fields of study and sectors of employment in Europe and Central Asia, including causes of gender gaps and effective interventions to address them.
Gender employability and soft skills	Regional	126,000	Contribute to understanding of role of behavioral skills and conscious or unconscious labor market discrimination in Europe and Central Asia. Reveal hidden gender-based hiring biases of employers.

Strengthening gender lens in building evidence base on refugees and migrants in European Union	Regional	150,000	Create evidence base on gender-specific issues related to inflow and integration of migrants and refugees in Europe to inform policymaking. Collection and analysis of data to improve design of Building the Evidence Base on Refugees and Migrants in the European Union and Turkey (P160648) project.
Gender Equality in the 2017 Western Balkans / Turkey Regional Roma Survey	Turkey, Western Balkans	156,000	Include gender dimensions (decision making, roles and responsibilities, gender gaps in outcomes, time use, gender norms) in Regional Roma Survey in Western Balkans and Turkey. Complementary qualitative work to document gender norms and different experiences of Roma men and women.
<i>Strategic UFGE Allocation:</i> Promoting Gender Equality in the Western Balkans	Bosnia and Herzegovina, Kosovo, Macedonia, Serbia	2,085,850	Analytical work on care services, degree of labor market inequality and associated productivity losses, mapping potential skills mismatch in Serbia and barriers to mobility in Bosnia. Delivery of innovative leadership training to officials to improve labor reform.
<i>Strategic UFGE Allocation:</i> Increasing access of women to economic opportunities	Turkey	4,240,148	Multi-sectoral work on women's economic opportunities examining barriers to employment such as childcare supply and other work-life policies. Pilot women's cooperatives to help increase female labor force participation.
<b>Latin America and the Caribbean</b>			
Changing odds of vulnerable teenage girls by promoting goal-setting, preventing unplanned pregnancies, and decreasing school dropout rates	Argentina	124,000	Deepen knowledge of decision-making of teenage girls in vulnerable communities and design and evaluate SUMAR program pilots to explore innovative approaches to trigger behavioral change to address these girls' life choices related to education and early childbearing.
Women's Mobility in Latin America and the Caribbean Cities—Constraints and Facilitators Related to Agency	Argentina, Brazil, Colombia	120,000	Building on <i>Roads to Agency</i> report, analytical work to study how factors related to women's agency can constrain or promote women's mobility and thus access to economic opportunities in urban areas. Case studies in Buenos Aires, Rio de Janeiro, and Bogota.
Strengthening Sub-National Government Capacity to Promote Economic Empowerment and Prevent Violence Against Women	Brazil	124,000	Develop toolkit of evidence-based policies to prevent violence against women and capacity-building of subnational government organizations in Piaui; design, implement, and evaluate policies to advance women's empowerment and agency and prevent violence against women
Enhancing Equitable Opportunities Through Access to Productive Assets for Female Entrepreneurs: Testing Separate Credit Scoring Models for Women	Dominican Republic	124,000	Develop new credit scoring model to predict characteristics and behaviors of creditworthiness for women and men using machine learning techniques.
Using innovative results-based financing mechanisms in health sector to reduce gender inequalities and enhance economic opportunities for women	Haiti	124,000	Increase use of maternal and reproductive health services to improve health outcomes by financing technical assistance for three pilots for ongoing health project: remove user fees for maternal and reproductive health services in poor rural areas, train health workers on public health education, train and support traditional birth attendants.
GBV prevention in urban mobility and public transit: increasing women's safe access to economic opportunities in Mexican cities	Mexico	124,000	Replication of pilot project of GBV prevention protocols on traditional bus-based transit route in Mexico City to public transport corridor subproject in Mexico City and to Morebus subproject in Cuernavaca to identify main elements that perpetuate sexual harassment on public transport.
Tackling Teenage Pregnancy by Enhancing Youth Socioeconomic Opportunities	Nicaragua	124,000	Design, validate, and test small set of 'soft skill' training and education modules aimed at triggering behavior change and exchange evidence on programs for at-risk youth that apply behavioral insights to support prevention of teenage pregnancy.

Economic Empowerment of Indigenous Women in Panama	Panama	124,000	Increase availability of data on indigenous women's primary sources of income to strengthen income-generating opportunities and improve capacity of Latin American indigenous women's networks— <i>Enlace Continental de Mujeres Indígenas</i> and <i>Red de Mujeres Indígenas y Biodiversidad</i> —to develop agenda for indigenous women's economic empowerment.
Regional knowledge management	Regional	850,000	Expand and share operationally relevant knowledge to improve gender equality. Regional knowledge contests targeting government agencies, civil society, and academia and dissemination around agency-related topics.
<b>Middle East and North Africa</b>			
Socioeconomic mobility across genders and generations in Egypt: The role of jobs and resilience	Egypt	150,000	Generate robust evidence base on welfare dynamics, role of jobs in mobility processes, resilience, and coping strategies in face of shocks for women and men in Egypt, including collection of primary qualitative data to inform dialogue on mitigation of effects of economic reforms on women and men.
Increasing women's economic opportunities under the Plan Maroc Vert	Morocco	150,000	Increase knowledge of effects of Plan Maroc Vert (agri-food productivity project) on women's economic opportunities in agri-food sector; identify interventions that have increased women's economic opportunities; develop recommendations for expansion of successful initiatives.
How Does Exposure to Conflict Affect the Preferences and Attitudes of Young Syrian Refugees?	Syria	230,000	Analytical work and data collection, including survey, experiments, and interviews with Syrian refugees living in Turkey, to estimate effect of Syrian war on social capital of women and their children and support for radicalization of young men and women.
Lasting Impact of Labour Intensive Public Works Programs Through Enhanced Female Entrepreneurship: Evidence from Tunisia's Rural Community Works and Local Participation	Tunisia	230,000	Randomized controlled trial of public works program to test effect of additional small business grant given to subsample of former female participants aiming to strengthen female leadership and sustain livelihoods over long term.
Investigating Low Female Labor Force Participation and High Unemployment in Tunisia	Tunisia	200,000	Generate empirical evidence of labor demand-side barriers to female employment to inform gender equality and labor policies, including randomized controlled trial to provide unbiased estimates of whether (and to what extent) gender-based discrimination in labor markets hinders women's economic opportunities.
<b>South Asia</b>			
Addressing barriers to more and better jobs for low-income women in Dhaka	Bangladesh	95,000	Identify key barriers and solutions to more and better jobs for low-income women in Dhaka City Corporation through collection of primary data from male and female slum residents and creation of evidence base on barriers to accessing jobs.
Stopping Child Marriage in Bangladesh: Developing a Behavior Change Intervention Using Social Media	Bangladesh	120,000	Identify determinants of child marriage and why girls drop out of school at household, community, and institutional levels and design behavior change campaign to address these determinants.
Gender gaps in urban mobility and implications for women's economic empowerment and agency: Evidence from Mumbai	India	125,000	Identify and evaluate barriers to and opportunities for women's access to and use of urban transportation and implications for female economic empowerment and agency in urban India by expanding data and evidence.
Examining Opportunities and Preparing an Evidence-Based Roadmap for Female E3* Transformation through Small Fish Enterprise Solutions in Pakistan	Pakistan	125,000	Aggregate knowledge about and develop innovative evidence-based roadmap to enhance economic opportunities for female small-fish farmers and entrepreneurs operating along fish industry value chain.
Women's Jobs Diagnostic: A Qualitative Analysis of Barriers to Women's Employment Growth	Pakistan	125,000	Comprehensive study of barriers to women's employment in Pakistan, including collection of primary qualitative and secondary quantitative data to address low female labor force participation.

