

World Bank Africa Region Gender Innovation Lab (GIL)
Call for Expressions of Interest:

Seeking NGOs, governments, donors, and private sector firms with programs, policies, or products designed to close gender gaps in Sub-Saharan Africa in youth employment; entrepreneurship; property rights; or agriculture

Call release date: 17 March 2017

Submission deadline: 5pm US Eastern Daylight Time on Wednesday, 17 May 2017.

Whom is this opportunity for?

Each successful applicant will meet all four criteria below:

- Be an NGO, government, donor, or private sector firm.
- Have a program, policy, or product, which they are planning to roll-out or scale-up; that could help close gender gaps in either youth employment, entrepreneurship, property rights, or agriculture; and for which the organization has already secured any necessary funding.
- Be interested in gaining insights into how and why their program/policy/product is working through a scientifically sound, quantitative impact evaluation.
- Be interested in strengthening their program/policy/product's design towards more effectively serving women.

About the World Bank Africa Region Gender Innovation Lab (GIL)

The GIL works to generate evidence on how to close gender gaps in four thematic areas: youth employment, entrepreneurship, property rights (land, savings, and livestock), and agriculture. In close collaboration with partners, the GIL designs, launches, and oversees impact evaluations of interventions. These interventions are typically carried out by NGOs, governments, and private sector programs, policies, and products.

Each GIL impact evaluation aims to build the evidence base on how best to close key gender gaps. Given the lack of existing evidence within GIL's thematic areas, most of GIL's impact evaluations are proof-of-concept studies to test unproven interventions and confirm the existence and severity of hypothesized development constraints. **Each GIL impact evaluation is carefully selected to probe critical knowledge gaps.**

To learn more about GIL, visit <http://www.worldbank.org/en/programs/africa-gender-innovation-lab>.

About this opportunity

During 2017, GIL plans to launch a new set of impact evaluations. GIL has already secured funding to cover GIL staff time and travel, data collection, and data analysis costs associated for six new impact evaluations. **This request for expressions of interest (EOIs) is for organizations (“project teams”) who would like to work with the Gender Innovation Lab (GIL) on impact evaluations of their interventions.**

The selected project teams will be matched with highly skilled and experienced GIL and external researchers who will, on a *pro bono* basis:

- Work with you to identify the questions your project team would like to answer through impact evaluation; work with you to develop a strong and viable impact evaluation design for your program; and lead an impact evaluation of your project (including design, data collection, and analysis);
- Provide training for your organization/team on impact evaluation; and
- Work with you to strengthen your project’s design towards more effectively serving women.

For these impact evaluations, GIL is also prepared to support the costs associated with GIL staff time and travel, data collection, and data analysis.

EOI Selection Criteria

- Geographical fit:** Will the intervention take place in Sub Saharan Africa? The Lab’s work is focused exclusively on Sub-Saharan Africa. The goal is not to work in all countries, or in a specific subset of countries, but to build an evidence base with lessons for the region.
- Potential to probe critical knowledge gaps:** Will an impact evaluation of the intervention help answer one of the priority questions? Within each of its four thematic areas, GIL has identified priority policy and research questions to answer. GIL uses impact evaluations to generate evidence that can help answer these questions. These priority questions are listed below. The selection of interventions on which to focus GIL’s new round of impact evaluations GIL will prioritize those interventions that can help GIL answer one or more of these priority questions.
- Project partner’s capacity and risk factors:** Does the prospective partner have proven capacity to successfully carry out the type and scale of intervention that it is proposing? Does the partner have funding already secured to carry out the intervention? Is the environment going to be sufficiently secure within the timeframe of the project so as to not impede or undermine the impact evaluation?
- Organizational commitment to learning:** Partnering with researchers for a rigorous impact evaluation requires a sustained and deep-seated commitment, including buy-in from the

partner's senior leadership, program managers, and sometimes, key stakeholders, including donors. It also requires a true interest in learning how one's programs are working and to let this information become publicly available when the results of the impact evaluation are published and presented¹. Finally, the organization and project implementation team must be willing to work constructively on an impact evaluation, including potential changes to implementation plans.

e. **Other practical criteria**

- i. Is there at least one potential viable comparison group that will allow for credible impact evaluation results? Will some set of impacts be measurable and observable within three years?
- ii. Are there sufficient technical skills and infrastructure in the potential study location to carry out the data collection needed for the impact evaluation?
- iii. Will enough beneficiaries be part of the program to allow an impact evaluation to statistically detect the anticipated impacts?
- iv. Is the partners' timeline for the roll-out / scale-up of the intervention such that there will be adequate time to design an impact evaluation and collect baseline survey data prior to roll-out / scale-up?

