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2020 ANNUAL REPORT

# Partnering For Gender Equality

UMBRELLA FACILITY FOR GENDER EQUALITY





# Table of Contents

Acknowledgments	ii
Abbreviations	iii
Foreword	iv
Executive Summary	v
<b>1. Overview</b>	<b>1</b>
<b>2. New Grants in FY20 by Region: Foundations for Greater Country Impacts</b>	<b>9</b>
<b>3. From Evidence to Influence: Results from 2012–2020</b>	<b>15</b>
<b>4. Highlights of FY20: Boosting Women’s Access to More and Better Jobs</b>	<b>19</b>
<b>5. From Pilot to Umbrella 2.0: Lessons Learned and the Way Forward</b>	<b>31</b>
<b>6. Annexes</b>	<b>33</b>
Financials	33
Results Framework	35
List of Active Grants	36
List of Closed Grants	41
List of Gender Innovation Lab Impact Evaluations	63

# Acknowledgments

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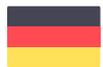
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# Abbreviations

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

# Foreword

As the effects of the COVID-19 pandemic started to come into view during the first half of 2020, it became clear that impacts went far beyond the most immediate and obvious consequences in health and education. Around the world, sectors where women work were being particularly hard hit: hospitality, retail, food services, and the garment industry. A contraction in demand also led to significant challenges for those informally employed in areas such as domestic work, waste picking, and street vending. And the increased care burden caused by closures of school systems worldwide fell predominantly on women, adding a constraint to labor force participation and earning opportunities.

Alarming, following lockdowns, isolation, and economic and mental stress, reports of intimate partner violence/gender-based violence (GBV) are increasing in many settings and is now a shadow pandemic. A review of 28 recent studies<sup>1</sup> found increases in violence against women in countries like Bangladesh, India, Uganda, and Peru. In Argentina, the national domestic violence hotline saw a 28 percent increase in calls, mainly related to psychological violence.

The World Bank Group (WBG) works with government and private sector counterparts to find solutions to build forward stronger. COVID-19 response operations now support governments to strengthen health, education, and social protection systems, with the aim to save lives, maintain maternal and child health care, aid and protect survivors of GBV, protect the most vulnerable through expanded safety nets, (including for informal workers), make care services a key component of economic infrastructure, close the gender digital divide, and help the private sector ensure female-owned firms have access to finance and markets.

In tandem with these efforts, WBG teams are realigning research, pilots, evaluations, and data collection with the new challenges created by the pandemic. Priority areas include improving the design of cash transfer programs for emergency response so that they, for instance, are inclusive of the informal sector and have longer-term effects that go beyond the immediate economic recovery. Teams are now drawing on UFGE-funded work to incorporate light-touch behavioral nudges for couples in operations, and to promote more equitable sharing of household resources or intra-household allocation of labor. They are also assessing how to accelerate the distribution of mobile phones and other technology (which have become critical instruments to share information) to women and girls, deliver digital payments, and allow for remote monitoring in the COVID-19 context. Teams are looking at lines of credit to provide much needed liquidity to women-owned firms in times of crises. And they are modifying data collection methodologies through phone surveys and other innovations to capture sex-disaggregated impacts.

The crisis remains traumatic. It is also providing an opportunity to strengthen policies, structures, and systems. If well designed, initiatives can have impacts that last longer and help create more inclusive economies that will be more resilient to future shocks. It is time not to go back to business as usual, but rather to strive for a business “unusual” response, making sure outcomes work for everyone—women, men, girls, and boys.

The work highlighted above and results showcased in this report would not have been possible without the strong support of UFGE’s 15 development partners—Australia, Canada, Denmark, Finland, Germany, Iceland, Latvia, Netherlands, Norway, Spain, Sweden, Switzerland, the United Kingdom, the United States, and The Bill & Melinda Gates Foundation. We look forward to a continuing and fruitful partnership with them and others in support of gender equality.

*Caren Grown*  
*December 2020*

<sup>1</sup> Amber Peterman and Megan O’Donnel. September 2020. *COVID-19 and violence against women and children: a second research round up*.

# Executive Summary

## OVERVIEW

Since its 2012 inception, the UFGE remains the only World Bank Group (WBG) instrument to systematically and deliberately close gaps between males and females and provide 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 reduce poverty and boost shared prosperity. By June 30, 2020, the UFGE portfolio included 208 operational grants in 92 countries, of which 55 are International Development Association (IDA)-eligible and 20 are in Fragile and Conflict-Affected Situations (FCS).

The UFGE is designed with built-in flexibility to enable adaptation when necessary. A rapidly changing landscape in 2020 poses stark challenges, with the outbreak of COVID-19 undermining progress toward the SDGs and raising the risk of a sharp reversal of recent decades' hard-won gains in closing gender gaps in human capital, economic opportunity, and voice and agency. In March 2020 many entities, such as the WBG, went into lockdown. People worldwide faced new challenges and struggles, while industries and economies contracted sharply. To counterbalance the issues, countries looked for rapid assistance, including from the WBG. The knowledge foundation enabled by the UFGE is being put to use in the WBG's work to help countries respond to the crisis, and to build forward stronger.

### Financials

A central idea of the UFGE is to direct trust fund resources strategically toward areas where they can be most effective in delivering results. The facility allocates grants on a programmatic basis. To date, donors have signed \$144.5 million in pledges, of which \$117.6 million has been received; remaining pledges to be received are substantially preferred toward specific initiatives designated by the donor, while 'core' contributions<sup>2</sup> received to date from the UFGE's 15 donors total \$35.9 million.

## NEW GRANTS IN FY20 BY REGION: FOUNDATIONS FOR GREATER COUNTRY IMPACTS

Starting in July 2020, the World Bank moved toward an organizational realignment with a greater country and regional focus. The UFGE was well placed to adapt to this change as it has always prioritized strengthening country and regional linkages; the core goal of the facility has and continues to be the development of evidence to inform client policies and programs to help leverage investment financing from the WBG.

### Africa

The Africa Gender Innovation Lab (AFR GIL) continued to expand its impact evaluation portfolio and body of evidence, and with it, its influence on development policies and programs. Early estimates suggest the AFR GIL has influenced over \$4.93 billion worth of projects on three continents. The team adapted quickly in the face of the coronavirus (COVID-19) crisis, drawing on its rich body of evidence to provide just-in-time advice to World Bank project teams, policy makers, and implementing partners. It has helped shape nearly 60 COVID-19 response-and-recovery projects within the World Bank and with six development partners so far.

### East Asia and Pacific

The East Asia and Pacific Gender Innovation Lab (EAP GIL) leveraged ongoing partnerships to launch surveys on the impact of COVID-19. While the EAP GIL had already fully committed its \$7.5 million allocation from 2015, savings from recently concluded evaluations and additional small amounts from the UFGE allowed the team to expand their ongoing support to governments in the Lao People's Democratic Republic and in the Philippines to carry out phone surveys on the impacts of the coronavirus pandemic.

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

## Latin America and the Caribbean

The Latin America and Caribbean Gender Innovation Lab (LAC GIL) initiated its program by supporting eight countries to identify effective, scalable ways to close gender gaps in jobs and assets. With \$1 million in seed funding from the UFGE, the LAC GIL launched five rigorous impact evaluations and six inferential studies, exploring social norms and attitudes about women, work, and care in Brazil, Uruguay, Honduras, Mexico, and Chile, along with a focus on helping women entrepreneurs by testing different training models.

## Middle East and North Africa

The Middle East and North Africa (MNA) region now houses two key initiatives generating and using evidence to enhance policies and programming in support of women's economic opportunities: the **MNA Gender Innovation Lab (MNA GIL)** and the **Mashreq Gender Facility (MGF)**. Both of these programs became fully operational in FY20. The MNA GIL began support to Egypt, Tunisia, and Yemen to identify effective ways to close gaps in employment and productivity. MGF is a World Bank International Finance Corporation (IFC) platform providing technical assistance to the governments of Iraq, Jordan, and Lebanon to boost women's economic empowerment in Iraq, Jordan, and Lebanon.

## South Asia

The South Asia Gender Innovation Lab (SAR GIL) completed its first year of implementation, supporting three countries—Afghanistan, Bangladesh, and India—with identifying solutions to close gaps in employment. The SAR GIL is expanding the literature on school-to-work transitions for adolescent girls by evaluating large projects in Bangladesh and India and has launched surveys on the coronavirus (COVID-19) pandemic in Bangladesh, India, and Pakistan to understand the differential impacts on men and women.

## FROM EVIDENCE TO INFLUENCE: 2012–2020

The four mutually reinforcing areas of work of the UFGE leverage expertise across the WBG sectors to support data, analytics, and innovation. These activities are often undertaken in the context of ongoing policy support or lending, and shared directly with government ministries, local partners, and WBG staff to help generate client interest and leverage other finance to strengthen results on the ground.

The UFGE Results Framework, revised in 2015 to reflect the evolving portfolio and the newly established private sector window, reflects this value proposition. In the past eight years, the UFGE has supported 92 countries, in all regions, with better knowledge on what drives persistent gaps between women and men, and boys and girls, and recommendations for how governments and the private sector can most effectively reduce these constraints. Key data points include informing policy; scaling effective approaches; helping companies close gender gaps; and contributing to the global evidence base.



## BOOSTING WOMEN'S ACCESS TO MORE AND BETTER JOBS— HIGHLIGHTS IN FY20

Over the past year, the UFGE made important contributions to the global knowledge on how countries and firms can more effectively close gaps between women and men in human endowments, jobs, assets, and voice and agency. A total of 27 working papers, policy briefs, and analytical reports were published with financial support from the UFGE during this period and widely shared with policy makers, WBG staff, academia, and local and global partners.

UFGE-funded work has helped shape WBG response and recovery projects. Regional Gender Innovation Labs (GILs) were quick to seize on existing country engagements, local partnerships, and available funds to launch surveys and provide lessons and advice on the design of World Bank and development partners' COVID-19 emergency and recovery projects.

The UFGE was part of the first cohort (1.0) to establish umbrella trust funds in 2013 and has moved easily to the Umbrella 2.0 modality with a replenishment proposal that presents an opportunity to update the results framework and the associated theory of change. Under the replenishment, the UFGE will focus greater efforts on scaling country-level programs for women's labor force participation/entrepreneurship and reductions of gender-based violence. This approach will allow greater WB-IFC collaboration, targeting both supply and demand side aspects of women's economic empowerment and gender-based violence, in addition to the core activities of testing and producing global public goods to close gender gaps. The UFGE remains ready to build on the accomplishments described in this report toward more ambitious areas of endeavor.

1



# Overview

## THE UFGE AT A GLANCE

Since its 2012 inception, the UFGE remains the only World Bank Group (WBG) instrument to systematically and deliberately close gaps between males and females and provide WBG teams, IFIs, and other development partners evidence-based solutions to demonstrate how to do this better as part of country and sector approaches to reducing poverty and boosting shared prosperity. By June 30, 2020, the UFGE portfolio included 208 operational grants in 92 countries, of which 55 are IDA-eligible and 20 are in Fragile and Conflict-Affected Situations (FCS). The activities help to sharpen the focus on closing economic gaps, enable more targeted and effective development finance, and stimulate policy change to bring innovations to scale.

**The UFGE is a multi-donor trust fund designed to enable the road-testing of innovative solutions to close key gender gaps and generate rigorous evidence of what works and what does not.** It operates on a public good principle, adding value in areas that are not financed as part of the WBG's operational budget for country engagement. It is an instrument to promote innovation in programs that can be scaled-up or adapted by governments and development agencies, including the WBG, to develop evidence and data, and leverage limited resources in policies and interventions that are the most promising.

**The facility 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.** For instance, it helps develop knowledge across the four pillars of the Gender Strategy to close gaps in human endowments, employment and entrepreneurship, asset ownership and control, and voice and agency, with a portfolio of activities and approaches.

**The UFGE is designed with built-in flexibility to enable adaptation when necessary.** A rapidly changing landscape in 2020 poses stark challenges, with the outbreak of COVID-19 undermining progress toward the SDGs and raising the risk of a sharp reversal of recent decades' hard-won gains in closing gender gaps in human capital, economic opportunity, and voice and agency. At the same time, the UFGE has now built a robust evidence base that can support country-level scale-up to mitigate the effects of the pandemic and build back inclusive economies that are more resilient to future shocks. The July 1, 2020, realignment of the World Bank shifts the emphasis toward country-level impacts; the UFGE will adapt

its operating model to support that shift by adapting its country-focused area of work to enable in-country scale-up of interventions that have proven effective in closing gaps between women and men.

**As pandemic response activities evolve into new phases and the landscape continues to change, the UFGE will retain the flexibility to adapt and add new modalities and associated trust funds—including potentially from the private sector, to meet emerging issues and new needs.**

**The UFGE is governed by the Gender Leadership Council (GLC), which is comprised of a cross-section of WBG management.** The GLC receives strategic guidance from the donor Partnership Council which includes representatives of the group of development partners that support the facility. A Program Management Unit (secretariat) is responsible for administration and coordination, knowledge dissemination, partnerships, and communication.

**But this year has brought in critical changes that will reshape the UFGE.** In March 2020 many entities, such as the WBG, went into lockdown. People worldwide faced new challenges and struggles, while industries and economies contracted sharply. To counterbalance the issues, countries looked for rapid assistance, including from the WBG. The knowledge foundation enabled by the UFGE is now being put to use in the WBG's work to help countries respond to the crisis, and to build forward stronger.

## THE UFGE PORTFOLIO AND FINANCIALS IN BRIEF

**The facility's funding structure includes support for:** (a) inferential research and analytics on cross-cutting issues; (b) impact evaluations and pilots through a federation of Regional Gender Innovation Labs; (c) innovations in data collection, curation, and dissemination; and (d) evidence for the private sector on the links between women's economic equality and business outcomes, and practical solutions they can put in place.

**In FY20, the Facility allocated funding to 20 new grants, which mostly focused on advancing women's economic empowerment, while some were adjusted to explore the ramifications of COVID-19 in the research and data collection.** These grants were built on knowledge gained from earlier work and are detailed in Section 2.

# UFGE at a Glance

The UFGE's portfolio helps focus national policy engagements on gender economics gaps, enables more targeted and effective development finance, and brings innovations to scale.



**LATIN AMERICA AND CARIBBEAN**  
\$5.1 million allocated | 87% disbursed  
28 grants

**GLOBAL**  
\$11.2 million allocated | 95% disbursed  
13 grants



**AFRICA**  
\$29.9 million allocated | 89% disbursed  
51 grants

**SOUTH ASIA**  
\$5.3 million allocated | 79% disbursed  
24 grants

**EAST ASIA AND PACIFIC**  
\$14.5 million allocated | 90% disbursed  
39 grants

**EUROPE AND CENTRAL ASIA**  
\$9.3 million allocated | 89% disbursed  
32 grants

**MIDDLE EAST AND NORTH AFRICA**  
\$8.1 million allocated | 34% disbursed  
21 grants

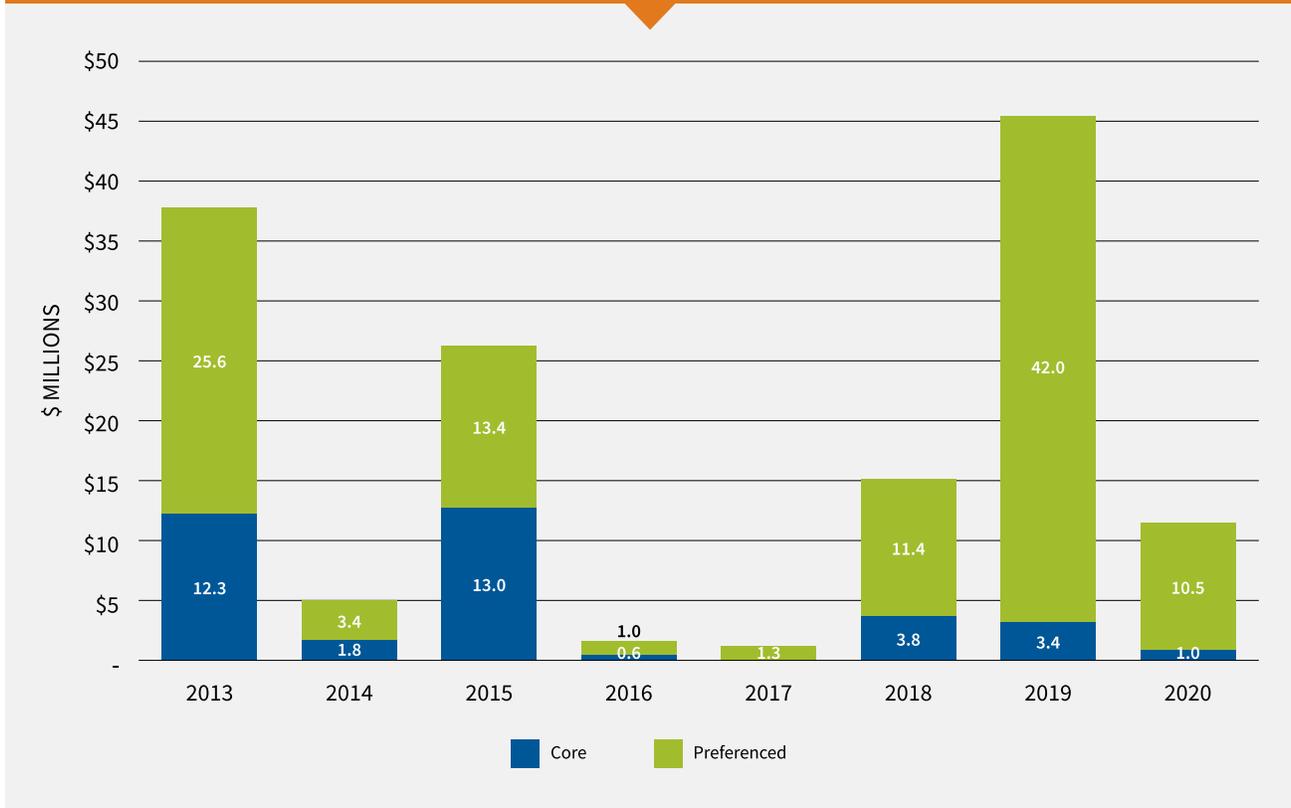
## FINANCIALS IN BRIEF

A central idea of the UFGE is to direct trust fund resources strategically toward areas where they can be most effective in delivering results. The facility allocates grants on a programmatic basis, ensuring flexibility in responding to evolving opportunities while continuously building on previous lessons. This approach has been greatly facilitated by core contributions<sup>3</sup> from the UFGE’s 15 donors, totaling \$35.9 million to date.

The UFGE also incorporated donor contributions that are soft-preferenced<sup>4</sup> toward specific priorities and align with

its main objectives and the WBG’s Gender Strategy. Since inception, donor-preferenced funds have steadily increased, as shown in Figure 1. To date, donors have signed \$144.5 million in pledges, of which \$117.6 million have been received; remaining pledges to be received are substantially preferred toward specific initiatives designated by the donor. For example, in FY20, 91 percent of newly signed contributions were soft-preferenced, largely for the AFR GIL, but also for the Mashreq Gender Facility, and for a recipient-executed project in Senegal which will provide technical assistance to the government and generate country knowledge that will be transformed into global goods.

Figure 1. Contributions Signed: Core and Preferred, by Fiscal Year



<sup>3</sup> Core contributions refer to funds provided by donors where allocations to target specific needs and priority areas are left to the discretion of the Bank.

<sup>4</sup> ‘Soft-preferencing’ means that the WBG commits to honor the request by the donor to route their funds to specific types of work.

