Gender, Economic Inclusion, and Innovation

Michael O’Sullivan
Africa Gender Innovation Lab
mosullivan@worldbank.org
Figure out what works and what does not to improve gender equality and use it to shape policy.
Overview of the Africa GIL

- Core analytical team of economists & social scientists leads impact evaluation activities in 6 thematic areas
- Active partnerships with operational teams, governments, academics, NGOs, private sector and development partners
- Operational and policy impact across 46 countries globally
- Value-for-money: $1 directly shifts $170 in development spending.
Skills
Learn: Comparing standard business training to mindset training

Skills

PSYCHOLOGY-BASED PERSONAL INITIATIVE TRAINING VS STANDARD BUSINESS TRAINING

self-starting
future-oriented
persistent proactive mindset

record keeping
HR management
marketing
Personal initiative skills

Learn: Comparing standard business training to mindset training

Campos et al. (2017)
Personal initiative skills

- Subsequently adapted and rigorously tested in multiple countries in Africa and Latin America/Caribbean
- Adopted and scaled by 36 projects across 25 countries, leading to $779m in operational impact
Adapting personal initiative training (PI) for women farmers in Mozambique

- PI training + agricultural extension fostered entrepreneurship: doubling the share of women running profitable off-farm businesses

- PI training enhanced effectiveness of ag extension: increases in input use, cash crop production, and value of harvest sold

- Household expenditure goes up by 25%, and results persist post-implementation

Boxho et al. (forthcoming)
GIL's new analysis with IPA on socio-emotional skills (SES) from 17 countries in Africa reveals that:

- SES are associated with **higher earnings** for both men & women
- Men report higher levels of socio-emotional skills than women
- Higher levels of education are associated with **wider gender gaps in interpersonal skills** --- so closing gender schooling gaps will not fully address the gender gap in SES

**Key questions:**

- Which particular socio-emotional matter most for which economic outcomes?
- How best to impart these skills to improve development outcomes and narrow gender gaps?

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*Ajayi et al. (2022)*
Intra-household barriers
Public works programs in fragile contexts

- Londö public works program in the Central African Republic (Alik-Lagrange et al 2022)
  - Sustained increase in earnings (10%), food expenditure & productive assets post-intervention
  - Gender-differentiated response: women diversified income sources and engaged more often in trading, while men intensified their agricultural production

- Ebola Crisis Response Program in the Democratic Republic of Congo (Lopez-Avila and Buehren 2022)
  - Increased number of meals consumed per day & HH savings
  - Women are more likely to be involved in off-farm business activities

Results suggest that PWPs in fragile states improved participants’ livelihoods and helped women diversify economically — but what about caregiving norms and time constraints to participation?
Mobile crèches for labor-intensive public works in Burkina Faso

Ajayi, Dao, and Koussoubé (2022)
Rural, community-based childcare in the DRC

- High take-up (73%, avg. use of 3 days/week)

- Increases women’s and men’s engagement in commercial agriculture, and husband’s self employment

- Yields increase at household level and on plots managed by the targeted woman

- Targeted woman has higher self-reported happiness and household income increases by $38/month --- compared to cost of service $16/month/child

Donald & Vaillant (forthcoming)
Advancing the frontier

Addressing intra-household barriers to women’s economic inclusion

Care

- What cost-effective measures can expand the supply and demand of care services to help women, men, and their children reap the welfare gains? [GIL Benin childcare study]

Engaging men

- Can complementary measures to engage men amplify the impact of economic inclusion interventions on women? [GIL/Trinity TIME studies in Mauritania and Malawi]
- To what extent can these interventions change norms and improve other dimensions of women’s empowerment?

Norms

- Can engaging community leaders and members through information, persuasion, edutainment shift norms around women and girls’ economic participation? [Niger ASP, GIL SWEDD study]
- Can economic inclusion interventions alter norms around the acceptability of women’s work [GIL Nigeria FNLP study] and gender-based violence?
- What about updating misperception of norms? [GIL MozLand study]
Other cross-cutting gender questions for economic inclusion interventions

- **Occupational segregation:**
  - How best can women **break out of sectoral productivity traps** (info, mentoring, role models) and into higher-value livelihoods?

- **Growth capital for firms and farms:**
  - Test innovative, scalable solutions to provide debt and equity to fill the **“missing middle” financing** gaps

- **Risk-reducing technologies and strategies for resilience:**
  - How to **mitigate risks** (including climate risks) and enhance resilience for women farmers, entrepreneurs, and workers?

- **Gender-based violence (GBV):**
  - What **scalable inclusion measures** (e.g., couples’ interventions, community-based approaches) are most effective **for reducing GBV**?
Thank you

http://www.worldbank.org/africa/gil