Energy access and women's empowerment	Regional	50,000	Examine causal link between access to electricity and women's welfare outcomes (health, education, employment, empowerment) to inform policy dialogue on rural electrification and design of future electrification project.
Online entertainment-education interventions in South Asia	Regional	50,000	Impact evaluation of series of WEvolve online entertainment-education products that aim to change social norms and behaviors regarding gender and GBV.
<b>Closed Grants</b>			
<b>Activity</b>	<b>Country</b>	<b>Funding Granted (US\$)</b>	<b>Results Summary</b>
<b>Africa</b>			
<i>Strategic UFGE Allocation: Economic Empowerment of Adolescent Girls and Young Women (Round 3)</i>	Liberia	3,550,000	The project has learned that strengthening literacy and numeracy is a critical element of training, as most trainees lack such skills. It also builds the foundation for trainees to participate in skills development training. In addition, as the country was devastated by the Ebola crisis during the time period of project implementation, the project reveals lessons on the particular psychological, social, and financial needs of adolescent girls and young women during and shortly after the crisis. The project informed the country's Education Sector Plan, in particular on issues related to gender and female vulnerability.
Regional Report on Gender and Agriculture: Levelling the Field	Regional	92,317	This grant supported an evidence-based regional policy report drawing on nationally representative micro-econometric evidence from several African countries to uncover the factors that drive productivity gaps between male and female farmers. The report's findings and recommendations are currently being implemented and adopted by client countries and World Bank projects. The team continues to share the findings from the report in one-on-one interactions with senior principals (e.g. government ministers) and at in-country workshops and global conferences.
Gender-informed mobile phone surveys in Africa	Regional	900,000	Mobile phone surveys collected high frequency and timely gender disaggregated information for pilot countries Madagascar, Malawi, Senegal and Togo. Published finalized a Handbook entitled "Mobile Phone Panel Surveys in Developing Countries: a practical guide for micro data collection."
<b>East Asia and the Pacific</b>			
Effect on female knowledge and empowerment of maternal and child health and nutrition cash transfer pilot	Cambodia	100,000	The Impact Evaluation showed that the maternal and child health and nutrition Pilot, i.e. cash transfers, could play a role in achieving improved nutrition outcomes, particularly among children 0-1, for whom the evaluation observed a reduction in stunting. The design of a follow-up program needs to take into account supply-side services needed for growth monitoring to be an effective tool in preventing and combating malnutrition during the first 1,000 days and beyond, given high stunting levels among older children. Further assessments of the readiness of health centers to treat or refer cases of malnutrition are needed if the program is replicated or taken to scale.
Informal trade facilitation in Mekong sub region	Cambodia, Lao PDR	80,000	A survey of small and informal traders at border checkpoints between Laos, Cambodia, Thailand and Vietnam. Policy recommendations informed the dialogue with customs departments in both Lao PDR and Cambodia through ongoing trade programs.

Meeting Needs for Long-Term Care and Implications for Female Labor Supply—Evidence from Anhui Province in China	China	196,393	Influenced direction of aged care development in China and the country dialogue. Findings were used in the design of aged care projects in Anhui (\$110m) and Guizhou (\$350m) that emphasize sustainable delivery and financing models for home- and community-based care. Findings also informed IFC dialogue on eldercare in China and led to acknowledgement of how formal care increases female labor force participation and the importance of professionalization of care for women's wages and job prospects in China's Systematic Country Diagnostic and Country Partnership Framework.
Gender effects of intelligent transport systems	China	82,323	Study showed ITS contributes to bridging the gender gaps in transportation, enhancing satisfaction with public transport and providing greater safety for female riders.
Gender dimensions of collective forest tenure reform	China	100,000	Study, titled Gender Dimensions of Collective Forest Tenure Reform in China, found that women are disadvantaged in the reform process. The survey of 3,500 households in seven provinces shows that 95 percent of the land tenure certificates are signed by male heads of households. The study identifies income generating options for women in the forestry and related sectors, and recommends policy actions to improve the property rights, income security and status of women in the rural areas.
Female labor force participation and care	China, Indonesia, Thailand, Vietnam	125,440	Policy Research Working Paper on the relationship between long-term care and women's work, and literature review on caring transfers and women's work. Analysis included in a regional flagship report <i>Live Long and Prosper and report on China Aged Care</i> and has informed the Global Monitoring Report on demographics published for the Annual Meetings in 2015, the 2015 EAP Regional Update, as well as the Economic Monitor for Thailand and Vietnam. Informed public dialogue on aging and long-term care in China, which has resulted in a lending request for the China Anhui Aged Care System Demonstration Project, and a planned multi-province P4R operation on aged care in China.
Gender dimensions of urbanization	China, Vietnam	94,402	The studies help understand the dynamics of how men and women experience different changes in terms of income, job opportunities, access to social services and information.
Improving maternal health	Indonesia	93,132	The trust fund co-financed a Quantitative Service Delivery Survey (QSDS) to collect health facility data from a district representative sample of private maternal health providers consisting of maternity clinics and midwife practices, in the 64 districts prioritized by the government for MMR reduction. Data was used to inform the preparation of I-sphere project. Findings were shared at a stakeholder forum for the evidence summit to reduce MMR in Indonesia.
Generating evidence on supply-side capacity to inform national free maternal and child health policy	Lao PDR	60,000	Three policy notes and a consultation workshop on healthcare in Lao PDR. Informed the design of the Health Governance and Nutrition Development Project, preparations for SCD, and other analytical work in Lao PDR.
Constraints Underlying Gender Disparities in Mongolia's Labor Market: Launch of a Piloted Qualitative Tool	Mongolia	92,970	The study contributed to a significant public dialogue in Mongolia, leading to improved design of the Mongolia Employment Support Project and request for an impact evaluation on childcare. The study methodology is being used in Cambodia, Malaysia, the Solomon Islands, and Vietnam.

Stopping GBV by engaging with men	Mongolia	76,931	A Men's Strength Survey to understand male attitudes and behaviors around issues like childcare, and to uncover the drivers of adverse outcomes (e.g., GBV, alcoholism, school dropout). The international MenCare framework was adapted to the country context and national media campaign along with community outreach was rolled out. The Mongolia campaign was well received with requests to replicate the campaign at the provincial levels. The campaign also led to the inclusion of specific activities targeting men and boys in the National Gender Action Plan 2016-2021.
Gender Based Violence in Urban Papua New Guinea: Improving Knowledge, Evaluation and Interventions	Papua New Guinea	150,000	Research on the ways in which women in urban settings deal with the experience of violence; the types of strategies they have, networks of support and pathways of resort. The work has informed an ongoing policy dialogue at the country level about how best to deal with the devastating levels of GBV in PNG, including how to support the role out of the Family and Sexual Violence Act. The research has provided much needed granular knowledge about how these issues are currently being dealt with within urban settlements.
Pacific gender indicators in fisheries	Solomon Islands,	26,096	Data collection and a report titled Toward Gender-Equitable Fisheries Management in the Solomon Islands. Informed IFC engagement with SolTuna, and has led to more data collection and analytical work as well as client capacity building by IFC.
"Hem No Leit Tumas": Evidence for Improved Outcomes in Women's Literacy Programs	Solomon Islands	35,750	A report on improved outcomes for women's literacy program in Solomon Islands. Informed policy dialogue in Solomon Islands through facilitation of the consultative Post-School Literacy Strategy and implementation agenda and led to the government allocating more funds towards Adult Literacy Programs.
Situation assessment for men and youth in conflict-affected areas	Thailand	70,000	A study and a situational assessment of young and adult men impacted by conflict in southern Thailand. Informed the Expanding Community Approaches in Conflict Situations project in Thailand.
Making Resettlement Gender Informed: Handling the Intersections Between Practitioners, Policy Makers and Development Partners	Vietnam	195,000	Developed a toolkit for integrating gender dimensions into development-induced land acquisition and resettlement processes in Vietnam.
<b>Europe and Central Asia</b>			
Land and leadership	Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Serbia	115,793	Two working papers and three regional conferences to design and present country action plans to improve women's land rights in six countries in Western Balkans. Informed policy dialogue and World Bank Group-financed land administration projects in the region, and has created new demand to address gender and property rights in the Western Balkans.
Land and Gender: Improving Data Availability and Use	Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Serbia	44,000	Informed policy dialogue in all seven countries on how to promote an increase in the registration of property to women, and in addition, informed SCDs in Albania and Kosovo. Influenced the project design of a new WBG land administration project in Serbia and helped to standardize the practice of reporting gender disaggregated data information as part of land administration projects.

