

Workforce Development

Name and Location of Program	Implementer(s)	Program/Policy description (including objectives)	Scale and Target Population	Outcomes	Link
Technical and Vocational Vouchers Program, Kenya	World Bank	Vouchers for out of school youth for vocational training programs	1,081 Youth	74% of participants who received vouchers enrolled in some type of vocational training, compared with less than 4% of those in the control group. 79% of people who received the unrestricted voucher attended a vocational training program, compared with 69% of those who received a voucher good only for government-run institutions. Regardless of the type of voucher, participants who had not completed secondary school were less likely to drop out than those who had.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
Promotion of Vocational Training in Technical Professions, Macedonia	Government of Germany and Macedonia	Purpose was to ensure that graduates of vocational technical schools obtained skills and employment through revised curriculum and access to needed technical equipment for learning.	Vocational school enrollees/ graduates	Only 9.7% of sample students who didn't move to higher education said that they found adequate employment. Nearly half of all sampled students (48.1%) stated that they were unemployed and 24% said that they had continued vocational education on a technical level.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
Somalia Youth Livelihood Program (Shaqodoon), Somalia	EDC, USAID funded	Targeted at building employment skills of youth through basic education, accelerated learning, life skills, general training on entrepreneurship, access to youth friendly loans or stock, financial literacy, apprenticeships or on-the-job training, job match and mediation, and mentoring, with ICT featured prominently.	10,573 Youth (ages 15-24)	78% of youth participants who received vocational training were placed with outside employers. 52% of those in entrepreneurship training were placed in businesses/employment. More than 50% of youth attributed their employment placement to the program. More than 60% said that skills attained as a result of the training improved their prospects for future employment or self-employment. Parents commented on how the program helped to create a sense of hope and improve their children's morale. About 41% of enrollees in entrepreneurship training were females. The completion rate among women (90%) was slightly higher than that of men (85%). Females were under-represented in the vocational training component (37%). In a post-survey, the average monthly income for female graduates was	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf

				US\$83, while male graduates earned a monthly average of US\$141.	
Youth Opportunities Program (YOP) as part of the Northern Uganda Social Action Fund (NUSAF), Uganda	Ugandan Government	This program was meant to help improve cash flow by giving unconditional cash transfers to youths to pursue entrepreneurial endeavors. The program also offers mentoring and vocational training. The point is to boost the economy in the long-term as youth employment in entrepreneurial pursuits from agricultural employment is critical.	5,460 Youth (ages 16-35)	Four years after implementation, participants had an overall 41% increase in income, and they were 65% more likely to practice a skilled trade. They were 40% more likely to be registered as a business and pay taxes. Results were particularly important for women - women participants had 84% higher income than women who were not participants.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
"My Skills, My Money, My Brighter Future", Rwanda	Catholic Relief Services	The program was founded to strength the livelihoods of adolescent girls, using classroom vocational training, life skills, financial literacy, access to youth friendly loans or stock, and health (HIV/AIDS or other disease prevention education).	6,357 Adolescent girls (ages 16-20)	Participants received vocational training and health education. It seemed as though the most noted benefit was the increased self-esteem and wider support system for the participants.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
Unnamed Youth Program, Liberia	Landmine Action (NGO)	The program wanted to promote agriculture-based work for youth post-civil war. It runs intensive training programs in skills useful for the workforce. It offered participants several months of skills training and psychosocial counseling, along with a start-up package, to give youth a peaceful, sustainable, and legal alternative to illicit resource extraction, ease their reintegration into society, reduce the risk of their re-recruitment into crime and insurrection in the future, and to improve security in hotspot communities.	536 Ex-combatants and other high-risk youth in conflict/post-conflict areas	More than a year after completion of the program, participants are at least a quarter more likely to be engaged in agriculture, and almost a third more likely to have sold crops. No significant decrease in participation in illicit activities. Average wealth increased, but not average income.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf

<p>Entra21 Program, Latin America and the Caribbean</p>	<p>International Youth Foundation, funded by Multilateral Investment Fund of the Inter-American Development Bank</p>	<p>Enables “harder-to-hire” youth in Latin America and the Caribbean to find and secure decent work. Includes: Apprenticeship or on-the-job training, classroom vocational skills training, life skills, and general training on entrepreneurship.</p>	<p>2,234 Youth (ages 16-29)</p>	<p>Participant employment rates post-program ranged from 40%-70%; up from a baseline range of 3%-27%. 49% of youth had an income higher than the minimum wage in their country post-program. Between 10% and 53% of participants re-enrolled in formal education. Results were not sex-disaggregated.</p>	<p>https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf</p>
<p>Haitian Out-of-School Youth Livelihood Initiative (IDEJEN), Haiti</p>	<p>Funded by USAID through EQUIP3</p>	<p>Intended to reintegrate marginalized youth into society; improve the capacity of community-based organizations (CBOs) and government institutions in working with out-of-school youth; and disseminate HIV/AIDS awareness and prevention messages to out-of-school youth. Offers: apprenticeships or on-the-job training, classroom vocational training, life skills, vouchers, follow-up support or accompaniment, general training on entrepreneurship, business plan development, health, HIV/AIDS prevention education, basic education, and institutional capacity building.</p>	<p>13,050 Youth (ages 15-24)</p>	<p>53% of participants had gained employment or better employment and 49% of participants had transitioned to further education and training. 200 community-based organizations had received technical and management/financial training, site visits, and one-to-one support, and reported the following benefits: 88% increase in the number of CBOs that provided daily services to youth; 59% were either accredited or working on accreditation as a result of IDEJEN support. Over 300 peer educators had provided HIV/AIDS information and referrals to more than 60,000 community members throughout Haiti. Results were not sex-disaggregated.</p>	<p>https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf</p>
<p>Youth Empowerment Program, Kenya, Nigeria, Senegal, Tanzania</p>	<p>International Youth Foundation, funded by Microsoft</p>	<p>Aimed to improve the employability and civic engagement of disadvantaged African youth through the provision of demand-driven training in information and communications technology, life skills, entrepreneurship, and employment services. Components included: job</p>	<p>9,544 Youth (ages 16-35)</p>	<p>61% of participants were placed in jobs by the program, 9% of program graduates surveyed were operating small businesses. 62% to 98% of participants in each follow-up evaluation believed that the ICT training positively affected their employment prospects. Results were not sex-disaggregated</p>	<p>https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf</p>

