

Grant Name	Mozambique: Unlocking Women's Job-creation Potential to Build Back Better
Grant No	TF0B7131
Project No	P166100
Stream	Jobs After Covid (JAC)
Country	Mozambique
Grant Objective	The grant aims to (i) improve the impact of Mozambique: Harnessing the Demographic Dividend (HDD) project (P166100) on jobs and women's empowerment and (ii) inform the design of other WBG operations and other development partners' operations on women entrepreneurship in the context of economic recovery from the COVID-19 crisis to build back better and with more gender equality.
Grant Activation	10/19/2021
Grant Closing Date	3/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant in Mozambique supported the systematic identification and measurement of job challenges, focusing on entrepreneurship as a viable employment path for youth, particularly female entrepreneurs. It addressed three main challenges: women's reluctance to compete, especially against men; low confidence and business aspirations; and practical barriers like unfamiliarity with business terminology and form-filling. The grant measured the size of businesses women expected to run compared to men and assessed the impact of various mechanisms on the likelihood of becoming an entrepreneur.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The activities helped improve coordination on jobs interventions across Development Finance Institutions by testing outreach methods for youth employment programs in Africa. Insights from this work are crucial for refining strategies to increase youth participation, especially among female entrepreneurs. These lessons are valuable to organizations that include the African Development Bank, UN agencies, the EU, and USAID. The World Bank Group and other development partners in Mozambique are leveraging these insights to better coordinate future large-scale operations and inform similar programs in the region.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	In Mozambique, female entrepreneurs face constraints such as limited access to capital, networks, and markets, and they are often relegated to small-scale, informal service businesses. Despite high economic activity among women, there's a disparity in ownership of formal enterprises and performance metrics like sales and profits compared to male-owned businesses. Sociocultural norms further restrict women's time for business due to household and caregiving roles. The project aims to utilize evidence on entrepreneurship and competition to specifically target and alleviate these gender-specific constraints.

Contribution to Outcome #4: What's the grant's contribution to innovation?	<p>The project's contribution to innovation includes designing, developing, and testing three behavioral mechanisms aimed at increasing youth and female participation in Business Plan Competitions (BPCs). These interventions addressed gender-specific barriers and were implemented during the sensitization and marketing stage of the HDD BPC. The first intervention emphasized the gender quota, encouraging women to compete within their gender, based on findings that women are more willing to compete when men are not in the competition. The second intervention aimed to boost confidence and aspirations among youth, particularly women who traditionally may not identify with male-dominated entrepreneurial roles.</p> <p>Additionally, the project innovated in data collection and outreach by identifying potential entrepreneurs in various locations in southern Mozambique, leading to new participant identification processes. It also incorporated randomization at the initial identification stage, achieving nearly full uptake for each intervention. Lastly, the project utilized exit surveys immediately after interventions to measure program knowledge and willingness to participate, among other metrics.</p>
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	<p>The grant was implemented in close coordination with the Secretary of State of Youth and Employment (SEJE), the agency in the government leading the BPC. The grant activities of video production and implementation involved the assistance of ANIMA and IPSOS. It was implemented in close coordination with the three consortiums contracted by SEJE under the HDD project for implementing the BPC. This included the consortium of firms (CREATE, DENTSU, and MCI) for implementing a large-scale marketing campaign. It also included KPMG, which led the organization of the BPC. A third consortium comprised of Ernst & Young and Ideialab is responsible for the activities of skills development in the BPC.</p> <p>The BPC was originally launched by the President of Mozambique as part of the high-level launch of the EMPREGA program under the HDD project. Representatives from various embassies, agencies, and representations participated in this launch.</p>
Grant Name	IFC's Global Employability for Higher Education
Grant No	TF0B7221
Project No	IFC-00601920
Stream	Jobs After Covid (JAC)
Country	World
Grant Objective	<p>IFC's Employability program supports tertiary education institutions to prepare students for the job market. The program assesses how well the institutions are set up to promote student employability (Employability Assessment Tool) and provides higher education institutions (HEIs) with bespoke recommendations for improvement, hands-on training, and technical support to implement recommendations. This grant will support this objective by allowing IFC to develop and deliver training modules for HEIs in new employability service areas and make these available online. The grant will also allow IFC to increase the information available to HEIs on employability and skills through the public-facing website www.vitaeready.org.</p>
Grant Activation	10/25/2021
Grant Closing Date	3/31/2023

