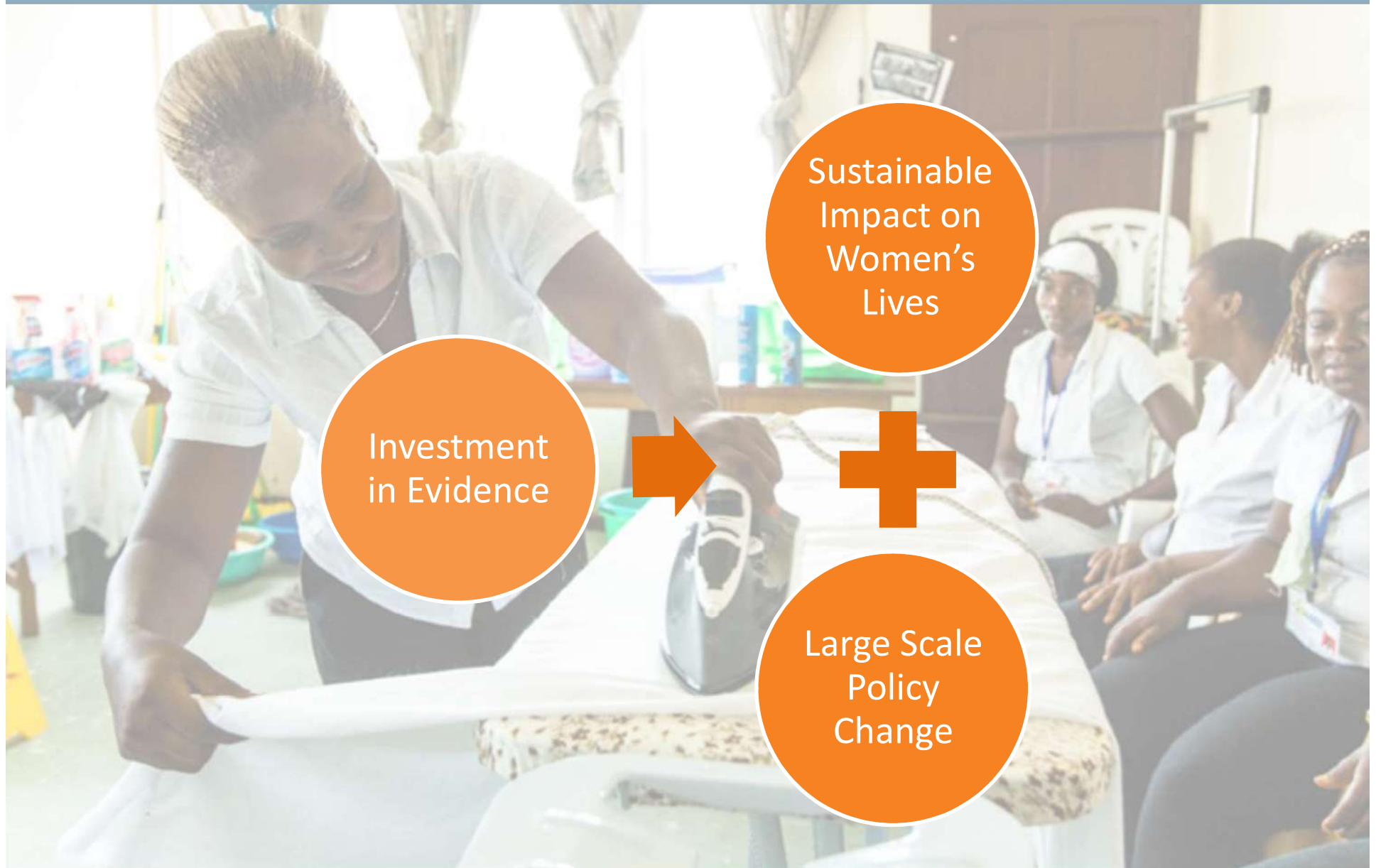


The Adolescent Girls Initiative 2008-14 Global Results

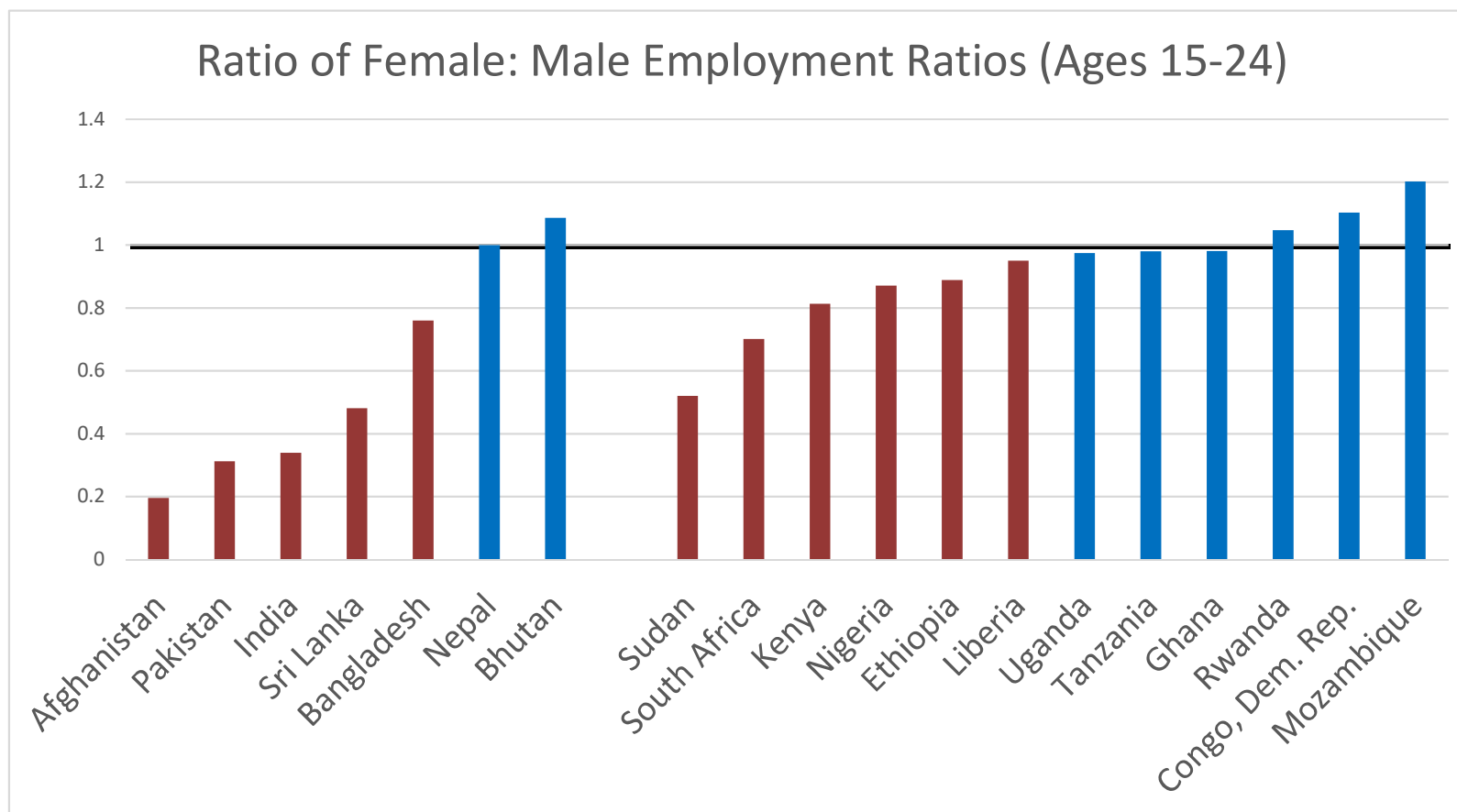
Shubha Chakravarty
World Bank New Delhi Office
Presentation to IWWAGE
October 2019



The AGI exemplifies how...



