GENDER IN THE JOBS TRUST FUND PORTFOLIO

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WORLD BANK GROUP
Jobs

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EXECUTIVE SUMMARY

This note outlines how gender is being integrated into the Jobs Group's[1] Multi-Donor Trust Fund (MDTF)-funded projects, in line with the Jobs gender priorities and the wider WBG Gender Strategy, particularly its second strategic objective — removing women's constraints to more and better jobs. Like the Gender Strategy, the Jobs Group places a strong emphasis on outcomes and results, particularly developing a better understanding of what works for gender equality by enriching the evidence base.[2] The note also identifies gaps in integrating gender relative to the Jobs agenda's gender priorities, as well as actions to further gender integration.

The MDTF has advanced on gender mainstreaming, especially on gender-disaggregated data, and this progress should be continued. 52 percent the total projects that received grants under the Jobs MDTF have been found to meaningfully incorporate gender (43 out of 83 projects). A project is considered gender-informed if it addressed gender in at least one of the following dimensions: analysis, action and monitoring. Disaggregating data by gender is the foundation of gender integration, as there are still sizable data gaps to be filled before gender-specific constraints can be fully diagnosed and gender-disparities in outcomes uncovered. Closing these gaps should help MDTF projects better engage clients and implementing partners around evidence, as well as identify priority areas and mobilize greater efforts to address those jobs-related gender challenges in future programming.

The MDTF gender-incorporating projects include five possible gender interventions, ranging from gender-disaggregated data to gender action. The interventions that integrate gender are defined in this note using the JCF as falling under one or more of the following categories: (i) generating gender-disaggregated data, (ii) targeting women beneficiaries, (iii) implementing actions to reach more women, (iv) implementing actions to address the underlying constraints facing women and (v) implementing gender-neutral actions that disproportionately affect women's outcomes given the constraints they face. The majority of these grants fund primary research or secondary data analysis addressing an existing gap in literature. Such grants are small in size and focus on data analysis. A smaller part of the portfolio, meanwhile, funds pilot studies, which reflect the other gender categories.

In terms of jobs outcomes, the gender-incorporating projects target focus on improving women's access to work and improving quality of work (inclusive and better jobs). Of the 43 gender-

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[1] Jobs Group started as the Jobs Cross Cutting Solutions Area (Jobs CCSA) in 2014 along with Gender, Climate Change, Public Private Partnership, Fragility, Conflict and Violence CCSAs, with the objective of supporting World Bank's twin goals of ending poverty and boosting shared prosperity through more, better and inclusive jobs. Later, the Jobs Group moved to the then-Social Protection and Labor Practice and retained its identity in the form of the Social Protection and Jobs Global Practice (GP).

[2] *IDA18: Special Theme: Gender and Development,* 2016, IDA Resource Mobilization Department (DFiRM), World Bank, Washington, D.C.: 6.

incorporating projects, 72 percent seek to increase women's access to new jobs and sectors, while 65 percent of projects address job quality. As intended in the MDTF early calls for proposals, the grants cover a large rage of themes without a discernable pattern in the jobs outcomes they pursue. The primary jobs-related themes covered are skills and training, informality, productivity, youth employment, FCV, and entrepreneurship.

Projects in the portfolio which use innovative approaches often complement each other, while generating evidence that may improve the efficacy of future endeavors. For example, projects in Tunisia and Comoros, as well as the DRC are using the 'skills + cash' approach, and their progress is informing whether and how other projects, such as those in Mozambique and Madagascar, will adopt the same framework. Several MDTF projects are also grappling with how to approach caregiving responsibilities, which have been recognized as major constraint to women's full participation in paid work.

It is challenging to attribute jobs outcomes directly to Jobs projects, especially small grants. Since the broader outcomes represent long-term goals, it can be harder to track and document them, as well as attribute them to a project alone. Most of the Jobs MDTF projects are small-scale, often taking the form of research grants and technical assistance, and they are therefore not expected to contribute explicitly to these objectives that extend beyond the short-term.

Application of the new, more rigorous gender tag will address the weaknesses of the self-reported gender flag and promote more gender action in projects, and continued support to and assessment of gender dimensions throughout implementation. This would have implications for the Jobs portfolio in general and the MDTF gender portfolio in particular. In future, projects would need further assessment of gender dimensions and action in design, tagging and implementation, and support.

To support the Jobs Group and the WBG Gender Strategies, more projects that involve a gender-focused action on gender equality would be needed. Strategic Objective #2 of the Gender Strategy — removing women's constraints to more and better jobs - is relevant to the scope of the Jobs Group's work. To address this objective, more projects could incorporate measures that support women as they seek more and better employment opportunities in line with best practice and evidence. Stronger application of the evidence generated at larger scale in WBG lending and investment operations would have a broader impact.

In future, calls for proposals should be strengthened on gender. Specifically, calls can give specific examples of important gender constraints that the MDTF specifically wants projects to address and of possible interventions that have worked in the past. Calls for proposals should also highlight existing gaps in the evidence and request activities that help fill these knowledge gaps. Technical assistance could be provided to further guide TTLs.

ACKNOWLEDGMENTS

INTRODUCTION

In order to support the design and implementation of the World Bank Group (WBG)'s jobs strategy, an Umbrella Multi-Donor Trust Fund (MDTF) on Jobs was created seeking to extend the frontiers of global knowledge in the area of jobs. Recognizing that jobs are a key driver of development, the Jobs Group was founded in 2014 to design and deliver comprehensive, integrated, and high-impact job strategies in WBG client countries. The Umbrella MDTF aims to support the design and implementation of the World Bank Group's emerging jobs strategy to improve jobs and earnings opportunities for workers worldwide and contribute to eradicate poverty and boost shared prosperity. Prioritizing synergy between World Bank lending and International Finance Corporation (IFC) investments for achieving job priority outcomes, the Jobs Group articulates policies and programs, and advances interventions and global knowledge on the most effective actions that will affect the three main challenges most countries face to varying degrees: creating jobs; improving the quality of jobs; and facilitating access to (better) jobs. Jobs interventions can take place on three levels: macro/regulatory environment (macro), labor policies/programs (meta), and regional/sector specific (micro). Intervention examples include: increasing employment rates or labor force participation; developing skills of the unemployed, poor and other vulnerable groups including women; incentivizing firm and employment creation; entrepreneurship promotion and support; raising labor productivity and earnings; encouraging better working conditions; and strengthening high-potential value chains.

In support of the objectives laid out in the WBG 2016-2023 Gender Strategy, as well as to maximize jobs outcomes, the Jobs MDTF's calls for proposals highlighted gender as a strategic priority and key criteria for both evaluation and selection of activities. To ensure that gender would be integrated across the full range of Jobs MDTF activities — including diagnostics and analysis, innovative pilots, interventions, and evaluations of operational or investment projects —the call requested proposals to address possible gender-specific constraints and opportunities facing women and men and provide gender-informed solutions. Analysis using microdata should present gender disaggregated results; and pilots, interventions and operations were expected to address the constraints impacting women's jobs outcomes through multi-sectoral approaches. Overall, projects were selected to address the many outstanding evidence gaps in terms of gender-specific data to track progress toward inclusive jobs, as well as provided analyses that identify constraints that differentially affect men and women's job outcomes and knowledge regarding which interventions are the most effective. Policy recommendations as a result of these activities, furthermore, were required to be gender informed.

This note outlines how gender is being integrated into Jobs MDTF-funded projects, in line with the Jobs gender priorities and the wider WBG Gender Strategy, particularly its second strategic objective — removing women's constraints to more and better jobs. It is also expected that facilitating women's access to more and better work will advance other strategic objectives for women's empowerment, for instance, the Gender Strategy's first and third strategic objectives, namely building human endowments and removing barriers to control of assets. Indeed, interventions that develop women's skills, provide access to credit, inputs, work-related services such as childcare and transport, and close labor participation gaps will also improve women's ability to make investments in their health, education and social protection (and that of their families) as well as facilitate their access to financial and insurance services that will secure ownership of key productive assets, including land,

housing and technology. Like the Gender Strategy, the Jobs Group places a strong emphasis on outcomes and results, particularly "developing a better understanding of what works by enriching the evidence base." The note will also identify any potential gaps in integrating gender relative to the Jobs agenda's gender priorities, as well as actions to further gender integration and take advantage of opportunities for Jobs MDTF-funded projects to close these gaps and have transformational impact on the ground. To this end, the note will avail itself of the Jobs Group's latest evaluation tool, the Jobs Conceptual Framework (JCF), an overarching framework that maps the Group's macro, meta and micro-level interventions with their potential to affect jobs-related outcomes. This framework will be used to analyze projects' gender impact and identify the thematic areas where the Jobs Group's jobs and gender lenses overlap, in addition to presenting how these projects contribute to advancing the Jobs Group's priorities in terms of: job creation ("more jobs"), enhancing job quality and productivity ("better jobs") and promoting job access for women, young people and the bottom 40 percent ("inclusive jobs").