		match and mediation, life skills, and general training on entrepreneurship.			
Prepara Ami ba Serbisu (Prepare us for Work) Project, Timor-Leste	Funded by USAID through EQUIP3	Responded to the particular developmental, learning and earning needs of out-of-school, minimally educated, low-skilled youth in rural districts of Timor-Leste. Local institutions were also targeted for training and capacity building. Included apprenticeship or on-the-job training, classroom vocational skills training, life skills, vouchers, general training on entrepreneurship, business plan development, basic education, and institutional capacity building.	2,000 Youth in rural districts	26% of participants had a contract job in the formal sector after the program. 20% of participants had started or improved an income-generating businesses after the program. Less than 1% had re-enrolled in an education program after the program. Youth reported better self-esteem after the program. 40% of those who had a contract job in the formal sector were women. 40% of those who had stated or improved an income-generating business were women.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
Ek Mouka	Community And Progress (CAP) Foundation	Provides workforce development for beneficiaries rendered landless by the acquisition of their lands for special economic zones. Provides life skills, general training on entrepreneurship, and job match & mediation.	Landless youth (18+) whose land was seized	Qualitative data: seems to have more benefits for youth rendered landless than those with land, and drop-out rate was less among landless. Acceptance of job placement was higher among landless youth. Where there was a better working relationship with the corporate business, the outcome has been more effective. More males than females were enrolled in the program for two out of three project sites.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
Graduate Development Program (GDP), South Africa	Further Education Training Colleges (FET), funded by Umsobombvu Youth Fund	Program to build capacity in life and business skills, and provide support for unemployed graduates to access employment or self-employment opportunities. Components include life skills, job match & mediation, general training on entrepreneurship, access to youth- friendly loans and stocks, and mentoring.	583 Unemployed graduates	Out of 41 interviewed, 31 were employed (76%) and two were in internships. 9 indicated they got their job from GDP, but most said the program helped in securing employment through skills acquired. GDP led to increased knowledge: life skills, computer skills, and how to prepare for job interview ranked highest. Attitudinal change: participants say they are more confident, have higher self-esteem, and are more assertive. Results not sex-disaggregated. Cost effectiveness rated low in comparison to other UYF funded programs.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf

Promoting Linkages for Livelihood Security and Economic Development (LINKS) project, Sierra Leone	Implemented by CRS, funded by USAID	Program offered marginalized youth under age 35 access to viable economic activities in agriculture or micro-enterprise. Includes: general training on entrepreneurship, access to youth friendly loans or stock, and financial literacy.	1,266 Youth (under the age of 35)	The majority of all-youth groups reported that the most significant benefit they experienced in the LINKS program is improvement in their agricultural practices as a result of training. Virtually all of LINKS interventions increased access of youth to viable economic activities. In fact, many youths who previously worked in mining are now working in agriculture. The most relevant interventions for youth engagement were found to be start-up grants, micro-finance initiatives, and capital gains. 70% of participants in the microenterprise support program were women under 35.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
PROBECAT_SICAT, Mexico	Government of Mexico	Training program that targets individuals with low levels of schooling. Includes apprenticeship or on-the-job training, classroom vocational skills training, general training on entrepreneurship, job match or mediation, and life skills.	5 million minimally-educated, low-wage individuals	Evidence of a positive effect for salaried employment for most years and an irregular self-employment effect (sometimes positive, sometimes negative). Evidence of a small positive wage effect for salaried workers and positive effects for self-employed workers. Findings were not disaggregated for youth but most of the sample was over 35 years old. Women with junior high school education and those taking courses during the first quarter of the year appear to be the groups who most benefit from the program, particularly since 2002.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
Vocational Skills Development (VSD), Multiple sites across Latin America, Africa, Asia, Europe	Swiss Agency for Development and Cooperation	Promotes activities aimed at low income, girls, and rural populations, and ethnic minorities depending on the specific program. Offers apprenticeship or on-the-job training, classroom vocational skills, and life skills.	1.1 Million youth, with special attention on girls and ethnic minorities	Given the comparatively strong labor market-orientation of the training programs, beneficiaries of VSD programs are highly employable. In many cases, employment rates of graduates benefiting from SDC's VSD programs are considerably higher than those of graduates from conventional TVET programs. However, comparisons with those undergoing traditional apprenticeships suggest that employment rates of SDC's beneficiaries are not higher. Data reports suggest that only in 3 out of 10 country programs under review did beneficiaries actually earn higher incomes. Findings are not sex-disaggregated.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf

Livelihoods Education and Protection to End Child Labor (LEAP) project, Uganda	International Rescue Committee (IRC) and Association for Volunteers in International Service by the U.S. Department of Labor.	Offers general training on entrepreneurship, access to youth-friendly loans or stock, apprenticeships or on-the-job training, basic education, accelerated learning, child labor awareness and education.	11,275 Youth (ages 5-17)	At midterm, the project withdrew 1,903 students (25%) and prevented 5,635 students (75%) from exploitive labor. All students are continuing in apprenticeship programs; 95% of girls and 85% of boys in vocational programs, 93% of girls and 98% of boys in secondary programs, and 97% for both girls and boys in primary school. The project's aim was to target 5,768 (51%) girls, derived from the total population of girls in the 5 districts. As of September 2009, the project had enrolled 50.5% girls. Of the 3% of overall dropouts, 65% are from primary schools (55% girls and 45% boys) and 32% are from secondary schools (82% girls and 18% boys).	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202011.pdf
Ghana National Youth Employment Program (NYEP), Ghana	The World Bank	A public works program implemented for youth who have completed junior secondary school.	Youth (ages 18-35)	The program seems to be reducing the headcount index of poverty (which is simply the share of households with consumption per equivalent adult below the poverty line) by 0.059 percentage points at the national level, which is very small. When compared to a rural public works program, the NYEP appears to be four of five times more expensive for reducing poverty than public works. Findings not sex-disaggregated.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202011.pdf
Unnamed training program for disadvantaged youth, Columbia	The World Bank and Inter-American Development Bank	Training program including apprenticeship or on-the-job training, classroom vocational skills training, and vouchers.	80,000 Disadvantaged youth (ages 18-25)	Program raises earnings and employment for men and women, with larger effect on women. Benefits of training are greater when individuals spend more time doing on-the-job training; hours of training in the classroom have no impact on the returns to training. Cost-benefit analysis suggests that program generates a large net gain, especially for women. Women offered training earn about 18% more than those not offered training, while men offered training earn about 8% more than men not offered training.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202011.pdf