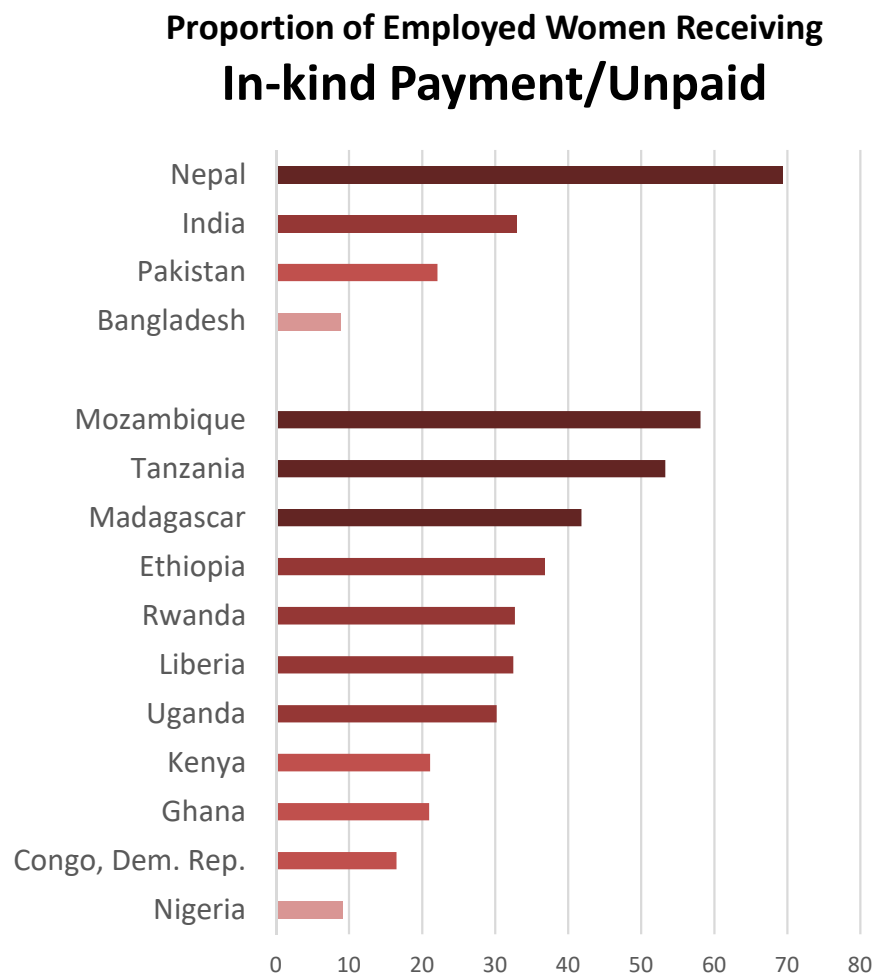
Young women are less likely to be working



Source: ILO, 2014

Note: The most populous countries with available data were selected, in addition to Liberia, Nepal, Rwanda

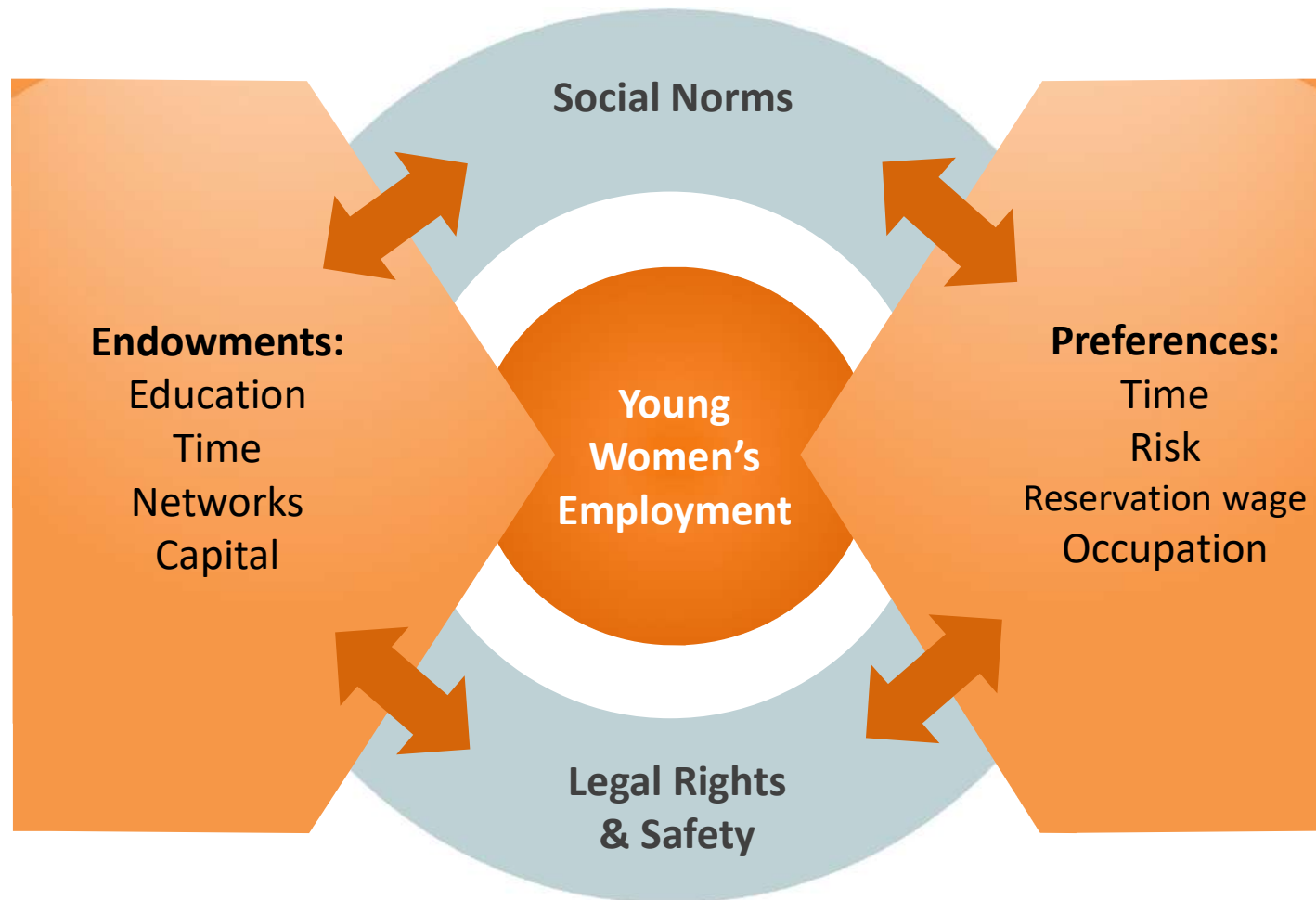
Even when women work, they are often unpaid or paid in-kind



Source: Demographic and Health Survey Data 2006-2014; includes data on working women ages 15 to 49.

Note: The most populous countries with available data were selected, in addition to Liberia, Nepal, and Rwanda

What keeps women from entering the labor force?



