



G²LM|LIC

Gender, Growth, and Labour Markets in
Low Income Countries Programme

Specifications and Instructions

Special Call for Expressions of Interest/Proposals

“Women's Work in Markets of the 21st Century”

G²LM|LIC – Micro Stream of the Call

Application deadline for Expressions of Interest

February 11, 2025, 23:59 Central European Time (CET)

I Z A Institute
of Labor Economics

Initiated by Deutsche Post Foundation

CEPR


STEG

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1. SUMMARY OF THE PROGRAMME AND THIS SPECIAL CALL

1.1 G²LM|LIC

The Gender, Growth and Labour Markets in Low-Income Countries (G²LM|LIC) programme is mainly sponsored by the UK Foreign, Commonwealth and Development Office (FCDO) and managed by the Forschungsinstitut zur Zukunft der Arbeit GmbH (IZA - Institute of Labor Economics) to fund innovative research proposals on the link between jobs and poverty, gender-specific barriers and the growth implications of improving the allocation of talent in low-income settings. Through the funding of scientific research and the organization of research uptake activities and capacity building activities, the programme aims at improving worldwide knowledge on labour market issues in low-income countries and fostering research that aims to guide future gender and labour market policies.

1.2 Background for the Special Call “Women's Work in Markets of the 21st Century”

This Special Call is a joint initiative of the STEG and G²LM|LIC programmes. There is a macro (managed by STEG) and a micro stream (managed by G²LM|LIC) under which scholars can apply – the description in this document refers to the micro stream. The call is motivated by the need for a better understanding of the changing nature of work and women’s involvement in this change, with a particular focus on Sub-Saharan Africa.

The processes of structural transformation and economic growth involve a number of complex and interrelated shifts in the nature of work and the gender division of work. Although much research attention has focused on the sectoral dimensions of economic transformation – the movement of economic activity out of agriculture and into manufacturing and services – other dimensions of transformation are also important. Structures of employment change, with a broad movement away from self-employment and unpaid family labour towards wage work. Transformation also involves complex shifts in the locus of economic activity, from the home to the market, and from rural areas to urban centres. Typically, economic growth is also accompanied by changes in the types of firms that operate in an economy – movements from small and informal enterprises towards larger firms with more complex and professionalised management structures. All of these changes have strong gender dimensions – and potentially create differing impacts for women and men. Until recently, however, the gender dimensions of structural change have received little attention in the literature, especially in low- and middle-income countries.

Policy makers need a better understanding of 21st-century drivers of employment to know how best to support people in low- and middle-income country contexts to prepare for and access productive forms of work. The aim is to strengthen their understanding of (1) how labour markets are likely to develop in the future, with a particular focus on how public and private investment may drive the expansion of particular sectors (e.g., clean energy, tourism, care, digital economy) and (2) policy and development choices to ensure that women can take advantage of new opportunities.

More specifically, enabling women to access higher-productivity work will require new ways of organising women’s – and men’s – labour. Historical evidence demonstrates that past examples of structural transformation (e.g., in Nigeria, India, Brazil) have had gendered effects, largely tied to

women's disproportionate unpaid care and domestic work, limiting their ability to seek higher-productivity employment opportunities. The next era of structural transformation will require policies and investments aimed at addressing the gendered division of labour, including by reducing and redistributing the time women spend doing care and domestic work, so people regardless of gender can sort according to their talents and skills, maximising productivity.

Research under this call will add new dimensions to 'future of work' conversations by considering gender-specific constraints and opportunities, including around (1) imminent demographic shifts as an opportunity for new job creation in the care sector, rather than just a liability to economies and (2) investment in the production of labour-saving technology and infrastructure as both a means of easing women's supply side constraints and generating demand-side employment and entrepreneurship opportunities.

1.3 Target Region

Please note that an important criterion for funding of proposals is the relevance to understanding the topics areas in Ethiopia, Kenya, or Nigeria. Projects with a particular focus on these countries will be prioritised. Proposals for projects outside these focus countries should make a clear case for the relevance of the research to policy in lower-income countries, and also justify why the research is feasible only in non-target countries.

2. PURPOSE OF THIS CALL

The purpose of this call is to investigate the development of jobs and potential movement away from subsistence-level agricultural work and its implications for women's employment and entrepreneurship using administrative micro (individual- or firm-level) data, such as tax records, labour force surveys, or other administrative data.

We especially welcome any proposals addressing the below-mentioned themes (always including a gender lens), but are open to proposals addressing the development of jobs and women's employment with a more general focus as well.