Gender evaluation of child-related benefits	Armenia	17,000	The evaluation of Armenia's policy reform that introduced differentiated subsidies by birth order to promote fertility found a positive impact on the fertility of women who already had two births and found no heterogeneity in response to the policy by wealth, schooling or residence in rural versus urban area. While Armenia has one of the highest sex imbalances at birth, it was not found that additional newborns are significantly more likely to be male as a result of the policy reform. However, parents without any son are more likely to have an additional birth after the policy change in comparison to parents who already have at least one son. Findings will be published as a paper.
Addressing Behavioral and Social Norms to Train, Educate and Empower Roma Girls in Bulgaria	Bulgaria	50,000	In light of considerable gender gaps in Roma communities in Bulgaria that start early in life with exclusion from education and skills enhancement, the grant identified empowerment pathways for Roma girls and women and their families to make strategic decisions on education. A behavioral intervention model was developed to boost aspirations through factual information and normative messages that highlight the returns to education. Findings have been used in the Bulgaria Systematic Country Diagnostic and Country Partnership Framework and have informed technical discussions and advocacy efforts targeting government agencies.
New technology to secure rural women's property rights and livelihood	Kosovo	125,340	The UFGE contribution to the project provided support to war widows and families in the post conflict village of Krushe e Madhe to formalize their ownership rights. The team worked with the national cadastral agency (national systematic registration agency) to integrate the use of the technology into the national registration program and provided specific legal support to families to complete the complicated inheritance and other legal procedures with the court. The results on the use of the new technology are also being used as case studies for the World Bank Big Data Briefs and a forthcoming WB "Emerging Technology for Land Administration" report.
Changing Gender Norms in Central Asia: An initial investigation in Kyrgyz Republic	Kyrgyz Republic	77,000	The published study complements and deepened a recent nation-wide survey carried out by UN Women and the UNFPA in the Kyrgyz Republic, entitled "Gender in the Perception of Society". The study explored the dynamics of gender norms that have come about following the deep political and economic transition in Central Asia and generated new information about the social norms and behaviors governing the practice of bride kidnapping and women's participation in local decision making in the Kyrgyz Republic. The report has the potential to lead to a behavioral policy dialogue with the government and local stakeholders.
Busting the Labor Supply-Fertility Tradeoff in Poland. Towards a More Gender-Sensitive Design of Child Care Services and Subsidies	Poland	60,000	Analyses of labor market incentives for family benefits and the long-term care system showed labor supply constraints are only likely to get worse in the future absent policy action on family and Long-Term Care benefits. It also showed Poland's 500+ family program, while reducing child poverty, creates severe labor market disincentives, especially for women. The evidence-based paper highlighted the importance of sustaining financing for private or publicly provided childcare to counter the negative disincentives from the interaction of taxes and benefits in Poland. Findings led to high-level policy dialogue with the Office of the Deputy Prime Minister in Poland, have been published in the paper Can Mothers Afford to Work in Poland? and a policy note is forthcoming. The findings formed part of recommendations set forth by the European Commission for Poland which led to increased government financing for childcare.

Gender aging and care issues in Europe and Central Asia	Regional	85,000	Working paper on the role of informal childcare and eldercare in aging societies in the ECA. Main findings included in regional report on aging titled, <i>Golden Aging: Prospects for Healthy, Active, and Prosperous Aging in Europe and Central Asia</i> . Research and methodology informed RAS in Estonia, Poland, and Chile, the SCD and CPF in Serbia. Informed policy dialogue on the expansion of childcare services in Kosovo, and aging and care in Poland.
Gender sensitivity in energy investments	Regional	200,000	Report and toolkit to better understand social issues in energy tariff and subsidy reforms in ECA. Informed policy dialogue in Kyrgyz Republic and Belarus, and the preparatory process for SCDs in Bulgaria, Romania, and Ukraine. Informed eight country-level PSIAs, and WBG projects. Report, key findings, and recommendations are also part of a WBG Open Learning Campus Institute's e-Course on Gender and Energy, and informed a regional report, titled <i>Adapting to Higher Energy Costs</i> .
Jobs and shared prosperity	Regional	100,000	The qualitative methodology developed and applied in this regional study provides innovative and valuable analysis both at the regional level, but also in terms of the broader global agenda on economic mobility and jobs. Specifically, it expands on the traditionally-used quantitative surveys, by gathering insights on perceptions about obstacles to economic mobility and productive employment that are otherwise difficult to capture with traditional tools. The work was used for analytical products (e.g. employment strategy and Systematic Country Diagnostics in Kyrgyzstan, poverty and equity work in the Western Balkans, ECA Care work, upcoming ECA Social Contract flagship, etc.), operations (e.g. Gender DPL, Kazakhstan youth project etc.), and Kosovo Country Partnership Framework consultations at the World Bank.
Missing Girls in the South Caucasus	Regional	140,000	Working paper and knowledge brief published with findings and lessons on how to tackle norms and behaviors related to son preference and to promote gender equality and the value of girls. Informed Georgia SCD and CPF and a follow-up behavioral intervention campaign requested by client to tackle son –preference.
Life in Transition Survey III	Regional	211,096	The survey pilot revealed that the adding gender-relevant questions/modules were applicable across a large geographical and cultural space spanning the entire Europe and Central Asia region. The survey data is expected to inform both Systematic Country Diagnostics and Country Partnership Frameworks in the ECA region, as well as contribute to gender assessments, and analyses of labor markets and poverty.
Europe and Central Asia (ECA) GEN database	Regional	140,742	Created a searchable rich database of harmonized microdata on gender dimensions of poverty and shared prosperity to support meaningful diagnostics by those working on Systematic Country Diagnostics, Country Partnership Frameworks, lending projects and results frameworks, and research
Gender innovation in finance	Russia	149,768	A report on female entrepreneurs and access to finance in Russia. Report was meant to support a potential IFC project on women entrepreneurs in Russia but due to the geopolitical environment, the project was cancelled and the dissemination efforts of the UFGE-funded grant were curbed.
Gender-informed road safety strategies	Serbia	206,559	The global road safety and gender review conducted led to development of a gender-informed Road Safety Action Plan approved by the Government of Serbia in 2016. It also led to improvement of the country's crash database and data collection tools to include gender-disaggregated data. The grant also supported piloting of gender sensitive road safety actions for adolescent students in secondary schools that are cost effective and scalable.