This note will inform the SPJ[3] follow-up note on the WBG's Gender Strategy, providing the basis for recommendations on how to further gender integration in SPJ's jobs projects and beyond. As will be demonstrated in the analysis of the MDTF portfolio, a key lesson that emerges in this report is that a requirement that gender be included in calls for proposals is not sufficient. Project Task Team Leaders (TTLs) need additional information and even technical assistance to help them identify which gender-specific constraints and/or evidence gaps their projects can address. Similarly, the World Bank Group Gender Strategy emphasizes the importance of making gender a Bank Group-wide theme by bringing the evidence to task teams and clients. The broader issue of applying gender to the jobs agenda will then be addressed in complementary papers on job segregation, labor participation and entrepreneurship that will build on this note and make recommendations that will, over the medium term, inform a gender strategy for the SPJ.

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[3] Social Protection and Jobs Global Practice (GP) replaced the Social Protection and Labor GP.

GENDER PROJECTS IN THE JOBS MDTF

The Jobs MDTF portfolio consists of 83 grants addressing a range of jobs issues valued at US$ 39.4 million (Table 1). 37 grants in the portfolio have closed and are producing results, while 46 are being implemented. These can be classified into five types based on the MDTF Theory of Change. "Jobs Analytics" (45 grants), the largest category, consists of grants enhancing availability of knowledge, sector deep dives (such as value chain analysis), addressing gaps in data, and providing evidence on what works (including impact evaluations - IEs). "Jobs Metrics" (14 grants) consists of grants proposing a new approach, designing new tools, standardizing existing methods, or developing new models to estimate, evaluate or analyze jobs relevant themes. Pilot studies funded through MDTF are classified into two categories: (1) Pilot Testing Specific Interventions (15 grants): grants testing innovative ideas through pilot studies (contains both IEs and qualitative studies) and (2) Country Pilots (6 grants): grants awarded to countries where the Jobs Group is engaged in multiple activities via its Let's Work Partnership[4]. Funds worth US$ 8 billion have been leveraged in World Bank's IDA and IBRD operations via MDTF-funded grants. Additionally, these investments have benefitted US$ 3.7 million beneficiaries worldwide.

Table 1: The MDTF portfolio by type of grant

Type of grant	# of grants	Grant Amt. (US$)	Amount Leveraged (US$)	Beneficiaries reached (directly through grant)	Beneficiaries reached (through associated lending operation)
Jobs Analytics	45	14,652,704	5,167,600,000	17,920	2,445,672
Jobs Metrics	14	3,502,907	500,000,000	-	-
Pilot Testing Specific Intervention	15	9,769,840	1,873,200,000	9,241	1,267,743
Let's Work Country Pilot	6	9,356,824	651,850,000	10,000	-
Administrative Grants	3	2,187,770			
TOTAL	**83**	**39,470,044**	**8,192,650,000**	**37,161**	**3,713,415**

Source: Analyst estimates based on data extracted from following WBG systems: MyTrustFunds, GRM reporting, and WB Operations Portal. Data accessed 11-9-2018.
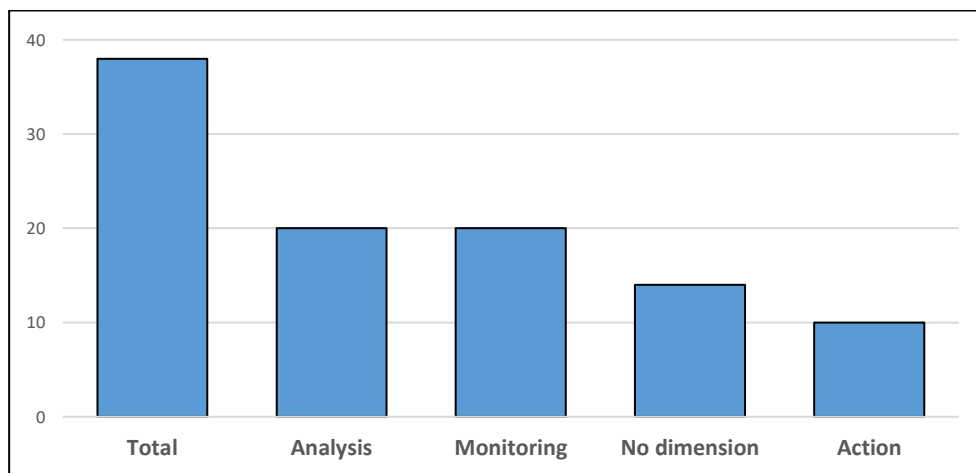
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[4] Established in 2013, Let's Work is a global partnership that unites international organizations to tackle the global jobs crisis. We work together to develop solutions produce and share knowledge about how to harness the private sector to create more and better jobs that have the potential to employ the most vulnerable in society. https://www.jobsanddevelopment.org/lets-work/

The projects that have received funds through the MDTF show a wide spread of characteristics in terms of region, thematic focus area, and size. Regions covered include Africa, South Asia, East Asia and the Pacific, Eastern Europe and Central Asia, Latin America and the Caribbean, Middle East and North Africa, and global projects (which include more than one region). Africa is a particular focus, with 22 grants totaling $11 million. These projects also cover a range of themes, as reported by Fund Task Team Leaders, with a focus on Gender, Youth, and Private Sector Engagement. Other themes covered in MDTF projects include Informality, Spatial Issues, FCV, and ICT. Many of the grant allocations are relatively small in size, ranging from $50,000 to $300,000, though some are much larger, such as Let's Work Mozambique (TF0A0229), which has a total grant size of $4,600,000.

THE GENDER FLAG

Out of a total of 83 projects that received grants under the Jobs MDTF, 38 projects selected the gender flag. That is, 46 percent of the portfolio of grants have reported incorporating gender into their activities. According to the gender flag that was active at the time the Jobs MDTF activities were initiated, a project could be considered gender-informed if it addressed gender in at least one of the following dimensions: analysis, action and monitoring. Defined by the Gender CCSA, a gender analysis can identify and analyze gender-related issues, conduct country/regional gender diagnostics and/or reflect the results of consultations with women, girls, men, boys and/or NGOs that work with them, while gender monitoring uses mechanisms to monitor the gender-specific impacts of projects, as well as facilitating gender-disaggregated analyses. A gender action, meanwhile, is expected to narrow gender disparities, either through specific actions that address the gender-specific needs of women and men and/or have a positive impact on gender equality. MDTF projects were self-flagged by the TTLs, who could mark more than one gender dimension for their project. As Figure 1 shows, the majority of MDTF projects that selected the gender flag conducts either gender monitoring or analysis, with 10 implementing a gender action and 14 projects not identifying such gender dimensions. As might be expected, the majority of the projects that have a gender action also reported incorporating gender analysis and monitoring (9 out of 10), while 15 projects include both an analysis and monitoring component. Indeed, just 4 projects self-flagged for gender monitoring alone, while 4 projects solely conduct a gender analysis. See an example of a grant with three gender dimensions in Box 1.

Figure 1: Jobs MDTF-funded projects by gender-flag dimension

The gender flag has been replaced by a more accurate gender classification scheme, the "gender tag." The purpose of the new tag will be to analyze projects' ability to incorporate gender more deeply, signaling whether they display the necessary causality chain between design, implementation and results. Through the investigation of how the MDTF portfolio fared under this new, stricter tag it was discovered that some of the projects that had self-reported under the old flag had not actually incorporated gender. As a result, in-depth interviews with the TTLs of MDTF-funded projects were conducted to complement their self-reporting of the gender flag.

INTERVIEWING MDTF TTLS

Through follow-up interviews with TTLs that selected the gender flag, it was discovered that 28 projects (74 percent) meaningfully incorporated gender. This means that gender has been included in terms of either data and diagnostics, the targeting of beneficiaries and/or the constraints and outcomes that disproportionately affect women. As Figure 2 shows, 28 projects (74 percent of those that selected the gender flag) had incorporated gender into their design and implementation. Not surprisingly, these projects include all the projects that self-flagged for a gender action (10 in total), as demonstrated by Figure 3, while the majority of those that self-flagged for analysis and monitoring are also present (19 out of 20 and 20 out of 20 respectively). It should be noted that two of the gender action projects were found during the interviews not to be implementing a gender action, but rather

analysis and monitoring.[5] By contrast, five of the 28 projects that both have the gender flag and are incorporating gender did not self-report for any of the gender dimensions.

Figure 2: Gender-flagged projects that do and do not incorporate gender
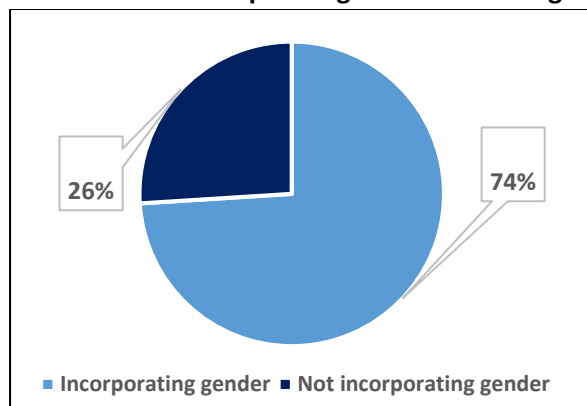
Figure 3: Breakdown of gender flag for gender-incorporating projects
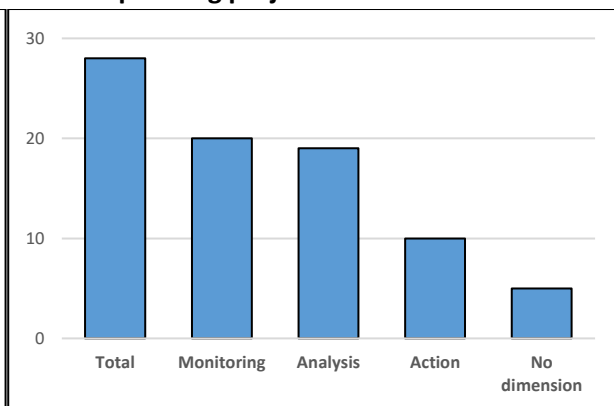
Note: The five projects that did not self-report for any gender dimension are 'Lebanon Subsidized Temporary Employment Program (Capital for Private Jobs)' and four Let's Work Country Programs (Bangladesh, Mozambique, Paraguay and Zambia).