TIMELINE AND STEPS

1. Prospective partners should submit expressions of interest (EOIs) by the **submission deadline, which is 5pm US Eastern Daylight Time on Wednesday 17 May 2017. Each EOI submission follow the guidelines outlined below in the "Expression of Interest Application Form". EOIs should be submitted as a Word document by email, to Brittany Hill (bnhill@worldbank.org).**
2. GIL's steering committee will select a maximum of 8 projects from amongst the EOIs with the understanding that some may not make it past the concept note stage and we have full funding for 6. The selection will take place in June 2017.
3. An "evaluation team" for each of the selected projects will be assembled by GIL, subject to the approval of the project team. The evaluation team will include (a) at least one GIL staff researcher, (b) *optional*: researcher(s) identified by the project team in this EOI, and (c) *optional*: additional researcher(s) identified by GIL who can add value to the evaluation. Evaluation teams will form in July 2017.

¹ GIL impact evaluation results are published in written formats that are made openly and freely available: as policy briefs, academic working papers and journal articles. GIL also presents results to relevant World Bank project teams, partners, government counterparts, and decision-makers at development agencies, both at international fora and in the countries where GIL is working. All data collected as part of GIL impact evaluations will be de-identified and publicly released according to the World Bank Open Data Initiative standards.

4. Each “project team” and “evaluation team” pair will work together to come up with a design for an impact evaluation, that will be described in a “concept note”².
5. Once a project team and evaluation team pair jointly finalizes their impact evaluation concept note, the document will undergo a formal “concept note review” process, during which three technical reviewers will either approve the concept note or ask for it to be revised³. We anticipate that most (if not all) projects will eventually receive approval.
6. Simultaneously with step 5, each project team and evaluation team pair will request from GIL the funding resources needed to support data collection. Each impact evaluation team will be able to decide upon and organize who and how they will carry out their data collection.

Given our experience with how long the impact evaluation design stage typically takes, we imagine that baseline surveys will likely begin in early 2018. Fast tracking of projects whose designs are already well-advanced may be possible after projects have been selected.

² Concept notes must include the key questions that the impact evaluation will try to answer; the interventions and the theory of change behind them, the methods used to identify causal impact, the key indicators/outcomes to be used, the sources of data to be used, the project and evaluation team members and their responsibilities, the timeline for activities, and a budget for the impact evaluation.

³ The Technical Reviewers will consider whether the research question(s) is well specified, the methodology is technically sound, the sample size is sufficiently large, the team has adequate expertise, and the concept note is realistic in its assumptions, risks, external validity, and measurement challenges.

PRIORITY QUESTIONS

Each GIL impact evaluation aims to build the evidence base on how best to close gender gaps within each of GIL's four thematic areas: youth employment, entrepreneurship, property rights (land, savings, and livestock), and agriculture. Within each of its four thematic areas, GIL has identified priority questions that correspond to critical knowledge gaps. GIL uses impact evaluations to generate evidence that can help answer these questions. Under this call for expressions of interest, GIL will prioritize those interventions that can help answer one or more of these priority questions.

The priority questions are listed below, by thematic area and sub-topic.

Thematic area: Youth Employment

Skills

- (1) What socio-emotional skills matter most for young women's employment? What are the best methods and platforms to deliver socio-emotional skills training? What is the optimal age for developing these skills?
- (2) What is the optimal combination of skills and cash to improve young women's employment outcomes? For this question, we are particularly interested in skills and capital interventions in contexts and/or for subgroups of young women for which existing evidence is scarce.

Access to capital

- (3) What specific constraints do young women face in accessing and using capital to start business? How do their constraints and preferences differ from those of young men and/or adult women, and what works to overcome these constraints?

Time, family formation and care responsibilities

- (4) How do young women's decisions regarding labor force participation and family formation interact with each other and with young women's fertility preferences, choices, and behaviors?
- (5) Can the provision of childcare services improve young women's employment outcomes, such as increasing labor force participation, increasing productivity/ earnings, or reducing occupational segregation?
- (6) How best can the availability, quality, access to, and use of childcare services be expanded?

