

## WINDOW 3

<b>Grant Name</b>	<b>Global Online Gig Jobs Study</b>
<b>Grant No</b>	TF0B6457
<b>Project No</b>	P177302
<b>Stream</b>	Jobs After Covid (JAC)
<b>Country</b>	World
<b>Grant Objective</b>	To inform and support operational teams and policymakers in enabling vulnerable populations to access new forms of online web-based digital work opportunities.
<b>Grant Activation</b>	7/28/2021
<b>Grant Closing Date</b>	6/30/2023
<b>Contribution to Outcome #1:</b> Jobs challenges are identified and measured systematically	The report fills critical knowledge gaps in the literature on the changing nature of work and provides operational guidance on how to leverage emerging work opportunities for vulnerable groups, including disadvantaged youth and women. It enhances understanding of the gig economy by mapping its landscape and estimating the number of gig workers using diverse methods to provide new insights. It breaks new ground by analyzing regional and local platforms' roles in labor markets and private sectors. The report also suggests innovative social protection strategies through public-private partnerships, which are vital for developing countries where gig workers often lack traditional benefits. Additionally, it offers operational guidance, presenting a blueprint for designing gig work programs based on World Bank experiences, lessons learned, and best practices, and identifies potential operational entry points for World Bank teams to leverage the gig economy in supporting vulnerable groups.
<b>Contribution to Outcome #2:</b> Improved coordination on jobs interventions across Development Finance Institutions	The team actively engaged with development finance institutions to develop joint activities as part of the project (for instance, launching a survey on an online gig work platform in cooperation with the IDB Social Protection team). The team also learned from ongoing and past activities in the field of online gig work and partnerships with institutions such as IFC and GIZ.
<b>Contribution to Outcome #3:</b> What gender challenges does the project address? What is the expected result on addressing such challenges?	<p>The project addresses gender challenges in the online gig economy, where women's participation is higher than in the general labor market but still lags behind men, often due to limited internet access. Addressing these challenges is expected to increase female labor force participation by expanding internet access, providing affordable devices, offering tailored training programs, and fostering supportive gig worker communities. This could advance gender parity in the labor market and optimize the potential of online gig work for women seeking employment.</p> <p>The team extracted the gender insights of the report and wrote a short note, "Is Online Gig Work an Opportunity to Increase Female Labor Force Participation?" that examines women's participation in online gig work, contrasting their motivations with those of male counterparts and outlining the typical profiles of male and female gig workers in terms of age, education, working hours, and involvement in freelancing communities.</p>

<b>Contribution to Outcome #4:</b> What's the grant's contribution to innovation?	In the absence of systematic data on gig work, the study developed a new innovative methodological approach that combines (a) data science methods and website traffic data and (b) a global RDIT survey in 17 countries and 12 languages, in addition to other survey instruments and country deep dives.
<b>Contribution to Outcome #5:</b> How do grant activities engage with external partners (donors, governments, CSO etc.)?	The team engaged with a range of external partners, including policymakers, gig platforms, the private sector, donors, CSOs, and S4YE partners, through interviews, presentations, and collaborations. The team conducted interviews with government representatives, development organizations, and 28 platforms (24 regional/local and 3 global) to gather insights. Private sector interviews included companies offering financial services to gig workers. Key findings were shared at S4YE events, and blogs are being developed with partners to further share information.
<b>Grant Name</b>	<b>Building Back Better by Way of Green Jobs and Investing in Green Skills</b>
<b>Grant No</b>	TF0B6443
<b>Project No</b>	P177400
<b>Stream</b>	Jobs After Covid (JAC)
<b>Country</b>	Indonesia
<b>Grant Objective</b>	The objective of this grant is to fill a knowledge gap by developing a methodology suitable for developing countries to identify the skills needed to transition workers into green jobs and testing it in Indonesia, a middle-income country that would profit from greening its economy.
<b>Grant Activation</b>	7/30/2021
<b>Grant Closing Date</b>	5/31/2023
<b>Contribution to Outcome #1:</b> Jobs challenges are identified and measured systematically	The grant has contributed to a systematic approach to two challenges: (i) identification of green jobs in the economy and (ii) identification of skills needed for greening the economy and a Just Transition. The task has supported the production of toolkits that can be easily replicated in any country that has a nationally representative labor force survey with additional methodologies available in cases where data is available to implement the output and process methods. In Indonesia, both task and output methods are currently used following the dissemination of the methodology and training to the BPS and Bappenas officials. The survey that the grant helped to design (currently underway) could also be adopted and utilized across different country contexts and is anticipated to be institutionalized as one of the approaches to identify the skills needed for green jobs in Indonesia. Both approaches are planned to be further operationalized under the Labor Market Information and Skills System Transformation for Labor Market Flexibility (LISTRAF) project.
<b>Contribution to Outcome #2:</b> Improved coordination on jobs interventions across Development Finance Institutions	n/a

