

Gender-focused policies to end poverty



Why is gender important?

- Poverty has a disproportionate impact on women and girls
 - Regulatory, structural and social barriers worsen women's and girl's market outcome
- Gender gap has significant economic implications:
 - **Equity and inclusiveness** – gender matters in its own right
 - **Growth** – women's economic empowerment is economic empowerment
- What are the policies that promote gender equality in economic opportunities and outcomes?
 - Today, we look at what works to narrow the gender gap in economic sectors and empower women

How do we increase earnings for women?

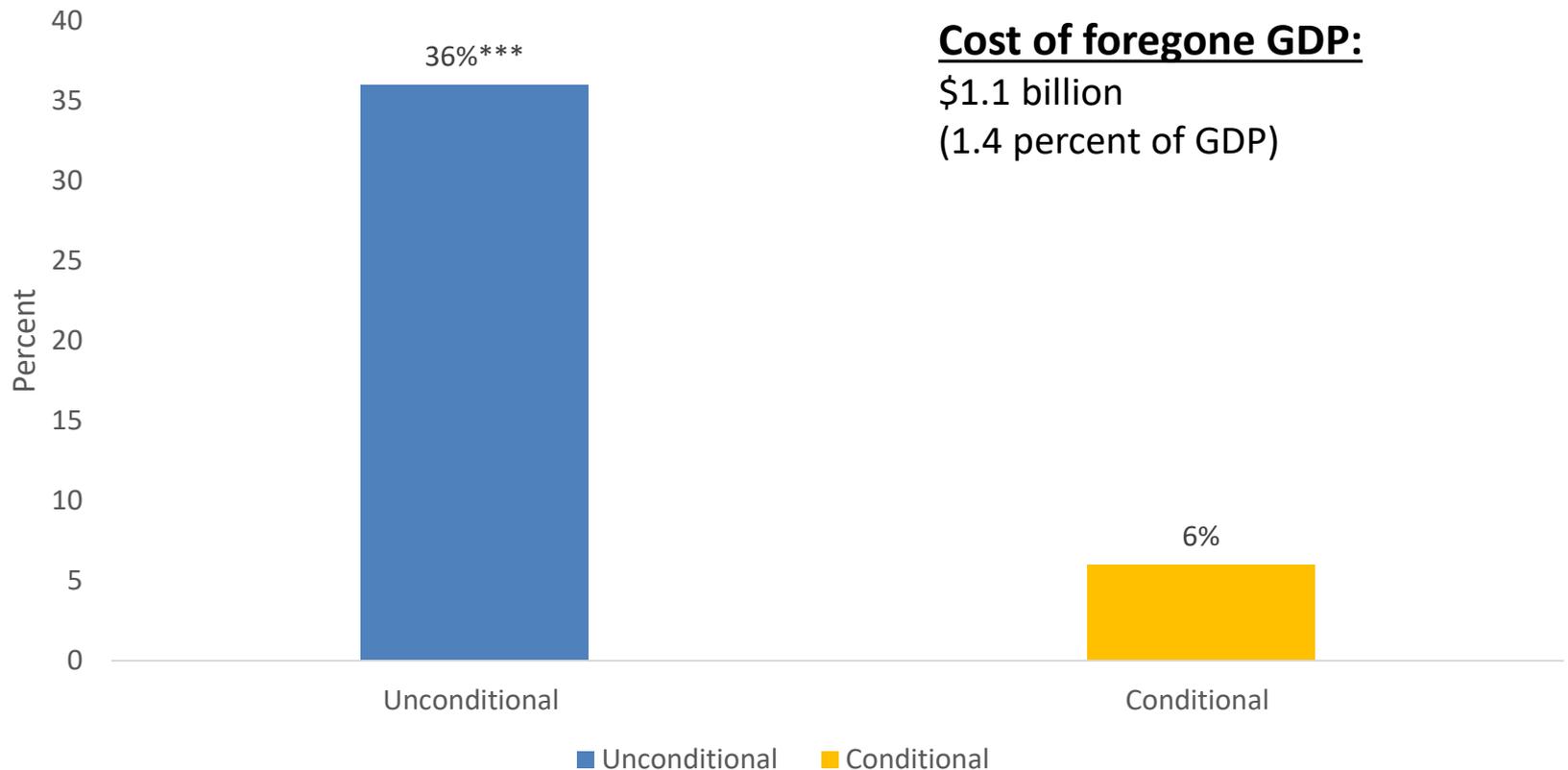
Agriculture

- Agriculture is a primary sector of employment
 - African women supply about 40% of the agricultural labor across the continent.
- Women farmers face systemic barriers to their success and productivity.
 - Women farmers are concentrated in low-value crops, lack access to critical productive inputs, and adopt agricultural technologies at lower rates.
 - Household responsibilities or cultural norms often prevent women farmers from attending trainings, or meeting with male agents.
- Wide agricultural productivity differences between male and female farmers
 - Gender gaps range from 23% in Tanzania to 66% in Niger.

Gender Gap in Agricultural Productivity



Agriculture



Source: Ethiopia Socioeconomic Survey –CSA & WB –2015 /2016

What Are the Drivers?

Agriculture

- **Extension**
 - 11% less likely than men
- **Formal credit**
 - 9% less likely to access formal credit
- **Types of crop cultivated**
 - Less variety of crops
 - Less likely to grow high value crops
- **Production inputs**
(fertilizer/pesticide/herbicide)
 - 2% less likely to use than men
 - Lower returns than men
- **Household size**



*This is conditional on having **land**. Women have less land & smaller fields.

What works to promote access to resources?



Agriculture

- Ethiopia: Gender-Inclusive Design
 - Gender-sensitive elements were incorporated into the agricultural extension service component of the government's Rural Capacity Building Project.
 - Program increased the overall area of cultivated land and the adoption of marketable crops by 10 percent.