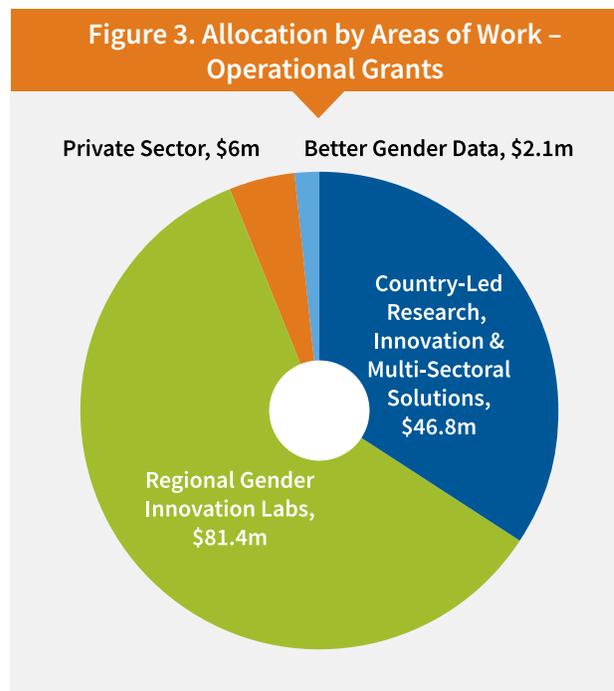
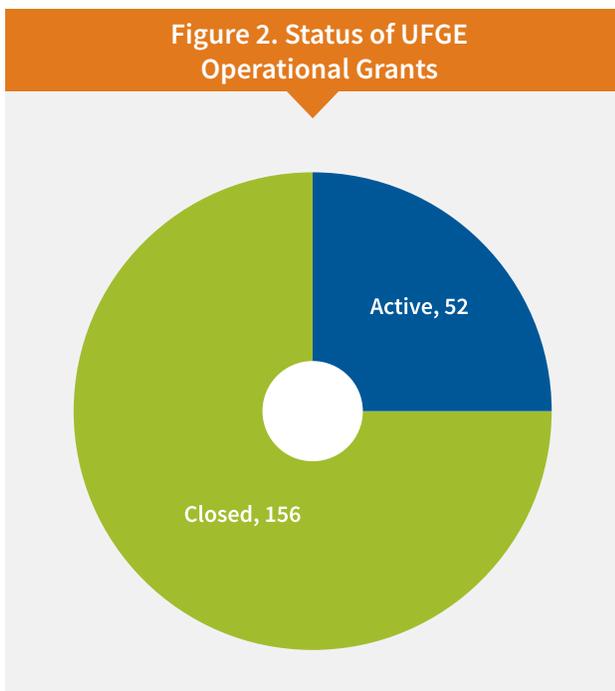


As seen in Figure 2, as of June 30, 2020, funds had been provided for 208 operational<sup>5</sup> grants, of which 52 were active and in varying stages of implementation.

Figure 3 depicts the allocation between the four areas of work of the UFGE, with the largest allocations implemented by the Regional Gender Innovation Labs,<sup>6</sup> followed by country-led research and experimentation under regional windows, private sector-focused work, and funding for improving data collection methods.

At the end of FY20, limited funds were available for new allocations (Figure 4), since incoming tranches were soft-preferred, or grants were already allocated from prior donor pledges.

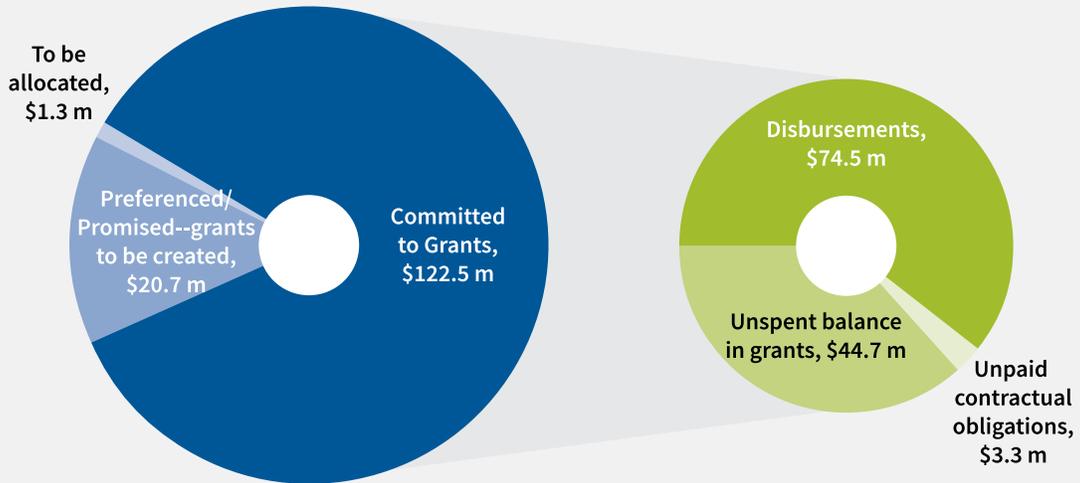
Annex 1 of this report provides additional details on finances from FY20, including allocations, disbursements, and pledged funds.



<sup>5</sup> Operational as opposed to administrative; these operational grants are used for research and analytics and to generate global goods.

<sup>6</sup> Of the \$81.4 million allocated/preferred to GILs to date, \$68.9 million is allocated/preferred to the AFR GIL and \$7.8 million to the EAP GIL.

Figure 4. Breakdown of Pledges



**Note:**

Pledges include signed contributions but exclude investment income and administrative fee.

Committed to grants are total amount of grants that have been set up. Preferred/Promised--grants to be created are the difference between allocated to programs and committed to grants.

Disbursements are total amount disbursed from committed to grants.

Unpaid contractual obligations are amounts not paid from vendor contracts. Unspent balance in grants is the balance between committed to grants, disbursements, and unpaid contractual obligations.





# New Grants in FY20 by Region: Foundations for Greater Country Impacts

Starting in July 2020, the World Bank moved toward an organizational realignment with a greater country and regional focus. The UFGE was well placed to adapt to this change as it has always prioritized strengthening country and regional linkages—the core goal of the facility has and continues to be the development of evidence to inform client policies and programs to help leverage investment financing from the World Bank Group (WBG). In this past fiscal year (FY), new grants built on the knowledge and lessons gained from earlier research and analytics, helped deepen the WBG’s engagement in specific countries while generating global knowledge that can be shared across countries, and indeed, Regions.

In FY20, Regional Gender Innovation Labs (GIL) and the Mashreq Gender Facility (MGF) initiated work<sup>7</sup> on gender gaps in work and productivity. Support to 21 countries was initiated through nineteen impact evaluations, six inferential studies, and several diagnostics intended to inform government policies and programs. The lessons from these grants may ultimately help leverage funding from the International Bank for Reconstruction and Development (IBRD), IDA, and IFC toward greater impact. At the same time, the evidence and lessons will be published for use by practitioners and policy makers in other countries and regions. Another more “hands-on” beneficial effect of UFGE evidence is the training and advice provided by the GILs and the MGF to World Bank project teams in their respective regions.

These project teams also leveraged past lessons coupled with recent surveys to help governments prevent COVID-19 from further widening existing gaps between women and men. Several GILs guided the design of aspects of World Bank emergency and recovery loans and launched phone surveys—using recently completed in-person impact evaluation surveys as baselines—to help countries understand the gendered impacts of the pandemic. It is expected the work underway, along with the UFGE’s rich portfolio of evidence, will generate rigorous evidence on building more inclusive economies that are resilient to future shocks. This section provides a brief overview of these new activities by region.

## AFRICA

The Africa Gender Innovation Lab (AFR GIL) continued to expand its impact evaluation portfolio and body of evidence, and with it, its influence on development policies and programs. Early estimates suggest the AFR GIL has influenced over \$4.93 billion of projects on three continents. The team adapted quickly in the face of the coronavirus (COVID-19) crisis, drawing on its rich body of evidence to provide just-in-time advice to World Bank project teams, policy makers, and implementing partners. It helped shape nearly 60 COVID-19 response-and-recovery projects within the World Bank and with six development partners so far.

Years of impact evaluation work in countries can translate into focused and long-term partnerships. In FY20, the AFR GIL launched the *Ethiopia: Innovations in Financing Women Entrepreneurs (IFWE) project*—a five-year project to pilot, scale up, and evaluate approaches to empowering women entrepreneurs. It builds on AFR GIL’s earlier research and aims to reach at least 25,000 women-owned firms by 2024 by working through Bank operations in the country to bring pilots to scale. The project is part of the Ethiopia country-lab (*Gender Innovation Policy Initiative for Ethiopia*) launched in FY19, a natural next step after conducting 13 impact evaluations in the country. The Ethiopia Lab focuses on (i) equalizing yields between male and female farmers; (ii) improving the quality of jobs for the mostly female factory workers in the fast-growing number of industrial parks; and (iii) lifting constraints to access to finance for women entrepreneurs. The ongoing collaboration with Ethiopia’s Planning and Development Commission centers on devising evidence-based performance indicators to empower women economically. These indicators are meant to be integrated in the 10-year national development plan and become a guiding set of targets for all line ministries. In Nigeria also, the AFR GIL has intensified engagement with government partners, WB project teams, and key donor, civil society, and private sector stakeholders, laying the foundation for the Nigeria Gender Innovation Lab to be launched in FY21 with a focus on enhancing women’s and girls’ education and economic trajectories.<sup>8</sup> Once the initial diagnostic phase has been completed, a call for expressions of interest will be held to identify projects for evaluation.

<sup>7</sup> Due to limited “core” funding in the main fund, new activities in FY20 were funded from balances of past allocations to these programs, or from preferred funding provided for such work.

<sup>8</sup> In keeping with the WBG Umbrella 2.0 principles, funding for the Nigeria Lab will be routed through the new Supporting Women and Adolescent Girls (SWAG) Umbrella, intended for all future WB gender work in Nigeria.



**The AFR GIL also approved six new impact evaluations in FY20.** Two evaluations in Mozambique will expand evidence on women’s land tenure security in rural areas: the government-led US\$100 million MozLand project and the Promotion of Conservation Agriculture (PROMAC) project. The former includes proactive measures for women to fully participate and benefit from land formalization, including engaging husbands to address social norms on women’s roles in agriculture. PROMAC offers land-use titles to households, conditional

on registering the title with a woman’s name. The successful Personal Initiative Training is being tested in the Democratic Republic of Congo, while a family dialogue intervention is being evaluated as part of a new cash transfer program in Mauritania. The Lab is also testing community-based childcare centers under a productive safety net program in Ethiopia, and mobile childcare in Burkina Faso (see Box 1). Page 63, Annex 5 provides more details on these.

### Box 1. The UFGE brings teams together to build on and strengthen promising approaches

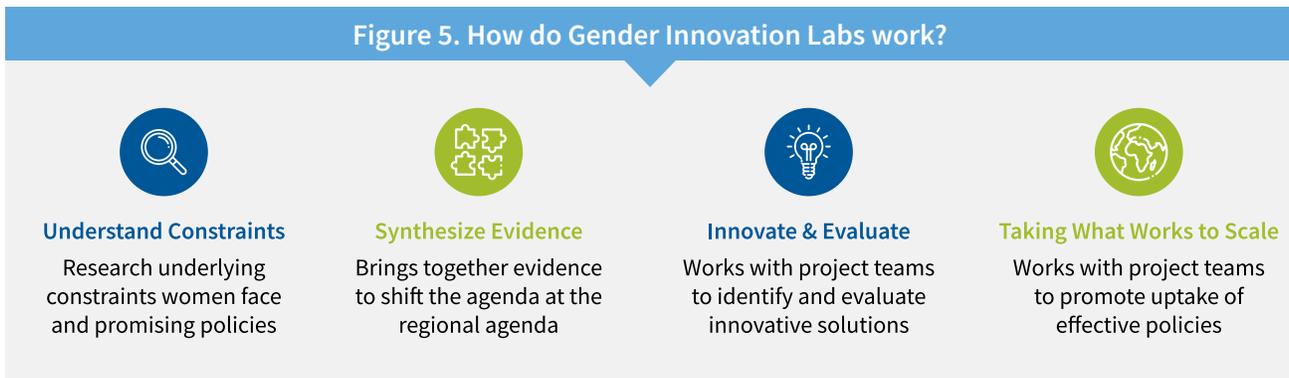
In FY17 the UFGE awarded funds to develop and pilot mobile crèches [childcare] for young children of labor-intensive public works participants in Burkina Faso. Today, the AFR GIL is evaluating this highly scalable and cost-effective model under the Burkina Faso Youth Employment and Skills Development project. They are also embedding lessons from previous work on changing norms by adding monthly household visits—couples’ training—on the roles of fathers, collaborative decision making and planning, child development, and roles in the household.

## EAST ASIA AND PACIFIC

The East Asia and Pacific Gender Innovation Lab (EAP GIL) leveraged ongoing partnerships to launch surveys on the impact of COVID-19. While the EAP GIL had already fully committed its \$7.5 million allocation from 2015, savings from recently concluded evaluations and additional small amounts from the UFGE allowed the team to expand their ongoing

support to governments in Lao PDR and the Philippines to carry out phone surveys on the impacts of the coronavirus pandemic. The team used recently completed in-person surveys as a baseline for follow-up phone surveys—an adaptation for COVID-19—to detect impacts in areas such as employment and gender-based violence. Findings will be available in FY21 (for more details see Box 5, page 27).

Figure 5. How do Gender Innovation Labs work?



## LATIN AMERICA AND THE CARIBBEAN

The Latin America and the Caribbean Gender Innovation Lab (LAC GIL) initiated its program by supporting eight countries to identify effective, scalable ways to close gender gaps in jobs and assets. With \$1 million in seed funding from the UFGE, the LAC GIL launched five rigorous impact evaluations and six inferential studies.

**One set of work takes aim at social norms and attitudes about women, work, and care.** In Brazil, two evaluations explore how to close gender gaps in employment and productivity by changing norms and attitudes early in life in high school. In Uruguay, a behavioral campaign is being tested to encourage more fathers to take advantage of the country's paid, shared parental leave for private sector workers. In Honduras, Mexico, and Chile, the Lab is carrying out inferential studies to map childcare provision, estimate impacts of a proposed expansion of social security benefits for childcare support to fathers, and study the effects of employer-mandated childcare on women's employment and productivity, respectively.

**To support female entrepreneurs in the region, the GIL is testing types of innovative training for greater impact.** In Guatemala, the GIL is testing digital tools, such as e-extension services and digital farm development plans, to better position female-led agribusinesses to fill the increased demand from a new school feeding law. In Mexico, evaluators are hoping to show the cost-effectiveness of complementing managerial skills training with soft-skills training to help women entrepreneurs break into more profitable sectors commonly dominated by male entrepreneurs.

**The LAC GIL is also exploring various dimensions of women's agency related to economic opportunities.** In Argentina the team is testing a mixed-methods approach on the factors that facilitate or constrain the upward mobility of young women. In El Salvador the GIL is assessing how exposure to crime impacts girls' and women's decisions regarding employment, education, migration, and entrepreneurship. In Brazil, they are testing whether improvements in women's economic status relative to men is correlated with lower intimate partner violence.

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



## MIDDLE EAST AND NORTH AFRICA

**The MNA region now houses two key initiatives generating and using evidence to enhance policies and programming in support of women's economic opportunities:** the MNA Gender Innovation Lab (MNA GIL) and the Mashreq Gender Facility (MGF). Both programs became fully operational in FY20.

**The MNA Gender Innovation Lab began support to Egypt, Tunisia, and Yemen to identify effective ways to close gaps in employment and productivity.** In a region with relatively few impact evaluations exploring gender gaps to date, the MNA GIL completed its first year of implementation with seed funding of \$1 million, approving four<sup>9</sup> out of seventeen proposals received. These aim to identify effective, scalable solutions that can later be scaled through other IDA and IBRD operations.

**To identify effective ways to support predominantly small, rural, women-led businesses,** evaluation teams in Tunisia are assessing if a one-time unconditional cash grant to women graduating from a community works project can better position them to start and sustain their own small businesses. In Yemen, women are receiving a combination of livestock training and grants to purchase livestock and other inputs. In Egypt, the MNA GIL is testing the efficacy of digital marketing tools to connect micro and small women-led firms to new markets to help them grow.

**Expanding work on childcare to the MNA region,** the MNA GIL has also partnered with the global research lab Abdul Latif Jameel Poverty Action Lab (J-PAL) to test if subsidized access to childcare provided by Egypt's Ministry of Social Solidarity improved mothers' labor market outcomes.

**The Mashreq Gender Facility (MGF) is a World Bank-IFC platform providing technical assistance to the governments of Iraq, Jordan, and Lebanon to boost women's economic empowerment.** Implementation began in earnest in FY20 with approval of grants supporting detailed country workplans. These have been developed by each country to close employment gaps through multipronged reforms and programs in Iraq, Jordan, and Lebanon, as shown in Box 2.

**In FY20, the MGF began the following support to governments in all three countries to amend their legal and regulatory frameworks:** a code of conduct related to sexual harassment and gender-based discrimination in public transport (Jordan), a revision of legal frameworks in Lebanon, including the labor code (e.g., criminalizing sexual harassment), and a law on domestic violence that includes medical service provision for survivors (Iraq). The MGF also launched work to increase economic opportunities for refugee and internally displaced women, and completed a regional flagship report, *State of the Mashreq Women: Women's Economic Participation in Iraq, Jordan and Lebanon* (see Section 4, page 19).

<sup>9</sup> Five impact evaluations were initially approved; later a proposed evaluation in Jordan was dropped due to lack of feasibility.



## SOUTH ASIA

The South Asia Gender Innovation Lab (SAR GIL) completed its first year of implementation, supporting three countries with identifying solutions to close gaps in employment. With \$2 million in seed funding from the UFGE, it launched five impact evaluations in Afghanistan, Bangladesh, and India.

For extremely poor and vulnerable women in Afghanistan, evaluation teams are measuring the effectiveness of two models that target multiple constraints at the same time. The teams using a “big-push” package (combination of livestock, cash stipends, skills training, and coaching) and a community-based pilot are providing hard and soft skills training, business support, and financial access to poor and vulnerable women.

The SAR GIL is exploring solutions to improve safe travel to work or training. In India, it is evaluating whether an innovative app-based safety response system can increase women’s sense of safety and willingness to use public transportation to access work or employment related training.

The GIL is also expanding the literature on school-to-work transitions for adolescent girls by evaluating large projects in Bangladesh and India that were designed using evidence from other countries, including by the AFR GIL, to change norms and behaviors that may lead to better job outcomes.

The GIL also launched surveys on the coronavirus (COVID-19) pandemic in Bangladesh, India, and Pakistan to understand the differential impacts on men and women (see Box 5, page 27).

3



# From Evidence to Influence: Results from 2012–2020

The four mutually reinforcing areas of work of the UFGE leverage expertise across the WBG sectors to support data, analytics, and innovation (see Figure 7, page 14). These activities are often undertaken in the context of ongoing policy support or lending and shared directly with government ministries, local partners, and WBG staff to help generate client interest and leverage other finance to strengthen results on the ground.

The UFGE Results Framework, revised in 2015 to reflect the evolving portfolio and the newly established private sector window, reflects this value proposition. In the past eight years, the UFGE has supported 92 countries, in all regions, with better knowledge on what drives persistent gaps between women and men, and boys and girls, and recommendations for how governments and the private sector can most effectively reduce these constraints.

- **Informing policy.** New data and evidence have been used in direct discussions with government and other local stakeholders in 92 countries. So far, in 80 countries, the evidence has provided important analytical underpinnings for policy changes, such as removing restrictions related to home-based work (which previously disadvantaged women) in Vietnam’s new labor code, which takes effect January 1, 2021 (see page 26). This evidence has also contributed to the design of policy and institutional actions in several WB Development Policy Operations in Albania, Jordan, and Niger (see page 28).
- **Scaling effective approaches.** UFGE grants to date have influenced design and implementation of over 150 government, World Bank, and development partner projects, with a total of \$4.5 billion leveraged. This includes scaling up evaluated approaches that are often very cost-effective, such as reference letter templates and action planning for young job seekers now being used in Kenya and South Africa to help young women overcome smaller networks and lower skills.



- **Helping companies close gender gaps.** 34 companies have so far adopted new practices and policies to create more gender equal workplaces or better services and products for women. This includes electronic wage payments for garment workers in Bangladesh, to respectful workplace practices for one of Myanmar’s leading companies.
- **Contributing to the global evidence base.** All the data and research financed by the UFGE is made public through papers, policy briefs, and reports. When possible, data sets are also published. By end of fiscal year 2020 the UFGE has supported over 170 publications, which are available to the public.

In fiscal year 2021, the UFGE Results Framework will be further strengthened to reflect the increased focus on scaling solutions at the country level. This will be finalized in consultation with contributing donors and used for the first time in the 2021 Annual Report.

FIGURE 7. RESULTS FRAMEWORK<sup>10</sup>

# UFGE RESULTS FRAMEWORK

& Achievements  
2013 - 2020

## FOUR MUTUALLY REINFORCING AREAS OF WORK



### Country research and innovation

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



### Impact evaluations

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



### Private sector solutions

Good practice for companies on how to close gender gaps.



### Better gender data

Scalable methodological innovations in data collection and analysis.

## OUTPUTS



**92** countries supported



**131** impact evaluations funded



**71** initiatives to improve gender data



**184** studies published



**30** 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 policymakers, south-south exchanges, and company peer learning.

## OUTCOMES



New evidence has informed policy dialogue in **80 countries**



**170 projects** have applied new evidence in their design or implementation



**34 private sector companies** have incorporated new approaches models



Evidence has led to requests for new or expanded WBG engagement in **32 countries**

<sup>10</sup> Figure 7 is a simplified rendition of the UFGE results framework. See Annex 2 for details.