1. Demographic trends, including implications for the care economy and labour migration

In the context of global demographic shifts, as people live longer, aging adults will require more care support as well. All in all, investment in universal childcare and long-term care services, as well as gender equal leave, could generate up to 299 million jobs by 2035. Quality care provision supporting children, older people, and those with disabilities and illnesses remains chronically underfunded by the public and private sectors across all countries. If elevated as a priority, the care economy offers the opportunity for a new model for structural transformation: one in which those in need of care can ensure their needs are met (and in boost, have their human capital enhanced), while new workers can enter a care services-oriented economy.

But low- and middle-income countries will need the fiscal space to make investments in the care economy a reality. Public and private sector investment will both be needed – and can be generated through a combination of (1) the growth of local capital markets directing financing to micro, small, and medium-sized businesses, (2) increased remittances (which even at current levels surpass ODA or FDI as a source of development finance), (3) increased and improved domestic resource mobilization, and (4) directing revenues to investment in the care sector recognizing its potential to generate employment, particularly for women. By examining the pathways for mobilizing and targeting DRM and private sector investment to strengthen care economies in our priority countries, research done under this theme will build on existing work by the ILO and the World Bank to calculate how many care jobs will be needed in countries, and the return on investment for creating these jobs.

2. The impacts of climate adaptation and green economy transitions on jobs

Climate change will continue to disrupt livelihoods, particularly in sectors dependent on natural resources such as agriculture, fishing, and forestry. On the other hand, studies show that investments in renewable energy and energy efficiency often generate more employment in the near term than investments in fossil fuels, but work remains to improve job quality and wages as well as to support workers potentially to be displaced by shrinking carbon-intensive industries. According to a recent estimate by the International Energy Agency (IEA), a green-recovery scenario could lead to close to 3.5% of additional GDP growth globally, as well as a net employment impact of 9 million new jobs created each year. Globally, the green transition could create 30 million jobs in clean energy, efficiency and low-emissions technologies by 2030. There is little evidence on the distribution of these jobs by gender or skill levels needed.

3. Advances in digital and communications technology, AI

Advances in digital technologies are expected to affect future jobs through several channels. Particularly relevant for LMICs are:

- Livelihood pathways through digital platforms. These include gig and task platforms for food delivery, transport, cleaning or repair jobs. It also includes platforms that enable searching for jobs, and e-commerce platforms to enable entrepreneurs to buy and sell.
- Changes in skill compositions required for work. Labour markets will continue to require digital skills, but there is a shortage of digitally skilled workers and a high prevalence of skill mismatches.
- Reduced importance of the location of the employee or worker. This not only applies to both remote working in high income countries and the “offshoring” of services such as customer support to LMICs, but also opportunities to further localize markets in LMICs (e.g., through the development of regional hubs for agricultural products).
- Creating new jobs within the digital economy. These are generally highly skilled jobs such as software developers and engineers who disproportionately tend to be young and male (e.g., in artificial intelligence).

3. **ELIGIBILITY AND APPLICATION PROCESS**

3.1 **Procedure**

Applications in the micro stream of this call are subject to a 3-step procedure. This stream includes a special matchmaking feature.

1. The first step entails the application of scholars from Sub-Saharan Africa submitting an Expression of Interest (EOI) explaining what kind of micro (individual-level) administrative data they have or can get access to and first ideas of what could be done with these data. These data can be tax records, labour force surveys or other administrative data. Applicants need to submit an EOI by February 11, 2025 via [this submission form](#). Applications submitted through other channels will not be considered.
2. In the second stage, applicants of the most promising EOIs will be matched with a global expert in their field.
3. In the third stage, matched pairs will be invited by email to submit a full proposal with a budget using [this proposal template](#). Applicants will be notified in due time via email when to submit their proposal. Instructions on how to complete the proposal template can be found in Section 5 in this document.

By promoting these partnerships, the initiative aims to leverage the local scholars' knowledge and access to microdata and the international researchers' methodological expertise and research experience, thereby empowering local researchers to apply advanced methods to analyze existing data and offer policy recommendations. This initiative aims to provide an offer to create these partnerships and to promote joint publications.

Please note that a research stay by the African scholar at the international scholar's institution is strongly supported by this initiative and should be part of the partnership exercise if possible (costs related to this can be part of the budget).

The contract of the successful proposals will be signed by both scholars (the local and the international scholar) personally.

The budget limit for this grant is 15,000€ (and up to €20,000 if a research backgrounder is produced). Grants will typically range between 8,000€ and 15,000€.

The duration of the funded projects will be up to 12 months.

3.2 **Eligibility**

The call for EOI under the micro-stream is open for senior or junior researchers based in institutions and organizations in Sub-Saharan Africa or researchers with a Sub-Saharan African nationality.

Researchers that received funding from the GLM|LIC or G²LM|LIC programme during previous funding rounds are eligible to apply under this call.

It is the applicant's responsibility to ensure that proposed research is in line with this call. The decision, whether a proposed project is in line with the aims and objectives of the call, rests solely with the selection bodies within G²LM|LIC.