Access to justice for poor women and men	Serbia	27,000	Informed SCD and policy dialogue in Serbia, and informed the Government's Chapter 23 Action Plan for EU accession that will be translated into public policies.
Roma Adolescents–Qualitative Research	Serbia	22,223	A report prepared on the situation of Roma adolescent boys and girls, compared to Serbian youth.
Profiling of employment services beneficiaries with focus on female workers	Turkey	35,000	A policy note and an improved modeling tool to profile job seekers, with a focus on women, and to provide them better assistance. The new modeling tool was delivered to the Public Employment Services of Turkey.
Assessment of barriers to formal labor market participation and entrepreneurial activity for rural women in Uzbekistan	Uzbekistan	150,000	As a result of this research project, there is a better and more nuanced understanding of the opportunities, as well as constraints women face in developing or starting a new various income generating initiatives both in the agricultural and non-agricultural sectors in rural Uzbekistan. The preliminary findings were shared through two workshops that brought stakeholders from the Women Committee, Ministry of Labor, Chamber of Commerce, research organizations and key development partners in Uzbekistan. As a follow-up of this project, the Uzbekistan Women's Committee has requested assistance in conducting value chain analysis and training needs assessment for women-led business in eight most depressed districts of Uzbekistan. Finding from the report also contributed to informing the design of Jobs and Skills for Modern Economy Project.
<b>Latin America and the Caribbean</b>			
Gender-smart Interventions in Employment Programs for NEET Youth [youth not in employment, education or training]	Argentina	120,000	Four municipal employment offices (MEO) adopted new inclusion measures for women and LGBTI participants, including offering childcare services on site, and/or monetary compensation for childcare. The Ministry of Labor is working to scale this pilot in 10 MEOs in urban centers.
Urban Mass Transport: Gender Agency and Inclusion	Brazil	145,792	Technical assistance to the Government of the State of Rio de Janeiro (GoRJ) in the implementation of Via Lilas, which seeks to increase women's agency and inclusion, as well as reduce and prevent further gender-based violence (GBV). The grant supported development and implementation of 40 electronic information kiosks in SuperVia stations and Barcas (ferries) with information on how women could seek support for gender-based violence. The grant also supported a training course for public transport employees aimed at raising awareness of and addressing violence against women in public transportation.
Understanding Agency by Measuring Women's Perception on Exclusion and Discrimination	Bolivia	120,000	Report and a perception survey on gender and ethnicity in Bolivia. Informed SCD, CPF of Bolivia, and a regional flagship report, titled Indigenous Latin America in the Twenty-First Century: The First Decade.
Expanding Women's Agency Through Productive Inclusion in Rural Areas	Brazil	110,000	Assessment of productive value chains among 32 organizations based on an adaptation of IFPRI's Women Empowerment in Agriculture Index (WEAI) framework.
Expanding Women's Agency Through Productive Inclusion in Rural Areas of Northeast Brazil	Brazil	120,000	The impact evaluation of the gender training workshops, which aimed at changing participants' perceptions of gender relations, showed mixed results. Although it detected no significant impacts on training participants as a whole, the findings suggested that encouraging the formation of women's producers' organizations is an effective way to stimulate women's empowerment as well as for targeting resources to female producers who do not generally benefit from the same level of access to agricultural inputs as male producers. The project team is also working closely with the State (Rio Grande do Norte) Secretariat of Education to make the training materials available to be used in pedagogical activities in state schools to educate children and youth on gender issues and equality.

Women's Economic Empowerment: Challenges of the Care Economy in Colombia	Colombia	120,000	The National Survey of Time Use was used to profile caregivers and households that could benefit from the provision of care services as part of a national care system being developed by the government. The grant also supported a stocktaking and analysis of existing public programs and services (cash transfers, services, incentives) addressing the different needs of households with dependents. The work was carried out in coordination with the National Planning Department and will be used in continued dialogue with Colombia's new government. The methodology developed can be replicated elsewhere in the region.
<i>Strategic UFGE Allocation: Adolescent Girls Initiative</i>	Haiti	600,000	Impact evaluation, report, and videos on a pilot program aimed to foster labor market opportunities for young women in Haiti. Informed the LAC regional gender strategy and the SCD about jobs for vulnerable groups, gender gaps, and GBV. Informed country dialogue on issues, such as youth inclusion, skill-development, and labor market programs.
Piloting delivery of agency in Haiti	Haiti	121,079	A study of the Adolescent Girl Initiative pilot in Haiti, which fostered labor market opportunities for young women. The grants supported context-customized modules with content on self-esteem, aspirations, empowerment, and other soft skills, which were delivered through workshops held at community organizations. Findings revealed both extremely high and substantively constrained aspirations of young women. The project reduced these constraints and the beneficiaries revealed higher aspirations.
Text Me Maybe! On Peer-to-Peer Sexual Education and Mobile Texting to Reduce the Risk of Teenage Pregnancy	Ecuador	65,000	Impact evaluation, data collection, and report. Informed country dialogue about teenage pregnancy. Led to the Chimborazo Development Investment Project to adopt an SMS component to improve children's nutrition; and a project by the municipality of Quito to adopt the peer-to-peer component to work on social issues of at-risk youth.
Expanding Labor Market Opportunities of Women	El Salvador	47,489	Qualitative evaluation of the El Salvador Temporary Income Support Program (PATI), which combined income support with training targeting women. The evaluation focused on the role of these interventions in promoting women's agency. Lessons led to changes such as integrated support for childcare to address critical constraints to women's participation.
Evaluating the Impact of the Non- All-Inclusive versus All-Inclusive Tourism Development	Grenada, St. Lucia	120,000	A tourism, gender and competitiveness survey was developed and conducted among employers and employees in St. Lucia and Grenada to look at the different experiences of men and women in two models of tourism, all-inclusive and non all-inclusives. the report finds women represent a majority of the employees and managers in the hotel industry in St. Lucia and Grenada. Women make up approximately 58% of the workforce in St. Lucia and 61% in Grenada. 63% of hotels in St. Lucia and 78% in Grenada have women amongst the owners of the establishment. Yet, women still face significant disadvantages compared to men, finding evidence of occupational segregation and a gender compensation gap.
Migration and the Changing Role of Women in Agriculture: The Case from Latin America and the Caribbean	Guatemala	108,555	Report and survey on the impacts of male-out migration on agriculture and women's agency in Guatemala. Informed policy dialogue in Guatemala on gender and agriculture.
Testing Evidence-Based Approaches to Foster Collective Action in Addressing Intimate Partner Violence	Honduras	110,000	Published a global review of community-based interventions to address intimate-partner violence. The well-known SASA! intervention was adapted to the LAC context and was adopted by the Safer Municipalities Project.

