

### Basic Information

<b>Approval Year</b>	: 2018	<b>Region</b>	: REG
<b>Team Leader</b>	: Piras, Claudia	<b>Country</b>	: Regional
<b>Taxonomy</b>	: Research and Dissemination	<b>Department</b>	: SCL
<b>Fund</b>	: ORC-SOC,SOC	<b>Sector</b>	: IS - Gender Equality & WomenS Empowerment
<b>Approval Number</b>	: ATN/OC-17058-RG	<b>Sub Sector</b>	: GDI
<b>Execution Agency</b>	: US-IDB		
<b>Execution Status</b>	: Closed		
<b>Operation Objective</b>	: The aim of this TC is to provide rigorous evidence on the dimension of explicit and implicit gender discrimination in employment notices and their impact on the likelihood of a woman applying to a job.		

### Financial Information

#### RG-T3157

ATN/OC-17058-RG:ORC	Original	Current	% of Current Amount Financed
<b>Amount Financed</b>	\$200,000.00	\$199,894.63	
<b>Disbursed Amount</b>	N/A	\$199,894.63	100.00 %
<b>Commitments not yet disbursed Amount</b>	N/A	-	0.00 %
<b>Available Amount</b>	N/A	-	0.00 %
<b>Final Disbursement Date</b>	Nov 9, 2022		

### Status Update

The TC closed successfully in December 2022. We were able ot implement the experimental survey ongender bias in the language used in job posts in five countries (Argentina, Colombia, Chile, Mexico and Peru) and conduct focus groups that helped interpret the answers to the survey used in the pilot and make valuable adjustments. Furthermore, we decided to include an additional topic that is being highly debated after COVID-19, the willingness to pay for flexibility in work arrangements, in particulargender gaps. This allowed the research team to generate evidence on two important topics to improve gender equality in the labor market. The working paper on gender bias in the language of job posts is in the process of publication and dissemination efforts are underway. We have an advanced draft of the working paper on gender difference in willingness to pay for flexibility.

### Advance in the Achievement of Outcome and Outputs

#### Advance in the Achievement of Outcome

**1 . Public and private sector knowledgeable on how explicit and implicit gender discrimination on job posting can perpetuate gender gaps by discouraging women to apply for jobs.**

The research on explicit and implicit gender bias in job posts produced very interesting and actionable results, that will be widely disseminated in the region. We will be sharing the recommendations from the study with ministries of labor, that coordinated public employment services, as well as with the Gender Parity Initiatives, that includes an important group of private firms committed to gender equality. Beyond the working paper, which is important in academic circles, we are producing more accesible communication content (brochures, videos, targetted posts in social media) to reach a broader audience, particularly those involved in human resources management. Findings from the research of the TC will be highlighted in the Development in the Americas 2023 (flagship publication of the IDB) which is going to be on gender equality. Additional research is being finalized on the gender differences in preferences for flexibility in work arrangements in male-dominated sectors, which can have significant implications to attract women to these sectors.

## Advances in Execution

## 1. Diseño e implementación de los estudios

**Component Cost: \$175,000**

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
1.1 * Diagnostics and assessments completed	Encuestas realizadas en cada país (SOC)	Diagnostics (#)	9	2018	Consultancy report	Gender and Diversity	Physical			
							2019	2		1
							2020	3	0	0
							2021		2	2
							2022		0	2
							EOP 2022	5	3	5
							Financial			
							2019	30000	30000	15793
							2020	40000	54207	
							2021			
							2022			89984
							EOP 2022	70000	70000	105777

**Advances In Execution:** After we piloted the survey we conducted focus groups in five countries. The assessment from these discussions were extremely helpful to adjust the questionnaire and define the final version of the survey that was implemented.

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
1.2 <sup>s</sup> Technical notes created	Technical notes of the three studies (SOC)	Notes (#)	0	2018	Consultancy report	Gender and Diversity	Physical			
							2019	2		0.5
							2020	1	1.5	0
							2021		1.5	0.5
							2022		1	2
							EOP 2022	3	2	3
							Financial			
							2019	65000	65000	7896
							2020	40000	97104	
							2021			
							2022			74989.63
							EOP 2022	105000	105000	82885.63

**Advances In Execution:** The technical note resulting from the experimental study on gender bias in job posts was produced and is currently undergoing peer review by an external expert to be published. Given the significance of work flexibility, particularly after COVID-19, we decided to include this new research topic in the field experiment. This allowed us to measure gender differences in willingness to pay for flexibility in work arrangements, that will produce a second working paper.

**2. Comunicación y difusión de los resultados**  
**Component Cost: \$25,000**

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.1 <sup>5</sup> Seminars organized	Seminar on research findings (SOC)	Seminars (#)	0	2018	List of participants attending the seminar.	Gender and Diversity	Physical			
							2019			0
							2020	1	1	0
							2021		1	0
							2022		1	1
							EOP 2022	1	1	1
							Financial			
							2019			0
							2020	20000	20000	
							2021			
							2022			0
							EOP 2022	20000	20000	0
Advances In Execution: The study was presented at the seminar of the Economics Department of the Pontificia Universidad Javeriana in Bogota, Colombia on October 12, 2022.										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.2 5 Newsletters published	Blog published (SOC)	Newsletters (#)	0	2018	Publication.	Gender and Diversity	Physical			
							2019	1		1
							2020	1	1	0
							2021		1	0
							2022		1	1
							EOP 2022	2	2	2
							Financial			
							2019	2500	2500	2632
							2020	2500	2368	
							2021			
							2022			8600
							EOP 2022	5000	5000	11232
Advances In Execution: Serveral materials for disemination of the research findings are being prepared, including a brochure and a video.										