Among the 28 gender-flagged projects, the majority focuses on constraints to entering labor markets, barriers to entrepreneurship, skills gaps, occupational segregation, and constraints faced by younger women.[6] The team developed gender themes in order to categorize the gender-flagged projects more in-depth.[7] The themes are broad and are relevant to the work of the Jobs Group, namely constraints to entering the labor market, occupational segregation, gender wage and skills gaps, barriers to entrepreneurship, as well as specific sectors and inputs. Like the gender flag, the themes were self-selected by the TTLs. All interviewed TTLs placed their projects under multiple themes, for example a public works and welfare project in Tunisia and the Comoros that analyzes household resource allocation with gender-disaggregated data flagged itself under 'constraints to entering the labor market,' 'barriers to entrepreneurship,' 'access to finance,' 'social safety nets' and 'women in FCV contexts.' As Figure 4 shows, the majority of the 28 TTLs conveyed that they addressed constraints to entering labor markets (14 projects) and/or occupational segregation (13), with barriers to entrepreneurship (12), skills gaps (12) and constraints faced by younger women (10) also being

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[5] 'Rural Jobs: Designing Policies and Programs for the Next Generation' in Bangladesh, India and Sri Lanka and 'Entangled: Workers' Adjustment to Trade.'

[6] Please note that it was not possible to interview the TTLs of the four Let's Work Program projects that have incorporated gender and so they are not included in this analysis of the gender themes. At a glance, the Let's Work Bangladesh project can be considered to be a gender action project, while Let's Work Mozambique, Lets Work Paraguay and Let's Work Zambia are closer to the analysis/monitoring categories.

[7] These gender themes were selected by TTLs as being relevant to their projects (and then confirmed by the Jobs M&E team) prior to jobs outcomes being assigned to projects by the M&E team (TTLs were not involved in this process).

common. Two of the gender action projects[8] selected four out of five of these themes, while one analysis/monitoring global project[9] selected all five. Some projects aim to build women's skills in specific sectors, such as ICT and agriculture (5 in total), while others seek to increase their access to finance, markets and transport (4). One project, furthermore, has a dimension to address Sexual and Gender-Based Violence (SGBV) as part of a broader program to build women's financial literary skills in the Solomon Islands, as well as provide supporting services to women workers in order to reduce absenteeism.

Some projects were not able to implement its planned gender dimensions. One TTL that selected the "constraints for younger women" theme, for example, stated during the interviews that the project would not include a gender component or gender-disaggregated data.[10] This is because the gender flag is selected at the beginning of project design, before implementation takes place. Sometimes, once data collection is underway, TTLs encounter difficulties which render the collection of gender-disaggregated data impossible. This could be due to a number of reasons, such as a lack of financing to include women (or a large enough sample size that would be considered statistically relevant), a lack of government or local support to have a women-focused pilot or operation, or the data gaps may simply be too substantial to disaggregate by gender. Some TTLs therefore may not be able to follow through on their commitment to incorporate gender into their project.

Figure 4: Breakdown of gender-incorporating projects by theme
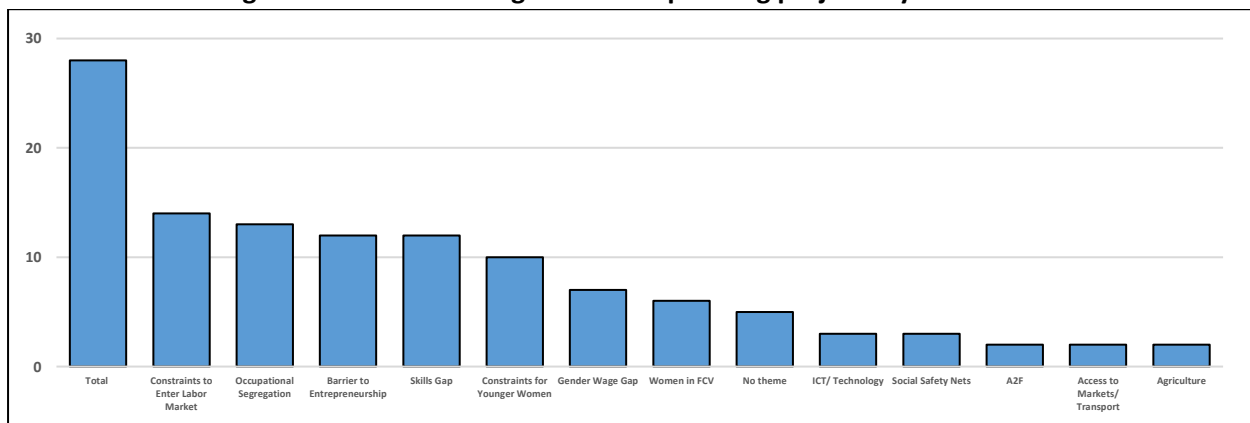
Some projects included gender components although they did not select gender flag dimensions during design. This may indicate that information about the gender flag and gender analysis have not been adequately communicated to TTLs. It may also imply that TTLs understood the gender flag but were reluctant to select it. This has been the occasional experience in the application of tags across the CCSAs (Jobs, Gender, Climate Change, etc.), that TTLs associate additional flagging as potentially

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[8] 'Impact Evaluation: Strengthening Micro-Entrepreneurship for Disadvantaged Youth in the Informal Sector' in Morocco and 'Rural Jobs: Designing Policies and Programs for the Next Generation' in Bangladesh, India and Sri Lanka.'

[9] 'Solutions for Youth Employment, Knowledge Management and Engagement.'

[10] 'Roads to Jobs – Accelerating the Development Impact of Roads in Rajasthan, India' project (P152201) which is among of the 10 projects not considered to be gender-incorporating.

creating more work and scrutiny for their projects. This would suggest that a strong communications campaign will be necessary to generate better results in the roll-out of the new gender tag and encourage TTLs to highlight the gender aspects of their projects and request support.

This paper developed the category of "gender-incorporating" to better reflect the nature of projects' gender work. The need for a new category than the gender flag to better reflect the projects that were implementing gender interventions and analyses became clear. A "gender incorporating" project is therefore understood as one that: disaggregates data by gender, targets women beneficiaries, takes measures to reach more women or address their underlying gender-specific constraints in the labor market, and/or makes gender-neutral interventions that have a disproportionate effect on women.[11] Projects were determined to qualify based on the TTL interviews and other basic information on the project. Under this definition, 28 of the 38 gender-flagged projects have been found to meaningfully incorporate gender into their design and implementation (a third of the total portfolio). Moreover, the TTL interviews uncovered a further 15 projects that had incorporated gender despite not selecting the flag, raising the total number of gender-incorporating projects in the MDTF portfolio to 43.

After analyzing the entire Jobs portfolio funded by the MDTF, over 52 percent of projects incorporate gender. Four of these projects implement some sort of a gender action, while the remaining 11 implement an analysis and/or monitoring (see Figure 5). This raises the total number of gender action projects across the portfolio to 13 (16 percent) and 38 and 36 respectively for analysis and monitoring (46 and 44 percent of the total portfolio). The rest of this paper will analyze the 43 gender-incorporating projects, regardless of whether they selected the flag or not.

Figure 5: Breakdown of gender-incorporating projects regardless of flag
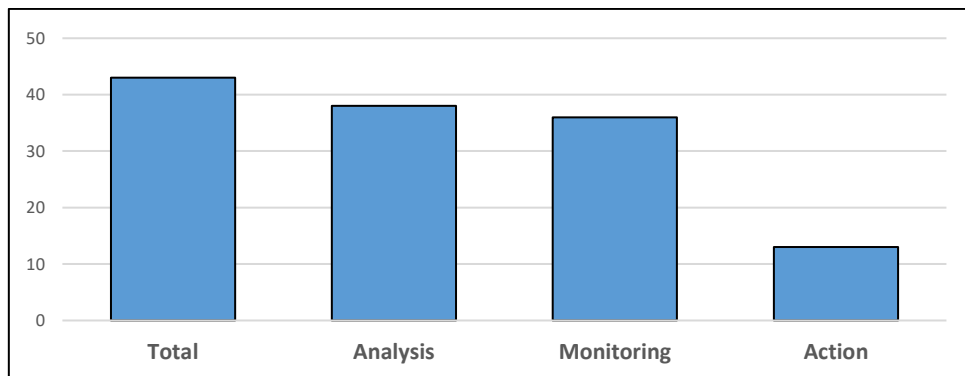
Note: Gender dimensions for the additional 15 projects that did not select the gender flag were assigned by the author based on the TTL interviews. The "no dimension" component was eliminated since all the projects that did not self-flag were assigned a dimension. The two projects that were not implementing an action were eliminated from that category while five more that did not self-flag were added.