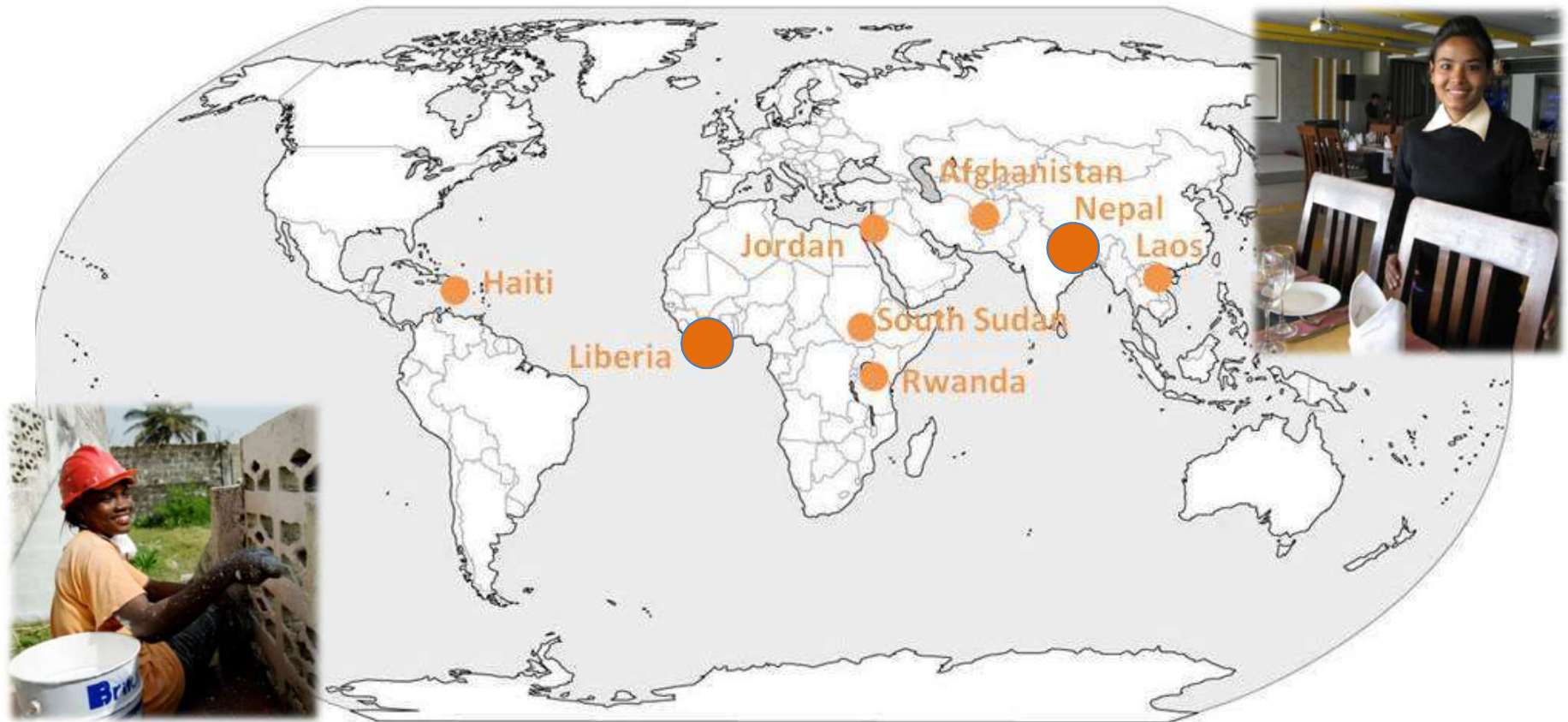
For women, youth is the critical time to intervene

Many obstacles on the road to a “good job”:

- School dropout curtails human capital accumulation
- Onset of sexual activity increases health risks, unintended pregnancy
- Early family formation can limit future earnings
- Barriers to labor market entry
 - smaller networks/access to information
 - domestic work burden
 - concurrent labor market/fertility decisions.



The Adolescent Girls Initiative tries to break these patterns



With pilots in 8 countries
5 rigorous impact evaluations
\$20 Million

... By targeting several constraints at once Innovation in the AGI

A background image showing a classroom setting. In the foreground, a young girl with braided hair is looking towards the left. She is wearing a black shirt with a green and yellow pattern. In the background, other students are visible, and there are posters on the wall.

- ✓ Specialized recruitment

- ✓ Girls-only safe spaces

- ✓ Life Skills (“soft” skills)

- ✓ Performance-based contracts

- ✓ Non-traditional trades

AGI Overview

Launched on October 10, 2008 as part of the World Bank's Gender Action Plan

Total financing: US\$22 million

Partners: Nike Foundation, the governments of Australia, Denmark, Norway, Sweden and the United Kingdom and governments of AGI countries

Each program is individually tailored to the country context, with a common goal of understanding **what works best in programming to help adolescent girls and young women succeed in the labor market**

Overview

Afghanistan

Haiti

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Lao PDR

Liberia

Nepal

Rwanda

South Sudan

Uganda

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Components of AGI

1. Training in **business development skills** and/or **technical and vocational skills** targeting skills in high demand
2. Most also include **life skills training** to improve cognitive and non-cognitive skills linked to labor market outcomes
3. Various types of support and **personalized job intermediation services**

Each pilot includes a **rigorous impact evaluation** to build the evidence base of successful interventions

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AGI Impact Evaluations

Objective of the IE's: To measure the impact of the program on the well-being of participants and their families

- Broad definition of “well-being”

Three types of outcomes

Economic outcomes for participants and their households

Employment, earnings, investment, savings, borrowing, and lending.

Socioeconomic behaviors and outcomes:

Marriage, fertility, time use, physical mobility, economic dependence on men, and experience of gender-based violence.

Empowerment, Voice, and Agency:

Aspirations, control over household resources, self-confidence, financial literacy, knowledge of SRH, gender-egalitarian norms (for participants and household head)

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AGI Impact Evaluations

- Our approach: RCTs where possible
 - **Liberia:** Individual-level random assignment into 2 rounds
 - Panel data on 1600 girls, 2 interviews, 1 year apart
 - **Uganda:** Village-level random assignment
 - Panel data on 4800 girls, 2 interviews, 2 years apart
 - **Nepal:** Difference-in-Difference comparison
 - Panel data on 3000 girls and boys, 2 interviews, 1 year apart
- Limitations:
 - In Uganda: average impacts for all girls in the village
 - In Liberia: only short-term (6-month) outcomes
 - Only Nepal allows comparison to boys

Liberia

Economic Empowerment of Adolescent Girls and Young Women (EPAG)

Franck Adoho, Shubha Chakravarty, Dala T. Korkoyah Jr., Mattias Lundberg, and Afia Tasneem. **The Impact of an Adolescent Girls Employment Program: the EPAG Project in Liberia.** *World Bank Policy Research Working Paper* (2014).



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Project Design

Financing

US\$5.2 million

Implementing Partner

Ministry of Gender and Development

Target

2,500 young women aged 16 to 27 in Greater Monrovia and Kakata City

Project Details

Components

70% trained in business dev. skills
and 30% trained in job skills

6 months of training + 6 months
of support for job placement or
links to micro-credit

Other training/support: life skills
training, business plan
competition, career fairs,
mentorship, savings account,
child care, transportation

Timeline

September 2009

Community mobilization

Dec 2009-Jan 2010

Trainee recruitment

Two rounds:

Mar 2010 - Feb 2011

1,131 girls trained

July 2011 - June 2012

1,277 girls trained

Overview

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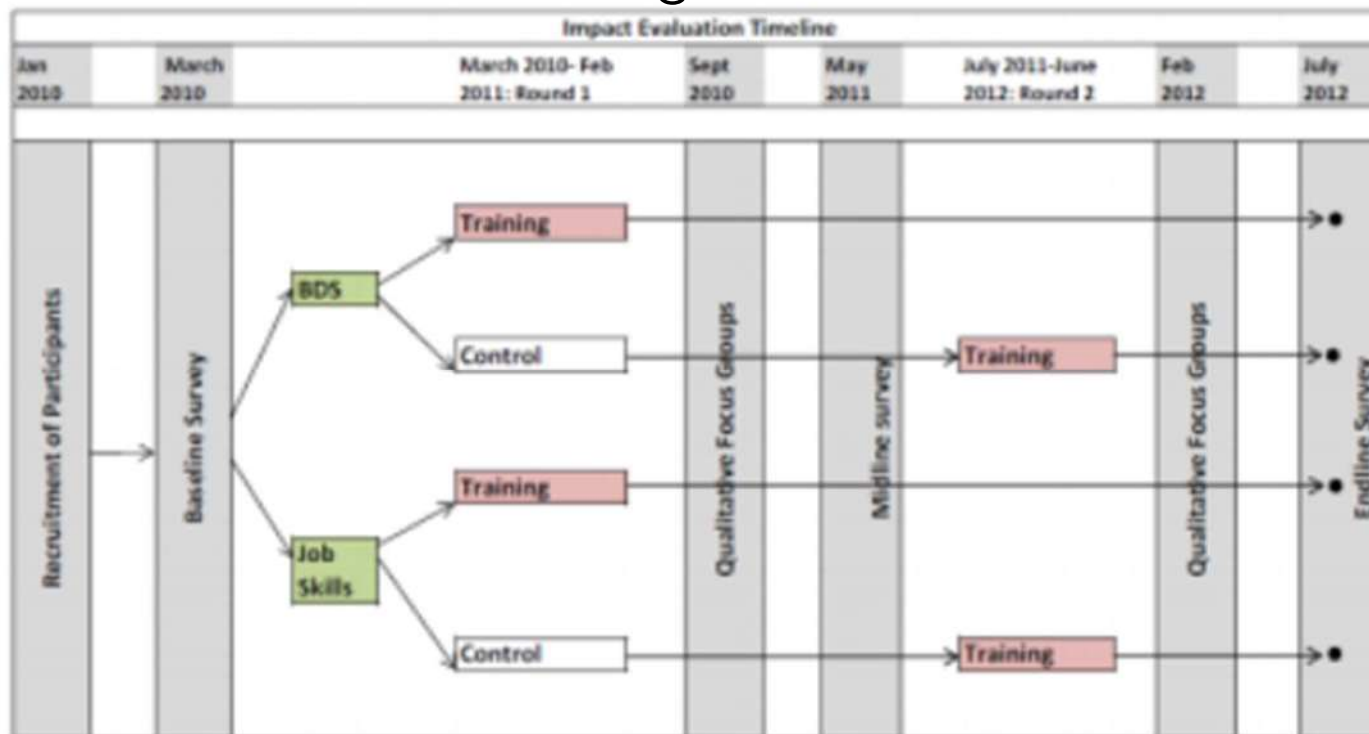
Conclusions



Evaluation Design

Randomized pipeline research design – recruits randomly assigned to receive training in either Round 1 or Round 2

Data collected in face-to-face interviews in each respondent's home. Impacts measured using a difference-in-difference regression model.



