

Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	<p>Several notes relevant to gender were produced:</p> <ul style="list-style-type: none"> • The note on skills constraints for women identifies disadvantages in the level and type of skills that limit women's ability to participate in the labor market and to access higher quality, more productive jobs. It provides evidence that skills training programs must adapt to address specific constraints women face to increase enrollment, retention, and graduation. A range of adaption to skills training programs can address operational, behavioral, and financial obstacles, often underpinned by social norms, facing women. • The note on Syrian women refugees finds that while many barriers to employment apply to all refugees, women—particularly young ones—face additional constraints. In addition to legal restrictions, language and travel barriers, and poor match between skills and labor market needs, women are more limited by lack of safe, reliable transportation; gender wage discrimination; sexual harassment; and cultural barriers, and they have more household and childcare responsibilities. It suggests that programs should address more than one constraint, target host country vulnerable populations along with refugees, include business training for potential entrepreneurs, and address specific constraints women face by providing safe transportation and gender-based violence training.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The team developed the Jobs Diagnostics online tool, a one-of-a-kind platform for tools that help identify the main jobs challenges faced by a country—especially those that appear to be binding constraints to improving jobs outcomes for poor people and vulnerable communities.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	n/a

Grant Name	Supporting Effective Jobs Lending at Scale (SEJLS)
Grant No	TF0B2238
Project No	P173551
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	World
Grant Objective	Support the need to better define and measure the outcomes and impacts of jobs-relevant policies and programs. It focuses on leveraging large-scale World Bank Group lending operations, strengthening the consistency of the design of their jobs-relevant components, and estimating jobs outcomes.
Grant Activation	2/21/2020
Grant Closing Date	4/30/2023

Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant activities contributed to a better understanding of key aspects to consider when designing a jobs-related intervention and to learning how to systematically measure job outcomes.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	This grant didn't directly address gender challenges, but several of the SEJLS grants supported by this grant addressed more directly issues related to women's empowerment and women's barriers to access to technology. Others indirectly tackled the gender angle.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The SEJLS program was a new model introduced to support jobs relevant to World Bank operations.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	n/a

Grant Name	Ghana Jobs And Skills Project (GJSP)
Grant No	TF0B3120
Project No	P166996
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	Ghana
Grant Objective	The objective of the project is to support skills development and job creation in the recipient's territory. The grant will contribute to the development objective of the Ghana Jobs and Skills Project by supporting research and development (R&D) to upgrade the monitoring system of the Skills Development Fund.
Grant Activation	6/18/2020
Grant Closing Date	4/30/2023

Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The Jobs MDTF grant financed R&D for shaping the scope and substance of monitoring to ensure relevant, dynamic learning to influence the evolution of design and implementation, ultimately strengthening the impact of the project subcomponent on skills development and job creation outcomes. Grant support identified challenges faced by grant recipients and grant administrators in monitoring and evaluation (M&E), data collection, and analysis. This resulted in improved design of M&E systems under the Ghana Skills Development Fund (GSDF) and strengthened the impact of the project subcomponent on skills development and job creation.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The team worked closely with staff from the Commission for Technical and Vocational Education and Training (CTVET) on designing and implementing the new M&E system for GSDF. In doing so, the CTVET team, including M&E, IT, and administrative staff, learned about the challenges in data collection and how to design quality M&E systems. This is expected to improve M&E systems across CTVET, drawing synergies with other CTVET projects supported by other donors such as the African Union, European Union, KfW, BMZ, GIZ, SECO, etc.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	Women own about 46 percent of all businesses in Ghana. The percentage of grants awarded to female-run enterprises has increased in recent years under SDF, and it stands at under 30 percent. In addition, women represented 30 percent of total beneficiaries trained under SDF I. Under GJSP subcomponent 2b, GSDF will continue to give preference in the selection process to proposals for training in female-run enterprises, including those in lagging subnational regions, for training in enterprises with a large share of female workers, and for training female managers. Using intermediaries, GSDF will conduct targeted outreach to solicit applications from female-run enterprises and enterprises with a higher share of female beneficiaries and from enterprises that provide employment opportunities to persons with disabilities. The project will continue to preferentially review applications from female-headed enterprises and enterprises that employ persons with disabilities throughout the grant application process including during concept screening and evaluation of full proposals. Training providers will be sensitized on disability and gender issues, including Gender-Based Violence and Sexual Exploitation and Abuse/Sexual Harassment. Through the project's monitoring system, the project will track indicators related to grant performance and progress, disaggregated by sex and disability status. The fund will also provide targeted support through intermediaries where needed. The project interventions are expected to improve the skill levels and productivity of female-run enterprises in Ghana and female workers employed in these firms.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The use of intermediaries to support the grant application process, especially in lagging regions of the country, is innovative and made the grant application process more inclusive by providing a level playing field for all applicants. Firms from lagging regions may lack the technical capacity to develop proposals and competitively apply for grants. The use of intermediaries—individuals or firms based locally closer to the grant applicants supports such firms in proposal development and application process. GSDF directly compensates such intermediaries to ensure that firms aren't burdened. Intermediaries were trained in advance of opening the call for proposals, and firms were free to select intermediaries of their choice from a pre-approved list.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The task team engaged the following agencies in the design and implementation of the M&E system: <ul style="list-style-type: none"> • CTVET—Main implementing agency • PCU-Mo F—Project Coordinating agency, responsible for overall data collection on DLIs and Results Framework indicators • Consortium of Landell Mills and Empretec Ghana—The GSDF firm working closely with the task team and CTVET on administration of grants from GSDF