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[11] These will be clarified further in section 1.4.

It is important to note that many of the portfolio's projects are at the early implementation stage and are awaiting data analysis before finalizing project design, while others plan on incorporating gender at a later stage, pending funding and partner capacity/approval. Indeed, around 40 percent of project TTLs (17 out of 43) emphasized that they were at the early phases of implementation and that they were awaiting initial jobs diagnostics and evaluations before confirming the feasibility of, for example a gender quota, and finalizing project design. The majority of these projects (13 out of 17), furthermore, are part of the second-round call for proposals (round 2). One project[12] has experienced delays, but the TTL has assured the team that the gender component would be going ahead nonetheless. Three other projects[13] have stated that they would like to include more meaningful gender activities, but this would require further funding and agreement from partner governments. In addition, three of the gender action projects at the early implementation phase[14] will doubtlessly be of particular interest to the jobs-gender nexus. Both the interventions in Jordan and Afghanistan will be targeting women-dominated sectors (garments and rugs respectively). A project example can be found in Box 2.

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[12] 'Lebanon Subsidized Temporary Employment Program.'

[13] 'Youth Entrepreneurship and Spatial Match in Urban Labor Markets in Ethiopia,' 'Deepening the Jobs Impact of the Public Works Programs through Capital Injection and Social Network Stimulation: A Randomized Control Trial in Eastern DRC' and 'Youth Transitions in Post-Ebola Sierra Leone.'

[14] 'Socio-emotional skills for higher youth employability' in Turkey, 'Productivity in Jordanian SME garment factories' in Jordan and 'Promoting Women's Livelihoods and Opportunities in Select Value Chains' in Afghanistan.'

Box 2: A Sample Gender Project in the MDTF Portfolio: Rapid Skills Training for Youth Employment

Victor Mulas led this $600,000 project in Lebanon, Colombia, and Kenya. The World Bank's Technical Assistance project Coding Bootcamps: Technology Rapid Skills Training for Youth Employment piloted three coding bootcamps, one in an urban area of each country, which targeted low- and middle-income youths. This project used both quantitative (randomized control trial) and qualitative tools to evaluate the key factors and practices in these trainings that effectively promoted employability and employment.

The project provided key lessons for success in designing and implementing bootcamp trainings that increase employability and employment for urban youth in low- and middle-income contexts:

-   Use a curriculum based on local demand by tech companies
-   Use selection criteria that screen for attitude and basic skills
-   An employment/career development connection with companies helps to bridge the gap between training and employment
-   Soft skills training (communication, problem-solving, etc.) should be included alongside the technical training

The lessons from this project are already influencing the design of lending operations and technical assistance.

WINDOWS AND CALLS FOR PROPOSALS

MDTF projects with a gender lens comprise the majority of total projects under three of the Trust Fund's five operational windows — W1 Jobs Data Diagnostics, Strategies and Operations, W3 Jobs for Youth and W5 Actionable and Robust Research. As Table 1 demonstrates, almost all projects financed under the Jobs for Youth window have a gender dimension (90 percent), while over half the projects in the Jobs Data and Actionable and Robust Research windows incorporate gender (58 and 66 percent respectively). This compares to around one third of the projects in Jobs in FCV countries (43 percent) and in the W2 Jobs Creation through the Private Sector Lets Work Global Partnership (37 percent). Overall, more than 50 percent of the total projects financed under MDTF windows have a gender dimension.

Table 1: Jobs MDTF Window Portfolio

TF No.	Window No. & Name	Total Projects Financed Under the Window	Projects with Gender Dimension	Total Gender Projects Closing by Calendar Year 2016 (i.e. by 12/31/2016)	Total Gender Projects Closing by Fiscal Year 2017 (i.e. by 06/30/2017)	Total Gender Projects Closing After Fiscal Year 2017 (i.e. after 06/30/2017)
TF082924	W1 - Data, Diagnostics, Strategies and Operations	38	22	2	4	16
TF082791	W2 - Jobs Creation through the Private Sector (Lets Work Global Partnership)	19	7	1	3	3
TF082925	W3 – Jobs for Youth	10	9	0	6	3
TF082926	W4 - Jobs in FCV countries	7	3	0	3	0
TF082927	W5 - Actionable and Robust Research	6	4	0	2	2
Total		**83**	**43**	**3**	**18**	**24**

Note: The total number of projects (83) includes three projects under the W6 Program Administration. The number of gender-incorporating projects in the MDTF portfolio is 42, but the IFC gender-incorporating project — IFC Retail Study — has not been labelled under an MDTF window and so is not represented in this table. Two other projects — Improving Employment Services for Vulnerable Populations in Ukraine and Youth Transitions in Post-Ebola in Sierra Leone — fall under multiple windows (1/3 and 1/3/4 respectively) and so are counted more than once in the table.

Gender-incorporating projects in the MDTF portfolio are split evenly between Rounds 1 and 2 of the call for proposals (19 and 18 projects respectively). The Jobs MDTF has had two funding rounds. Round 1 exclusively funded projects in the W1, W3 and W4 windows on Jobs Data Diagnostics, Strategies and Operations, Jobs for Youth, and Jobs in FCV countries, while Round 2 expanded to include W5, Actionable Research on Jobs, though there were no gender-incorporating projects in the FCV Window in Round 2 (see Figure 6). Most of the Data Diagnostics Window projects are from Round 2 (62 percent) while projects under the Jobs for Youth and FCV windows are more prevalent in Round 1. It should be noted, however, that not all MDTF projects are financed by open calls for proposals but directly through Jobs Group programs, for example the Let's Work program (LWP) is for specially-

funded projects that are allocated MDTF funds on a rolling basis, rather than by rounds. This means that the LWP operates under a system of two pillars, one that finances country-based work and pilots and the second which funds research to develop tools and new methodology, for example. The seven LWP gender-incorporating projects that are analyzed in this report are split between Pillars 1 and 2 (four and three projects respectively). This is the similar to the Global Goods category that Windows 1, 3 and 4 have in addition to the rounds. This is to accommodate broader projects, like the 'Strategic Direction in Jobs' project that falls under the Jobs Data Window.

Figure 6: Gender-incorporating projects under the Jobs MDTF rounds of calls for proposals by window
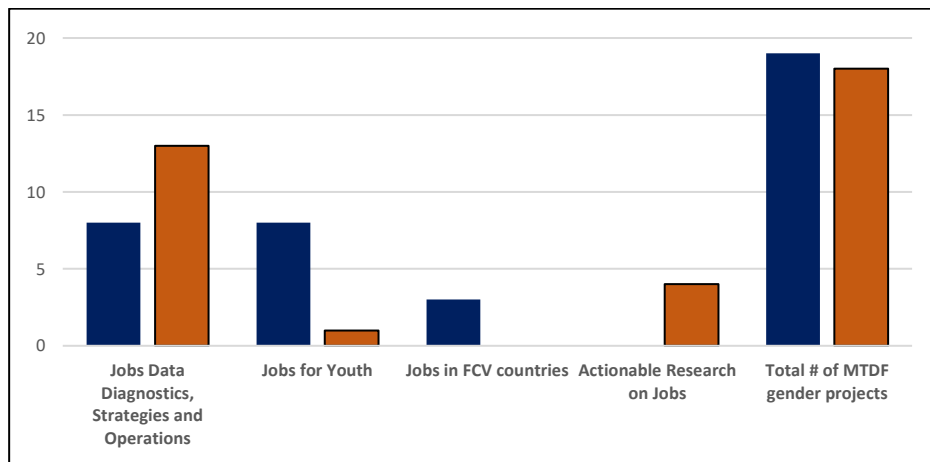
Note: Not all 43 gender-incorporating projects are represented, for example the Let's Work projects are not financed through calls for proposals and so that window is not included while the Jobs Data Window also has a Global Goods category independent of rounds (for the Strategic Direction in Jobs project). Two other projects — Improving Employment Services for Vulnerable Populations in Ukraine and Youth Transitions in Post-Ebola in Sierra Leone — fall under multiple windows (W1/W3 and W1/W3/W4 respectively) and so are counted more than once.

