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JOBS UMBRELLA MULTIDONOR TRUST FUND

ANNUAL REPORT 2023–2024





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ABBREVIATIONS

AADA	Agricultural Agency for Development
AFD	<i>Agence Française de Développement</i>
ARNEC	Asia-Pacific Regional Network for Early Childhood
BPC	Business Plan Competition
BPS	<i>Badan Pusat Statistik</i> —Statistics Indonesia
CAD	Christian Agenda for Development
CAPI	Computer-Assisted Personal Interviews
CCDR	Country Climate and Development Report
CCSA	Cross-cutting Solution Areas
CEMAC	Central African Economic and Monetary Community
CGDEV	Center for Global Development
CMU	Country Management Unit
CONACYT	National Council of Science and Technology—Mexico
CoP	Community of Practice
CRJEEA	<i>Centre Régional pour les Jeunes Entrepreneurs Agricoles et Agroalimentaires</i> (Regional Center for Young entrepreneurs in Agriculture and Agribusiness)
CSA	Climate Smart Agriculture
CSC	Corporate Scorecard
CSO	Civil Society Organization
CTVET	Commission for Technical and Vocational Education and Training
DOF	Ministry of Agriculture and Forestry—Laos
ECDAN	Early Childhood Development Action Network
FAO	Food and Agriculture Organization
FCV	Fragility, Conflict and Violence
FEI	Formal Employment Incentive
GEAR	Gender Equality and Returns
GIZ	<i>Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH</i>
GP	Global Practice
GSDF	Ghana Skills Development Fund
GSG	Global Solutions Group
HDD	Harnessing the Demographic Dividend
HEI	Higher Educational Institutions
HIPSO	Harmonized Indicators for Private Sector Operations
ICRW	International Center for Research on Women
IDA	International Development Association
IDB	International Development Bank
IFAD	International Fund for Agricultural Development
IFC	International Finance Corporation
IFPA	Investing in Forests and Protected Areas
ILO	International Labour Organization
IVCD	Inclusive Agricultural Value Chain Development
ISED	Inclusive Sustainable Economic Development
JAC	Jobs after COVID

JICA	Japan International Cooperation Agency
JET	Jobs and Economic Transformation
JQ	Job Quality
KfW	<i>Kreditanstalt für Wiederaufbau</i>
LISTRAF	Labor Market Information and Skills System Transformation for Labor Market Flexibility Project
MAFS	South Sudan Ministry of Agriculture and Food Security
MDTF	Multi-Donor Trust Funds
MIGA	Multilateral Investment Guarantee Agency
MoF	Ministry of Finance
MOICT	Ministry of Information, Culture and Tourism—Laos
MoM	Ministry of Manpower—Indonesia
MSME	Micro, Small, and Medium Enterprises
NASA	National Aeronautics and Space Administration
NAVCDP	National Agricultural Value Chain Development Project
NGO	Non-governmental Organization
OECD	Organisation for Economic Co-operation and Development
PCU	Project Coordinating Unit
PSJET	Private Sector Jobs and Economic Transformation Project
S4YE	Solutions for Youth Employment
SALT	Supporting Andhra Learning Transformation
SC	Steering Committee
SDF	Skills Development Fund
SE	Secretariat of Economy—Mexico
SECO	State Secretariat for Economic Affairs
SEJE	Secretary of State of Youth and Employment—Mozambique
SHCP	<i>Secretaría de Hacienda y Crédito Público—Mexico</i>
SEP	Secretariat of Public Education—Mexico
SIDA	Swedish International Development Cooperation
SJELS	Supporting Effective Jobs Lending at Scale
SLGP	Small Loan Guarantee Program
SME	Small and medium-sized enterprises
SMS	Short-Message-Service
SPJ	Social Protection and Jobs
STEM	Science, Technology, Engineering and Mathematics Education-India
STPS	Secretariat of Labor and Social Welfare
TTL	Task Team Leader
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations International Children’s Emergency Fund
WACA	West Africa Coastal Areas Resilience Investment
WBG	World Bank Group
WBL	Women, Business and the Law
WDR	World Development Report
WEE	Women’s Economic Empowerment
YAG	Youth Advisory Group