Advancing Gender Agency in Latin America and the Caribbean: Experiences from the Transport Sector	Regional	150,000	Published report, <i>Roads to Agency</i> , which informed the policy dialogue in Nicaragua and strengthened the design of a follow-up project titled Rural and Urban Access Improvement Project in Nicaragua.
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	87,719	A gender-informed household demand assessment and a marketing strategy published in the Operations Manual of Climate Adaptation Finance Facility (CAFF). Capacity building for the Central Statistics Office in St. Lucia. Informed the design of a national survey on climate change adaptation and the development of an outreach plan to finance household upgrades. Informed the CAFF component of the Saint Lucia Disaster Vulnerability Reduction Project.
<b>Middle East and North Africa</b>			
Civil Legal Aid for Women	Jordan	200,000	The grant helped the Justice Center for Legal Aid build capacity in designing and implementing quantitative and qualitative surveys. The findings showed that providing legal aid to poor women to resolve legal problems did not end their poverty but did mitigate their poverty situations and provided some increase in agency that could be carried to other aspects of social and economic life.
Study of effects of Syrian Refugee Crisis	Jordan, Lebanon	272,837	The grant led to invaluable data on the socio-economic and living conditions of a representative sample of Syrian refugees in Lebanon and Jordan using both quantitative surveys and qualitative fieldwork. The data was analyzed and used in the main report: "Syrian Refugees and their hosts: Jordan, Lebanon and Iraq." Research techniques and ideas were shared internally with other teams planning qualitative work at the World Bank.
Understanding how gender norms impact education and employment outcomes	Jordan	250,000	An innovative study on the impact of social norms on women's labor market outcomes in Jordan. The findings have informed the design of the Jordan First Equitable Growth and Job Creation Programmatic Development Policy Financing, that spans multiple sectors and has the potential to impact policy formulations significantly. Findings from the study have been shared internally with World Bank teams and have been communicated and referenced in other documents, such as the Jordan Country Social Assessment and Social Risk Assessment. The team is working with the Jordan Country Management Unit to further develop audience-tailored information packages.
Strengthening Micro-Entrepreneurship for Disadvantaged Youth Project	Morocco	181,200	The initial findings showed that empowering young women from disadvantaged backgrounds through economic opportunities is possible. The results of the evaluation have informed the Morocco Systematic Country Diagnostic/ Country Partnership Framework process at the World Bank, by highlighting the importance and feasibility of targeting youth from disadvantaged backgrounds. The baseline results of the evaluation have also been shared with the Ministry of Youth in Rabat to inform the ongoing policy dialogue and project preparation of a scale-up project.
Morocco Urban Transport Program Gender Survey	Morocco	200,000	The study enhanced the World Bank's knowledge of the urban transport sectors as it confirmed that women as well as other vulnerable subgroups face the most acute challenges in the transit system of Moroccan cities (particularly in terms of security and safety). It also recommended important actions (CCTV, patrols, etc.) to mitigate these issues. This work is supporting the implementation of the Morocco Urban Transport PforR, a Program-for-Results project that aims to strengthen the capacity of urban transport institutions to plan, implement and monitor infrastructure and services, and to improve the level of service of urban transport in targeted corridors in the program area.

Enterprise Revitalization and Employment Pilot	Yemen	150,000	Data collection and working paper to evaluate a youth internship program in Yemen. Outbreak for civil war caused the second wave of the internship program to be cancelled—based on the limited data, a paper was published but policy dialogue not possible.
<b>South Asia</b>			
Deepening the Analytical Foundation for Operations	India	200,000	Produced several working papers on factors that explain low female labor force participation in urban India. Insights from these papers were integrated into a special edition of the World Bank's India Development Update (IDU), which unpacks why India has the lowest female labor force participation rate in the world. The IDU has been widely disseminated, cited in the media, and shared through different forums, including with the Indian government.
DIME Edutainment and mass media BCC impact evaluation workshop in Gender & Development	India	50,000	The impact evaluation workshop of entertainment education brought together media producers (e.g. MTV, BBC, Discovery), development partners (e.g. DFID, Gates and Ford foundations), policy makers, and project teams interested in developing edutainment research projects, especially in the gender and GBV space. During the workshop, World Bank Development Impact Evaluation unit (DIME) worked with ITVS (the largest documentary financier), Population Foundation of India, and JPAL-South Asia to refine two social media impact evaluations, which will be the among the first to study the effectiveness of GBV edutainment interventions delivered online.
Youth, Gender, and ICT [information and communications technology] Program	Nepal	200,000	The grant resulted in the development of the Nepal FightVAW (Violence Against Women) platform, which introduced a helpline and full-fledged case management system to improve response to GBV based on ideas generated during a Hackathon. The platform is now being scaled up in four districts of Kathmandu through a new project -- Integrated Platform for Gender Based Violence Prevention and Response (\$2m) in Nepal. The project will improve the quality and reach of services for GBV response in four districts of Kathmandu through a comprehensive response system with a 24-hour helpline and referral service for better coordination among existing service providers.
Gender Innovation Lab South Asia	Regional	1,000,000	Since its launch in 2014, the South Asia Gender Innovation Lab has issued a call for proposals and identified seven impact evaluations of projects in South Asia that are addressing gender gaps in their implementation. Joint activities with the South Asia Gender Innovation Lab led to GBV being recognized as an area of work in the World Bank's <i>Regional Gender Action Plan for South Asia (FY16-23)</i> and becoming a central part of the work of the region's country gender platforms.
Addressing GBV in South Asia	Regional	970,000	The work has resulted in an increase in the number of projects in the region that include GBV as well as in policy dialogue. GBV activities were integrated in six World Bank operations. In Nepal, the work helped strengthen collaboration with the National Women Commission which led to the preparation of a stand-alone GBV project in the country. An extensive mapping of interventions and programs focused on GBV was conducted and turned into a searchable database on the South Asia gender website.
Identifying constraints to women's economic empowerment in conflict-affected areas of Sri Lanka	Sri Lanka	100,000	The study, identifying constraints to women's economic empowerment in the conflict-affected areas of Sri Lanka, found that demographic imbalances have contributed to growing vulnerability of women within social institutions, including family, marriage, and the public spheres in the Northern and Eastern Provinces. While the conflict in Sri Lanka ended in 2009, the assessment is directly informing the Bank's operational engagements in these provinces and have been used in the dialogue with the government for projects currently under preparation.

**TABLE 2. PRIVATE SECTOR ENGAGEMENT WINDOW (INTERNATIONAL FINANCE CORPORATION)**

Ongoing Grants			
Activity	Country	Funding Granted (US\$)	Description
Financial inclusion of female ready-made garment workers through mobile financial services	Bangladesh	250,000	Financial inclusion of female garment workers through adoption of mobile financial services in Bangladesh.
Gender Housing Finance Initiative—Facilitate women’s access to title, finance and housing	India, Colombia, Egypt	370,000	Create research and action framework for gender-based housing finance products, implement pilot projects, and organize knowledge exchange events.
Southeast Asia #Get2Equal	Regional	3,400,000	Increase quality employment and business leadership opportunities for women and expand opportunities for female entrepreneurs using targeted studies to understand binding constraints and possible solutions and engagement with companies to share solutions and encourage change.
Developing gender data analytics in Latin America and the Caribbean	Regional	350,000	Develop and test gender data analytics tools for financial institutions and leverage International Finance Corporation data analytics work being done in Africa, mostly for mobile financial services.
Innovation in banking women through partnership with Global Banking Alliance for Women	Multi-Region	120,000	Enable financial institutions in developing countries to close gender financing gaps by providing innovative financial and nonfinancial services to women-owned small and medium enterprises.
Closed Grants			
Activity	Country	Funding Granted (US\$)	Results Summary
Women mobile financial services	Bangladesh	350,000	Through the project’s interventions, mobile financial service (MFS) providers extended account access to 138,324 new women. The interventions also resulted in hiring of 180 new female agents by the MFS sector and the development of new financial products specifically to meet women’s needs. The project’s comprehensive study on the female MFS market and pilots uncovered gaps in the policy and regulatory environment hampering women’s digital financial inclusion. The findings were communicated to the Bangladesh senior government counterpart to advocate for an improved policy and regulatory environment conducive to women’s digital financial inclusion. Several key MFS providers, including the Bangladesh central bank, have requested advisory work from the team to expand their female client base.
Tackling Gender in Agribusiness: Improving Business, Changing Lives	Brazil, Solomon Islands, South Africa, Vietnam	195,000	Developed 5 business case studies of companies that have experienced business benefits over time as a result of improvements in women’s working conditions or an increase in women’s employment opportunities. The case studies informed the IFC Manufacturing, Agribusiness and Services (MAS) Department’s Gender Strategy Implementation Plan and helped MAS staff identify different approaches for gender engagement with agribusiness clients. The project also led to the adoption of a new IFC Advisory Services project focused on working with client companies on women’s employment.
Data driven insights to enhancing women entrepreneurship and access to finance through ecommerce	India	250,000	Findings from the global review of how e-commerce platforms support women and entrepreneurship revealed that access to finance is a key constraining factor, with more than 80% of women entrepreneurs interviewed quoting issues in accessing financing through informal sources. Stringent collateral requirement, continuity of business, and digital comfort were also identified as key challenges faced by women entrepreneurs. The findings, which will result in a report titled “Enabling Women Entrepreneurship through E-commerce”, will be disseminated through an industry roundtable (with IFC, Accenture, financial institutions, women entrepreneurs and e-commerce players).