INCORPORATION OF GENDER IN THE MDTF PORTFOLIO

APPLYING THE JOBS CONCEPTUAL FRAMEWORK

Using the Jobs Conceptual Framework to analyze the composition of the 43 gender-incorporating projects, we find that most projects target improving women's access to job opportunities, primarily through skills training and support to entrepreneurship and MSMEs. The Jobs Conceptual Framework is an overarching framework developed by the Jobs Group that links macro, meso and micro-level interventions with their potential to generate job-related outcomes. These outcomes have three dimensions: (i) job *creation* in the formal sector of the economy ("more jobs"); (ii) enhancing job *quality* and productivity in the informal sector ("better jobs"); and (iii) facilitating *access* to jobs, particularly for vulnerable population groups ("inclusive jobs").[15] An intervention can result in more than one of these outcomes. For example, skills development programs that target female entrepreneurs often contribute to all three of the Jobs agenda's priorities. These programs may encourage women to be self-employed in their own businesses and help them to expand their businesses and employ others (job creation). They may also give more women the necessary tools to become entrepreneurs and work in the private sector (job access) while improving their businesses' productivity, and/or facilitating the formalization of their businesses and helping them move into higher-return sectors (job quality). The framework also allows for intermediate outcomes, which are considered the facilitating factors that contribute to achieving the final outcomes of more, better and inclusive jobs. These intermediate outcomes include access to/working of product markets, firm performance/investment and improved human capital.

In terms of jobs outcomes, the gender-incorporating projects target focus on improving women's access to work and improving quality of work (inclusive and better jobs). As Table 2 and Figure 7 demonstrate, 31 out of the 43 gender-incorporating projects (72 percent) seek to increase women's access to new jobs and sectors, while 65 percent of projects address job quality and 30 percent focus on job creation. The greater coverage of job quality and job access by the MDTF portfolio is perhaps not surprising, considering the prevalence of interventions in the areas of skills and training, informality and entrepreneurship/MSMEs. Such projects are typically intended to improve MSMEs' access to markets as well as their performance (intermediate outcomes), creating jobs both in existing enterprises and by encouraging entrepreneurship. Moreover, since the broader outcomes represent longer-term goals, it can be harder to track and document them, as well as attribute them to a project alone. Most Jobs MDTF projects are small-scale, often taking the form of research grants and technical assistance, and are therefore not expected to contribute to job creation. A project that aims at creating jobs can and will rarely do this for one type of worker, so targeting women in the review

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[15] Job creation is defined by the framework as the generation of employment opportunities by employers (either directly or indirectly), the establishment of new enterprises including entrepreneurs and self-employed people, while the outcome of higher job quality can be pursued by increasing worker productivity, improving working conditions (both physical and social) and/or boosting earnings from livelihood and income-generating activities. Making jobs more inclusive, finally, can be achieved through measures that seek to increase vulnerable groups' labor market participation.

criteria will naturally skew the grants towards outcomes where targeting is standard (such as access to jobs by a specific beneficiary group). As mentioned above, many of the projects promote more than one jobs outcome, so some projects seeking to generate new jobs simultaneously promote better and inclusive jobs as well.

Table 2: Jobs Conceptual Framework for Jobs Group Priorities with a Gender Lens

Jobs-related Themes	Jobs Outcomes			
	Creation	**Quality**	**Access**	**Total**
Skills & Training	9	17	18	**25**
Productivity	6	19	13	**22**
Informality	5	15	13	**21**
Working conditions	4	12	16	**18**
Youth employment	3	10	12	**17**
FCV	5	8	11	**15**
Entrepreneurship/MSMEs	8	10	9	**14**
Spatial issues	4	9	9	**13**
Occupational segregation	2	6	7	**8**
ICT	1	3	6	**7**
Migration	0	1	3	**3**
Agricultural value chains	1	1	1	**1**
Total	**13**	**28**	**31**	**43**

Note: The jobs-related themes are self-reported by TTLs , and adjusted by the M&E team based on `the TTL interviews, where needed. The themes were identified at the outset of the calls for proposals, without a specific order or priority. TTLs were encouraged to select as many as relevant.

Figure 7: Jobs outcomes in MDTF gender projects   Figure 8: Jobs outcomes by theme
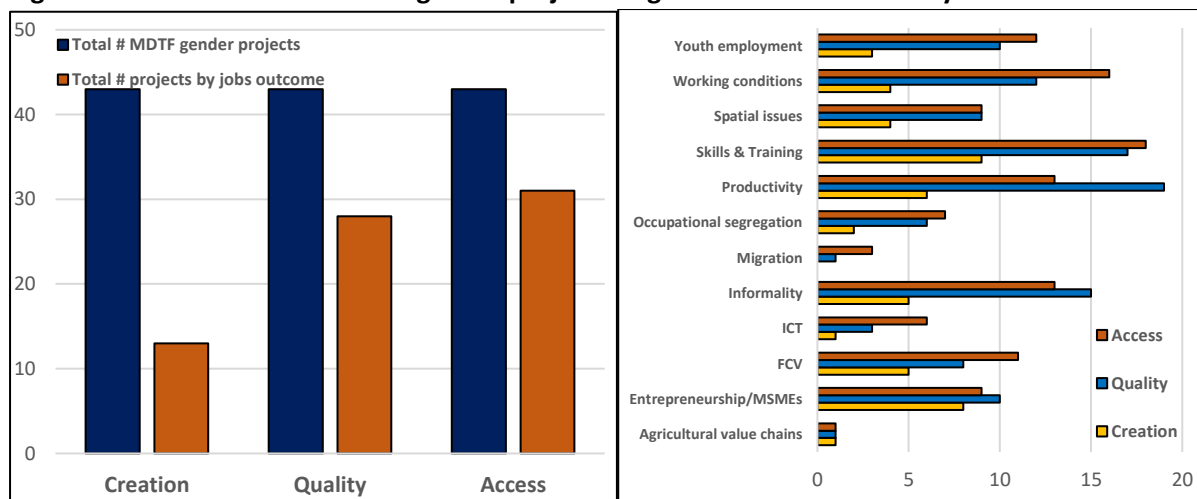
Gender-incorporating projects fit under one or more of five possible gender interventions. These categories were developed from the interviews conducted with TTLs. Interventions that integrate gender do so in different ways:

(i)   generating gender-disaggregated data;

(ii)   targeting women beneficiaries;

(iii)   implementing actions to reach more women;

(iv)   implementing actions to address the underlying constraints facing women in the labor market; and

(v)   implementing gender-neutral actions that disproportionately affect women's outcomes.

Projects in the second category have to have women beneficiaries in any form, be it through a quota or exclusive targeting, etc. Implementing actions to reach more women implies measures to facilitate women's ability to participate in or benefit from a project, for example ensuring women can be trained by female coordinators or in an all-female environment to cater to social or cultural contexts where mixed-gender settings are frowned upon. A gender-neutral action that may disproportionately affect women could be a project that targets a female-dominated sector, such as the garment sector or post-harvest processing.

All of the 43 projects aim to gender-disaggregate data, and 50 percent also incorporate a more tangible gender activity (see Table 3 and Figure 9). A total of 47 percent of gender-incorporating projects target women beneficiaries, while 35 percent address the underlying gender-specific constraints facing women in the labor market (see Figure 10). Nine percent of projects take measures to target more women, which is perhaps not surprising as this requires additional effort to reach women who, for varying reasons (socio-economic, cultural, normative, etc.), are less likely to participate in programs and pilots. As with the jobs outcomes and themes, projects can have more than one gender intervention, as, for example, a pilot seeking to provide childcare to reduce absenteeism among women employees both removes a constraint to women's work and also targets women beneficiaries. All the gender action projects have, by definition, at least one additional intervention beyond collecting gender-disaggregated data. A relatively high percentage of projects under the themes of skills and training, working conditions, occupational segregation, entrepreneurship, productivity, informality and FCV include an intervention that goes beyond data collection. In terms of sector-specific projects, two projects for ICT and one for agriculture go beyond gender-disaggregated data to include an action component.

Table 3: Jobs Conceptual Framework for Jobs Group Priorities with a Gender Lens

Jobs-related Themes	Gender Interventions					
	Gender-disaggregated data	Targeting women beneficiaries	Actions to reach more women	Actions to address underlying constraints facing women	Gender-neutral actions that disproportionately affect women	Total
Skills & Training	24	13	2	10	2	**25**
Productivity	23	8	2	5	2	**23**
Informality	21	6	2	6	2	**21**
Working conditions	18	7	3	7	3	**18**
Youth employment	16	6	0	3	0	**17**
FCV	15	8	0	6	1	**15**
Spatial issues	13	4	2	3	1	**14**
Entrepreneurship	12	13	1	8	1	**13**
Occupational segregation	7	3	1	6	1	**8**
ICT	7	3	1	1	0	**7**
Migration	3	1	1	1	1	**3**
Agricultural VCs	1	1	0	1	0	**1**
Total	**43**	**20**	**4**	**15**	**3**	**43**

One project — 'Afghanistan: Promoting Women's Livelihoods and Opportunities in Select Value Chains' — qualifies as "gender-incorporating" under all five possible interventions. By targeting the women-dominated rug sector in Afghanistan, the project ensures that a gender-neutral intervention will disproportionately benefit women, allowing them to penetrate lucrative artisanal export markets, while a pilot partnership with local NGO Turquoise Mountain to develop women's skills in the creative industry targets women beneficiaries, raising income and engaging women in more productive jobs higher up the value chain in the rural areas of Afghanistan. Targeting two home-based industries is also an effort to reach more beneficiaries, as Afghan women are often limited in their ability to move and work outside the home. Facilitating women's ability to work and earn an income from home, furthermore, eliminates a key constraint to women accessing the labor market.