2007 Kosovo Active Labour Market Programme (ALMP), Kosovo	UNDP, the Ministry of Labour and Social Welfare (WLSW) and the Government of Kosovo	Employment program for youth including apprenticeships or on-the-job training, classroom vocational training, institutional capacity building, and vouchers.	1,481 Youth (mostly under 25)	Program beneficiaries had a significantly higher rate of employment than the control group. However, the beneficiaries earned an average monthly salary of 175 Euros vs. 193 Euros among the control group. Among the employed, 88% were in full-time employment immediately after training. The project appears to generate a positive benefit that is just over 1.42 times the costs incurred. The gender disaggregated data for employed beneficiaries shows that economic sub-sectors such as manufacturing and wholesale do not indicate significant differences in the participation of women and men. However, in the case of business activities, participation of women is notably higher than men. In the case of hotels and restaurants, the share of men is higher. Signs of gender stereotyping are found in the health sub-sector, which attracted only women.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf
Juventud y Empleo (JE) program, Dominican Republic	Government of the Dominican Republic	Program for low-income, out of school youth ages 18 to 29 with less than a secondary education. Includes: apprenticeship or on-the-job training, classroom vocational skills training, job match or mediation, life skills, vouchers	30,000 Youth ages 18 to 29 with less than a secondary education	The results show no program impact on participant employment rate. At the time of the follow-up survey, 57% of individuals in treatment group were employed versus 56% of those in the control group. There is evidence of a modest (10%) impact on hourly wages and earnings per month (conditional on employment), although the estimated effects are only marginally significant. The point estimate is economically significant, and large enough to potentially offset the costs of the training in about 2 years. When results are disaggregated by gender, age, education, and region, none of the estimated employment impacts are statistically different. However, point estimates were positive and large enough to be economically significant for the youngest age group (17-19 years old).	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf

PROJoven program, Peru	Peruvian Government	Program for under-and unemployed, low income young adults in urban areas. Includes: apprenticeship or on-the- job training, classroom vocational skills training, and vouchers	160,000 Under-and unemployed , low income young adults in urban areas	After 18 months there is a positive impact on the employment rate of 3.24% for those in the treatment group. The impact of PROJoven on the hourly wages of young beneficiaries was positive: participants' wages were 18.5% higher than those of the control group at 18 months post-program. More women went into non-traditional jobs. PROJoven led beneficiaries to work in larger firms with better working conditions such as permanent or temporary contracts. Benefits of program were greater for older youth. There was a 5.96% increase in female employment 12 months after program completion and a 15.2% increase after 18 months. At 18 months, beneficiary females generated 92.88% more labor income than their control counterparts. Also, while the impact on males diminished over time after graduation, the effect for females did not vanish and seemed to increase.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf
PROCAJOVEN program, Panama	Panamanian Government, was partially funded by the Inter-American Development Bank.	Program includes: apprenticeship or on-the-job training, classroom vocational skills training, job match or mediation, life skills, and vouchers	11,400 Low-income unemployed youths (ages 18-29)	The results show no significant impacts on employment rates, except for women and those participants in Panama City. There were positive impacts on women in terms of employment rates: 47% for the individuals in the treatment group and 35% for those in the control group. The program had a significant impact on labor earnings of women.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf
Proyecto Joven, Argentina	Government of Argentina and co-financed by the Inter-American Development Bank.	Includes: apprenticeship or on-the- job training, classroom vocational skills training, and vouchers	180,000 Low-income, unemployed youth	Effects of program on employment were not statistically significant for most of the cases except for women in the fourth "call." Effect on income was not statistically significant for the whole sample. Quality of job for beneficiaries was statistically significant.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf

Programa Joven, Argentina	Argentina's Ministerio del Trabajo	A training program for low-income, unemployed young people including: apprenticeship or on-the- job training, classroom vocational skills training, and vouchers	100,000 Low-income, unemployed young people	Program's impact on earnings was statistically significant only for young males and adult females. The estimated program impact on employment was statistically significant for adult females only. Young males and adult females, which present higher and statistically significant earning impacts, required only 9 years of program benefits to achieve a positive net present value (NPV). After 12 years, all beneficiaries had reached a positive NPV.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf
YouthBuild program, US	YouthBuild USA	Program that includes: apprenticeship or on-the- job training, classroom vocational skills training, job match or mediation, life skills	1,800 Youth	A high percentage of YouthBuild graduates (87%) have worked during their post-training years. The average wage for currently employed graduates is \$10 per hour. 65% of working graduates have had a job with health/medical benefits. Male and female graduates have nearly identical post-YouthBuild work rates.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf
Minnesota YouthBuild Program, US	YouthBuild	Program offered to low-income, high-risk youth ages 16-24 who have dropped out of school offering: apprenticeship or on-the- job training, classroom vocational skills training, job match or mediation, life skills	398 Low-income, high-risk youth ages 16-24 who have dropped out of school	91% of all YouthBuild participants successfully completed high school or obtained a general educational development (GED) credential. 39% enrolled in a post-secondary institution. 80% entered unsubsidized employment with an average starting wage of \$11.60 an hour. In the first year after exit, participants generate \$1.5 million in direct benefits to the state compared to the state's cost of \$877,000 per year. Findings were not sex-disaggregated.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf

National Job Corps Program, US	Funded by U.S. Department of Labor	Classroom vocational skills training, job match or mediation, healthcare and health education, basic education	80,883 Youth	<p>During the last year of the 48-month follow-up period, the gain in average earnings per participant was about \$1,150, or 12%. Over the entire period, Job Corps participants earned about \$624 more than they would have if they had not enrolled in Job Corps. Job Corps participation led to substantial increases in the receipt of GED and vocational certificates. Job Corps also had statistically significant impacts on the employment rate and time spent employed beginning in year 3. Beneficial program impacts were found for 16- and 17-year-old youth. For this group: (1) Average earnings gains per participant were nearly \$900 in year 4, (2) the percentage earning a high school diploma or GED was up by 66%, and (3) arrest rates were reduced by 11%, and rates of incarceration for a conviction by 19%. Employment and earnings gains were similar for males and females. Females with children at the time of enrollment enjoyed significant earnings gains and modest reductions in welfare receipt.</p>	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
Hewlett Packard Learning Initiative for Entrepreneurs (HP LIFE), China, India, Kenya, Nigeria, South Africa	Hewlett Packard	Program designed for youth ages 15- 30+, focusing on general training on entrepreneurship, ICT training, and business plan development.	165,000 Youth (ages 15-30+)	<p>25% reported a 6-10 % increase in income from the program through entrepreneurship. 19.6% reported a 6-10% increase in income from the program through employment other than entrepreneurship. Mentoring and encouragement were found to correlate with reported income increase. Between 25-49% of participants found the training resulted in business improvements like expanded access to markets and greater efficiency of operations. Almost twice as large a proportion of men as women experienced an increase in income of more than 10%, but average income was not significantly different for males and females.</p>	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf
Prepara Amiba Serbisu (PAS) pilot program, Timor-Leste	Education Development Center, Inc. (EDC)	Provided training to participants who chose to start or improve a small business. Provides general training on entrepreneurship, cash grants, basic education, life skills	2,000 Youth	<p>Many youths felt that their familial contexts and the larger cultural context were unsupportive. The group businesses have generally not been successful. Opening a kiosk as a business strategy for youth was not successful. The cash grant of \$100 USD has helped youth start businesses. However, only a few of those interviewed had invested their entire grant in the business. The majority used about 20–40% of the grant on actual business expenses. Findings not sex-disaggregated.</p>	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202021.pdf