4



# Highlights of FY20: Boosting Women’s Access to More and Better Jobs

Over the past year, the UFGE made important contributions to the global knowledge on how countries and firms can more effectively close gaps between women and men in human endowments, jobs, assets, and voice and agency. A total of 27 working papers, policy briefs, and analytical reports were published with financial support from the UFGE during this period and widely shared with policy makers, WBG staff, academia, and local and global partners.

The section below highlights how 16 countries are using new UFGE-supported data and evidence to boost women’s access to more and better jobs. This is a sample of UFGE-funded work. A complete list of the grants that closed in FY20 and the corresponding results are available in Annex 3 (page 36). The grants aim to address the factors underlying gaps in the world of work, such as unbalanced household care responsibilities, limited access to and ownership of productive capital and financial services, skills gaps, mobility/transportation needs, harassment and gender-based violence, legal discrimination, and norms. This section is organized around these fundamental constraints that women face.



## Box 2. Recognizing Outstanding Achievements Among UFGE-Supported Work

In FY20, AFR GIL team members received four AFR Vice Presidency Team Awards, including for their contribution to the first gender pillar in an African policy loan (see In Focus on page 28). In addition, their paper, *Teaching personal initiative beats traditional training in boosting small business in West Africa*,<sup>11</sup> received the Path to Scale Award, the Templeton World Charity Foundation’s accolade for High-Potential Innovations in SME Development. This award recognizes innovative ideas that have proven to be effective in addressing key constraints faced by entrepreneurs and SMEs in developing countries and supports replication efforts to test these ideas in a new context with the goal of helping advance their path to scale.

<sup>11</sup> Authored by Francisco Campos, Michael Frese, Markus Goldstein, Leonardo Iacovone, Hillary Johnson, David McKenzie, and Mona Mensmann.



## DISPROPORTIONATE RESPONSIBILITY FOR CHILD, ELDER, AND DEPENDENT CARE

*Unpaid care work is one of the main barriers to women working and taking better jobs. The UFGE continues to support governments and firms to launch effective programs to ease the care responsibilities of potential and current employees (female and male). The UFGE also helps inform policy makers on the correlation between demand for care services, the effectiveness of current policies and programs, and the economic gains they can expect to see from better policies. The following highlights progress in 2020 in three countries in the East Asia and Pacific region.*

### Indonesia: Rethinking Government Programs Through The Lens Of Unpaid Care Work

The EAP GIL's work in Indonesia illustrates how women's disproportionate unpaid care work has implications for a range of policies and government programs. An inferential study, *Preschool Availability and Female Labor Force Participation in Indonesia (2017)* found a positive correlation between preschool enrollment and mothers' labor force participation. These findings led to a new pilot by the WBG's Social Protection Global Practice that incentivizes mothers benefiting from the country's conditional cash transfer program to enroll children aged 3–6 in local preschool facilities and assess whether the additional child-free time is used for productive economic activities. If the pilot is successful, the aim is to scale the approach through additional financing for the government's *Social Assistance Program-4-Results* loan. The EAP GIL also found likely linkages between unpaid care work and the safety and earnings of women migrants. Undocumented migrants face significant risks, from physical violence to unsafe workplaces and economic exploitation. They also earn less than documented migrants. The EAP GIL is working with Indonesia's Ministry of Manpower and its *Desmigratif* program to test the effectiveness of SMS-based information and 'edutainment' campaigns to protect prospective migrants and their families. An initial survey of over 13,000 migrants suggests migration preferences among women without children are almost identical to those of men, but mothers with children under the age of 15 are more likely to use an informal broker instead of a government agency or

placement office. It seems this may be driven by care-related time constraints, as local brokers are often in the villages and can visit homes for recruitment or assistance. An important first policy step is simplifying and shortening the process for formal migration. Additionally, ways to reach time-constrained prospective migrants may help reduce their propensity to rely on informal sources.

### Mongolia: Assessing the Worth of Universal Free Childcare

In 2020, an experimental study supported by the UFGE demonstrated the cost-effectiveness of added investments in Mongolia's preschools, since mothers' wages increased by a large amount and formal employment increased in place of seasonal work. The Government of Mongolia seeks to increase the preschool enrollment rate to 90 percent by 2030, coupled with a labor force participation rate of 70 percent. To achieve this, it is increasingly investing in free public childcare. Continued expansion of this program hinges on the benefits outweighing the significant cost of more than 20 percent of the public education expenditure. The study showed that in addition to positive impacts on mothers' wages and employment, public childcare also significantly increased fathers' hourly wages. The study provided advice to the Municipality of Ulaanbaatar on the need for further expansion of the program to cover the high demand. The grant also funded a future paper, which will examine the correlation of outcomes with the quality of kindergartens, lessons that will inform dialogue on early childhood education.

### Vietnam: Manufacturing Needs to Invest in Childcare to Retain Workers

Employers in Vietnam, especially those in high-growth sectors like export-oriented manufacturing and banking, are looking for ways to attract and retain workers as the labor market tightens. *Tackling Childcare: The Business Case for Employer-Supported Childcare in Vietnam*, is the second UFGE-supported study of this kind,<sup>12</sup> exploring how forward-looking employers tackle the challenge by investing in childcare support for their employees. It includes in-depth

<sup>12</sup> A similar study was carried out in Myanmar in 2019, see Box 3 on page 23.

case studies on six large manufacturing employers in Vietnam, and documents the significant business and social returns from their investment in childcare support, including reduced absenteeism and turnover and enhanced relationships with customers and local government. It draws on lessons from businesses in the banking and energy sectors, making a strong

business case for not just providing care, but also for creating family-friendly workplaces that help employees combine work with parenting. The study has attracted significant attention from WBG teams, partners, and companies, and was used as input to discussions of the country's new labor code (see page 26).



## LIMITED OWNERSHIP OF AND ACCESS TO PRODUCTIVE CAPITAL AND FINANCIAL SERVICES

*In previous years the UFGE has helped introduce banking innovations, such as electronic wage payments for garment workers in Bangladesh, and the use of psychometric testing as an alternative to collateral in countries like Ethiopia. In 2020, the UFGE continued its support to the banking sector to promote low-cost, scalable products that have proven to increase profits for women-run businesses.*

### Iraq: Banks Begin Offering Financial Services and Business Training for Women

In 2020, the Mashreq Gender Facility (MFG) discussed loan initiatives for women's financial inclusion with the Central Bank of Iraq, the Commercial Bank's League, and private commercial banks. This led to the launch of a \$500,000 loan initiative without guarantees or collateral. Building on recent evidence, this initiative will include training courses for women on starting and managing a business, as well how to obtain loans and financial services. The Mashreq Gender Facility team is working with the Commercial Bank's League to deliver these courses.

### Indonesia: Low-Cost Financial Literacy Boosts Earnings for Businesswomen

The results of a new study by the EAP GIL finds convincing evidence that alleviating skills constraints in the presence of agent banking<sup>13</sup> can support women's business development. Businesswomen who received group training on financial and business literacy, coupled with mentoring to reinforce the concepts, saw on average a 15.2 percent increase in their profits and improvements in their say over household purchases. The increase in profits was likely driven at least partially by increases in savings and the value of their business assets, the use of good business practices, and having decision-making authority. In the face of recent analytics suggesting Indonesia's agent banking service provision is suboptimal, the findings from the UFGE study offer relevant solutions for improvement. The training also proved cost effective, generating increases in profits that are more than five times the cost of the intervention. The EAP GIL is proactively promoting these lessons that are likely to influence financial sector reform in Indonesia.

<sup>13</sup> The Indonesian model of branchless banking uses local agents and digital technology (such as mobile phone text messaging) to provide basic banking services.

### Box 3. For the poorest women, safety nets as a foundation for future work

An evaluation by the AFR GIL of the *Feed the Future Nigeria Livelihoods Program* showed that cash transfers to women in extremely vulnerable households had an immediate, positive impact: women were more likely to work, and the entire household ate more food more regularly, and diversified their diet. These households also increased their investment in assets, women engaged more in economic activity. The evaluation also found that the positive impacts remained the same whether the cash was delivered monthly or quarterly. It also looked at the frequency of payments: quarterly installments can be delivered at a lower cost than monthly payments. Based on this evidence, the *National Social Safety Nets* project intends to expand gradually to cover over 4 million households in at least 24 states.

In the Democratic Republic of Congo, an evaluation of the \$80 million (IDA) labor-intensive public works project, *Eastern DRC Recovery Project*, found that women benefited in the medium term from a combination of work, incentivized savings, and hard-skills training. The program increased women's labor force participation, decreased their debt levels, and allowed them to turn the positive income shock into longer positive welfare improvements. This was the case for others beyond those men and women who participated in the labor portion of the project, suggesting a multifaceted approach is more effective. These positive welfare impacts do come with a trade-off, as the work increased women's exposure to the presence of armed group activity and women reported feeling less socially integrated, compared to men.



## LACK OF MARKETABLE SKILLS AND INFORMATION ASYMMETRIES

*Finding a job is hard; for young people it is particularly overwhelming. Information asymmetries make it harder to match jobs with the right workers. This can be more prominent for young women, and some may also face biases or outright discrimination in the hiring process. The UFGÉ is therefore investing in rigorously evaluated strategies that are relatively cost effective and easy to scale.*

### South Africa: Helping Young Female Job Seekers Market Their Skills

**South Africa's youth unemployment rate is higher than 50 percent.** Firms have very little information with which to sort job applicants; this, coupled with the fact that unemployed youth have trouble searching for jobs, amplifies the unemployment problem. Women in particular are at risk

of not finding employment since they on average have less marketable skills and smaller networks. The South African Labor department is now adopting and scaling the use of reference letters and action planning after an impact evaluation by the AFR GIL showed the effectiveness of these low-cost strategies. For example, using a standardized reference letter template and encouraging job seekers to use it improved women's likelihood of receiving a response from an employer (more than men) and increased their likelihood of becoming employed by 50 percent, compared to not having a reference letter. The positive findings, and the low cost and scalability of this approach, led the Ministry of Public Service, Youth, and Gender Affairs in Kenya to adopt this model in the \$150 million (IDA) Youth Employment and Opportunities project.



## IN FOCUS: MYANMAR COMPANIES TAKE ON NORMS AROUND WOMEN'S WORK

As Myanmar finds itself in rapid political and economic transition, women are significantly under-represented in public and private sector leadership and economic participation. There is a substantial gap in the labor force, with approximately 59 percent of women aged 15 and over participating in employment, compared to 84 percent for men. Since FY16, the IFC has been demonstrating the business case for the country's private sector to invest in closing employment gaps between men and women through the \$2.3 million multisectoral Get2Equal program.<sup>14</sup>

To boost employer-supported childcare in the country, lessons and experiences from companies across various sectors were leveraged in a report,<sup>15</sup> an accompanying practical guide, and a fact sheet targeting human resource departments and government representatives on how to better support the needs of working parents. The launch brought together 80 members from Myanmar companies, nongovernmental organizations (NGOs) and UN Agencies and was covered by local news outlets.

To help companies put in place policies and procedures that address bullying and sexual harassment, a study<sup>16</sup> was conducted to determine the prevalence and cost of bullying and harassment in the agribusiness, finance, retail, and tourism sectors. It provides a set of practical recommendations that target business leaders, human resource managers, and employees, and was presented to the Department of Social Welfare and various development partners, and at the Care International Business of Women at Work Conference in Cambodia. As a result organizations, including the Business Coalition for Gender Equality, Care International, and the Myanmar Centre for Responsible Workplace, have adopted the terminology "Respectful Workplaces" in their programs. The findings also led Shwe Taung, one of Myanmar's leading corporations with a workforce of over 6,000 employees, to implement a mentoring program, roll out Respectful Workplaces training, and publish policies and procedures, including grievance mechanisms. The research methodology is now being used for work on respectful workplaces in Sri Lanka.

The program also targeted occupational sex segregation by creating *Powered by Women*, a renewable energy industry peer learning platform comprising seven active member firms committed to making measurable improvements to bring more women into the sector. Members have been sharing their achievements and lessons learned based on their specific commitments. An end of program report will be launched as soon as COVID-19-related restrictions ease. A similar platform has now been established in Nepal.

<sup>14</sup> Get2Equal supports activities in Myanmar and Vietnam through preferred contributions from the Australian Department of Foreign Affairs and Trade.

<sup>15</sup> *Tackling Childcare: The Business Case for Employer Supported Childcare in Myanmar*, IFC, 2020.

<sup>16</sup> *Respectful Workplaces: Addressing Bullying and Sexual Harassment in Myanmar Workplaces*, IFC, 2020.



## PHYSICAL MOBILITY RESTRICTIONS IN ACCESSING EMPLOYMENT OPPORTUNITIES

*The UFGE invests in analytics that help municipalities and transport providers understand the underlying factors and conditions that shape women's mobility choices, ability, and willingness to access jobs and training. This means looking beyond just infrastructure at factors such as norms and safety in public spaces. The UFGE also supports testing of scalable innovation that municipalities and public transit companies can adopt.*

### Argentina, Brazil, and Peru: Mobility Demands a Holistic Approach

A new qualitative study of the large metropolitan regions of Buenos Aires, Rio de Janeiro, and Lima (*Why does she move? A study on women's mobility in Latin American cities, 2020*), helps practitioners, companies, and municipalities think beyond infrastructure improvements to improve women's mobility. The results show that women prioritize safety over affordability and overall spend more of their earnings on getting around because they must combine different transport modes (buses, minivans, moto-taxis, etc.) to reach their destinations. And when it comes to jobs, proximity is more important than quality. The report makes a compelling case for collaboration across relevant sectors and provides concrete suggestions, based on good practices in the region, on fare schemes, urban planning and regulatory restrictions, and "last mile" connectivity. It also suggests how to supplement such improvements with affordable, accessible childcare and improve safety on and off transport systems.

### Jordan And Mexico: Safe Public Transport as a Policy Lever for Women's Labor Force Participation

**The Government of Jordan has committed to increasing female labor force participation from 15 percent to 24 percent in the next five years (see Figure 6 on page 12).** This involves

tackling multiple constraints, identified in part by a previous UFGE-supported study on social norms in Jordan.<sup>17</sup> This includes transforming the experience of women using public transport by introducing a Code of Ethics and Professional Conduct issued by the Ministry of Transport to regulate passenger, driver, and operator conduct with clear rules against sexual harassment and gender-based discrimination. An app being developed will be used to report infringements to the code of conduct. This work is part of the government's policy commitments under the Second Equitable Growth & Job Creation Policy Loan and is being designed with technical support from the Mashreq Gender Facility.

**In Mexico City, analytical work will likely inform the design of new projects under the country's Infrastructure Finance Vehicle (FONADIN 2.0) umbrella program, including the use of gender audits as a standard practice for transport subprojects.** To help the city improve public transportation safety, the World Bank developed a methodology for calculating the social cost of sexual harassment in public transport. The review of the city's transport services also noted that single one-size-fits-all strategies are not enough to improve women's safety, given that women often use multiple modes of transportation to reach their destinations. Reforms also need to account for the fact that while the city's public transport services have lower staff turnover in publicly operated systems, making introduction of new protocols easier, the opposite is the case for smaller private operators that face less oversight and have higher rates of staff turnover. This is especially true if government concession agreements are weak or semiformal. While political constraints, lack of data, and the 2017 earthquake that hit Mexico City limited the planned work, the grant laid an important foundation for future reforms and programs. The lessons have also been shared with World Bank transport teams in South Asia.

<sup>17</sup> Hashemite Kingdom of Jordan: Understanding How Gender Norms in MNA, Impact Female Employment Outcomes (2018).



### Brazil and Globally: Navigating the Debate on Gender-Segregated Transport

Some municipal transportation service systems and ride-hailing companies have opted to create sex-segregated transportation. However, do these benefit women or do they only serve to further reinforce gender norms? Two UFGE-supported studies in 2020 helped unpack this issue. An impact evaluation of women-reserved spaces on Rio de Janeiro’s metro system<sup>18</sup> suggests they reduce the risk of physical harassment by half, but only the few times when riders obey the policies of segregation (compliance often erodes during peak hours). Moreover, reserved spaces implicitly place the responsibility on women to protect themselves against harassment. This also means women who choose to ride in nonsegregated spaces get blamed for not protecting themselves, or for being more provocative.

As an increasing part of the transport ecosystem, ride-hailing companies are looking for products and policies that support women as drivers and riders. A new IFC report<sup>19</sup> discusses the experiences of 30 ride-hailing companies and their impacts on women riders and drivers. More companies are offering products that particularly appeal to women, or increasingly, are for women specifically. For instance, Uber’s “Women Rider Preference” feature allows women drivers to indicate a preference for receiving only women riders in select markets. In Saudi Arabia, the model helped more women transition into the sector after new legalization on women driving. Women spend more of their income on transport, so options where multiple passengers share rides better meet their needs. For women, safety and security are also key factors in making travel choices. For ride-hailing companies, this should mean not only continuous innovation in safety features, but also increased collective action as a sector, including sharing, reporting, and aggregating safety and incident data. Ride-hailing alone may only provide a single solution, but by better serving women, the sector can help get markets moving. In 2021 the project team will focus on report dissemination and communication, which given the COVID-19 context, will likely be online based.

<sup>18</sup> Kondylis, Florence; Legovini, Arianna; Vyborny, Kate; Zwager, Astrid; and Andrade, Luiza. 2020. Demand for ‘Safe Spaces’: Avoiding Harassment and Stigma. Policy Research Working Paper No. 9269. World Bank, Washington, DC.

<sup>19</sup> Gender-Segregated Transportation in Ride-Hailing: Navigating the Debate (2020).



## LEGAL BARRIERS TO WOMEN'S ACCESS TO JOBS

*In past years, the UFGE's investments in better data and evidence led to several legal reforms, such as changes in land registration in Kosovo and Rwanda. In 2020, analytical deep dives on the multiple underlying barriers women face in taking jobs, and better ones, have proved fruitful in shaping commitments to level the playing field through various legal reforms in Lebanon, Pakistan, and Vietnam.*

### Lebanon: Bringing Together National Stakeholders for Legal Reform

With funding for the Mashreq Gender Facility, the World Bank Group (WBG) is working directly with the Government of Lebanon to develop and implement a Women's Economic Empowerment Action Plan to increase the female labor force participation rate by 5 percentage points in the next five years. Through collaboration with the private sector, civil society organizations, and development partners, the country workplan balances national-level strategic interventions with selective activity-level pilots. During FY20, this included bringing together a range of stakeholders to engage with the National Commission for Lebanese Women and technical assistance to revise legal frameworks, such as labor code amendments on equal pay, maternity and paternity leave, breastfeeding policies, flexible working conditions, and childcare services. As a result of this collaborative effort, amendments to criminalize sexual harassment in the workplace and in public spaces are now on the agenda to be presented and discussed in a parliamentary commission. The government has since requested for the Mashreq Gender Facility to participate in additional legal reviews, including on regulations for access to finance and the possible creation of a movable asset registry (in coordination with the Central Bank).

### Pakistan: An Analytical Deep-Dive Draws a Roadmap for Legal Reform

Between 2017–2020 the UFGE supported a series of analytical studies on female labor force participation in urban Pakistan. This new and far more nuanced analysis of qualitative and quantitative data has been published in three policy notes<sup>20</sup>

and contextualizes women's low labor force participation in a way that proves more useful for project teams in designing targeted actions based on income and education levels of women and their households. This body of work details normative barriers (marriage, mobility, safety, and attitudes toward women and work), household constraints (e.g., childcare), and structural and human capital barriers. During the high-level Pakistan@100 policy series and the 2020 Human Capital Summit in Islamabad, these findings, including new higher estimates of female labor force participation, informed interactive discussions among a range of high-level policy makers on the best ways to improve women's entry into and experiences in the labor market. The grant helped shape legal reform commitments and actions as part of the country's new \$500 million (IDA) *Securing Human Investments to Foster Transformation (SHIFT)* policy loan. As a result, the loan now aims to improve legal protection for women home-based workers through workers' bills at the federal and provincial levels. The policy loan also aims to amend the shops and establishments act and the factories act to promote better working environments for women in the private sector, including safer workspaces, day care, and transport options.

### Vietnam: Research On Occupational Sex-Segregation Informs New Labor Code

In 2020, Vietnam revised its labor code. Inferential research from previous years on occupational segregation, led by the EAP GIL, was used by the World Bank's Social Development team in its policy advice leading up to the labor code revisions. Based on this, one of the changes introduced was the removal of restrictions related to home-based work. Article 185 of the old labor code allowed employees to negotiate home-based work with their employers but excluded those engaged in processing activities (e.g., food and agricultural processing). Based on evidence by the EAP GIL that a large proportion of processing workers are women, likely pushed into these jobs by their disproportionate care responsibilities, the new labor code no longer excludes processing employees from the right to negotiate home-based work.