Occupational Choice, Social Norms, and Discrimination

- (7) What works to promote young women's safe entry into and sustained participation in male-dominated trades?
- (8) How can gender norms around occupational choice be shifted?

- (9) What works to improve the quality of jobs available to young women? How do the characteristics and perceived quality of jobs (safety, satisfaction, growth potential, wage level, working hours, etc.) affect women's propensity to engage in them?

Networks

- (10) What is the role of networks in helping or hindering young women's employment? Do they use their networks to access resources differently from men or older women?

Thematic area: Entrepreneurship

Social norms

- (11) What interventions shift/circumvent social norms around women's participation in entrepreneurship and/or the sector they choose to operate in?

Household decision making

- (12) What works to overcome biases in the allocation of resources within the household as they pertain to business assets and business income?

Skills, confidence

- (13) Which skills reduce the gender gaps in performance? What is the role of technology in that process? When should these skills be developed?
- (14) Can self-esteem and confidence be taught? What is the best method of delivery (e.g., mentoring, training, "edutainment")? How do these impact decisions to compete and sector of choice?

Networks

- (15) Do information and mentoring programs about opportunities in high-return (and often male dominated) sectors help women cross over into these sectors?
- (16) What are the most effective ways of building valuable networks for women entrepreneurs' access to suppliers and markets?

Targeting

- (17) What is the best way to identify women with the highest potential of benefiting from enterprise development programs?

Thematic area: Property Rights (land, savings, and livestock)

Norms & institutions

- (18) What interventions shift community and household norms around women's property rights?

(19) Can engaging men deepen women's control over productive assets?

Land

(20) What works to promote joint land registration (e.g., default options, incentives, mandates)?

(21) Does joint titling of land narrow investment and productivity gaps in rural and urban settings?

(22) How much control do women exert over land and within the household when land is jointly registered/titled (vs. other regime types)?

Savings & bank accounts

(23) Can reducing the liquidity of savings reduce the pressure on women to redistribute (within and outside the household)?

(24) Does reducing the liquidity of savings yield welfare improvements?

(25) What are the barriers for women (or their husbands) to taking up bank accounts, and accumulating savings?

(26) Do mobile savings accounts or remote deposit collection services help women mobilize and secure their savings?

(27) Can joint savings accounts increase women's control over assets?

Livestock

(28) What works to strengthen women's control over livestock (esp. larger, more valuable livestock) and deepen their access to livestock markets?

Thematic area: Agriculture

Agricultural extension services and information do not reach female farmers well

(29) Are there ways to optimally tailor extension services to women's needs and to design these services in order to better target female farmers and to be more responsive to their agricultural information needs?

(30) Can policies or programs leverage social networks to effectively channel agricultural knowledge to women farmers?

Labor poses a main barrier to achieving equality in productivity

(31) Can the provision of rural, community-based childcare centers help lift women's time constraint and reduce household demands?

(32) What is the most effective and cost-efficient way to improve women's access to hired labor?

(33) What is the most effective and cost-efficient way to improve women's access to labor-saving machinery / mechanization?

Differences in the use of, and returns to, fertilizer and other non-labor inputs matter

(34) What are effective and affordable means through which women farmers can be encouraged to try and use more and higher-quality fertilizer or other productivity enhancing chemicals?

Need to improve women's access to markets and promote a shift into higher-value crops and commercial agriculture

(35) What are the most promising means through which women's cultivation of higher-value and/or cash crops can be promoted?

Expression of Interest Application Form

There is no specific word or page limit. Please use the space that you need to answer the questions fully. We ask that no EOI be longer than 15 pages⁴. Concise clarity of thought and expression is prized above presentation. In your EOI application, please replace the text below that is in black with the text of your answer.

