

ANNUAL REPORT 2022





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TABLE OF CONTENTS

| | |
|---|-----------|
| Acknowledgements | 4 |
| Acronyms | 5 |
| Foreword | 6 |
| About UFGE | 8 |
| The Implementers | 15 |
| Gender Innovation Labs (GILs) | 15 |
| The Mashreq Gender Facility (MGF) | 16 |
| The International Finance Corporation (IFC) | 16 |
| From Evidence to Influence: Celebrating Achievements that Continue to Pay Dividends | 17 |
| Improving Women's Economic Empowerment | 20 |
| Spotlight: Personal Initiative Training Boosts Earnings and Resilience | 22 |
| Spotlight: Promoting Women in Non-Traditional Jobs and Sectors | 23 |
| Supporting COVID-19 Response and Recovery | 24 |
| Spotlight: Leveraging GIL Knowledge to Impact 60 Response and Recovery Operations in the WBG and Beyond | 25 |
| Expanding Financial Services for Women | 26 |
| Improving Land Rights for Women | 28 |
| Spotlight: Expanding Property Rights in Kosovo Takes Technology and Targeting | 29 |
| Productive Inclusion Measures Boost Female Employment and Well-being | 30 |
| Spotlight: Empowering Women in FCV Contexts through Multidimensional Programs | 32 |
| Access to Childcare: Toward More and Better Jobs | 34 |
| UFGE Impact on Development Policy Operations | 36 |
| Investments in Gender Data and Tools for Informed Policy-making | 38 |
| Spotlight: Quick Knowledge Tools for Operation Teams—Country Gender Scorecards | 39 |
| Creating Safe Spaces for Women | 40 |
| Spotlight: Changing the Odds for Adolescent Girls by Creating Safe Spaces | 41 |
| Knowledge Products/Publications | 42 |
| Lessons Learned and the Way Forward | 44 |
| Partnerships | 45 |
| Annex 1A. Financials: Contributions by Development Partners | 46 |
| Annex 1B. Financials: Allocations and Disbursements | 47 |
| Annex 2. New Grants Initiated in FY22 | 48 |
| Annex 3. Ongoing and Closed Grants | 49 |
| Annex 4. Impact Evaluations | 50 |

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GATES foundation

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ACRONYMS

| | |
|---------|--|
| AFR | Africa Region |
| AFRGIL | Africa Gender Innovation Lab |
| CGD | Center for Global Development |
| DPF | Development Policy Financing |
| DPL | Development Policy Loan |
| DPO | Development Policy Operation |
| EAP | East Asia and Pacific Region |
| EAP BOW | East Asia and Pacific Banking on Women |
| EAPGIL | East Asia and Pacific Gender Innovation Lab |
| ECA | Europe and Central Asia Region |
| FCS | Fragile and Conflict-Affected Situations |
| FCV | Fragility, Conflict and Violence |
| FY | Fiscal Year of the WBG, running July 1 through June 30 |
| GBV | Gender-based Violence |
| GIL | Gender Innovation Lab |
| GLC | Gender Leadership Counsel |
| GP | Global Practice in the World Bank Group |
| IBRD | International Bank for Reconstruction and Development |
| IDA | International Development Association |
| IDP | Internally Displaced Persons |
| IFC | International Finance Corporation |
| IFI | International Financial Institution |
| IPA | Innovations for Poverty Action |
| LAC | Latin America and the Caribbean Region |
| LACGIL | Latin America and the Caribbean Gender Innovation Lab |
| MGF | Mashreq Gender Facility |
| MNA | Middle East and North Africa Region |
| MNAGIL | Middle East and North Africa Gender Innovation Lab |
| NGO | Nongovernmental Organization |
| PforR | Program for Results |
| PI | Personal Initiative |
| SAR | South Asia Region |
| SARGIL | South Asia Gender Innovation Lab |
| SME | Small and Medium Enterprise |
| STEM | Science, Technology, Engineering and Mathematics |
| UFGE | Umbrella Facility for Gender Equality |
| WBG | World Bank Group |
| WSME | Women-owned Small and Medium Enterprises |

FOREWORD



2022 marks the 10-year anniversary of the *World Development Report 2012: [Gender Equality and Development](#)* (WDR2012), which helped solidify the case for getting gender to the forefront of the development agenda of the World Bank Group (WBG) and its clients and partners.

Over the decade since its publication, the WBG has made impressive strides in advancing development outcomes through gender equality using an integrated package of advocacy, analytics, operations, and investments. We have emphasized learning, adapting, and expanding for impact, and treated gender equality as both a *priority* and a *solution* for development amid multiple crises.

The WBG has contributed directly to strong gender outcomes, while new evidence that reveals “what works” across the four pillars of the WBG Gender Strategy has informed WBG support and shaped policies and programs. Since its inception in 2012, the Umbrella Fund for Gender Equality (UFGE) has supported much of the research and analytical work that has advanced global knowledge and translated into specific solutions in countries.

We are proud of the innovation the UFGE has catalyzed, and we are better equipped than ever to facilitate evidence-informed policy for gender equality and the empowerment of people of all genders. For example, successive rounds of research on the transition of young women from school to productive employment in the Sahel tested interventions to keep girls in school longer, delay marriage and motherhood, promote an entrepreneurial mindset, engage men on gender-based violence (GBV) and sexual and reproductive health, provide childcare and holistic menstrual hygiene management support, and ultimately cushion young girls from pandemic and conflict shocks. A new generation of operations—in the Sahel and beyond—uses this evidence to provide safe spaces in schools, improve girls’ sexual and reproductive health, and target teachers to change norms. Similarly, UFGE support has helped WBG programs on GBV prevention and response to move beyond mitigation by leveraging research, staff engagement, and operations across sectors to address the drivers, risk factors and consequences of GBV using innovative, evidence-based approaches.

Looking ahead, FY23 promises to be a fulcrum year for the WBG and many of our partners involved in gender equality. The current [WBG Gender Strategy \(FY16-23\)](#) is concluding and we are launching a dynamic, inclusive, and intellectually stimulating process to update the strategy, in partnership with our clients and stakeholders, including development partners, academia, and CSOs. UFGE efforts have yielded valuable insights and lessons that will feed into the upcoming WBG Gender Equality & Empowerment Strategy update and that will serve countries to address persistent challenges such as women’s economic empowerment and leadership.

The UFGE remains a critical resource to generate evidence, research, and global knowledge to enhance country outcomes and to inspire further action toward gender equality and empowerment globally. In alignment with the WBG Gender Strategy update, the UFGE will promote a transformative approach to the advancement of gender equality and empowerment, in a manner that is intersectional and that contributes to multiple development outcomes.

We are grateful to our partners for their contributions to these remarkable achievements to date and look forward to working together to reach new heights.

Hana Brixi
Global Director, Gender
World Bank
October 2022



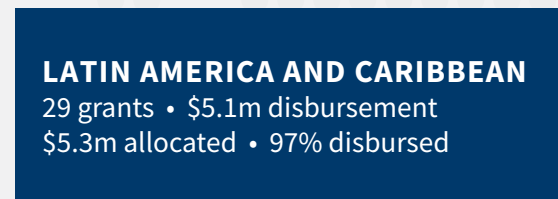
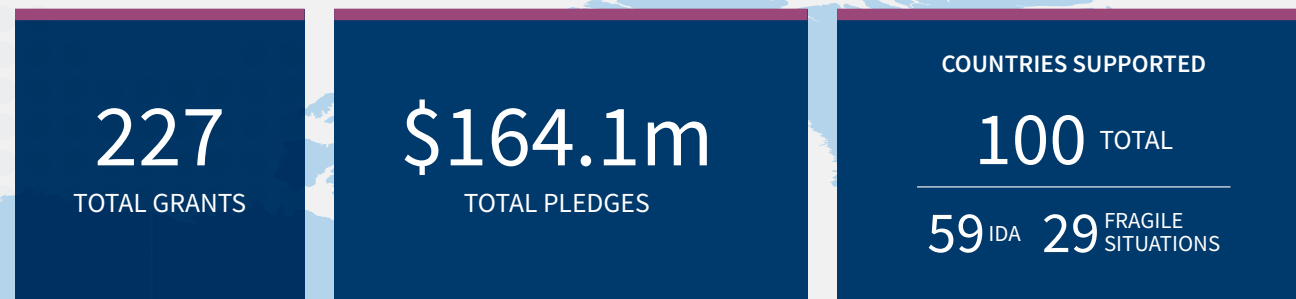
ABOUT UFGE

VISION

The UFGE seeks to promote a transformative approach to the advancement of gender equality and empowerment. It provides WBG teams, international financial institutions (IFIs), and other development partners with evidence-based solutions to demonstrate how to do this better as part of country and sector approaches to end extreme poverty and promote shared prosperity.

By June 30, 2022, the UFGE portfolio included 227 operational grants in 100 countries, of which 59 are International Development Association (IDA)-eligible and 29 which are in Fragile and Conflict-Affected Situations (FCS).

OVERVIEW OF UFGE ACTIVITIES





STRUCTURE

The UFGE is a multidonor trust fund that:

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

UFGE RESULTS AND ACHIEVEMENTS AT A GLANCE

2013 - 2022

FOUR MUTUALLY REINFORCING AREAS OF WORK



Impact evaluations

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



Private sector solutions

Good practices for companies on how to close gender gaps.



Better gender data

Scalable methodological innovations in data collection and analysis.



Country research and innovation

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

OUTPUTS



100 countries supported



157 impact evaluations funded



92 initiatives to improve gender data



283 studies published



50 private sector case studies published

TOWARD RESULTS IN THREE SPHERES



Gender-informed policy making at country level

Leveraging ongoing WBG country dialogue with new data and evidence to change policies.



Improved design of projects and programs

Creating demonstration effects and working with project teams to promote effective solutions.



Awareness and demand for gender equality solutions

Direct engagement with policy makers, south-south exchanges, and company peer learning.

OUTCOMES



New evidence has informed policy dialogue in **100 countries**.



251 projects have applied new evidence in their design or implementation.



53 private sector companies have incorporated new approaches models.



Evidence has led to requests for new or expanded WBG engagement in **51 countries**.

FUNDING

The facility's funding structure includes support for:

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

In FY22, UFGE welcomed two new donors to the Facility: the Wellspring Philanthropic Fund (WPF) and the Government of Ireland (IrishAid)¹ for a combined addition of \$1.1 million. We look forward to a fruitful collaboration with both.

During the year, UFGE allocated funding to six new grants valued at approximately \$4.1 million. Two of these are in excess of \$1 million and relate to innovative work on (i) broadening and deepening the measurement of women's agency through the development of new tools and adoption of these measures at scale, and (ii) changing how policy makers in the Sahel address long-standing, deeply entrenched, gender norms and inequalities, in order to improve the effectiveness of IDA investments that address gender inequality. Exciting opportunities for programming in FY23 relate to: (a) Climate and Gender and (b) opportunities to enhance country-driven impact through mobilizing global expertise, leveraging data and gender analysis and helping tailor global knowledge to develop innovative solutions that enhance country outcomes.

FINANCIALS IN BRIEF

The UFGE directs trust fund resources strategically toward areas that can be most effective in delivering results. The facility allocates grants on a programmatic basis, ensuring flexibility in responding to evolving opportunities while continuously building on previous lessons. This approach has been facilitated by core contributions from the UFGE's 18 donors—past and current—totaling \$44.2 million to date. The UFGE also incorporated donor contributions that are soft-preferenced toward specific priorities that align with the main objectives of the UFGE.

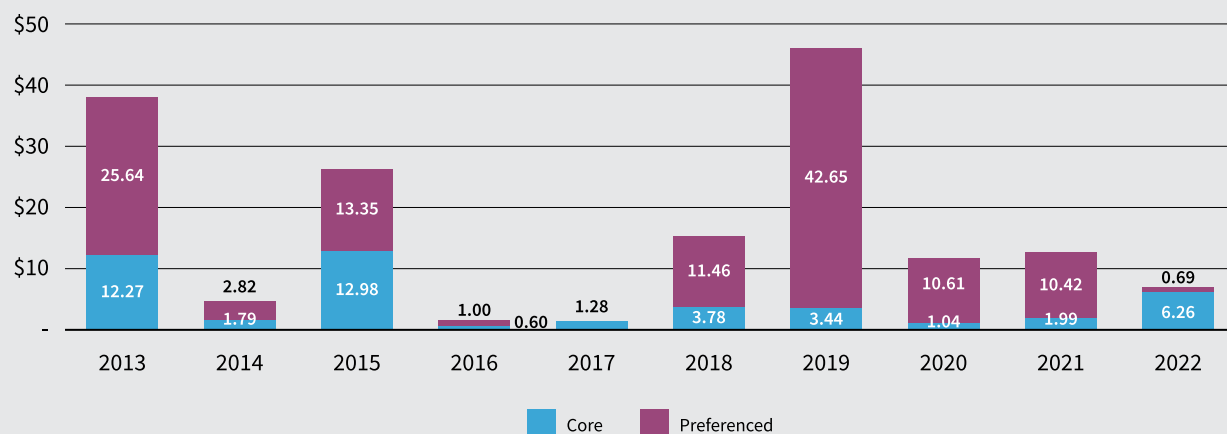
Since inception, donor-preferenced funds have steadily increased, as shown in Figure 1. As of June 30, 2022, donors have signed \$164 million in pledges, of which \$150.6 million has been received; the remaining pledges are substantially preferenced toward specific initiatives designated by the donor. Annex 1 of this report provides additional details on finances from FY22, including allocations, disbursements, and pledged funds.

When reading the UFGE financials, note:

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

¹ Ireland began discussions on joining the UFGE in FY22. However final signatures to legal agreements and subsequent funds transfer occurred in FY23. As such, Ireland's contribution amount will be referenced in the financial tables of the next Annual Report.

Figure 1. Contributions Signed: Core & Preferred by Fiscal Year (\$ millions)

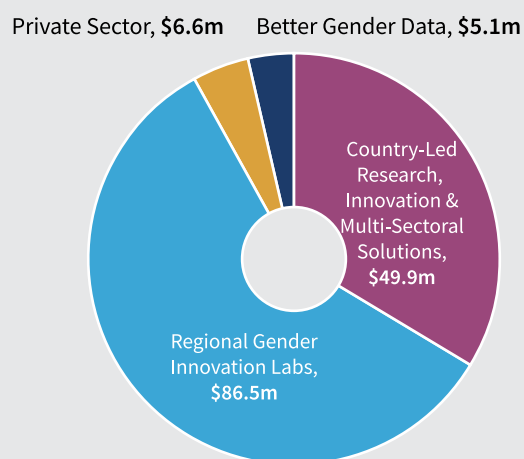


Source: WB Systems/SAP data

Figure 2 depicts the allocation between the four areas of work of the UFGE with the largest allocations implemented by the Regional Gender Innovation Labs,² followed by country-led research and experimentation under regional windows, private sector-focused work, and funding for improving data collection methods.

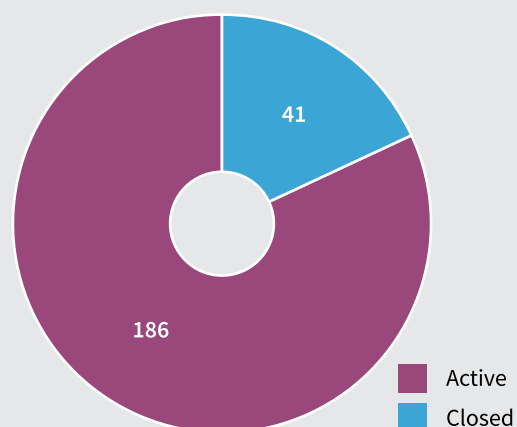
Figure 3 shows the composition of active and closed operational grants.

Figure 2. Allocation by Pillars/Areas of Work: Operational Grants (as of June 30, 2022)



Source: WB Systems/SAP data

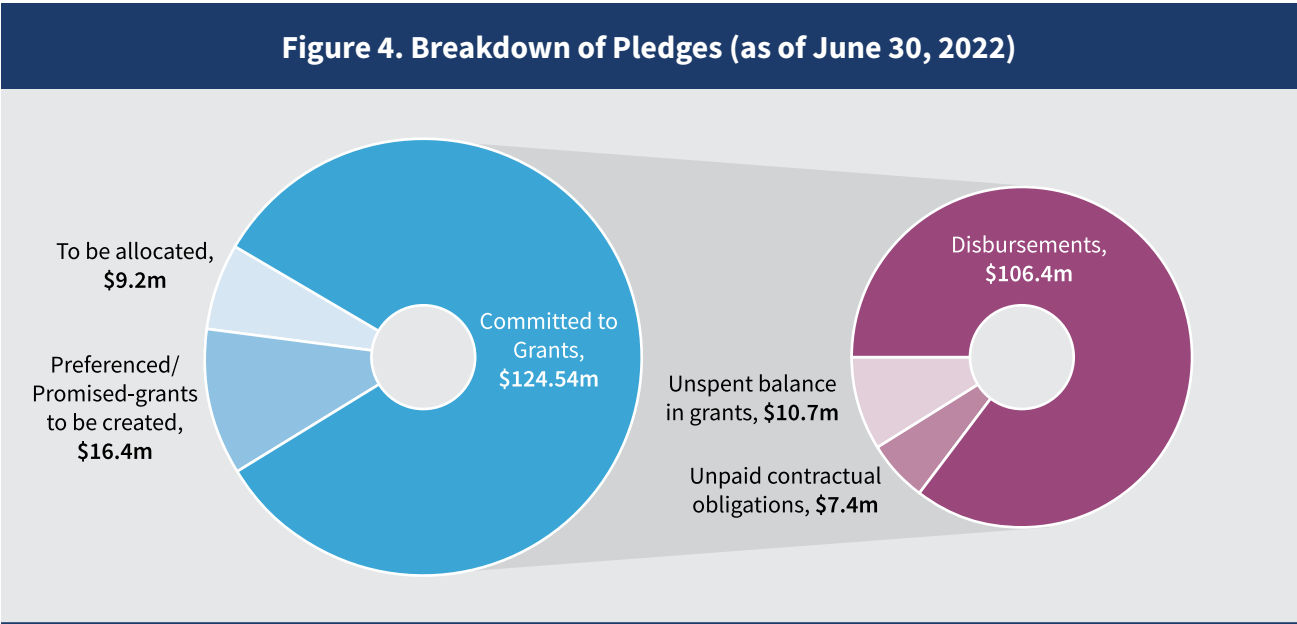
Figure 3. Status of UFGE Operational Grants (as of June 30, 2022)



Source: WB Systems/SAP data

² Details provided in Annex 1b. Of the \$86.5m allocated/preferred to GILs to date, \$72.5m is allocated/preferred to the AFRGIL and \$8.7m to the EAPGIL.