<sup>20</sup> FLFP in Pakistan: What do we know? (February 2018); Labor Force Experiences for Urban, Low-Income Pakistani Women (December 2019); Labor Force Aspirations, Experiences, and Challenges for Urban Educated Pakistani Women (February 2019).

#### Box 4. Supporting women's livelihoods during COVID-19: Shaping WBG response and recovery projects

Regional Gender Innovation Labs (GILs) were quick to seize on existing country engagements, local partnerships, and available funds to launch surveys and provide lessons and advice on the design of World Bank's and development partners' COVID-19 emergency and recovery projects.

The AFR GIL leveraged its strong relationships and reputation to serve as an effective partner in crisis response efforts. It produced a COVID-19 response brief which was downloaded over 2,700 times in its first few weeks. The team also contributed to response efforts by providing just-in-time evidence-based policy and program design support to World Bank (WB) project teams, policy makers, and implementing partners. With proactive outreach and knowledge syntheses, the team has so far shaped nearly 60 COVID-19 response and recovery projects by the WB and six development partners. For example, they supported SWEDD (Sahel Women's Empowerment and Demographic Dividend) project teams and government counterparts in developing COVID-19 response plans, considering interventions such as the provision of e-readers and other learning materials to girls, as well as information to girls and their community through a "Multimedia and Proximity Campaign." The AFR GIL is also assessing the possibility of teaching Personal Initiative—an effective training for female entrepreneurs on a virtual basis.

The EAP GIL built on recent in-person surveys, using the data as baselines for follow-up COVID-19 phone surveys. In Lao PDR, for example, the GIL, together with the Social Development Global Practice, are carrying out phone surveys to understand how households in villages with road maintenance groups (RMG) are coping with COVID and if public works projects can, to some degree, mitigate the impacts. In the Philippines, a phone survey aims to capture the impacts of COVID-19 on the beneficiaries of the government's conditional cash transfer program,<sup>21</sup> and assess if the program is mitigating any of these impacts. The survey's findings will inform a new COVID-19 loan, the Beneficiary FIRST Social Protection Project. The approach of using impact evaluation data collected shortly before the onset of COVID-19 as a baseline can be replicated for other contexts and has proven to yield a high response rate.

The SAR GIL is following a two-pronged strategy for responding to needs emerging from COVID-19. The first prong focuses on capturing the gender impacts of COVID-19 through phone surveys and administrative data. For instance, a mobile survey was implemented in Bangladesh with the Overseas Development Institute's Gender and Adolescence Global Evidence (GAGE) program to understand knowledge, attitudes, and behavioral changes among adolescents; and another survey, carried out in collaboration with academic and local partners in Pakistan, assessed labor market impacts. The second prong of the strategy is operational, adding specific interventions in the World Bank's SAR COVID-19 response projects. One example is a pipeline impact evaluation of the *Afghanistan Drought Early Warning, Finance and Action Project* (P173387): here the SAR GIL proposes embedding and evaluating a female-friendly Cash-for-Work (CfW) pilot designed and targeted to women within a larger labor-intensive public works program to provide cash/in-kind support to seasonally food insecure households. This would not only promote women's and communities' resilience to COVID-19, but also compensate women for unpaid work that would typically substitute women's productive work.

<sup>21</sup> Pantawid Pamilyang Pilipino Program.

## IN FOCUS: UFGE EVIDENCE COMPELS THE FIRST-EVER GENDER PILLAR IN A DEVELOPMENT POLICY OPERATION IN AFRICA

In Niger, UFGE-financed work by the AFR GIL formed a rationale for the government 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 Benefits of Gender Inclusion*, 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 Bank’s Macroeconomics, Trade, and Investment-led team preparing a Development Policy Loan (DPL) and the high-level governmental committee in charge of the Development Policy Loan. The Committee comprised all 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 incorporates reforms designed to change deeply rooted social norms around child marriage; the government is: (1) establishing Child Protection Committees at the national, regional, departmental, commune, and village levels to promote the abandonment of child marriage; (2) issuing a Ministerial Order allowing access to family planning assistance to married adolescent girls without parents or husbands’ mandatory accompaniment, to improve their access to health services; and (3) issuing a Joint Ministerial Order allowing adolescent girls to remain enrolled in school in the event of pregnancy or marriage, to improve educational attainment.

## SECRETARIAT COMMUNICATIONS AND KNOWLEDGE MANAGEMENT

**The UFGE website has been completely revamped to provide easy access to all knowledge products** that have been financed since inception (over 170 publications, as of June 30, 2020). The website also includes a new series of results briefs and improved visibility for donor partners. In tandem, the UFGE Secretariat updated its quarterly newsletter, which is distributed to donors, NGOs, the private sector, and other development partners.

**In FY20, the UFGE Secretariat also launched a new webinar series in partnership with the Bank’s Open Learning Campus.** The Solutions for Women’s Empowerment webinar series features experts from across the World Bank Group (WBG), as well as implementation partners and clients, presenting the very latest evidence and innovation, and its implications for policies and programs, to help close gaps between women and men, and boys and girls. These public webinars have attracted attendance from a range of bilateral and multilateral agencies, NGOs, the private sector, client ministries, and WBG staff.





# From Pilot to Umbrella 2.0: Lessons Learned and the Way Forward

The UFGE was part of the first cohort<sup>22</sup> (1.0) to establish umbrella trust funds in 2013. The design of the Umbrella 2.0 approach has drawn on the lessons from this cohort, as outlined below from the example of the UFGE:

**1. Appropriate governance for maximizing impact:** An external donor body, the Partnership Council (PC), chaired by the WB, with a seat for each donor to the UFGE. The PC provides strategic guidance and direction on the implementation of the Facility—and any future associated trust fund(s)—and reviews progress reports provided by the Bank based on the results framework for the trust fund(s) under the Umbrella.

**An internal body, the Gender Leadership Council (GLC) comprising a cross-section of WBG Management** to ensure fair and effective allocations of “core”/unpreferred funds and ensuring complementarity in areas of potential overlap.

**2. Limit proliferation of new trust funds for gender equality.** Wherever possible, shepherding new funding related to gender equality to be routed through the UFGE to maximize impact, reduce administrative burdens, and increase the potential for cross-country/regional uptake and lessons learned. Using a common results framework to track achievements and a single Annual Report for a clearer storyline.

**3. Working with donor partners to accommodate their administrative constraints.** Some donors are required by specific budget lines to “Preference” their activities by region or country. The Umbrella Facility for Gender Equality (UFGE) has always allowed, and honored, development partners’ contributions to be soft-preferred toward specific priorities that align with its

main objectives and the WBG’s Gender Strategy. This has proven useful to support initiatives such as the Africa Gender Innovation Lab and the new Mashreq Gender Facility.

**4. Collaborating with the IFC to facilitate supply and demand side solutions to diminish constraints to gender equality.** The UFGE established a dedicated window in 2015 to support advisory services and analytics, which led to closer collaboration with the Bank for innovative work in the Mashreq and South Asia regions.

**5. Using techniques to introduce new types of work to stimulate demand.** The UFGE initiated Regional Block Grants to lead country teams to infuse gender equality in their analytics and operations. These block grants laid the groundwork for a significant portfolio of country diagnostics and pilots. While largely driven by clear country demand, these instruments also offered some opportunities to “push” the gender agenda in various countries in anticipation of stimulating demand.

**The UFGE has easily moved to the Umbrella 2.0 modality.** In addition, the 2020 UFGE Replenishment Proposal presents an opportunity to update the results framework and the associated theory of change. Under the replenishment, the UFGE will focus greater efforts on scaling country-level programs for women’s labor force participation/entrepreneurship and reductions of gender-based violence. This approach will allow greater WB-IFC collaboration targeting both supply and demand side aspects of women’s economic empowerment and gender-based violence, in addition to the core activities of testing and producing global public goods to close gender gaps. The UFGE remains ready to build on the accomplishments described in this report toward more ambitious areas of endeavor.

<sup>22</sup> Together with the JOBS Umbrella Multidonor Trust Fund (MDTF), and the Umbrella Facility for Trade (UFT).



## Annex 1: Financials

Contributions		
	in US\$	
	Reporting Period: July 1, 2019-June 30, 2020	From inception to period ended: June 30, 2020
<b>A. Funds committed by Development Partners</b>	<b>11,557,393</b>	<b>144,471,393</b>
Australia		12,682,325
Canada	7,162,298	28,837,078
Denmark		1,061,571
Finland		145,568
Germany	3,354,513	9,812,542
Iceland		2,146,407
Latvia		46,586
Netherlands		9,534,535
Norway		8,435,243
Spain		551,151
Sweden	1,040,583	13,668,912
Switzerland		4,260,480
United Kingdom		28,895,256
United States		4,395,000
Bill and Melinda Gates Foundation		19,998,740
<b>B. Funds received from Development Partners</b>	<b>22,486,969</b>	<b>117,641,929</b>
Australia		12,682,325
Canada	8,571,399	21,161,078
Denmark		1,061,571
Finland		145,568
Germany	1,220,128	7,684,048
Iceland	200,000	1,746,407
Latvia		46,586
Netherlands	1,666,667	9,534,535
Norway	2,086,801	7,767,535
Spain		551,151
Sweden	1,037,619	13,668,912
Switzerland		4,260,480
United Kingdom	3,208,812	27,363,610
United States	245,000	3,770,000
Bill and Melinda Gates Foundation	4,250,543	6,198,123
<b>C. Investment Income earned</b>	<b>820,466</b>	<b>2,931,837</b>
<b>D. Total Funds Available (B+C)</b>	<b>23,307,435</b>	<b>120,573,766</b>
<b>E. Total Disbursements</b>	<b>13,690,151</b>	<b>75,910,198</b>
Grant Disbursements	13,357,033	72,962,490
Program Management	333,119	1,570,948
Administrative Fee		1,376,760
<b>F. Cash Balance at end of reporting period (D-E)</b>		<b>44,663,568</b>
<b>G. Outstanding Development Partner Commitments at end of reporting period (A-B)</b>		<b>26,829,464</b>

Allocation and Actual Disbursements (For Period Ended: June 30, 2020)				
			Disbursements	
	Allocated*	of which (Breakdown)	Reporting period (\$)	From inception (\$)
<b>Country-Led Research, Innovation &amp; Multi-Sectoral Solutions</b>	<b>46,795,222</b>		<b>2,373,985</b>	<b>28,434,225</b>
Strategic Country Allocations (include Mashreq, Turkey, Western Balkans, etc.)		28,477,059		
Multi-Regional Allocations		18,318,163		
<b>Regional Gender Innovation Labs</b>	<b>81,371,693</b>		<b>8,804,391</b>	<b>36,530,593</b>
Africa GIL		68,941,693		
EAP GIL		8,140,000		
LAC GIL		1,290,000		
MNA GIL		1,000,000		
SAR GIL		2,000,000		
<b>Private Sector</b>	<b>6,013,991</b>		<b>1,099,248</b>	<b>5,615,059</b>
<b>Better Gender Data</b>	<b>2,069,350</b>		<b>905,613</b>	<b>1,700,947</b>
<b>Program Management Costs (including Secretariat functions, central and Knowledge Management and Learning)</b>	<b>6,393,180</b>		<b>506,914</b>	<b>2,252,613</b>
Program Management (Secretariat, oversight of windows/sub accounts)		2,539,482		
Knowledge Management, Learning & Communications		3,853,698		
<b>TOTAL</b>	<b>142,643,436</b>		<b>13,690,151</b>	<b>74,533,437</b>

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

## Annex 2: 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
<b>Output Indicators</b>	<b>FY20 / FY19</b>	
Number of activities in which new or improved gender data has been produced or made available	71 / 63	<b>Deepening the Country Driven Approach</b> <i>More and better data &amp; enhanced diagnostics</i>
Number of analytical reports covering frontier issues and persistent gaps	184 / 137	
Number of case studies on integrating women into business operations	30 / 8	
Number of impact evaluations providing new evidence (in progress/complete)	131 / 112	
<b>Outcome Indicators</b>	<b>FY20 / FY19</b>	
Number of countries in which policy dialogue has been informed by UFGE supported evidence, data, and/or analytical work.	80 / 57	<b>Developing a better understanding of what works</b> <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.	27 / 24	
Outcome: Improved design of operations and programs		Alignment with Gender Strategy
<b>Output Indicators</b>	<b>FY20 / FY19</b>	
Number of Country Partnership Frameworks informed by UFGE activities	32 / 28	<b>Deepening the Country Driven Approach</b> <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)	9 / 5	
Number of tools developed (private sector)	20 / 16	<b>Building on what works</b> <i>Making gender-smart practices the norm</i>
<b>Outcome Indicators</b>	<b>FY20 / FY19</b>	
Number of projects which have applied UFGE funded evidence, data, analytical work, or approaches	170 / 137	
Number of private sector companies that incorporate scalable/replicable models	34 / 16	
Outcome: Heightened awareness and demand for gender equality interventions		Alignment with Gender Strategy
<b>Output Indicators</b>	<b>FY20 / FY19</b>	
Number of global reports informed by analytical and data work funded	9 / 8	<b>Building on what works</b> <i>Better disseminating results</i>
Number of regional reports informed by analytical and data work funded	10 / 8	
Number of dissemination and learning events with country stakeholder participation	**	
Number of South-south learning exchanges	16 / 12	
<b>Outcome Indicators</b>	<b>FY20 / FY19</b>	
Number of country requests for new or expanded engagement with the WBG resulting from UFGE work	32 / 16	<b>Leveraging partnerships</b> <i>Increasing capacity</i>
Number of client advisory requests (IFC) resulting from UFGE work	22 / 20	

<sup>1</sup> Includes reports, papers, and policy notes published

<sup>2</sup> FY19 numbers have been revised as these previously did not include data from Gender Innovation Labs in Sub-Saharan Africa and South Asia.

\*\*Numbers not available due to limited consistent data

## Annex 3: List of Active Grants

Activity	Country	Start (FY)	Closing (FY)	Funding granted (US\$)	Description
<b>Sub-Saharan Africa</b>					
Gender and Youth Employment	Benin	2014	2022	506,475	To build the evidence base of interventions to promote employment of girls and young women in sub-Saharan Africa.
Women's Participation in Labor Intensive Public Works	Burkina Faso	2017	2021	250,000	Pilot a mobile childcare model to improve women's access to temporary labor-intensive public works and evaluate the program's effectiveness.
LONDO Impact Evaluation	Central African Republic	2018	2022	376,041	How does the impact on a household differ depending on whether a woman or a man participates in a public works project?
Land Policy Improvement & Implementation Project Impact Evaluation	Cote d'Ivoire	2019	2022	1,000,000	What is the impact of a systematic land certification project on agricultural productivity, social cohesion, and household well-being? Does strengthening women's land rights improve bargaining power, income, and marital quality?
Youth Employment and Adolescent Girls and Women Empowerment	Cote d'Ivoire	2019	2022	1,000,000	How do school and community-based safe spaces impact sexual reproductive health, schooling, employment, and other socioeconomic outcomes for young girls?
Impact Evaluation of DRC Western Growth Poles	Democratic Republic of Congo	2015	2022	551,777	Evidence on growth poles interventions and mechanisms of reducing gender inequality through these programs.
Impact evaluation of DRC SME Development and Growth Project	Democratic Republic of Congo	2020	2021	400,000	Evaluation of impact on farmer's agricultural yields, profits, food security, and real income. This includes any observed changes in the allocation of agricultural tasks between men and women within the household.
Innovations in Financing Women Entrepreneurs (IFWE)	Ethiopia	2020	2022	1,000,000	Pilot and rigorously test the impacts of innovative, disruptive, and potentially transformative approaches to increase access to finance and provide necessary skills and services to about 25,000 female entrepreneurs.
Ghana MSME Investment and Gender	Ghana	2015	2021	963,300	Evidence on the effectiveness of different mechanisms of providing capital to female-owned small businesses in greater Accra.
Guinea Women Entrepreneurship Sector Selection Study	Guinea	2018	2021	290,000	Evaluate whether expanding women entrepreneurs' access to information, skills and mentoring can increase the number of women who start businesses in more profitable male-dominated sectors.
Promoting Young Women's Economic Opportunities and Empowerment Through Productive Self-Employment and Entrepreneurship	Kenya	2017	2021	230,000	Two complementary evaluations exploring gender-differentiated effects of expanding youth access to skills and capital by providing cash grants and business development services to youth and cost-effectiveness of a large-scale business plan competition.
Kenya Coding Bootcamps Impact Evaluation	Kenya	2018	2021	800,000	Evaluate the impact of improving coding recruitment strategies on increasing the number of women applying to coding courses and understanding the impact of coding bootcamps on labor market outcomes for women.

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PASEF II Impact Evaluation	Madagascar	2018	2021	400,000	Identify gender differences in reliable and secure incomes; constraints to savings; and intrahousehold bargaining power.
Impact Evaluation of Mauritania Family Dialog and Safety Nets Pilot	Mauritania	2020	2022	321,000	Evaluate a family dialogue pilot intervention aiming to transform norms around gender roles and women's participation in economic activities.
Nigeria APPEAL Women & Youth IE	Nigeria	2019	2022	400,000	Measure impact of teaching technical, personal initiative, and negotiation trainings and giving in-kind business grant to women and youth in small and medium scale agribusinesses.
Gender and Skills Development	Republic of Congo	2014	2022	792,231	Evaluate the impact of a new job and entrepreneurship training program on male and female youth to generate practical and effective solutions to address youth unemployment throughout the region.
CHOICES Impact Evaluation in Somalia	Somalia	2018	2022	\$370,000	Measuring the impacts of the CHOICES training model in increasing gender equality and shifting the attitudes of the boys and girls who participate in the training.
CEDP Gender Innovation Lab Impact Evaluation	Uganda	2014	2022	\$1,259,493	To inform operations and policies that aim to promote how best to secure women's property rights.
Impact evaluation of Supporting Women's Livelihoods (SWL)	Zambia	2018	2022	\$640,000	Assess whether a one-time infusion of capital (both monetary and human) can boost women's self-employment and increase their incomes more than the cost of the intervention.
<b>East Asia &amp; the Pacific</b>					
Research on Female Entrepreneurs Operating in Male-Dominated Sectors	Cambodia, Indonesia, Lao PDR, Vietnam, Timor-Leste	2018	2020	290,000	Evidence on the constraints to female entrepreneurs in the region and provide guidance on how to tackle these constraints by using existing data from a subset of countries in the region.
Get2Equal - South East Asia	East Asia and Pacific	2016	2021	2,289,388	Increase quality of employment and business leadership opportunities for women, and expand opportunities for female entrepreneurs, using targeted studies and engagement with companies to share solutions and encourage change.
EAPGIL: Pillar 2 - Intervention, Deep Dive and Research	East Asia and Pacific	2016	2021	2,515,025	Inferential research on intra-household decision making on labor and care, occupational segregation, gender gaps in agricultural productivity, and female entrepreneurship.
EAPGIL Inferential Research	East Asia and Pacific	2016	2020	70,000	Inferential research on intra-household decision making on labor and care, occupational segregation, gender gaps in agricultural productivity, and female entrepreneurship.
Impact Evaluation of the Desmigratif Program: Supporting Safe Migration	Indonesia	2018	2021	820,000	Evidence on international migration and the choice between documented and undocumented migration.

Impact Evaluation of Clean Cooking Technology	Lao People's Democratic Republic	2019	2020	413,600	Evidence on how access to modern cooking technology impacts women's time use, labor market activities, and health.
<b>Europe &amp; Central Asia</b>					
Evaluation of a Communication Campaign on Fathers' Attitudes and Practices in ECD	Serbia	2018	2021	150,000	Increase fathers' involvement in early childhood development with a communications campaign aimed at changing parents' views and behaviors related to investing time in child stimulation and care.
Increasing Access of Women to Economic Opportunities	Turkey	2013	2021	3,690,369	Multi-sectoral work on women's economic opportunities examining barriers to employment such as childcare supply and other work-life policies.
<b>Latin America &amp; the Caribbean</b>					
Improving Human Capital Through Increased Aspirations in Bahia	Brazil	2020	2021	180,000	Experimental study in Bahia, Brazil aiming to measure the effects of a goal-setting skills peer-led program on high school students' educational attainment, self-esteem, aspirations, and teenage pregnancy rates.
Enhancing Opportunities through Access to Productive Assets for Female Entrepreneurs: Testing Gendered Credit Scoring Models	Dominican Republic	2017	2021	124,000	Develop a new credit scoring model to predict characteristics and behaviors of creditworthiness for women and men using machine learning techniques.
Knowledge Management	Latin America	2014	2021	820,000	Expand and share operationally relevant knowledge to improve gender equality. Regional knowledge contests targeting government agencies, civil society, and academia and dissemination around agency-related topics.
LAC Gender Innovation Lab	Latin America	2019	2021	1,000,000	Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region.
Analysis of Cross-Over: Promoting Female Entrepreneurship	Mexico	2019	2021	290,000	What are the drivers of and barriers to female participation in male-dominated sectors?
Promoting Female Entrepreneurship Through Rigorous Experiments	Mexico	2020	2021	140,000	Are soft-skills training and hard managerial skills training complementary with regard to sectorial barriers and high-potential business opportunities?
<b>Middle East &amp; North Africa</b>					
Assessing the Impact of Providing Access to Nurseries on Female Labor Force Participation	Arab Republic of Egypt	2020	2022	170,000	Evaluating the impact of improved access to and affordability of nurseries on female labor force participation in Egypt.
Using Digital Technology to Expand Markets for Female Entrepreneurs	Arab Republic of Egypt	2020	2021	200,000	A randomized controlled trial encouraging technology adoption in clothing, prepared food, and electronics industries, with a significant share of women-led businesses to overcome market frictions for firm growth.