- Cote d'Ivoire: Couples' interventions for improved economic outcomes
 - A couples' training: male rubber producer and their spouse simultaneously received trainings on agricultural practices,
 - Together created a joint action plan to manage farm tasks--- addressing possible behavioral barriers to cooperation
 - Higher-quality agricultural planning, increased women's management of cash-crop tasks.
 - Substantial increases in the value of household agricultural production.

What works to promote access to resources?



Agriculture

- Uganda: Building Social Networks
 - Extension program used the power of female social networks to disseminate new agricultural information (cash crops)
 - Program significantly increased productivity for women farmers with spillover effects in productivity for male farmers.
 - Networks seems to induced improvements in agricultural knowledge
- Nigeria: Cash Grants and a Community Livelihoods Program
 - Participants received a large cash transfer and a community livelihoods program
 - Strong impacts on the likelihood that women shifted their time to non-farm enterprise activities like petty trading or rice crop processing.

What works to promote demand for gender equality in land rights?

Empower women

Give women a seat at the table: so that they can affect land titling decisions in a way that better reflects their preferences

Educate men

Educate/persuade men: that they too can gain from an improvement in women's land rights

Economic incentives

Incentivize joint titling: e.g., subsidize land titling conditional on both spouses' names being on the title

- In Uganda: **Simply requiring the presence of the wife during their program interaction or making the benefits of titling land in both spouses' names salient to the husbands** can shift demand away from solo titling (i.e. in men's names only) by up to 83%, half of which gets channeled towards joint titling (i.e. in both spouses' names)
- **Making the land title offer conditional on joint titling was even more powerful:** fully shifting demand away from solo titling and towards joint titling
- **Moving beyond joint titling in Côte d'Ivoire:** 79% of husbands accept offer to certify a plot of land in their wife's name following a short edutainment video.