YouthWorks micro-franchising pilot project, Sierra Leone	International Rescue Committee, funded by UNDP and Irish Aid	Provided self-employment opportunities for youth by facilitating franchise business relationships with existing companies that had products or services that could be distributed and sold independently by the youth. Included: general training on entrepreneurship, business plan development, mentoring, financial literacy, micro-franchising	100 Youth	96% of youth micro-franchisees were making a profit or breaking even. Those earning money reported that it was being reinvested into their businesses (42%), saved (24%), or used for household and other expenses, such as school fees (34%). Youth reported increased self-reliance, independence, and respect as a result of their business activities. Youth also reported learning important business skills, such as customer service, as well as important life skills, including understanding the difference between their wants and needs, and how to save and plan for the future. Findings not sex-disaggregated; however, 46% of businesses were developed by young women.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf
General entrepreneurship education, South Africa	Umsobomvu Youth Fund	Entrepreneurship education for out-of-school, low-income, unskilled, and unemployed youth to prepare them for successful integration into mainstream employment. Includes: business plan development, general training on entrepreneurship, mentoring, leadership and organizational skills, access to networks and support, life skills	60 Out-of-school, low-income, unskilled, and unemployed youth	60% of youth participants were unemployed at the time of the evaluation. Overall, respondents expressed positive sentiments about the program and were impressed with its delivery. However, some respondents expressed concerns: They did not obtain the business start-up funding that they hoped to get; the program contained too much theory; there was little time for practical training. 52% of the sample participants were female; however, study findings were not sex-disaggregated.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf
Youth Enterprise Society (YES) program, South Africa	Funded by non-profit organization through community support	A secondary school extramural entrepreneurship society/club funded by non-profit organization through community support. Includes: business plan development, general training on entrepreneurship, leadership and organizational skills, institutional capacity building	1,800 Youth	Learners reported an increased awareness of entrepreneurship as a career and the acquisition of entrepreneurial skills and knowledge. A total of 90% of advisors agreed or agreed strongly that as a result of being part of YES, learners have a more positive attitude towards entrepreneurship as a career. 82% agreed or agreed strongly that more people who leave school are considering becoming entrepreneurs because of YES. Learners reported an improvement in school performance and the discovery of new or hidden talents, which had been stimulated as a result of the YES Club program. Findings were not sex-disaggregated.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%20_I.pdf

TechnoServe (TNS), El Salvador, Tanzania, Kenya	Funded by USAID	Provided market-driven, business- oriented services to rural populations. One component of these services was a youth entrepreneurship training program for those ages 15-25. Including: general training on entrepreneurship. In Kenya, the program is just starting up and is targeted at poor teenage girls.	9,000 Youth (ages 15-25)	In El Salvador, 156 teachers were trained, 7,148 students were trained, 43 entrepreneurship fairs were held, 92 businesses were established, and 158 new jobs were created from 2001 to 2006. In Tanzania, the “Biz Camps” were popular and well attended (the 3,145 participants surpassed the target level by more than 100%), but few new businesses were established. Some outcomes of the program are somewhat intangible and hard to measure. Changes in attitudes toward business and entrepreneurship have taken place and students have learned to work in teams.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202011.pdf
Unnamed voucher program, South Africa		Enables young entrepreneurs to access technical assistance and managerial support for their businesses. Participants were given up to four vouchers to purchase technical assistance and support from a contracted private sector consultancy firm specializing in business development. Includes: business plan development, general training on entrepreneurship, life skills, vouchers, mentoring	22,616 Youth	Vouchers were used most often for business plans (58.1%), branding (9.1%), business registration (7.4%) and web-based marketing (4.2%). 46% of entrepreneurs reported increased revenues as a result of the program services, while 52% reported constant revenues. The number of jobs per business increased from 5.1 to 6.0 after participation in the program. 47.5% reported improved management of their business; 34% reported growth in their respective markets; and 19.7% reporting improved record keeping. Program contributed to the establishment of enterprises with the majority, 70% of firms having been formed during the period it was introduced. 46% of participants were female.	https://www.usaid.gov/sites/default/files/documents/1865/USAID%20state%20of%20the%20field%20youth%20workforce%20development%20final%202011.pdf
PROBCAT, Mexico	Mexican Government	Short-term vocational training	Unemployed, minimally educated (ages 20-55)	On average, program trainees found jobs more quickly (program participation reduces unemployment spell by 1.9 months for females and 2.5 months for males). Female trainees with work experience are more likely to be employed at 3, 6 and 12 months after the training than are similar controls. Training increases the number of hours worked for both women and men, but only increases monthly earnings for men.	http://www.womeneconroadmap.org/sites/default/files/Todd_Improve%20Women%20Employability%20and%20Quality%20of%20Work.pdf

SMEA, Pakistan	Funded by USAID, to be launched	<p>Project will achieve the following objectives and sub-objectives</p> <p>Objective 1: Improved Business Enabling Environment (BEE):</p> <ul style="list-style-type: none"> • Improved GOP ability to develop and implement reforms of policies, laws and regulations • Strengthened private sector and civil society engagement in policy-making <p>Objective 2: Improved Economic Performance of Focus Enterprises:</p> <ul style="list-style-type: none"> • Improved economic performance in select sectors • Improved technological readiness and innovation • Increased access to markets • Increased access to finance • Enabled women SMEs run profitable businesses 	6,000 Pakistani SMEs, at least 10% of these SMEs will be women-owned and/or managed, target of 30,000 jobs to be created	Not yet evaluated	-
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Childcare Provision

Name and Location of Program	Implement-er(s)	Program/Policy description (including objectives)	Scale and Target Population	Outcomes	Link
SEWA Child Care through cooperatives and Local Organizations, Ahmedabad, India	Self-Employed Women's Association (SEWA)	In Ahmedabad, Sangini Child Care Workers' Cooperative is running centers for infants and young children. Each district childcare center caters to the local needs of the community, serving tobacco, agricultural, salt, dairy, gum collection, and embroidery workers. They serve ages 0-6.		Not evaluated	http://www.sewa.org/Services_Child_Care.asp also see http://www.cpahq.org/cpahq/cpadocs/wcms125991.pdf
Hogares Comunitarios programme, Columbia	Columbian Government	In the mid-1980s the Colombian Government set up a targeted program designed to improve nutrition in poor households. Today the Hogares Comunitarios program is one of the country's largest welfare programs, serving more than a million children in urban and rural areas. This community nursery program, catering for children from birth to age 6, now covers both nutrition and child care, allowing mothers to enter the labor market. Households eligible for the program form parent associations that elect a 'community mother', who must meet minimal requirements set by the authorities. The community mother opens her home (hogar) to as many as fifteen children. She gives them three meals a day, constituting 70% of the recommended daily calorie intake. While earlier evaluations were inconclusive, a recent study looked at participation, anthropometric and welfare measures of children, and other outcomes such as female employment rates and hours of work. It found that the program was reaching the poorest children and seemed well targeted.		Not evaluated	http://unesdoc.unesco.org/images/0014/001477/147794e.pdf Box 7.2