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NEW IN FY20	IRAQ/MGF - Women's Economic Opportunities	Iraq	2020	2022	1,500,000	Technical assistance to the government of Iraq to lift legal constraints and normative barriers to women's access to the work force, employment in the private sector, and access to finance and ownership of agricultural land.
NEW IN FY20	JD/MGF - Women's Economic Opportunities	Jordan	2020	2022	1,500,000	Technical assistance to the government of Jordan to lift constraints to women's access.
NEW IN FY20	State of the Mashreq Women Flagship Report	Jordan, Iraq, Lebanon	2020	2021	200,000	Report describing the current situation of women in Mashreq countries in terms of their access to economic opportunities, as well as analyze factors that might lie behind the observed outcomes.
NEW IN FY20	MGF Forcibly Displaced Women	Jordan, Iraq, Lebanon	2020	2021	200,000	Generate new or consolidate employment opportunities for displaced women living in the Mashreq through supply/demand activities and supporting the enabling environment.
NEW IN FY20	LEB/MGF - Women's Economic Opportunities	Lebanon	2020	2021	1,500,000	Technical assistance to the government of Lebanon to lift constraints to women's access to the work force, providing care services, and legal reform on sexual harassment.
	MNA Gender Innovation Lab	Middle East and North Africa	2019	2021	3,500,000	Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region.
NEW IN FY20	Mashreq Conference on Women's Economic Empowerment II	Middle East and North Africa	2020	2021	220,000	High-level conference to elevate the dialogue and overall awareness of the importance and benefits of enhanced economic participation of women in the Mashreq region.
NEW IN FY20	Evaluating the Impact of SMEPS' Livestock Program on Women's Empowerment	Republic of Yemen	2020	2021	150,000	Evaluation of a livestock and productivity project on 1,100 women livestock breeders across 70 villages in Yemen whose businesses have been negatively affected by the ongoing conflict.
NEW IN FY20	Enhancing Female Entrepreneurship through Capital Injections	Tunisia	2020	2021	200,000	Evaluating the impact of a capital injection intervention targeting women entrepreneurs graduating from Labor Intensive Public Works in one of the most under- served regions of rural Tunisia.
<b>South Asia</b>						
NEW IN FY20	SAR GIL IE of the Afghanistan Strengthening Women's Economic Empowerment Project (SWEEP)	Afghanistan	2020	2021	150,000	Evaluate a community-based pilot intervention providing tailored hard and soft skills training, business support services, and financial access to poor and vulnerable women in Afghanistan's rural and peri-urban areas.
NEW IN FY20	SAR GIL Afghanistan Targeting the Ultra Poor	Afghanistan	2020	2022	150,000	Evaluate the impact of a one-off "big-push" package of transfer of livestock assets, cash consumption stipend, skills training, and coaching on poverty reduction and women's empowerment across 80 villages in the Balkh province in Afghanistan.

NEW IN FY20	SAR GIL Impact Evaluation of Bangladesh Adolescent Girls Program	Bangladesh	2020	2022	150,000	Evaluates strategies, such as training on sexual harassment and growth mindset, for improving school retention and overall well-being, including safety, voice, agency, and empowerment of adolescent girls and boys in Bangladesh.
NEW IN FY20	SAR GIL Tejaswini Impact Evaluation in India	India	2020	2021	150,000	Evaluate the impact of a skills training and education intervention on secondary school completion and employability outcomes of adolescent girls in the state of Jharkhand in India.
NEW IN FY20	Using Safety Technology to Improve Training Opportunities and Labor Force Participation for Women	India	2020	2021	150,000	Test new transport safety technology and evaluate its impact on women's participation in training opportunities and work.
	South Asia Gender Innovation Lab	South Asia	2019	2021	600,000	Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region.
<b>Global/Multi-regional</b>						
	Improving Availability and Quality of Individual-Level Household Survey Data in IDA Countries	Cambodia, Ethiopia, Nepal, Tanzania	2019	2021	2,069,350	Increase availability and quality of individual-level data on ownership of and rights to physical and financial assets, work and employment, and entrepreneurship.
	Digital2Equal	World	2019	2021	190,000	Contribute to evidence-based policy recommendations in support of women's ability to participate in the platform economy by documenting the business case and best practices.

## Annex 4: List of Closed Grants (2013-2020)

Activity	Country	Start (FY)	Closing (FY)	Funding granted (US\$)	Description
<b>Sub-Saharan Africa</b>					
Impact Evaluation of Gender Norms and Empowerment	Africa	2014	2017	4,747	Dropped as the evaluation proved infeasible.
GIL Africa Regional Report on Gender and Agriculture	Africa	2014	2015	92,317	An evidence-based regional policy report drawing on nationally representative micro-econometric evidence from several African countries to uncover the factors that drive productivity gaps between male and female farmers. The findings and recommendations are being implemented and adopted by client countries and World Bank projects.
Gender and Private Sector Development in Africa	Africa	2014	2020	1,649,366	A number of results from the studies financed by this grant are being used not only in Africa but across the World. The personal initiative training evaluated in Togo has been expanded elsewhere including in DRC, Ecuador, Ethiopia, Jamaica, Mauritania, and Mexico, both in World Bank and other partners' work.
Gender-Informed Mobile Phone Surveys in Africa	Africa	2014	2017	899,593	Mobile phone surveys collected high frequency and timely gender disaggregated information for pilot countries: Madagascar, Malawi, Senegal, and Togo. A handbook was published entitled Mobile Phone Panel Surveys in Developing Countries: a practical guide for micro data collection.
IEs for Gender & Property Rights in AFR	Africa	2014	2019	61,826	Working paper and journal article on how improved land tenure for women in Benin led to increased productive investment and widow-headed households could remain in their original dwellings as a result of formalized customary land rights.
Africa Regional Report on Gender and Entrepreneurship	Africa	2016	2019	397,385	The report, Profiting from Parity: Unlocking the Potential of Women's Businesses in Africa, proved to be at the cutting edge of research on female entrepreneurship, and has more than 10,000 online downloads. The report received substantial media coverage and has influenced at least 15 WBG projects.
Gender Innovation Lab - Governance	Africa	2014	2020	6,291,445	Administration and governance of the Africa Gender Innovation Lab.
What Works for Girls' Education - The Missing Evidence	Africa	2018	2019	113,727	Review of 270 educational interventions from 177 studies in 54 low- and middle-income countries and their impacts on girls, regardless of whether the interventions specifically target girls.
Impact Evaluation of Gender Norms and Empowerment in Burundi	Burundi	2014	2017	82,646	Dropped as the evaluation proved infeasible.
Gender and Employment in Cote d'Ivoire	Cote d'Ivoire	2014	2020	761,333	A direct-deposit commitment savings account enabled workers to convert productivity increases into private savings which cannot be accessed by others. In the first phase, workers increased their labor productivity and earnings by ten percent, which translates into an eighteen percent increase for workers who opened an account.

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Deepening the Jobs Impact of the Public Works Programs through Capital Injection and Social Network Stimulation: A Randomized Control Trial in Eastern DRC (UFGE)	Democratic Republic of Congo	2018	2020	204,895	Men and women assigned to incentivized savings groups had increased savings, lower debts levels and higher employment levels, compared to their counterparts in other treatment groups or the control group, and the impacts were larger for women.
<b>CLOSED IN FY20</b>					
Impact Evaluation of DRC PARRSA	Democratic Republic of Congo	2014	2015	111,086	The experimental impact evaluation examines the project's regeneration of the market for improved seeds, the diffusion of improved farming practices through agricultural extension, and the improvement of rural roads infrastructure, specifically analyzing how male and female farmers learn about new technologies and access markets.
Gender and Technology in Selected Agricultural Value Chains	Ethiopia	2014	2017	26,723	Dropped as the evaluation proved infeasible.
IE Women Agricultural Leaders Project	Ethiopia	2014	2019	1,185,443	Evaluation of WALN, a business training, mentoring, and networking program targeted at high-potential women entrepreneurs in five regions of Ethiopia. It aims to increase business performance and community leadership of participating women by improving their business skills, self-confidence and business networks.
Gender and Wage Employment in Ethiopia	Ethiopia	2015	2020	454,935	Findings suggest industrial parks can provide a better earning potential for workers, compared to work opportunities that young female jobseekers typically hold. In addition, simple supports to facilitate the job application process can have large impacts on applicant success rates in finding employment, and their earnings potential. The work is likely to influence policy dialogue in Ethiopia since it is being intensively disseminated with government counterparts by the Gender Innovation Policy Initiative for Ethiopia.
<b>CLOSED IN FY20</b>					
Evidence for Addressing the Gender Gap in Agriculture in Sub-Saharan Africa	Ghana, Mozambique, Niger	2014	2017	136,878	Dropped as the evaluation proved infeasible.
Gender and Access to Finance in Guinea	Guinea	2014	2017	21,584	Dropped as the evaluation proved infeasible.
Gender and Property Rights in Kenya	Kenya	2014	2019	339,345	Dropped as the evaluation proved infeasible.
Impacts of Microfranchising on Young Women in Nairobi	Kenya	2015	2019	48,894	In the short-term, both the franchise and cash grant treatments had significant positive impacts on young women's lives, with substantial increases in women's income. In the long term women who participated in the program were more likely to be self-employed than women who did not participate in the program. A long-term follow-up is ongoing.

CLOSED  
IN FY20

Mobile Technologies and Digitized Data to Promote Access to Finance by Women in Agriculture	Kenya, Tanzania, Uganda	2017	2020	497,786	The publication, Mobile Technologies and Digitized Data to Promote Access to Finance for Women in Agriculture, provides an overview of digital financial services for female farmers. Three partner companies (DigiFarm in Kenya, Fenix in Uganda, and MyAgro in Tanzania) adopted new approaches and a lessons learned publication is forthcoming.
Economic Empowerment of Adolescent Girls and Young Women, Round 3 Activities	Liberia	2013	2017	3,550,000	The project revealed that literacy and numeracy is critical. The project also revealed the psychological, social, and financial needs of adolescent girls and young women during the Ebola crisis. The project informed the country's Education Sector Plan, particularly on female vulnerability.
Liberia EPAG Supervision	Liberia	2013	2017	49,287	Evidence on the particular psychological, social, and financial needs of adolescent girls and young women during the Ebola crisis.
Gender and Empowerment in Liberia	Liberia	2014	2019	904,874	Evaluation of a 12-month employment program with 6 months of classroom training and 6 months of follow-up support for adolescent girls.
Agricultural Inputs and Gender	Liberia	2014	2017	12,197	Dropped as the evaluation proved infeasible.
Cash for Change in Southern Madagascar	Madagascar	2017	2020	195,000	The work supported by the grant provided critical insights into the development of a social welfare and nutrition project called "FIAVOTA" (which means "assistance" in the southern local dialect), implemented in order to assist households in the districts most affected by the 2016 drought, particularly regarding extreme poverty and food insecurity in the south of the country. Based on promising results to date, including from results of the work financed by the UFGE grant, the Government of Madagascar has decided to consolidate the cash transfer program in Southern Madagascar and bring it into the fold of Madagascar's overall safety net system, with a transition in focus from emergency response to resilience.
Enhancing Women's Market Access in Agribusiness	Mozambique	2016	2018	246,016	This agricultural extension intervention is one of the first to combine traditional training on farming best practices with innovative psychology-based training aimed at fostering an entrepreneurial mindset.
IE of Supporting Vulnerable Households project in Nigeria	Nigeria	2014	2019	1,298,162	The evaluation showed that cash transfers to women in extremely vulnerable households had an immediate, positive impact: women were more likely to work, and the entire household ate more food, more regularly, and diversified their diet. These results were embedded into the Nigerian Government's design of their national livelihoods and cash transfer program.

CLOSED  
IN FY20

CLOSED IN FY20	Adolescent Empowerment and Livelihoods	Sierra Leone	2014	2020	1,073,285	Results show how policy interventions can be effective even in times of aggregate shocks, and highlights how the lack of safe spaces in low-empowerment contexts such as Sierra Leone is a key channel through which aggregate crisis damage the economic lives of young women.
CLOSED IN FY20	IE South Africa Skill Certification & Counselling	South Africa	2015	2020	234,272	The use of template reference letters and job search action plans led to increases in job offers and hiring, particularly for women. The results influenced the new Supporting Innovations for Youth Employment in South Africa and Kenya's Youth Employment and Opportunities project.
CLOSED IN FY20	IE South Africa Youth Job Search Assistance	South Africa	2015	2020	707,614	The intervention indicated higher employment rates, higher earnings, and more accurate beliefs about their skills among work seekers who received a skills certificate. This has been integrated into the offering of the South African Western Cape Department of Labor.
	Gender and Safety Nets Impact Evaluation in South Sudan	South Sudan	2014	2017	200	Dropped as the evaluation proved infeasible.
CLOSED IN FY20	Gender and Agricultural Technology Adoption	Uganda	2014	2020	644,149	The dietary diversity of women and the youngest child are found to improve during midline; and in agriculture intervention households, young boys are less likely to report a problem with eyesight. However, there is no evidence of any of the interventions having an impact on overall household food security, income, or other maternal- and child-health outcomes.
	Uganda Farm & Family Balance Gender Innovation Lab Impact Evaluation	Uganda	2016	2019	707,650	Testing ways to increase women's participation in agricultural markets and their control over cash crop profits: in-kind incentives to husbands to transfer out grower contracts in the name of their wives, and a couples' intervention. The results suggest that simple encouragement can be an effective tool to nudge men to include their wives in household commercial activities.
	Impact Evaluation of Youth Skills Training Programs in Africa	Uganda, Tanzania, South Sudan	2014	2018	317,072	The activities under this trust fund have significantly contributed to strengthening the evidence base on how to design interventions aimed at empowering adolescents both economically and socially. A policy note on effective interventions has been published and informed adolescent girls programming in several countries.
<b>East Asia &amp; the Pacific</b>						
	Effect on Female Knowledge and Behavior Towards Nutrition from a Maternal and Child Health & Nutrition Cash Transfer Pilot	Cambodia	2015	2017	99,846	The impact evaluation showed the maternal and child health and nutrition pilot (cash transfers) can play a role in achieving improved nutrition outcomes, particularly among children 0-1, for whom the evaluation observed a reduction in stunting.

CLOSED  
IN FY20

Childcare Provision in Garment Factories: Impacts on Productivity, Economic Empowerment, Early Childhood Development and Gender Norms	Cambodia	2018	2020	15,210	The evaluation of factory-based childcare was deemed unfeasible, but the initial review revealed regulatory shortcomings which the government has committed to strengthening and identified community-based childcare as a potentially better model; now being tested with support from IFC and the World Bank.
Banking on Women (BOW) - EAP	Cambodia, Indonesia, Philippines, Vietnam	2016	2019	777,446	Market study on the specific financial and non-financial needs and opportunities for women-owned SMEs in Vietnam. The methodology is being used in other regions and informed the Indonesia Country Strategy 2018.
Mekong Informal Trade Facilitation and Gender Study	Cambodia, Lao People's Democratic Republic	2014	2015	79,971	Survey of small and informal traders at border checkpoints in Laos, Cambodia, Thailand and Vietnam. Recommendations informed the dialogue with customs departments in both Lao PDR and Cambodia through ongoing trade programs.
Unpacking the Linkages Between Women's Endowments, Economic Opportunity, and Malnutrition	Cambodia, Lao People's Democratic Republic	2017	2019	125,000	Literature review, secondary data analysis, qualitative data collection on linkages between women's economic activities, endowments, and malnutrition.
Improved Employment for Women in Cambodia: Constraints and Opportunities	Cambodia, Lao People's Democratic Republic, Myanmar	2018	2019	121,937	An in-depth understanding of key constraints to improved employment for women in Cambodia as well as recommendations for addressing these constraints in existing policies and programs.
Gender Dimensions of Collective Forest Tenure Reform in China	China	2014	2016	99,028	Study, titled Gender Dimensions of Collective Forest Tenure Reform in China, found women are disadvantaged in the reform process. The survey of 3,500 households in seven provinces shows 95 percent of the land tenure certificates are signed by male heads of households. The study identifies income generating options for women in the forestry and related sectors, and recommends policy actions to improve the property rights, income security, and status of women in the rural areas.
Gender Impacts of Intelligent Transport Systems	China	2015	2017	82,323	Study showed intelligent transport systems contribute to bridging the gender gaps in transportation, enhancing satisfaction with public transport and providing greater safety for female riders.
Meeting Needs for Long-Term Care and Implications for Female Labor Supply: Evidence from Anhui province in China	China	2016	2018	196,393	Findings informed the design of aged care projects in Anhui (\$110m) and Guizhou (\$350m), emphasizing sustainable delivery and financing models for home- and community-based care. They also informed IFC dialogue on eldercare in China and led to acknowledgement of how formal care increases female labor force participation and the importance of professionalization of care for women's wages and job prospects in China's Systematic Country Diagnostic (SCD) and Country Partnership Framework (CPD).

	Gender Dimensions of Urbanization: Generating lessons learned from China and Vietnam	China, Vietnam	2014	2017	94,402	The studies help understand the dynamics of how men and women experience different changes in terms of income, job opportunities, access to social services and information.
	Rural Accessibility Mapping	China, Vietnam	2017	2019	120,909	An open-source platform to evaluate efficacy of World Bank projects on rural accessibility to include gender-specific indicators on access to financial services, markets, jobs, and maternal health clinics.
CLOSED IN FY20	Regional Funding for In-Country Capacity Building	East Asia and Pacific	2014	2020	606,263	The grant's piloted code of conduct informed the Bank's Good Practice Note on Sexual Exploitation and Abuse. Over 20 WB investment projects participated in south-south learning on good practices in urban and transport sectors.
	Female Labor Force Participation and Care	East Asia and Pacific	2014	2016	125,440	New care research informed the report Live Long and Prosper and a book on China Aged Care. Informed public dialogue on aging and long-term care in China, which has resulted in a lending request for the China Anhui Aged Care System Demonstration Project, and a planned multi-province PforR operation on aged care in China.
CLOSED IN FY20	EAPGIL Governance and Administration	East Asia and Pacific	2016	2020	194,691	Governance and administration of the EAP Gender Innovation Lab.
	Improving Maternal Health in Indonesia	Indonesia	2014	2017	93,132	Service Delivery Survey of private maternal health providers consisting of maternity clinics and midwife practices, in the 64 districts prioritized by the government. Data was used to inform the preparation of I-sphere project. Findings were shared at a stakeholder forum for the evidence summit to reduce MMR in Indonesia.
CLOSED IN FY20	Aspirations and Career Choices	Indonesia	2018	2020	787,236	The grant generated evidence about how socioemotional skills learning may close gender gaps in human capital. It feeds into ongoing dialogue between the World Bank and the Indonesian Ministry of Education and Culture on the development of socioemotional skills among lower-secondary students.
CLOSED IN FY20	Promoting Agent Banking in Indonesia	Indonesia	2018	2020	528,123	The evaluation found convincing evidence that alleviating skills constraints in the presence of agent banking can support women's business development and agency in Indonesia. The business and financial literacy training and mentoring program led to a 15.2% increase in women's profits and increased women's decision-making authority over household purchases.