Figure 4 shows the funds pledged to the UFGE and how much has been disbursed from funds already transferred into grants.








THE IMPLEMENTERS

UFGE is the sole “gender trust fund” in the WBG. UFGE-funded activities are implemented by task teams, comprising extensive cross-sectoral expertise, across the institution. These teams work in a variety of units supporting a range of countries and Regions. Key UFGE partners across the WBG include the Federation of Regional Gender Innovation Labs (GILs), Global Practices (GPs), the International Finance Corporation (IFC), and the Mashreq Gender Facility (MGF).

GENDER INNOVATION LABS (GILs)

The UFGE has enabled the creation of a federation of GILs to test various approaches to achieving women’s economic empowerment. With UFGE support, there are now fully operational GILs in [Africa](#) (AFRGIL) and [East Asia and the Pacific](#) (EAPGIL), with nascent labs in [South Asia](#) (SARGIL), [Latin America and the Caribbean](#) (LACGIL) and the [Middle East and North Africa](#) (MNAGIL).

Figure 5. How a GIL Operates

| | | |
|---|--|--|
|  | UNDERSTAND UNDERLYING CONSTRAINTS | GIL works to understand the sources of the underlying constraints that women face |
|  | SYNTHESIZE | GIL brings together a body of evidence on a particular issue to help shift the agenda at a regional level |
|  | ADVISE ON PROGRAM DESIGN | GIL advises teams on how to design evidence-based programs |
|  | INNOVATE | GIL works closely with project teams to identify innovative solutions and test them rigorously |
|  | TAKING WHAT WORKS TO SCALE | GIL works directly with project teams to promote the uptake of effective gender policies |

THE MASHREQ GENDER FACILITY (MGF)

The [MGF](#) came into being in 2019 as a five-year program. Financed by the UFGE, with specific support from Canada and Norway, the MGF exemplifies a collaborative, multisectoral effort between the WBG and countries in the region. The MGF is a joint WB-IFC initiative that comprises cross-WBG teams engaged in furthering women's economic opportunities in Iraq, Jordan, and Lebanon by strengthening the enabling environment and by working with the private sector for increased gender diversity at all levels in the workforce.

THE INTERNATIONAL FINANCE CORPORATION (IFC)

[IFC](#) deploys investment, advice, innovative research, and peer learning platforms at the country and regional level with the aim of closing gender gaps in the private sector. IFC's gender and economic inclusion work is guided by the WBG Gender Strategy, IFC's Gender Strategy Implementation Plan (FY20-23) and four gender related capital increase commitments. It leverages UFGE financing to analyze gender issues, develop solutions, and help innovate with pilots in private sector firms in client countries.



FROM EVIDENCE TO INFLUENCE: CELEBRATING ACHIEVEMENTS THAT CONTINUE TO PAY DIVIDENDS

This year marks a decade since UFGE's creation in 2012. It also marks a decade since the release of the [World Development Report 2012: Gender Equality and Development](#) (WDR2012). During this time there has been progress, particularly in terms of data, research, and evidence in promoting empowerment for women and girls and taking stock of challenges that remain. Since its inception, UFGE has supported projects and programs that have helped to close gender gaps in areas such as earnings, empowerment, job opportunities, education, gender roles, and access to property and capital. This report showcases those achievements by highlighting a sampling of key projects from the recent past and results and lessons learned that have shaped

the way forward. Teams inside and outside the World Bank Group (WBG) have leveraged the UFGE's global knowledge to innovate and design better policies and programs.

Through the GILs, MGF, and other implementation partners, UFGE has developed a substantive body of evidence that has revealed the barriers to gender equality and developed solutions to close these gaps. Over this decade, and particularly over the past few years, UFGE grants have helped ensure that this evidence has been iterated, adapted, and replicated across the public and private sectors to inform policy, operations, and the design of projects, as well as to provide global goods for adaptation and replication by others.



| RESULTS FRAMEWORK | | |
|---|-----------------------|--|
| Development Objective | | |
| The objective of the Umbrella Facility for Gender Equality is to strengthen awareness, knowledge, and capacity for gender-informed policy making and programs. | | |
| Outcome: Better gender-informed policy making at the country level | | Alignment with Gender Strategy |
| Output Indicators | FY22/ FY21 | |
| Number of activities in which new or improved gender data has been produced or made available | 92/79 | Deepening the Country Driven Approach <i>More and better data & enhanced diagnostics</i> |
| Number of analytical reports covering frontier issues and persistent gaps | 283/231 ^a | |
| Number of case studies on integrating women into business operations | 50/47 | |
| Number of impact evaluations providing new evidence (in progress/complete) | 157 ^b /155 | |
| Outcome Indicators | FY22/FY21 | |
| Number of countries in which policy dialogue has been informed by UFGE supported evidence, data, and/or analytical work. | 100/96 | Developing a better understanding of what works <i>Regional Gender Innovation Labs</i> |
| 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 | 37/33 | |
| Outcome: Improved design of operations and programs | | Alignment with Gender Strategy |
| Output Indicators | FY22/FY21 | |
| Number of Country Partnership Frameworks informed by UFGE activities | 43/38 | Deepening the Country Driven Approach <i>Aligning country planning</i> |
| Number of dissemination and learning events with task teams | ** | |
| Number of projects receiving design, implementation and/or M&E support based on UFGE evidence and lessons | ** | |
| Number of client advisory products developed (IFC) | 20/19 | |
| Number of tools developed (private sector) | 29/28 | Building on what works <i>Making gender-smart practices the norm</i> |
| Outcome Indicators | FY22/FY21 | |
| Number of projects which have applied UFGE funded evidence, data, analytical work, or approaches | 251/217 | |
| Number of private sector companies that incorporate scalable/ replicable models | 53/48 | |
| Outcome: Heightened awareness and demand for gender equality interventions | | Alignment with Gender Strategy |
| Output Indicators | FY22/FY21 | |
| Number of global reports informed by analytical and data work funded | 10/9 | Building on what works <i>Better disseminating results</i> |
| Number of regional reports informed by analytical and data work funded | 16/14 | |
| Number of dissemination and learning events with country stakeholder participation | ** | |
| Number of South-south learning exchanges | 23/21 | |
| Outcome Indicators | FY22/ FY21 | |
| Number of country requests for new or expanded engagement with the WBG resulting from UFGE work | 51/41 | Leveraging partnerships <i>Increasing capacity</i> |
| Number of client advisory requests (IFC) resulting from UFGE work | 51/35 | |

^a Includes reports, papers, and policy notes published

^b Out of these, 138 Impact Evaluations were implemented by regional Gender Innovation Labs (GILs) in Africa, East Asia and the Pacific, Latin America and the Caribbean, Middle East and North Africa, and South Asia. For a complete list of GIL supported Impact Evaluations see Annex 4.

**Numbers not available due to limited consistent data



IMPROVING WOMEN'S ECONOMIC EMPOWERMENT

HIGHLIGHTS

UFGE evidence illustrates what holds women back from participating fully in the labor force and what works to achieve higher earnings and improved job opportunities. This evidence is informing projects and policies across WBG regions by:

- Illustrating key barriers faced by women in agriculture—one of the largest sectors employing women.
- Shedding light on interventions that address gaps between female and male entrepreneurs in Africa; these analytics have informed 20 projects in 15 countries across 3 regions and influenced \$478m.
- Showing that personal initiative (PI) training enables women entrepreneurs to increase their earning capacity; PI is being scaled in 35 World Bank projects across 24 countries (including two regional projects), leveraging \$779m in direct sub-component influence.
- Showing that sectoral segregation contributes to the income gap between women and men and providing recommendations for helping female entrepreneurs to “cross-over” to male dominated sectors.
- Promoting peer-learning platforms, practical tools, and technical support that facilitate better employment opportunities for women in traditionally male dominated sectors, including the renewable energy sector.

Promoting Equity in the Agriculture Sector: The Work of Country GILs

[The Ethiopia Gender Diagnostic Report](#) produced by AFRGIL informed the gender-disaggregated targets in the Ministry of Agriculture's 10-Year Perspective Plan. Further, AFRGIL produced [Closing Gaps, Increasing Opportunities: A Diagnostic on Women's Economic Empowerment in Nigeria](#) which helped several World Bank lending projects to integrate activities that specifically targeted and addressed the underlying drivers of economic gender gaps in Nigeria. For example, the \$700-million [Nigeria Agro-climatic Resilience in Semi-Arid Landscapes \(ACReSAL\) Project](#) drew on evidence

related to the key constraints faced by women farmers and entrepreneurs as motivation for a set of activities around climate-smart agriculture. Under the project, women-led cooperatives and farmer groups will be prioritized in receiving loans to invest in climate-smart rainfed agriculture activities. The \$500-million [Nigeria Livestock Productivity and Resilience Support \(LPRES\) Project](#) also took on board lessons from the diagnostic on how gender gaps limit women's opportunities in the livestock sector and used this knowledge to inform \$171 million in direct sub-component operational value.

Unlocking the Potential of Female-owned Businesses

The 2019 flagship report, [Profiting from Parity: Unlocking the Potential of Women Entrepreneurs in Africa](#),³ analyzes the main contributors to wide gender gaps in firm profits and proposes evidence-based solutions to unlock the potential of female-owned businesses. To date, the report's findings have been used to inform at least 20 WBG projects across 15 countries and three regions (West Africa Region, East Africa Region, and South Asia Region). The report prominently featured AFRGIL evidence on effective psychology-based entrepreneurial mindset training (personal initiative training), which influenced multiple operations including the [Ghana Economic Transformation Project](#), the [Malawi Financial Inclusion and Entrepreneurship Scaling Project](#), and the [World Bank's Women Entrepreneurs Finance Initiative](#) (We-Fi) projects in Bangladesh and Nigeria.

LACGIL has provided direct support to over 22 operations in the LAC region, impacting the design of several operations in countries like Haiti, Colombia, Brazil, Peru, and Guatemala. The [Private Sector Jobs and Economic Transformation Project for Haiti](#) (PSJET) drew on LACGIL evidence on what worked to address inequalities between female and male entrepreneurs in countries like Mexico⁴ and included a range of creative solutions—self-esteem building, networking, and mentoring—to enhance the resilience and success of women entrepreneurs.

Overcoming Economic Segregation and Using Information Interventions

Encouraging female entrepreneurs to cross over into male-dominated sectors is the focus of UFGE's 2022

global report: [Breaking Barriers: Female Entrepreneurs Who Cross Over to Male Dominated Sectors](#). UFGE anticipates significant uptake of the report's evidence-based suggestions not only in country policy dialogue in the WBG but also in the work of partners and IFIs. The report brings together evidence from studies conducted by three GILs (AFRGIL, EAPGIL and LACGIL) in 10 countries, as well a global survey of entrepreneurs in 97 countries conducted under the [Future of Business](#) survey,⁵ to offer insights on the characteristics of women who cross over to male-dominated sectors. To help female entrepreneurs join these sectors, the report highlights policy and program options such as safely connecting women to mentors and role models, including male role models; providing early exposure to and training in male-dominated sectors; and increasing access to capital and loans.⁶

The report also showcases a [low-cost pilot](#) which demonstrated that providing women with information on trade-specific earnings was a powerful tool to encourage crossing-over to more lucrative male-dominated trades. Under this AFRGIL-supported intervention in the Republic of Congo, young women that watched videos with information on trade-specific earnings prior to applying to a vocational training were more almost 30 percent more likely to apply to training in more profitable male-dominated sectors.

This information intervention has been scaled up in two World Bank operations: the [Additional Financing](#) of the project that supported the intervention in Republic of Congo (where approximately 7,500 more young women will be provided with information on sector-specific earnings to increase their representation in more lucrative trades) and [an operation](#) in neighboring Cameroon.

³ Prepared jointly with the World Bank's Finance, Competitiveness, and Innovation (FCI) Global Practice.

⁴ For example, previous LACGIL research in Mexico showed that providing soft skills and hard skills training to female entrepreneurs helped increase their profits.

⁵ The Future of Business survey is a collaboration between Facebook, the OECD, and the World Bank to provide monthly data on the perceptions, challenges, and outlook of online Small and Medium Enterprises (SMEs). It was first launched in 17 countries in February 2016.

⁶ <https://openknowledge.worldbank.org/bitstream/handle/10986/36940/Breaking-Barriers-Female-Entrepreneurs-Who-Cross-Over-to-Male-Dominated-Sectors.pdf?sequence=1&isAllowed=y>

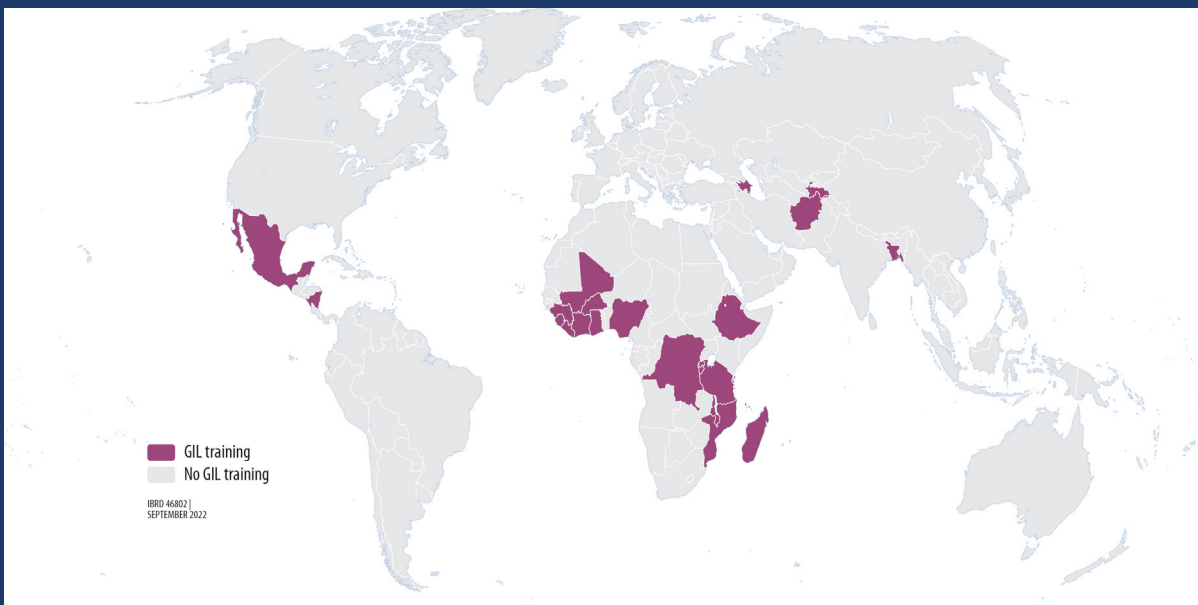


SPOTLIGHT: PERSONAL INITIATIVE TRAINING BOOSTS EARNINGS AND RESILIENCE

AFRGIL partnered with the task team of the World Bank's [Togo Private Sector Development Support Project](#) to implement and evaluate [psychology-based training](#) aimed at developing an entrepreneurial mindset. This personal initiative (PI) training focused on developing a self-starting, future-oriented, and persevering mindset among entrepreneurs. A randomized controlled trial among 1,500 microentrepreneurs showed that the PI training resulted in a 40 percent increase in profits for female entrepreneurs in Togo, while traditional business training had no significant impact on profits among female entrepreneurs.

Building on the success of this intervention, a total of 36 World Bank projects across 25 countries (including two regional projects), incorporated elements of PI training into their designs, corresponding to \$779 million in direct subcomponent influence. For example, [Mozambique's Integrated Growth Poles Project](#) adapted this intervention to the agricultural sector and offered PI training to female farmers participating in an agricultural extension intervention. A second AFRGIL impact evaluation showed that female farmers who received PI training in Mozambique were more likely to engage in entrepreneurial activity beyond the farm. PI training also helped women farmers increase the selling price and value of their harvest. The success of this intervention in Mozambique demonstrates the potential for PI training interventions for women to be replicated and adapted to different contexts and sectors.

Countries where GIL personal initiative evidence has been adopted



Source: GIL Influence Database



SPOTLIGHT: PROMOTING WOMEN IN NON-TRADITIONAL JOBS AND SECTORS

Seven renewable energy companies participated in IFC's peer-led [Powered by Women Program](#) and adopted new actions and policies to promote the inclusion of women in non-traditional jobs, including by modifying their recruitment practices; enhancing opportunities for women in leadership; promoting respectful and supportive workplaces for men and women; and enhancing the engagement of women as stakeholders. Myanmar's Powered by Women Program is being scaled in other countries and regions, informing future Powered by Women programs in Nepal and Pakistan. In addition, a similar model was adopted in Africa with Energy2Equal.

Further, women are [underrepresented in jobs in natural resources sectors](#). For example, only 5 to 10 percent of those employed in large-scale mining projects globally are women. Women-owned businesses are also often excluded from the natural resources supply chain, as procurement requirements of large oil, gas, and mining companies often make it harder for smaller, newer companies to get a foothold. In this context, IFC, with the support of the UFGE, created two toolkits for communities where natural resources projects are implemented. They ensure that both women and men can benefit, that women's needs are taken into account, and that women [gain access to better employment](#) in these sectors. Companies and governments from more than 10 countries in three regions have drawn on these toolkits to deepen women's inclusion in the infrastructure and natural resources sectors.

Better Jobs for Women

Across Jordan, Iraq, and Lebanon, the MGF supports women's entrepreneurship and private sector employment through a host of information, training, and engagement. Using information and communication technologies (ICT) solutions, the MGF partners with the largest business associations in Jordan, and Lebanon to create a community in each country called the [Women's Employment Peer-Learning-Platform \(PLP\)](#), with the goal of promoting gender diversity and family-friendly

workspaces in the private sector to attract and retain more women in the workforce. Other efforts include the Venture Spark4Her training program⁷ and the DigitalAg4Her Hackathon.⁸ MGF has also provided tools to enhance female-owned firm's resilience to shocks, such as collaborating with the Baghdad Chamber of Commerce to ensure that 400 female SME entrepreneurs were trained on "Adapting your Business through Crisis".

⁷ The training program included gender sensitization training for incubators and accelerators, and an investment readiness training for women entrepreneurs.

⁸ The DigitalAg4Her Hackathon aimed to crowdsource and support innovative ICT-based solutions through women led-initiatives, tailored to enhance women's productivity in the agri-food sector in Lebanon.

