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### **What is your role at your institution?**

G2LM|LIC is funded by UK aid and implemented by IZA. I have a chair in econ at the LSE and I am director of the program. I am engaged in the following activities:

- Provide strategic oversight and intellectual leadership
- Plan the different activities with regard to research funding, policy outreach, and capacity building
- Oversee research content
- Oversee the different research and policy activities
- Plan strategic collaborations with other institutes/programs

### **What types of projects does your organization fund? (Including broad topic areas, though I know specific priorities might change over time. Academic research, books, conferences, policy engagement?)**

The program focuses on funding large- and small-scale research projects in the area of gender and labor markets in low-income countries. The projects are expected to produce high-quality academic papers as well as policy publications. Under this general topic, the program covers 5 research themes:

#### Theme 1: Facts & Policy

Research under this theme includes: (i) Bayesian hierarchical analysis and other Meta analyses of experiments to assess gender differences in personality traits across cultures, (ii) long-run follow-up of “empowerment” interventions to leverage existing data and ask new questions, (iii) replications and assembly of survey data to study the same question across different contexts. Questions include but are not limited to: What do the data say about female labour force participation across and within developing countries? What is the level of unemployment and under employment? What is the share of casual jobs? How does labour supply vary with the level of income? What does history tell us about key factors that helped increase women’s participation in the labour market? What are the primary constraints that female entrepreneurs face, and are these different from the constraints faced by male entrepreneurs? To what extent do socio-emotional skills and preferences, like attitudes to risk, competition, negotiation, sensitiveness to social cues play a role?

#### Theme 2: Fertility & Labour markets

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 in 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 career affect labour force participation and occupational choice? How does it affect women's ability to migrate to locations with higher wages?

### Theme 3: Barriers to gender parity

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, shifting from the informal to the formal sector 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

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.

### Theme 5: Policies & Welfare

Research under this theme will analyse the welfare implications of policy solutions 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 to facilitate mothers' return into the labour force, infrastructure to promote safety and reduce violence, edutainment to change norms. Research is needed to assess potential costs to men and women, especially in the short run when policies promote behaviours that go against established social norms. Implications for mental health are particularly important. Research is also needed to assess whether policies are zero-sum, that is redistribute from men to women, or whether they increase overall output and productivity via an improved allocation of talent and whether these gains can be widely shared, as that will ultimately determine whether they will receive majority support.

### **Does your organization offer smaller grants for early-stage projects?**

Yes, the small grants however are more targeting junior researchers and researchers from developing countries. As an exception and due to covid19, we opened the door for a small-grant special call on Covid in 2019 where senior researchers could also apply for funding.

**How do you find/identify projects of interest? (Calls for proposals? Invitation?)**

We have open call of proposals with peer-review process. We had a total of 5 calls in addition to a special call on covid.

**If some/all proposals are by invitation, how do you learn about projects and scholars you might want to fund?**

N/A

**Do you send proposals out for review? If so, how do you choose reviewers?**

Yes, reviewers are selected on basis of relevant experience in the research topic. We make sure that the reviewers have not submitted applications in the round of funding they are applying to to void any conflict of interest. Reviewers are also asked also to report any potential conflict of interest and/or relationship to grant applicants. The identity of reviewers remains anonymous to grant applicants

**Who decides whether to fund a particular proposal?**

The decision is made in light of the referee reports. We get 2-3 referee reports for each project. Referees are asked to give a clear recommendation on whether to grant funding to the research project or no.

**If someone does not receive funding based on an initial proposal, what feedback do they receive, if any? Can they submit a revised proposal?**

No feedback is given. There is no formal policy discouraging people from re-applying.

**Can scholars reach out to you to discuss ideas before submitting a proposal? Is this something you recommend/encourage?**

We do not have a policy against this. Usually researchers approach us with questions related to geographic location of their project and if it meets the geographical requirement of implementation in a LIC or alternatively provide an explanation for why the setting could be relevant to developing countries.

**What are the most common mistakes you see scholars making in their proposals?**

Authors tend to underestimate the value of clarity and brevity. Ethical considerations are of extreme importance as one of the essential criteria for choosing the projects to fund. Reviewers are asked to report any ethical concerns they may have on the proposal and not to continue the evaluation process if these concerns are of major nature. We note that this aspect receives low attention from several research teams despite its importance.

**If you could give potential applicants one piece of advice that might not be obvious on your website, what would it be?**

Look at the website!

**In economics, organization like CSWEP have been working to reduce harassment and discrimination in the profession. Does your organization have any safeguards in place to avoid funding individuals who engage in misconduct? How do you handle such cases? (e.g. Do you require applicants to disclose ongoing or past investigations by their employer or a professional organization like the AEA? What happens if a victim reports harassment by a grantee?)**

Any institution receiving funds through the program is required to adhere to the IZA code of conduct, which covers responsible research, personal conduct and other topics: <https://www.iza.org/en/code-of-conduct>