

Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	<p>While there is some existing research that outlines the business case, it is often of a qualitative nature and from mature, progressive, and sophisticated companies operating in developed nations. Robust evidence of the relationship between closing gender gaps and business performance in emerging markets and with less sophisticated companies is still insufficient. Therefore, there is no “pre-fixe menu” to understand what relationships to test and what outcomes to evaluate among our clients. Moreover, establishing more robust contribution/ attribution links of the business case using available client data is challenging. Despite the many benefits, the lack of available emerging market and sector-specific data and research on the business impact of gender-sensitive practices discourages clients from adopting said practices.</p> <p>The design of a new tool to capture the benefits of clients’ adoption of gender-smart solutions on business performance will be a necessary innovation in the space. The project will help IFC optimize project design through the implementation of this tool and more effectively evaluate the impact of our interventions, which will contribute to providing clients with evidence-based advisory and high-impact gender-smart business solutions. IFC Gender advisory clients will also benefit from the tailor-made tool and insights to solve their challenges and achieve transformative change. This tool will foster more productive and data-driven conversations with clients who may be uncomfortable with the concept of gender and diversity in the workplace or as a business priority. Furthermore, the tool will help demonstrate a quantifiable impact on individual firms; therefore, gender and diversity are essential to corporate strategy and operations.</p>
Contribution to Outcome #4: What’s the grant’s contribution to innovation?	<p>The business quantification and monetization methodology developed with the grant’s contribution is an innovation in the gender space. While there are studies and impact evaluations demonstrating the effects of gender smart solutions in private sector companies, this new tool evaluates the main employment indicators (turnover, absenteeism, maternity leave, etc.) and directly links them with the associated potential savings and impact on business performance in a single instrument. This unique dashboard may be the first of its kind and is the first for IFC clients. This new approach to business impact quantification will help IFC clients make more informed decisions and adjust their gender-related policies and actions to optimize costs and productivity.</p> <p>One of this methodology’s key innovations is the estimated return on investment for applying gender-smart solutions. Based on literature reviews and interview findings, gender-smart solutions resulted in a statistically correlated impact on the organization’s financial return, leading to a positive return on investment and other qualitative benefits to the organization and its employees. Visualizing the potential ROI will reach decision-makers in an organization and may lead to further implementation of gender-related actions.</p>
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	<p>n/a</p>
Grant Name	Estimating Indirect Jobs Impacts of World Bank Group interventions
Grant No	TF0B6618
Project No	P177641
Stream	

Country	World
Grant Objective	The objective is to carry out analytical work to estimate key indirect job impacts, adding to the knowledge base on the job impacts of World Bank Group Interventions across a range of sectors and themes.
Grant Activation	8/18/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The activity produced 21 pilot exercises (split into 23 estimation papers), directly contributing to the understanding and ability to measure job outcomes systematically.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The grant-financed activities provided a list of methodologies matching them to project types, which will allow harmonization of job measurement across DFIs.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The methodologies explored through the exercise provided methods of disaggregating data on indirect jobs by gender in some cases. Gender-disaggregated job creation is difficult to find, contributing to the data availability gap.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The activities were related to learning indirect job estimation, where there is very limited knowledge. The indirect job estimations themselves tended to be the first times indirect job estimations were calculated for various types of World Bank interventions. The documented methods and guidance documents generated will allow others to learn these innovative measurement methods.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The grant activities and deliverables provided guidance to internal World Bank clients to improve engagement with external clients.
Grant Name	Uganda: Production Forestry and Tourism
Grant No	TF0B6874
Project No	P169160
Stream	Jobs and Economic Transformation (JET) Pilots
Country	Uganda

Grant Objective	The grant-financed activity will develop and test improved practices to estimate the direct and indirect jobs impacts of investments in production forestry, forest-based value chains and nature-based tourism in Uganda both for ex-ante (before project implementation) and ex-post assessment.
Grant Activation	9/16/2021
Grant Closing Date	2/28/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The ex-ante assessment developed two methodologies for systematic jobs impact analysis to address the particular situation in the target sectors. Both approaches worked and were able to provide estimates on the job's impact. As the work was conducted at the early stages of IFPA-CD implementation, the accuracy of the estimates can be verified only later. For the wood industry, the lag will be even longer than for the tourism sector, as most of the impacts will occur only after the plantations supported by the project have matured for 10 to 18 years. In both sectors, the positive employment response will also require that the private businesses respond positively to the project investments. Based on the survey responses, this can, however, be expected.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The study clearly demonstrates the potential for employment generation in the target sectors. While DFIs were not part of the study's implementation, the Bank team has been in close collaboration with other development partners active in the forest and tourism sectors in Uganda. These have included, for example, the European Union, KfW from Germany, and SIDA from Sweden. The jobs assessment has informed our dialogue with these organizations.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	There is no particular focus on gender, but the industry survey provides some gender-disaggregated data.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The ex-ante assessment developed two methods for systematic jobs impact analysis to address the situation in the target sectors. Both approaches worked and were able to provide estimates on the jobs impact.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The Bank team has been in close collaboration with other development partners active in Uganda's forest and tourism sector. These have included the European Union, KfW from Germany, and SIDA from Sweden. The jobs assessment has informed our dialogue with these organizations.
Grant Name	Ghana: Measuring Indirect Jobs
Grant No	TF0B7002
Project No	IFC-00606614
Stream	