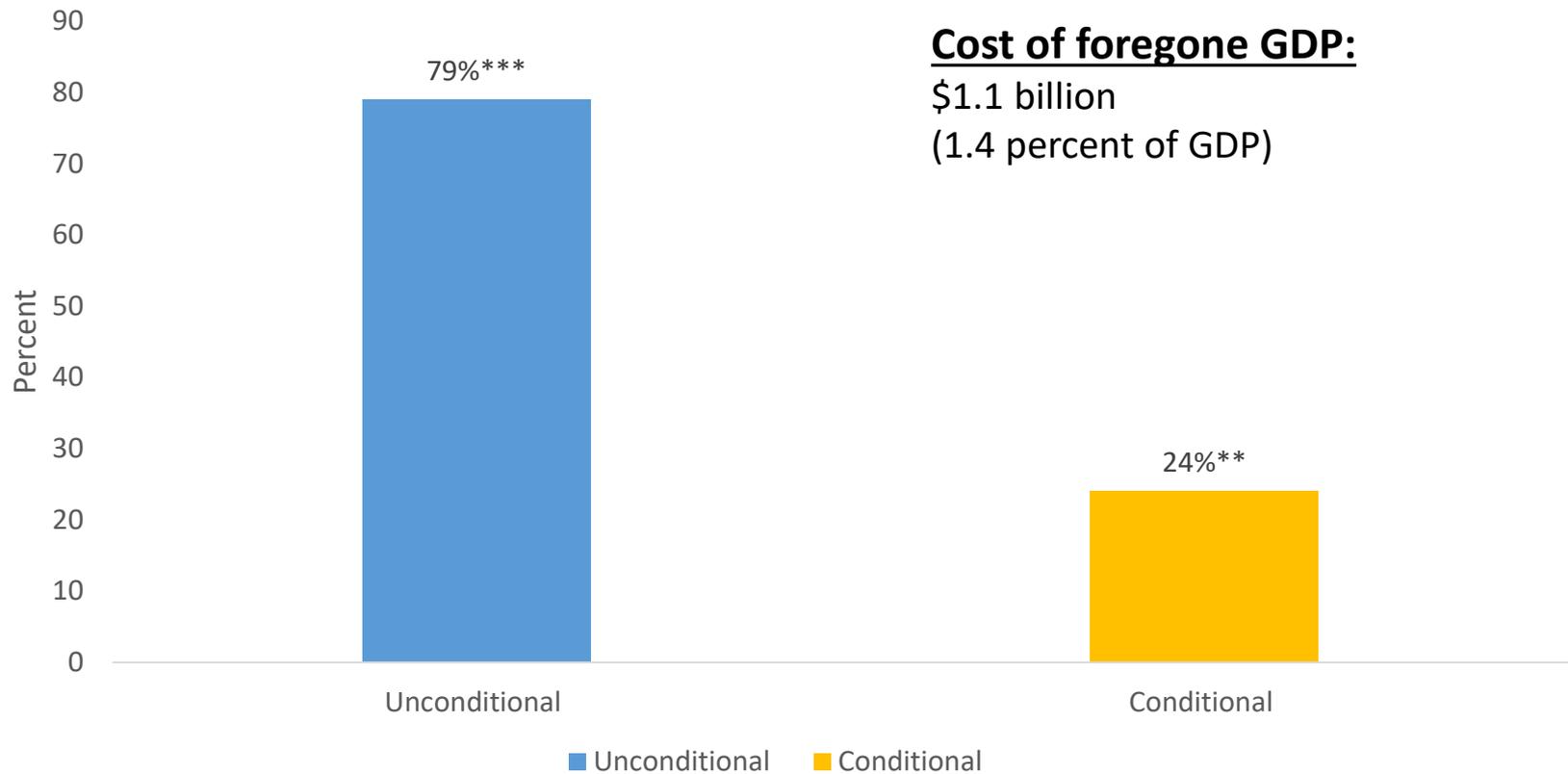
How do we increase earnings for women?

Entrepreneurship

- More women are attracted to self-employment opportunities than men in Africa
 - half of women in the non-agricultural labor force are engaged in self-employment (World Bank 2019).
- Women-owned firms often operate in low return sectors and report significantly lower business earnings.
 - Women earn 66 cents for every dollar of profit men entrepreneurs make
- Constraints are multitude and affect women entrepreneurs more than men :
 - Business constraints, such as access to credit, access to inputs and informality
 - Gender-specific challenges, such as care obligations, social norms and cultural practices.