<b>Contribution to Outcome #3:</b> What gender challenges does the project address? What is the expected result on addressing such challenges?	The analysis enabled by the work under this grant has confirmed that women are less likely than men to work in green jobs. Since green jobs have higher wage returns, this result contributes to increasing the gender wage gap. This gender disparity was highlighted in all dissemination events, and the analysis for greening the economy and Just Transition will aim to understand the specific skills potentially needed by women that might be inaccessible. A companion report focusing on the readiness of Active Labor Market Programs (ALMPs) to support the green transition also has a specific focus on understanding how existing ALMPs and skill training programs could be more accessible and useful for women.
<b>Contribution to Outcome #4:</b> What's the grant's contribution to innovation?	The grant proposes and pilots two new methodologies: (i) a methodology to identify green jobs using labor force data and (ii) a methodology to identify skills needed to support a green and Just Transition.
<b>Contribution to Outcome #5:</b> How do grant activities engage with external partners (donors, governments, CSO etc.)?	The Grant supported coordination with ILO and GIZ. The latter is leading the support for the Green Jobs Roadmap and associated regulations under Bappenas through the Innovation and Investment for Inclusive Sustainable Economic Development (ISED) project. The collaboration with GIZ and ILO continues as regulations on green jobs are still being developed, and both partners are actively involved in supporting the creation of relevant skill training councils. The grant also supported the deepening of collaboration between the World Bank and BPS, Bappenas, and MoM through close coordination and capacity building.
<b>Grant Name</b>	<b>Global Childcare Policy Indicators and Research</b>
<b>Grant No</b>	TF0B6860
<b>Project No</b>	P167792
<b>Stream</b>	Jobs After Covid (JAC)
<b>Country</b>	World
<b>Grant Objective</b>	This grant aims to contribute to the design of better childcare policies that can increase access to more and better jobs, especially for women, through data and analysis on legal and regulatory frameworks for childcare services in 100 economies.
<b>Grant Activation</b>	9/27/2021
<b>Grant Closing Date</b>	3/31/2023
<b>Contribution to Outcome #1:</b> Jobs challenges are identified and measured systematically	The grant activities by Women, Business and the Law (WBL) on Childcare Policy Indicators and Research systematically identified and measured childcare policy regulations that are crucial for women's labor market participation. The activities closed data gaps on childcare regulatory constraints and raised awareness of their impact on women's employment. A working paper used new data to show how childcare laws affect women's labor outcomes globally, examining multiple determinants rather than just one. The research found that enacting childcare laws can increase female labor force participation by 2%, with the effect growing over time.
<b>Contribution to Outcome #2:</b> Improved coordination on jobs interventions across Development Finance Institutions	The activities fostered coordination on job interventions within the World Bank and other multilateral organizations. It involved collaboration with World Bank experts across various stages and practices, including Gender CCSA, Education, Social Protection and Jobs, and the IFC. The project also engaged with external partners like UNICEF, ILO, UN Women, Asian Development Bank, and UNDP to address data gaps and policy frameworks for childcare, a key factor in women's labor market participation. Additionally, the work on childcare indicators is integrated into the World Bank's Invest in Childcare Initiative, which supports projects improving women's labor outcomes through better childcare services.