SUPPORTING COVID-19 RESPONSE AND RECOVERY

HIGHLIGHTS

When the COVID-19 pandemic hit in 2020, UFGE grant recipients pivoted their work and findings to provide just-in-time policy and program support to WBG COVID-19 response and recovery projects by:

- Developing innovative phone surveys to collect data on how women were being affected by lockdowns, loss of employment, loss of schooling, and gender-based violence (GBV); these phone surveys have been replicated by other global development partners.
- Informing and shaping the design of new interventions and programming to address the constraints women and girls face in the current context.
- Offering policy makers critical insight, knowledge, and recommendations for incorporating a gender lens in emergency responses to promote women's safety, productivity, and well-being during COVID-19 and beyond.

Data Reveals the Impact of COVID-19 on Women

Employment: The 2021 [Gendered Impacts of COVID-19 on Labor Markets in Latin America and the Caribbean \(LAC\)](#), a cross-country study in 13 countries, established that female workers were almost 50 percent more likely than male workers to stop working at the onset of the pandemic. LACGIL's 2022 brief, [Uneven Recovery in Latin America and the Caribbean: Are Women Being Left Behind?](#), improved the methodology of the phone surveys used in the 2021 study and added data from 11 countries. The study revealed that 15 months into the pandemic, women's employment in LAC was 15 percentage points below pre-pandemic levels. It also uncovered that some sectors that previously employed a substantial share of women workers had become more male-dominated. Both works contribute to the refinement of current activities underway and the development of new projects for a more impactful gender lens.

Gender-based Violence: The disruptions associated with the COVID-19 pandemic greatly increased potential exposure to GBV while posing a challenge for advocates and policy makers who wished to measure GBV without compromising the safety of respondents. EAPGIL led the development of innovative methods of measuring exposure to GBV through phone surveys. This allowed for safer and more accurate gathering of highly sensitive data. For instance, [EAPGIL's 2020 phone survey in Indonesia](#) infers that 83 percent of respondents report an increase in intimate partner violence in their communities due to COVID-19; household food insecurity is among the strongest predictors of exposure to gender-based violence; and women's access to jobs protects them from an increase in exposure to gender-based violence due to COVID-19.

EAPGIL's publicly available questionnaires and methods have been adapted and scaled by internal and external partners: They have been used by UN Women in a study of 16 countries, by CGD for a project in Pakistan, and by World Bank teams in some of the High Frequency Phone Surveys.



SPOTLIGHT: LEVERAGING GIL KNOWLEDGE TO IMPACT 60 RESPONSE AND RECOVERY OPERATIONS IN THE WBG AND BEYOND

AFRGIL provided just-in-time policy and program design support to more than 60 COVID-19 response and recovery projects within the WBG and for six development partners. This outreach—coupled with an [AFRGIL COVID-19 policy brief](#) with approximately 11,000 downloads—translated into direct influence on 23 WBG emergency COVID-19 operations worth \$2.26 billion between March 2020 and December 2021. For example, the \$750-million [Nigeria COVID-19 Action Recovery and Economic Stimulus Project](#) utilized findings from the AFRGIL COVID-19 policy brief and the Nigeria gender diagnostic to motivate actions around the provision of emergency transfers and services for poor households and small businesses, which ultimately aimed to reach nearly 300,000 women farmers and 10,000 women-owned firms. In Ethiopia, AFRGIL's data from the [high-frequency survey of firms](#), collected in collaboration with the Poverty Global Practice, was used to support the Government of Ethiopia's Jobs Recovery Strategy by providing information on which subsectors to prioritize for wage subsidies and soft loans.

Emergency Responses: In response to the pandemic, SARGIL produced a COVID-19 policy note series. The findings from this series revealed increased food insecurity, anxiety, and mental health issues among adolescents in [Bangladesh](#); rising economic insecurity resulting in widespread job loss, business closures, slowdown in business activity, and reduced working hours in [Pakistan](#); economic hardship, gendered division of household tasks, learning losses, lack of engagement with educational TV programming, and fear that some students may not re-enroll when schools reopen in [Pakistan](#); and gender disparities in care work and intra-household tensions among a unique and growing cohort of gig workers during the pandemic in [India](#).

With most of the studies linked to World Bank-supported lending operations, these findings have helped inform and shape the design of new interventions and programming to address the constraints that women and girls face in the COVID-19 context. They have also offered policy makers critical insight, knowledge, and recommendations for incorporating a gender lens in emergency responses to promote women's safety, productivity, and well-being during the pandemic and beyond.



EXPANDING FINANCIAL SERVICES FOR WOMEN

HIGHLIGHTS

UFGE grants have helped financial institutions (FIs) find ways to overcome lack of collateral and offer bank loans to women to acquire assets and grow their businesses.

- IFC evidence and advisory services provided to seven financial institutions (FIs) in the East Asia and Pacific region led to the disbursement of over 27,000 loans valued at \$1.9 billion to women-owned small and medium enterprises (WSMEs).
 - IFC's research on housing finance for women in Colombia, Kenya, and India, highlighted the business case for expanding mortgage products for women, which informed new products and practices adopted by private sector clients to expand mortgage financing for women.
 - MGF supported new policies to prohibit discrimination against women seeking financing.
 - AFRGIL shepherded two projects introducing innovative measures to increase female entrepreneurs' access to finance in Ethiopia.
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Bridging the Finance Gap for WSMEs

A series of studies conducted by IFC in multiple East Asian countries including [Vietnam](#) and [Cambodia](#), found that banks rarely catered to WSMEs. This was linked to the \$1.2 trillion finance gap for women in the East Asia and Pacific region, and represented about 59 percent of the total global finance gap.

With UFGE support, IFC leveraged the findings and recommendations from the studies in the East Asia and Pacific Banking on Women (EAP BOW) project. This project increased access to finance for women entrepreneurs in the region and convinced seven financial institutions that WSMEs represented a profitable market segment. The banks implemented the recommended changes and launched 16 newly designed financial and non-financial products and

services. For example, the Vietnam Prosperity Joint Stock Commercial Bank (VPBank), which received a \$158 million loan and benefited from three advisory engagements, launched the Women Entrepreneurs (WE) program in June 2018, with financial and non-financial services (NFS) for women-owned businesses. Financial services included: offering unsecured loans—which don't require collateral—business overdraft loans, capital loans, and a VPBank credit card targeted at female entrepreneurs with an attached option for health insurance. Meanwhile, non-financial services included: business matching events; a speaker series, where women entrepreneurs could learn from experts and their peers; and an on-line portal called SME Connect which has a subsite for WSMEs and contains valuable business and financial information.



In total, the seven financial institutions which received advisory services under the EAP BOW project have disbursed over 27,000 loans to the value of \$1.9 billion to WSMEs, helping to increase access to finance for thousands of female business owners in the region.

Work by the MGF was instrumental in the Central Bank of Iraq issuing a circular that prohibited gender-based discrimination in accessing financial services and increased financial inclusion of women through partnering with banks for a loan initiative without guarantees or collateral, accompanied by training.

In Ethiopia, AFRGIL's Country Lab shepherded the Innovations in Financing Women's Entrepreneurs (IFWE) projects (the parent project and the Additional Financing), to overcome constraints faced by women-owned firms and develop innovative training approaches and financial products. These included new credit scoring technologies which used psychometric testing to increase women's access to finance.⁹

Increasing Home Ownership for Women through Expanded Mortgage Financing

IFC's [Her Home](#) study conducted research on housing finance for women in Colombia, Kenya and India and revealed significant untapped market potential. It identified market constraints such as lower property ownership for women, lack of income documentation, lack of property title, and lack of tailored products and services from FIs. The [Her Home](#) study marked IFC's initial attempt in exploring the business case for mortgage products for women. This indirectly led to an IFC investment of \$70 million with Global Bank, Panama, to support mortgages to women and women-owned micro, small, and medium enterprises. Further, IFC and La Hipotecaria signed a US\$50-million credit line to expand mortgage financing in Panama and El Salvador, with a focus on women-headed households.

Building on the findings from Her Home, IFC carried out a seed upstream project to discover further specific market constraints faced by women in accessing assets, including region-specific constraints, and find possible solutions, such as digital mortgage lending (in Ghana, Senegal, and Indonesia).

⁹ [UFGE Annual Report 2021](#), Pg. 29.

IMPROVING LAND RIGHTS FOR WOMEN

HIGHLIGHTS

Customary norms confer disproportionately weaker land rights to women, feeding into a cycle that further limits their economic opportunities. UFGE grants have:

- Proven that land titling programs need to involve women in decision-making and educate men about the advantages to the family of strengthening married women's land rights.
- Provided evidence that determined how improved land rights can contribute to women's economic empowerment. This evidence has resulted in the implementing and scaling up of projects in Rwanda and Mozambique.
- Informed the Philippines SPLIT project, which includes both beneficiaries and spouses in project activities and issues land titles in the names of both spouses.
- Partnered with government and UN agencies to promote increased land ownership data and improved property rights for women in Western Balkan countries.

Operations Adapt to New Evidence

EAPGIL, in partnership with Innovations for Poverty Action (IPA), University of Maryland, and University of the Philippines Los Baños, carried out an [impact evaluation](#) of the subdivision of collective land titles under the Philippines Comprehensive Agrarian Reform Program (CARP) and found, among other things, an intermediate stage in the parcelization process caused declines in women's decision-making power, in part due to a lack of information on spousal rights.¹⁰ This evidence led to changes in the ongoing World Bank Support to the [Parcelization of Lands for Individual Titling \(SPLIT\) Project](#) including ensuring that beneficiaries and their spouses are invited to and attend project activities, the inclusion of communication activities concerning conjugal property rights, and that titles be issued in the names of both spouses when possible.

Land is a key productive asset for rural households in Africa; however, customary norms confer disproportionately weaker land rights to women, feeding into a cycle that further limits their economic opportunities. AFRGIL has generated rigorous impact

evaluation evidence to determine how [improved land rights can improve women's economic empowerment](#) and what works to achieve this. For example, AFRGIL partnered with the Government of Rwanda to evaluate the pilot of Rwanda's Land Tenure Regularization program. This program, which sought to register every landholder in the country, was innovative in its treatment of gender issues—it mandated that legally married wives be recognized as co-owners in the registration process. [Evidence from the evaluation](#) found that the program resulted in a boost in rural land investment for female-headed households by 19 percent—twice the increase that was seen for men. With this evidence in hand, the pilot was scaled up nationally.

In Uganda, a GIL [impact evaluation](#) showed the positive impacts of policy instruments to encourage joint titling, such as conditional (or unconditional) subsidies and educational videos on the potential benefits of joint land titling. These interventions are being scaled up under a \$100-million component of the Uganda Competitiveness and Enterprise Development Project (Additional Financing).

¹⁰ The results reflect the effects of an intermediate stage of the parcelization process: after the subdivision survey but prior to receiving individual land titles. As such, the results cannot shed light on the impact of formal, individual property rights.



SPOTLIGHT: EXPANDING PROPERTY RIGHTS IN KOSOVO TAKES TECHNOLOGY AND TARGETING

In Kosovo, war widows struggled to take possession of their husbands' land due to significant legal and administrative procedural barriers in inheriting and/or obtaining property rights. UFGE grants supported the use of drones and mobile mapping to identify, register, and formalize women's property in remote areas of Kosovo with high percentages of widows. The use of this technology improved the registration process—making it faster, cheaper, and more inclusive. However, this project showed that institutional barriers were only part of the problem and that technology was only part of the solution. Despite the intensive focus on legal rights awareness, many women still requested that their property be registered in the name of a man (usually a son). In this case, strong information and outreach campaigns as well as hands-on legal aid support was essential, especially for rural women. The lessons from this pilot were incorporated into the [Real Estate and Geospatial Information Systems IBRD Project \(REGIP\)](#) in Kosovo, primarily through activities targeted towards providing assistance to female-headed households (including war widows) with registration and encouraging joint registration for married couples. In addition, the UFGE grant was further leveraged with a new FY22 allocation of \$3.2m from the State and Peace Building Trust Fund for the Public Information and Awareness to Vulnerable Persons project. It will work with civil society organizations to provide better-targeted information/awareness to vulnerable persons including female-headed households on the benefits and processes of land registration, including legal advice/representation type services as piloted by the UFGE grant.

The scale-up will encourage the Government of Uganda to address medium- and long-term issues surrounding land registration, including updating legal and institutional land acquisition frameworks. It will integrate gender-related information into community outreach campaigns at the parish and district levels through edutainment videos, media messaging, and use of influential community mobilizers. In addition, the project will subsidize the price of registration to couples willing to proceed with joint titles. Ultimately, the project aims to reach at least 200,000 joint or individual titles for women across the country.

Land Administration Reform in the Western Balkans

In Europe and Central Asia (ECA,) UFGE financed work for inclusive and informed land administration reform in the Western Balkans and brought together several partners, including the Food and Agriculture Organization.

The grants financed training of government staff and provided technical assistance to obtain gender-disaggregated property ownership data in the Western Balkans. The data was used to produce the report on [Land and Gender: Improving Data Availability and Use in the Western Balkans](#). Additional results included: the translation of the [UNFAO Voluntary Guidelines](#) and the technical guide *Governing Land for Women and Men* in Albania; an increase of 30 percent in the amount of cadastral data entered in the pilot municipality of Breza in Bosnia and Herzegovina; the introduction of a fee exemption campaign for couples who jointly register properties in Kosovo; local capacity-building to address women's property rights through a survey on women's land and property ownership in North Macedonia; increased awareness of land administration officers and civil society on the need for registering real property in Montenegro; and the high-level recognition of the relevance of property rights for women with disabilities in Serbia.

PRODUCTIVE INCLUSION MEASURES BOOST FEMALE EMPLOYMENT AND WELL-BEING

HIGHLIGHTS

Productive inclusion measures can increase women's income-generating activities and human development outcomes particularly when addressing multiple constraints faced by women. UFGE grants in this area resulted in:

- Evidence from Niger on the effectiveness of multifaceted productive inclusion packages being used to influence three more operations in Africa.
- Evidence that bundled cash grants had positive impacts on women's access to finance and well-being and beneficial spillover effects to households.
- Evidence on what has worked under productive inclusion programs influencing the design of safety net and youth employment programs in several countries.

Multifaceted Interventions Produce Economic Inclusion and Resilience

Partnering with The Sahel Adaptive Social Protection Program, Innovations for Poverty Action, researchers, and government safety nets units, AFRGIL designed and evaluated multifaceted interventions to promote productive economic inclusion and resilience among women and their households. Focusing on Burkina Faso, Mauritania, Niger, and Senegal, the productive inclusion packages combined lump sum cash grants and psychosocial components; delivered through government systems, they reached more than 60,000 households in Niger, more than 50,000 households in Chad, and more than 150,000 households in Senegal. An [impact evaluation on the initiative in Niger](#), showed that productive inclusion packages were a cost-effective poverty reduction strategy, generating strong impacts on economic outcomes and the psychosocial well-being of extremely poor female beneficiaries. These findings

influenced three operations, [Niger Adaptive Safety Net Project Additional Financing](#), [Third Additional Financing for Social Safety Net Project in Senegal](#), and [Additional Financing for Girls' Education and Women's Empowerment and Livelihood Project in Zambia](#). More policy and program influence are expected as governments see that resilience to shocks is becoming an urgent priority and productive inclusion packages which especially include psychosocial components offer a cost-effective poverty reduction strategy.

An impact evaluation of the Central African Republic's [LONDO project](#), a multiphase project that provides temporary employment and a bicycle to 35,500 vulnerable households selected through large public lotteries, showed lasting enhanced productivity of both male and female beneficiaries, an increase of 10 percent in post-intervention monthly earnings on average, and a small increase in number of days worked. Female beneficiaries diversified income sources and



engaged more often in trading, whereas men engaged more in agricultural production. As an example of replicability, the Ebola Crisis Program ASA, Democratic Republic of Congo (DRC), has leveraged the design and questionnaires used under the LONDO impact evaluation to help evaluate the gendered impacts of the social response to the Ebola program.

The Impact of Bundled Cash Grants Targeted to Women

In Tunisia, MNAGIL, in partnership with the [Development Impact Evaluation \(DIME\) Group](#) and with support of both the UFGE and the [Jobs Umbrella Multi-Donor Trust Fund \(MDTF\)](#), conducted an impact evaluation, [Enhancing Female Entrepreneurship through Cash Grants: Experimental Evidence from Rural Tunisia](#). The evaluation assessed the extent to which cash grants targeted to women, together with financial training and gender dialogue sessions involving women and their partners alleviate capital constraints faced by vulnerable rural women, enabling them to engage and invest in income-generating activities. Results showed that the intervention had positive impacts on women's access to

finance and well-being. It also had spillover effects which benefited households (for example, as the pandemic hit, beneficiary households were better able to cope with economic shocks such as increased food insecurity and keep children in school). However, the effects on women's engagement in entrepreneurial activities and decision-making power were less significant.

AFRGIL's impact evaluation on the Benin Youth Employment Project¹¹ assessed the effectiveness of cash-grants and a combination of life skills and micro-business skills training provided to young entrepreneurs under the project. The evaluation showed the strong impact of the training component, which significantly increased investments, revenues, and profits for both men and women; however, for women, training alone appeared to have a higher impact than the combination of training and cash grant. The impact evaluation influenced the design of eight subsequent safety net and youth employment programs in Burkina Faso, Niger, Mauritania, Chad, Guinea, and Senegal. The training component is also being scaled-up under a new youth employment project in Benin.

¹¹ The project incorporated several innovative approaches to encourage women's participation in training, including: reserving 50 percent of spots for women; adjusting training schedules to women's responsibilities (no trainings were delivered after 3:00 pm); using image-based training modules accessible to illiterate populations (since illiterate rates are high among women in Benin); incorporating life skills training designed to address women's constraints, including modules addressing decision-making, communication, empowerment, conflict resolution, and gender equality; providing access to childcare options and transportation for participating women (trainees with young children needing childcare were invited to bring the child and a second person who would look after the child, and their transportation and midday meal were also covered (61% of women with children used this childcare service); and offering decentralized trainings which enabled women to participate without traveling great distances.