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Baseline Statistics

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Table 2A from 2014 paper. Baseline balance tests

Panel 1: Demographics					
	Control	Treatment	Difference	P Value	Observations
Average age	22.849	22.780	-0.069	0.623	1601
Age 16-19	0.131	0.163	0.032	0.086*	1601
Age 20-24	0.582	0.529	-0.053	0.038**	1601
Age 25-27	0.287	0.309	0.022	0.365	1601
Married	0.048	0.063	0.015	0.225	1601
Cohabiting	0.284	0.302	0.018	0.445	1601
Separated/Widowed/Divorced	0.010	0.009	-0.001	0.792	1601
Never married	0.658	0.627	-0.031	0.209	1601

The girls and young women in the targeted project communities face many **socio-economic challenges** – land ownership is low, only one-third of HHs owned homes, limited assets

AGI respondents are **economically vulnerable** - ~60% not engaged in IGA. Average unconditional monthly payment was ~\$37

Respondents are **slightly better off** than average adolescent girls and young women in Liberia



Results

Impact of EPAG on Income Generating Activities

		ITT Estimates			ATT Estimates
	Baseline				
	Mean	OLS	OLS	OLS	Using IV
Any IGA	0.381 [0.486]	0.181*** (0.026)	0.181*** (0.026)	0.181*** (0.037)	0.190*** (0.026)
Observations	1601	3200	3200	3200	3200
Controls		No	Yes	No	Yes
Using individual fixed effects		No	No	Yes	No

For all tables: Standard deviation in brackets. Standard error in parentheses, clustered by classroom.

ITT: Intent to treat estimator. ATT: Average treatment effect on the treated. 46 individuals were offered a space but declined to join the first round of training. We use treatment as an instrumental variable for participation in the first round of training.

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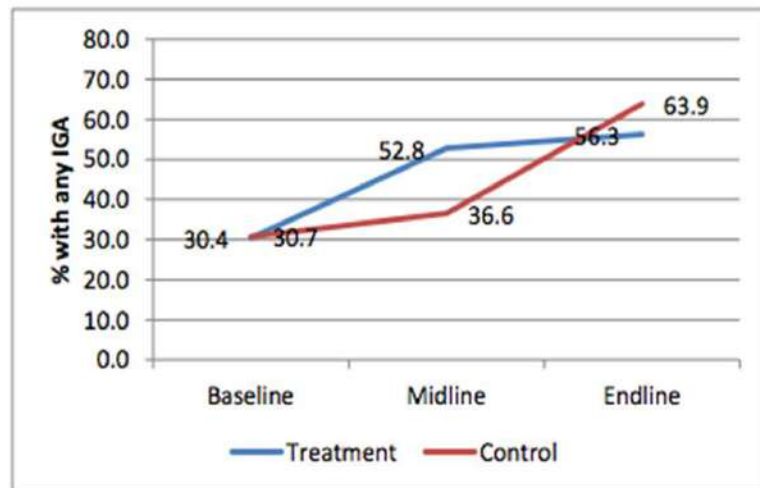


Results

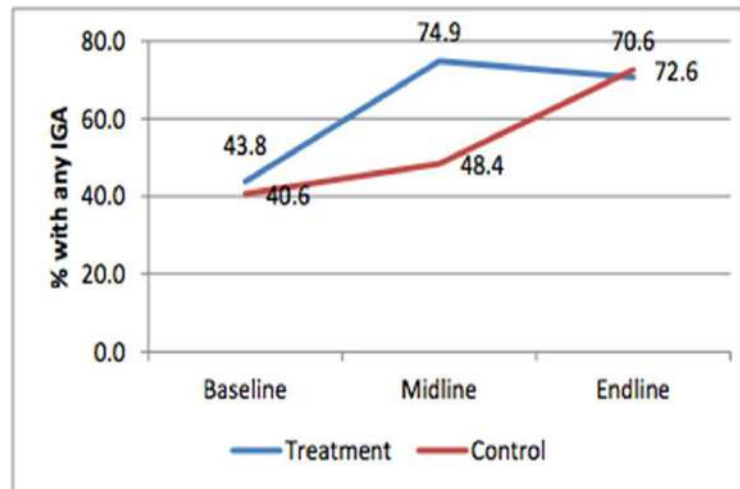
Economic Outcomes

1. 47% increase (18 pp) in employment among trainees - *driven by the greater success of the business skills track*
2. 80% increase in average weekly income
3. Significant increase in frequency and amount of young women's savings + graduates more likely to access credit

Long term impacts sustained more than a year after classroom training ended.



Employment rates among JS trainees



Employment rates among BDS trainees

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Empowerment

1. Because baseline levels were already high, only small improvements were found in girls' control over resources
2. Graduates reported worrying less
3. EPAG did not affect young women's experiences of violence
4. Two non-cognitive skills – *self-regulation* and *self-efficacy* – showed positive change

Sexual Behaviors

1. EPAG did not affect sexual behaviors or condom usage – in both T&C groups, young women had one regular partner and used condoms about half the time
2. EPAG did not lead to any changes in desired/actual fertility

EPAG was most effective for girls in the middle of the wealth distribution or with moderate education.

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Nepal

Adolescent Girls Employment Initiative (AGEI)



Shubha Chakravarty, Mattias Lundberg, Plamen Nikolov, Juliane Zenker,
**Vocational training programs and youth labor market outcomes: Evidence from
Nepal.** *Journal of Development Economics*. Volume 136. January 2019.

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Project Design

Financing

US\$2.05 million

Implementing Partner

Employment Fund, operated by Helvetas, funded by SDC, UKAID

Target

4,375 young women aged 16 to 24 who are socially discriminated, poor and have low education attainment

Project Details

Components

AGEI mainstreamed within EF's existing service delivery:

- Training and employment providers complete rapid market assessments to identify trades
- T&Es recruit/select own trainees subject to EF guidelines
- Livelihood training spans 39 trades
- Outcome-based financing
- **Life skills for women only**

Graduate employment verified by EF

Timeline

February 2010

Implementation started

3 rounds of training:

2010: 810 trained under AGEI

2011: 1,664 trained

2012: 1,936 trained

Each training followed up by survey

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Evaluation Design

Impact Evaluation (IE) compares two groups- **treatment and control** -to allow for observed changes to be attributed to the program rather than other factors

IE is based on a **sample of applicants**:

- ~4500 individuals (1500 each from 2010, 2011, 2012)
- Decentralized, course-wise sampling - for a sample of training courses, evaluation selects a few successful applicants (treatment) and a few rejected applicants (control)

With survey data, a *regression analysis* is conducted:

- **Full sample**: “Difference in Difference” comparison used to estimate program impact, controlling (or matching) for other factors
- **Subgroup analysis**: examines impact for men vs. women, young women, specific trades