	Generating Evidence on Supply-Side Capacity to Inform the National Free Maternal and Child Health Policy	Lao People's Democratic Republic	2014	2016	59,521	Three policy notes and a consultation workshop on healthcare in Lao PDR. Informed the design of the Health Governance and Nutrition Development Project, preparations for SCD, and other analytical work in Lao PDR.
CLOSED IN FY20	IE of Laos Road Maintenance Groups	Lao People's Democratic Republic	2019	2020	609,975	The research suggests that though men and women both benefit from better roads, women benefit less than men, and points to complementary programming as a way to improve benefits for women.
	Stopping Gender-Based Violence by Engaging with Men	Mongolia	2014	2016	76,931	A Men's Strength Survey on male attitudes and behaviors on issues like childcare, and the drivers of adverse outcomes (e.g., GBV, alcoholism, school dropout). A national media campaign along with community outreach was rolled out and was well received with requests to replicate the campaign at the provincial levels. The campaign also led to the inclusion of specific activities targeting men and boys in the National Gender Action Plan 2016-2021.
	Constraints Underlying Gender Disparities in Mongolia's Labor Market: Launch of a Piloted Qualitative Tool	Mongolia	2016	2017	92,970	The study contributed to a significant public dialogue in Mongolia, leading to improved design of the Mongolia Employment Support Project and request for an impact evaluation on childcare. The study methodology is being used in Cambodia, Malaysia, the Solomon Islands, and Vietnam.
CLOSED IN FY20	Child Care and Female Labor Market Outcomes: Evidence on What Works from a Rigorous Impact Evaluation	Mongolia	2018	2020	196,691	The study showed that in addition to positive impacts on mothers' wages and employment, public childcare also significantly increased fathers' hourly wage. The study provided advice to the Municipality of Ulaanbaatar on the need for further expansion of the program to cover the high demand. The grant also funded a future paper, which will examine the correlation of outcomes with the quality of kindergartens, lessons that will inform dialogue on early childhood education.
	Board Gender Diversity	Myanmar	2016	2019	323,330	IFC Corporate Governance team launched the Board Gender Diversity in ASEAN study on June 27 in Jakarta. The study provides extensive research on the current state of board diversity in ASEAN countries (plus China) and, among other things, draws interesting correlations between diversity and performance.
	Analyzing Forced Displacement in EAP: Opportunities & Challenges to Supporting Myanmar Refugees Returning from Thailand	Myanmar	2017	2019	37,094	Analytical work on both the Thai and Myanmar sides has been undertaken to identify knowledge gaps with respect to return of Myanmar refugees from Thailand. The findings of this work have informed the design of the Inclusion and Peace Lens (IPL) in Myanmar, which is used to screen all new proposed investment operations, and which the social development team administers.

	Gender Based Violence in Urban PNG: Improving Knowledge, Evaluation and Interventions	Papua New Guinea	2016	2017	149,273	Research on how women in urban settings deal with experiences of violence; strategies, networks of support and pathways of resort. The research has informed policy dialogue at the country level on how best to deal with the devastating levels of GBV, including how to support the role out of the Family and Sexual Violence Act. The research has provided much needed granular knowledge about how these issues are currently being dealt with within urban settlements.
	Comprehensive Agrarian Reform Program IE	Philippines	2018	2020	738,537	The grant made significant contributions to the measurement of intra-household decision-making by identifying reasons behind spousal disagreement on survey questionnaires and designing and testing new measures of intra-household decision-making. Lessons on ways to improve the process of parcelizing collective land titles are being scaled up under the World Bank-financed Support to the Parcelization of Lands for Individual Titling project.
CLOSED IN FY20	CCTs, Women's Empowerment and Agency	Philippines	2019	2020	508,916	Analysis is ongoing on whether benefitting from the Philippines CCT program "Pantawid Pamilya Pilipino Program" during the transition to adolescence leads to long term empowerment in the social and economic realms.
CLOSED IN FY20	Hem No Leit Tumas: Evidence for Improved Outcomes in Solomon Islands Women's Literacy Programs	Solomon Islands	2014	2014	35,750	Study on improving outcomes through the women's literacy program in Solomon Islands. Informed policy dialogue and led to the government to allocate more funds towards Adult Literacy Programs.
	Pacific Gender Indicators in Fisheries	Solomon Islands	2014	2015	26,096	Gender gaps in the Solomon Islands fishing sector. Informed IFC engagement with SolTuna and additional analytical work.
	Enhancing Women's Skills in the Informal Economy in Solomon Islands	Solomon Islands	2018	2020	150,261	The study identified skills gaps, challenges to accessing financial resources, and gender-related barriers that young women face in generating an income in Solomon Islands. Findings led the CAUSE project to pilot literacy classes for CAUSE participants to enhance the confidence of women participants, training completion rates and results. Furthermore, CAUSE has expanded the post-training support services.
CLOSED IN FY20	Situation Assessment for Men and Youth in Conflict-affected Areas in Southern Thailand	Thailand	2014	2015	69,191	A study and a situational assessment of young and adult men impacted by conflict in southern Thailand. Informed the Expanding Community Approaches in Conflict Situations project in Thailand.
	Expanding Knowledge on Gender Gaps in Timor Leste Using Gender-Disaggregated Data	Timor Leste	2018	2019	96,448	A new visual tool to identify areas of poverty and gender inequality down to the village level. This data and the associated maps enable government, civil society and development partners to pinpoint areas where development outcomes are lagging, highlighting gender gaps in access to economic activities, education, health, and power and agency. They reveal that female disadvantages in education and high levels of domestic violence against women are higher in poorer areas of Timor-Leste.

Making Resettlement Gender Informed: Handling the Intersections Between Practitioners, Policy Makers and Development Partners	Vietnam	2016	2017	192,647	Developed a toolkit for integrating gender dimensions into development-induced land acquisition and resettlement processes in Vietnam.
Non-Experimental Impact Evaluation with a Gender Focus of the Third Rural Transport Project in Vietnam	Vietnam	2017	2019	108,106	Evaluation of the Third Rural Transport Project to inform future operations and increase client demand for gender-smart operations.
<b>Europe &amp; Central Asia</b>					
Life in Transition Survey III	Europe and Central Asia	2015	2016	211,096	The survey pilot revealed that the adding gender-relevant questions/modules were applicable across a large geographical and cultural space spanning the entire Europe and Central Asia region. The survey data is expected to inform both SCD and CPF in the ECA region, as well as contribute to gender assessments, and analyses of labor markets and poverty.
Land and Leadership	Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, Montenegro, Serbia	2013	2014	115,793	Two working papers and three regional conferences to design and present country action plans to improve women's land rights in six countries in the Western Balkans. Informed policy dialogue and World Bank Group-financed land administration projects in the region and created new demand to address gender and property rights in the Western Balkans.
Land and Gender - Improving Data Availability and Use in the Western Balkans	Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, Montenegro, Serbia	2014	2016	43,793	Sex-disaggregation of property data in seven countries in the Western Balkans. The grant influenced the project design of a new land administration project in Serbia and standardized reporting on gender disaggregated data.
Improving Gender Data in the Regional Roma Survey	Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, Montenegro, Serbia	2018	2019	125,427	Report on the gender norms of Roma and non-Roma men and women in marginalized neighborhoods of Serbia, and the impact of these norms on schooling, work, and household decision-making.
Gender Evaluation of Child Related Benefits in Armenia	Armenia	2014	2018	16,890	The evaluation of Armenia's policy reform that introduced differentiated subsidies by birth order to promote fertility found a positive impact on the fertility of women who already had two births and found no heterogeneity in response to the policy by wealth, schooling or residence in rural versus urban area.
Armenia's Wild Harvest Value Chain	Armenia	2017	2020	55,392	The grant financed a pilot to promote and develop women's economic outcomes in the wild-harvest sector through collaboration with the Armenian Young Women's Association. It sought to improve entrepreneurial skills and enhance value-chain participation, and provide policy support to the Ministry of Agriculture to improve the wild-harvest sector's regulatory environment and include more women in formal decision making.

CLOSED  
IN FY20

Missing Girls in the South Caucasus	Armenia, Azerbaijan, Georgia	2013	2015	139,187	Working paper and knowledge brief published with findings and lessons on how to tackle norms and behaviors related to son preference and to promote gender equality and the value of girls. Informed Georgia SCD and CPF and a follow-up behavioral intervention campaign requested by client to tackle son – preference.
Gender Sensitivity in Energy Investments	Armenia, Belarus, Bulgaria, Croatia, the Kyrgyz Republic, Romania, Tajikistan, Turkey	2014	2015	195,192	Report and toolkit to understand social issues in energy tariff and subsidy reforms in ECA. Informed policy dialogue in Kyrgyz Republic and Belarus, and the preparatory process for SCDs in Bulgaria, Romania, and Ukraine. Informed eight country-level PSAs, and WBG projects. Report and key findings are also part of a WBG Open Learning Campus Institute's e-Course on Gender and Energy, and informed a regional report, titled Adapting to Higher Energy Costs.
Promoting Gender Equality in the Western Balkans	Bosnia and Herzegovina, Kosovo, North Macedonia, Serbia	2013	2020	2,085,850	The grant financed a large body of analytical work on care services, labor market inequality and associated productivity losses, skills mismatch and barriers to mobility. The findings have been used in country policy dialogue and contributed to the Bank's first-ever gender development policy loan in Albania.
Jobs and Shared Prosperity in ECA: A Gender Lens	Bosnia and Herzegovina, North Macedonia, Georgia, Kazakhstan, Kosovo, Kyrgyz Republic, Serbia, Tajikistan, Turkey	2014	2017	99,670	The qualitative methodology developed and applied in this regional study provides innovative and valuable analysis both at the regional level, but also in terms of the broader global agenda on economic mobility and jobs. The work was used for analytical products (e.g. employment strategy and SCD in Kyrgyzstan, poverty and equity work in the Western Balkans, ECA Care work, upcoming ECA Social Contract flagship, etc.), operations (e.g. Gender DPL, Kazakhstan youth project etc.), and Kosovo CPF consultations at the World Bank.
Addressing Behavioral and Social Norms to Train, Educate and Empower Roma Girls in Bulgaria	Bulgaria	2016	2018	48,782	Empowerment pathways for Roma girls and women and their families to make strategic decisions on education. The grant led to an early design of a behavioral intervention to boost aspirations.
ECAGEN Database	Europe and Central Asia	2013	2018	140,742	A searchable database of harmonized microdata on gender dimensions of poverty and shared prosperity to support meaningful diagnostics by those working on Systematic Country Diagnostics, lending projects and results frameworks.
Gender Aging and Care Issues in ECA	Europe and Central Asia	2014	2016	84,787	Working paper on the role of informal childcare and eldercare in aging societies in ECA. Main findings included in regional report on aging titled, Golden Aging: Prospects for Healthy, Active, and Prosperous Aging in Europe and Central Asia. Research and methodology informed RAS' in Estonia, Poland, and Chile, the SCD and CPF in Serbia. Informed policy dialogue on the expansion of childcare services in Kosovo, and aging and care in Poland.

CLOSED  
IN FY20

Beyond Women in STEM Fields: Gender Differences in Fields of Study and the Labor Market in ECA	Europe and Central Asia	2016	2019	149,207	Examination of women's participation in STEM fields of study and sectors of employment in Europe and Central Asia, including causes of gender gaps and effective interventions to address them.
Strengthening the Gender Lens in Building the Evidence Base on Refugees and Migrants in the European Union	Europe and Central Asia	2017	2019	149,763	Evidence on gender-specific issues related to inflow and integration of migrants and refugees in Europe to inform policymaking.
Can Communication Campaigns Change Son Preference and Raise Value of Daughters? Evidence from a Pilot in Georgia	Georgia	2016	2019	204,202	Study on attitudes related to son preference, perceived value of daughters, and sex selection in Georgia, and a communication campaign to change prevailing attitudes.
New Technology to Record Property Rights	Kosovo	2016	2017	125,340	Support to the national cadastral agency to integrate use of technology into the national registration program and legal support to families to complete the complicated inheritance and other legal procedures with the court. The results on the use of the new technology are also being used as case studies for the World Bank Big Data Briefs and a forthcoming WB "Emerging Technology for Land Administration" report.
Women's Economic Empowerment in Kosovo	Kosovo	2017	2019	59,281	Study on barriers to women's economic empowerment and policy advice on how to improve design and implementation of skills formation and intermediation services.
Impact of Productive Investments on the Inclusion of Women in Agriculture	Kosovo	2018	2020	59,862	A report "Gender inclusion in productive investments in the Western Balkans" and two briefs were prepared. They succinctly present the findings on how selection criteria and preconditions potentially disadvantage farming women and how statistics and survey data can be improved to highlight the contribution of women in farming. Findings are being disseminated and are likely to influence projects in the region.
Exploring Gender Norms in Kyrgyz Republic	Kyrgyz Republic	2016	2018	77,606	The study complements a recent nationwide survey by UN Women and the UNFPA. The study explored the dynamics of gender norms following the political and economic transition in Central Asia and generated new information about norms and behaviors governing the practice of bride kidnapping and women's participation in local decision making.
Busting the Labor Supply - Fertility Trade-Off in Poland. Towards a More Gender-Sensitive Design of Child Care Services and Subsidies	Poland	2017	2018	56,086	Analysis of labor market incentives for family benefits and the long-term care system showed labor supply constraints are only likely to get worse in the future absent policy action on family and Long-Term Care benefits. It also showed Poland's 500+ family program, while reducing child poverty, creates severe labor market disincentives, especially for women. Findings led to high-level policy dialogue with the Office of the Deputy Prime Minister in Poland, and have been published in the paper Can Mothers Afford to Work in Poland? The findings formed part of recommendations set forth by the European Commission for Poland which led to increased government financing for childcare.

CLOSED  
IN FY20

Gender Innovation in Private Sector Finance	Russian Federation	2014	2016	149,768	A report on female entrepreneurs and access to finance in Russia. Report was meant to support a potential IFC project on women entrepreneurs in Russia but due to the geopolitical environment, the project was cancelled, and the dissemination efforts of the UFGE-funded grant were curbed.
Gender Informed Road Safety Strategies	Serbia	2014	2018	206,559	The global road safety and gender review conducted led to development of a gender-informed Road Safety Action Plan approved by the Government of Serbia in 2016. It also led to improvement of the country's crash database and data collection tools to include gender-disaggregated data. The grant also supported piloting of gender sensitive road safety actions for adolescent students in secondary schools that are cost effective and scalable.
Roma Adolescents - Qualitative Research	Serbia	2014	2015	22,233	Study on the situation of Roma adolescent boys and girls, compared to Serbian youth.
Serbia Access to Justice for Poor Women and Men	Serbia	2014	2015	27,000	Review of access to justice which informed policy dialogue in Serbia and informed the government's Chapter 23 Action Plan for EU accession.
Youth in Central Asia: Development Approaches to Prevent Extremism	Tajikistan	2017	2019	195,660	Study to understand prevalence of male and female youth exclusion and linkages to extremism.
Gender Employability and Soft Skills	Turkey	2014	2019	92,587	Study on the role of behavioral skills and conscious or unconscious labor market discrimination in Europe and Central Asia.
PREM Expertise - Turkey Women's Access to Economic Opportunities	Turkey	2014	2017	309,631	Multi-sectoral work on women's economic opportunities examining barriers to employment such as childcare supply and other work-life policies.
A Profiling of Employment Services Beneficiaries in Armenia and Turkey with a Focus on Female Workers	Turkey	2014	2015	34,974	Policy note and modeling tool to profile job seekers, with a focus on women, and to provide them better assistance. The new modeling tool was delivered to the Public Employment Services of Turkey.
Diagnostic of Rural Women's Empowerment in Uzbekistan	Uzbekistan	2016	2017	149,994	Research providing a more nuanced understanding of the opportunities and constraints women face in developing new income generating initiatives both in the agricultural and non-agricultural sectors in rural Uzbekistan. As a follow-up, the Uzbekistan Women's Committee requested assistance in conducting value chain analysis and training for women-led business in eight most depressed districts of Uzbekistan. Finding from the report also informed the design of Jobs and Skills for Modern Economy Project.

Latin America & the Caribbean					
Gender-Smart Interventions in Employment Programs for NEET Youth	Argentina	2017	2018	119,999	Four municipal employment offices (MEO) adopted new inclusion measures for women and LGBTI participants, including offering childcare services on site, and/or monetary compensation for childcare. The Ministry of Labor is working to scale this pilot in 10 MEOs in urban centers.
Changing Odds Among Vulnerable Teenage Girls by Promoting Goal setting and Preventing Unplanned Pregnancies	Argentina	2017	2019	122,830	The piloted public-school curriculum for improving self-esteem and educational and labor aspirations led to increases in school enrollment among teenage girls in vulnerable communities, along with an increase in the use of contraception and general health services.
Women's Mobility in LAC cities	Argentina, Brazil, Peru	2017	2019	119,947	A qualitative study of the large metropolitan regions of Buenos Aires, Rio de Janeiro, and Lima that helps practitioners, companies and municipalities think beyond infrastructure improvements to improve women's mobility.
Advancing Gender Agency in LAC: Experiences from the Transport Sector	Argentina, Nicaragua, Peru	2014	2016	149,628	Published report, Roads to Agency, which informed the policy dialogue in Nicaragua and strengthened the design of a follow-up project titled Rural and Urban Access Improvement Project in Nicaragua.
Understanding Agency by Measuring Women's Perception on Exclusion and Discrimination	Bolivia	2014	2015	118,157	Perception survey on gender and ethnicity in Bolivia which informed public dialogue, WBG country engagements instruments SCD, and a regional flagship report on Indigenous Latin America in the Twenty-First Century.
Expanding Women's Agency through Productive Inclusion in Rural Areas at Northeast Brazil	Brazil	2014	2016	103,597	Assessment of productive value chains among 32 organizations based on an adaptation of IFPRI's Women Empowerment in Agriculture Index (WEAI) framework.
Urban Mass Transport: Gender Agency and Inclusion (Via Lilas Program)	Brazil	2014	2017	145,792	The grant supported development and implementation of 40 electronic information kiosks in SuperVia stations and Barcas (ferries) with information on how women could seek support for gender-based violence. The grant also supported a training course for public transport employees aimed at raising awareness of and addressing violence against women in public transportation.
Strengthening Sub-national Government Capacity to Promote Economic Empowerment and Prevent Violence Against Women	Brazil	2017	2019	119,652	In response to a request from Piauí's government, a community-based model was piloted in two municipalities with UFGE support. The pilot developed a toolkit for community-level activism, engaging with men and young people to strengthen prevention of violence against women and girls. With resources from the Piauí Pillars of Growth and Social Inclusion project, the state government will fund the expansion of training activities to additional municipalities, and the development of systematized lessons learned about the entire process.

Expanding Women's Agency through Productive Inclusion in Rural Areas of Northeast Brazil	Brazil	2017	2018	103,597	Findings suggest that encouraging the formation of women's producers' organizations is an effective way to stimulate women's empowerment as well as for targeting resources to female producers who do not generally benefit from the same level of access to agricultural inputs as male producers. The project team is also working closely with the State (Rio Grande do Norte) Secretariat of Education to make training materials available for pedagogical activities in state schools to educate children and youth on gender issues.
Women's Economic Empowerment: Challenges of the Care Economy in Colombia	Colombia	2017	2018	119,973	A profile of caregivers and households that could benefit from the provision of care services as part of a national care system being developed by the government. The grant also supported a stocktaking of existing public programs and services (cash transfers, incentives) addressing the different needs of households with dependents. The work will be used in continued dialogue with Colombia's new government and the methodology can be replicated elsewhere in the region.
Text Me Maybe! Peer-to-Peer Sexual Education and Mobile Texting to Reduce The Risk of Teenage Pregnancy	Ecuador	2014	2015	63,553	Impact evaluation, data collection, and report. Informed country dialogue about teenage pregnancy. Led to the Chimborazo Development Investment Project to adopt an SMS component to improve children's nutrition; and a project by the municipality of Quito to adopt the peer-to-peer component to work on social issues of at-risk youth.
Expanding Labor Market Opportunities of Women in El Salvador	El Salvador	2014	2016	47,489	Qualitative evaluation of the El Salvador Temporary Income Support Program (PATI), which combined income support with training targeting women. The evaluation focused on the role of these interventions in promoting women's agency. Lessons led to changes such as integrated support for childcare to address constraints to women's participation.
Migration and Women's Agency in Agriculture: The Case of Central America	Guatemala	2014	2015	108,555	Study on the impacts of male-out migration on agriculture and women's agency in Guatemala.
Tackling Teenage Pregnancy in Guatemala	Guatemala	2017	2020	14,892	Project was canceled.
Haiti Adolescent Girls Initiative	Haiti	2013	2015	581,211	Impact evaluation, report, and videos on a pilot program aimed to foster labor market opportunities for young women in Haiti. Informed the LAC regional gender strategy and the SCD about jobs for vulnerable groups, gender gaps, and GBV. Informed country dialogue on issues, such as youth inclusion, skill-development, and labor market programs.