SPOTLIGHT: EMPOWERING WOMEN IN FCV CONTEXTS THROUGH MULTIDIMENSIONAL PROGRAMS

A small but growing body of literature is showing that addressing multiple constraints simultaneously can reduce persistent poverty, catalyze productive investments, and precipitate shifts in empowerment for vulnerable women in conflict settings. Results from the World Bank-supported [Targeting the Ultra Poor \(TUP\) Program](#) (2019-2022) in Afghanistan,¹² one of the first examples to test the pioneering graduation approach in a Fragile, Conflict and Violence (FCV) affected setting, underlines this. Under the TUP program more than 12,000 households across 80 of the poorest villages in the Balkh province received a one-off “big push” assistance package including a transfer of livestock assets, cash consumption stipends, skills training, access to savings accounts and savings encouragement together with health care services and coaching. With 90 percent of the primary beneficiaries being women, the [impact evaluation](#) rigorously assessed program impacts after two years of implementation to find significant reductions in the incidence of extreme poverty, increased consumption, and improved food security along with improvements across several dimensions of women’s empowerment.

The evaluation suggests the TUP serves as an example of successful economic inclusion programming in FCV contexts, with the potential to influence high-level policy actions and also that lends itself to scalability.



¹² A research paper with results from this round of data collection is forthcoming.






ACCESS TO CHILDCARE: TOWARD MORE AND BETTER JOBS

HIGHLIGHTS

Access to good quality and affordable childcare allows mothers to enter and stay in the workforce, apply for better quality and better paid jobs, and benefits employers and economies. UFGE grants in multiple regions have:

- Established the impact of childcare on economic outcomes for women and businesses.
 - Instigated changes in labor codes in Vietnam and Cambodia as a result of employer-supported childcare pilots.
 - Supported onsite mobile childcare creches that have benefited female daily wage laborers in Burkina Faso and are being replicated in several African countries.
- 

Building the Case for Increased Childcare Support

Employer-supported childcare: Through a UFGE grant, IFC has strengthened the business case for employer-supported childcare. Evidence on the business and social returns from investments in childcare was shared through a widely disseminated [report](#) and a series of in-depth case studies on large firms that provide childcare support to employees. The team also provided advisory services to two firms and led a Working Group on Employer-supported Childcare with representatives from over 15 organizations. This work has informed a decree in Vietnam's Labor Code, which now stipulates more support from employers for working parents.

In Cambodia, early analytics for an EAPGIL impact evaluation revealed a loophole in Cambodian labor law that allowed garment factories to avoid providing functional childcare services to their workers. A sub-decree to end this loophole is underway.

Preschools: EAPGIL produced the first estimates of the impacts of preschools on female labor force participation (FLFP) in Southeast Asia and found that in Indonesia, an additional preschool per 1,000 children increases labor force participation of mothers of eligible children by 9.1 percent. This finding resulted in an inclusion of preschool and childcare policy under the WBG-supported [Indonesia Gender Equality for Growth Program](#) and increased focus on preschool provision by the Indonesian government.

Mobile childcare creches: UFGE helped Burkina Faso [pilot a mobile childcare model](#) to improve women's access to temporary labor-intensive public works under the Burkina Faso Youth Employment and Skills Development Project, and also evaluated the program's effectiveness. It was found that the intervention led to long-term increases in the use of childcare, improvements in women's employment outcomes and financial outcomes, and positive impacts on child development. The intervention was piloted in three locations and has since been scaled up in 21 other communes in Burkina Faso where mobile creches now tend to 1,000 children. The pilots' impact has led to replication in several countries: Cameroon successfully organized four mobile childcare centers and plans to set one up on each public works site in the country. Madagascar also piloted the concept and intends to launch 278 mobile childcare units. Ethiopia and the Democratic Republic of Congo are following suit.

Assessing the need: In Jordan, MGF has finalized a comprehensive childcare supply and demand landscape analysis. It indicated that up to 60,000 new jobs could be created by addressing the demand for childcare for children under the age of 5, and stimulated data-driven policy dialogue to secure broad-based commitment to expansion of childcare, leading to a pipeline operation with a childcare focus. It has also led to several requests for expanded engagements from the government. The Ministry of Social Development requested additional technical assistance to inform the development of the new legislative framework around licensing. MGF was also asked to help build national capacity in identifying incentive schemes, and improving data quality and availability. Similar assessments are being finalized for Lebanon and Iraq.



UFGE IMPACT ON DEVELOPMENT POLICY OPERATIONS

HIGHLIGHTS

A body of evidence produced by regional GILs has resulted in development policy financing/lending (DPF/DPL) operations, in several countries having dedicated gender pillars. UFGE evidence has resulted in:

- Support for extended paternity leave, equitable sharing of care work, and access to opportunity for female entrepreneurs in two Colombia DPFs.
- Reforms designed to change deeply rooted social norms around child marriage in the Niger DPL.
- Measures to address gender inequality in access to economic opportunities in the Albania DPL.

Colombia: Paternity Leave and Equal Care Work Receive a DPF Boost

In 2020, 19 percent of women in Colombia were unemployed compared to 12 percent of men and the country had the third highest rate of female unemployment in the region. Between June and August 2021, the average unemployment rates for women had gone down to 18.1 percent, compared to 10.6 percent for men. Female entrepreneurs were also affected by the pandemic, particularly because of increased responsibilities at home.

To narrow these gaps in Colombia and Latin America and the Caribbean, LACGIL has produced evidence on key gender gaps and interventions that help. This evidence has informed policy actions adopted by the Colombian government to improve women's access to better jobs. These actions are being supported under two WBG Development Policy Financing Projects (DPFs) in Colombia. The [Equitable and Green Recovery DPF](#) includes support of extended paternity leave and equitable sharing of care work, which will be socialized

through communication and educational campaigns to promote fathers' co-responsibility in the care of children; this development policy operation took inspiration from UFGE work on the care economy, including LACGIL's research and work supporting similar campaigns in Uruguay. The [Competitiveness and Recovery DPF](#) supports actions to promote female entrepreneurship and is expected to help increase access to technical assistance or co-financing programs for approximately 8,000 female entrepreneurs; here too the team benefited from extensive work done under studies on entrepreneurship conducted by LACGIL and AFRGIL.

Niger: UFGE Evidence Compels the First Gender Pillar in a DPO in Africa

UFGE-financed work by the AFRGIL—conducted jointly with the World Bank's Macroeconomics, Trade, and Investment and Education Global Practices—formed a rationale for the Government of Niger to establish new policy and legislation designed to change deeply rooted social norms on child marriage. The multisectoral

\$350-million [First Laying the Foundation for Inclusive Development](#) is the first ever development policy operation (DPO) in Africa to include a ‘gender’ pillar. The report, [Economic Impacts of Gender Inequality in Niger](#), revealed that extremely high rates of child marriage (at more than 75 percent), low educational attainment for girls, and lack of access to reproductive health services drive Niger’s fertility and population growth rates to be the highest in the world. Niger’s high fertility rate and women’s lack of empowerment hamper per capita income growth and poverty reduction efforts. These findings provided the basis for dialogue between the World Bank’s Macroeconomics, Trade, and Investment-led team preparing a DPL and the high-level governmental committee in charge of the DPL. The committee was comprised of public entities involved in gender issues, as well as local and international NGOs (CARE, Save the Children) and United Nations agencies (UNICEF, UNFPA, UN Women) working to eliminate child marriage and increase girls’ education and access to sexual and reproductive health. As a result of this dialogue, the DPL incorporated reforms designed to change deeply rooted social norms around child marriage. The government: (i) established Child Protection Committees at the national, regional, departmental, commune, and village levels to promote the abandonment of child marriage; (ii) issued a Ministerial Order allowing access to family planning assistance to married adolescent girls without their parents’ or husband’s mandatory accompaniment, to improve their access to health services; and (iii) issued a Joint Ministerial Order allowing adolescent girls to remain enrolled in school in the event of pregnancy or marriage, to improve educational attainment.

Albania: First Gender Equality DPO Shows other Countries the Way Forward

Albanian women face barriers to achieving their full potential in a still traditional, patriarchal society, especially in the rural areas. This inequality has a high social and economic cost. In 2012, Albania’s GDP was estimated to be 20 percent lower than it would be with

full gender parity. Women faced difficulty in entering and staying in the job market, with many leaving employment permanently once they got married and had children. In addition, women entrepreneurs were a rarity. Even today, women continue to be paid less for the same work than men and occupy lower-paying or unpaid jobs. Initial work on gender equality in Albania started in 2013, and the policies supported by the government in the [Albania Gender Equality in Access to Economic Opportunities](#) project—the first gender equality DPO—were presented in 2019.

Under this project, a new Notary Law requires notaries to verify and automatically register co-ownership of property when owners are married, to increase options for women to access financing for economic activities and for starting businesses. Preschools and childcare subsidies for women entering the workforce are being prioritized based on the knowledge that FLFP is very much linked to availability of childcare services.

There is interest from other countries in Europe and Central Asia, as well as other regions, to innovate using Albania as an example.



INVESTMENTS IN GENDER DATA AND TOOLS FOR INFORMED POLICY-MAKING

HIGHLIGHTS

UFGE has contributed to the collection, curation and dissemination of quality data where accurate gender data is scarce. UFGE grants have:

- Facilitated new pathways—the [Living Standards Measurement Study – Plus \(LSMS+\)](#) program, the [Strengthening Gender Statistics Project](#), and the [Measures for Advancing Gender Equality \(MAGNET\) initiative](#)—for the collection of gender data.
- Supported partnerships across the globe including the UN, IFPRI, IRC, Oxford University as well as National Statistical Offices (NSOs) in a host of IDA countries.
- Developed an innovative tool, Country Gender Scorecards, that benchmarks gender indicators in human endowments, economic opportunity, and voice and agency for 29 countries in Latin America and the Caribbean.

Improving the Quality and Availability of Gender Data

The UFGE-supported [Living Standards Measurement Study – Plus \(LSMS+\)](#) program enhances the availability and quality of individual-level data on key dimensions of men's and women's economic opportunities and welfare in selected IDA countries. These include: (i) ownership of and rights to selected physical and financial assets, (ii) work and employment, and (iii) entrepreneurship. LSMS+ has supported National Statistic Offices (NSOs) in Malawi, Tanzania, Ethiopia, Cambodia, Nepal, and Sudan, in operationalizing international best practices related to data collection in the context of national household surveys. The program has also provided guidance on questionnaire design, respondent selection and fieldwork protocols for individual-disaggregated survey data collection. For example, questionnaire modules from LSMS+ surveys are administered in private to each household member aged 18 and older to ensure

data captures responses of both women and men. LSMS+ has supported the implementation of surveys in the six selected countries, and surveys from Malawi, Tanzania, Ethiopia and Cambodia have been made [publicly available](#) and disseminated (Including through reports that capture and reflect on results from survey modules in [Sub-Saharan Africa](#) and [Cambodia](#)). An [operational guidance](#) document for improving intra-household individual-disaggregated survey data collection has also been published. Overall, strengthening NSO capacity to adopt innovative approaches to intra-household, individual-disaggregated survey data collection has been among the main impacts of the program.

UFGE also supported a follow-up activity, the [Strengthening Gender Statistics Project](#) (SGS). Built on lessons generated by LSMS+, it currently supports NSOs in 12 additional IDA countries (Bangladesh, Benin, Burkina Faso, Cameroon, Djibouti, Ghana, Laos, Madagascar, Mali, Republic of Congo, Somalia,



SPOTLIGHT: QUICK KNOWLEDGE TOOLS FOR OPERATION TEAMS— COUNTRY GENDER SCORECARDS

In 2022, LACGIL, in partnership with the LAC Gender Coordination, developed the [Country Gender Scorecard](#), an innovative tool that benchmarks gender indicators in human endowments, economic opportunity, and [voice and agency for 29 countries](#) in Latin America and the Caribbean. The tool is currently widely used in LAC, [spurring policy-level dialogue](#) and improving how operations tackle gender gaps. For example, the [Equitable and Green Recovery DPF](#) encouraged the Colombian government to promote an equal distribution of care responsibilities and support for female entrepreneurs. The scorecards have also informed the preparation of the [Guidance Note: Towards Gender-Responsive Procurement](#), a tool to devise strategies to support gender equality through public procurement. Notably, the scorecards have also inspired the WB Gender Group to set up a comparable exercise, leveraging the [Gender Data Portal](#), to produce similar 2-page synopses for countries across all regions.

and Tanzania) to improve the availability, quality, and dissemination of gender data. SGS provides technical assistance to NSOs on 1) survey design, 2) post survey data analysis, and 3) data dissemination. The team has also received additional requests to provide survey guidance and advice to countries such as Iraq, Central African Republic, Sudan, Togo, and Vietnam, as well as to several regional statistical projects.

More recently, LSMS+ has collaborated with AFRGIL, the [International Food Policy Research Institute](#) (IFPRI), the [International Rescue Committee](#) (IRC), and researchers at [Oxford University](#), on the [Measures for Advancing Gender Equality \(MAGNET\) initiative](#). This initiative aims to (i) broaden and deepen the measurement of women's agency, based on the development of new tools and rigorous testing and comparison of both new and existing methods for measuring agency, and (ii) promote the adoption of these measures at scale. The survey tools being developed as part of MAGNET focus on three dimensions of women's agency that have a high potential for catalyzing progress on women's economic empowerment, but for which the body of existing measurement methods is weak or under-tested:

women's [control over assets](#), [goal setting and decision making](#), and [sense of control and efficacy](#).

Quality sex-disaggregated data, reports, and guidance produced under LSMS+ and SGS have been published and shared as a global public good through the World Bank's revamped [Gender Data Portal](#), a one-stop shop for global gender data with its 1000+ indicators and resources for collecting sex-disaggregated data.

In Lebanon, the MGF collaborated with UN Women to publish and disseminate a [comprehensive data-driven gender assessment](#). Based on the thorough assessment, three priority areas for action have been identified: (i) policies & programs: supporting policies and programs that boost women's employment and entrepreneurship towards a more equal 'future of work' economy, (ii) collaboration: engaging with a diverse set of actors to capitalize on momentum for change towards gender equality, and (iii) knowledge: unpacking data to strengthen the impacts of reforms and service delivery benefits to women. This multipartner effort will facilitate government plans to increase FLFP, implement reforms, and monitor achievements.

CREATING SAFE SPACES FOR WOMEN

HIGHLIGHTS

UFGE-supported research found that gender-segregated services and ensuring safe spaces for women in the public sphere forge the way for increased FLFP and contribute to better business outcomes. This has informed policies adopted by companies and governments. For example:

- Evidence on the benefits of gender-segregated services in the ride-hailing sector has led companies to incorporate such services in over 10 countries.
- IFC has built the case for adopting a wider lens to creating safe workplaces for all, helping multiple companies adopt policies to support respectful workplaces.
- MGF analytics and support have allowed governments to put into place a law, code of conduct, and training that address sexual harassment in the workplace and on public transport systems.

Ride-hailing Apps: Improving Women's Security and Access to Jobs

The UFGE-supported [Driving Toward Equality: Women, Ride-Hailing, and the Sharing Economy](#) report by IFC explored whether gender-segregated transport (GST) increased women's mobility and participation in ride-hailing jobs. The research found that gender-segregated services could serve as a bridge for women into the ride-hailing sector and have the potential to increase women's incomes by helping them work more and at more profitable hours. For instance, as described in [UFGE's 2020 Annual Report](#), under a pilot in Saudi Arabia, Uber established a "Women Rider Preference" model which helped more women transition into the sector after new legalization on women driving was passed. Since then, Uber has extended its "Women Rider Preference" product from Saudi Arabia to 11 countries

in Latin America and Africa and recently extended it to drivers who identify as non-binary as well. Other ride-hailing services, such as Bolt and Didi, have now also introduced the option to select the driver's gender.

In Myanmar, IFC's [Respectful Workplaces Study](#) has led multiple companies to adopt the terminology "Respectful Workplaces" in relation to sexual harassment and bullying. In addition, IFC provided advisory services to three companies in Myanmar, including the Shwe Taung Group, which introduced a Respectful Workplace policy and a grievance mechanism, delivered company-wide training on Respectful Workplaces, introduced a mentoring program, and opened new childcare facilities. The Shwe Taung Group also became the first conglomerate in South East Asia with six EDGE gender certifications.¹³

¹³ EDGE is the leading global assessment methodology and business certification standard for gender and intersectional equity.



SPOTLIGHT: CHANGING THE ODDS FOR ADOLESCENT GIRLS BY CREATING SAFE SPACES

AFRGIL, together with the [Adolescent Girls Initiative](#), has generated some of the strongest evidence to date on skills development programs for adolescent girls and young women. An [AFRGIL evaluation of The Empowerment and Livelihoods for Adolescents Program](#), implemented by BRAC in several countries including Uganda, showed that teaching life and livelihood skills to adolescent girls in safe clubs led to a marked increase in self-employment and a decrease in early pregnancy and marriage.

The program created a network of clubs for adolescent girls where they could safely discuss challenges with their peers in small groups and build their social networks. Mentors taught life skills that included education about sex and marriage, as well as short-term livelihood training in areas like agriculture and poultry rearing. Compared to young women in communities without these clubs, girls in this program were 72 percent more likely to be engaged in income-generating activities two years later, driven by a marked increase in self-employment. This raised their monthly spending money by 38 percent. Teen pregnancies were 26 percent lower, and the rate of early marriage and cohabitation was 58 percent lower. The share of girls forced to have sex against their will in the previous twelve months was nearly halved, and the age that girls said they wanted to get married and have children and childbearing both rose.

[Building on the evidence base from Uganda and Liberia](#), The Sahel Women's Empowerment and Demographic Dividend (SWEDD) project established safe space clubs to deliver services to adolescent girls across six African countries, including life skills and sexual and reproductive health training and mentorship.

Addressing Sexual Harassment at Work and on Public Transportation

In December 2020, the Lebanese Parliament passed a landmark law against sexual harassment in December 2020 called [Law #205](#). The World Bank supported the passing of this law by working through the MGF with the [National Commission for Lebanese Women \(NCLW\)](#) and other stakeholders. The law criminalizes sexual harassment and creates a special fund at the Ministry of Social Affairs for the rehabilitation of the victims.

In Jordan, the government adopted recommendations from the World Bank and issued [a Code of Conduct \(CoC\) on public transportation](#) that regulates passenger, driver and operator conduct related safe transport, including issues of sexual harassment and gender-based violence. To support its implementation, MGF partnered with the Ministry of Transport and the Jordanian National Commission for Women to develop a mobile application for safe transport.

