

## Isis Gaddis

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### Summary of qualifications

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- Senior Economist with excellent skills in applied microeconomics, experimental research methods and survey design and a track-record of leading and conducting research and economic analysis.
- More than 15 years of experience in policy analysis and advice in developing countries, primarily in the fields of poverty and welfare measurement, policies for poverty reduction and social inclusion, data and statistical systems, gender equality, labor markets and COVID-19 diagnostics.
- Successfully secured more than \$5.5 million in funding for research and other analytic work.
- 3 years resident work experience in developing countries (Kenya, Tanzania).
- Well-versed in engaging in policy dialogue with colleagues, clients, and other stakeholders.
- Excellent project management and communication skills.
- Highly self-motivated and committed to delivering quality work and achieving impactful results.

### International development experience

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#### *World Bank*

- 2021-present **Senior Economist, Social Sustainability and Inclusion, Washington, DC**
- Leading the South Asia Gender Innovation Lab (SAR GIL), a regional solutions platform under the auspices of the South Asia Chief Economist Office.
  - Secured \$4 million in funding from World Bank trust fund and external donors.
  - Managing a portfolio of impact evaluations, inferential research activities and overseeing a team of staff and consultants.
- 2016-2021 **Senior Economist, Gender Group, Washington, DC**
- Acted for 6 months as the Gender Group's Lead Economist, supporting the new Sr. Director, providing quality assurances, and mentoring junior team members.
  - Co-led a research collaboration with the Institute for Fiscal Studies to operationalize individual level poverty measures and secured \$330,000 in competitive research funding from the Knowledge for Change (KCP) program.
  - Co-led the Women's Work and Employment Partnership (WWEP), a joint World Bank-ILO initiative to improve and update guidelines on the measurement of women's work in household surveys.
  - Secured \$1 million in funding from Hewlett Foundation and co-led household surveys in Sri Lanka, Ghana, and Malawi.
  - Co-authored research papers on the gender impacts of COVID-19.
  - Provided a wide range of cross-support, e.g., Haiti Gender Assessment (co-lead); Kenya Poverty and Gender Assessment, Mauritius Country Economic Memorandum, Tunisia Jobs Study (chapter author); supported household surveys in Pakistan and Saudi Arabia and impact evaluations in Mauritius and Guinea.
  - Core team member of the 2018 Poverty and Shared Prosperity Report and the 2019 regional study Accelerating Poverty Reduction in Africa.
- 2014-2016 **Economist, Gender Group, Washington, DC**
- Set up the WWEP and secured seed funding (\$300,000) from Hewlett Foundation.
  - Led the beta-testing and finalization of the ADePT Gender software.
  - Co-authored the 2016 regional study Poverty in a Rising Africa.
- 2012-2014 **Extended-term Consultant, Poverty Reduction and Economic Management, Dar-es-Salaam (Tanzania)**
- Co-led the 2015 Tanzania Mainland Poverty Assessment; contributed to the 2014 Country Economic Memorandum and PSIA of the presumptive income tax.
  - Acted as the focal point on poverty and statistics in the Tanzania country office and provided support to the Tanzania National Bureau of Statistics.
  - Co-chaired the development partners' Tanzania Poverty Monitoring Group.

- 2007-2011 **Short-term Consultant, Nairobi (Kenya) and Washington, DC**  
 – Contributed to poverty assessments in Kenya and Uganda.

*Other development agencies*

- 2009-2011 Consultant, UK Department for International Development  
 2008-2011 Consultant, German Agency for International Cooperation  
 2008-2009 Consultant, United Nations Children’s Fund (UNICEF)  
 2006-2007 Resident Advisor, German Agency for International Cooperation, Nairobi (Kenya)

**Academic positions and affiliations**

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- 2018-present Research Fellow at the Institute of Labor Economics (IZA), Bonn (Germany)  
 2006-2012 Research and Teaching Associate, Department of Economics, University of Göttingen (Germany)  
 2011 Visiting Lecturer, Bahir Dar University (Ethiopia)

**Education**

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- 2006-2012 University of Göttingen (Germany) Ph.D. (Dr.) in Economics (summa cum laude)  
*Advisor:* Prof. Stephan Klasen, Ph.D.  
*Dissertation title:* Essays on Inequality and Female Labor Force Participation in Developing Countries  
 2000-2006 University of Göttingen (Germany) MA in Economics (Diploma system)