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EXECUTIVE SUMMARY



EXECUTIVE SUMMARY

The Jobs Umbrella Multi-Donor Trust Fund (MDTF) continues supporting high-impact jobs strategies, advancing global knowledge on effective policy solutions, and supporting large-scale operationalization of the World Bank (WB) jobs agenda. The MDTF is structured into three windows: Window 1 on Jobs Lending at Scale, Window 2 on measurement Agenda, and Window 3 on Influence through Partnership and Innovation.

This annual report summarizes key progress and achievements across its three work streams during 2023.

Under Window 1, the last grants under the Supporting Effective Jobs Lending at Scale (SEJLS) program closed in 2023. These grants supported activities to improve the technical quality of operations in low-income and fragile settings in several sectors to enhance job targeting and job outcomes. SEJLS grants supported the standardization of operational approaches to jobs challenges in client countries, the definition and measurement of outcomes of jobs policies and programs, improvements in M&E systems in projects to track jobs-relevant outcomes, and the creation of new knowledge on effective jobs-related interventions and measurement. SEJLS grant outputs and outcomes during 2023 will further encourage inclusive and sustainable job creation and economic growth in future job-relevant projects in similar sectors and contexts. Both analytical and research activities undertaken under the SEJLS grants have also influenced country interventions to maximize job outcomes. The SEJLS program also financed a [report](#) on best practices and lessons learned identified for job lending operations and blogs to highlight the achievements and challenges of projects supported by the grants.

- In Malawi, the grant activities supported the Financial Inclusion and Entrepreneurship Scaling (FINes) Project. Grant activities in 2023 included measuring direct and indirect jobs created or sustained through project funding to Micro, small and medium enterprises (MSMEs) by linking key indicators on the impact of jobs to the project, identifying criteria to prioritize funding to MSMEs with higher impacts on job creation, refining a 2022 MSME survey to evaluate progress and identify MSME sectors with substantial or potential jobs creation impact and supporting the design of eligible MSMEs capacity building training programs.
- In South Sudan, the Resilient Agricultural Livelihoods Project's grant supported qualitative and quantitative data collection in four relevant markets, which the project used to analyze market revival and jobs in food sector activities outside the main production stream.

The work under the **Estimating Indirect Jobs Impacts** of WB interventions grant was completed during 2023 under Window 1. Twenty projects developed 21 pilot exercises on indirect job estimation, highlighting the importance and long-lasting impacts of indirect jobs. These pilots helped inform a review paper that summarized the exercise and lessons learned and provided guidance on the methodologies for various types of estimations for different sectors and country contexts.

Additionally, support for **Gender-smart solutions** continued under Window 1, including collaboration with the International Finance Corporation (IFC) through the IFC's Women's Employment Program SEJLS grant. The 2023 grant activities included completing a sectoral note on benefits, lessons learned, and best practices in applying gender-smart strategies to talent management. These findings will further support the IFC's work to promote gender inclusion and create equal employment opportunities for women.

In 2023, under Window 2, the Jobs MDTF continued supporting initiatives to improve the measurement and understanding of jobs outcomes and labor mobility. **The Jobs Flagship Report**, funded through this window, aims to re-evaluate the Jobs Agenda post-COVID and propose policy, regulatory, and investment priorities for different levels of development or challenges. Report findings will support the creation of better jobs for more people and propose short and medium-term priorities to maximize job outcomes.

Under Window 2, the ongoing grant on improvements in **data on labor mobility and territorial development policies** focused on understanding the connections between climate-related shocks, economic mobility, and migration flows as an adaptation strategy. This initiative has expanded from Ghana and Nigeria to other countries. It also provided valuable data for National Statistical Offices and development partners while helping shape labor mobility policies and job creation efforts aligned with economic and green transformation goals.

