



G²LM|LIC

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

Specifications (Large Grants)

Call for Proposals VI

G²LM|LIC

Application deadline

April 10, 2023, 23:59 Central European Summer Time (CEST)

I Z A Institute
of Labor Economics
Initiated by Deutsche Post Foundation



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1. SUMMARY OF THE PROGRAMME

1.1 G²LM|LIC

The Gender, Growth and Labour Markets in Low-Income Countries (G²LM|LIC) programme is 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

Given the growing importance to understand the labour market dynamics pertaining to female labour market participation and social and economic women empowerment in low-income countries, G²LM|LIC aims to fund high quality research on the causes of gender disparities in labour markets, and their consequences for equity and efficiency through the misallocation of talent.

Promising research projects will be selected for funding with the overall objective of delivering a significant new body of evidence on gender, growth, and labour markets that will help shape labour market policies in Low-Income Countries (LICs). The programme aims at including applied microeconomic studies of a representative group of countries.

The programme will maintain the funding strategy of the last call for proposals in 2019 and fund large-scale research projects, but also provide small research grants to young researchers and researchers from LICs that help in testing innovative ideas and methodologies, and run pilot studies that could potentially be scaled up, and provide seed funding for exploratory studies.

Besides high-quality research, research uptake and capacity building are important components of the programme. Planned uptake and capacity building activities organized under G²LM|LIC include workshops and conferences, as well as various publications. Moreover, applications for research projects must specify an impact plan, including early engagement of policy makers and other stakeholders, as well as uptake and dissemination activities. Capacity building through involvement of researchers based in LICs will be an important evaluation criterion in the selection of research projects.

1.3 Target Region

Research projects must be relevant to gender and labour market policies in low-income countries. Research in other countries may be funded, but only if the applicant justifies the reasons for doing so and explicitly describes the process by which the results extend to LICs and are relevant for policy making in LICs. The list of countries defined by FCDO as LICs can be found [here](#).

1.4 Programme Value

Since its beginning in 2011, the GLM|LIC programme has funded 64 research projects in five phases and one special call of special on COVID-19 in LICs. Information about the projects are available at <https://g2lm-lic.iza.org/>. For this second round of the G²LM|LIC programme call, two types of research grants will be offered:

(1) Large-scale research grants for experienced researchers based in institutions and organizations from all over the world to fund big research projects in LICs, with a minimum value of 100,000 Euros up to approximately 400,000 Euros.

(2) Small research grants to fund research projects in LICs, with a maximum value of 25,000 Euros, mainly targeting junior researchers (PhD students or researchers who have less than five years of work/research experience past the PhD) based in institutions and organizations from all over the world, as well as senior or junior researchers based in institutions and organizations in LICs (see the list of countries [here](#)). Small grants are designed to be contracted directly with individual researchers, not with the researcher's institution.

2. PURPOSE AND SCOPE OF THE PROGRAMME

The purpose of G²LM|LIC is to investigate the causes of gender disparities in labour markets, assess their consequences for equity and efficiency through the misallocation of talent, and to guide policy design. The scope is broad: questions below are meant as a guide as applications are welcome for any research question that contributes to the aim above using the tools of economics including – but not limited to – theory, experiments, meta analyses, structural modelling or empirical analyses of administrative data. Data collection, long run follow-ups of existing evaluations or assembly and harmonisation of existing datasets are particularly welcome.

Theme 1: Facts about gender, education and jobs: leveraging existing data

What do the data say about female labour force participation across and within developing countries? How does the definition of labour force participation change with development? What is the level of unemployment and under-employment? What is the share of casual jobs? How does labour supply vary with level of income? Is there a gender earnings gap? What does history tell us about key factors that helped increase women's participation in the labour market? To what extent do socio-emotional skills and preferences, like attitudes to risk, competition, negotiation, sensitiveness to social cues play a role? Are there differences in skills and education? Do these explain the earnings gap? What are the primary constraints that female entrepreneurs face, and are these different from the constraints faced by male entrepreneurs? What are long-run effects of "empowerment" interventions?