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IN FY20

Piloting the Delivery of Agency in Haiti	Haiti	2014	2015	121,079	A study of the Adolescent Girl Initiative pilot in Haiti, which fostered labor market opportunities for young women. The grants supported context-customized modules with content on self-esteem, aspirations, empowerment, and other soft skills, which were delivered through workshops held at community organizations. Findings revealed both extremely high and substantively constrained aspirations of young women. The project reduced these constraints and the beneficiaries revealed higher aspirations.
Using Innovative Mechanisms in the Health Sector to Reduce Gender Inequalities and Enhance Economic Opportunities for Women	Haiti	2017	2019	123,981	Behavioral diagnostic found that in addition to structural barriers and the inadequate quality of care services, behavioral biases and perceptions deter pregnant women from seeking medical care because they expect to be received poorly at clinics and hospitals. As a result, the Ministry of Public Health and Population is developing a policy to better integrate traditional birth attendants in the healthcare system and develop training and support to enhance safety of the deliveries they assist as part of a new health project.
Testing Evidence-Based Approaches to Foster Collective Action in Addressing Intimate Partner Violence	Honduras	2014	2016	109,444	Published a global review of community-based interventions to address intimate-partner violence. The well-known SASA! intervention was adapted to the LAC context and was adopted by the Safer Municipalities Project.
Developing Gender Data Analytics in LAC	Mexico	2016	2019	349,809	A new data analytics tool gives valuable insights to banks on their performance with women customers, assisting in the design of value propositions to reduce the financial gender gap. Initially, the tool was used by financial institutions in South America.
Mobility and Access to Economic Opportunities in Mexican Cities	Mexico	2017	2020	123,425	To help the city improve public transportation safety, the World Bank developed a methodology for calculating the social cost of sexual harassment in public transport. In Mexico City, analytical work will likely inform design of new projects under the country's Infrastructure Finance Vehicle (FONADIN 2.0) umbrella program, including the use of gender audits as a standard practice for transport sub-projects.
Economic Empowerment of Indigenous Women	Panama	2017	2020	123,814	A demand and supply study of indigenous women's economic empowerment in Panama as well as a pilot intervention that strengthened the ecosystems for indigenous women in four communities through soft skills training and other issues critical to enable and support women to build their community women's agency, confidence and capacity to become economic actors. The grant also established four community banks.

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IN FY20

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IN FY20

Developing a Model for Gender-Inclusive Climate Adaptation Finance	St. Lucia	2014	2015	87,719	A gender-informed household demand assessment and a marketing strategy published in the Operations Manual of Climate Adaptation Finance Facility (CAFF). Capacity building for the Central Statistics Office in St. Lucia. Informed the design of a national survey on climate change adaptation and the development of an outreach plan to finance household upgrades. Informed the CAFF component of the Saint Lucia Disaster Vulnerability Reduction Project.
Evaluating the Impact of the Non-All-Inclusive versus All-Inclusive Tourism Development	St. Lucia, Grenada	2017	2018	119,999	A tourism, gender and competitiveness survey was developed and conducted among employers and employees in St. Lucia and Grenada to look at the different experiences of men and women in two models of tourism, all-inclusive and non all-inclusives. The report finds women represent most of the employees and managers in the hotel industry in St. Lucia and Grenada. Yet, women still face significant disadvantages compared to men, finding evidence of occupational segregation and a gender compensation gap.
<b>Middle East &amp; North Africa</b>					
Socio-Economic Mobility Across Genders and Generations in Egypt: The Role of Jobs and Resilience	Arab Republic of Egypt	2018	2020	138,275	The qualitative study supported by this grant has provided a nuanced and a deeper understanding of how men and women, young and old, experience macroeconomic shocks, juxtaposed against their own individual shocks, and changes in life situation. This understanding will be useful in guiding policy dialogue on social mitigation policies in Egypt.
Civil Legal Aid for Women	Jordan	2014	2018	199,531	The grant helped the Justice Center for Legal Aid build capacity in designing and implementing quantitative and qualitative surveys. The findings showed that providing legal aid to poor women to resolve legal problems did not end their poverty but did mitigate their poverty situations and provided some increase in agency that could be carried to other aspects of social and economic life.
Understanding How Changing Gender Norms Impact Education and Employment Outcomes	Jordan	2017	2018	246,753	Innovative study on the impact of social norms on women's labor market outcomes in Jordan. Findings informed the design of the Jordan First Equitable Growth and Job Creation Programmatic Development Policy Financing.
Syrian Refugee Crisis Impact	Jordan, Lebanon	2016	2018	272,837	Data on the socio-economic and living conditions of a representative sample of Syrian refugees in Lebanon and Jordan using both quantitative surveys and qualitative fieldwork.

Cooperation Among Syrian Refugees	Middle East and North Africa	2017	2019	229,996	The grant led to invaluable data on the socio-economic and living conditions of a representative sample of Syrian refugees in Lebanon and Jordan using both quantitative surveys and qualitative fieldwork. The data was analyzed and used in the main report: "Syrian Refugees and their hosts: Jordan, Lebanon and Iraq." Research techniques and ideas were shared internally with other teams planning qualitative work at the World Bank.
Measuring Gender Impacts of a Micro-enterprise Project for Disadvantaged Youth	Morocco	2014	2017	178,290	The initial findings showed that empowering young women from disadvantaged backgrounds through economic opportunities is possible. The results of the evaluation have informed the Morocco SCD/CPF process at the World Bank, by highlighting the importance and feasibility of targeting youth from disadvantaged backgrounds. The baseline results of the evaluation have also been shared with the Ministry of Youth in Rabat to inform the ongoing policy dialogue and project preparation of a scale-up project.
Morocco Urban Transport Program - Gender Survey	Morocco	2015	2017	144,876	The study enhanced the World Bank's knowledge of the urban transport sectors as it confirmed that women as well as other vulnerable subgroups face the most acute challenges in the transit system of Moroccan cities (particularly in terms of security and safety). It also recommended important actions (CCTV, patrols, etc.) to mitigate these issues. This work is supporting the implementation of the Morocco Urban Transport PforR, a Program-for-Results project.
Increasing Women's Economic Opportunities Under the Plan Maroc Vert	Morocco	2017	2019	145,754	Increase knowledge of effects of Plan Maroc Vert (agri-food productivity project) on women's economic opportunities in agri-food sector; identify interventions that have increased women's economic opportunities; develop recommendations for expansion of successful initiatives.
Enterprise Revitalization and Employment Pilot (EREP) in Yemen	Republic of Yemen	2014	2017	34,886	Data collection and working paper to evaluate a youth internship program in Yemen. Outbreak for civil war caused the second wave of the internship program to be cancelled—based on the limited data, a paper was published but policy dialogue was not possible.
Enhancing Female Entrepreneurship through Labor Intensive Public Works: A Randomized Control Trial of the Community Works and Local Participation Project in Rural Tunisia	Tunisia	2017	2019	229,996	Randomized controlled trial of public works program to test effect of additional small business grant given to subsample of former female participants aiming to strengthen female leadership and sustain livelihoods over long term. Results are pending end-line data collection under a separate UFGE grant.

 Investigating Gender Discrimination in the Labor Market through a Field Experiment in Tunisia	Tunisia	2017	2020	193,607	A randomized controlled trial to provide unbiased estimates of whether (and to what extent) gender-based discrimination in labor markets hinders women's economic opportunities. The study found that women with identical qualifications as men do not have equal chances to find jobs in the IT field.
	<b>South Asia</b>				
Impact Evaluation of the Afghanistan SWEEP	Afghanistan	2018	2019	62,938	Evaluate the impact of a skills training and education intervention on secondary school completion and employability outcomes of adolescent girls in the state of Jharkhand in India. The evaluation is ongoing under a separate UFGE grant.
Women Mobile Financial Services	Bangladesh	2016	2018	350,000	A nationwide market study of 4,000 women, to demonstrate the commercial potential of mobile financial services to serve more women and reveal barriers to women's adoption and use of these services. Findings were used to develop a roadmap to guide private sector providers and other stakeholders, including development institutions and regulators, to better involve women in the sector.
Financial Inclusion of Women Ready-Made Garments Workers through Mobile Financial Services	Bangladesh	2016	2019	240,297	A joint IFC and Bangladesh Bank initiative developed the business case for electronic wage payments and helped secure buy-in from the mobile financial services (MFS) sector. The result was that between 2016 and 2018, more than 70,000 female garment workers opened mobile financial accounts. This success helped convince the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and international retail brands to advance the adoption of digital wage payments across the sector.
Addressing Barriers to More and Better Jobs Among Low Income Women	Bangladesh	2017	2019	92,476	The paper explores constraints women in slums and low-income neighborhoods in Dhaka face. Using unique individual-level data it finds that female labor force participation is higher in low-income neighborhoods and among women with little education, and younger unmarried women. It also finds correlations with soft skills and type of work, need for childcare, as well as safety in public spaces and in the workplace.
Stopping Child Marriage in Bangladesh: Developing a Behavior Change Intervention Using Social Media	Bangladesh	2017	2019	119,788	A pilot conducted in partnership with the Ministry of Education targeted the factors that influence the decision-making process of parents to prevent child marriage. An accompanying study showed the importance of targeting factors that influence parents' decisions.

Energy Access and Women's Empowerment	India	2017	2019	45,472	This paper investigates the link between electricity access and women's empowerment. It finds that electrification enhances all measures of women's empowerment and is associated with an 11-percentage point increase in the overall empowerment index. Employment and education are identified as the two most important causal channels through which electrification enables empowerment.
Deepening the Analytical Foundation for Operations	India	2014	2018	195,706	Produced several working papers on factors that explain low female labor force participation in urban India. Insights from these papers were integrated into a special edition of the World Bank's India Development Update (IDU), which unpacks why India has the lowest female labor force participation rate in the world. The IDU has been widely disseminated, cited in the media, and shared through different forums, including with the Indian government.
Data Driven Insights to Enhancing Women Entrepreneurship and Access to Finance Through E-Commerce	India	2016	2018	45,321	Findings from the global review of how e-commerce platforms support women and entrepreneurship revealed that access to finance is a key constraining factor, with more than 80% of women entrepreneurs interviewed quoting issues in accessing financing through informal sources. Stringent collateral requirement, continuity of business, and digital comfort were also identified as key challenges faced by women entrepreneurs.
DIME Edutainment and Mass Media BCC IE Workshop in Gender & Development	India	2017	2018	49,635	The impact evaluation workshop on entertainment education brought together media producers (e.g. MTV, BBC, Discovery), development partners (e.g. DFID, Gates and Ford foundations), policy makers, and project teams interested in developing edutainment research projects, especially in the gender and GBV space. The workshop also launched two social media impact evaluations, which will be among the first to study the effectiveness of GBV edutainment interventions delivered online.
Pilot Impact Evaluation of Online Intervention against GBV	India	2017	2019	45,111	Impact evaluation of series of WEvolve online entertainment-education products that aim to change social norms and behaviors regarding gender and GBV. Final results are forthcoming in FY21.
Urban Transport and Gender: A case study of Mumbai	India	2018	2019	124,707	Identify and evaluate barriers to and opportunities for women's access to and use of urban transportation and implications for female economic empowerment and agency in urban India by expanding data and evidence. Report is forthcoming in FY21.

Youth, Gender and ICT Program in SAR	Nepal	2014	2016	196,754	The grant resulted in the development of the Nepal FightVAW (Violence Against Women) platform, which introduced a helpline and full-fledged case management system to improve response to GBV based on ideas generated during a Hackathon. The platform is now being scaled up in four districts of Kathmandu through a new project -- Integrated Platform for Gender Based Violence Prevention and Response (\$2m) in Nepal. The project will improve the quality and reach of services for GBV response in four districts of Kathmandu through a comprehensive response system with a 24-hour helpline and referral service for better coordination among existing service providers.
Women's Jobs Diagnostic	Pakistan	2017	2020	110,949	Analytical studies on female labor force participation in urban Pakistan providing more nuanced analysis of women's low labor force participation in a way that proves more useful for project teams in designing targeted actions based on income and education levels of women and their households. Findings helped shape legal reform commitments and actions as part of the country's new \$500 million Securing Human Investments to Foster Transformation (SHIFT) policy loan. As a result, the loan now aims to improve legal protection for women homebased workers through workers' bills at the federal and provincial levels.
An Evidence-Based Roadmap for Female Transformation through Small Fish Enterprise Solutions in Pakistan	Pakistan	2018	2019	118,896	The report, Revitalizing Pakistan's Fisheries, provides a roadmap for women-led enterprises. It draws on a UFGE-funded background study in June 2018, to recommend that policies for the revitalizing of fisheries substantially benefit poorer households and women. The planned \$150 million IDA project Sustainable Aquaculture For Economic Growth And Nutritional Security in Pakistan has taken up these recommendations, including promotion of small-fish aquaculture for nutrition and women-led enterprise development, women's empowerment in decision making, strengthening the aquaculture postharvest value chain which already has 80-90 percent women participation, and GBV prevention.
Conflict and Female Labor Participation in South Asia	Pakistan	2018	2020	42,525	This paper explores the link between the prevalence of violent conflicts and extremely low female labor force participation rates in South Asia. The Labor Force Surveys from Bangladesh, Sri Lanka, India, and Pakistan are merged with the Global Terrorism Database to estimate the relationship between terrorist attacks and female labor supply.

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IN FY20

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IN FY20

Gender Innovation Lab South Asia	South Asia	2014	2019	1,001,790	Generate, disseminate and help operationalize evidence-based scalable policy solutions to enhance gender equality in the region.
Addressing Gender-Based Violence in South Asia	South Asia	2014	2018	967,450	The work has resulted in an increase in the number of projects in the region that include GBV as well as in policy dialogue. GBV activities were integrated in six World Bank operations. In Nepal, the work helped strengthen collaboration with the National Women Commission which led to the preparation of a stand-alone GBV project in the country. An extensive mapping of interventions and programs focused on GBV was conducted and turned into a searchable database on the South Asia gender website.
Identifying Constraints to Women's Economic Empowerment in the Conflict Affected Areas of Sri Lanka	Sri Lanka	2017	2018	99,898	The study, identifying constraints to women's economic empowerment in the conflict-affected areas of Sri Lanka, found that demographic imbalances have contributed to growing vulnerability of women within social institutions, including family, marriage, and the public spheres in the Northern and Eastern Provinces. While the conflict in Sri Lanka ended in 2009, the assessment is directly informing the Bank's operational engagements in these provinces and have been used in the dialogue with the government for projects currently under preparation.
<b>Global/Multi-regional</b>					
Bootcamps for Female Digital Employment	Argentina, Colombia, Pakistan, Kenya	2017	2020	500,000	While the evaluation of the bootcamps is still ongoing, participants in the treatment group indicated that having a women-centered alternative to learn coding influenced their decision to enroll to the program. Anecdotal evidence collected throughout the implementation suggests that targeted amenities offered by the bootcamps – such as childcare, professional female mentoring, practical experience, soft-skills development – were essential to attracting female participants.
Tackling Gender in Agribusiness: Improving Business, Changing Lives	Brazil, Solomon Islands, South Africa, Vietnam	2016	2018	196,547	5 business cases of companies that have experienced business benefits as a result of improvements in women's working conditions or an increase in women's employment opportunities. The case studies informed the IFC Manufacturing, Agribusiness and Services (MAS) Department's Gender Strategy Implementation Plan and helped MAS staff identify approaches with agribusiness clients. It also led to the adoption of a new IFC Advisory Services project on women's employment.

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IN FY20

<p>Gender Housing Finance Initiative</p>	<p>Colombia, India, Kenya</p>	<p>2016</p>	<p>2020</p>	<p>369,681</p>	<p>The report, Her Home, provides country-specific insights into the barriers women currently face in obtaining housing finance, details the size and nature of women's housing finance markets, and offers recommendations for policymakers and financial institutions to overcome barriers, improve women's access to finance, and ultimately improve the lives of millions of women and their families around the world.</p>
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<p>Gender Responsive Extractive Industries</p>	<p>World</p>	<p>2016</p>	<p>2018</p>	<p>300,000</p>	<p>A toolkit for natural resources companies to integrate gender into their operations. The tools have been applied in client engagements such as in the Nachtigal hydro project in Cameroon, where they were used in an awareness workshop. The tools were also used in the design of the gender strategy and approach for the IFC-Canada Partnership for Africa.</p>
<p>Innovation in Banking Women Through a Partnership with GBA</p>	<p>World</p>	<p>2017</p>	<p>2020</p>	<p>119,682</p>	<p>The UFGE grant helped IFC solidify the partnership with Financial Alliance for Women and share knowledge on how to support women SMEs through financial and non-financial services. Knowledge events allowed experts, including banks and practitioners, to connect, disseminate research findings and knowledge pieces, and showcase and recognize banks that have effectively served women SMEs and women customers.</p>
<p>CLOSED IN FY20</p>					
<p>We Care, We Heal: Aging and Gender</p>	<p>World</p>	<p>2017</p>	<p>2019</p>	<p>187,658</p>	<p>Grant cancelled.</p>

## Annex 5: List of Gender Innovation Lab Evaluations

As of June 30, 2020, a combined 111 impact evaluations—completed and ongoing—had been supported by regional Gender Innovation Labs in Africa, East Asia and the Pacific, Europe and Central Asia, Latin America and the Caribbean, Middle East and North Africa, and South Asia. These are listed below and were financed through grants listed in Annexes 2 and 3 (a single grant may support multiple evaluations).

Activity	Country	Description
<b>Sub-Saharan Africa</b>		
Addressing Capital and Skills Constraints to Youth Self-Employment	Benin	The World Bank's Benin Youth Employment Project is supporting the Government of Benin to offer business and life skills trainings and cash grants to vulnerable male and female youth. Half of the project beneficiaries are women, and some aspects of the training were designed to ensure high female participation. Another component of the project is providing 500 young women with technical trainings in non-traditional sectors.
Empowering Adolescent Girls in the Sahel: Evidence from a Multi-Country 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.
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 following—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 Multi-Country 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.
Mobile Creches	Burkina Faso	Evaluation of childcare services to labor-intensive public works (LIPW) participants, for children under the age of five. The creches are operated by trained LIPW participants. Embedded into the Burkina Faso Youth Employment and Skills Development project, the couples' training intervention sensitizes couples on men's roles as fathers, intrahousehold communication, collaborative decision-making and planning, child development, and gendered roles in the household.
Promoting Livelihoods, Productive Inclusion and Resilience Among the Poor: A Multi-Country 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 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.
Cameroon Social Safety Nets Project	Cameroon	The project involves a specially designed group workshop, where couples unpack their beliefs about the acceptability of intimate partner violence and social or gender norms. The second component focuses on changing behaviors and shifting gender norms through community edutainment: designing and implementing a media message (through television, radio, street theatre, social media, music etc.) to both entertain and educate.
LONDO: "Stand Up" Public Works	Central African Republic	The Londo project provides temporary employment to vulnerable people by providing the opportunity to participate in a road maintenance public work scheme. Each worker receives a daily wage and a bicycle which he or she can keep after successful completion of a contract period. Among other questions, the IE explores how a woman can benefit in terms of increased bargaining-power.

Empowering Adolescent Girls in the Sahel: Evidence from a Multi-Country 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.
Agriculture Support Project	Cote d'Ivoire	Working with the Ministry of Agriculture in Cote d'Ivoire, the GIL is examining the impact of receiving subsidized, improved seedlings and agricultural extension trainings on households--and of spouse participation in agricultural extension trainings. In the cotton sector, GIL is investigating how providing inputs--like oxen and traction equipment--improves agricultural productivity or shifts intrahousehold allocation of labor.
Employment for Women in Agro-Processing	Cote d'Ivoire	GIL is testing a financial innovation among workers in cashew-processing plants: a direct-deposit commitment savings account to generate evidence on the impact of redistributive pressure on workers' labor supply and earnings. In the first phase of our project, workers offered the account increased their labor productivity and earnings by 10 percent, which translates into an 18 percent increase for workers who opened an account. The effect appears driven by increased effort of workers while on the job. Preliminary evidence suggests that the visibility of an account to one's social network and the degree of redistributive pressure a worker faces are strong determinants of account take-up.
Empowering Adolescent Girls through Safe Spaces and Accompanying Measures in Cote d'Ivoire	Cote d'Ivoire	The Sahel Women's Empowerment and Demographic Dividend (SWEDD) is a six-country project aiming to accelerate the demographic transition by addressing both supply- and demand-side constraints to family planning and to reproductive and sexual health. In Cote d'Ivoire, the government is implementing safe spaces for both in- and out-of-school adolescent girls and young women aged 8 to 24, as well as a series of accompanying measures such as academic tutoring, support for income-generating activities, and parallel clubs for boys and men.
Land Policy Improvement and Implementation	Cote d'Ivoire	As part of its efforts to strengthen rural land rights, the Government of Cote d'Ivoire is carrying out a systematic land registration process in selected areas: it includes clarification, village boundary demarcation, land certification, and formalization of contracts. In addition, a set of two complementary, cross-randomized interventions will be designed to increase women's access to and documented ownership of land. One will attempt to influence underlying social norms around women's land rights and effect behavior change, and another will subsidize the certification process for those household heads willing to register land in the name of a wife or daughter.
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.
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.
Cross-Border Traders Project	Democratic Republic of Congo	The World Bank-led program in North and South Kivu provinces of the DRC 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 provides 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. The program induced a strategic response to legal ambiguity and harassment among traders: those offered the training were 16 percent more likely to cross the border before border officials typically arrive at their post. Consistent with this finding of avoiding the border officials, women traders assigned to the training experienced a 29 percent drop in physical and sexual harassment.