Gender Gap in Firm Revenue

Entrepreneurship



Source: Ethiopia Socioeconomic Survey –CSA & WB –2015 /2016

What Are the Drivers?

Firms

- **Time spent in business**
 - Women work for 17 hours per week. Men 23.
- **Use of hired labor**
 - 0.3 fewer employees
- **Formalization**
 - 15% of female firms registered. 37% of male.
- **Formal credit**
 - 4% less likely to have a loan and loan size is 50% lower



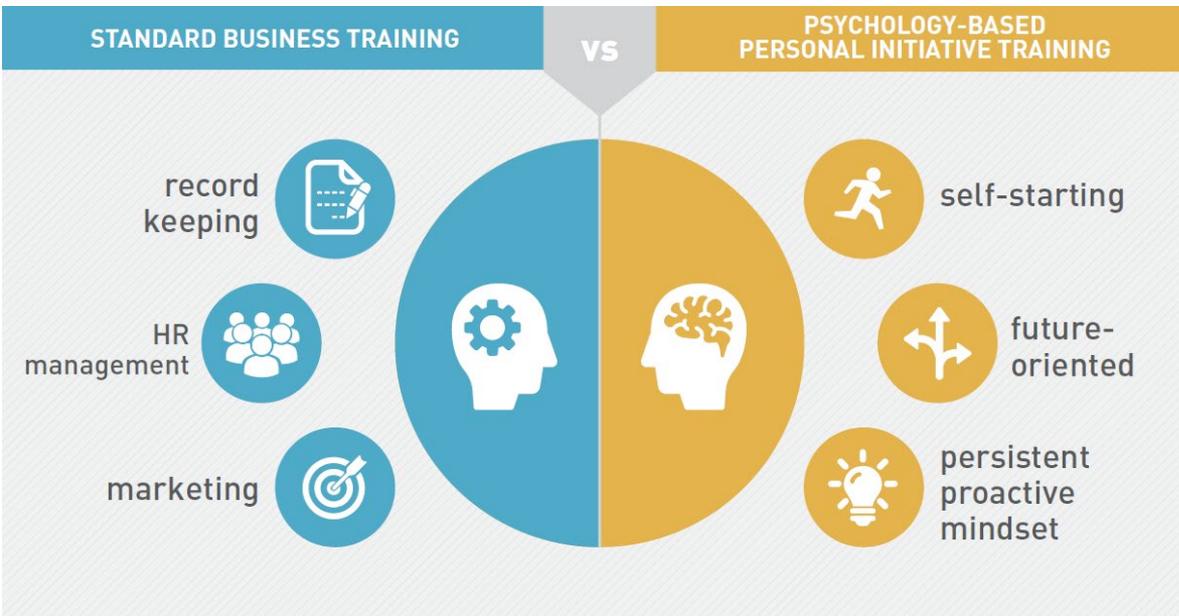
What works to promote women entrepreneurs?

Entrepreneurship

A few interventions that are promising:

- Skills-based interventions
 - Personal Initiative and Social Emotions skills training
- Access to finance
 - Targeting high-growth entrepreneurs
- Uncollateralized lending products
 - Psychometric-based lending

Personal initiative vs. standard business training



↔ Standard business training – no impact

↑ Personal initiative training: 30% higher profits

=\$ \$60 per month (break even with \$756/cost after 12 months)