1. **Project Name:** (a) Name of Project
2. **Project Team:** (a) Name of organization(s)/team⁵ that is or will be implementing the project to be evaluated – i.e. the “Project Team”. (b) If multiple, list all and explain the respective roles of each. (c) *For World Bank projects only*, list the name of the TTL and any co-TTLs. (d) If a team separate from the Project Team is submitting this EOI, please list and describe the relationship between the two.
3. **Contact information:** Name, title/position, email address, and phone number (including country code), of the person we should contact for questions about this EOI, particularly questions that include the activities of the project.
4. **Project Description:** (a) What “interventions”⁶ is the Project is made up of? (b) Describe the intensity, duration, and timing of each⁷ (c) If relevant, describe whether you think of the interventions within the project as complements or substitutes to each other, and why. (d) If the Project is comprised of multiple interventions bundled together, are you willing to deliver the interventions separately? (e) Is the Project Team willing to experiment with implementation arrangements, interventions, and/or target groups?
5. **Geography:** (a) What country(ies), region(s), district(s), province(s), towns, etc. will this project take place in? (b) To what extent is this fixed or flexible?
6. **Timing considerations:** The timing of the Project may be influenced by factors such as commitments made to donors, agricultural cycles, the rainy season, political cycles, etc. (a) Please describe any such considerations pertaining to this Project. (b) When is implementation expected to start? (c) If there are any plans for phased roll-out, describe. (d) *For World Bank projects only*, please list your expected or actual World Bank board date. (e) *For DFID projects only*, please state the (expected) date of Business Case approval.
7. **Gender:** (a) Describe the extent to which the Project targets men and/or women. (b) Describe any ideas you have about how the program may work differently for men and women. (c) If applicable,

⁴ If you need extra space, please attach additional content as an appendix.

⁵ Given that many organizations have many divisions and teams within them, please also clearly explain which division/team prepared this EOI, and where it fits within the organization

⁶ For example, a Project may include a classroom based vocational training component, a cash transfer component, and a mentorship component. Each of these is an “intervention”.

⁷ An example is “A one 3-hour class per week for 16 consecutive weeks”. Another example is “A \$100 cash transfer upon completion of the training course”.

describe any measures or innovations taken to tailor the Project to better meet women's and men's specific needs and/or to address gender related issues. (d) If applicable, describe whether and how the program is expected to have an impact on gender-based violence. **Impacts and Beneficiaries:** (a) Briefly describe the Project's overall impact objectives, and the specific impacts you expect each intervention to have. (b) Describe whom the Project is targeted to directly benefit, as well as anticipated indirect beneficiaries⁸ (c) Describe the anticipated number of direct beneficiaries, including any funding constraints.⁹ (d) *For World Bank projects only*, include the PDO and the indicator(s) for tracking the PDO. (e) *For DFID projects only*, please include the Theory of Change and Logical Framework.

Comparison Group: Impact evaluations often compare a treatment group of program beneficiaries to a comparison group of non-beneficiaries. Have you already identified how you might create treatment and comparison groups for an impact evaluation of your Project? If yes, briefly describe. (If the team has not done this, this will be a critical part of the early work of the evaluation team with the project team). Randomization: While not all of GIL's studies are based on a research design that randomly allocates potential project beneficiaries to a treatment and control group, randomization is GIL's preferred evaluation method. Please describe briefly your willingness to build the evaluation on randomization.

8.

9. **Potential to probe critical knowledge gaps:** Please describe which, if any, of GIL's priority questions you think that an impact evaluation of this intervention may be able to help answer. Please do not just list the questions that you think are applicable – please also describe your thinking behind why you selected these.

10. **Project Team's capacity:** (a) Briefly describe the Project Team's qualifications and experience to successfully carry out the Project at the proposed scale. (b) Describe the status of the funding that will support the Project.¹⁰

11. **Risk factors:** Describe any organizational, environmental, political, or other threats that may keep the project from starting; from going as planned; or from finishing. Please also describe your plans for protecting the project from these threats.

12. **Organizational commitment to learning and to a potential partnership:** (a) Describe who on the Project Team and at the Project Team's organizations knows about and supports this EOI. (b) Describe the Project Team's motivation for wanting to partner with GIL.

⁸ For example, these may be beneficiaries' households, neighbors, communities, etc.

⁹ I.e. the project has funds to serve x people, but the organization/team is seeking funds to serve an additional y people.

¹⁰ Here we are asking about the funding for the intervention(s) that the project team will implement. We are not asking about funding for the impact evaluation.

13. **Funding for the impact evaluation's data collection:** The major cost of an impact evaluation is for data collection (i.e., baseline and endline surveys). Has the Project Team already identified and/or secured funding for these data collection costs? If yes, describe. If no, just indicate.
14. **Preferences to work with specific researchers (optional):** If you already have specific researchers in mind, whom you would like to work with on the impact evaluation, please list their names and institutions here.
15. **Other additional information:** If there is any other thing that you would like us to know, please include it here.