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Empowering Women Entrepreneurs through Personal Initiative Training	Democratic Republic of Congo	The proposed evaluation in the SME Development and Growth Project will use an RCT 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.
Engaging Men through Accountable Practice	Democratic Republic of Congo	Engaging Men through Accountable Practice (EMAP) intervention aims to engage men to reflect on how they can reduce and prevent intimate partner violence and, more broadly, prevent violence against women and girls in their communities. The program consists of 16 weekly group discussion sessions that explore existing understandings of masculinity; discuss the types, causes, and consequences of violence against women and girls; and create more positive role models, promoting self-reflection and pushing men to analyze and change their own power and privilege. The program had no impacts on women's physical, sexual, or emotional experience of violence, but the study found a significant decrease in men's intention to commit violence. There was a large and positive impact on the sharing of housework.
Great Lakes Sexual and Gender-Based Violence Project: Narrative Exposure Therapy	Democratic Republic of Congo	The Great Lakes Emergency Sexual and Gender Based Violence and Women's Health project is a World Bank regional project that supports the governments of Burundi, Rwanda, and the Democratic Republic of Congo to address and prevent sexual and gender-based violence (SGBV) in the Great Lakes region. Narrative Exposure Therapy (NET) is a short-term intervention to reduce PTSD symptoms resulting from exposure to multiple traumatic events, including SGBV. Focusing on the traumatic events, the client constructs a chronological narrative of their life story and a coherent narrative is then structured with the assistance of the therapist. Clinical experts from the NGO Vivo International, employ a "training of trainers" approach to build local capacity and ensure sustainability of the intervention.
Competitiveness and Job Creation	Ethiopia	The Competitiveness and Job Creation 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, 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.
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, including three main activities: (i) Community-level Assets Building such as rural roads, rural water supply, and water and soil conservation activities; 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.
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.
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.

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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.
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.
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 - DOT 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. We find that the training had a significant, positive impact on profits. Approximately one year after the training, entrepreneurs who were offered the training recorded 30% higher profits than the control group. We find a positive effect on proxies for confidence and motivation, which suggests a change in mindset among training participants.
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). We 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 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. We 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.
Women in Agribusiness Leaders Network	Ethiopia	WALN is a business training, mentoring, and networking program targeted at high-potential women entrepreneurs in five regions of Ethiopia. It provided business and leadership training for a small cohort of high-performing business women who would go on to become mentors, and organized mentoring sessions provided by mentors to promising businesswomen they had nominated as mentees--and seeded a network of business entrepreneurs.
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 visit customers regularly to collect savings deposits. Deposits were placed in their bank account and available for withdrawal at any time. Second, customers were given wooden boxes that had a lock and key, to be used as the customer saw fit. These were tested alone and in combination. Deposit collection increased total value of bank deposits. Lockboxes had no impact of value of bank deposits, but did reduce number of bank deposits. There were no impacts on total savings (further analysis ongoing). 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.
Impact of Formal Savings on Salaried Workers' Spending and Borrowing	Ghana	This study evaluated the impact of a savings product for salaried workers that receive pay via direct deposit in which they commit to having a fixed amount taken directly from their salary and put in a commitment savings account for an 18-month period. At the end of 18 months, all contributions, plus a "completion bonus" equal to one month's contribution, are released to the saver. Overall, the product significantly increased savings with the bank without increasing overdrafts. However, we find that clients with above-median baseline overdraft histories draw down other savings to offset the committed amount and take on new debt. In contrast, individuals with below-median overdraft histories significantly increase savings both during and after the commitment period.
Land Titling Registration	Ghana	In close collaboration with ISSER at the University of Ghana, this study looks at the difference between men and women in the impact of providing formal land titles to rural and semi-urban plot-holders in a pilot title registration district. In conjunction with this project, the Lab is investigating whether the provision of financial literacy skills helps women overcome informational constraints and facilitates access to financial services.
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. We find 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.
Industry and Entrepreneurship Project	Kenya	This World Bank Group project will offer financial incentives for technology bootcamp providers that provide coding courses in Kenya, to increase the number of women among their cohorts. The study aims to evaluate the impact of improving coding recruitment strategies on increasing the number of women applying to coding courses and understanding the impact of coding bootcamps on labor market outcomes for women. The impact evaluation is currently in its design phase.
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 impacts are on self-employment: women in both the franchise and cash grant programs were more likely to be self-employed than women who did not participate.
Economic Empowerment of Adolescent Girls and Young Women (part of Adolescent Girls Initiative)	Liberia	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 socio-emotional skills as well as 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 finds 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	Sisters of Success (SOS) Program, in which mentors and girls' groups were used 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 ever enrolled in secondary school, respectively. They also noted significant improvement 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%) choose to register. However, when offered the chance to engage in costless registration for taxes, almost no firms select 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% and 20%, respectively.
Graduation Program Impact Evaluation	Malawi	The Irish NGO Concern is implementing a graduation approach in 200 villages of Mangochi and Nsanje districts. The intervention consists of a cash transfer for the extreme poor with the following accompanying productive measures: skills training and coaching, access to savings facilitations, and an asset transfer. In addition, in selected villages in which the women receive the package, a couple's empowerment training known as "family first" will be provided for households receiving the package.
Empowering Adolescent Girls in the Sahel: Evidence from a Multi-Country 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 Multi-Country 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 Multi-Country 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.
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.

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.
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% of the BDS cost and SMEs would receive matching grants of 50% 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.
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 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.
Empowering Adolescent Girls in the Sahel: Evidence from a Multi-Country 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.
Export and Agro-pastoral Market Development Project	Niger	PRODEX seeks to increase the value of targeted agro-pastoral export products, with a broader view towards 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.
Promoting Livelihoods, Productive Inclusion and Resilience Among the Poor: A Multi-Country 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.
Texting for Change: Mobile, Messages and Savings	Niger	The Texting for Change program under evaluation consisted of two key interventions. The first intervention involved the provision of a simple lockbox, which offered individuals a secure place to put their money, but without any commitment to make deposits or limit withdrawals. The second intervention was a series of SMS reminders about household spending on religious festivals and other savings goals. It found that providing lockboxes does not yield strong impacts on household expenditures for religious, ceremonial, or health expenses. However, households in the lockbox villages were more likely to use cash savings and less likely to sell livestock to finance these expenditure needs and sent more children to school -- and these effects did not vary by gender.

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<p>Business Process Outsourcing Youth Employment Project</p> <p>COMPLETED</p>	<p>Nigeria</p>	<p>Occupational segregation is a central contributor to the gap between male and female earnings worldwide. As new sectors of employment emerge, a key question is whether this pattern is replicated. This study focuses on the impacts of an information and communications technology training intervention on employment of targeted university graduates in five major cities. Treatment group received training for employment in IT industry jobs as well as general office skills training. After two years, the treatment group was 26 percent more likely to work in the information and communications technology sector. The program appears to have succeeded only in shifting employment to the new sector, as it had no average impact on the overall likelihood of being employed. For women who at baseline were implicitly biased against associating women with professional attributes, the likelihood that the program induced switching into the information and communications technology sector was more than three times as large than that of unbiased women.</p>
<p>Feed the Future Nigeria Livelihoods Project</p>	<p>Nigeria</p>	<p>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 in order 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.</p>
<p>National Social Safety Nets Project</p>	<p>Nigeria</p>	<p>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. We compare 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. We proposed a novel couples training intervention to support households to make the most efficient decision about the productive member to target for the livelihood package.</p>
<p>Productivity Enhancement and Livelihood Improvement Support Project</p>	<p>Nigeria</p>	<p>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, we expect a portion of beneficiaries to also receive socio-emotional skills training and a gender norms intervention.</p>
<p>Skills for Jobs</p>	<p>Nigeria</p>	<p>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.</p>
<p>Skills Development for Employability</p>	<p>Republic of Congo</p>	<p>The Skills Development for Employability Project has been launched by the Government of the Republic of Congo to address the challenge of youth unemployment in urban areas. This project offers young men and women the opportunity to enroll in six-month long vocational training courses, followed by a "support to transition" period during which beneficiaries complete internships and receive regular assistance with their job search or entrepreneurial endeavors.</p>
<p>Adolescent Girls Initiative</p> <p>COMPLETED</p>	<p>Rwanda</p>	<p>Skills development and entrepreneurship support for 2,000 vulnerable girls and young women aged 16-24 included: 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.</p>

Cross-Border Traders Project	Rwanda	The World Bank-led program in North and South Kivu provinces of the DRC 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 provides 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. The program induced a strategic response to legal ambiguity and harassment among traders: those offered the training were 16 percent more likely to cross the border before border officials typically arrive at their post. Consistent with this finding of avoiding the border officials, women traders assigned to the training experienced a 29 percent drop in physical and sexual harassment.
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 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.
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 recordation 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.
Promoting Livelihoods, Productive Inclusion and Resilience Among the Poor: A Multi-Country 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% drop in school enrollment post-crisis. These adverse effects are significantly reversed in treated villages. The intervention thus fosters a range of basic skills, as well as entrepreneurial skills and health knowledge gained from intervention clubs.
CHOICES Gender Norms and Attitudes Training for Adolescents	Somalia	The CHOICES model, a component of Save the Children's programming in Somalia, involves training young adolescents on attitudes towards gender and gender norms. This impact evaluation will focus on measuring the impacts of the CHOICES training model in increasing gender equality and shifting the attitudes of the boys and girls who participate in the training.
Skill Certification and Job Search Counseling	South Africa	Work-seekers will be offered a certificate of aptitude, a letter of recommendation template, and advice on how to prepare and submit job applications. The evaluation will help to discern the appropriate framing (credibility and content) of test certificates and job references, as well as identify the type of information signal that employers find more valuable. The certification and counseling interventions are potentially more valuable for women, as they have more limited job networks, and thus find more challenges to directly signaling their skills to prospective employers in a credible and relevant manner. We find that women who use the reference letter double their employment likelihood, while no effect is observed for men.

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<p>The Impact of Reference Letters on the Job Search</p> <p>COMPLETED</p>	<p>South Africa</p>	<p>One approach to resolving the asymmetry is introducing a formal referral system: reference letters from former employers. Through a field experiment in South Africa, we evaluated the effect of formal reference letters from former employers on youth employment outcomes. We find 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. Despite their high value, the use of reference letters in job applications is low, partly due to work seekers underestimating their value. Providing job seekers with information on the benefit of reference letters increases the use of this job search tool.</p>
<p>Youth Job Search Assistance</p> <p>COMPLETED</p>	<p>South Africa</p>	<p>This program assesses the cognitive and non-cognitive competences of low-skilled unemployed young people and provides them a test certificate that they can attach to their job applications to signal their qualifications to prospective employers. The project additionally provides firms with access to an online platform containing work-seeker profiles, including the results of their assessments, and tracks in real time the firms' search behavior in the labor market, including how they select prospective employees and how they value different types of applicant skills.</p>
<p>Adolescent Girls Initiative</p>	<p>South Sudan</p>	<p>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, socio-emotional and vocational skills training, support for savings, and community sensitization. The socio-emotional 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, we find 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.</p>
<p>Business Women Connect</p>	<p>Tanzania</p>	<p>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 it led to greater capital investment, labor effort, new products, and better business practices.</p>
<p>Empowerment and Livelihoods for Adolescent Girls</p>	<p>Tanzania</p>	<p>The ELA intervention aims 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 – likelihood of being involved in any earning activity, income, savings, plans for starting new activity or financial skills, knowledge of safe sexual practices and productive health, fertility preferences, perceptions of gender roles, and control over life. However, the program led to an increase in savings among adolescent girls from communities that received the ELA program with microfinance.</p>
<p>Labor Market Returns to Socio-emotional Skills for Adolescents</p>	<p>Tanzania</p>	<p>We have taken BRAC's new Empowerment and Livelihoods for Adolescents curriculum, which centers on an extensive set of activities covering a broad range of socio-emotional skills, and have split it into skills which focus on awareness, and skills which focus on management. We have used this to develop of two separate, intensive multi-day training courses for adolescents and young adults - one focused on awareness skills, and one focused on management skills. A quarter of the youth in our sample will receive both training courses.</p>
<p>Promoting Safe Sex Among Adolescents</p>	<p>Tanzania</p>	<p>GIL is evaluating the Promoting Safe Sex Among Adolescents project in Tanzania, which builds on the ELA programs, to assess the relative and combined effectiveness of interventions targeting girls and interventions targeting boys on girls' sexual and reproductive health (SRH) outcomes. Girls are supplied with SRH training and free contraceptives, as well as help setting healthy goals to improve their SRH outcomes. Boys are offered SRH training through soccer clubs. This design will enable GIL to understand the differential impacts of demand- and supply-side interventions, as well as the added impact of working with boys, on girls' SRH outcomes.</p>

Virtual Business Incubator	Tanzania	In this study, we test 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. We found that targeting the right entrepreneurs can improve the effectiveness of a tailored training and even lead to improvements in performance. In the study, the participants' level of experience influenced the degree of impact of the business trainings. 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.
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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 are offered the IFC Business Edge training and 500 firms are offered the personal initiative training. Personal initiative training led to a boost in profits for microentrepreneurs and was particularly effective for female entrepreneurs.
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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.
Competitiveness and Enterprise Development Project	Uganda	In Uganda, 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 household 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. We find that both policy instruments further increased demand for co-titling, but adding a condition is particularly effective: with the probability of co-titling increasing by 50% under the condition, relative to a 25% increase with gender information.
Empowerment and Livelihoods for Adolescent Girls	Uganda	The ELA project in Uganda aims to increase the economic empowerment of adolescent girls in rural areas by providing life skills training, income-generation skills training, and access to microfinance. The program increased the likelihood of participants engaging in income-generating activities by 32%; self-reported routine condom use by those who were sexually active increased by 50%; fertility rates dropped by 26%; and there was a 76% reduction in adolescent girls reporting having had sex against their will during the past year.
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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%) 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%.
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. 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. The adoption results suggest that providing farmers with subsidized input packages and training alone was sufficient for households to grow and eat the crop, with those households 68% more likely to cultivate OFSP and 50% more likely to eat it at least once a week, relative to a control group. The few women who sold sweet potatoes were less likely to be pregnant and report higher decision-making power on agriculture decisions prior to the intervention.

Workers Apprenticeship and Managerial Training Skills Program	Uganda	The Katwe Small Scale Industry Association (KASSIDA) Workers Apprenticeship and Training Skills Program focuses on providing technical and managerial skills to entrepreneurs and their workers in targeted small-scale sectors in the outskirts of Kampala. This evaluation assesses the impacts on performance of a technical and managerial training program in the informal sector and investigates gender differences in these effects. A qualitative study seeks to understand the constraints women face in starting businesses in male-dominated sectors. The impact evaluation also tests the effects of the two types of training on the business owners' networks of contacts.
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.
<b>East Asia and the Pacific</b>		
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.
Aspirations and career choices	Indonesia	Evaluation of whether adding socio-emotional skills to the curriculum in middle schools can improve students' performance, drop-out rates and career aspirations, and potentially mitigate the role of gender norms in education and career-related decisions.
IE of Indonesia's Desmigratif program	Indonesia	Evidence on international migration and the choice between documented and undocumented migration. It examines the impact of "Desmigratif" interventions by the Ministry of Manpower that provide information services to potential migrants in each project village to encourage safe and documented migration. The evaluation will explore two additional modes of delivering information.
Non-experimental impact evaluation of a partial credit guarantee program	Indonesia	A non-experimental impact evaluation of the effectiveness of the Government of Indonesia's Kredit Usaha Rakyat (KUR) program which aims to enhance MSMEs' access to finance by addressing the higher perceived credit risk, thereby encouraging bank lending to this particular business segment.
IE of clean cooking technology in Laos	Lao People's Democratic Republic	Evaluation of the Laos Clean Cookstoves Initiative to provide evidence on how access to modern cooking technology impacts women's time use, labor market activities, and health.
IE of Laos Road Maintenance Groups	Lao People's Democratic Republic	Evaluation of a public workfare program targeting women in rural Laos. The intervention is part of a Laos Poverty Reduction Fund (PRF) project to improve rural transport infrastructure. Under the project, roads that have been newly constructed or improved by PRF receive maintenance from road maintenance groups (RMGs) comprised of local women paid for their work. The IE will assess effects of participation in the RMGs on these women, with a focus on women's empowerment.
Comprehensive Agrarian Reform Program	Philippines	Evaluation of the impacts of improved land tenure security achieved by converting collectively owned land titles into individual land titles. It evaluates the impact of this change on agricultural investments and productivity and whether any changes come through increased perceptions of tenure security or more efficient land rental and sales markets.
Conditional Cash Transfers and Women's Empowerment and Agency	Philippines	Evidence on whether benefitting from the Philippines CCT program "Pantawid Pamilya Pilipino Program" during the transition to adolescence leads to long term empowerment in the social and economic realms. This covers important outcomes such as delayed marriage, higher education and integration into labor market. It will also explore impacts on empowerment of female household heads and will contribute to improving GBV measurement by combining and comparing more traditional questionnaire-based measures with recently developed measurement approaches, such as list experiments, and Audio Computer Assisted Self Interview (ACASI).
Non-experimental impact evaluation of rural roads rehabilitation in Vietnam	Vietnam	A collaboration with the World Bank's Transport and ICT team in Vietnam to understand the gender specific impacts of a large-scale transport project using a mixed-methods analysis. The research suggests that though men and women both benefit from better roads, women benefit less than men, and points to complementary programming as a way to improve benefits for women.

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<b>Latin America and the Caribbean</b>		
Improving Aspirations Through Peer-Educators in Bahia	Brazil	Experimental study in Bahia, Brazil aiming to measure the effects of a goal-setting skills peer-led program on high school students' educational attainment, self-esteem, aspirations and teenage pregnancy rates.
Designing Futures: From Information to Action. Participatory Curriculum to Stimulate Boys and Girls Aspirations.	Brazil	Evaluation of an innovative participatory curriculum in secondary school seeking to increase girls' and boys' motivation to stay in school and improve youth transitions from school to work by addressing barriers related to gender norms and stereotypes.
Investing in Digital Technology to Increase Market Access for Women Agri-entrepreneurs	Guatemala	Impact evaluation design for the implementation of digital tools and extension program seeking to increase market access for female-led agribusinesses.
Female Entrepreneurship IE Follow Up	Mexico	Ongoing RCT studying the cost-effectiveness of soft-skills training as a complement to hard managerial skills training in improving the ability of women entrepreneurs to overcome sectoral barriers and enter high-potential business opportunities.
Co-responsibility in Childcare: Increasing Fathers' Take Up of Part-Time Parental Leave.	Uruguay	Design of 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.
<b>Middle East and North Africa</b>		
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, and spur firm growth, a significant share of which are women-led informal MSEs.
Assessing the Impact of Providing Access to Nurseries on Female Labor Force Participation	Egypt	The randomized controlled trials evaluate the impact of interventions of improved access to and affordability of nurseries on female labor force participation (FLFP) and cross-randomize connecting mothers with work opportunities to assess the labor demand on FLFP among the most vulnerable women in Egypt.
Enhancing Female Entrepreneurship through a Public Works Program and a Capital Injections Intervention	Tunisia	An impact evaluation study of a capital injection intervention targeting prospective female entrepreneurs graduating from a Labor-Intensive Public Works program, the Community Works and Participation Project (CWLP) program in Jendouba, one of the most underserved regions of rural Tunisia.
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 sustainable livelihoods for women livestock breeders in a conflict context, the team will employ a cluster RCT to analyze the impact of the intervention on women's empowerment, income, and indicators of livestock productivity.
<b>South Asia</b>		
Targeting the Ultra Poor Impact Evaluation	Afghanistan	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	A community-based pilot intervention providing 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.
Safety Technology to Improve Training Opportunities and Work Participation for Women	India	Evaluation of an innovative device used by women to send an alarm seeking help in case of threats to safety. Research questions help understand how mobility, skills development, and work participation outcomes are affected when women's safety concerns are addressed using the device.
Tejaswini Socioeconomic Empowerment of Adolescent Girls and Young Women	India	Evaluation of a skills training and education intervention on secondary school completion and employability outcomes of adolescent girls in the state of Jharkhand. The IE explores how the selection of candidates into educational programs can be made more efficient by matching students to courses of their choice.





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