Theme 2: Fertility and labour markets: participation, migration, occupational choice

Labour markets and fertility choices are tightly linked as child bearing determines both human capital accumulation, labour force participation and occupational choice. In most countries, women do the bulk of work inside the home and this naturally affects their participation to paid employment and their occupational choice. To understand female labour market outcomes, it is therefore essential to understand the causes of this specialisation and how it is related to fertility. Evidence from high

income countries shows strong labour market penalties associated with child bearing. What are the penalties in LICs? How does childbearing and being the primary carer affect labour force participation and occupational choice? How does it affect women's ability to migrate to locations with higher wages? How does the organisation of work vary with development? Is it easier or more difficult to reconcile work and family?

Theme 3: Barriers to gender parity: social norms, discrimination, violence

The fact that women are primarily responsible for childcare and household chores can be due to intrinsic gender differences in talent for these tasks or to differences in external constraints. Research under this theme will tell between the two explanations and identify the relevant constraints including laws, social norms, and discrimination in the labour market as well as the possibility of violence increasing the costs of working outside the home or migrating to urban areas. What determines the adoption of equal opportunity laws? What is the role of social and legal institutions for women's work? How do norms on female work vary across time and between societies and how do they change? How do norms on insurance and the expectation that women care about their relatives discourage women to choose high paying jobs?

Theme 4: The future of work: energy, environmental changes and cities

The world's poorest people lack access to modern reliable energy, and this is correlated with the inability to engage in modern, productive labour market activities. The world poorest are also more affected by the externalities from growth, which include pollution, poor sanitation, environmental degradation and global warming. With a changing climate subsistence agricultural is likely to become a less productive and more risky means of livelihood, accelerating the growth of cities. Research under this theme will assess whether and how these changes affect labour market outcomes for both genders and the difference between the two. How will these changes affect the patterns of migration within and across countries? Will this give men and women more equal opportunities or will it widen the gap?

Theme 5: Policies and welfare: costs and benefits of gender parity

Research under this theme will analyse the welfare implications of policies meant to promote gender parity. These include testing the effect of, among others, parental leave, childcare subsidies, vocational training for the young as well as of facilitating mothers' return into the labour force, infrastructure to promote safety and reduce violence, and edutainment to change norms. What are the potential costs to men and women? Can policies promote behaviours that go against established social norms? Which consequences does this have for mental health? Which policies are zero-sum, that is redistribute from men to women, and which increase overall output via an improved allocation of talent? Can these gains be widely shared so to harness sufficient support?

We welcome any proposals addressing the above-mentioned themes. Next to these traditional proposals, we are particularly interested in proposals focusing on one of the following directions (related to any of the five themes):

(1) Make use of the Jobs of the World database to conduct a meta-analysis of the heterogeneity in the effect of RCTs on a certain topic, either cross-country or within-country, and also across time. The

Jobs of the World database may be combined with other datasets. The proposal may entail a proposal for a new RCT or original data collection in the field as well. These types of proposals shall aim to take general lessons and contribute to the understanding of the “big picture”.

(2) Completed programmes, such as RCTs, that have a short-term (around one year after treatment) and a mid-term (around 4-5 years after treatment) evaluation, may apply for a long-term evaluation (around 10-20 years after treatment). These types of proposals shall aim to assess the long-term impact of the former project on research and policy. Former projects funded by G²LM|LIC or GLM|LIC are very much encouraged to apply, this includes also mid-term follow ups for projects funded through the G²LM|LIC COVID call. The call is also open to long-term follow-ups funded through other sources.

2.1 **Research Uptake**

A particular focus of the programme is engagement with policy makers both in developed and low-income countries. Proposals for research to be conducted in the field need to clearly address the steps they will take to ensure this engagement. All project proposals must include an impact plan that outlines by whom results will be used and how these users are involved throughout the project. Especially early engagement of stakeholders, in design and implementation phases of the projects, is considered to be important. The impact plan is evaluated as an integral part of the research proposal. Applications which do not have a direct policy impact or capacity building can still be considered for funding, however, applicants will need to clarify why this is the case, and explain how findings of their research could have an impact for policy makers and other stakeholders.