💰 Scalable

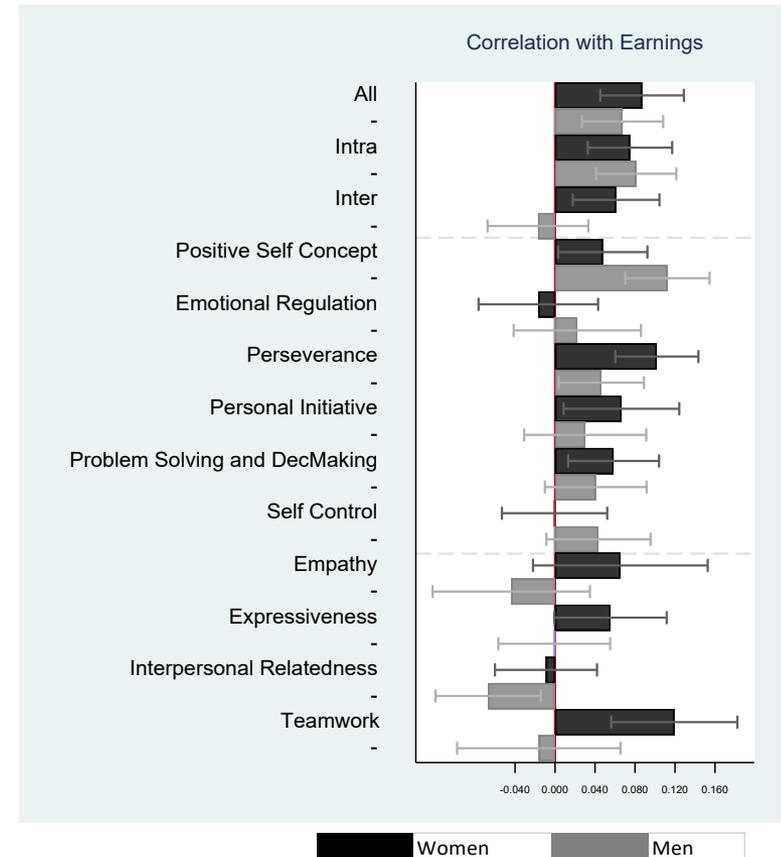
♀ Effective for women for whom traditional business training failed

Expanding the work on socioemotional skills

Which social-emotional skills matter most for women's earnings? New insights from Sub-Saharan Africa