Additionally, during 2023, Window 2 supported the **IFC Jobs model** grant to create a foundation for a World Bank Group (WBG) wide jobs estimation framework by documenting and peer reviewing the IFC's estimation framework. It also supported pilot applications for WBG operations, technical and non-technical notes, and exploration of potential governance and implementation structures. The IFC methodology has been presented and shared as part of the working group discussions, which will develop a common WBG approach to support the new WBG's Scorecard Jobs indicator, and the models will continually be used in assessing IFC's development impact via job creation.

Under Window 3, during 2023, **the Solutions for Youth Employment (S4YE)** program continued to lead the youth employment knowledge agenda through new publications, discussion notes, events, learning networks for governments, and technical support for WBG teams. In addition, S4YE continues to strengthen its ongoing and new partnerships with private sector players, international organizations, and youth advisory groups by showcasing its work to address global youth employment challenges while fostering innovative solutions for successful youth employment. Through expanding its Youth Advisory Group (YAG) and launching the World Bank Youth Innovation Challenges, S4YE has continued to ensure youth have a voice in its initiatives.

The **Jobs After COVID grants (JAC)** under Window 3 aim to accelerate responses to job challenges in a post-pandemic context. Grant themes include gender, the private sector, green jobs, and digital development. JAC grants during 2023 continued to support WBG operational teams and provide recommendations to governments to strengthen their knowledge and understanding of employment challenges.

- The Global Online Gig Jobs grant aims to inform and support operational teams and policy-makers in enabling vulnerable populations to access new forms of online web-based digital

work opportunities. The grant has produced a global online gig study and country-specific assessments and engaged in stakeholder dialogue and outreach.

- The Global Gender grant has contributed to the design of better childcare policies by identifying how the childcare regulatory environment can promote labor force participation and better-quality employment for women. It also supported the adaptation of IFC's training program "Gender Equality and Returns" (GEAR) from the garment sector to the agribusiness sector.
- The grant supporting the IFC Employability program, which supports tertiary education institutions in preparing students for the job market, has developed a modular firm dynamics diagnostic toolkit that examines business environment constraints to private sector growth in countries.
- The JAC grant on Green Jobs provides technical assistance and develops operational tools to incorporate an inclusive Jobs and Economic Transformation approach into country programs and projects in Africa. World Bank teams are developing evidence on climate change risks for the poor and vulnerable to protect them from climate impacts and ensure they benefit from the low-carbon transition.
- A JAC grant on education contributes to improving learning outcomes in Andhra Pradesh (India) through better vocational education services.







JOBS IN THE WORLD BANK GROUP EVOLUTION ROADMAP

“Our own estimates project that in the next ten years, 1.1 billion young people across the Global South will become working-age adults. Yet, in the same period and countries, we are only expected to create 325 million jobs.”

—Ajay Banga, President, World Bank,
2023 Annual Meetings Plenary,
October 13, 2023

JOBS IN THE WORLD BANK GROUP EVOLUTION ROADMAP

A confluence of crises—including COVID-19 crisis and other pandemics; increasing fragility, conflict, and forced displacement; the accelerating effects of climate change and associated disasters; and environmental degradation—has contributed to a worldwide economic downturn. Many countries have lost decades of development progress and seen profound impacts on human capital, especially for the poorest people. Failure to confront these challenges may lead to sustained reductions in productivity and income, exacerbating poverty and inequality in the world's poorest nations.

The WBG is undergoing a deep transformation—guided by the Evolution Roadmap—to align its vision and mission with the current challenges experienced by developing countries, especially those in fragility, conflict, and violence (FCV) contexts. The WBG's revised mission, “to create a world free of poverty on a livable planet,” emphasizes inclusiveness, resilience, and sustainability. Realizing this vision requires increased financing, improved results, and coordinated efforts from the entire development community. The WBG aims to help countries get development progress back on track by expanding its financial capacity to better respond to today's priorities and challenges. Additionally, the WBG is enhancing its impact and strengthening its operations through improvements in the country engagement model, analytics, financial instruments, and incentives, all under the strengthened One WBG approach, under which each of the WBG institutions, despite their own country membership, governing boards, and articles of agreement, will work as one to serve the WBG partner countries.