<p>Early Childhood Development Program, Mozambique</p>	<p>Save the Children</p>	<p>The goal of Save the Children's Early Childhood Development Program in Mozambique is to improve children's cognitive, social, emotional, and physical development through supportive community-based preschool centers, home and community environments. Specifically, the project aims to (a) deliver quality early stimulation, psychosocial support and emergent literacy and numeracy instruction; (b) strengthen positive parenting practices and decrease harmful ones; and (c) facilitate children's transition to primary school. The preschool model was initially piloted in 12 communities of the Gaza province starting in 2005. Based on this initial experience and having obtained additional financial resources, the model was scaled up to 30 new communities in early 2008.</p>		<p>The probability that a caregiver reports working in the past 30 days increases by 6.2 percentage points, representing an increase of 26% over the control. The estimated coefficients are positive for both mothers and fathers. While the impacts are significant at the 10% level for fathers and not statistically significant for mothers, the magnitude of the effect relative to controls is substantially larger for mothers (37% versus 16%). The implementers hypothesize that the employment result is driven primarily by an increase in caregiver time to engage in productive labor market activities while their children are in the supervised care of the preschool environment.</p>	<p>http://www.savethechildren.org/atf/cf/%7B9def2ebe-10ae-432c-9bd0-df91d2eba74a%7D/MARTINEZ_NAUD_EAU_PEREIRA.MOZ_ECD_REPORT-FEB_7_2012.PDF</p>
<p>Childcare centers for seasonal agricultural women workers' children (CAHMT), Chile</p>	<p>SERNAM in coordination with public and private partners</p>	<p>Through their trade union, seasonal agricultural women workers had long demanded childcare centers appropriate to their occupations. In 1991, the women's national machinery for equal opportunities, SERNAM coordinated with other public and private actors to create two childcare centers for seasonal agricultural women workers' children (CAHMT). A trade union was involved in the initial diagnostic research. An advisory committee, comprised of the trade union, local government, employers and SERNAM, was created in order to oversee the process.</p>	<p>17,693 Children of seasonal agricultural workers as of 2006, benefitting an estimated 10,000 women</p>	<p>A positive impact on seasonal workers working conditions, in terms of reduction of stress and better concentration. Workers experienced an increase in their productivity and income. They also can save the cost of private child minders. While coverage increased over the years, the number of available positions for children in these centers has not yet match the demand. Sometimes the location of the facility (far from both the workplace and their residence) can represent a serious obstacle in accessing the service.</p>	<p>http://www.cpahq.org/cpahq/cpadocs/wcms125991.pdf</p>

Learning Centres for Burmese Migrant Children in Samut Sakhon Province, Thailand	Raks Thai Foundation	Childcare center serving children of undocumented migrants from Myanmar working at fisheries and seafood-processing operations in Samut Sakhon Province in Thailand. The center is tuition-free, with parents responsible for transportation costs. Both Thai and Burmese teachers are employed at the school. The center has temporarily been funded through grants from projects by CARE, USAID, and PHAMIT.	297 Children across four centers, children of un-documented Burmese migrant workers	Not evaluated	http://www.cpahq.org/cpahq/cpadocs/wcms125991.pdf
Child Support Grant, South Africa	South African Government	Cash transfers to children's caretakers to alleviate child poverty.	11.7 million caregivers as of 2015	The program has had a wide array of care-related benefits. Children are, for example, better fed, healthier, more likely to go to school, less likely to work outside the home and less likely to engage in risky sexual activities.	https://www.odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf
(Preliminary) Unnamed Gov Program for ECCE, Ethiopia	Ethiopian Government	The program provides kindergarten services with trained teachers (primarily in urban areas). Second, it adds an additional 'O' class in primary schools prior to Grade I, taught by untrained grade 10 graduates. Finally, it has established child to child programs in which adolescents provide voluntary classes to preprimary children on weekends for a limited number of hours. All three approaches are primarily focused on school readiness rather than on relieving women's unpaid care burden, although mothers involved in evaluative research highlighted some positive spillover effects on their time poverty.	All children, and particularly urban children	Mothers interviewed were pleased that their children were having an opportunity to learn the alphabet (Amharic and English) and numbers, but because the class facilitators are untrained, families do not always have full confidence in their teaching, or indeed supervision, abilities. The 1.5- to 2-hour class also did not allow much time to get on with other household or income-generating activities. For some parents, it meant walking considerable distances to drop their children off and pick them up again.	https://www.odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf
Foster Child Grant, South Africa	South African Government	Cash transfers available to foster parents who have had a child placed in their custody by the courts. Originally aimed at children removed from their families because of abuse, the grant now mostly supports the caregivers of children orphaned by HIV/AIDS.	Foster parents of 500,000 children	Not evaluated	https://www.odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf

Productive Safety Net Programme (PSNP), Ethiopia	Ethiopian Government, WFP, and other partners	The program allows pregnant and lactating women to receive direct financial support, rather than having to engage in manual labor, permits mothers to alter their hours, and builds community assets such as labor-saving water taps. Further, it enables women 'to participate in nutritional classes or other activities that are thought to be particularly beneficial to them and their children' and count the time as work.	7.64 million participants in food-insecure households	Research has found that flexible working hours for women are not always offered, and few program sites have the required childcare facilities. Reasons for this include insufficient funds, program implementers' lack of awareness (or de-prioritization) of these gender-sensitive provisions, and limited demand from women participants, who may be concerned about leaving their children with strangers.	https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf
Care Dependency Grant, South Africa	South African Government	Offers the primary caregivers of children with disabilities a monthly grant to offset partially the financial and opportunity costs of caring for a child with a disability.	127,000 caregivers of children with severe disabilities	De Koker et al. (2006) reported that the average recipient spent 150% of the value of the grant on direct disability-related costs alone.	https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf
National Early Childhood Care and Development Policy, Ghana	Ghana Department of Social Welfare	The policy acknowledges the role of ECCE in helping women care for their children and called for a variety of types of care: center-based, in-home, nanny homes, and after-school care. The aim of this policy was to enable working mothers, especially after maternity leave, to have reliable childcare.	Children 3-5 years of age	ECCE policies in several other sub-Saharan countries also acknowledge that preschool can benefit caregivers – with Namibia specifically noting that it can also permit older siblings to attend school. Impacts on older sisters were also important to early (1970s) ECCE offerings in Bangladesh and India.	https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf
ICDS, India	UNICEF and the World Bank	The purpose of ICDS is to improve the health, nutrition and development of children. The program offers health, nutrition and hygiene education to mothers, informal preschool education to children aged three to six, supplementary feeding for all children and pregnant and nursing mothers, growth monitoring and promotion, and links to primary healthcare services such as immunization and vitamin A supplements.	4.8 million expectant and nursing mothers, and over 23 million children, primarily in rural and tribal communities	Where the program was operating, there were lower percentages of low-birth-weight babies, lower infant mortality rates, higher immunization coverage, higher utilization rates for health services, and better child nutrition. The percentage of severely malnourished children declined, the positive effects of preschool were evident, and a larger percentage of mothers were getting their children medically examined.	https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf

Mobile Crèches (MC), India	Privately funded by sponsorships	To serve migrant women working on urban construction sites in taking care of children. Provides crèches to care for children under the age of six, and daycare centers for children under the age of 12	1 million children	Not evaluated	https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf
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Emergency Employment and Labor Demand

Name of Program	Implementers/ Implementing Partners	Program/Policy description (including objectives)	Scale and Target Population	Outcomes	Link
Community Based Emergency Employment (CBEE) project, Fiji	ILO	Provided wages and tools to support three villages in Tailevu to clear farm areas that were damaged by the recent cyclone and commence replanting. Immediate objective: support food security and loss of income of the identified villages through a social protection lens.	Villagers affected by Tropical Cyclone Winston in three villages	Not evaluated	http://www.ilo.org/suva/public-information/WCMS_486113/lang-en/index.htm
Emergency Employment Programme, Philippines	ILO, in collaboration with several ministries and UN agencies	Provides immediate livelihood support for men and women in the areas hit by Super Typhoon Haiyan. The purpose was to create decent jobs while clearing off and rebuilding light infrastructure in affected areas. The program not only put much-needed cash in participants' hands but also helped them to develop new skills and provide them with social protection, including a minimum wage and health and accident insurance.	Target of 100,000 workers in typhoon affected areas	Not evaluated	http://www.ilo.org/manila/projects/WCMS_231138/lang-en/index.htm
Unnamed Emergency Employment Program, Chile	Chilean government	Enacted by the Chilean government in 1999, the program began with a system of direct employment through municipalities with slightly more than 10,000 jobs, and has since expanded.	15,000 to 100,000 unemployed individuals per year	Evaluators found that even though direct employment programs increased the participants' family income, those programs are associated with an increase in the school drop-out and labor participation rates of the young and old.	http://sedici.unlp.edu.ar/bitstream/handle/10915/3720/Documento_completo.pdf?sequence=1

<p>Mahatma Gandhi National Rural Employment Scheme, India</p>	<p>Indian Federal and Local Government</p>	<p>National legislation guarantees each rural household (or about 70% of India's population) up to 100 days of public works employment per year at the minimum wage. Annual expenditures on the scheme amount to about 1% of GDP. Participation is supposed to be demand driven, with households self-selecting into employment at any time of the year.</p>	<p>50 million households per year</p>	<p>While there is evidence that the program is attractive to some richer households as well as to poor households, it still reaches the most disadvantaged groups. The relatively high wage seems to have led to some crowding out of private-sector employment for men, although it is still unclear whether this is a response to higher wages. Some empirical analyses document substantial wage increases for men and especially for women, which is consistent with the idea that the program helps enforce the minimum wage laws in rural areas. In general, the evidence shows important stabilizing benefits for the program from employment availability during the agricultural off-season and in areas with higher income uncertainty because of volatile weather conditions. Azam (2012) found that the program had a positive impact on labor force participation, driven by a strong increase in female labor force participation. According to this study, women's participation in PWs increased by 4 percentage points more in NREGS districts than in non-NREGS districts between 2004–05 and 2007–08.</p>	<p>http://wol.iza.org/articles/public-works-programs-in-developing-countries-have-the-potential-to-reduce-poverty.pdf</p>
<p>Productive Safety Net Program, Ethiopia</p>	<p>Ethiopian Government</p>	<p>Relieve chronic food insecurity with public works and cash transfers for households unable to participate in public works.</p>	<p>7.6 million households as of 2009</p>	<p>The Ethiopian PSNP had no significant effect on either male or female transition into paid employment or on their probability of having paid employment in the year before the data were collected.</p>	<p>http://ebrary.ifpri.org/cdm/ref/collection/p15738coll2/id/29532</p>

Jefes de Hogar Program, Argentina	Argentinian Government	Helped unemployed household heads in households with particularly vulnerable family members (such as children, pregnant women, and people with disabilities) ride out the severe financial crisis of 2002. Over time, it developed a stronger focus on training to build human capital and increase long-term employment opportunities.	Unemployed heads of household with vulnerable groups in the household	Plan Jefes participants were significantly less likely to transition to paid employment than individuals who applied for but did not receive benefits (the control group). The negative effect was much stronger among women, whose likelihood decreased by 43.1 percentage points compared with a marginally significant decrease of 16.8 percentage points among men. 1.5% of female participants transitioned to formal employment after 2 years, compared to 4% from the control group of women.	http://wol.iza.org/articles/public-works-programs-in-developing-countries-have-the-potential-to-reduce-poverty.pdf
Expanded Public Works Programme (EPWP) Phase 2, South Africa	South African Government	Infrastructure for basic services and social services (child care and home- and community-based care, environmental rehabilitation, conservation and management). All government departments, municipalities, and parastatals are required to take steps to increase employment creation in their infrastructure programs, where technically and economically feasible. No person may participate for more than 24 months within a 5-year cycle (some exceptions).	Target: 4.5 million people, or 2 million jobs. All unemployed willing to work at offered wage rate are eligible.	Not evaluated	http://www.ipc-undp.org/pub/IPCWorkingPaper66.pdf
Unnamed Public Works Program, Cambodia	Ministry of Rural Development, the Ministry of Public Works and Transport, and the Ministry of Water Resources and Meteorology	To implement labor-intensive programs with the twin benefits of creating temporary employment and generating public assets.	Cambodia's poor and vulnerable in 24 provinces and 185 districts	Public works programs contribute to participants' ability to access and stakeholders' ability to provide both social services and economic opportunities (for example, markets and jobs). Targeting issues still need to be resolved, and better harmonization of policy is needed, especially among different subnational governments.	https://openknowledge.worldbank.org/bitstream/handle/10986/11882/9780821389683.pdf