KNOWLEDGE PRODUCTS/PUBLICATIONS

PUBLISHED IN FY22

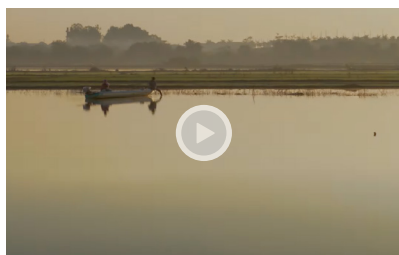
- a. UFGE Supported Global Report: [Breaking Barriers: Female Entrepreneurs Who Cross Over to Male-Dominated Sectors](#) brings together evidence on what works to address sectoral segregation among female entrepreneurs from 3 Regions.
- b. [UFGE Webinar Miniseries](#) Entrepreneurship and Agriculture Miniseries.

| Over the Last Decade: The Top 10 Most Downloaded Resources | | |
|---|------------|-----------|
| Resource | Date | Downloads |
| Profiting from Parity: Unlocking the Potential of Women's Business in Africa | Mar, 2019 | 25,312 |
| Supporting Women Throughout the Coronavirus (COVID-19) Emergency Response and Economic Recovery | Apr, 2020 | 11,275 |
| Community-based approaches to intimate partner violence: a review of evidence and essential steps to adaptation | May, 2016 | 10,535 |
| Measuring women's agency | Jul, 2017 | 9,286 |
| Levelling the Field: Improving Opportunities for Women Farmers in Africa | Mar, 2014 | 6,900 |
| Gender gap in earnings in Vietnam: why do Vietnamese women work in lower paid occupations | Mar, 2018 | 2,994 |
| Toward gender-equitable fisheries management in Solomon Islands | Jan, 2015 | 2,593 |
| The Gendered Impacts of COVID-19 on Labor Markets in Latin America and the Caribbean | Jan, 2021 | 1,527 |
| IFC | | |
| Demand for Safe Spaces: Avoiding Harassment and Stigma | June, 2020 | 1,884 |
| E-commerce: | | |
| Women and e-commerce in Africa | May, 2021 | 2,108 |
| Women and e-commerce in Southeast Asia | May, 2021 | 1,666 |

Most Attended Webinars

| Resource | Date | Downloads |
|--|--------------|-----------|
| <u>Women's Entrepreneurship – Minding the Skills Gap- Does Access to Training help to improve business performance among female-owned enterprises?</u> | Nov 3, 2021 | 902 |
| <u>Freedom to Move – Part I: What Factors Shape Women's Mobility?</u> | Nov 8, 2020 | 538 |
| <u>Let her Grow: Addressing the productivity gap in agriculture—Barriers and promising interventions</u> | Jun 3, 2022 | 333 |
| <u>Childcare Solutions: The impact of childcare on women's labor force participation – the devil in the details</u> | Apr 28, 2021 | 282 |

Most Popular Videos



[Advancing Gender Equality through Household Surveys: Living Standards Measurement Study–Plus \(LSMS+\)](#)



[In Burkina Faso, Mobile Childcare Units Accompany Mothers to Their Work Sites](#)



[Is #PublicTransportation the same for men and women? - #Transport4Her](#)

LESSONS LEARNED AND THE WAY FORWARD

Over the last decade, the UFGE has been instrumental in bringing gender to the attention of WBG task teams to help anchor gender equality and women's economic empowerment in policy dialogue with governments, in the design and implementation of core policy reforms, in strengthening institutions, and in helping design resilient and inclusive service delivery systems. As illustrated in this report, the global goods developed under UFGE grants have been leveraged effectively across countries and regions; bringing knowledge to operations for impact.

An important aspect of the UFGE's work is bolstering partnerships. Our partners range from global practices, GILs, IFC, and others within the WBG, to IFIs, MDBs, donor partners, researchers, and NGOs. Our partners have been instrumental in the UFGE's impact, results, cross-fertilization of knowledge, and cumulative effect. A sampling of external partners is provided in the next section of this report.

THE WAY FORWARD

The UFGE has always aligned its direction with the [WBG Gender Strategy](#) which runs from FY16-FY23. The WBG is starting the discussions on an Update to the Strategy with partners across the globe. This opportunity for broad engagement, discussion and reflection on the way forward will feed into the UFGE's path ahead. The current pillars of the Gender Strategy remain relevant, but there are more areas emerging as priorities as we seek to accelerate equality and empowerment. Early assessments indicate these emerging directions will align with work underway and remain squarely within the UFGE's four pillars/areas of work—Regional Gender Innovation Labs, Private Sector Solutions, Data Analytics, and Research for Country Impact. As we look to the next decade, the UFGE will continue its efforts at both the regional and country level to inspire, inform, facilitate, and support WBG efforts on gender equality and women's economic empowerment, as well as to generate the global knowledge to enable our partners' efforts in this arena. It is only by working together that we will make strides in closing gender gaps.





PARTNERSHIPS

Over the years, UFGE has been privileged to partner with a number of organizations, including:

- Abdul Latif Jameel Poverty Action Lab (J-PAL)
- Accenture
- Agence Française de Développement (AFD)
- Arab Women Center for Training and Research (CAWTAR)
- Building Resources Across Communities (BRAC), Bangladesh
- Business Coalition for Gender Equality in Myanmar
- CARE
- Chamber of Commerce of Beirut and Mount Lebanon
- European Bank for Reconstruction and Development
- European Commission
- Global Banking Alliance for Women (GBA)
- Food and Agriculture Organization (FAO)
- Hydropower Developers Association in Myanmar
- IFC-Canada Partnership for Africa
- IFC Corporate Governance Program
- International Food Policy Research Institute (IFPRI)
- International Rescue Committee (IRC)
- National University of Mongolia
- OXFAM
- Oxford University
- Partnership for Economic Inclusion
- Planning and Development Commission, Ethiopia
- Planète Enfants & Développement, Promundo
- Trinity College
- Save the Children
- The Economist Intelligence Unit (EIU)
- The United Nations University World Institute for Development Economics Research (UNU-WIDER)
- UCLA
- UFGE Donor Partnership Council
- UNICEF
- UNIDO
- University of Ghana
- United Nations High Commissioner for Refugees (UNHCR)
- United Nations Office for Project Services (UNOPS)
- United Nations Population Fund (UNFPA)
- UN Women
- Vietnam Business Coalition for Women's Empowerment
- World Health Organization (WHO)
- Women and Youth Employment Program (WYEP), Nigeria APPEALS

ANNEX 1A. FINANCIALS: CONTRIBUTIONS BY DEVELOPMENT PARTNERS

| TF071893 & TF072809 • Umbrella Facility for Gender Equality • Contributions | | |
|--|--|--|
| | in US\$ | |
| | Reporting Period: July 1, 2020- June 30, 2021 | From inception to period ended: June 30, 2021 |
| A. Funds committed by Development Partners | 6,955,486 | 164,081,271 |
| Australia | | 12,682,325 |
| Canada | 1,000,000 | 33,556,867 |
| Denmark | | 2,599,757 |
| Finland | 2,067,800 | 145,568 |
| Germany | | 11,973,955 |
| Iceland | | 2,946,407 |
| Latvia | | 46,586 |
| Netherlands | | 9,534,535 |
| Norway | | 8,560,025 |
| Spain | | 551,151 |
| Sweden | 3,196,682 | 18,052,425 |
| Switzerland | | 4,260,480 |
| United Kingdom | | 28,939,054 |
| United States | | 3,866,000 |
| Bill and Melinda Gates Foundation | | 25,675,132 |
| Wellspring Philanthropic Fund (WPF) | 691,004 | 691,004 |
| B. Funds received from Development Partners | 14,109,650 | 150,602,308 |
| Australia | | 12,682,325 |
| Canada | 3,196,128 | 31,428,055 |
| Denmark | 477,023 | 2,190,591 |
| Finland | | 145,568 |
| Germany | | 11,037,955 |
| Iceland | | 2,346,407 |
| Latvia | | 46,586 |
| Netherlands | | 9,534,535 |
| Norway | | 8,560,025 |
| Spain | | 551,151 |
| Sweden | 1,739,937 | 16,595,680 |
| Switzerland | | 4,260,480 |
| United Kingdom | | 28,939,054 |
| United States | | 3,866,000 |
| Bill and Melinda Gates Foundation | 5,737,289 | 17,726,892 |
| Wellspring Philanthropic Fund (WPF) | 691,004 | 691,004 |
| C. Investment Income earned | 85,479 | 3,191,901 |
| D. Total Funds Available (B+C) | 14,195,129 | 153,794,209 |
| E. Total Disbursements | 19,507,374.72 | 108,168,123.50 |
| Grant Disbursements | 18,724,644.07 | 103,360,744.62 |
| Program Management | 437,730.65 | 3,083,698.72 |
| Administrative Fee | 345,000.00 | 1,723,680.16 |
| F. Cash Balance at end of reporting period (D-E) | | 45,626,086 |
| G. Outstanding Development Partner Commitments at end of reporting period (A-B) | | 13,067,887.21 |

***Note: Ireland started the process of joining the UFGE in June, but agreements were completed in July 2022, just after the close of the FY22 financial year and associated reporting period.*

ANNEX 1B. FINANCIALS: ALLOCATIONS AND DISBURSEMENTS

| TF071893 & TF072809 • Umbrella Facility for Gender Equality • Allocation and Actual Disbursements for Period Ended: June 30, 2021 | | | | |
|--|--------------------|-------------------------|--------------------------|------------------------|
| | Allocated* | of which (Breakdown) | Disbursements | |
| | | | Reporting period (\$) | From inception (\$) |
| Country-Led Research, Innovation & Multi-Sectoral Solutions | 49,939,818 | | 8,392,922 | 40,099,080 |
| Regional Gender Innovation Labs | 86,544,676 | | 9,517,227 | 54,456,954 |
| Africa GIL | | 72,455,355 | | |
| EAP GIL | | 8,699,836 | | |
| LAC GIL | | 1,839,485 | | |
| MNA GIL | | 1,000,000 | | |
| SAR GIL | | 2,550,000 | | |
| Private Sector | 6,613,991 | | 226,066.02 | 6,189,849 |
| Better Gender Data | 5,106,794 | | 585,223 | 2,611,656 |
| Program Management Costs (including Secretariat functions, and Knowledge Management and Learning) | 7,741,984 | | 440,936 | 3,086,905 |
| TOTAL | 155,947,262 | | 19,162,375 | 106,444,443 |

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



ANNEX 2. NEW GRANTS INITIATED IN FY22

Africa: Measures for Advancing Gender Equality.

The primary outcome of this activity is to broaden and deepen measurement of women's agency. By increasing the availability of innovative, meaningful measures of agency for a broad range of contexts, this work will strengthen the evidence base on the status of women's agency and its determinants across lower- and middle-income countries. It focuses on three dimensions of women's agency: (i) ownership and control of assets, (ii) goalsetting and decision-making, and (iii) sense of control and efficacy.

East Asia and Pacific: PFA for HR Managers. Aims to develop training and tools for managers in countries already impacted by fragility and conflict to manage staff who work remotely and to support employees with the mental health impacts of COVID-19. Training and tools will be based on psychological first aid (PFA) training which was developed by the humanitarian sector and will be adapted to the private sector.

World: GBV-UFGE. Seeks to deepen the understanding on the private sector's engagements in Gender-based Violence (GBV) prevention and response. The IFC will facilitate collective inquiry and draw conclusions which will inform the on-going development and codification of Environmental, Social, and Governance (ESG) gender and GBV risk screening tools and methodologies.

Sahel: Towards a more impactful IDA pipeline in the Sahel for gender. In the Sahel, governments, regional institutions, and donors have identified the following priorities: (i) reducing gender bias against women; strengthening women's and girls' rights, (ii) improving girls' and women's access to education, reproductive

health services, and productive inputs (iii) increasing women's economic participation and income generating capacity (iv) and gender-sensitive approaches to climate action. This intervention will provide policymakers and programs with technical assistance (including by helping policymakers think through the constraints they are facing, and available tools for addressing those constraints), foster connections within and across countries, encourage the sharing of best practices and lessons learned, create momentum around objectives to narrow gender gaps in the region, and promote ownership among local leadership.

Middle East and North Africa: Childcare Uptake Social Norms Campaigns. Under the Mashreq Gender Facility (MGF) Childcare Booster Program, this activity proposes to develop and implement a behaviorally informed viral online media campaign targeting attitudes among parents and members of their reference group towards the use of formal childcare centers/programs for pre-school aged children in Iraq, Lebanon, and Jordan. It will aim to evaluate the impact of the campaign, taking into consideration methodological constraints due to the virality of the campaign.

Peru: Closing the Gender Gap in Public Sector Managerial Positions: Evidence from Peru. The aims are to credibly measure the impact of providing job related information to eligible teachers on the percentage of school managerial positions that go to eligible female teachers. The results of the study supported by this grant aims to shed light on strategies to improving teaching management and professional development systems.

ANNEX 3. ONGOING AND CLOSED GRANTS

The UFGE Secretariat is pleased to offer the [UFGE Interactive Grant List](#) which includes all active and completed operational grants funded by the UFGE since its inception in 2012. It allows users to filter the grants across topics, countries, regions, fiscal year and more to get a quick view of areas funded by the UFGE.

****The UFGE Interactive Grant List is updated on a quarterly basis or more frequently, as needed. Data used throughout this report reflects data through June 30, 2022, in keeping with the Annual Report cycle. ****



ANNEX 4. IMPACT EVALUATIONS

As of June 30, 2022, a combined 138 impact evaluations—completed and ongoing—had been supported by regional Gender Innovation Labs in Africa, East Asia and the Pacific, Latin America and the Caribbean, Middle East and North Africa, and South Asia. Out of these, 37 evaluations were completed. Given below, these evaluations were financed through grants listed in UFGE's Grant Dashboard (a single grant may support multiple evaluations).

| AFRICA | | |
|--|---------|--|
| Activity | Country | Description |
| Empowering Adolescent Girls through School Transfers in Benin | Benin | Within the Sahel Women's Empowerment and Demographic Dividend (SWEDD) project in Benin, the conditional cash transfer intervention will deliver transfers to selected adolescent girls in the first cycle of secondary school for 3 years. Participating girls in all targeted communes will receive monthly transfers of CFAF 9,000 or CFAF 13,200 depending on the age of the adolescent, and the provision of transfers will be conditional on school attendance. The study will seek to test whether the impact varies depending on the recipient and modality of the payment—for example whether payments are made directly to girls or to parents, and via mobile money or cash. |
| Empowering Adolescent Girls in Benin through Safe Spaces for Girls and Boys, and Youth- led Community Distribution of Contraceptives | Benin | Girls' and boys' clubs will be held in a safe space within the local community, led by locally-recruited mentors, and follow a curriculum covering topics including sexual and reproductive health, the disadvantages of early marriage and childbearing, and broader discussions of gender roles and respect. A supply-side contraception intervention will harness existing local youth committees to distribute contraceptives, thereby allowing adolescents to access contraceptives from their peers. |
| Addressing Capital and Skills Constraints to Youth Self-employment | Benin | The World Bank's Benin Youth Employment Project supports the Government of Benin in offering business and life skills training and cash grants to vulnerable male and female youth. The impact evaluation results showed strong positive impacts from the business and skills training; however, giving cash grants alone depressed women's profits and did not improve men's profits. Training increased investments, revenues, and profits for both men and women, and impacts were greater for women. This suggests that well designed and implemented business trainings with a strong socioemotional skills component can work for women in particular. |
| Plans Fonciers Ruraux | Benin | The land registration program under evaluation consisted of two key steps: each community identified and demarcated all parcels, and customary land ownership was legally documented through land use certificates. The improved land tenure security increased long-term investments in cash crops and trees and erased the gender gap in land fallowing—a key soil fertility investment. However, some women shifted their agricultural production to un-demarcated (and less productive) plots of land so that they could now guard these plots. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Benin | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |

| Activity | Country | Description |
|--|--------------|--|
| Impacts of a Partial Portfolio Credit Guarantee for Women-owned Firms on Credit Supply and Access to Credit in Burkina Faso | Burkina Faso | The study will generate evidence related to the following research questions: What is the impact of community-based safe spaces programs on adolescent girls' sexual and reproductive health knowledge and behaviors, and on empowerment indicators such as aspirations and self-esteem? What is the impact of community-based safe spaces programs on involvement in income-generating activities, savings, and earnings? What is the impact of combining safe spaces and livelihood support interventions on health, empowerment, and economic outcomes? |
| The Impacts of Payment Digitization and Product Traceability: Evidence from the Shea Nut Supply Chain in Burkina Faso | Burkina Faso | As part of the Strengthening Women Business Linkages in Agricultural Value Chains in the Sahel We-Fi Project, this study assesses the extent to which digital services interventions can advance women shea nut collectors' economic empowerment in Burkina Faso. The project is partnering with international shea buyers to introduce two services—payment digitization and product traceability—into their supply chains. The study will provide evidence on the potential for payment digitization to increase women's empowerment and help assess whether facilitating product traceability can boost these impacts. |
| West Africa Trade Facilitation | Burkina Faso | The evaluation focuses on testing two interventions in Burkina Faso, under the Trade Facilitation West Africa program. One of the interventions will provide small-scale traders with trade facilitation support. A subset of the sample (small-scale traders) will also receive Personal Initiative training on socioemotional skills to help them with staying motivated and overcoming the psychological challenges associated with introducing innovative ideas to their businesses. These interventions are particularly designed to support women who, unlike their male counterparts, have to overcome the constraints of having weaker social networks relevant to cross-border trade. This constraint limits their spatial mobility and makes them less likely to access finance and business partners. |
| Mobile Creches | Burkina Faso | The evaluation focuses on childcare services for children under the age of five to labor-intensive public works (LIPW) participants. The intervention included couples' training which aimed to sensitize couples' on men's roles as fathers, intrahousehold communication, collaborative decision-making and planning, child development, and gendered roles in the household. The evaluation found that there were long-term increases in the use of childcare, improvements in women's employment outcomes and financial outcomes, and positive impacts on child development. However, it did not find significant effects on women's decision-making power, gender attitudes, and intrahousehold division of labor, suggesting the limitations of childcare provision in enhancing women's empowerment. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Burkina Faso | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multicountry RCT for the Sahel Adaptive Social Protection Program | Burkina Faso | The Sahel Adaptive Social Protection Program includes a regional activity that supports country-level programs to design, implement, and evaluate accompanying measures to promote productive inclusion and resilience among the poor in the Sahel. This productive measures package includes: sensitization on aspirations and social/gender norms, Village Savings and Loan Associations, life skills training, business skills training, individual coaching, a one-time cash injection of about \$200, and information on prices and markets. |