Country	Ghana
Grant Objective	To measure the jobs created within the supply chain for one manufacturing IFC Investment in IDA. Specifically, the project aims to estimate the direct and indirect jobs in ceramic tiles manufacturing facility in Ghana. The deliverables are analytical products and reports.
Grant Activation	9/28/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The study objectives were aligned in identifying the opportunities and challenges in estimating ex-ante and ex-post job creation, direct and indirect jobs. The client reports the latter directly, whereas the indirect, including induced jobs, are estimated using the IFC's SAM-based approach. In this respect, the ex-ante had to be validated with the client's and local suppliers' ex-post data. A mixed-method approach was applied for the ex-post, where qualitative and quantitative methods such as surveys and interviews were used to validate and calibrate the ex-ante and ex-post findings. In conclusion, measuring job creation and validation exercises identified areas where job creation estimations could be improved. The study identified the benefits and lessons learned of job creation estimations at ex-ante and ex-post, as well as the various factors that can mitigate any differences. Overall, the study findings found that the client's expansion project job creation actuals in ex-post in 2021 were higher than the ex-ante (2021) estimations. The client has outperformed expectations regarding expected production at the time of investment, catalyzing further external investment for more growth in the future. This has also resulted in a greater socio-economic impact than originally anticipated through job creation, labor upskilling, and other economic activity.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	Although this study evaluated job creation aspects related to indirect jobs (suppliers to the clients), the findings also helped to identify and address the challenges faced in identifying measurable and trackable job quality (JQ) indicators. Currently, the IFC is part of the HIPSO working group on JQ, and this study highlighted the importance of considering job quality indicators tailored to the country's sector-specific needs.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The team collected data from the client and its suppliers on the gender distribution of their workforce, job quality indicators, and other relevant information that provided insights into gender-based differences. The study findings mainly related to women's participation in the manufacturing sector, where female workers have historically been involved with the client who manufactures ceramic tiles. Based on the International Labour Organization's (ILO) database for Ghana, this was expected, as the female share of total employment in the industrial sector is about 8%. The share of female workers in a heavy industry sector may not reflect the rest of the manufacturing sectors, including light manufacturing sectors such as garment and textiles, where the female share of total employment is likely to be larger. Overall, the study provided useful insights into gender differences in the labor market in the manufacturing sector. The data suggests that there is a need to improve the quality of jobs available to women to increase their participation in the labor market. This can be done through initiatives such as job training, upskilling, and access to better job opportunities.

Contribution to Outcome #4: What's the grant's contribution to innovation?	This study highlights positive development impacts on job creation and, more broadly, IFC's work in IDA countries and the African region. To our knowledge, these are the first studies done across DFIs involving primary data collection from suppliers of investee companies. The study suggests that, in general, job creation from IFC-supported investments in IDA countries and Africa has been positive, with job creation and quality. This is a significant contribution to private sector participation in Ghana, and the findings can be used to inform further investments and create a larger impact. Additionally, the report provides useful insights into job creation drivers and the challenges micro and small, and medium enterprises (MSMEs) face in creating jobs.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	n/a
Grant Name	Mozambique: Measuring Indirect Jobs
Grant No	TF0B7004
Project No	IFC-00606615
Stream	
Country	Mozambique
Grant Objective	We measure the jobs created within the supply chain for one agri-business IFC investment in IDA. Specifically, the project aims to estimate the direct and indirect jobs in avocado farming in Mozambique. The deliverables are analytical products and reports.
Grant Activation	9/28/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The study objectives were aligned in identifying the opportunities and challenges in estimating ex-ante and ex-post job creation, direct and indirect jobs. The latter is generally reported directly by the client, whereas the indirect, including induced jobs, are estimated using the IFC's SAM-based approach. In this respect, the ex-ante had to be validated with the client's and local suppliers' and farmers' ex-post data. A mixed-method approach was applied for the ex-post, where qualitative and quantitative methods such as surveys and interviews were used to validate and calibrate the ex-ante and ex-post findings. In conclusion, measuring job creation and validation exercises identified areas where job creation estimations could be improved. That is, the study identified the benefits and lessons learned of job creation estimations at ex-ante and ex-post, as well as the various factors that can mitigate any differences. Overall, the study findings found that job creation at ex-post occurred in the local region on two fronts. The client is creating direct jobs on their avocado plantation and other locations integrated into the client's value chain. In addition, the client has contracted smallholder farmers in the region to grow avocados and litchis for export to Europe and other markets globally.