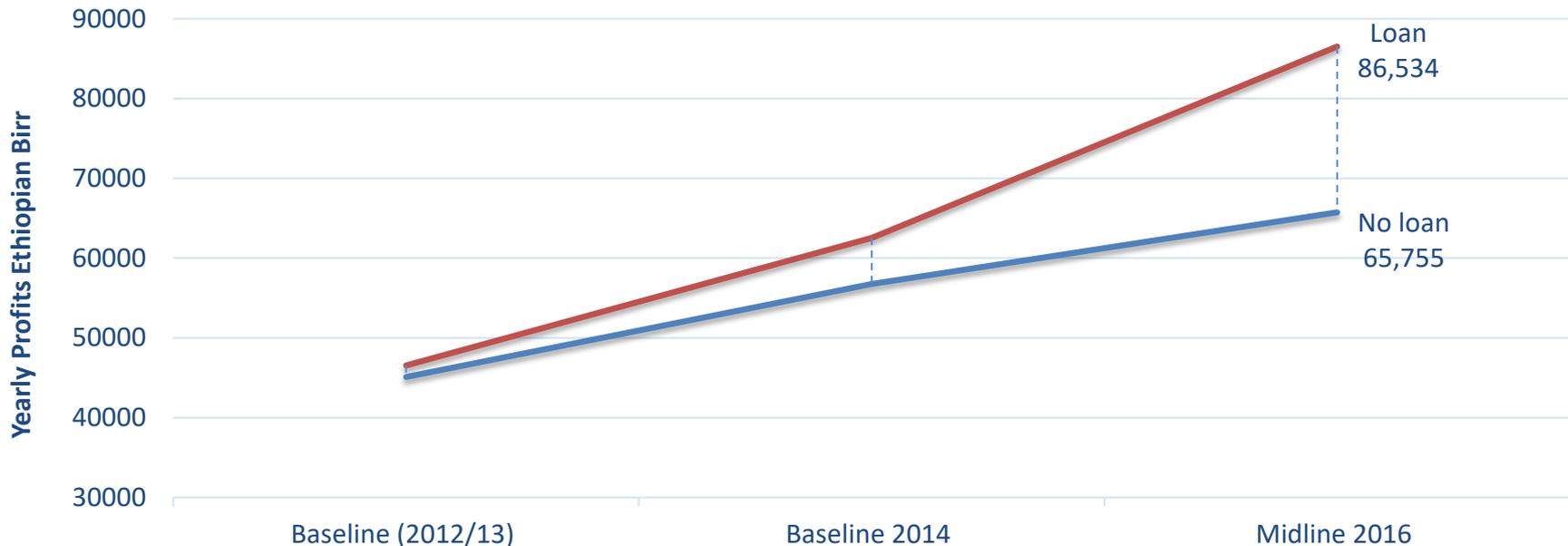
Photo: Trevor Samson / World Bank



Targeting high-growth entrepreneurs

Annual Business Earnings, 2012/13 - 2016

- Open lines of credit to provide medium-sized loans to women entrepreneurs
- Individual liability loans \$12,000 boosted profits and employees of female owned firms



Psychometrics and other credit innovations

Ethiopia Women Entrepreneurship Development Project (WEDP)



- Women offered psychometric-appraised loans were 2x+ more likely to access a formal loan and ½ as likely to close during pandemic/shocks
- Idea is being adapted for piloting within projects in Haiti, Lesotho, Mexico, Madagascar, Morocco, Nigeria, and Tanzania.
 - In Nigeria, for example, the Livestock Productivity and Resilience Support Project is in discussions to test and evaluate psychometric testing for uncollateralized borrowers, targeting women and men in cooperatives, associations, and other livestock value-chain groups.

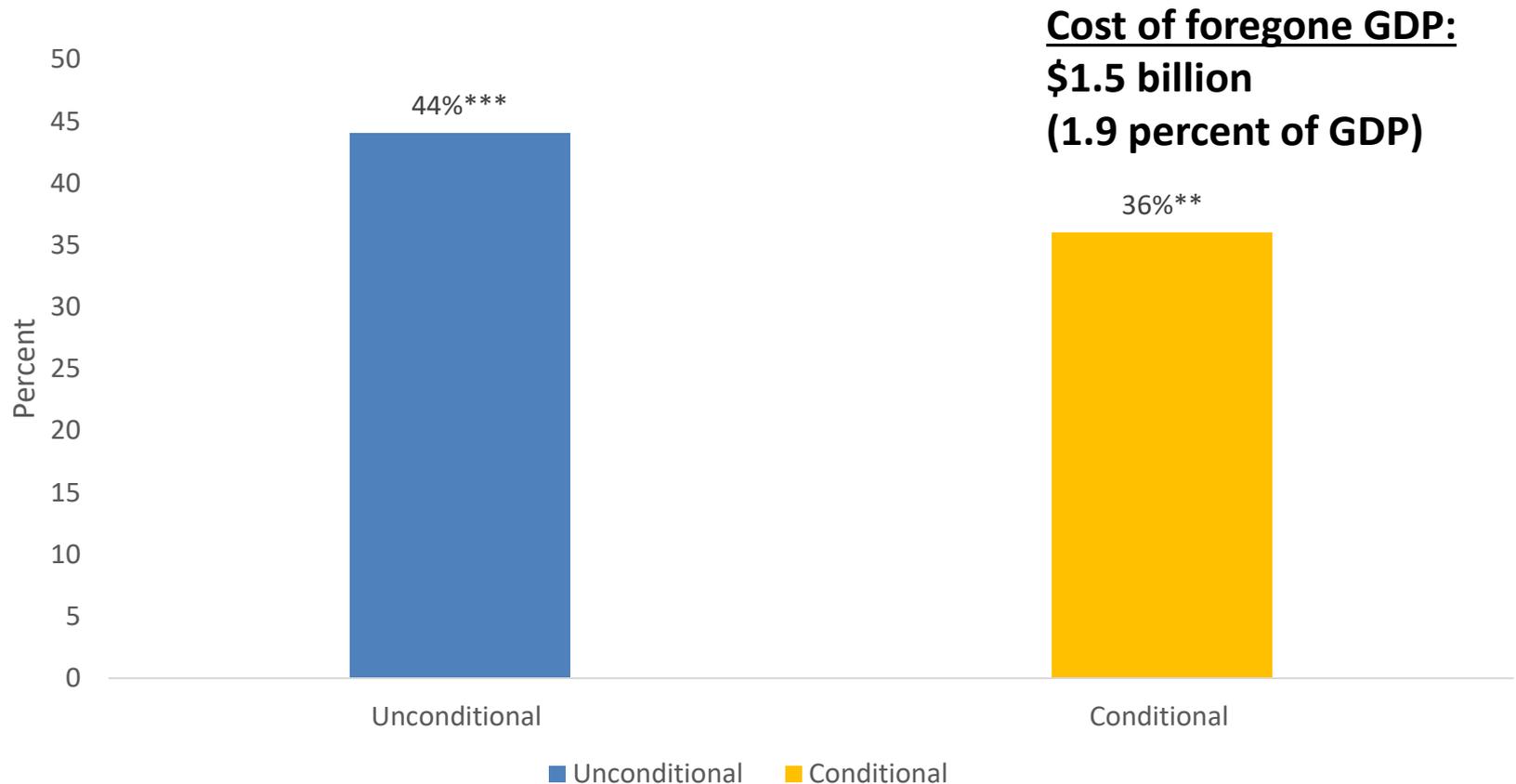
How do we increase earnings for women?