Figure 9: Jobs interventions in the MDTF related theme
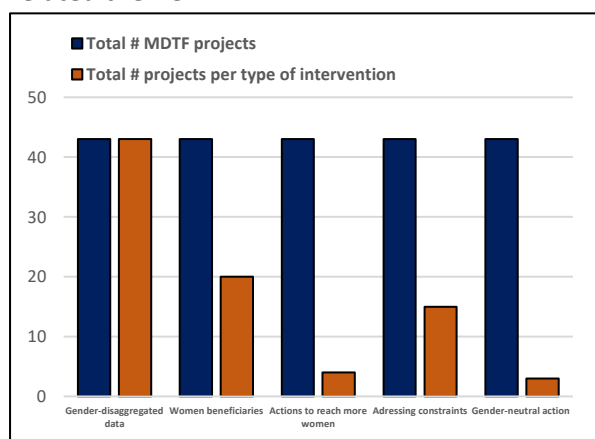
Figure 10: Gender interventions by jobs- portfolio
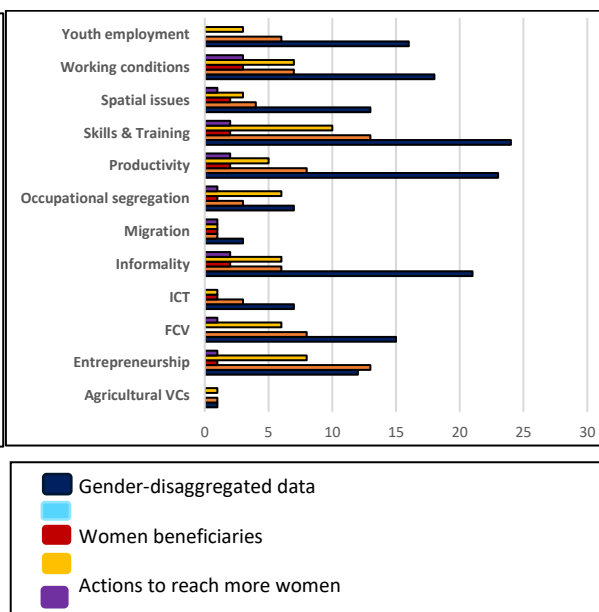
DIMENSIONS OF THE GENDER FLAG IN PRACTICE

Among the 22 projects that include gender-disaggregated data only, the majority (15 out of 22) focuses on broader research topics. These include conducting national labor force and employer surveys[16], improving labor-related data collection,[17] sector-specific analyses[18] or modelling worker mobility and adaptability to changing labor market and economic conditions, for example increased trade,[19] raises in the minimum wage[20] and value-chain restructuration.[21] Not surprisingly, most of these projects fall under the Jobs Data and Diagnostics or Research Windows (9 out of 15 projects).

The seven remaining projects that collect gender-disaggregated data implement an action. These include pilots and impact evaluations[22] where women are beneficiaries, that work with women-led MSMEs. The 'Rural Jobs: Designing Policies and Programs for the Next Generation' will specifically

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[16] 'Youth Transitions in Post-Ebola Sierra Leone', 'Paraguay: Jobs Diagnostic and Let's Work,' 'Let's Work Zambia,' 'Labor Market Big Data Analysis for Skills Forecast and Improved Matching'

[17] 'Improving Employment Services for Vulnerable Population' in Ukraine and 'Strengthening Jobs Data in Vietnam'

[18] 'IFC Retail Study'

[19] 'Entangled: Workers' Adjustment to Trade'

[20] 'Job Creation and Informality Decreases in Turkey'

[21] 'Value Chain Surveys in North Lebanon'

[22] 'Tajikistan Performance-Based Approach to BAS Provision,' 'Microenterprise Supply Intermediation in Colombia' and 'Burkina Faso – Cash Transfers vs. Matching Grants for Job Creation in MSMEs'

analyze policy interventions to improve women's labor market outcomes in rural areas of Bangladesh, India and Sri Lanka, focusing in particular on sectoral transformation in women's employment patterns and the costs and benefits of women working in the informal sector. The project will also include one group of women for the impact evaluation. Finally, the 'Ghana National Apprenticeship Program Impact Evaluation,' which linked young people who were not able to attend high school to small businesses for alternate skills and technical training will disaggregate its results by gender but took no measures to target or include women.

The 3 projects that implement a "gender-neutral action" also take measures to address women's underlying constraints to work, target women beneficiaries and take action to reach more women. These all conduct pilots in the garment or rug sectors, which tend to be dominated by women.[23] This gender-neutral, sector-specific lens therefore disproportionately benefits women as they are more likely to be represented among the labor force. The Bangladesh project, meanwhile, addresses occupational segregation in the country's RMG (ready-made garment) sector, where women may dominate but generally not in management positions. The project therefore includes a training pilot to support the promotion of women into supervisory roles in garment factories, diversifying employment and improving the quality of women's jobs in the sector. The Afghanistan project qualifies under all five intervention headings. It seeks to move women higher up the value chain in home-based industries. The Jordan project, meanwhile, seeks to identify the physical and socio-cultural barriers to women working in mainly satellite factories outside of Amman, the capital city, and will then address these through pilots (the project is still at early-stage implementation phase) that will also benefit migrant women in these dormitory towns and perhaps refugees though this, may be complicated from a legal perspective.

The 13 projects that incorporate a gender action overwhelmingly focus on building women's skills, particularly in entrepreneurship.[24] 12 of the 13 projects (92 percent) focus on building women's skills. These skills may be sector-specific, hard/soft or socio-emotional and not surprisingly, they tend to fall under the themes of skills and training, working conditions, occupational segregation, entrepreneurship, productivity, informality, youth and FCV (which were also found in the previous section as having a high percentage of projects that go beyond data collection). In terms of jobs outcomes meanwhile, the predominance of the youth and fragility themes contributes to the action projects heavily skewing in favor of access and quality over job creation. Sector-specific projects, like agriculture and ICT, generally promote the hard and soft skills necessary for women and young people to access either better products (cash crops in the case of agriculture) or new sectors. Two ICT-informed projects, meanwhile, one in FCV-affected regions of Pakistan[25] and the other in Colombia,

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[23] 'Productivity in Jordanian SME garment factories,' 'Let's Work Bangladesh Country Program' and 'Afghanistan: Promoting Women's Livelihoods and Opportunities in Select Value Chains'

[24] This includes the 'Let's Work Bangladesh Country Program' project that did not self-report under the old gender flag but nevertheless was found to be incorporating gender and discounts the 'Rural Jobs: Designing Policies and Programs for the Next Generation' project that self-flagged for action but disaggregates by gender only.

[25] 'Linking Vulnerable Youth with Digital Employment Opportunities.'

Jordan, Kenya and Lebanon,[26] are also hoping to generate self-employment among women once they have acquired new skills, thereby contributing to job creation in a growing ICT sector. Many of the projects building women's skills, however, primarily aim to improve the quality of women's work, as well as their access to (generally) entrepreneurship opportunities. Some interviewed TTLs for the gender action projects cited the dominance of women in low-productivity, low-waged jobs as motivation for including them in skills and training programs in order to shift them into more productive work opportunities, as well as combat occupational segregation. The 'Productivity in Jordanian SME garment factories' project, meanwhile, has yet to fully design its gender action intervention.

The action projects targeting women beneficiaries may include quotas or target companies where there is a sizable female labor force, while many focus on providing women with the necessary skills to enter the labor market (inclusive jobs) or improve their labor market outcomes (better jobs). Much like the Bangladesh project cited above, the 'TWIST: Training Women in SolTuna' project in the Solomon Islands is working with private sector operators to train their female workforce in order for them to transition from production line work to forklift driving, improving their ability to access better work and earn higher wages. Other projects, meanwhile, encourage women to build other skill sets, including in socio-emotional/non-cognitive and technical skills, business training and mentoring, to make women stronger candidates for both employment and self-employment, enhancing their ability to access better work as well as create their own sources of income.[27] In addition to addressing occupational segregation, meanwhile, the SolTuna project also plans to address other issues affecting women in the workplace, including sexual harassment and health and safety issues, all of which can be major constraints for women seeking work outside the home. Almost two-thirds of women in Solomon Islands — 64 percent — aged between 15 and 49 reported experiencing physical or sexual violence at the hands of an intimate partner, a rate that is even higher among women who hold a wage-paying job. This is why the project is seeking to convince SolTuna to possibly include a module on sexual harassment during the next phase of the project. This is the only project in the MDTF portfolio that addresses SGBV.

LIMITATIONS

By primarily focusing on building skills through small grants and pilots, the MDTF's gender action projects can be understood to generate jobs outcomes at the micro-level. The framework defines micro-level interventions as focusing on individuals and firms through skills and training, labor programs, community engagement and entrepreneurship and MSMEs (intermediate outcomes). Such projects are generally pilots and impact evaluations seeking to establish an evidence base to

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[26] 'Technology and Entrepreneurship Rapid Skills Training for Youth Employment.'