Gender-responsive extractive industries	Global	300,000	A diagnostic tool for investment officers and environmental and social specialists to better understand the dynamics of gender in natural resources/infrastructure sectors, and a toolkit for natural resources companies to integrate gender into their operations were developed. The tools have been applied in client engagements such as in the Nachtigal hydro project in Cameroon, where the gender and resettlement tool was used in the awareness workshop delivered to the client. The tools were also used in the design of the gender strategy and approach for the IFC-Canada Partnership for Africa, which aims to improve the economic and social conditions of communities hosting oil, gas and mining projects in four countries: Cote d'Ivoire, Ghana, Guinea and Kenya.
Enhancing women's market access in agribusiness	Mozambique	250,000	The new agricultural extension intervention funded by this grant is one of the first to combine traditional training on farming best practices with innovative psychology-based training aimed at fostering an entrepreneurial mindset. A baseline study of June 2016 revealed a gender gap in welfare and skills and shows that female-headed farms are less productive, less market-oriented, and on average produce less cash crops. The team presented results from the baseline survey as well as details about the intervention during two presentations delivered in December 2016: one to the Government of Mozambique in Tete (Mozambique), and the other one at an internal gender and development seminar in Washington DC (World Bank). Evidence on the effectiveness of the program will be available after the first follow-up data collections in 2019.

**TABLE 3. GENDER INNOVATION LAB (GIL)-SUPPORTED IMPACT EVALUATIONS**

<b>Project</b>	<b>Country</b>
<b>Africa GIL</b>	
Addressing capital and skills constraints to youth self-employment	Benin
Plans Fonciers Ruraux (PFR)	Benin
Empowering Adolescent Girls in the Sahel: Evidence from a Multi-Country RCT of the Sahel Women Empowerment and Demographic Dividend Project	Burkina Faso, Chad, Cote d'Ivoire, Mali, Mauritania, Niger
Cameroon GBV	Cameroon
LONDO: "Stand Up" Public Works	Central African Republic
Land Policy Improvement and Implementation	Cote d'Ivoire
Agriculture Support Project (PSAC)	Cote d'Ivoire
Employment for Women in Agro-Processing	Cote d'Ivoire
Empowering Adolescent Girls through Safe Spaces and Accompanying Measures in Cote d'Ivoire	Cote d'Ivoire
Pro-Jeunes	Cote d'Ivoire
Agricultural Rehabilitation and Recovery Support Project (PARRSA)	Democratic Republic of Congo
Engaging Men through Accountable Practice (EMAP)	Democratic Republic of Congo
Great Lakes Sexual and Gender-Based Violence project: Narrative Exposure Therapy	Democratic Republic of Congo
Western Growth Poles	Democratic Republic of Congo
Cross-Border Traders Project	Democratic Republic of Congo, Rwanda
Competitiveness and Job Creation (CJC)	Ethiopia
Farmer Innovation Fund (FIF)	Ethiopia
Food Security Project	Ethiopia
Rural Capacity Building Project (RCBP)	Ethiopia
Second Agriculture Growth Project (AGP2)	Ethiopia
Women Entrepreneurship Development Project - psychometrics	Ethiopia
Women Entrepreneurship Development Project (WEDP)	Ethiopia

Women Entrepreneurship Development Project (WEDP) - DOT Business Training	Ethiopia
Women Entrepreneurship Development Project (WEDP) - Personal Initiative Training	Ethiopia
Women in Agribusiness Leaders Network (WALN)	Ethiopia
Land Titling Registration	Ghana
Commercial Agriculture Project (GCAP), Intra-household dynamics and Farm Productivity: The Effects of Women's Access to Irrigated Land Rental and Inputs	Ghana
Financial Inclusion and Savings Promotion in Eastern Ghana	Ghana
Gender, Insurance and Agricultural Productivity	Ghana
Impact of Commitment Savings Accounts Linked to Mobile Money	Ghana
Impact of Formal Savings on Salaried Workers' Spending and Borrowing	Ghana
Making Cash Grants Work for Female Entrepreneurs	Ghana
Women Entrepreneurs and Crossing Over	Guinea
Industry and Entrepreneurship Project	Kenya
The Impacts of Microfranchising on Young Women in Nairobi	Kenya
Youth Employment and Opportunities Project	Kenya
Economic Empowerment of Adolescent Girls and Young Women (EPAG) (part of Adolescent Girls Initiative (AGI) )	Liberia
Sisters of Success (SOS): measuring the impact of mentoring and girls groups in supporting girls' transition into adolescence and adulthood	Liberia
Cash for Work	Madagascar
Cash for Work Savings	Madagascar
Financial Inclusion Project (PASEF II)	Madagascar
Business Registration Impact Evaluation (BRIE)	Malawi
Graduation Program impact evaluation	Malawi
Tekavoul: Cash transfers and accompanying measures (ASP)	Mauritania
Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multi-Country RCT for the Sahel Adaptive Social Protection Program (ASP)	Mauritania, Burkina Faso, Niger, Senegal
Integrated Growth Poles Project	Mozambique
Matching Grant Scheme for Business Performance	Mozambique
MUVA Aprender	Mozambique
Export and Agro-pastoral Market Development Project (PRODEX)	Niger
Texting for Change: Mobile, Messages and Savings	Niger
Business Process Outsourcing (BPO) Youth Employment Project	Nigeria
Feed the Future Nigeria Livelihoods Project (FNLP)	Nigeria
National Social Safety Nets Project	Nigeria
Productivity Enhancement and Livelihood Improvement Support Project (APPEALS)	Nigeria
Skills for Jobs	Nigeria
Skills Development for Employability	Republic of Congo
Adolescent Girls Initiative	Rwanda
Great Lakes Sexual and Gender-Based Violence: MIGEPROF Couple's training	Rwanda
National Land Title Registration	Rwanda
Pilot Land Title Registration	Rwanda
Empowerment and Livelihoods for Adolescent Girls (ELA)	Sierra Leone
CHOICES Gender Norms and Attitudes Training for Adolescents	Somalia
Youth Job Search Assistance	South Africa
Skill Certification and Job Search Counseling	South Africa