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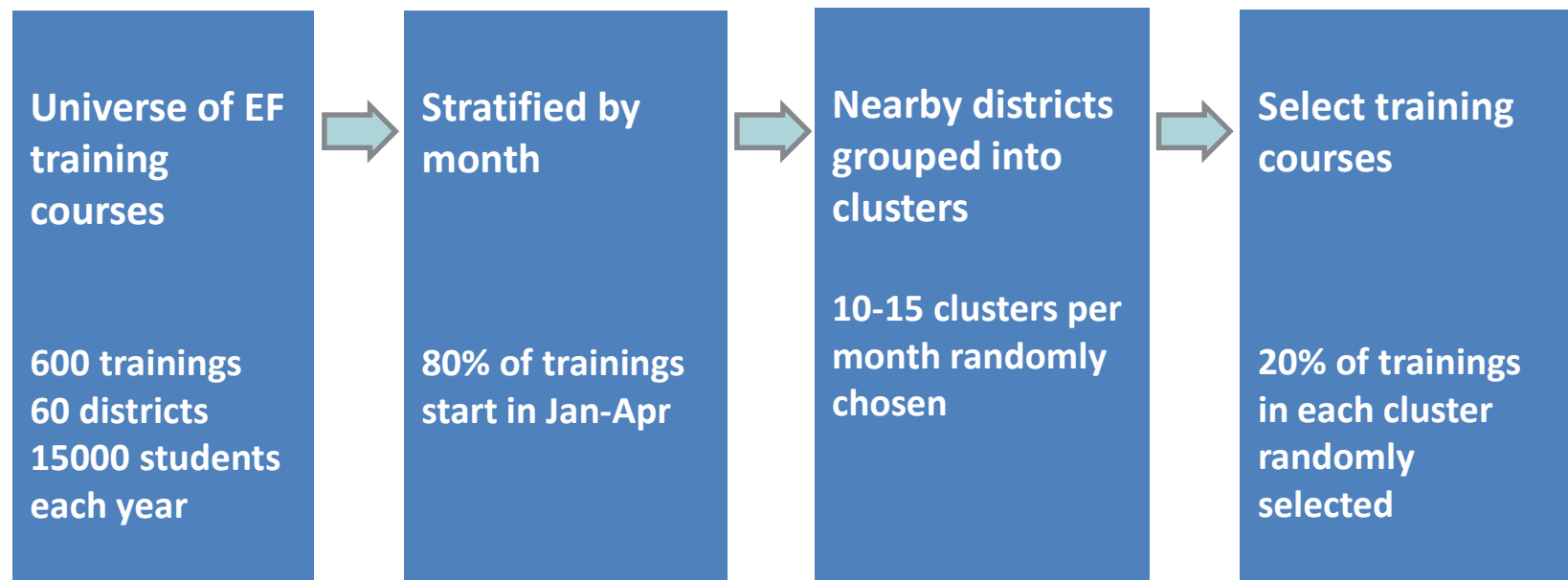


Data and Research Design

#	Name and Surname	Entry Requirement (Y/N)			Selection Criteria (Individual Scores)					Final Marks	Rank
					1 - 4 . Short-listing (70 %)				5. Interview (30%)		
		Age 16-35 (Write age)	Education < SLC	<6 mon. food sufficiency / < Rs. 3,000 mthly income	1. Trade-specific education (15)	2. Economic status (20)	3. Social caste (25)	4. Geographical rep (10)			
1	Jane Doe 1	21	Y	Y	15	20	20	5	26	86	1
2	John Doe 1	35	Y	Y	15	20	20	5	26	86	2
3	Jane Doe 2	23	Y	Y	15	20	20	5	25	85	3
4	John Doe 2	16	Y	Y	15	20	20	5	25	85	4
5	Jane Doe 3	27	Y	Y	15	20	20	5	23	83	5
6	John Doe 3	19	Y	Y	15	15	20	5	25	80	6
7	Jane Doe 4	37	Y	Y	15	15	20	5	25	80	7
8	John Doe 4	35	Y	Y	15	15	20	5	23	78	8
9	Jane Doe 5	22	Y	Y	15	15	20	5	23	78	9
10	John Doe 5	23	Y	Y	15	15	20	5	23	78	10
11	Jane Doe 6	25	Y	Y	15	15	20	5	23	78	11
12	John Doe 6	18	Y	Y	15	15	20	5	23	78	12
13	Jane Doe 7	20	Y	Y	15	15	20	5	23 20%	78	13
14	John Doe 7	16	Y	Y	15	15	20	5	22	77	14
15	Jane Doe 8	18	Y	Y	15	15	20	5	22	77	15
16	John Doe 8	24	Y	Y	15	15	20	5	21	76	16
17	Jane Doe 9	25	Y	Y	15	15	20	5	21 20%	76	17
18	John Doe 9	32	Y	Y	15	15	20	5	21	76	18
19	Jane Doe 10	20	Y	Y	15	15	20	5	18	73	19
20	John Doe 10	30	Y	Y	15	15	20	5	8	63	20

Data and Research Design

Selection of Training Courses

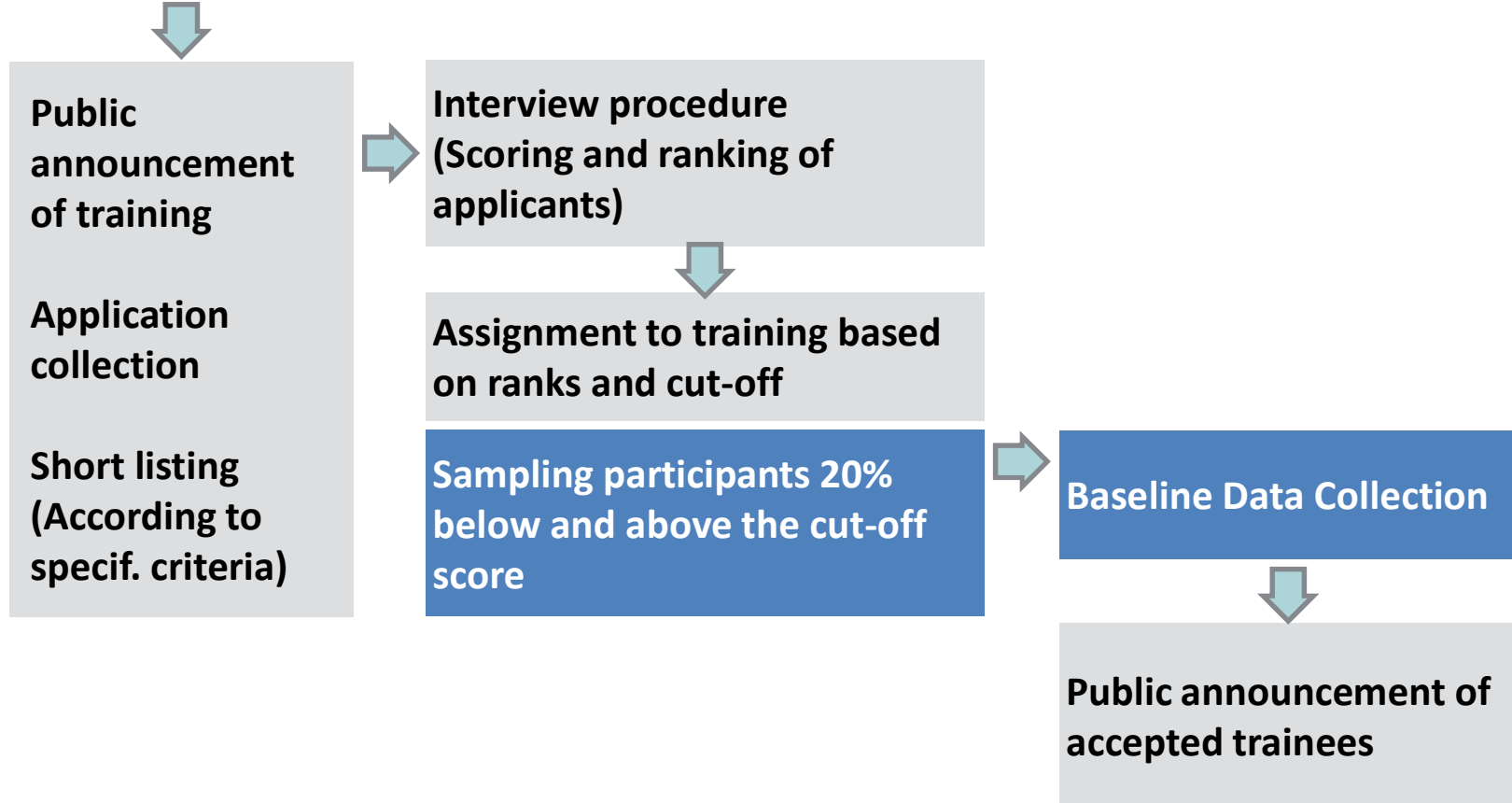


- For 3 consecutive years (2010-2012)
- Yields a sample of about 100 courses each year (total ≈ 300), of which 219 end up in the sample (remaining courses dropped because of too few applicants or scheduling)