Grant Name	South Sudan Resilient Agricultural Livelihoods Project
Grant No	TF0B4838
Project No	P169120
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	South Sudan
Grant Objective	The grant will yield insights into how to support job creation upstream and downstream of primary production in food sector value chains. The insights gained will directly support capacity building by enabling individual farmers and cooperatives to make connections along the value chains. Indirectly, the greater ability to make such connections will set an incentive for investment in seeds and tools.
Grant Activation	1/15/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	<p>The grant made a direct contribution in an early post-conflict recovery environment to the measurement of (i) job quality on-farm, (ii) jobs in linked food-system activities, and (iii) the functioning of markets and cooperatives as key enablers of food-system jobs.</p> <p>It allowed for a deeper and more concrete assessment of food-system jobs challenges in recovery by helping analyze the capacity of markets and aggregators and their limiting factors and studying the specific factors limiting the scope of rewarding processing activities.</p>
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The review of current support to jobs in the food system by development partners combined with the analysis of constraints to such jobs helped identify some of the lessons mentioned above, notably the importance of scaling up access to capital, focusing on aggregation as a strategic activity, and looking to household-based off-farm activities as a broad base of jobs in the sector. Lessons were discussed with partners engaged in the sector through the agriculture donor working group.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	There are strong traditional gender roles in agricultural work in South Sudan, and conflict has reinforced the importance of women in food sector value chains. The data analysis highlighted the strong engagement of women throughout off-farm activities and notably in processing. However, it also showed that women's activities are usually carried out on a smaller scale, that women are less likely than men to have trade links that allow them to sell to buyers other than individual customers, and that they face difficulties accessing capital. These findings are informing project support.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The grant financed one of the few (if not the only) dedicated assessments of off-farm jobs in early post-conflict recovery. This is an innovative area of jobs support in FCV. Traditionally, the focus is rightly on a recovery of primary production. However, deeper assessments of the obstacles farmers and others face in the food system include a lack of attention to markets for the business and the enabling institutions. While the RALP project already had taken innovative steps toward supporting other food system players and re-establishing markets, the grant helped clarify the potential for jobs in different food system activities, constraints and assets, and potential forms of effective support. This has enabled better targeting in the type of training and services provided to cooperatives.

Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The analytical results were discussed with the partner working group on agriculture. Measurement-related issues were directly discussed with the Government's implementing unit for the parent project.
Grant Name	IFC's Women's Employment Program (WEP)
Grant No	TF0B6610
Project No	IFC-00602113
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	World
Grant Objective	The grant objective is to support the generation of qualitative and quantitative evidence around the impacts of promoting gender-sensitive workplace policies among private sector firms in emerging markets. Such developments will help spur greater adoption of gender-sensitive employment practices by firms through a more in-depth understanding of the business level of impact. Simultaneously, the activities will support the development of data collection and analytical methods to add to the Women's Employment Program's (WEP) M&E toolkit, allowing for earlier and better data collection on future engagements.
Grant Activation	8/17/2021
Grant Closing Date	7/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	<p>WEP was developed to provide concrete and measurable gender-smart business solutions to IFC's clients across the manufacturing, agribusiness, and services sectors. These solutions help address gender gaps in the workforce and improve the quality of jobs for women while enabling employers to secure business benefits, such as decreased absenteeism and turnover, through solutions including (i) preliminary employment assessments, (ii) customized in-depth advisory to individual clients; and (iii) partnerships with influential business networks and creation of working groups.</p> <p>These solutions are based on a rigorous quantitative methodology that diagnoses the barriers and incentives to create and retain jobs for women. The assessment is done in the baseline and every year after that to measure the evolution of the indicators and to provide the client with an analysis of its progress. Through the systematic measurement of these variables and the financial and performance results that are linked to them by the tool, the clients have a clear picture of their workforce challenges and the impact on their business performance.</p>
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a