Adolescent Girls Initiative	South Sudan
Empowerment and Livelihoods for Adolescent Girls (ELA)	Tanzania
Business Women Connect	Tanzania
Promoting Safe Sex Among Adolescents	Tanzania
Virtual Business Incubator	Tanzania
Managerial Training for Informal Firms	Togo
Youth Employment Program	Togo
Competitiveness and Enterprise Development Project (CEDP)	Uganda
Empowerment and Livelihoods for Adolescent Girls (ELA)	Uganda
Farm & Family Balance Project	Uganda
Orange Flesh Sweet Potato (OFSP) Project	Uganda
Workers Apprenticeship and Managerial Training Skills Program	Uganda
Supporting Women's Livelihoods (SWL)	Zambia
<b>East Asia and Pacific GIL</b>	
Childcare, welfare and productivity in Cambodia	Cambodia
World Bank Land Allocation for Social and Economic Development project in Cambodia	Cambodia
Aspirations and career choices in Indonesia	Indonesia
Promoting agent banking through supply and demand interventions	Indonesia
The Desmigratif program in Indonesia	Indonesia
Impact evaluation of road maintenance groups in Laos	Laos
Clean Cook Stoves Initiative in Laos	Laos
Conditional cash transfers (CCTs) and women's empowerment in the Philippines	Philippines
The Philippines Comprehensive Agrarian Reform Program	Philippines
<b>South Asia GIL</b>	
Northern areas reduction of poverty initiative	Bangladesh
Second Rural Transport Improvement Project	Bangladesh
Pradhan Mantri Gram Sadak Yojana rural roads program	India
Telangana rural inclusive growth project	India
Karnataka urban water supply modernization project	India
Punjab rural water and sanitation program	India
Rural water supply and sanitation project for low income states	India

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## Annex 3: FY18 UFGE Publications

The following are reports and policy briefs published in FY18 with UFGE funding. To access all 100+ publications since the launch of the UFGE, please visit <http://www.worldbank.org/gender/ufge>.

### **Improving Human Endowments**

[Are cash transfers better chunky or smooth? evidence from an impact evaluation of a cash transfer program in northern Nigeria \(World Bank Policy Brief, 2017\)](#)

[Gender-transformative Bandedereho Couples' Intervention to Promote Male Engagement in Reproductive and Maternal \(Journal Article, 2018\)](#)

[Women's Empowerment in Action: Evidence from a Randomized Control Trial in Africa \(World Bank Working Paper, 2017\)](#)

### **Removing Constraints for More and Better Jobs**

[Bridging the Intention-Behavior Gap? The Effect of Plan-Making Prompts on Job Search and Employment \(World Bank Policy Research Working Paper, 2017\) / Policy Brief](#)

[Can Job Training Decrease Women's Self-Defeating Biases? Experimental evidence from World Bank Policy Research Working Paper, 2017\)](#)

[Can Mothers Afford to Work in Poland Labor Supply Incentives of Social Benefits and Childcare Costs \(World Bank Policy Research Working Paper, 2018\)](#)

[Female Labor Force Participation in Pakistan: What Do We Know? \(World Bank Policy Note, 2018\)](#)

[Gender and Enterprise Development in Sub-Saharan Africa: A Review of Constraints and Effective Interventions \(World Bank Policy Research Working Paper, 2017\)](#)

[Gender Gap in Earnings in Vietnam: Why Do Vietnamese Women Work in Lower Paid Occupations? \(World Bank Policy Research Working Paper, 2018\) / Policy Brief](#)

[Gender and Youth Employment in Sub-Saharan Africa: A Review of Constraints and Effective Interventions \(World Bank Policy Research Working Paper, 2017\)](#)

[Labor Market Discrimination and Sorting: Evidence from South Africa \(World Bank Policy Research Working Paper, 2017\)](#)

[Measuring the Quality of Jobs in Turkey \(World Bank Working Paper, 2017\)](#)

[Perceptions of precariousness: a qualitative study of constraints underlying gender disparities in Mongolia's labor market \(World Bank Working Paper, 2018\) / Policy Brief](#)

[Preschool Availability and Female Labor Force Participation: Evidence from Indonesia \(World Bank Policy Research Working Paper, 2017\)](#)

[Short-Term Impacts of Improved Access to Mobile Savings, with and without Business Training \(Center for Global Development Working Paper, 2018\)](#)

[Sri Lanka Socio-Economic Assessment of the Conflict Affected Northern and Eastern Provinces \(World Bank Working Paper, 2018\)](#)

[Teaching Personal Initiative Beats Traditional Business Training in Boosting Small Business in West Africa \(Journal Article, 2017\) / Policy Brief](#)

[The Impact of Strengthening Agricultural Extension Services: Evidence from Ethiopia \(World Bank Policy Research Working Paper, 2017\) / Policy Brief](#)

[The profits of wisdom: the impacts of a business support program in Tanzania \(World Bank Policy Research Working Paper, 2017\)](#)

[The Value of Reference Letters \(World Bank Policy Research Working Paper, 2017\) / Policy Brief](#)

[Top Policy Lessons from Africa Gender Innovation Lab Research \(World Bank Policy Brief, 2017\)](#)

[Unlocking Opportunities for Women and Business: A Toolkit of Actions and Strategies for Oil, Gas, and Mining Companies \(IFC, 2018\)](#)

[What works for women: assessment of interventions for economic empowerment of women - Bosnia and Herzegovina \(World Bank Working Paper, 2018\)](#)

[What works for women: assessment of interventions for women's economic empowerment – Serbia \(World Bank Working Paper, 2018\)](#)

[Women Wavemakers: Practical Strategies for Recruiting and Retaining Women in Coding Bootcamps \(World Bank Working Paper, 2018\)](#)

### **Removing Barriers to Women's Ownership and Control of Assets**

[Access to finance for female-led micro, small and medium-sized enterprises in Bosnia and Herzegovina \(World Bank Working Paper, 2018\)](#)

[Closing the Gender Gap: Opportunities for the Women's Mobile Financial Services Market in Bangladesh \(IFC, 2018\)](#)

[Disruptive Finance: Using Psychometrics to Overcome Collateral Constraints in Ethiopia \(World Bank Working Paper, 2018\)](#)

[Gender and Property Rights in Sub-Saharan Africa: A Review of Constraints and Effective Interventions \(World Bank Policy Research Working Paper, 2017\)](#)

[Mobile Technologies and Digitized Data to Promote Access to Finance for Women in Agriculture \(World Bank Working Paper, 2017\)](#)

### **Enhancing Women's Voice and Agency**

[Asylum Seekers in the European Union: Building Evidence to Inform Policy Making \(World Bank Report, 2018\)](#)

[Gender Norms in Flux: Bride Kidnapping and Women's Civic Participation in the Kyrgyz Republic \(World Bank Report, 2017.\)](#)

[Measuring Women's Agency \(World Bank Policy Research Working Paper, 2017\)](#)