**Refereed papers and book chapters**

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- Friedman, Jed, Isis Gaddis, Talip Kilic, Antonio Martuscelli, Amparo Palacios-Lopez and Alberto Zezza. 2023. “The Distribution of Effort: Physical Activity, Gender Roles and Bargaining Power in an Agrarian Setting.” *World Bank Economic Review* 37(1): 93-111.
- Gaddis, Isis, Gbemisola Oseni, Amparo Palacios-Lopez and Janneke Pieters. 2023. “Who Is Employed? Evidence from Sub-Saharan Africa on Redefining Employment.” *Journal of African Economies* 32(2): 151-74.
- Gaddis, Isis, Rahul Lahoti and Hema Swaminathan. 2022. “Women’s Legal Rights and Gender Gaps in Property Ownership in Developing Countries.” *Population and Development Review* 48(2): 331-77.
- Jessica Torres, Franklin Maduko, Isis Gaddis, Leonardo Iacovone and Kathleen Beegle. 2023. “The Impact of the Covid-19 Pandemic on Women-Led Businesses.” *World Bank Research Observer* 38(1): 36-72.
- Gaddis, Isis, Gbemisola Oseni, Amparo Palacios-Lopez and Janneke Pieters. 2021. “Measuring Farm Labor: Survey Experimental Evidence from Ghana.” *World Bank Economic Review* 35(3): 604-34.
- Islam, Asif, Isis Gaddis, Amparo Palacios-Lopez and Mohammad Amin. 2020. “The Labor Productivity Gap between Female and Male-Managed Firms in the Formal Sector.” *Feminist Economics* 26(4): 228-58.
- Michael Pratt, James Sallis, Kelli Cain, Terry Conway, Amparo Palacios-Lopez, Alberto Zezza, Chad Spoon, Carrie Geremia, Isis Gaddis, Akuffo Amankwah, Jed Friedman, Talip Kilic. 2020. “Physical Activity and Sedentary Time in a Rural Adult Population in Malawi Compared with an Age-Matched US Urban Population.” *BMJ Open Sport & Exercise Medicine* 6(1): 1-9.
- Dabalen, Andrew, Isis Gaddis and Nga Thi Viet Nguyen. 2020. “CPI Bias and Its Implications for Poverty Reduction in Africa.” *Journal of Economic Inequality* 18(1): 13-44.
- Gaddis, Isis and Janneke Pieters. 2017. “The Gendered Labor Market Impacts of Trade Liberalization: Evidence from Brazil.” *Journal of Human Resources* 52(2): 457-90.
- Wacker, Konstantin, Arusha Cooray and Isis Gaddis. 2017. “Globalization and Female Labor Force Participation in Developing Countries: An Empirical (Re-)Assessment.” In: Bent Christensen and Carsten Kowalczyk (Eds). *Globalization: Strategies and Effects*. Springer: 545-83.
- Gaddis, Isis and Stephan Klasen. 2014. “Economic Development, Structural Change and Women's Labor Force Participation: A Re-Examination of the Feminization U Hypothesis.” *Journal of Population Economics* 27(3): 639-81.

**Books**

- Beegle, Kathleen, Luc Christiaensen, Andrew Dabalen and Isis Gaddis. 2016. *Poverty in a Rising Africa*. World Bank
- Joshi, Arun and Isis Gaddis (Eds). 2015. *Preparing the Next Generation in Tanzania: Challenges and Opportunities in Education*. Directions in Development. World Bank.

**Other papers, reports, and book chapters**

- De Paz Nieves, Carmen, Isis Gaddis and Miriam Muller. 2021. "Gender and COVID-19: What Have We Learnt, One Year Later?" Policy Research Working Paper (PRWP) 9709, World Bank.
- Kugler, Maurice, Mariana Viollaz, Daniel Duque, Isis Gaddis, David Newhouse, Amparo Palacios-Lopez and Michael Weber. 2021. "How Did the COVID-19 Crisis Affect Different Types of Workers in the Developing World?" PRWP 9703, World Bank. (Conditionally accepted, *World Development*.)
- Bose-Duker, Theophiline, Isis Gaddis, Talip Kilic, Valérie Lechene and Krishna Pendakur. 2021. "Diamonds in the Rough? Repurposing Multi-Topic Surveys to Estimate Individual-Level Consumption Poverty." PRWP 9661, World Bank.
- Castaneda, Jorge Luis, Isis Gaddis, Marco Ranzani and Joana Sousa Lourenço. 2020. "Supporting Job Search for Mauritian Youth with Little Education." Poverty and Equity Note No. 32, World Bank.
- Gaddis, Isis and Marco Ranzani. 2020. "Fostering Labor Force Participation Among Mauritian Women. Quantitative and Qualitative Evidence." World Bank.
- Gaddis, Isis. 2019. "The Nexus of Gender Inequality and Poverty." In: Kathleen Beegle and Luc Christiaensen (Eds). *Accelerating Poverty Reduction in Africa*. World Bank.
- Gaddis, Isis, Rahul Lahoti and Wenjie Li. 2018. "Gender Gaps in Property Ownership in Sub-Saharan Africa." PRWP 8573, World Bank.
- Gaddis, Isis and Johannes Hoogeveen. 2015. "Primary Education in Mainland Tanzania: What Do the Data Tell Us?" In: Arun Joshi and Isis Gaddis (Eds). *Preparing the Next Generation in Tanzania: Challenges and Opportunities in Education*. Directions in Development, World Bank
- Wane, Waly and Isis Gaddis. 2015. "An Educational Service Delivery Scorecard for Tanzania." In: Arun Joshi and Isis Gaddis (Eds). *Preparing the Next Generation in Tanzania: Challenges and Opportunities in Education*. Directions in Development, World Bank.
- Gaddis, Isis. 2016. "Prices for Poverty Analysis in Africa." PRWP 7652, World Bank.
- Gaddis, Isis. 2014. "Who Bears the Burden? The Distributive Incidence of the Tanzania Presumptive Income Tax." World Bank.
- Morisset, Jacques, Waly Wane, Isis Gaddis and Loy Nabeta. 2013. *Tanzania Let's Think Together*. World Bank and The Citizen.
- Gaddis, Isis and Stephan Klasen. 2013. "Mapping Multidimensional and Monetary Poverty: The Case of Uganda." University of Göttingen.
- Gaddis, Isis and Adriana Cardozo. 2012. "Employment Potentials for Women in MENA Region: A Case Study for Egypt." Germany Agency for International Cooperation.
- Gaddis, Isis and Lionel Demery. 2012. "Do Small-holder Farmers Benefit from Public Spending in Kenya? Extending the Benefit Incidence Approach." German Agency for International Cooperation.
- Gaddis, Isis and Lionel Demery. 2012. "Benefit Incidence Analysis, Needs and Demography: Measurement Issues and an Empirical Study for Kenya." CRC Discussion Paper 122, University of Göttingen.
- Gaddis, Isis and Lionel Demery. 2009. "Social Spending, Poverty and Gender Equality in Kenya: A Benefit Incidence Analysis." Germany Agency for Technical Cooperation.
- Fox, Louise, Kenneth Simler and Isis Gaddis. 2009. "Regional Inequality, Livelihoods and Poverty Reduction in Uganda: Issues and Policy Responses." World Bank.
- Virjee, Kameel, Anne Christensen and Isis Gaddis. 2008. "Deconstructing Access to Water and Sanitation Services – The Case for 'Service-Level Pyramids' and Quality-Adjusted Access Indicators." World Bank.