Data and Research Design

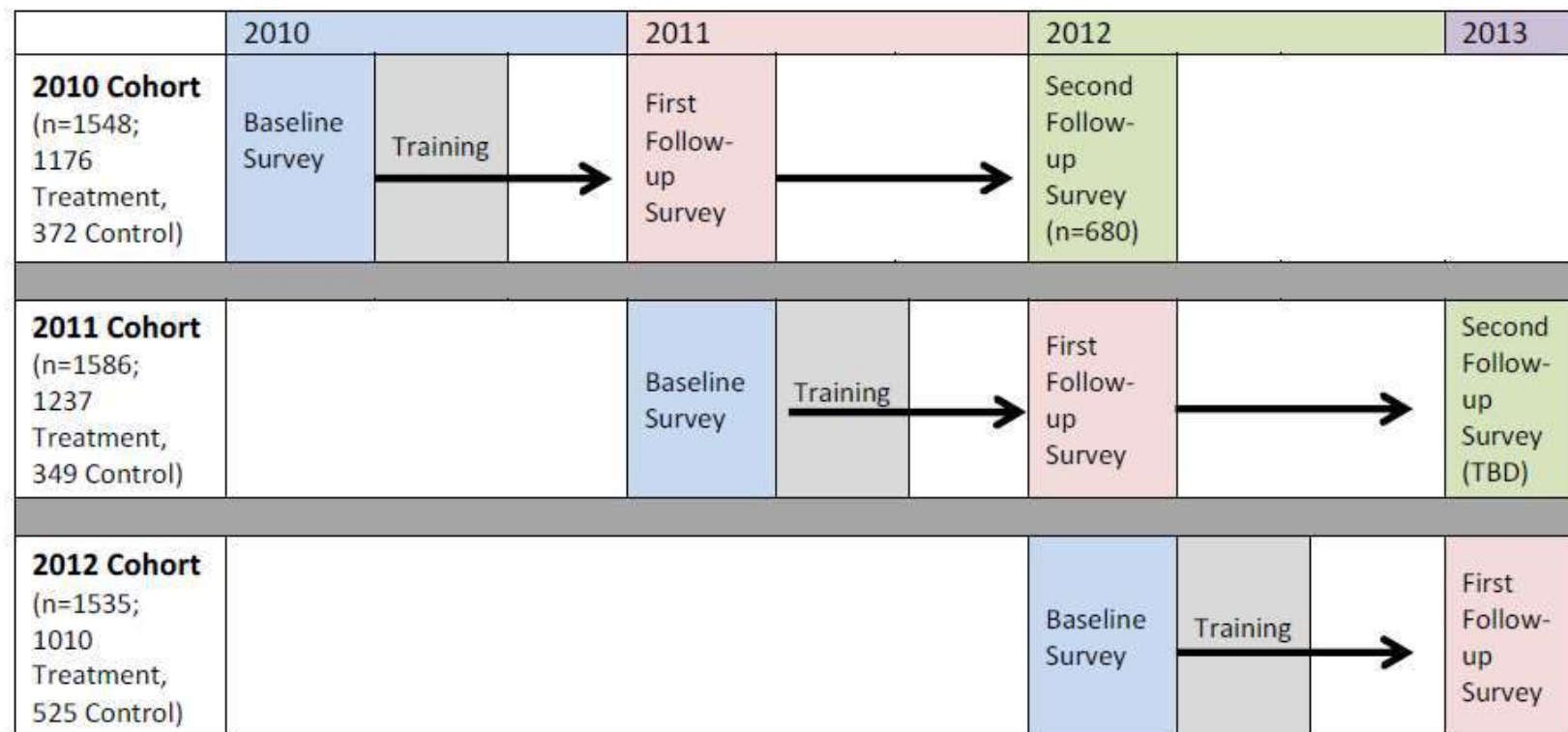
Sampling/Group Assignment

Random selection of training courses



Data and Research Design

Time Line and Sample Size



Baseline Statistics

Table 4. Baseline balance tests for 2010-2012 Pooled Cohorts (ITT), Full Sample

	Control	Treatment	Difference	p-value	N
<i>Demographics</i>					
Female (%)	0.640	0.630	-0.010	0.610	4101
AGEI (women aged 16-24) (%)	0.319	0.336	0.017	0.350	4101
Dalit (%)	0.090	0.077	-0.012	0.365	4037
Janajati (%)	0.421	0.468	0.048**	0.024	4037
Muslim (%)	0.017	0.025	0.008	0.269	4037
Age	24.537	24.242	-0.294	0.249	4101
Currently Married (%)	0.580	0.594	0.014	0.463	4101
Any Children (%)	0.505	0.526	0.021	0.248	4101
Completed SLC (10th grade) (%)	0.163	0.105	-0.059***	0.000	4101
<i>Employment</i>					
Any IGA in past month (%)	0.594	0.619	0.025	0.182	4101
Any non-farm IGA in past month (%)	0.266	0.307	0.041**	0.012	4101
Earnings in past month (NRs)	1201.970	1295.522	93.552	0.285	4069
Earnings > 3000 in past month (%)	0.172	0.197	0.025*	0.094	4101
Trade-specific IGA in past month (%)	0.154	0.189	0.035**	0.014	4101
Hours worked past month	62.774	71.502	8.728***	0.008	4101
<i>Empowerment</i>					
Any savings (%)	0.585	0.604	0.019	0.311	4080
Total Cash Savings (NRs)	3114.676	3177.379	62.703	0.832	4080
Entrepreneurship Score (0-32)	15.151	14.865	-0.286	0.235	4101
Financial Literacy	0.636	0.609	-0.028	0.109	4101
Any money of your own (%)	0.702	0.673	-0.029*	0.083	4094
Control over earnings, if has earnings (%)	0.670	0.662	-0.008	0.697	2511
Control over own savings, if has savings (%)	0.600	0.561	-0.040*	0.073	2466
Mobility (0-9)	4.773	4.692	-0.081	0.179	4101
<i>Family and Reproductive Health</i>					
Number of children	1.130	1.124	-0.006	0.911	4101
Desired number of children	2.220	2.180	-0.040	0.249	4099
Use any type of contraception, if applicable (%)	0.754	0.773	0.019	0.305	2613
HIV Knowledge score (0-3)	1.124	1.155	0.031	0.318	4046
Household food insecurity (0-4)	0.540	0.555	0.015	0.534	4007
HH consumes eggs, meat, fish ≥ 5 times per week	0.348	0.347	-0.001	0.958	3582

Notes: This table reports average values for treatment and control groups, with p-value of a Student's t-test for equality of means between the two groups. The tests are conducted on the panel sample (those interviewed at baseline and follow-up). Standard errors are clustered by training course. "ITT" indicates that treatment is defined as having a score that qualifies the respondent for an EF training course. *, **, and *** denote significance at the 10% level, 5% level, and 1% level. IGA= income generating activity

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Employment outcomes, (ITT), Pooled cohorts

	Pooled 2010-2012 Cohorts			
	Baseline mean	OLS	IPSW	NN
	[Std Dev]	(1)	(2)	(3)
Any IGA (1=Yes)	0.612 [0.487]	0.071*** (0.022)	0.093*** (0.022)	0.070*** (0.020)
Any non-farm IGA (1=Yes)	0.296 [0.457]	0.149*** (0.023)	0.160*** (0.024)	0.150*** (0.021)
Trade-specific IGA (1=Yes)	0.18 [0.384]	0.182*** (0.023)	0.187*** (0.025)	0.184*** (0.020)
Hours worked in past month	69.261 [87.273]	18.740*** (3.890)	21.130*** (4.148)	19.014*** (3.940)
Earnings	1271.542 [2197.669]	856.087*** (152.941)	921.323*** (159.517)	850.880*** (135.139)
Logged earnings	3.291 [3.817]	0.957*** (0.191)	1.209*** (0.203)	0.975*** (0.173)
Earnings > 3000 NRs. (1=Yes)	0.19 [0.393]	0.130*** (0.021)	0.140*** (0.022)	0.131*** (0.020)
Self-Employed (1=Yes), if any IGA	0.317 [0.465]	0.057* (0.029)	0.063** (0.029)	0.060** (0.027)
Works outside of home (1=Yes)	0.576 [0.494]	0.005 (0.042)	0.016 (0.046)	0.001 (0.038)
Any Savings (1=Yes)	0.599 [0.490]	0.024 (0.023)	0.043* (0.023)	0.032 (0.021)
Total Savings (NRs).	3161.273 [7916.744]	901.440** (433.792)	1171.483** (469.584)	929.787** (450.135)
Logged Savings	4.506 [3.868]	0.335* (0.179)	0.497*** (0.179)	0.387** (0.164)
Taken out loan (1=Yes)	0.343 [0.475]	0.008 (0.021)	0.005 (0.021)	0.009 (0.019)
Clustered Standard Errors		Yes	Yes	No