| Activity | Country | Description |
|--|--------------------------|---|
| Cameroon Social Safety Nets Project | Cameroon | The project involves a specially designed group workshop, where couples unpack their beliefs about the acceptability of intimate partner violence and social or gender norms. The second component focuses on changing behaviors and shifting gender norms through community edutainment: designing and implementing a media message (through television, radio, street theatre, social media, music etc.) to both entertain and educate. |
| LONDO: “Stand Up” Public Works | Central African Republic | The Londo Project provides temporary employment to vulnerable people by providing them with the opportunity to participate in a road maintenance public work scheme. Each worker receives a daily wage and a bicycle which he or she can keep after successful completion of a contract period. Evidence shows an improvement in beneficiaries’ earnings beyond the time of the intervention, with clear gendered channels. Female beneficiaries diversify their livelihoods toward trading activities, while males intensify their agricultural activities and diversify toward small manufacturing. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Chad | The Sahel Women’s Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls’ capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls’ school enrollment and retention. successful completion of a contract period. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Cote d’Ivoire | The Sahel Women’s Empowerment and Demographic Dividend (SWEDD) is a multicountry project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls’ capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls’ school enrollment and retention. |
| Côte d’Ivoire Mighty Girls | Cote d’Ivoire | This project aims to develop and evaluate the impact of an interactive SMS socioemotional learning-based intervention targeting former beneficiaries of the IRC Pro-Jeunes program. Beneficiaries will develop socioemotional skills by reading the story of peers facing various issues related to sexual and reproductive health. A variant of the intervention will offer a small reward for participation. This variant, along with the core intervention, will be tested as part of a randomized impact evaluation. |
| Land Policy Improvement and Implementation | Cote d’Ivoire | Testing two interventions to strengthen women’s property rights: (i) a land reallocation intervention, whereby husbands are shown an informative video to encourage them to certify one plot of their land in their wife’s name, and (ii) a marriage upgrading intervention, whereby customarily-married couples are shown a similar video and assisted in entering into civil marriage under a community of property regime. |
| Agriculture Support Project | Cote d’Ivoire | The evaluation examined the impact on households of receiving subsidized, improved seedlings and agricultural extension training and of spouse participation in agricultural extension trainings. It investigated how providing inputs—like oxen and traction equipment—improves agricultural productivity or shifts intrahousehold allocation of labor. Preliminary results showed that recipients of the couples’ agricultural extension training increased their agricultural investment as well as their labor hours and agricultural input use through improved management on the farm, resulting in no drop in overall production or productivity. Cost-effectiveness estimates showed a return factor of 11 times at the household level. Overall, results showed how including women in economic planning can improve the efficiency of household production. Meanwhile, preliminary results on the delivery of oxen show positive short-term impacts on cotton harvests and sales, and longer-run gains in cotton cultivation and value of non-labor inputs, despite large reductions in household plot labor supply by wives and daughters; children are also healthier and boys are less likely to drop out of school. Results show that the adoption of labor-saving technology in male-dominant activities can have large intra-household effects and welfare impacts. |



| Activity | Country | Description |
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| Employment for Women in Agro-Processing | Cote d'Ivoire | The evaluation tested a financial innovation among female workers in cashew-processing plants: a direct-deposit commitment savings account designed to make it easier for workers to convert productivity increases into long-term savings, which cannot be accessed by others. It sought to generate evidence on the impact of redistributive pressure on women's labor supply and earnings. Preliminary results show that offering private accounts leads to 9.2% higher attendance and 14.5% higher output and earnings. This provides evidence that tackling redistributive norms can improve output and growth in developing countries. |
| Empowering Adolescent Girls through Safe Spaces and Accompanying Measures in Cote d'Ivoire | Cote d'Ivoire | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. In Cote d'Ivoire, the government is implementing safe spaces for both in- and out-of-school adolescent girls and young women aged 8 to 24, as well as a series of accompanying measures such as academic tutoring, support for income-generating activities, and parallel clubs for boys and men. |
| Pro-Jeunes | Cote d'Ivoire | PRO-Jeunes targets 10,000 vulnerable youth between the ages of 15-24 in urban and rural Cote d'Ivoire. The project includes foundational skills training through an e-learning platform and coaching/mentoring; entrepreneurship and employment search support; and the support for entrepreneurship and employment search paired with intensified mentorship/coaching. |
| Gendered Impacts of Public Work Programs in a Fragile State | Democratic Republic of Congo | The Social Response to the Ebola Crisis Program takes place in health zones affected by Ebola, with the goal of improving the public infrastructure by addressing the needs of the communities and the public health teams. It targets poor and vulnerable men and women over 18 years of age who reside in the same health zone of the worksite. Selected beneficiaries receive US\$3 per day and will be authorized to work 60 days for a period of 3 consecutive months. |
| Agricultural Rehabilitation and Recovery Support Project | Democratic Republic of Congo | Within the World Bank PARRSA project, an experimental impact evaluation examines the project's regeneration of the market for improved seeds, the diffusion of improved farming practices through agricultural extension, and the improvement of rural roads infrastructure, analyzing how male and female farmers learn about new technologies and access markets. |
| Engaging Men through Accountable Practice | Democratic Republic of Congo | The intervention aimed to engage men to reflect on how they could reduce and prevent intimate partner violence and, more broadly, prevent violence against women and girls in their communities. The program consisted of 16 weekly group discussion sessions that explored existing understandings of masculinity; discussed the types, causes, and consequences of violence against women and girls; and created more positive role models, promoting self-reflection and pushing men to analyze and change their own power and privilege. The program had no impacts on women's physical, sexual, or emotional experience of violence, but the study found a significant decrease in men's intention to commit violence. There was a large and positive impact on the sharing of housework. |
| Great Lakes Sexual and Gender-Based Violence project: Narrative Exposure Therapy | Democratic Republic of Congo | The study evaluated the impact of Narrative Exposure Therapy (NET), a short-term intervention to reduce PTSD symptoms resulting from exposure to multiple traumatic events, including SGBV. It was found that NET significantly reduced symptoms of PTSD and depression and anxiety, both in the short and medium term, and significantly increased self-esteem and local functioning. There were also small positive effects of NET on economic empowerment: there was a small increase in the likelihood of saving and in decision-making power, and a reduction in total hours worked with no decrease in earnings. |

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

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

| Activity | Country | Description |
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| Second Agriculture Growth Project | Ethiopia | The Second Agriculture Growth Project (AGP2) aims to increase agricultural productivity and commercialization of smallholder farmers. The focus of the impact evaluation is on the use of video-based extension (building on small, mobile projectors to deliver video messages to small groups) to generate demand for nutrition-dense crops and nutrition-sensitive technology. |
| Women Entrepreneurship Development Project | Ethiopia | Through the Women Entrepreneurship Development Project, loans and entrepreneurship training were provided to growth-oriented, women-owned MSMEs in six cities across Ethiopia. The evaluation measures the impact of both project components (loans and training) on women's well-being via increased business knowledge, income, and employment levels. The results suggest that large, individual-liability loans can make a significant difference in accelerating growth in the business incomes and employment levels of women-owned enterprises. |
| Women Entrepreneurship Development Project - Personal Initiative Training | Ethiopia | This study offers a rigorous evaluation of two types of training programs offered to women entrepreneurs in Ethiopia who are part of the World Bank's Women Entrepreneurship Development Project (WEDP). The study will compare an innovative action-based entrepreneurship skills training course, called "Personal Initiative (PI) Training" with a more traditional business training, called "Basic Business Skills and Entrepreneurship Development (BSED) Training. |
| Women in Agribusiness Leaders Network | Ethiopia | WALN is a business training, mentoring, and networking program targeted at high-potential women entrepreneurs in five regions in Ethiopia. It provided business and leadership training for a small cohort of high-performing business women who would go on to become mentors, organized mentoring sessions for promising businesswomen, and seeded a network of business entrepreneurs. The evaluation found that the training had large and meaningful impacts on the mentors. The mentors taught their mentees business practices, and this training spilled-over to non-targeted mentees. However, the change in business practices among the mentees was not large enough to change profits in a way that could be captured. |
| Resilient Landscapes and Livelihoods Project | Ethiopia | The project complements initial investments in biophysical watershed restoration with associated activities promoting sustainable livelihoods in restored landscapes, through support for climate smart agriculture (CSA), diversified income generating activities (IGAs), connections to value chains, and improved land tenure. The main objective is to improve climate resilience, land productivity and carbon storage, and increase access to diversified livelihood activities in selected rural watersheds. |
| Climate Action Landscape Management (CALM): Nudging Market Participation | Ethiopia | The Climate Action through Landscape Management (CALM) Program for Results Project aims to increase adoption of sustainable land management (SLM) practices and to expand access to secure land tenure in non-rangeland rural areas. This study will assess the impact of access to a light touch rental market facilitation intervention on household welfare, particularly for women, in rural areas in Ethiopia. The intervention is expected to overcome two key market frictions, information asymmetry and transaction costs, which preclude the efficient operation of rental markets in many developing countries. |
| SME Finance Project | Ethiopia | With the Small and Medium Enterprise Finance Program (SMEFP), the Gender Innovation Lab (GIL) plans to conduct a study to investigate enterprises who get a lease for productive capital and explore the impact on business growth, employment generation, and employee satisfaction. |
| Land Titling Registration | Ghana | In close collaboration with ISSER at the University of Ghana, this study looked at the difference in impact on men and women who were provided with formal land titles to rural and semi-urban plots in a pilot title registration district in the Central Region. The program was successful in registering land in the targeted program area. However, increased land registration did not result in increased agricultural investments, credit taking, or productivity. Land registration did, however, impact how households allocated agricultural labor. Specifically, households whose land was registered decreased their amount of agricultural labor with no changes to productivity and only a small reduction of agricultural production. |

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| Activity | Country | Description |
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| Impact of Formal Savings on Salaried Workers' Spending and Borrowing  | Ghana | This study evaluated the impact of a savings product for salaried workers who receive pay via a direct deposit. Overall, the product significantly increased savings with the bank without increasing overdrafts. However, after accounting for other sources of savings, clients with above-median baseline overdraft histories didn't accrue new savings during the commitment period. Rather, they drew down other savings to offset the committed amount and took on new debt. In contrast, individuals with below-median overdraft histories significantly increased savings both during and after the commitment period. |
| Commercial Agriculture Project, Intra-household Dynamics and Farm Productivity: The Effects of Women's Access to Irrigated Land Rental and Inputs  | Ghana | Findings from survey data collected among Kpong and Weta rice farmers suggest that non-cognitive skills significantly affect technology adoption decisions, returns from adoption, and technical efficiency in rice production, and that the size of the estimated impacts exceeds that of traditional human capital measures. Personality traits may help accelerate innovation diffusion in the short term and help farmers to respond flexibly to new opportunities and risks in the longer term. In the Upper East, traditional survey-based measures, as well as experimental methods were used to try to understand intra-household dynamics. Additional analysis using both the data on household dynamics, as well as disaggregated agricultural production data collected from both husbands and wives, is still ongoing. |
| Commercial Agriculture Project, Out-Grower Contracts for Smallholder Rice Farmers in Ghana's Accra Plains Region | Ghana | Examined how personality traits affect technology adoption and technical efficiency. The results show that noncognitive skills (polychronicity, work centrality, and optimism) significantly affect technology adoption decisions, returns from adoption, and technical efficiency in rice production, and the size of the estimated impacts exceeds that of traditional human capital measures. Personality traits may therefore help accelerate innovation diffusion in the short term and help farmers to respond flexibly to new opportunities and risks in the longer term. |
| Financial Inclusion and Savings Promotion in Eastern Ghana  | Ghana | This study included two interventions. First, it utilized a savings deposit collection service in which collectors visited customers regularly to collect savings deposits. Deposits were placed in their bank account and were available for withdrawal at any time. Second, customers were given wooden boxes that had a lock and key, to be used as they saw fit. These interventions were tested alone and in combination. Deposit collection increased total value of bank deposits. Lockboxes had no impact on value of bank deposits, but did reduce the number of bank deposits. No impacts were found on total savings. There was a positive impact on bank loans. |
| Gender, Insurance and Agricultural Productivity | Ghana | The specific objectives for this project include assessing the effects of regular extension services on output of women farmers as part of a larger effort in providing community-based extension services to a larger population in northern Ghana, integrating a gender dimension into a project that was previously focused only on men, and testing the effects of counterpart funding of drought index insurance support to women and its influence on household allocation of resources including land. |
| Impact of Commitment Savings Accounts Linked to Mobile Money | Ghana | This study evaluates the impact of mobile phone-based bank savings accounts on customers, including one with a hard, fixed, and mandatory withdrawal restriction ("hard commitment"), and one with a soft, flexible, optional withdrawal restriction ("soft commitment"). A spousal information treatment is cross-randomized. |
| Making Cash Grants Work for Female Entrepreneurs | Ghana | This experiment tests the effectiveness of providing (i) unconditional cash grants; (ii) grants conditional on reaching a pre-defined savings goal; and (iii) grants conditional on both the beneficiary and her partner attending a training on allocation of resources within the household. It finds that household division of roles and responsibilities affects the way that women microentrepreneurs manage their finances, and women often prioritize savings over business investment. |
| Women Entrepreneurs and Crossing Over | Guinea | This evaluation studies the impact of providing women entrepreneurs with adequate information, technical support, coaching, and know-how, as well as internship exposure, in their success as entrepreneurs in male-dominated productive sectors. |

| Activity | Country | Description |
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| The Impacts of Microfranchising on Young Women in Nairobi  | Kenya | This impact evaluation focused on the Girls Empowered by Microfranchise (GEM) program in Nairobi, which aimed to help out-of-school young women launch branded franchise businesses connected to two well-known Kenyan brands. The intervention combined a number of distinct elements: business and life skills training, franchise-specific training, start-up capital, and ongoing business mentoring. In the medium-term, both the franchise and cash grant treatments led to substantial increases in women's income. Women who participated in the program were also more likely to be self-employed than those who did not participate. However, the positive impacts on income observed in the medium term were not sustained over the longer term. The main lasting impact was that women in both the franchise and cash grant programs were more likely to be self-employed than women who did not participate. |
| Youth Employment and Opportunities Project | Kenya | This program will include a national business plan competition to award grants to entrepreneurs ages 18 to 25 with high potential to create jobs for vulnerable youth. The 1,500 shortlisted applicants will receive a one-week training. This study will build on the recent Nigeria YouWin! Study to examine whether smaller grants can work. |
| Economic Empowerment of Adolescent Girls and Young Women (part of Adolescent Girls Initiative)  | Liberia | A part of the World Bank's Adolescent Girls Initiative (AGI), EPAG was implemented in Liberia and offered a 12-month employment program with 6 months of classroom training and 6 months of follow-up support. Classroom training included socioemotional skills and either vocational training or business skills training. Additional support included free childcare during classroom training, savings accounts, transportation stipend, and completion bonus. The EPAG program increased employment by 47 percent and earnings by 80 percent. In addition, it had positive effects on a variety of empowerment measures, including access to money, self-confidence, and anxiety about circumstances and the future. The evaluation found no net impact on fertility or sexual behavior. |
| Sisters of Success: measuring the impact of mentoring and girls' groups in supporting girls' transition into adolescence and adulthood | Liberia | The Sisters of Success (SOS) Program used mentors and girls' groups to deliver life skills (specifically social and emotional skills) to adolescent girls aged 12-15. Relative to control girls, in just under a year, treatment girls are about 4 percentage points and 3 percentage points more likely to have completed primary school and to have enrolled in secondary school, respectively. Significant improvement was also noted in the quality of girls' relationships with their peers and parents. These impacts are concentrated among the younger girls, aged 12-13. |
| Cash for Work | Madagascar | This impact evaluation measures the impact of cash for work among beneficiaries. Cash for work was provided to the poorest members of the village (known as fokontany) as determined by a combination of a means test validated by a local social protection committee. |
| Cash for Work Savings | Madagascar | This impact evaluation tests the comparative impact of two interventions: behavioral nudges to encourage beneficiaries to save their earnings and use them on productive activities, and trainings on group savings, evaluating business opportunities, and making a business plan. |
| Business Registration Impact Evaluation  | Malawi | The intervention tested in this impact evaluation included: (1) assistance in registering a business; (2) assistance in obtaining a Tax Payers Identification Number; and (3) an information session from a bank where business bank accounts are offered. In the study, when registration is made virtually costless, an overwhelming number of women-owned firms (73%) chose to register. However, when offered the chance to engage in costless registration for taxes, almost no firms elected to pursue this option. Combining business registration with an information session at a bank including the offer of a business bank account leads to an increased use of formal financial services, and results in increases in women-owned firms' sales and profits of 28 percent and 20 percent, respectively. |

| Activity | Country | Description |
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| Graduation Program Impact Evaluation | Malawi | The Irish NGO Concern is implementing a graduation approach in 200 villages of Mangochi and Nsanje districts. The intervention consists of a cash transfer for the extreme poor with the following accompanying productive measures: skills training and coaching, access to savings facilitations, and an asset transfer. In addition, in selected villages in which the women receive the package, a couple's empowerment training known as "family first" will be provided for households receiving the package. |
| "Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project" | Mali | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Mauritania | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |
| Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multicountry RCT for the Sahel Adaptive Social Protection Program | Mauritania | The Sahel Adaptive Social Protection Program includes a regional activity that supports country-level programs to design, implement, and evaluate productive accompanying measures to promote productive inclusion and resilience among the poor in the Sahel. This productive measures package includes: sensitization on aspirations and social/gender norms, VSLA, life skills training, business skills training, individual coaching, a one-time cash injection of about \$200, and information on prices and markets. Three versions of the package are being tested: full package, package without the sensitization and life skills training, package without the cash injection. |
| Menstrual Hygiene Management Pilot Intervention-SWEDD | Mauritania | As part of the second phase of the SWEDD project, a holistic school and community-based intervention that addresses stigma and improves knowledge on Menstrual Hygiene Management (MHM) will be implemented. This intervention will take advantage of the existing activities implemented at the Safe Spaces (SS) already in place through the SWEDD project, such as the SS curriculum that includes a module on basic MHM knowledge and practices and the provision of hygiene kits. In addition, a pilot intervention addressing stigma by engaging not only adolescents, but their families and other community members, will be implemented. |
| Mauritania Cash Transfer and Family Dialogue | Mauritania | Through the Mauritania Social Safety Net System, the World Bank is supporting the Government of Mauritania to develop a social safety net program (Tekavoul) to support the resilience and human capital investment of extreme poor households in Mauritania. The intervention centers on a couples' intervention aimed at changing gender norms through the engagement of both the female and male spouse. |
| Tekavoul: Cash Transfers and Accompanying Measures | Mauritania | The World Bank is supporting the Government of Mauritania to develop a social safety net program to support the resilience and human capital investment of extreme poor households in Mauritania. The program consists of cash transfers for five years, a package of production measures—including social/gender norms sensitization, VSLA, life skills trainings, individual coaching, a one-time cash injection, and information on prices and markets—and beneficiary households are required to attend social promotion activities every three months. |