3.3 Evaluation

EOIs are evaluated by an internal evaluation committee and are evaluated based on the following criteria:

- Eligibility of the suggested data (administrative micro data)
- Eligibility of applicant (location/origin Sub-Saharan Africa)
- Relevance of the data for the aim of the call
- Quality of the first ideas on how to use the data
- Country focus (priority given to projects in Ethiopia, Kenya, or Nigeria)
- Probability of match with international counterpart (based on suggested data and research fields)

Eligible proposals are evaluated by an internal evaluation committee and are evaluated based on the following criteria:

- Quality of the research proposal, including research design and relevance to policies in LICs.
- Fit with the aim of this call
- Quality of the project management, including quality assurance mechanisms, resource allocation and value for money, and project feasibility.

3.4 Important Dates

Deadline for EOIs	February 11, 2025, 23:59 Central European Time (CET)
Communication of first decision	February/March 2025
Deadline for proposals	March/April 2025
Start of projects	May 2025 at the latest
Completion of projects	May 2026 at the latest

Proposals must be valid until May 2025.

3.5 Cost of Application

Applicants will bear all cost of the application. Cost incurred by applicants during the application stage will not be reimbursed.

3.6 Language

The language of all application documents, including the project proposal and CVs, is English. Proposals written entirely or partially in another language shall not be considered.

3.7 **Currency**

All requested funds must be expressed in Euros. Funding provided by the G²LM|LIC programme will be provided only in Euros.

4. **CONTRACTING & REPORTING**

Applicants will be notified of the final selection results. Decisions made by the G²LM|LIC decision making bodies are final and cannot be contested.

4.1 **Grant Agreement**

Successful applicants will be expected to sign a grant agreement with IZA covering the details of service provision and funding. The grant agreement will need to be signed by both, the African and international scholar personally.

Contracts need to be signed shortly after outcome notification.

4.2 **Interim Reports**

During the course of their research, all award holders will be required to submit an activity statement at the mid-way of the grant timeline. The acceptance of reports by IZA may be a condition for continued payment of the grant.

4.3 **Policy Brief and other Publications**

Award holders will be required to produce one policy brief based on the work carried out in the project. A working paper can be another output stemming out of the project. Please see Section 4.8 for additional deliverables.

4.6 **Financial Reports**

Award holders will be required to submit a signed financial statement at the end of the project, showing how the funds provided by G²LM|LIC have been spent and be made out in Euros.

4.7 **Data Release**

This initiative aims to provide access to the data used to enhance further analyses across the world and increase the potential to impact policy through scientific evidence. This potential output, however, is contingent upon permission for its publication.

4.8 **Additional Deliverables**

The matched pair can propose to additionally submit a “Research backgrounder” or synthesis piece on existing trends on women’s integration into structural economic transformations in Ethiopia, Kenya and Nigeria. These papers serve to provide policymakers in these three target countries with a comprehensive understanding of the driving factors behind economic transformation in the region and the key considerations for ensuring women benefit from current and anticipated trends.

We have a specific interest in detailed descriptions of current labour market frictions or barriers affecting women – and also exploring the obstacles facing women as labour market opportunities change in the future. Successful proposals which include, in addition to a policy brief, a background/synthesis paper on target countries can be awarded an additional €5,000. Please note that G²LM|LIC decision bodies might decide to provide funding to the project, but not the proposed research backgrounder.

5. COMPLETING THE PROJECT PROPOSAL

After successful matching process, the matched pair is required to use the project proposal template provided [here](#).

Applicants should not add own title pages or cover letters to the proposal. The first page of the template should be the first page of the completed proposal.

Applications need to be valid until May 2025. Applicants should ensure that all experts and other resources required will be available, as funding decisions may be reversed if it becomes clear at the time of contracting that the applicant will not be able to deliver the work as proposed.

The sections should be completed as follows:

5.1 **Section A**

Please fill in the general identifying information requested in section A.1 to A.4. Note that information given under section A.2 may be separately shared for review or published by IZA after selection.

5.2 **Section B**

In section B.1 please list all researchers who will participate in the proposed project with name, title, institution and short bio. Scientific and administrative support staff, interns or student helpers do not need to be named in this section.

5.3 **Section C**

Section C.1 should cover any additional sources of funding for the proposed project which you are currently seeking or have already obtained. This includes funding for any research the project builds on, in which case the applicant must also describe the added value of the G²LM|LIC funding applied for. Please also state the amounts of funding from other sources.

Please give an overview of the staff (other than the team of researchers) who will participate in this project in section C.2., including their role on the project.

In section C.3 please give an overview of the timetable for the proposed project. Instead of using specific dates, specify the total project duration and any milestones in months (e.g. “preliminary results at the end of month 8”). Please also state the envisioned starting date for the proposed

project. Please note that research projects are expected to have a duration of up to 12 months and that all research must be completed before the end of May 2026.