Liberia's Cash for Work Temporary Employment Project (CFWTEP), Liberia	The World Bank and the Government of Liberia, as part of the Global Food Crisis Response Program	Short-term poverty reduction through cash-for-work programs to help build, repair, and maintain important infrastructure on a community level.	17,000 food-insecure beneficiaries	It is unclear whether these cash for work programs reached their intended beneficiaries. It is also unclear whether these programs generated other, potentially long-term, beneficial impacts.	https://openknowledge.worldbank.org/bitstream/handle/10986/11882/9780821389683.pdf
Food for Work, Bangladesh	Bangladesh Local Government engineering department, social services department	Generating employment for the poor, generally in the dry season through infrastructure creation and maintenance. No specific entitlement, instead provides food transfer by the public food distribution system.	1 million annually, chronically poor, women heads of household, and the functionally landless	Not evaluated	http://s3.amazonaws.com/academia.edu/documents/41269698/Comparing_Food_and_Cash_Transfers_to_the20160116-29350-1ky7fu1.pdf?AWSAccessKeyId=AKIAJ56TQJRTWSMTNPEA&Expires=1479355297&Signature=Qz3BUECqQbqZc9RmFdiDRpyBw2o%3D&response-content-disposition=inline%3B%20filename%3DComparing_Food_and_Cash_Transfers_to_the.pdf
Rural Maintenance Program, Bangladesh	Bangladesh Local government and CARE Bangladesh	Two main program objectives: Empowering women and maintaining rural infrastructure	42,000 annually, chronically poor, women heads of household, the functionally landless	Not evaluated	http://s3.amazonaws.com/academia.edu/documents/41269698/Comparing_Food_and_Cash_Transfers_to_the20160116-29350-1ky7fu1.pdf?AWSAccessKeyId=AKIAJ56TQJRTWSMTNPEA

					 &Expires=1479355297&Signature=Qz3BUECqQbqZc9RmFdiDRpyBw2o%3D&response-content-disposition=inline%3B%20filename%3DComparing_Food_and_Cash Transfers to the.pdf
Test Relief, Bangladesh	Bangladesh Ministry of Food and Disaster Management	Employing the poor during the rainy season for various rural infrastructure maintenance projects, requires lighter labor than the Food for Work program.	100,000 annually	Not evaluated	 http://s3.amazonaws.com/academia.edu/documents/41269698/Comparing_Food_and_Cash Transfers to the20160116-29350-1ky7fu1.pdf?AWSAccessKeyId=AKIAJ56TQJRTWSMTNPEA&Expires=1479355297&Signature=Qz3BUECqQbqZc9RmFdiDRpyBw2o%3D&response-content-disposition=inline%3B%20filename%3DComparing_Food_and_Cash Transfers to the.pdf

<p>Vulnerable Group Development Program, Bangladesh</p>	<p>Bangladesh Ministry of Women and Children Affairs</p>	<p>Increasing the marketable efficiency of women through training, encouraging savings for capital accumulation, and build awareness of disaster management and nutrition through group training.</p>	<p>500,000 women annually (ages 18-49)</p>	<p>Not evaluated</p>	<p>http://s3.amazonaws.com/academia.edu/documents/41269698/Comparing_Food_and_Cash_Transfers_to_the20160116-29350-1ky7fu1.pdf?AWSAccessKeyId=AKIAJ56TQJRTWSMTNPEA&Expires=1479355297&Signature=Qz3BUECqQbqZc9RmFdiDRpyBw2o%3D&response-content-disposition=inline%3B%20filename%3DComparing_Food_and_Cash_Transfers_to_the.pdf</p>
<p>Proempleo, Argentina</p>	<p>Argentinian Ministry of Labor</p>	<p>The program provided vouchers for participants to give to prospective employers. The voucher entitled employers to a sizable wage subsidy, \$150 per month for workers aged 45 and older and \$100 per month for younger workers, which lasted for up to 18 months.</p>		<p>Galasso et. al. (2001) find that the voucher program reduced the probability of unemployment, despite the fact that few firms actually took up the voucher subsidy. Voucher recipients had a significantly higher probability of employment but had no higher current income. Women and younger workers experienced the largest treatment impacts. Only 30% of those assigned to the voucher plus training treatment arm took advantage of the training option. Impact estimates based on a comparison of the two treatment groups indicate that the additional option to take training had no additional impact.</p>	<p>http://www.womeconroadmap.org/sites/default/files/Todd_Improve%20Women%20Employability%20and%20Quality%20of%20Work.pdf</p>

Trabajar II, Argentina	Argentinian Government	Under the program, local governmental and nongovernmental organizations submit proposals for socially useful projects, such as projects to repair local infrastructure. To be eligible for program benefits, workers had to be hired on to a successful proposal project and cannot be receiving unemployment benefits or be participating in another employment or training program. The projects lasted a maximum of six months but a worker could continue in the program if he/she switched to working on a new project. The wage rate was set at a maximum of \$200 per month, which was deemed low enough to assure good targeting and to help assure that workers prefer regular work when it becomes available.	Unemployed workers from poor families	The average gain to program participants is \$103 dollars, about half of the average Trabajar wage. The gains for female participants are not much different from the gains of male participants, but female participants tend to be from less poor backgrounds. Income gains are greatest for younger people (in the 15-24 age range).	http://www.womeconroadmap.org/sites/default/files/Todd_Improve%20Women%20Employability%20and%20Quality%20of%20Work.pdf
Unnamed Active Labor Market Participation program, Slovakia	Not specified	The program provided retraining and counseling services as well as wage subsidies in two types of jobs: Socially purposeful jobs (SPJ) and publicly useful jobs (PUJ). The subsidy in SPJ, which could be at private sector 23 firms, had a minimum duration of 2 years and the subsidy at PUJ, which were typically public works jobs, had a maximum duration of 6 months.	Registered unemployed workers, especially the elderly and disabled	For women, 40% exit unemployment by finding jobs, 9% exit by entering ALMP and 51% had right censored spells. For males, 47% exit unemployment by finding a job, 8% exit it by entering an ALMP program and 45% had a right censored spell. On average, workers that enter the ALMP programs are found to have a 150% increase in the exit rate into a regular job, with similar estimated program impacts for men and women. From additional analyses allowing the ALMP program effect to depend on the type of program, the authors conclude that there are positive benefits of retraining and publicly useful jobs on exiting unemployment into a job. For socially purposeful jobs, however, they find a negative effect.	http://www.womeconroadmap.org/sites/default/files/Todd_Improve%20Women%20Employability%20and%20Quality%20of%20Work.pdf