## Annex 4: UFGE Results Framework

UFGE RESULTS FRAMEWORK		
<p><b>Development Objective: The objective of the Umbrella Facility for Gender Equality is to strengthen awareness, knowledge, and capacity for gender-informed policy making and programs.</b></p> <p><i>The UFGE equips policy makers and development experts with data, knowledge, and evidence needed to design programs and policies that help close gender gaps.</i></p>		
<b>Outcome: Better gender informed policy making at the country level</b>		
Outcome Indicators	Output Indicators	Alignment with Gender Strategy
<ul style="list-style-type: none"> <li>• Number of countries in which policy dialogue has been informed by UFGE supported evidence, data, and/or analytical work</li> <li>• Number of Systematic Country Diagnostics in which understanding of gender equality gaps has been deepened by drawing on UFGE supported evidence, data, and/or analytical work</li> </ul>	<ul style="list-style-type: none"> <li>• Number of activities in which new or improved gender data has been produced or made available</li> <li>• Number of analytical reports covering frontier issues and persistent gaps</li> <li>• Number of case studies on integrating women into business operations</li> <li>• Number of impact evaluations providing new evidence (in progress/complete)</li> </ul>	<ul style="list-style-type: none"> <li>• Deepening the Country Driven Approach</li> <li>• More and Better Data Enhanced diagnostics</li> <li>• Developing a better understanding of what works</li> <li>• Regional Gender Innovation Labs</li> </ul>
<b>Outcome: Improved design of operations and programs</b>		
Outcome Indicators	Output Indicators	Alignment with Gender Strategy
<ul style="list-style-type: none"> <li>• Number of projects which have applied UFGE funded evidence, data, analytical work, or approaches</li> <li>• Number of private sector companies that incorporate scalable/replicable models</li> </ul>	<ul style="list-style-type: none"> <li>• Number of Country Partnership Frameworks informed by UFGE activities</li> <li>• Number of dissemination and learning events with task teams</li> <li>• Number of projects receiving design, implementation and/or M&amp;E support based on UFGE evidence and lessons</li> <li>• Number of client advisory products developed</li> <li>• Number of tools developed (private sector)</li> </ul>	<ul style="list-style-type: none"> <li>• Deepening the Country Driven Approach</li> <li>• Aligning country planning</li> <li>• Building on what works</li> <li>• Making gender-smart practices the norm</li> </ul>
<b>Outcome: Heightened awareness and demand for gender equality interventions</b>		
Outcome Indicators	Output Indicators	Alignment with Gender Strategy
<ul style="list-style-type: none"> <li>• Number of country requests for new or expanded engagement with the WBG resulting from UFGE work</li> <li>• Number of client advisory requests (IFC) resulting from UFGE work</li> </ul>	<ul style="list-style-type: none"> <li>• Number of global reports informed by analytical and data work funded</li> <li>• Number of regional reports informed by analytical and data work funded</li> <li>• Number of dissemination and learning events with country stakeholder participation</li> <li>• Number of South-south learning exchanges</li> </ul>	<ul style="list-style-type: none"> <li>• Building on what works</li> <li>• Better disseminating results</li> <li>• Leveraging partnerships</li> <li>• Increasing capacity</li> </ul>

## RESULTS DASHBOARD

### The UFGE in Numbers: Results & Progress (2013-2018)

The Umbrella Facility for Gender Equality has contributed to strengthen awareness, knowledge, and capacity for gender-informed policy making and programs.

#### OUTCOMES

Informed policy dialogue in  
**31 Countries**

**47 WB Projects**  
have applied UFGE funded evidence

Stimulated  
**8 IFC client requests**  
for business related public policy and  
industry-specific Advisory Services

**18 Private Sector Companies**  
are incorporating scalable/replicable models

#### OUTPUTS

**107**  
Impact Evaluations launched

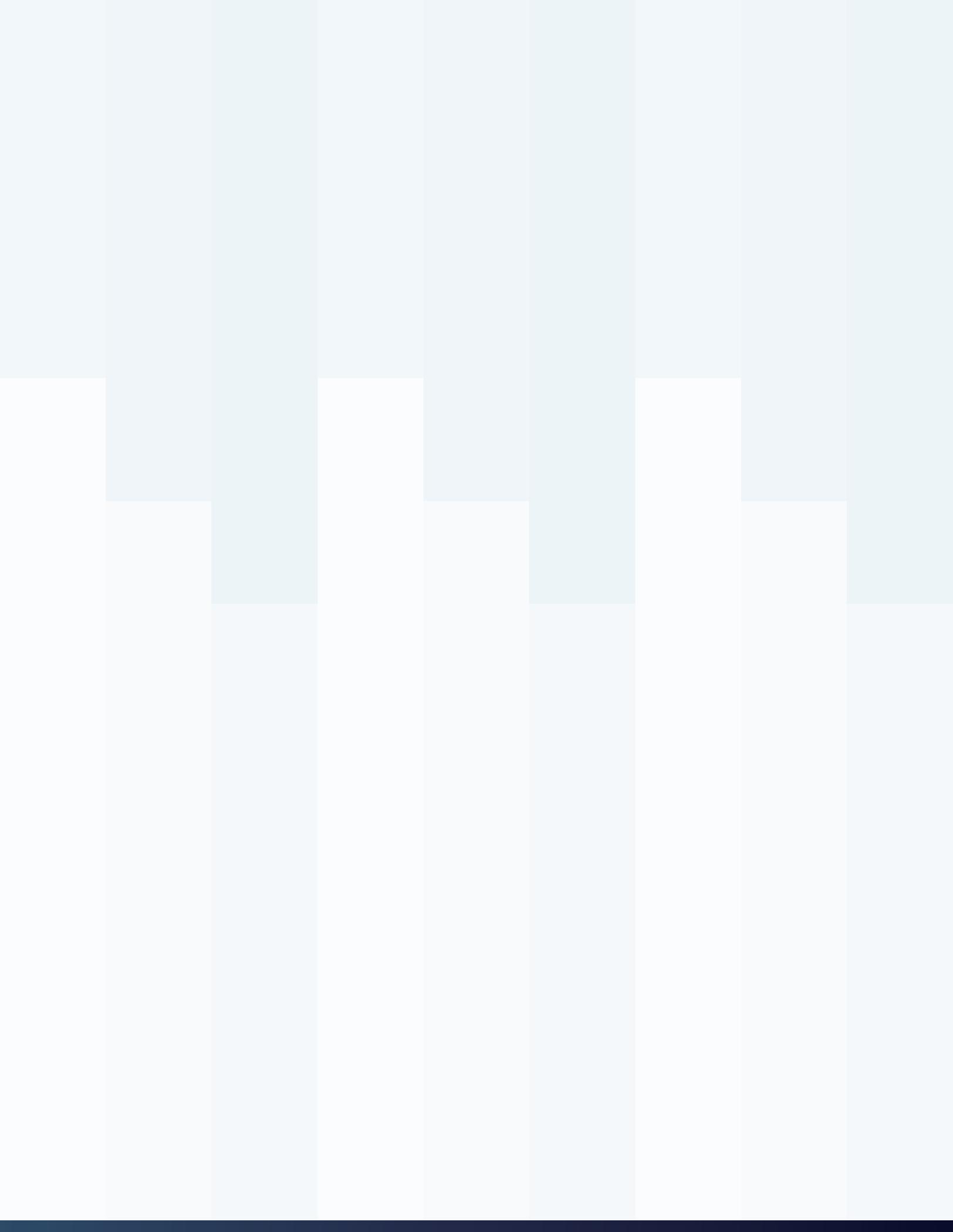
**100+**  
publications

**11**  
south-south learning exchanges

National representative data collected in  
**22 countries**

\*Based on self-reported information by grantees.







**UMBRELLA FACILITY  
FOR GENDER EQUALITY**



ADMINISTERED BY  
**WORLD BANK GROUP**

For more information, please contact:

**The UFGE Secretariat | Gender Group**

Email: [ufge@worldbankgroup.org](mailto:ufge@worldbankgroup.org)

Web Address: [www.worldbank.org/gender/ufge](http://www.worldbank.org/gender/ufge)

The World Bank 1818 H Street, NW  
Washington, D.C. 20433 USA