



THE WORLD BANK



Evaluating Impact: Turning Promises into Evidence

Employment for Young Female Graduates in Jordan

Amman, March 2009

1. Background

- ❑ The Jordanian government requested from the World Bank to provide technical assistance and create concrete interventions to promote labor market opportunities for young educated women in Jordan, involving a rigorous impact evaluation.
- ❑ A project is being designed by the World Bank and Jordanian stakeholders (to increase employment opportunities for young female graduates in Jordan (ages 18-24)).
- ❑ Currently, the TA has four components which address both demand and supply side issues. The four components are as follow:
 - 1) career counseling
 - 2) skills development training (courses)
 - 3) internship placement
 - 4) Firm certification
- ❑ All of these components will be evaluated.

2. Results Chain



Inputs

- Budget
- 1) Arab World Initiative-design phase: 100,000
- 2) Implementation phase: estimated at \$2 million
- Staffing
- Gender Task Force for design, implementation, and monitoring (3 ministries, JNCW, CSO, NGOs, community colleges, UN, sectoral experts, research institutes, private sector)

Activities

- 1) Career Counseling
- 2) Skills training
- 3) Internship
- 4) Firm certification

Outputs

- Counseling provided
- Technical Training delivered
- Internship placement provided
- Firm certification granted

Outcomes

- Increase likelihood of young female students to make informed career decisions
- Participating community colleges review curriculum and improve programs
- Young female graduates have skills that match labor market demands better
- Young female graduates have practical experience
- Young women graduates employed or start businesses
- Private firms hire and retain more women
- Women choose non-traditional career paths

Longterm Outcomes

- Young Women's private sector employment and entrepreneurship increased
- Gender-sensitive policies adopted by private sector firms
- Community colleges curriculum improved to better prepare female students for the job market
- Employment rate of female community college graduates increased
- Poverty reduced

3. Primary Research Questions

- ❑ Will career counseling result in women choosing fields of education that better match labor market demand?
- ❑ Will the participants that participate in the technical training have better chances of finding jobs
- ❑ Will employment opportunities improve for the participants as a result of the internship?
- ❑ Will private sector companies that participate in the firm certification program hire more women?
- ❑ Will women be more likely to seek jobs in the certified companies?