<p>Contribution to Outcome #1: Jobs challenges are identified and measured systematically</p>	<p>IFC's Employability Assessment Tool supports HEIs with proven strategies and techniques to improve graduate employability. It is a standardized, survey-based instrument with over 70 questions. With the Employability Assessment Tool and the shorter Employability Benchmarking Questionnaire, IFC now has detailed data on the employability practices of 121 higher education institutions. In addition, surveys administered with the Employability Assessment have reached 30,000 students and alumni in 23 countries. Alumni data contained in these surveys reports alumni employment and wage outcomes at the time of assessment and can be disaggregated through demographic characteristics such as gender, age, and first in the family to attend higher education.</p> <p>Based on this Assessment data, IFC provides tailored, evidence-driven recommendations for improvement to its clients and supports interested clients in implementing selected recommendations. As of December 2023, IFC has provided an Employability Assessment to 66 institutions. An additional 55 institutions have been Benchmarked in Nigeria and Jordan in partnership with regulatory bodies for higher education, and 241 institutions have completed the Employability Benchmarking online at vitaeready.org.</p>
<p>Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions</p>	<p>IFC's Employability for Higher Education platform has worked with donor partners and higher education institutions to support skills development for tertiary students in emerging markets. The platform's lessons have been adopted and continued by regulators and donor partners in Ghana, South Africa, Nigeria, and Jordan.</p>
<p>Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?</p>	<p>The project's alumni survey data is driving a new IFC-UNESCO joint publication on gender and employment outcomes. The publication will be presented at IFC's Education Conference in Mexico City in early March 2024 and will look at differences in wages, employment outcomes, and graduate satisfaction across the aggregated dataset of nearly 15,000 respondents. The report will also present best practices, case studies, and recommendations.</p> <p>The employability platform piloted a gender and employability module at the request of Honoris group in Tunisia in 2022-23, resulting in a gender-focused career services strategy for the group. Given continuing misalignment between employment outcomes and wages between men and women globally, IFC is planning a new advisory offer for higher education institutions on gender and employability. It will be built out of current career services training module in partnership with IFC's gender team and universities that are recognized as leading on gender globally.</p>
<p>Contribution to Outcome #4: What's the grant's contribution to innovation?</p>	<p>The grant has allowed employability-focused training modules to be available to a wider HEI public (going beyond IFC clients in education) through access to the vitaeready.org website and OLC and supported refinement of the Employability Tool Assessment. The team developed an Employability Benchmarking tool that is freely available to the public online, allowing public/smaller institutions to gauge their employability practices and benefit from advice. The grant supported the development of a digital skills questionnaire and deployment to more than 25 institutions online and through Employability Assessment starting in 2023 and during Employability Benchmarking in Nigeria.</p>

Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	IFC's employability platform has worked with Nigeria's TETFUND and National Universities Commission, Jordan's Ministry of Higher Education and Scientific Research, Dept of Higher Education and Training and Council for Higher Education in South Africa, and the Ghana Tertiary Education Commission. These partners have participated in conducting employability benchmarking and assessment and in supporting the implementation of recommendations aligned with IFC's work on employability and skills.
Grant Name	Does Technology Adoption Explain the Gender Gap in Women-Led Businesses' Performance?
Grant No	TF0B9911
Project No	P179766
Stream	Jobs After Covid (JAC)
Country	World
Grant Objective	This activity aims to measure gender differences in adopting technologies and the impact of technology use in male and female businesses. Specifically, we attempt to answer the following questions: Are women-led business less or more likely to adopt more sophisticated technologies? Do they face barriers that are different from men-led businesses in adopting new technologies?
Grant Activation	10/31/2021
Grant Closing Date	3/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The activities facilitated a systematic approach to identifying and measuring job challenges by using data from the Firm Adoption of Technologies (FAT) survey across 15 countries. The analysis focused on the impact of gender ownership on technology use, identifying technologies more likely to be adopted by women-led businesses and examining the varying barriers to adoption between businesses led by men and women. The evidence suggests that women-owned businesses create more employment opportunities for women and that technology plays a significant role in promoting growth in these enterprises. Notably, the adoption of sophisticated technologies yields greater returns for female-led businesses, contributing to a reduction in the productivity gap with male-managed firms. The findings underscore the importance of including women-led businesses in technology upgrading initiatives to enhance their growth and competitiveness.
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?	The project addresses gender challenges by targeting the productivity gaps in firms that often arise from gender norms directing women into lower productivity sectors. By confronting these disparities, it is possible to boost the incomes and employment of women.

Contribution to Outcome #4: What's the grant's contribution to innovation?	The team introduced a new dataset—an FAT survey with granular technology adoption and use information—that allows for an in-depth exploration of gender gaps in the business sector, offering a unique perspective on the role of technology in these disparities.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	n/a