In this context, the Jobs Agenda supported by the Jobs MDTF remains at the core of the following WBG strategic priorities reflected in “[Evolving the World Bank Group's Mission, Operations, and Resources: A Roadmap](#)” and further supported by the [WBG 2023 Annual Report](#):

- **Supporting inclusive and sustainable growth.** WBG's investments to create jobs, inclusive economic transformation, and infrastructure will continue to be crucial to reducing poverty. Growing economies that generate more and better jobs require macroeconomic stability, a supportive business environment for private sector development, a stable and inclusive financial system, and increased digital technology and connectivity. As a critical step to ensuring that people living in poverty benefit from job and economic opportunities in growing economies, the WBG will continue to support investments in human capital, social protection systems, and public service delivery.
- **Closing gender gaps.** The WBG will continue to focus on closing gender gaps. As further supported by the [WBG Gender Strategy 2024–30](#), the WBG will support efforts to accelerate gender equality for a sustainable, resilient, and inclusive future in alignment with the World Bank Group Evolution Roadmap. The Strategy emphasizes ending gender-based violence; expanding care, digital, mobility and other enabling services; and engaging women as leaders. This support will be critical to removing barriers and ensuring women and other gender minorities have equal opportunities to jobs.

- **Strengthening support for climate action.** WBG climate finance and private capital will direct action to the largest mitigation and adaptation opportunities for specific country needs and circumstances, reducing greenhouse gas emissions, decelerating climate change, and helping countries adapt. Achieving these important, ambitious goals requires understanding the impact of climate adaptation and mitigation actions on workers, the potential for sustainable economic opportunities, current and future demand for green skills in a low-carbon economy.
- **Investing in nature to support lives and livelihoods.** The WBG will continue to support greener development to tackle interconnected biodiversity, climate, and pollution crises. By using nature's value for sustainable land, sea, and freshwater resource management that creates jobs, countries can strengthen their livelihoods and resilience to climate change.
- **Investing in digital development to address global challenges.** Responding to today's complex development challenges and building resilience will demand maximizing the benefits of digital infrastructure and technologies while mitigating potential risks. These investments are key to supporting job creation and developing skills for youth, women, and other vulnerable groups.
- **Supporting pandemic prevention, preparedness, and response capacity in client countries.** The WBG will continue to scale up support for pandemic management to help protect vulnerable communities and reduce health, social, and economic impacts of future pandemics and epidemics. Pandemic prevention, preparedness, and response that prevents job and income losses can protect the formal and informal workforce and their families.

The WBG held its first Jobs Day in November 2023 to reflect on lessons learned and set job agenda priorities. This day identified critical analytical and operational issues to deliver more and better jobs that align with increasing demand for World Bank initiatives underpinned by the Jobs MDTF. Jobs Day takeaways include:

- **Enhanced data collection and measurement.** Accurate and comprehensive data is crucial for understanding labor market dynamics and the effectiveness of job creation initiatives. Improved data collection methods and metrics will help the World Bank develop better-targeted policies and programs.
- **Improved coordination and collaboration across World Bank units.** The complexity of job-related issues requires a cross-cutting approach that involves multiple sectors and disciplines. Enhanced collaboration will ensure that different units within the World Bank can work together more effectively, leveraging their expertise to address the multifaceted nature of employment challenges.
- **Tailored jobs strategies for different country contexts.** There is no one-size-fits-all solution for job creation, as economic conditions, labor markets, and social structures vary significantly from one country to another. Tailoring strategies to the specific circumstances of each country leads to more effective and sustainable outcomes.