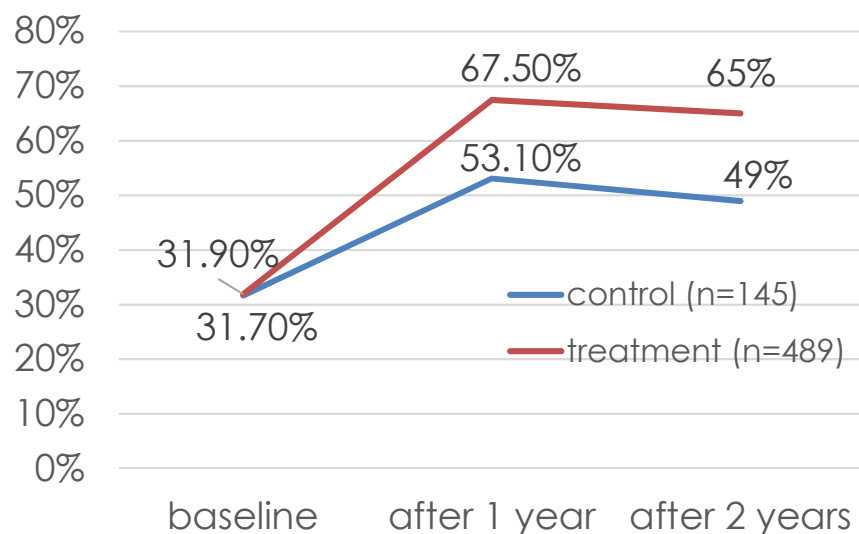
Notes: All columns report difference-in-difference estimates. "ITT" indicates that everyone whose score qualified them for a given training event is included in the "treatment" group. Standard errors (reported in brackets) clustered at the event level where possible. Self-employment and location of work were not asked in 2010. *, **, and *** denote significance at the 10% level, 5% level, and 1% level.

Results

Economic outcomes

Indicator	Baseline average	Impact
Non-farm employment	30%	15-16 pp
Skill-based employment	18%	18 pp
Hours worked past month	69 hours	~20 hours (30%)
Monthly Earnings	1270 NRs	~850 (72%)

Large impacts on employment, which persist in the 2nd year



Non-farm employment after 1 and 2 years for 2010 cohort. Effects persist at some level after program ends.

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Heterogeneous Effects by Gender

- For several employment outcomes, coefficients are larger and significantly different for women compared to men.
- Further investigation indicates program impacts on employment seem to be strongly driven by women who start self-employment activities *inside* the house, whereas unpaid work inside the house, and activities outside the house, remain unaffected by the program.
- Also, no significant differences in impacts between younger (16-24) and older (25-35) women.

Results

Empowerment

No overall impact on empowerment – but limited effects on individual indicators [see table 9]

- **Women:** increased control over earnings and access to mentors (driven mostly by younger women)
- **Men:** increase in own money and control over household spending

Family and Health

No overall impact on family, health [see table 10]

- **Women:** decline in desired # of children (-0.068), driven by younger women (-0.094)
- **Men:** increase in desired # of children (+0.098)
- No changes observed in contraceptive use or SRH knowledge

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Empowering and Livelihoods for Adolescents (ELA)

Oriana Bandiera (LSE)
Robin Burgess (LSE)
Selim Gulesci (Bocconi)
Munshi Sulaiman (BRAC)

Niklas Buehren (W. Bank)
Markus Goldstein (W. Bank)
Imran Rasul (UCL)

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Project Design

Implementing Partner

BRAC

Target

Adolescent girls between the ages of 13 and 21, especially those out of school

Project Details

Components

Livelihood training (vocational, financial literacy courses)

Life skill training (reproductive health, STDs, family planning, rape, etc.)

Operates through adolescent development clubs - social and safe spaces for 20-35 girls

Timeline

May 2008: baseline survey

Jun-Sep 2008: club formation and operation

May 2010: first follow up

May 2012: second follow up

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Evaluation Design

Randomized roll-out of the ELA program at the community level: 100 communities randomly assigned to *treatment* and the 50 communities kept as *control*

Randomized control trial: Survey of a random sample of ~40 girls from each community, measured at baseline and endline:

- **Baseline** data collection commenced in 2008 – Information obtained from female adolescents and their parents
- **Endline** data collection carried out two years after the ELA initiated

These efforts produced a panel data set containing 4,888 adolescents (18% attrition rate)

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Baseline Statistics

Demographics

- Average age: 16 years old
- 71% enrolled in school
- 6% are married, 11% of all girls have at least one child

Sexual and Reproductive Health

- Average score of 3.8 on a 0-6 scale of HIV knowledge (large variation)
- 51% always use a condom if sexually active

Empowerment

- Self-assessed measure of entrepreneurial ability: 70 (range of 0 to 100)
- 6.5% report self-employment

Indicator	Baseline Level
Age	16.4
Engaged in any IGA (yes=1)	0.095
Self-employed (yes=1)	0.060
Wage employed (yes=1)	0.036
Currently enrolled in school (yes=1)	0.712

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Results

Economic Outcomes

- Prior to ELA, only 6.5% of girls reported being self-employed. Following ELA, ~2.2 pp (or 32%) increase in income generating activities (most of this due to increased self-employment)

Health Outcomes

- After ELA, self-reported condom usage increased by 50% among sexually active

Empowerment

- The share of girls who reported being forced to have sex in the last year dropped from 14% to almost half that level.
- For girls in treatment group:
 - Expected age at first marriage almost 1 year higher than control
 - Increase in ideal age of marriage and in suitable age for first child
 - Decrease in preferred number of children
 - Preference for daughters to get married at older age
 - Increase in satisfaction with earnings and income

Overview

Afghanistan

Haiti

Jordan

Lao PDR

Liberia

Nepal

Rwanda

South Sudan

Uganda

Conclusions



Results

- Girls in treated communities are more likely to engage in self-employment without adverse effects on schooling
- Girls in treated communities are less likely to engage in unprotected sex, less likely to have had a child and less likely to have had sex unwillingly
- Simultaneously providing skills and knowledge related to risky behaviors and income generation **can work**. Quantitatively large impacts on adolescent girls along both dimensions