**World Bank institutional publications**

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- World Bank. 2023. Haiti's Untapped Potential: An Assessment of the Barriers to Gender Equality. (with Gustavo Javier Canavire-Bacarreza, Olive Nsababera, Paola Buitrago Hernandez, Erin K. Fletcher, Marlen Cardona, and Melissa Badio)
- World Bank. 2021. Employment and Own-Use Production in Household Surveys: A Practical Guide for Measuring Labor. Living Standards Measurement Study (LSMS) Guidebook. (with Josefine Durazo, Valentina Costa and Amparo Palacios-Lopez)
- ILO and World Bank. 2021. Measuring Women's and Men's Work: Main Findings from a Joint ILO and World Bank Study in Sri Lanka. (with Antonio Discenza, Amparo Palacios-Lopez and Kieran Walsh)
- World Bank. 2021. Chapter 3.2: Supporting Labor Market Participation. In: Mauritius: Through the Eye of a Perfect Storm – Coming Back Stronger from the COVID-19 Crisis. A World Bank CEM. (with Marco Ranzani)
- World Bank. 2020. Gender Dimensions of the COVID-19 Pandemic. (with Carmen de Paz, Miriam Muller and Ana Maria Munoz Boudet)
- World Bank. 2018. Chapter 5: Inside the Household: Poor Children, Women, and Men. In: Poverty and Shared Prosperity 2018. (with Bénédicte de la Brière)
- World Bank. 2018. Chapter 3: Gender and Poverty. In: Kenya Poverty and Gender Assessment 2015-2016: Reflecting on a Decade of Progress and the Road Ahead.
- World Bank. 2015. Tanzania Mainland Poverty Assessment. (with Nadia Belhaj Hassine Belghith)

**Work in progress**

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- B. Kis, Anna, Claire Boxho, Isis Gaddis, Estelle Koussoube and Lea Rouanet. "The Gendered Impacts of COVID-19 on Adolescents' School Attendance in Sub-Saharan Africa."
- Bose-Duker, Theophiline, Isis Gaddis, Dileni Gunewardena and Amparo Palacios-Lopez. "Gender Role Attitudes, Personality Traits and Female Labor Force Participation in Sri Lanka."
- Javed, Amna, Aditi Kadam and Isis Gaddis. "Access to Factory Jobs and Women's Empowerment."
- Kadam, Aditi, Samyam Shrestha, Amna Javed and Isis Gaddis. "Transport Corridors and Socioeconomic Gender Gaps: Evidence from India."

**Conference presentations (recent)**

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2021	United Nations Population Division Expert Group Meeting on Population and Sustainable Development
2020	3 <sup>rd</sup> IZA/World Bank/NJD/UNU-WIDER Jobs and Development Conference
2019	UNU-WIDER Workshop on Women's Work
2018	CSAE Conference; Royal Economic Society Conference
2017	3 <sup>rd</sup> IZA/DFID GLM-LIC Research Network Conference; European Association of Labor Economists; World Statistics Congress; Gender Governance Link Conference; Development Economics Conference of the German Economic Association

**Other academic activities**

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Referee	Demography; Development Southern Africa; Economic Systems; Feminist Economics; Journal of Development Economics; Journal of Development Studies; Journal of Globalization and Development; Journal of International Development; Journal of Population Economics; Labour Economics; PLOS ONE; Review of Development Economics; Review of Income and Wealth; World Development; World Bank Economic Review
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