A new Corporate Scorecard indicator was designed to measure results on jobs, building on Jobs MDTF investments in jobs estimation. As part of the WBG evolution, the World Bank's Executive Board endorsed a proposal in December 2023 for a [new corporate scorecard \(CSC\)](#). This new scorecard helps the World Bank Group double down on its commitment to accountability and

transparency, evidence-based decisions, our partnerships, and tangible outcomes. The scorecard measures how people’s lives have improved through 22 indicators to capture the impact of our work in development areas of importance to our client countries. Recognizing that most people, and especially poor people, earn most of their income from work, one of the new indicators is “number of new or better jobs” that measures the aggregate number of new or better-paid jobs created directly or indirectly by IBRD, IDA, IFC, and MIGA interventions. The indicator will capture the effects of interventions that enhance the potential for individuals to obtain jobs, whether through investments in human capital and skills (supply side), or by promoting growth of firms and employment opportunities in the private sector (demand side), or reforms that facilitate the reallocation to better jobs. A technical working group developed a harmonized methodology for estimating the indicator considering the various methodological challenges associated with measuring jobs. The scorecard and detailed methodologies will be available online to facilitate harmonization with other multilateral development banks. The activities of the Jobs MDTF have been instrumental to inform the conception and design of the new CSC indicator on jobs. For example, the SEJLS program helped identify and map the key jobs impact of standard WBG interventions across sectors. Moreover, the IDA JET indirect jobs measurement pilots allowed to test a range of different methodologies to measure indirect jobs effects and map each project type to the most appropriate measurement technique.

THE JOBS LENS IN IDA 21

The jobs agenda remains central to development. Labor income is the single most important driver of poverty reduction, but people in IDA countries earn very little from their work. The working-age population of today’s IDA countries is set to double by 2050. Currently, one in every five workers in the global working-age population resides in IDA countries. By 2050, this proportion is projected to increase to one in every three workers as the working-age population of today’s IDA countries surges from 1 billion to 2 billion and remains constant elsewhere. Increasing the overall share of workers engaged in more productive activities that yield higher pay in the face of this demographic shift will represent an enormous challenge. For women and youth, the challenge of finding productive employment is even more daunting, and it requires special focus.

Experience shows that boosting productive employment requires coordinated interventions across the economy. In that context, IDA 21 will apply a cross-cutting but coordinated framework to spur better jobs under three dimensions: production, people, and places. Policies for **production** unlock constraints to expanded production by firms and rapid productivity growth to raise the labor demand, increasing earnings and employment. Policies for **people** foster the supply of skills over the lifecycle, beginning with investments to ensure strong foundational skills in childhood, extending to quality secondary, technical, and tertiary education, and beyond that to lifelong, on-the-job learning. Policies for **places** ensure that people and firms are able to locate in places where they can be most productive, and that the characteristics of places support enables productivity.

Under IDA21, the links between analytics and policy and investment lending interventions will be strengthened in a coordinated way across sectors. Moreover, medium to long-run priorities will be accompanied by short-term policy measures to address new sources of vulnerability. To support reforms and investments that boost countries’ productive employment prospects, IDA21

will address constraints across the above-mentioned three pillars. IDA's enhanced focus on jobs has led to a change in the mix of jobs interventions to focus on complementary growth policies. For example, demand-side interventions, such as business enabling environment, access to finance, and agriculture value chain support, will be more prevalent. This will result in a more comprehensive approach to encompass productivity-enhancing reforms into core analytical products, e.g., the new Growth and Jobs reports (former Country Economic Memorandum) and Country Private Sector Diagnostics (CPSDs). The policy recommendations of these analytical pieces and others will serve as anchors for more robust policy and investment lending operations. Significant emphasis will be placed on coordinating IDA engagements across sectors at the country level with the lenses of jobs.