2.2 **Capacity Building**

Capacity building in low-income countries is an important objective of the programme and will be one of the proposal evaluation criteria. This can be addressed through the composition of the research team as well as other types of interaction with researchers in low-income countries. Involvement of female researchers in low-income countries is particularly encouraged.

3. **ELIGIBILITY AND APPLICATION PROCESS**

3.1 **Procedure**

Applications must be submitted using the application template and the procedure outlined in this call and the supporting documents. Applications submitted through other channels will not be considered. A person can serve as Principal Investigator in only one application.

3.2 **Eligibility**

For the large research grants, the call is open to researchers based in institutions and organizations from all over the world, subject to the condition that the institutions are not in any of the situations listed under section 4.2.

The call for small research grants is open for junior researchers (PhD students or researchers who are between 1 and 5 years past the PhD) based in institutions and organizations from all over the world, as well as senior or junior researchers based in institutions and organizations in LICs listed [here](#).

To start the application process, institutions (or individual researchers when applying for a small grant) need to register for the Electronic Application Portal (EAP) at <https://eap.iza.org/g2lm-lic>. Institutions and organizations must be legal entities as recognized by the European Union.

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 Cooperations and Partner Institutions

Applicants may apply in cooperation with other institutions and organizations. In this case one institution shall take on the role of lead institution. In general, the institution hosting the Principal Investigator should be lead institution, but where another institution is more suited to take the lead on a cooperative project, this is also permitted. The lead institution will be the sole point of contact with G²LM|LIC administrative officers and will be responsible for providing all required information for the application.

The lead institution will also be required to enter into a grant agreement with IZA for and on behalf of all consortium members in case of successful application. A template grant agreement will be made available on the G²LM|LIC homepage before the call deadline.

3.4 Evaluation

Eligible proposals are evaluated by peer-reviewers. Peer-reviewers assign scores to proposals and comment on the following criteria:

- Quality of the research proposal, including research design and relevance to policies in LICs.
- Quality and composition of the research team.
- Quality of the impact plan and capacity building component of the project.
- Quality of the project management, including quality assurance mechanisms, resource allocation and value for money, and project feasibility.

The G²LM|LIC team discusses all proposals based on the peer-reviews and selects a shortlist of projects to be funded. The shortlist is subject to a final review by the Programme Management Group (PMG).

3.5 Important Dates

Deadline for proposals	April 10, 2023, 23:59 Central European Summer Time (CEST)
Communication of award decisions	July 2023

Institutions are required to submit the Applicant Statement Form. In this form the lead partner will provide relevant information on the institution and declare that:

- they are not bankrupt or being wound up, are not having their affairs administered by the courts, have not entered into an arrangement with their creditors and have not suspended their business;
- they have not been convicted of an offence concerning their professional conduct;
- they do not have a record of professional misconduct;
- they have not been convicted for fraud, corruption, involvement in criminal organizations or any other activity which may have negative effects on their participation in the G²LM|LIC program;
- they have fulfilled their tax and social security obligations;
- they do not have a record of mistreatment of employees;
- they are not citizen of a state that is not diplomatically recognized by the international community due to human rights abuses;
- they are not employed by IZA;
- their participation would not cause a conflict of interest;

Further proof may be requested prior to contracting

Besides entering the required information, the forms may not be changed or altered - electronically or otherwise.

4.3 **Proof of Commercial Registration/Legal Existence**

Applicants will need to show that they are eligible to participate in this call by providing proof of their legal existence. Preferably, applicants will provide a copy of or an excerpt from the commercial register showing their registration, address, full legal status and authorized representatives. This is the only document which may be written in a language other than English (in which case an accompanying working translation should also be provided).