[27] These projects include 'Yes, You Can: Socio-emotional Skills for Higher Youth Employability' in Turkey, 'Public Works and Welfare: Randomized Control Trials in Tunisia and Comoros,' 'Deepening the Jobs Impact of the Public Works Programs through Capital Injection and Social Network Stimulation: a Randomized Control Trail in Eastern DRC,' 'Improving Jobs of Smallholder Women Farmers' in Mozambique, 'Access to Skills and Vocational Training in Kenya,' 'Tackling Youth Labor Market Exclusion in Indonesia: Analytical Underpinnings for Policy Actions,' 'Linking Vulnerable Youth with Digital Employment Opportunities in FCV regions of Pakistan,' 'Strengthening Micro-Entrepreneurship for Disadvantaged Youth in the Informal sector' in Morocco and the Afghanistan project mentioned above.

encourage greater attention to gender at the macro and meso-level (either by partner governments or in future Bank interventions). This implies that the selected projects will focus more women's access to work (inclusive jobs) relative to promoting job creation (more jobs). A project that aims at creating jobs can and will rarely do this for one type of worker, so targeting women in the review criteria will naturally skew the grants towards outcomes where targeting is standard (such as access to jobs by a specific beneficiary group). By contrast, some of the projects that only collect gender-disaggregated data as part of surveys or diagnostics are operating on the macro and meso-levels, using this data to encourage policy dialogue on how women can be better incorporated into the labor force generally and certain sectors of the economy more specifically, thereby potentially creating 'more jobs' for some. Nevertheless, even pilots operating at the micro-level can build evidence on what works to be later scaled up. Many of the MDTF gender action pilots would be particularly relevant to the literature on increasing women's skills and participation in skills training, as well as facilitating their entry into the labor market and improving the quality of their work.

INNOVATIONS

Some gender action projects are using innovative approaches, such as providing 'skills + cash' combinations, to maximize their development impact and generate novel results. The 'Public Works and Welfare: Randomized Control Trials in Tunisia and Comoros' project has combined demand and supply-side interventions in a public works program in Tunisia that will provide individuals (with 30 percent women beneficiaries) with a combination of skills training and cash grants to encourage micro-entrepreneurship. The evidence suggests that this 'skills + grants' innovation promotes women's entrepreneurship by supporting new skills with a small capital investment, while cash stipends increase participation and retention during skills courses. A similar approach is being implemented in the 'Deepening the Jobs Impact of the Public Works Programs through Capital Inject and Social Network Stimulation: a Randomized Control Trial in Eastern DRC' and may also be applied to the non-traditional sector of agriculture in the next phase of the 'Improving Jobs of Smallholder Women Farmers' project in Mozambique that is currently providing women with non-cognitive skills training to improve their negotiating abilities in order to facilitate their transition from food to cash crops. According to the TTL, based on the assumption that a major barrier to women's entrepreneurship is liquidity, women may be encouraged to grow cash crops with grants to buy seed following the next round of training, though this decision has not been confirmed or finalized. Finally, the 'Evaluating Scalable Productive Safety Net Innovations' cash for work project in Madagascar is hoping to use cash grants as "behavioral nudges" to encourage poor women to improve their productive activities, as well as nutrition at the household-level.

The importance of acknowledging women's responsibility of care (both for children and the elderly), which can act as a major constraint on their mobility, has been highlighted in some projects, including one that conducts a gender analysis. The TWIST project is working with one of the largest fisheries firms in the Solomon Islands, SolTuna, to address the absenteeism of 19 percent among production staff in particular, which tend to be young, married local women (absent 24 percent of the time on average).[28] The project financed a pilot for batch recruitment and lodging for SolTuna employees coming from outside the local town, which proved successful as it allowed women who migrate for work to stay close to their children and other relatives they may be responsible for,

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[28] IFC, 2016, *Case Study: SolTuna – tuna processing, Solomon Islands,* World Bank Group, Washington, D.C.

resulting in much lower rates of absenteeism. Such gender-informed designs that take women's domestic responsibilities into account enable women to better manage both their home and work tasks simultaneously, improving both their productivity and access to the labor market.

In a similar vein, the 'Tackling Care: Innovative Approaches for Private Sector Companies and Policy Makers to Retain (Female) Talent' is a global project that seeks to make the case for employer-supported childcare services at the workplace. The targets are younger parents across ten childcare models and companies in multiple sectors (including manufacturing and agriculture) in countries ranging from Germany to Brazil to Turkey. This gender analysis will prepare 10 business case studies based on these different companies, presenting the different types of childcare options (employer-supported, back-up childcare, private providers, etc.) and analyzing outcomes like increase in hiring of women, lower attrition rates and higher productivity, among others. The project will also develop a decision-making model to help empowers decide whether it would be beneficial to provide childcare at their workplace, taking cost-benefit analyses into account as well. This project builds on studies that have found that when governments subsidize 50 percent of childcare costs, women are more likely to receive formal wages (quality of work) while the private sector does not lose the incentive to hire women workers (access to work). The 'Youth Entrepreneurship and Spatial Match in Urban Labor Markets in Ethiopia' project is also considering a childcare component in the next phase of its wage work program in order to assess whether available childcare increases women's participation rate in wage work and whether this is sustainable, meaning it will assess whether absenteeism among women will drop as a result of such a pilot.

The MDTF research paper titled "Elder Parent Health, Informal Long-Term Care Arrangements and the Labor Supply of Adult Children: Evidence from China" identifies the cost of care provision on the employment and labor supply decisions of would be care providers. The analysis suggests that presence of an elderly parent in the household or community has a negative impact on the labor supply of women in rural areas who are aged 45-65 years old, and conditional on working, there is a decline in the hours worked per week. Both urban and rural women suffer higher rates of depression when co-residing with an infirm elderly parent or in-law, and urban women spend less time on leisure activities. The paper concludes that women's labor supply and subjective well-being are most negatively affected by the presence of elder parents who require care.

The need to address and work within existing social constraints is increasingly recognized as a key avenue to facilitate women's ability to work, with some projects directly engaging women's social and family circles to facilitate their inclusion. Some of the action projects suggest that targeting women beneficiaries through quotas and similar measures alone may not always be enough, necessitating incentives and additional outreach to encourage women's participation. This was suggested by both the Turkey project and the Morocco impact evaluation, the latter of which proposes customizing skills training to meet women's needs and facilitate their participation, for example by hiring female trainers to put female participants more at ease, thereby maximizing female retention in contexts of high absenteeism. In addition, in order to increase female participation in an ITC skills-building course, members of the FCV Pakistan team had to directly contact female participants' families to encourage them to allow their daughters, sisters and wives to participate. This was due to social fears that women who use the internet will be exposed to pornography and other illicit material and so the TTL met with women's husbands or parents to explain the training and its expected benefits in order to secure their approval.

Projects also capitalized on non-traditional and home-based sectors, especially ICT, which may also facilitate women's participation in the labor market, particularly in more conservative contexts. The FCV Pakistan project found that after engaging women's families to assure them of the validity of the ICT training, more female than male participants were successful in finding work following the training (about 50 percent). This is a novel result, as many skills interventions increase women's enrollment or course completion but they tend not to affect their employment outcomes. This may be due to the fact that the ICT sector is often home-based depending on the region that does not require manual labor and is not generally subject to strong gender norms that may prevent women from entering the sector, though clearly access to pornography and other illicit material may be an initial concern in some conservative settings. Nevertheless, non-traditional sectors like ICT are often seen as more female-friendly in terms of women's mobility. To this end, the project will also conduct a pilot to provide a shared working space for women to allow them to work collaboratively outside the home, which will also address women's constraints to mobility in terms of accessing mixed work settings in a conservative society. Engaging women's family and social networks is therefore a recommended strategy to enhance impacts and overcome women's multifaceted barriers to work. Similarly, the Afghanistan project has facilitated women's participation in the economy by targeting a home-based sector in which women can work comfortably and without fear of social disapproval.

LESSONS LEARNED

The MDTF has advanced on gender-disaggregated data and this progress should be continued. Disaggregating data by gender is the foundation of gender integration, as there are still sizable data gaps to be filled before gender-specific constraints can be fully diagnosed and gender-disparities in outcomes uncovered. Closing these gaps should help MDTF projects better engage clients and implementing partners around evidence, as well as identify priority areas and mobilize greater efforts to address those jobs-related gender challenges in future programming.

Gender analysis and monitoring are key steps in closing gender gaps – so long as they are precursors to action. Given the tools at the disposal of the Jobs Group and the focus of the early phases of the MDTF, 22 out of the portfolio's 43 gender-incorporating projects focus exclusively on gender-disaggregated data. Research and diagnostics alone may advance the objective of discovering what works, but it is limited in its contribution to the tangible achievement of the three jobs outcomes for women (more jobs, better jobs and inclusive jobs). Some of the MDTF portfolio's gender-incorporating projects are at the early implementation stage and are awaiting jobs evaluations and diagnostics before incorporating a gender action. In fact, seven of these projects are at the early stages (four are from the recent second round) and TTLs said they may incorporate a gender intervention beyond disaggregated data collection at a later stage of project design, pending government consent and extra funding. Further investigation of the broader portfolio nevertheless revealed more projects that reported were implementing a gender action (13 in total compared to 10 that had originally reported under the gender flag). Given the small size and scope of the MDTF grants, gender action follow-up should normally take place within larger operations.