5.4 Section D

The full research proposal should be included in section D. The research proposal in this section should not exceed a length of 7 pages A4 and should include at least an introduction motivating the proposed project; description of the research questions; research design including a description of the administrative data being used; and the expected output.

5.5 Section E

In section E.1 please identify the beneficiaries and target audiences, provide an analysis of the demand for research outputs and describe the strategy and methods for the engagement of policy makers and other stakeholders throughout all phases of the project. Section E.1 should not exceed a length of one page of A4.

5.6 Section F

Applicants should include a discussion about human subjects' protection including reference to ethics review boards that will be used to evaluate and certify proposed research if applicable.

5.7 Section G

Applicants should provide an overview of their data protection mechanisms and specifically steps taken to protect any sensitive (personal) data as well as a data sharing plan with a timetable for open access release of research data, contingent upon permission for its publication.

5.8 Section H

In section H, please attach CVs of all researchers including a list of relevant publications. CVs should not exceed 4 pages of A4 each and should be in English.

5.9 Section I

Finally, in the last section, please fill out the budget table as follows. The budget limit for this grant is 15,000€ (and up to €20,000 if a research backounder is produced). Grants will typically range between 8,000€ and 15,000€.

Applicants who encounter problems using the budget template can contact the G²LM|LIC administration (admin.glm-lic@iza.org).

Any sections which are not applicable can be left blank.

Applicants should provide details of personnel costs in the first panel of the table "Personnel expenses". Investigators should be included with their name. For each investigator please specify the daily rate in Euros and the number of days that the investigator is expected to participate in the project. The same procedure should be applied to support staff (any staff members that participate

in service provision but do not fit under the above category. This can include research assistants, etc.). Please note that the amount indicated for personnel costs shall be reasonable and justified, and may be used to evaluate value for money of the proposal.

The second panel in the table (“Travel costs”) is intended for travel expenses. Please note that a research stay by the local scholar at the international scholar’s institution is strongly supported by this initiative and should be part of the partnership exercise if possible. Applicants should specify any travel costs they expect to incur for the proposed project. Note that only travel costs that are directly caused by the activities of the project can receive funding, such as the aforementioned research stay or closely related conferences. Costs for promotional trips or other unrelated travels cannot receive funding. Please note that G²LM|LIC only funds economy class flights and 2nd class train travel. Prices should take regional price differences into account. Accommodation costs and subsistence costs may be specified as cost per day.

Any costs incurred for accessing the data should be included in the third panel of the table “Data”. This can include the data acquisition, data management, safe storage, and secure handling as well as data collection (e.g., for a pilot survey). Data costs should only be included if the collection of data is part of the proposed project or if the data has to be obtained from third parties specifically for the project. G²LM|LIC will not provide funding for data which has already been collected for another purpose. This section may also include costs for the acquisition of books, articles and other scientific resources which are acquired specifically for the project. The item description for any data costs will need to be added by the applicant in addition to the price per unit and number of units.

Any expenses that do not fit into any of the above categories can be included in the last panel of the table “Other expenses”, such as the additional €5,000 Euros for the research backgrounder. There is no limit to what applicants may include here. The G²LM|LIC selection bodies will then decide whether these costs are considered eligible.

Please include the total budget at the bottom right of the table.

6. CALL RELEVANT INFORMATION

6.1 Institution Details

Contracting Institution: Forschungsinstitut zur Zukunft der Arbeit GmbH
IZA
Address: Schaumburg-Lippe-Straße 5 -9
53113 Bonn
Germany

Program website: <http://g2lm-lic.iza.org>
Contact: glm-contact@iza.org

6.2 Call Basis

This call and any subsequent contracting are part of cooperation of the Structural Transformation and Economic Growth Programme (STEG) and the Gender, Growth, and Labour Markets in Low Income Countries Programme (G²LM|LIC). All activities relating to this call or subsequent activities are governed by the agreement between IZA and CEPR.

6.3 Legal Nature of the Call

This call for proposals is not a legal offer and does not establish contractual obligations toward participants. The call should be considered as an invitation to submit offers.

6.4 Conduct and Ethical Reviews

Applicants will be required to follow the rules set out in the IZA Code of Conduct (available on the IZA website at <https://www.iza.org/en/code-of-conduct>) in all research which is funded by G²LM|LIC in any way.

Applicants will also need to consider any ethical implications of their proposed research and will be responsible for ensuring that research is subject to appropriate ethics review, approval and monitoring.

6.5 Assistance and Support

Applicants may request assistance by the G²LM|LIC administration by email (glm-contact@iza.org) only. Assistance may not be rendered if requests are received less than three working days before the submission deadline. Applicants are asked to refrain from contacting IZA for assistance with the call or application by any other channels such as social media, websites or telephone.