In addition, applicants will need to show that they are economically capable of fulfilling the tasks of the contract entered into in case of funding. For this reason, applicants will be required to provide balance sheets or excerpts from balance sheets and profit and loss accounts for the last two years for which accounts have been closed. These documents need to be provided to IZA within 14 days following a request by IZA to do so. Failure to meet this deadline will result in expiry of the funding offer. Applicants are therefore advised – but are not required – to provide these documents before or shortly after the application deadline.

5. **CONTRACTING & REPORTING**

Applicants will be notified of the final selection results. Applicants can request additional information concerning the outcomes of the review process after notification of the results. Decisions made by the G²LM|LIC decision making bodies are final and cannot be contested.

At the contracting stage successful applicants will need to show that they are eligible to participate in this call by providing proof of their legal existence. Preferably, applicants will provide a copy of or an excerpt from the commercial register showing their registration, address, full legal status and authorized representatives. This is the only document which may be written in a language other than English (in which case an accompanying working translation should also be provided).

In addition, applicants will need to show that they are economically capable of fulfilling the tasks of the contract entered into in case of funding. For this reason, applicants will be required to provide balance sheets or excerpts from balance sheets and profit and loss accounts for the last two years for which accounts have been closed.

These documents need to be provided to IZA within 14 days following a request by IZA to do so. Failure to meet this deadline will result in expiry of the funding offer. Applicants are therefore advised – but are not required – to provide these documents before or shortly after the application deadline.

5.1 Grant Agreement

Successful applicants will be expected to sign a grant agreement with IZA covering the details of service provision and funding.

In special circumstances and in cases where a substantial portion of the work is to be done by a partner institution, IZA may request that the partner institution accedes to the contract signed by the leader of a cooperation.

An example version of the standard G²LM|LIC grant agreement will be made available on the G²LM|LIC website before the call deadline. The grant agreement template should be shared with the department responsible for the signature of such agreements at the earliest possible time as the provisions of the standard grant agreement are fixed and non-negotiable. Contracts need to be signed shortly after outcome notification.

5.2 Interim Reports

During the course of their research, all award holders will be required every 6 months to submit activity statements and progress reports to IZA. The acceptance of reports by IZA may be a condition for continued payment of the grant. The activity statements and progress reports should cover all aspects related to policy impact and capacity building activities.

5.3 Final Report

Award holders will be required to submit an End of Award final report. The final report should provide a clear picture of the project, the research conducted and the outcomes of the project.

5.4 Impact Report

Award holders will be required to submit an impact report to IZA within one year after the project end date. The impact report should cover scientific, economic and societal impacts. Acceptance of the final and impact report will be a condition for complete payment of the grant.

5.5 Policy Brief and other Publications

Award holders will be required to produce one policy brief based on the work carried out in the project by the time they submit the final report. This output will be publicly available through the G²LM|LIC website and under the format of G²LM|LIC outputs. Working papers based on the project funded by G²LM|LIC published in other working paper series shall also be published in the G²LM|LIC working paper series. Any publication related to a project funded by G²LM|LIC shall contain the following statement: “This document is an output from a project funded by the UK Foreign, Commonwealth & Development Office (FCDO) and the Institute of Labor Economics (IZA) G²LM|LIC programme. The views expressed are not necessarily those of FCDO or IZA”.

5.6 Financial Reports

Award holders will be required to submit externally audited project specific financial statements showing how the funds provided by G²LM|LIC have been spent. At least one final audited statement will be required, but usually award holders will need to submit one mid-project financial statement and one final financial statement. Financial statements must cover the project period from the project start to the time of preparation of the financial statement and be made out in Euros. In exceptional circumstances and upon request IZA may waive the requirement of an external auditor and allow the use of internal auditing services.

5.7 Data Release

Award holders will be required to provide all data generated through funded research to IZA to be made publically available after an agreed period of time. In general, it is expected that all data generated through a G²LM|LIC project will be publicly available no later than one year after research completion.

5.8 Additional Deliverables

The grant agreement may prescribe the delivery of further reports and deliverables throughout the project lifetime.

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 is part of the joint IZA/FCDO 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 FCDO.

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 six 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.