Wage work

- Women are less likely to work
 - unemployment rates for women are higher than rates faced by men
- When women work, they earn less and likely work in informal settings
 - Majority of women are employed work in vulnerable employment
 - Care obligations and household responsibilities reduce labor hours
 - Social norms, gender roles and occupational choices induce employment in low-paying career “ladders”
- The employment of young women can improve development
 - Directly through economic growth and productivity
 - Indirectly via increased agency and lower fertility

How do we increase earnings for women?

Gender Gap in Wage Income



What Are the Drivers?

Wage employment

- Demographics
- University degree
 - 11% of women have a university degree. 20% of men.



What works to improve women's labor market outcome

Wage work

- Investment in the right skills and relevant training
 - Nearly 1 in 5 unemployed young women in sub-Saharan Africa say that they cannot pursue their preferred career paths because the entry requirements exceed their education and training
 - In Nigeria, job training programs are found to spur women's entry into new and emerging sectors, such as IT
- Reducing barriers to job search
 - Job search is a largely self-regulated process, subject to behavioral biases that lead to suboptimal search and employment outcomes
 - In South Africa, action planning helps unemployed youths follow through on their job search intentions and adopt a more efficient and effective search strategy improving labor market outcomes
 - In Ethiopia, job facilitation support improves entry into formal employment and generates higher earnings in the short-run, with impacts dissipating four years after the intervention.

What works to improve women's labor market outcome

Wage work

- Empowering adolescent girls
 - Adolescent girls face specific barriers to labor market entry, including smaller networks and limited access to information, domestic work burden, and concurrent labor market and fertility decisions
 - In Uganda, Vocational and life skills training program through 'safe space' clubs increases engagement in IGA by 72% and decreased teen pregnancy by 26%.
 - At a cost of under \$100 US per girl per year, the program was also cost-effective.
 - In Liberia, the Economic Empowerment of Adolescent Girls and Young Women (EPAG) program, which provided six months of classroom-based technical and life skills training, followed by six months of follow-up support, led to a 50% increase in employment among trainees

Adolescent Girls' Clubs

Uganda Empowerment and Livelihoods for Adolescent Girls (ELA)

- Community-based safe spaces where girls within each community received life skills training and livelihood training courses on income generating activities.
- Girls were **32%** more likely to engage in income generating activities.
- Self-reported routine condom usage increased by **50%** among sexually active girls, and the probability of giving birth decreased by 26%.
- **~76%** fewer girls reported having had sex against their will over the past year

Cost per girl: \$18

Benefit per girl: \$50 increase in annual earnings





Thank you!

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