<p>Unnamed Active Labor Market Participation program, Poland</p>	<p>Not specified</p>	<p>The program took three forms: publicly financed training and retraining, intervention works (wage subsidies for workers in private or public firms), and public works. The aim of training and retraining was to increase the skill set of individuals in demanded fields such as data processing, accounting, secretarial work and welding, through courses lasting on average 2-3 months. Individuals receive unemployment benefits during the course of their studies.</p>	<p>Long-term unemployed</p>	<p>The impact estimates indicate that the training/retraining program increases the average employment probability for both men and women. Participation in the non-training ALMP programs does not affect women's employment probabilities but has a negative effect on men's employment probabilities, which the authors attribute to benefit churning rather than stigmatization of intervention and public works participants.</p>	<p>http://www.womeneconroadmap.org/sites/default/files/Todd_Improve%20Women%20Employability%20and%20Quality%20of%20Work.pdf</p>
<p>Reemployment Project, China</p>	<p>Chinese local labor bureaus</p>	<p>Designed to promote labor market entry of so-called xiagang, who are people that were laid off from state-owned-enterprises but remain attached to their former employer for unemployment stipends, health insurance, and pensions.</p>	<p>Not specified</p>	<p>Training is found to have a negative impact in Shenyang on employment probability and no effect on earnings. In Wuhan, however, training is found to have a positive impact on employment probability. Training appears to have a stronger negative impact on men and those with lower education. In both Shenyang and Wuhan, individuals who contributed personally to the cost of training had higher reemployment rates</p>	<p>http://www.womeneconroadmap.org/sites/default/files/Todd_Improve%20Women%20Employability%20and%20Quality%20of%20Work.pdf</p>

Sectoral Policy

Name of Program	Implementer(s)	Program/Policy description (including objectives)	Scale and Target Population	Estimated Outcomes	Link
Pakistan Regional Economic Integration Activity (PREIA), Pakistan	Development Alternatives Incorporated (DAI)	<p>The USAID funded Pakistan Regional Economic Integration Activity (PREIA) is a five-year (September 1, 2015 – August 31, 2020), USD 14.4-million project that aims to further the development of Pakistan’s trade sector. PREIA’s focus on trade promotion and facilitation will include collaboration with the public and private sector stakeholders in Pakistan to improve trade and transit competitiveness that result in increased trade and transit volumes. Through technical assistance and capacity development, PREIA will also support enhanced regional economic integration with Pakistan’s neighbors through increased access to international and regional markets. PREIA is providing targeted technical assistance and institutional development to improve:</p> <ul style="list-style-type: none"> • The capacity of the Government of Pakistan (GoP) to develop and implement reforms of policies, laws and regulations that improve Pakistan’s trade enabling environment; • Private sector and civil society’s engagement in policy-making for inclusive, effective and transparent trade related policy development and implementation; • Regional trade and transit facilitation by Customs for improved capacity to access regional markets; and • Regional business-to-business linkages for improved regional trade and economic connectivity 	Trade-related public and private sector institutions	<p>PREIA is working with GoP, the private sector, and trade support institutions to bring greater economic benefit to women through increased participation in export trade. The Activity is providing capacity building support to trade promotion institutions and various chambers of commerce and industry to enable them to provide better services/facilities for businesswomen and enhance their access to business networking opportunities in the region. PREIA is implementing a Women Leadership Development Program (WLDP) for Promotion of Inclusive Trade Policy to support increasing number of women from business, academia, public sector and corporate sector to participate in general trade policy discussions and to advocate gender mainstreaming of trade policy.</p> <p>Under this Program, PREIA will develop a community of practice (COP) consisting of women with potential for effective participation in general trade policy dialogue. PREIA will provide periodic trainings on general trade policy analysis and on analysis of trade policy through gender lens. It will encourage participation of women in prominent fora on trade policy; and support the advocacy agenda developed by the women in the program.</p> <p>Expected results at the Activity level:</p> <ul style="list-style-type: none"> • Pakistan will have improved capacity in the analysis of trade policy choices; • Normalized, structured and sustainable processes for dialogue between the business community and the government; • Private sector will be recognized as a key stakeholder in both policy making and implementation; • Pakistan will have more streamlined customs procedures that facilitate cross- 	<p>https://dai.com/our-work/projects/pakistan%E2%80%9494regional-economic-integration-activity-preia https://www.usaid.gov/news-information/factsheets/pakistan-regional-economic-integration-project</p>

		<p>PREIA has an underlying objective of encouraging more women in Pakistan's trade sector. Women-owned businesses form a very small segment of Pakistan's international trade sector and in turn, their voice is almost unheard at trade policy dialogue level. Given the Activity's overall objective of improved advocacy for trade policy and its underlying gender focus, PREIA's is supporting efforts towards gender inclusion at policy dialogue level with the aim to make the existing policy design mechanism more gender responsive.</p>	<p>border trade;</p> <ul style="list-style-type: none"> • Pakistani businesses will have better business-to-business networking linkages with regional counterparts. • Increase women's access to productive resources within the trade sector of Pakistan <p>PREIA is expected to contribute to the following five-year key results:</p> <ul style="list-style-type: none"> • 35% increase in trade volume with specific bilateral and regional partners; • 20% reduction in transit costs; • 25% reduction in transit time; • Pakistan's ranks in World Bank's Doing Business and World Bank Logistics Performance indicators improved 	
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Policy	Description of Research Concerning this Policy Proposal	Estimated Outcomes	Link
Investing in the care economy, Turkey	Study to estimate the economic impacts of spending an additional 20.7 billion TRY in the early childhood care and preschool education (ECCPE) sector to create an additional 3.27 million ECCPE spaces for children under 6 (to catch Turkey up to average OECD preschool education enrollment rates)	<p>Comparing an ECCPE expansion with an equivalent expansion in expenditure on the construction sector:</p> <ul style="list-style-type: none"> - Construction sector would create 290,000 new jobs in construction and other sectors - 6% to women - ECCPE sector would generate 719,000 new jobs in the ECCPE and other sectors (2.5x the construction sector) - 79% to women - In absolute numbers, increased spending on ECCPE sector would still create up to 72% of the total male jobs created through construction; would still create more jobs for the unemployed (men and women); and would create more decent jobs (contract, permanent, with social security benefits) than increased construction spending. 	http://www.levyinstitute.org/pubs/rpr_8_15.pdf

<p>Investing in the care economy, Australia, Denmark, Germany, Italy, Japan, UK, US</p>	<p>Study to estimate the direct and indirect employment effects of an increase of public investment in both the construction sector and the care industries (child and social care) in 7 high-income OECD countries</p>	<p>If 2% of GDP were invested in caring industries, it is estimated that it would generate increases in overall employment ranging from 2.4% to 6.1%, depending on the country. Nearly 13 million jobs would be created in the US, 3.5 million in Japan; between nearly 1 million in Italy to just over 2 million in Germany, and 1.5 million in the UK; 600,000 in Australia and nearly 120,000 in Denmark. A similar level of investment in the construction industries would also generate new jobs, but approximately only half as many and would increase rather than decrease the gender gap in employment</p> <ul style="list-style-type: none">- The majority of jobs created would be taken up by women (between 59% and 70% across the countries studied), reflecting in part the current concentration of women in the care industries; however, many of the jobs created would also be outside the care sector and would lead to increases in jobs for men and women.	<p>http://www.ituc-csi.org/CareJobs</p>
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