Overview

Afghanistan

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Liberia

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Rwanda

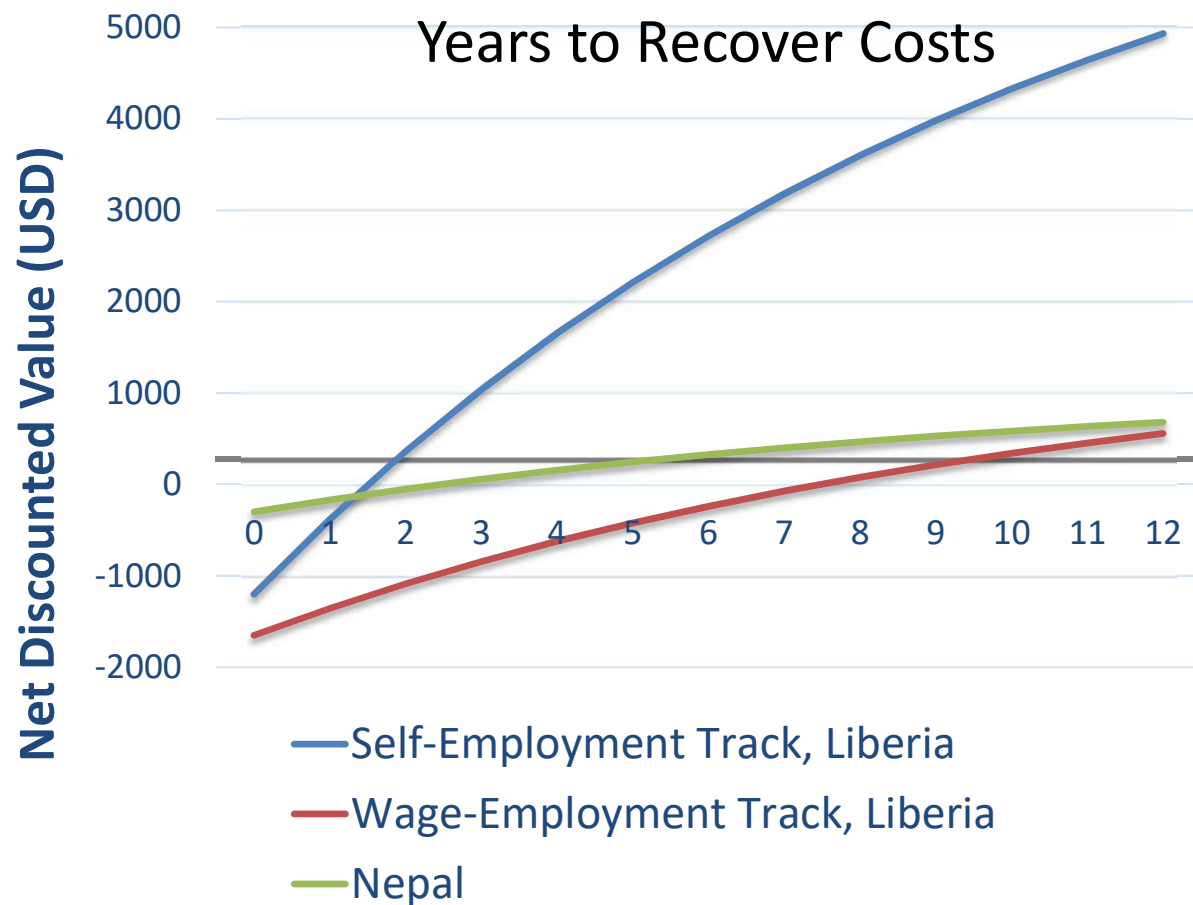
South Sudan

Uganda

Conclusions



AGI was cost effective



- Based on results, subsequent rounds for Liberia only offer the Self-Employment Track

Conclusions

- Two models of girls' economic empowerment emerged from the AGI:
 1. **TVET model:** working within existing public or private TVET systems to improve access and increase impact for young women
 2. **Safe spaces model:** create dedicated space near girls' homes, focus on health and social dimensions as much as economic
- The AGI is currently being **scaled up** in India and West Africa
 - In India, the **Tejaswini project in Jharkhand** combines elements of both models: **community-based safe spaces** with access to **formal TVET**, informal secondary **schooling**, and **enterprise** formation.
 - The AGI has also influenced several other women's and youth employment projects.

Overview
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Conclusions

Results were shared, and the program's lessons have achieved

Long-term Impact of AGI

Sahel Women's
Empowerment:
US\$67 million
6 countries

Tejaswini Adolescent Girls
and Young Women in
Jharkhand:
US \$65 million
700,000 young women

Congo Youth Employment:
US\$10 million
8,000 youth

Kenya Youth Employment:
US\$75 million
75,000 youth

Benin Youth Employment:
US\$24 million
15,000 youth

Zambia Women's
Livelihoods:
US\$36 million
75,000 women

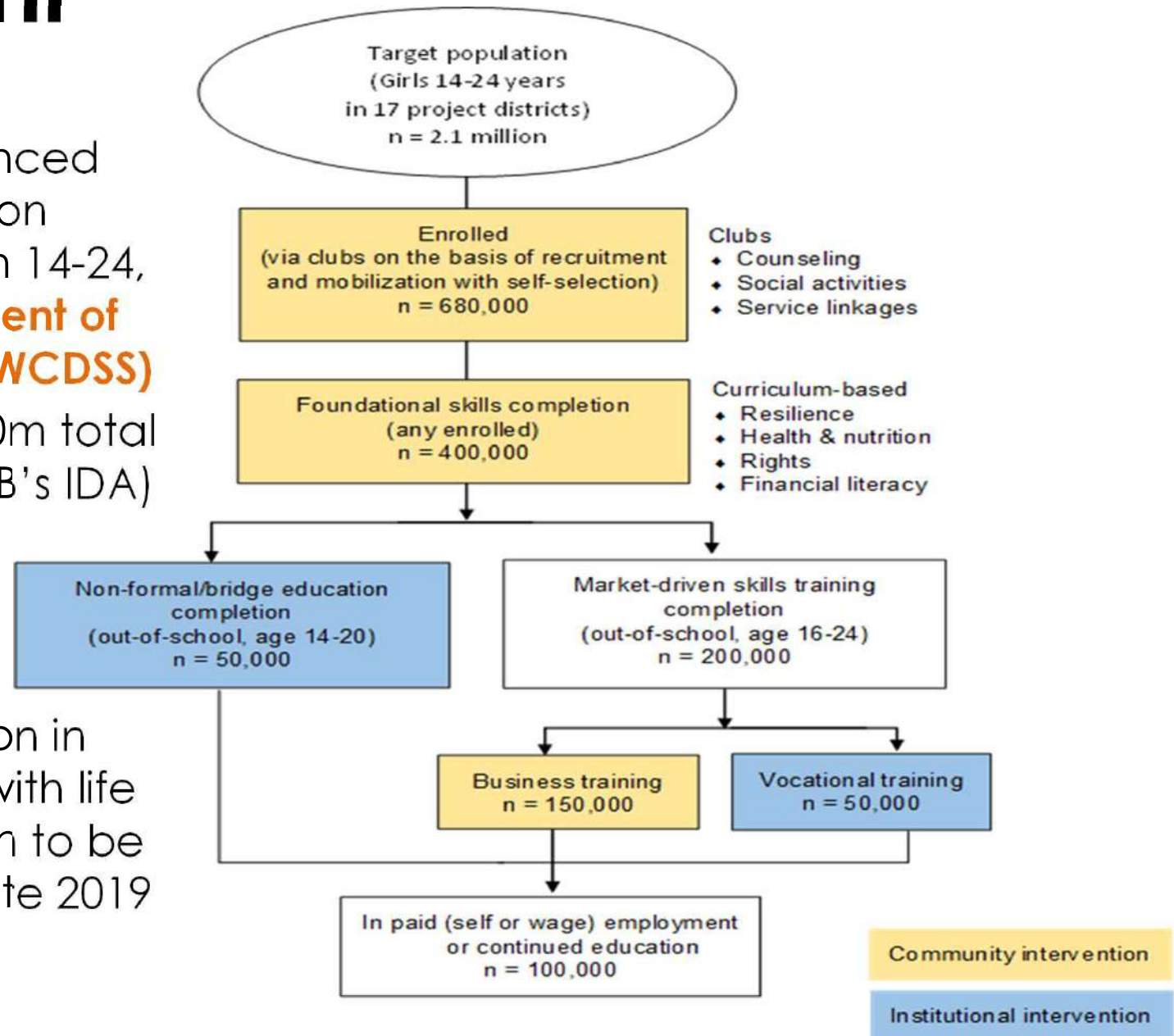
**US\$20 million
investment**



**Over US\$250 million
Over 1,000,000 youth**

Tejaswini

- First Bank-financed project solely on young women 14-24, with **Government of Jharkhand (DWCDSS)**
- Financing: \$90m total (\$65m from WB's IDA)
- 2016-21
- Implementation in early stages, with life skills education to be rolled out in late 2019



In closing



Thank you!

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World Bank team: Peter Darvas, Smita Das, Sarah Haddock, Mattias Lundberg, Sarah Nedolast, Jasmine Rajbhandary, Markus Goldstein, Niklas Buehren, Franck Adoho

Academic collaborators: Oriana Bandiera, Imran Rasul, Robin Burgess, Munshi Sulaiman (BRAC), Juliane Zenker, Plamen Nikolov, Dala T. Korkoyah

For more information, please visit www.s4ye.org/agi