| Activity | Country | Description |
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| Mozambique Bottom-Up vs. Top-Down Interventions in Fostering Female Entrepreneurship | Mozambique | This impact evaluation aims to uncover the effects of social gender role training and facilitation services for access to finance, networking and markets on the performance of female-owned businesses. The first intervention is a Social Gender Role Training (SGR) aimed at empowering female entrepreneurs to overcome social gender roles and reduce perceived gender barriers (internal barriers). The second intervention uses a top-down approach to improve at the margin critical areas of the environment that women entrepreneurs face while doing business. Specifically, the intervention will provide women entrepreneurs access to facilitation services for a set of agreed access to market, network and finance opportunities. |
| Harnessing the Demographic Dividend (Safe Space + Engaging Parents) | Mozambique | As part of the Harnessing the Demographic Dividend Project, this impact evaluation aims to uncover the effects of a gender-sensitive training and mentorship program aimed at empowering adolescent girls in Mozambique. The project includes two interventions. The first intervention is a signature safe-space program, which provides experience-based life-skills training and mentorship to out-of-school adolescent girls. It aims to improve their life outcomes, such as education, employment, marriage, childbearing, self-efficacy and wellbeing. The second intervention will focus on raising awareness on girls' empowerment among parents of the targeted girls, with the aim to overcome restrictive gender norms and positively influence parental aspirations and investments towards daughters. Specifically, this intervention will highlight the benefits of sending girls back to school and reducing child marriage and early pregnancy. |
| Integrated Growth Poles Project (Personal Initiative Trainings for Women Farmers) | Mozambique | This study will assess the impact of three key interventions: (i) rural road rehabilitation, (ii) agricultural extension, (iii) personal initiative training. |
| Securing Women's Land Tenure in Mozambique through Innovative Technology from the Bottom Up | Mozambique | The intervention aims to improve women's land tenure security in rural Mozambique by providing land use permits to female-headed households and to married households conditional on co-titling. An add-on intervention aims to relax constraints to long-term land investments (e.g. poor access to inputs, markets, and limited human capital) through access to a discounted bundle of trees. The two interventions will crosscut each other, and there will be a pure control group. |
| Terra Segura | Mozambique | This study tests the impact of two community-level interventions on female farmers' land tenure security, investment decisions, incomes, and empowerment levels. This first intervention is a low cost, fit for purpose participatory methodology to deliver community delimitation and parcel land tenure regularization at scale. The second intervention provides targeted support to help women smallholders expand their yields and income and strengthen their food security and resilience to shocks. |
| Matching Grant Scheme for Business Performance | Mozambique | One of the components of the Competitiveness and Private Sector Development Project is focused on matching grants for business development services (BDS) of MSMEs in Mozambique. Micro firms would receive a matching grant of 70 percent of the BDS cost and SMEs would receive matching grants of 50 percent of the cost. This evaluation will assess the impact of the Mozambique Government's matching grant program on business performance. It will also assess the effects of the program by gender of the entrepreneur and for sectors where the majority of the employees are women. |
| Empowering Adolescent Girls in the Sahel: Evidence from a Multicountry RCT of the Sahel Women Empowerment and Demographic Dividend Project | Niger | The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. All the projects fall into one or more of three windows of eligible interventions: life skills and sexual and reproductive health knowledge projects that build adolescent girls' capacity to lead healthy and productive lives; improving economic opportunities through support for income-generating activities; and improving girls' school enrollment and retention. |

| Activity | Country | Description |
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| Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multicountry RCT for the Sahel Adaptive Social Protection Program | Niger | The Sahel Adaptive Social Protection Program includes a regional activity that supports country-level programs to design, implement, and evaluate productive accompanying measures to promote productive inclusion and resilience among the poor in the Sahel. This productive measures package includes: sensitization on aspirations and social/gender norms, VSLA, life skills training, business skills training, individual coaching, a one-time cash injection of about \$200, and information on prices and markets. Three versions of the package are being tested: full package, package without the sensitization and life skills training, package without the cash injection. |
| Export and Agro-pastoral Market Development Project | Niger | PRODEX seeks to increase the value of targeted agro-pastoral export products, with a broader view toward boosting incomes of project-supported producers and stimulating agricultural growth. The intervention under evaluation delivered matching grants to provide support services (training, access to credit, market facilitation, and technical assistance) and targeted infrastructure to male and female farming and livestock groups. |
| Texting for Change: Mobile, Messages and Savings | Niger | The program under evaluation consisted of two key interventions. The first intervention involved the provision of a simple lockbox, which offered individuals a secure place to put their money, but without any commitment to make deposits or limit withdrawals. The second intervention was a series of SMS reminders about household spending on religious festivals and other savings goals. The take-up and usage of the lockbox were equally high among women and men and 41% had savings one year after receiving it. While, the lockboxes did not affect households' average expenditure patterns, they helped households cope with adverse health shocks by allowing them to smooth their consumption through self-insurance. These findings highlight an unmet demand for secure ways to save in rural Niger and the role that low-cost savings technologies can play in helping households manage risk and meet consumption needs. |
| Business Process Outsourcing Youth Employment Project | Nigeria | This study focused on the impacts of an information and communications technology (ICT) training intervention on employment of targeted university graduates in five major cities. A treatment group received training for employment in IT industry jobs and general office skills training. After two years, the treatment group was 26 percent more likely to work in the ICT sector. However, on average, the program had no impact on the overall likelihood of being employed. After the training intervention, women who at baseline were implicitly biased against associating women with professional attributes, were three times more likely than unbiased women to switch to the ICT sector. |
| "Nigeria Innovative Lending Products for Women-Led SMEs" | Nigeria | This study will assess an innovative credit product designed to surmount longstanding collateral constraints faced by women entrepreneurs by using cash flow to determine credit worthiness impacts on SMEs access to finance and firm performance. It will also test the impact of a dynamic incentive, by randomizing a subset of those SMEs who are offered the loan and telling them they will be approved for another loan of higher value each time they complete a loan cycle (up to a certain limit). |
| Impact evaluation of AGILE's Life Skills + Digital Literacy Training Intervention component for adolescents in rural Nigeria | Nigeria | This impact evaluation will assess life skills training and digital literacy training at the senior-secondary school (SSS) level targeting rural beneficiaries of the Nigeria Adolescent Girls Initiative for Learning and Empowerment (AGILE) Project. It aims to estimate the causal impacts of these school-based intervention programs on young women's school retention and attendance, socioemotional skills, knowledge of gender-based violence and sexual and reproductive health, early marriage, child-bearing and labor market outcomes. |
| Feed the Future Nigeria Livelihoods Project | Nigeria | Feed the Future Nigeria Livelihoods Project (FNLP) offers a wide range of services, including agricultural extension services, input vouchers, business and financial literacy skills training, mentoring, and improved access to finance. The IE will evaluate the overall bundled FNLP program in Kebbi state and also focuses on two key components: the caseworker mentoring scheme and unconditional cash transfers offered to extremely vulnerable households. The cash transfers were structured to research the best delivery mode by varying the size and timing of payments. Receiving cash transfers monthly or quarterly made no difference on the impacts of the cash transfer. |

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| Activity | Country | Description |
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| National Social Safety Nets Project | Nigeria | The project aims to provide targeted regular cash transfers to poor and vulnerable households across Nigeria through a consolidated national social safety nets registry. The project includes three packages: i) a basic cash transfer package; ii) a human capital top-up package; and iii) a livelihoods package. The project compares three alternative delivery mechanisms for the livelihoods package: i) using government workers; ii) using community agents to complement the government workers; and iii) requiring that CTFs and community agents are female. A novel couples training intervention was proposed to support households in making the most efficient decision about the productive member to target for the livelihood package. |
| Productivity Enhancement and Livelihood Improvement Support Project | Nigeria | Women and Youth Empowerment, a component of the APPEALS program, will provide technical and business training, grants, and mentorship to 10,000 women and youth in the agri-business sector. As part of the study, a portion of beneficiaries is expected to also receive socioemotional skills training and a gender norms intervention. |
| Skills for Jobs | Nigeria | Skills for Jobs is a training program provided by the Nigerian government. It is made up of three components: life skills, vocational/sector-specific skills, and entrepreneurship skills; and providing internships and apprenticeships with public and private sector organizations. |
| Vocational Training Plus Program and Women's Empowerment: Experimental evidence from Nigeria | Nigeria | The Vocational Training "Plus" Program for HIV-Affected Women includes two key interventions: (i) vocational training which imparts technical skills to women across three economic trades, and provides a one-time asset transfer to women who complete at least 70% of the training, and a (ii) buddy program which seeks to enhance women's social networks by pairing trainees with a co-trainee during the training sessions. The buddy program will be implemented in two modalities (i) trainees can choose their own buddy from the training group, or (ii) the trainee will be randomly assigned to a buddy from the training group. |
| Engaging Men for Stronger Women, Stronger Nations | Nigeria | The Stronger Women, Stronger Nations Program is a bundled intervention targeting ultra-poor women in conflict settings in Nigeria (Plateau state), with women's rights and agency at the center of program design. This program consists of a signature bundled-program, i.e. a comprehensive package of services of interlinked components targeted at ultra-poor women from marginalized communities residing in conflict settings. The program also includes an add-on intervention, the men engagement program (MEP), which seeks to engage spouses of targeted women in participatory knowledge sessions on topics around positive masculinity, shared decision making, women's rights, and gender equity. |
| Skills Development for Employability | Republic of the Congo | The Skills Development for Employability Project offers young men and women the opportunity to enroll in six-month long vocational training courses, followed by a "support to transition" period during which beneficiaries complete internships and receive regular assistance with their job search or entrepreneurial endeavors. Under the impact evaluation, individuals were randomly assigned to either a group that would watch a video including information on trade-specific earnings, or a group that would watch another version of the video that did not include this information. Women who received information on trade-specific earnings were 28.6% more likely to apply to a traditionally male-dominated trade, and men and women were both more likely to apply to more lucrative trades. |
| Cross-Border Traders Project | Rwanda | The program 'Improving the Conditions of Cross-Border Traders in the Great Lakes Region of Africa' aimed to strengthen the capacity of DRC border officials, traders, and trader associations and to facilitate policy dialogue and improved coordination between traders and government officials. The intervention provided training on taxes and tariffs and information on gender-based violence to small-scale, cross-border women traders on the borderland of the Great Lakes Region. Those offered the training were 8 percentage points more likely to cross the border before border officials typically arrive at their post and experienced a 5 percentage point drop in both the incidence of gender-based violence and the payment of bribes. These results highlight the need to improve governance and establish clear cross-border trade regulations, particularly on the DRC side of the border. |

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| Activity | Country | Description |
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| Adolescent Girls Initiative | Rwanda | The Initiative provides skills development and entrepreneurship support for 2,000 vulnerable girls and young women aged 16-24 and includes: two weeks of life skills trainings, six months vocational training (culinary, arts and crafts, food processing, and agriculture), and 5.5 months of placement or cooperative formation. Innovations included life skills training and creation of safe spaces (girls' rooms) in vocational training centers. The vocational training project led to a substantial increase in non-farm employment among beneficiaries, with the share of girls reporting businesses, wage employment, or internships rising from 50 percent to 75 percent. Respondents reported wider social networks and moderate improvements in their relationships with friends, family and community members following their participation in the project. |
| Pilot Land Title Registration | Rwanda | This program seeks to systematically clarify rights over land and demarcate parcels, leading to the issuance of title certificates to land holders. The program mandated that all married couples receive land titles in the names of both spouses. An impact evaluation of this program highlights four main effects; namely, (i) significant investment impacts that are particularly pronounced for women; (ii) improved land ownership for legally married women and better record of inheritance rights; (iii) a reduction in the probability of having documented land ownership for not legally married women; and (iv) a reduction in land market activity rather than distress sales. |
| Returns to Soft Skills Training for Recent Graduates | Rwanda | The intervention will deliver soft-skills training focused on interpersonal skills (e.g., communication, collaboration, etc.) for recent university/TVET graduates in Rwanda. Training will be intensive, comprising in-person daily activities for 4 weeks. Participants will be offered transport support, accommodation (including childcare facilities) and subsistence fees. |
| Great Lakes Sexual and Gender-Based Violence: MIGEPROF Couple's training | Rwanda | The couples training intervention is based on an improved version of the SASA! program of the NGO Raising Voices. During 22 sessions over six months, participating couples discuss violence against women and the gender imbalance of power. They are sensitized to the potential benefits of mitigating this violence and learn concrete ways to address it. |
| National Land Title Registration | Rwanda | This was a randomized roll out of a national land registration program which included the demarcation of parcels, dispute resolution, and issuance of land titles. As part of the registration process, men and women who were cohabiting/married were given joint rights over the land. Equal inheritance for boys and girls was also specified. |
| Promoting Livelihoods, Productive Inclusion and Resilience among the Poor: A Multicountry RCT for the Sahel Adaptive Social Protection Program | Senegal | The Sahel Adaptive Social Protection Program includes a regional activity that supports country-level programs to design, implement, and evaluate productive accompanying measures to promote productive inclusion and resilience among the poor in the Sahel. This productive measures package includes: sensitization on aspirations and social/gender norms, VSLA, life skills training, business skills training, individual coaching, a one-time cash injection of about \$200, and information on prices and markets. Three versions of the package are being tested: full package, package without the sensitization and life skills training, package without the cash injection. |
| Empowerment and Livelihoods for Adolescent Girls | Sierra Leone | This initiative provides adolescent development centers (ELA clubs), life skills training, livelihood training, and credit support to start income-generating activities. To this end, 200 target villages were randomly assigned to either a control group or one of three treatment groups: the first offered the ELA club and life skills training; the second offered all the previous plus livelihood training; and the third offered the entire package including microcredit support. A wide range of outcome indicators related to economic and health behaviors of adolescent girls were examined. In control villages, over the crisis, women spend significantly more time with men, out-of-wedlock pregnancy rates rise, and those exposed to severe Ebola-related disruption have a 16 percent drop in school enrollment post-crisis. These adverse effects are significantly reversed in treated villages. The intervention thus fosters a range of basic skills, as well as entrepreneurial skills and health knowledge gained from intervention clubs. |

| Activity | Country | Description |
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| CHOICES Gender Norms and Attitudes Training for Adolescents | Somalia | The CHOICES model, a component of Save the Children's programming in Somalia, involves training young adolescents on attitudes towards gender and gender norms. This impact evaluation will focus on measuring the impacts of the CHOICES training model in increasing gender equality and shifting the attitudes of the boys and girls who participate in the training. |
| <div>COMPLETED</div> The Impact of Reference Letters on the Job Search | South Africa | The effect of formal reference letters from former employers on youth employment outcomes was evaluated. Results showed that reference letters improve firms' screening ability and employment outcomes, especially for women. Reference letters allow firms to identify higher-ability candidates and increase the likelihood of employer call-backs. Women who use the reference letter double their employment likelihood, while no effect is observed for men. |
| <div>COMPLETED</div> Youth Job Search Assistance | South Africa | Intervention findings showed that assessing young workseekers' skills in multiple domains, certifying their assessment results, and allowing them to share the skills certification with firms, substantially increases employment and earnings. Providing information only to work-seekers or only to firms has positive but smaller effects on labor market outcomes, showing that both work-seekers and firms face information frictions, that can be alleviated by assessment and certification. |
| <div>COMPLETED</div> The Impact of Action Planning on the Job Search | South Africa | This evaluated the effect of an action planning intervention in tandem with job counseling on the efficiency and effectiveness of job search among unemployed youth. Results showed that participants who completed a detailed job search plan increased the number of job applications submitted by as much as 27 percent, but not the time spent searching. Greater search efficiency and effectiveness translated to sizeable improvements in employment outcomes. Participants in the action planning group plus counseling intervention were 45 percent more likely to receive job offers and 42 percent more likely to be employed three months later. However, there were no gender-differentiated effects. Women do not seem to increase their number of applications but reduce the number of search hours, which suggests higher efficiency in applications rather than increased intensity. |
| Adolescent Girls Initiative | South Sudan | The ELA project established 100 community-level girls' clubs in four states of South Sudan targeting girls ages 15 to 24. The clubs operated from late 2010 to June 2013 and offered a safe space to socialize, receive socioemotional and vocational skills training, support for savings, and community sensitization. The socioemotional training covered topics such as early marriage and sexual and reproductive health (SRH). Versions of this program have been or are being evaluated in Bangladesh, Uganda, Tanzania, and Sierra Leone. Taking conflict into account as a mediator for the program's effectiveness, it was found that the intervention had positive impacts on a range of labor market and financial outcomes for girls who were not affected by the conflict. The impact of the program on girls' social empowerment and the control over their own bodies, however, is ambiguous. |
| <div>COMPLETED</div> Empowerment and Livelihoods for Adolescent Girls | Tanzania | The ELA intervention aimed to increase the economic empowerment of adolescent girls in rural Tanzania through life-skills training, income-generation skills training, and access to microfinance. After launching the core interventions of ELA (i.e. setting up adolescent girls clubs, and conducting life skills, livelihood and vocational training) in all treatment communities, half of the clubs were provided with microcredit services. The results show no impact of the standard ELA model on young women's social and economic outcomes. However, the program led to an increase in savings among adolescent girls from communities that received the ELA program with microfinance. Offering this formal microfinance service also increased participation in informal savings groups by both the ELA participants and non-participants in these communities. |