<b>Contribution to Outcome #3:</b> What gender challenges does the project address? What is the expected result on addressing such challenges?	Women bear a disproportionate burden of unpaid care at home, and this unequal distribution of responsibilities compromises their ability to access and retain jobs. WBL's Childcare Policy Indicators and Research, funded by this grant, inform the design of better childcare policies by contributing innovative data and highlighting the gaps that have yet to be closed across 95 countries worldwide. The empirical evidence and knowledge outputs generated through this grant also emphasize specific areas on the affordability and public finance side of the childcare regulatory environment that can promote higher female labor force participation and better-quality employment for women, including higher income, better job security, and more formal sector opportunities for women.
<b>Contribution to Outcome #4:</b> What's the grant's contribution to innovation?	The grant has contributed to innovation by providing a one-of-a-kind unique global dataset on childcare service regulations across 95 economies, aiding policymakers in designing informed childcare policies. This dataset underpins operational team efforts to increase female labor force participation and economic involvement by identifying legal gaps and potential reform areas. The data also supports the integration of childcare policy reforms into lending operations, monitoring and evaluation frameworks for development policy financing, and investment project financing to improve childcare infrastructure and labor outcomes.
<b>Contribution to Outcome #5:</b> How do grant activities engage with external partners (donors, governments, CSO etc.)?	The team engaged with external partners throughout the process from concept to dissemination. Engagement included roundtables, workshops, and presentations with key organizations like UNICEF, UNESCO, ADB, UNDP, and ILO, who provided feedback and advice on measuring regulatory childcare frameworks. UNICEF country teams were especially helpful in data collection and verification. To promote policy dialogue and data use, the team collaborated with networks and organizations such as ECDAN, CGDev, ICRW, WeProsper, and WEE CoP in Kenya. The Gates Foundation was pivotal in increasing the demand and usage of the data produced by the grant.
<b>Grant Name</b>	<b>IFC's Global Gender Equality and Returns (GEAR) Agribusiness</b>
<b>Grant No</b>	TF0B7167
<b>Project No</b>	IFC-00602113
<b>Stream</b>	Jobs After Covid (JAC)
<b>Country</b>	World
<b>Grant Objective</b>	IFC's training program "Gender Equality and Returns" (GEAR) has demonstrated successful results in the garment sector by creating career-progression opportunities for women and improving factory operational performance. The requested funding will be used to adapt GEAR to the agribusiness sector; pilot the program with select IFC client(s) in agribusiness; and collect evidence about its impact. The overall goal is to inform and enable the scaling of GEAR as an IFC offering for agribusiness clients and contribute to strengthening the business case for approaches that simultaneously promote gender equality and business performance.
<b>Grant Activation</b>	10/18/2021
<b>Grant Closing Date</b>	7/31/2023

<b>Contribution to Outcome #1:</b> Jobs challenges are identified and measured systematically	Under the grant activities, the team conducted a needs assessment through surveys, interviews, and observations, that pinpointed the difficulties faced by female employees in the agribusiness industry. This informed the development of a training program to address these challenges. IFC provided recommendations for further initiatives to support women's career growth and operational efficiency. The project's impact was evaluated through data collection before, during, and after the training, focusing on changes in awareness, knowledge, and attitudes. Additionally, desktop research and consultations were conducted to understand barriers to women's leadership in agribusiness, with findings to be integrated into a final report under a second grant (TF0C1453).
<b>Contribution to Outcome #2:</b> Improved coordination on jobs interventions across Development Finance Institutions	n/a
<b>Contribution to Outcome #3:</b> What gender challenges does the project address? What is the expected result on addressing such challenges?	<p>The project contributes to understanding and addressing gender issues in employment in the agribusiness sector in Africa by focusing on (i) increasing women's representation in supervisory and management roles, (ii) improving conditions for female first-line managers in male-dominated environments, and (iii) enhancing career development opportunities for women. The GEAR training program is adapted and delivered at the company level to equip female employees with leadership skills and confidence while engaging managers to support women's career growth.</p> <p>Expected outcomes from the training include: (i) women become more self-confident and capable in their roles; (ii) managers gain awareness of the challenges female employees face and how to support them, and (iii) some participants receive promotions or greater responsibilities post-training. The program aims to lead to behaviors and attitudes that enhance productivity. IFC also provided recommendations to increase gender diversity in leadership. These efforts will guide the replication and scaling of GEAR and inform stakeholders on promoting gender diversity in leadership within the agribusiness sector. Results and insights will be shared externally under a second grant (TF0C1453).</p>
<b>Contribution to Outcome #4:</b> What's the grant's contribution to innovation?	GEAR has been successful in the garment sector, where it helped hundreds of women acquire the skills and self-confidence to take on roles with more responsibilities. This led to tangible results in terms of the number of women promoted and productivity gains. This grant is the first time adapting and piloting the GEAR program outside the garment sector, demonstrating its applicability and relevance to other industries. This pilot was essential to obtain proof of concept and establish GEAR as an offering that can be extended to companies beyond the garment sector with the right adaptation and tailoring. This adaptation was made possible by combining IFC's expertise and experience delivering GEAR in the garment sector with local and industry-specific expertise, partnering with an IFC client committed to piloting GEAR, and blending GEAR's core elements) with the realities, needs, challenges, goals and priorities of the client and beneficiaries.
<b>Contribution to Outcome #5:</b> How do grant activities engage with external partners (donors, governments, CSO etc.)?	This project is engaged directly only with the IFC client involved.