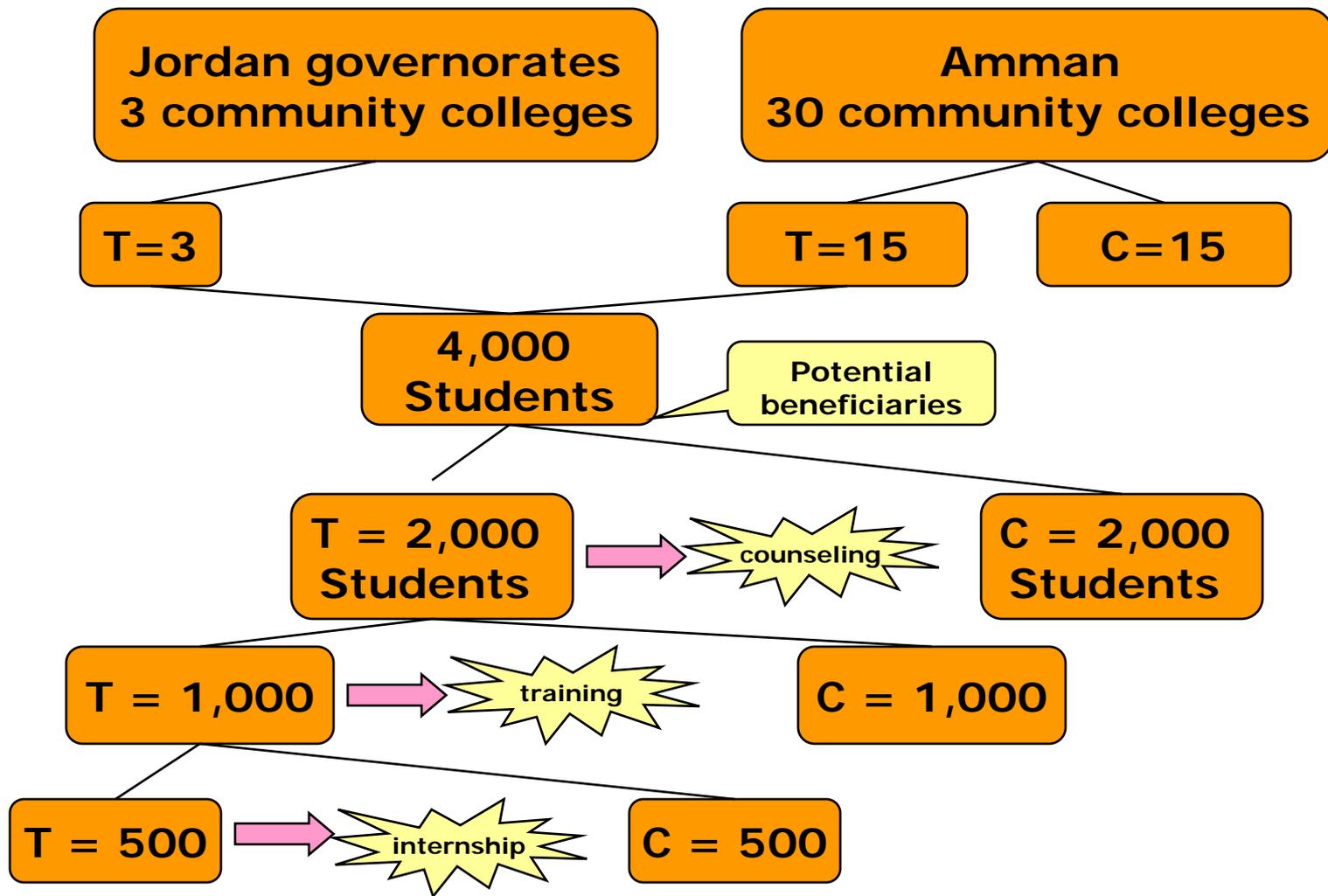
4. Outcome Indicators

- ❑ Percentage change in the number of women who chose careers in the targeted sector
- ❑ % of females that found jobs as a result of the technical training
- ❑ % of females that found jobs as a result of the internship
- ❑ % of women who find jobs in the public sector, private sector, or start their own businesses
- ❑ % of female graduates hired and retained in certified firms
- ❑ Existing data-census, employment/unemployment survey, ICA data

5. Identification Strategy/Method

- Prospective Approach
- Randomization- public lottery
- Multiple interventions-Diff in Diff

Sample Selection



6. Sample and data

- ❑ Census, employment/unemployment survey, investment climate survey data.
- ❑ Data from Ministry of labor and Ministry of higher education, Ministry of Commerce and Industry.
- ❑ Baseline survey + follow-up survey

7. Time Frame

1. Private Sector Consultation (June/July 2009)
2. Preparation of baseline questionnaire (June/July 2009)
3. Preparation of course materials (July-August 2009)
4. Training for counseling (August 2009)
5. Baseline survey (September 2009)
6. Counseling (October- November 2009)
7. Training teachers for technical training (September 2009- January 2010)
8. Technical training (Feb 1, 2010- June 15, 2010 and Sept 15, 2010- Jan, 2011)
9. Internship (Feb-July 2011)
10. Follow-up survey (October 2011, 2012, 2013)
11. Firm certification process will be running parallel (Summer 2009-summer 2011)

Work Plan

1. Steering Committee (Secretary-Generals of the Ministry of Labor, Ministry of Higher Education, Ministry of Planning, and the JNCW)
 - Will provide advise/supervise the gender task force

2. Gender Task Force (Govt, NGOs, CSOs, Private sector, community colleges, researchers, UN, sectoral experts)
 - Responsible for design, implementation, and monitoring)

8. Sources of Financing

- World Bank BB + pool of trust funds from bilateral donors.
- Government