| Activity | Country | Description |
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| Virtual Business Incubator | Tanzania | This tested two kinds of trainings, one basic in-class training and one enhanced version supplemented with individualized coaching, to test their respective impact on women with established small businesses in Tanzania. The intervention found that targeting the right entrepreneurs can improve the effectiveness of a tailored training and even lead to improvements in performance. While, on average, neither training led to revenue or profit growth, entrepreneurs with at least nine years of experience benefited from the enhanced program through increased revenues. Further, content and delivery method of business support provided to the female entrepreneurs impacted their adoption of business practices. While the basic training did not have an impact on business practices, participants in the enhanced training were more likely to adopt new practices. |
| Business Women Connect | Tanzania | This study evaluated two interventions: the first promoted the use of mobile savings accounts, and the second provided business training in addition to the use of mobile savings accounts. One year post-intervention, the results show that women save substantially more through the mobile account. Women also access more microloans through the accounts, expand their business portfolio, and report higher levels of empowerment and well-being. The business and financial literacy training further bolstered the usage of the mobile savings accounts and led to greater capital investment, labor effort, new products, and better business practices. |
| Promoting Safe Sex Among Adolescents | Tanzania | The evaluation of the Promoting Safe Sex Among Adolescents project in Tanzania, which builds on the ELA programs, assesses the relative and combined effectiveness of interventions targeting girls and interventions targeting boys on girls' sexual and reproductive health (SRH) outcomes. Under the program, girls are supplied with SRH training and free contraceptives, as well as help with setting healthy goals to improve their SRH outcomes. Boys are offered SRH training through soccer clubs, using an innovative sport-based pedagogy that uses soccer specific activities, metaphors, and language to educate and inspire them. Both interventions led to significant reductions in the incidence of IPV experienced by the girls. The mechanisms through which the two interventions reduced IPV differ from each other. For the boys' intervention, treated boys' attitudes towards IPV improve. For the girls' intervention, treated girls appear to exit violent relationships and match with better-quality partners: their boyfriends are on average younger, more likely to be in school, and more likely to use contraceptives than the boyfriends of control girls. |
| Labor Market Returns to Socioemotional Skills for Adolescents | Tanzania | The project takes BRAC's new Empowerment and Livelihoods for Adolescents curriculum, which centers on an extensive set of activities covering a broad range of socioemotional skills, and splits it into skills which focus on awareness, and skills which focus on management. Using this, two separate, intensive multi-day training courses for adolescents and young adults were developed—one focused on awareness skills, and one focused on management skills. A quarter of the youth in the sample will receive both training courses. |
| Managerial Training for Informal Firms | Togo | Through an experiment in Togo, a team of researchers introduced the personal initiative training program, a new and effective psychology-based entrepreneurship training that outperforms traditional business training. 500 firms were offered the IFC Business Edge training and 500 firms were offered the personal initiative training. Personal initiative training led to a boost in profits for microentrepreneurs and was particularly effective for female entrepreneurs. |
| Youth Employment Program | Togo | This research study focuses on evaluating the effects of labor market interventions in Togo: a 12-month internship program, an internship program plus a voucher for training in an area of firms' need, and a soft-skills training. The evaluation will compare these interventions in order to learn about their impact on employment, income, living standards, financial independence, savings and investment behavior, and social status. This study will also focus on the gender disaggregated effects of the soft-skills training and internship programs. |

| Activity | Country | Description |
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| <div> <div>COMPLETED</div> Empowerment and Livelihoods for Adolescent Girls </div> | Uganda | The ELA project in Uganda aims to increase the economic empowerment of adolescent girls in rural areas by providing life skills training, income-generation skills training, and access to microfinance. The program increased the likelihood of participants engaging in income-generating activities by 32 percent; self-reported routine condom use by those who were sexually active increased by 50 percent; fertility rates dropped by 26 percent; and there was a 76 percent reduction in adolescent girls reporting having had sex against their will during the past year. |
| Competitiveness and Enterprise Development Project | Uganda | In Uganda, the GIL tested two policy instruments to encourage female land ownership. The intervention offered fully subsidized land titles for rural households. The first policy instrument makes the subsidy conditional on including a wife's name in the title; the second provides households with information about the benefits of joint titling. The intervention generated high demand for titling, as well as for co-titling with the husband and wife. It was found that both policy instruments further increased demand for co-titling, but adding a condition was particularly effective. |
| Farm & Family Balance Project | Uganda | Two interventions designed to deepen women's participation in cash crop production and sales are being tested: a household-level intervention to provide in-kind incentives to husbands to transfer (or newly register) outgrower contracts in the name of their wives; and ii) a couples' sensitization workshop intervention to promote gender equality and cooperation within outgrower households. A large share of men (70 percent) agreed to the contract offer. Being randomly assigned to a couples-based workshop on cooperation and gender awareness increased men's willingness to accept the offer by 7 percent. |
| Orange Flesh Sweet Potato Project | Uganda | The impact evaluation will examine several interventions, including agriculture extension and input provision, produce marketing services, knowledge of health and nutrition, and growth monitoring and promotion (GMP) for under-5 year olds, on consumption and promotion of the orange-fleshed sweet potato (OFSP). The evaluation will also study credit, time inconsistency, and price risk barriers that female smallholders may face in adopting new nutrient-rich crops, by offering credit, input vouchers, and price insurance products. Results suggest that providing farmers with subsidized input packages and training was sufficient for households to grow and eat the crop. The few women who sold sweet potatoes were less likely to be pregnant and reported higher decision-making power on agriculture decisions prior to the intervention. |
| <div> <div>COMPLETED</div> Workers Apprenticeship and Managerial Training Skills Program </div> | Uganda | The Katwe Small Scale Industry Association (KASSIDA) Workers Apprenticeship and Training Skills Program focuses on providing technical and managerial skills to entrepreneurs and their workers in targeted small-scale sectors in the outskirts of Kampala. This evaluation assesses the impacts on performance of a technical and managerial training program in the informal sector and investigates gender differences in these effects. A qualitative study seeks to understand the constraints women face in starting businesses in male-dominated sectors. The impact evaluation also tests the effects of the two types of training on the business owners' networks of contacts. |
| Empowerment Pilot to Reduce School-Related Gender Based Violence | Zambia | Zambia's Keeping Girls in School (KGS) initiative is a component of the World Bank-funded Girls' Education and Women's Empowerment and Livelihoods (GEWEL) Project, which aims to increase access to livelihood support for extremely poor rural women and access to secondary education for disadvantaged girls. The impact evaluation will examine the effects of a mix of three components: 1) The KGS scholarship initiative, which will finance secondary school fees of adolescent girls aged 14 to 18 years in households that are beneficiaries of the GEWEL social cash transfer, with proof of enrollment in a government secondary school; 2) an additional lump-sum educational grant for KGS scholarship beneficiaries to cover non-tuition education expenses; and 3) a holistic empowerment intervention that includes separate safe spaces for girls and boys, school engagement, and community engagement to address school related gender based violence (SRGBV). |
| Supporting Women's Livelihoods | Zambia | The Supporting Women's Livelihoods (SWL) is a government-led initiative aiming to reach 75,000 extremely poor women in 51 districts of Zambia by 2020. Building on the "graduation" approach, the intervention provides beneficiaries with a comprehensive package consisting of: a short business skills and life skills training, a productive grant, follow-up support and mentoring, and facilitation of savings groups. |



LATIN AMERICA AND THE CARIBBEAN


| Activity | Country | Description |
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| Improving Aspirations Through Peer-Educators in Bahia | Brazil | This experimental study in Bahia, Brazil, aimed to measure the effects of a goal-setting skills peer-led program on high school students' educational attainment, self-esteem, aspirations and teenage pregnancy rates. The study found that the network-based interventions effectively reduced teen pregnancies and increased reproductive health knowledge. This impact is higher when most nominated as "popular" students served as peer educators. However, teacher-nominated peer educators (status quo) helped increase students' probability of applying to universities. |
| Investing in Digital Technology to Increase Market Access for Women Agri-entrepreneurs | Guatemala | This is an impact evaluation design for the implementation of digital tools and extension program seeking to increase market access for female-led agribusinesses. |
| Promoting Women Entrepreneurship through Rigorous Experiments | Mexico | Examined the cost-effectiveness of soft-skills training as a complement to hard managerial training in improving performance of women-led businesses. The training program led to the adoption of better business and managerial practices (e.g., financial management, marketing, and formalization) ultimately improving sales (by 9 percent) and profits (by 13 percent). |
| Improving Measurement of Intimate Partner violence | Peru | This study tests new methods that provide greater privacy levels to survey respondents when they answer questions about IPV victimization. The project randomizes three different types of questions across 8,000 women in rural Peru. Preliminary results suggest that reporting of IPV increases with questions that give respondents higher degrees of privacy. The analysis will also shed light on the type of biases introduced by questions that do not offer privacy to the respondent. Since IPV prevalence is a sensitive topic, data collected using traditional methods may suffer from non-random measurement error, raising concerns about the validity of descriptive studies, impact evaluations, and policy choices. |
| Co-responsibility in Childcare: Increasing Fathers' Take Up of Part-Time Parental Leave | Uruguay | The project designed an experimental approach to implement and evaluate behaviorally informed solutions to encourage fathers to take part-time parental leave granted by law to private sector workers in Uruguay. |
| Supporting women entrepreneurs by developing skills and countering gender bias | Haiti | The project provides grants for entrepreneurs, business services and training, and will work with credit providers to make their lending operations more gender sensitive. |

EAST ASIA AND THE PACIFIC

| Activity | Country | Description |
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| Community-based Childcare Services in Cambodia | Cambodia | This measures the impact of sustainable community-based childcare services provided to workers in garment factories in Cambodia. The IE tests whether expanded childcare centers affect the development outcomes of children, the well-being and work performance of garment factory workers, and the labor market outcomes of other household members. |

| Activity | Country | Description |
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| <div>COMPLETED</div> Promoting Agent Banking in Indonesia | Indonesia | The Promoting Agent Banking in Indonesia IE suggests that both demand-side and supply-side interventions can boost women's profits and have benefits that outweigh the costs. On the demand-side, a short financial literacy training for female entrepreneurs, and on the supply-side, higher incentives for banking agents, both increased profits of female entrepreneurs. The incentives were more cost-effective, but demand-side approaches led to impacts on empowerment and were stronger for the poorest women. |
| <div>COMPLETED</div> Aspirations and Career Choices | Indonesia | This tested the impacts of two variants of a growth mindset and self-management intervention in secondary schools in Java and Sumatra. Neither version of the intervention affected students' national exam scores or aspirations for higher education levels, but both versions improved socioemotional skills and study behaviors. Impacts were stronger for disadvantaged students and the intervention shifted some teachers' mindsets toward a positive perception of failure for learning and progress, despite not targeting them directly. |
| IE of Indonesia's Desmigratif program | Indonesia | This project provides evidence on international migration and the choice between documented and undocumented migration. It examines the impact of "Desmigratif" interventions by the Ministry of Manpower that provide information services to potential migrants in each project village to encourage safe and documented migration. The evaluation will explore two additional modes of delivering information. |
| Impact Evaluation of Community Mobile Clinics | Indonesia | This will evaluate the impacts of community mobile clinics, using randomized design and administrative data on enrollment into social programs. |
| IE of clean cooking technology in Laos | Lao People's Democratic Republic | The evaluation of the Laos Clean Cookstoves Initiative provides evidence on how access to modern cooking technology impacts women's time use, labor market activities, and health. |
| <div>COMPLETED</div> IE of Laos Road Maintenance Groups | Lao People's Democratic Republic | This is an evaluation of a public workfare program targeting women in rural Laos. The intervention is part of a Laos Poverty Reduction Fund (PRF) project to improve rural transport infrastructure. Under the project, roads that have been newly constructed or improved by PRF receive maintenance from road maintenance groups (RMGs) comprised of local women paid for their work. The evaluation found that the RMGs significantly increased beneficiary labor force participation and earnings, as well as household incomes. There was no impact on GBV, and no evidence of increased women's participation in household decision-making. The impacts are stronger for less poor beneficiaries (above median income at baseline). The program increased the likelihood that less poor beneficiaries invest in human capital, but there were no impacts on any other investments. |
| <div>COMPLETED</div> Comprehensive Agrarian Reform Program | Philippines | The IE tested how the subdivision of collective land titles distributed through the Philippines' land reform program affected farmers' tenure security, decision-making, and agricultural practices and productivity, among other outcomes. The IE found that, at an intermediate stage, the intervention decreased farmers' tenure security and trust in government, lowered their reported levels of happiness, and increased their anxiety. The wives of male farmers saw decreased decision-making power in agriculture, while both female farmers and the wives of male farmers saw lower decision-making power in areas with access to extension services. Negative outcomes may be related to the long duration of the subdivision process and lack of information given to agrarian reform beneficiaries on their rights or tenurial status. The grant made significant contributions to the measurement of intra-household decision-making by identifying, through survey questionnaires, reasons behind spousal disagreement, and designing and testing new measures of intra-household decisionmaking. |
| <div>COMPLETED</div> Conditional Cash Transfers and Women's Empowerment and Agency | Philippines | Studied the long-term effects of a flagship CCT program that seeks to improve health, nutrition and education of children. The IE follows adolescents who briefly participated in the Philippines Pantawid Pamilya Pilipino Program (4P) and found that even brief participation in the program increased age of marriage and age of first birth for women. However, there were no impacts on educational, labor market outcomes and proxies of economic welfare for women or men. There was also no evidence of changes in empowerment or gender norms. Results suggest that longer term participation in the program may be needed to move the needle on these outcome changes. |

| Activity | Country | Description |
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| Philippines Support to the Parcelization of Lands for Individual Titling  | Philippines | Tests the impacts of the Parcelization of Lands for Individual Titling (SPLIT) Project on agrarian reform beneficiaries. |
| "Non-experimental Impact Evaluation of the Third Rural Roads Rehabilitation in Vietnam"  | Vietnam | The IE studied the gender specific impacts of a large-scale transport project using a mixed- methods analysis. The evaluation found that while improved roads are associated with increased agricultural trade in both female- and male-headed households, only male-headed households see an increase in agricultural production. The difference may be due to female-headed households' relatively lower access to labor that can take advantage of the new infrastructure. |

| SAR | | |
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| Activity | Country | Description |
| Targeting the Ultra Poor Impact Evaluation | Afghanistan | This is an evaluation of a 'big push' package to ultra-poor women (transfer of livestock, cash stipend, skills training, and coaching) on poverty reduction and women's empowerment across 80 villages in the Balkh province of Afghanistan. |
| Strengthening Women's Economic Empowerment | Afghanistan | This community-based pilot intervention provides tailored skills training, business support services, and financial access to poor women in rural and peri-urban areas. The evaluation will measure impacts on women's work, earnings, and savings as well mobility, attitudes and decision-making. |
| Bangladesh Adolescent Students Program | Bangladesh | Evaluation of school-and community-level interventions for improving school retention and wellbeing in Bangladesh, including safety, voice, agency, and empowerment of adolescent girls and boys. Interventions include school-based training on sexual harassment, growth mindset training, and outreach for increased awareness in schools and communities. |
| Hellotask Impact Evaluation (standalone) | Bangladesh | The evaluation aims to measure the improvement in the lives of female domestic workers through training and access to digital platforms. |
| Gender and Caste Discrimination toward Managers  | India | Tested the role of perceptions about gender and caste on the job performance of workers and their expectations from supervisors. Under the intervention 1,800 Indian gig economy workers were hired and randomly assigned to either a male or female fictitious manager. The delivery of performance feedback was also randomly assigned. It found no evidence for attention discrimination towards female managers, implicit gender bias, or gendered expectations among workers. |
| Using Online Employability Skills Programs to Improve Labor Force Participation for Women | India | The impact evaluation aims to test the impact and efficacy of online learning tools in providing career skills, knowledge, and soft skills to young women. Finding online alternatives to in-person learning is an increasingly pertinent policy issue in the fallout of the COVID-19 pandemic and lockdowns. Women and girls tend to have lower digital access than men; thus, testing the efficacy of an online program for them is especially relevant for the success of any career or vocational institutes that enroll women in developing countries. |
| Third Punjab Education Support Project | Pakistan | This tests a model of low-cost and scalable nudges to keep girls enrolled in school and continuing learning during the pandemic. The intervention uses different content across a text messaging and a social mobilization campaign to remind families of the importance of girls' education and layers this communication on top of existing programs for girls. |

| Activity | Country | Description |
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| Wage subsidy intervention to boost female labor force participation | Pakistan | This is a firm-level wage subsidy intervention to promote women's entry into mid-level technical and managerial jobs in male-dominated technology sectors in Pakistan. The study hypothesis is that wage subsidies for hiring women in technical/professional roles in Pakistani firms will lead to more women being hired for these roles and that managers who work with these women will develop more progressive gender attitudes. This could potentially result in more women being hired overall in firms exposed to the female wage subsidy. |
| Gender sensitivity in job advertisements | Pakistan | This tests a new gender sensitive job advertisement format in one of Pakistan's leading online job portals that posts more than 1,000 jobs a day. It measures impact of the advertisement format on women's job applications and whether it helps employers find well-qualified female workers. |

MNA

| Activity | Country | Description |
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| Using Digital Technology to Expand Markets for Female Entrepreneurs in Egypt | Egypt | The objective is to overcome barriers to the adoption of the new technology of digital advertising, to expand markets for small firms—a significant share of which are women-led informal MSEs—and spur firm growth. |
| Assessing the Impact of Providing Access to Nurseries on Female Labor Force Participation | Egypt | The randomized controlled trials evaluated the impact of interventions to improve access to and affordability of nurseries on female labor force participation (FLFP) and cross-randomized connecting mothers with work opportunities to assess the labor demand on FLFP among the most vulnerable women in Egypt. It found modest take-up of the interventions: Less than 5 percent of those assigned to the various childcare subsidy treatment arms used the subsidies, and 30 percent of women engaged with the employment services but only half of them applied for jobs. |
| Enhancing Female Entrepreneurship through a Public Works Program and a Capital Injections Intervention | Tunisia | This is an impact evaluation of a capital injection intervention that targets prospective female entrepreneurs graduating from a Labor Intensive Public Works program (PWP) under the Community Works and Participation Project (CWLP) program, which provided temporary employment opportunities for vulnerable populations through the rehabilitation and upgrade of local socioeconomic infrastructures in Jendouba. It included Randomized Control Trials of females who did and did not participate in PWP activities randomly allocated to business grants and business grants plus “gender dialogue” sessions involving their male partners. The intervention showed that business grants had limited effects in promoting women's engagement in entrepreneurship activities and need to be coupled with additional interventions to address social norms which limit women's participation in income-earning opportunities. However, cash grants—which were coupled with training on financial literacy in all cases—boosted women's access to finance and usage of financial institutions. |
| Evaluating the Impact of Training and Livestock on Women's entrepreneurship, employment, and empowerment | Yemen | To measure the impact of training and input grants on the sustainable livelihoods of women livestock breeders in a conflict context, the team will employ cluster Randomized Controlled Trials. The aims is to analyze the impact of the intervention on women's empowerment, income, and indicators of livestock productivity. |

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