To support the Jobs Group and the WBG Gender Strategies, more projects that involve a gender-focused action on gender equality would be needed. Strategic Objective #2 of the Gender Strategy — removing women's constraints to more and better jobs - is relevant to the scope of the Jobs Group's work. To address this objective, more projects could incorporate measures that support women as they seek more and better employment opportunities in line with best practice and evidence. Stronger application of the evidence generated at larger scale in WBG lending and investment operations would have a broader impact.

Projects in the portfolio which use innovative approaches often complement each other, while generating evidence that may improve the efficacy of future endeavors. For example, projects in Tunisia and Comoros, as well as the DRC are using the 'skills + cash' approach, and their progress is informing whether and how other projects, such as those in Mozambique and Madagascar, will adopt the same framework. Several MDTF projects are also grappling with how to approach caregiving responsibilities, which have been recognized as major constraint to women's full participation in paid work.

Some actions targeting women may be ineffective, unless they are paired with work that directly engages the women's social and family circles. When families disapprove of an activity, it presents an additional barrier to women's involvement, which may dampen participation. By involving the families directly, they have the opportunity to learn more about the project and its potential benefits and discuss their fears, and the project team is able to encourage them to allow their daughters, sisters, and wives to participate. This approach was used in Pakistan for the ICT skills-building course, where families had fears about what the women would be exposed to online.

Because women's care responsibilities can be a major constraint to their participation in paid work, creative approaches that take this into account can be especially effective. From global work examining employer-supported childcare services at the workplace, to the TWIST project in the Solomon Islands, which piloted provision of lodging for out-of-town workers and their families, the portfolio is generating a useful and timely body of evidence on what works. Non-traditional and home-based sectors, such as ICT, can also provide the flexibility needed for women who don't have access to quality, affordable care support. Home-based work has the additional benefit of being feasible even in areas where women's mobility is limited.

It is challenging to attribute jobs outcomes directly, to Jobs projects, especially small grants. Since the broader outcomes represent long-term goals, it can be harder to track and document them, as well as attribute them to a project alone. Most of the Jobs MDTF projects are small-scale, often taking the form of research grants and technical assistance, and they are therefore not expected to contribute explicitly to these objectives that extend beyond the short-term. Indeed, job creation, access and quality can be due to a number of factors or may require an impact evaluation to verify the project's impact.

Application of the new, more rigorous gender tag will address the weaknesses of the self-reported gender flag and promote more gender action in projects, and continued support to and assessment of gender dimensions throughout implementation. A strong communications campaign will be necessary to generate better results in the roll-out of the new gender tag and encourage TTLs to highlight the gender aspects of their projects and request support. This would have implications for the Jobs portfolio in general and the MDTF gender portfolio in particular. In future, projects would need further assessment of gender dimensions and action in design, tagging and implementation, and support.

In future, calls for proposals should be strengthened on gender. Specifically, calls can give specific examples of important gender constraints that the MDTF specifically wants projects to address and of possible interventions that have worked in the past. The World Bank Gender Strategy emphasizes the importance of gender by bringing evidence to task teams and clients. As was noted by some projects that went beyond requiring quotas of female beneficiaries or similar measures to maximize women's involvement, requiring a gender component is not enough to ensure that gender is incorporated into MDTF projects. Calls for proposals should also highlight existing gaps in the evidence on what works to address these constraints and request activities that help fill these gaps. Technical assistance could be provided to further guide TTLs, along with assurances that incorporating gender will not generate added administrative responsibilities. The Jobs Group, as part of the SPJ, is drawing up an evidence table that will serve as a consultation tool and repository of knowledge for TTL use, on what does and doesn't work, as well as key obstacles and knowledge gaps. Papers synthesizing evidence have been

developed on women's job segregation, labor market participation and entrepreneurship to better identify constraints and knowledge gaps and elaborate evidence on what works. It is hoped that making such a knowledge package available to interested TTLs will both support and strengthen the incorporation of gender in the next call for proposals, thereby raising the profile of gender throughout the MDTF portfolio.

ANNEX: PROJECTS REVIEWED

Criteria: Gender-Incorporating projects in the Jobs portfolio which are funded by the MDTF

	Project Code	Trust Fund	Country	Project Title
1.	P156735	TF0A0787	Turkey	Yes, You Can: Socio-emotional skills for higher youth employability – Learning from an RCT in Turkey
2.	P155152	TF0A0786	Pakistan	Linking Vulnerable Youth with Digital Employment Opportunities
3.	P114134	TF0A0858	Morocco	Impact Evaluation: Strengthening Micro-Entrepreneurship for Disadvantaged Youth in the Informal Sector
4.	IFC00600035	TF0A0832	Global	Tackling Care: Innovative Approaches for Private Sector Companies and Policy Makers to Retain (female) Talent
5.	P128427	TF0A0999	Tunisia; Comoros	Public Works and Welfare: Randomized Control Trials in Tunisia and Comoros
6.	IFC00599352	TF0A0962	Solomon Islands	TWIST - Training Women in SolTuna
7.	P156234	TF0A0436/ TF602001	Global	Solutions for Youth Employment - Knowledge Management and Engagement
8.	P153568	TF019344	Zambia	Let's Work Partnership ZAMBIA
9.	P155043	TF010229	Mozambique	Let's Work Partnership MOZAMBIQUE
10.	P158927	TF0A1854	Kenya	The direct and spillover impacts of business training and mentoring of female entrepreneurs: experimental evidence from Kenya
11.	P151712	TF0A2670	Ethiopia	Youth entrepreneurship and spatial match in urban labor markets in Ethiopia
12.	P113971	TF0A2832	Mozambique	Improving jobs of smallholder women farmers
13.	P152441	TF0A2640	Georgia	GENIE Broadband for Development program
14.	P160107	TF0A2901	Lebanon	Lebanon Subsidized Temporary Employment Program (Capital for Private Jobs)
15.	P600947	TF0A2972	Jordan	Productivity in Jordanian Small and Medium Enterprise Garment Factories
16.	P159738	TF0A2967	Afghanistan	Promoting Women's Livelihoods & Opportunities in Select Value Chains
17.	P156042	TF0A1027	Paraguay	Paraguay: Jobs Diagnostic and Let's Work
18.	P155918	TF0A1028	Bangladesh	Let's Work Bangladesh Country Program
19.	P147432	TF0A0979	Turkey	Job Creation and Informality Decrease in Turkey

20.	P157121	TF0A0974	Ukraine	Improving Employment Services for Vulnerable Populations
21.	P156341	TF0A0829	Sierra Leone	Youth Transitions in Post-Ebola Sierra Leone
22.	P1512190	TF0A0808	Kenya	Access to Skills and Vocational Training in Kenya
23.	P160782	TF0A2927	Ghana	Ghana National Apprenticeship Program Impact Evaluation
24.	P119662	TF0A2968	Burkina Faso	Burkina Faso – Cash Transfers vs. Matching Grants for Job Creation in MSMEs
25.	P158499	TF0A2892/ TF0A2894	Tajikistan	Jobs MDTF Call 2: Tajikistan Performance Based Approach to BAS Provision (Recipient)/ (Supervisor)
26.	P158562	TF0A1876	South Asia	"Entangled": Workers' adjustment to trade
27.	P104164	TF0A2964	Bangladesh, India, Sri Lanka	Rural Jobs: Designing Policies and Programs for the Next Generation
28.	--	--	Global	IFC Retail Study
29.	P152613	TF0A2965	DRC	Deepening the Jobs Impact of the Public Works Programs through Capital Injection and Social Network Stimulation: A Randomized Control Trial in Eastern DRC
30.	P156294	TF0A0831	Lebanon, Jordan, Colombia and Kenya	Technology and Entrepreneurship Rapid Skills Training for Youth Employment
31.	P149323	TF0A2886	Madagascar	Evaluating Scalable Productive Safety Net Innovations
32.	P146480	TF0A0982	Indonesia	Youth Labor Market Exclusion in Indonesia and Philippines
33.	P158278	TF0A1563	China	Labor Market Dynamics and Social Protection for Rural to Urban Migrants in China
34.	P158250	TF0A2275	Colombia	Microenterprise Supply Intermediation in Colombia
35.	P165470	TF0A0731	Cote d'Ivoire	Cote d'Ivoire Jobs Analytics
36.	P126339	TF0A2453	Egypt	Public Works and Welfare: A Randomized Control Trial of the Arab Republic of Egypt's Emergency Labor-Intensive Investment Project
37.	P157217	TF0A2039	Georgia	Georgia Jobs Value Chain Analysis
38.	P156896	TF0A4739	Global	Strategic Direction in Jobs
39.	P156561	TF0A2893	Haiti	Access to Jobs in Large Urban Areas in Haiti
40.	P155719	TF0A0791	India	Labor Market Big Data Analysis for Skills Forecast and Improved Matching

41.	P152190	TF0A2203	Kenya	Kenya Value Chain Analysis
42.	P155546	TF0A1539	Lebanon	Value Chain for Job Analysis in North Lebanon
43.	P132640	TF0A0882	Vietnam	Strengthening jobs data in Vietnam