JOBS GROUP MOVE

As part of the Evolution Roadmap, the WBG is not only refocusing its funding mechanism but also transforming its approach to knowledge. As we work to improve our ability to innovate, move faster, and respond better to clients' development priorities, a new WBG structure will be in place starting in July 2024. It will include five vertical knowledge vice-presidencies: People, Prosperity, Planet, Infrastructure, and Digital. Across these verticals, the WBG will measure its impact on gender equality, jobs for young people, and climate. In this context, the Jobs Group will move to the Prosperity vertical under the Economic Policies department (formerly Macroeconomics, Trade and Investment)—which leads the Bank's policy work across all client countries. This new institutional setup elevates the Jobs Agenda in the context of the World Bank policy engagement with its clients and ensures that the critical analytical undertakings on jobs provide a robust evidence base to design effective jobs strategies across the portfolio.





KEY ACTIVITIES AND ACHIEVEMENTS



KEY ACTIVITIES AND ACHIEVEMENTS

WINDOW 1: JOBS LENDING AT SCALE

The Jobs Umbrella MDTF's grants under window 1 support (i) improving the technical quality of operations for improved targeting of job outcomes in key sectors, (ii) scaling up operational approaches targeting job outcomes, especially in low-income and fragile settings, and (iii) standardizing operational approaches to jobs challenges in client countries and framing a WBG-wide integrated jobs strategy. This section summarizes the progress and main achievements of these grants in 2023, which cover projects across a range of sectors and topics that include agriculture, private sector development, social protection, environment, gender, and indirect jobs estimation.

Supporting Effective Jobs Lending at Scale. In addition to financing grants to support several country projects across different sectors, the Supporting Effective Jobs Lending at Scale (SEJLS) program finances a grant supporting technical assistance and public outreach for the grant portfolio. The first grant component fills the need to better define and measure outcomes and impacts of jobs-relevant policies and programs, while the second one creates new knowledge on effective jobs-related interventions and measurement, especially for the most vulnerable groups.

This first component of the grant financed management for a portfolio of 15 grants that supported the technical quality of WBG operations to maximize job-related outcomes. The grants supported analyses to estimate jobs' outcomes in operations that provided jobs-related relevant information for the projects and created critical frameworks and tools to evaluate the potential for job creation and economic growth of new projects in similar sectors. Research activities also provided relevant guidance to improve the M&E systems related to job outcomes in Bank projects. Some projects adopted suggestions for their theory of change and included jobs-related indicators, while others benefited from improved criteria for project economic analysis and recommendations for improvements in their monitoring and evaluation systems to better account for jobs' outcomes. Most of the supported projects by the SEJLS grants are expected to serve as replicable models for job-relevant projects, which will help systematize jobs-related operational approaches across WBG departments.

The second component supported the preparation of a report on best practices for jobs lending operations design. Other activities included developing [blogs](#) that helped the Jobs MDTF team distill the successes, challenges, and [lessons learned](#) from each of the SEJLS grants' contributions to operational projects. This report and outreach will help shape jobs-relevant interventions in similar sectors and contexts.

Grants under Window 1 by theme

Social Protection

Mexico. The Mexico Youth Labour Market Inclusion Project concluded in mid-2023. The project offered an integrated package of activities to support the transition of low-income youth from upper secondary school to formal employment in strategic economic sectors in San Luis Potosi, Mexico. Interventions included a labor market literacy workshop delivered at schools by the National Employment Services office, a formal employment incentive (FEI) delivered directly to project beneficiaries to encourage their entry and success in formal employment, and an SMS-based strategy to support project activities and track school-to-work trajectories.

Report lessons include:

- The formal employment incentive increased youth motivation to search for a formal job, ability to remain employed, and perception that the final salary was relatively higher despite a low entry wage.
- Youth with formal employment fared better through the COVID-19 pandemic.
- Youth value more activities than just working, such as the chance to develop a professional career and perform various tasks, and a lack of opportunities and repetitive tasks may result in youth opting out of formal jobs and trying to become entrepreneurs, causing them to lose their social security benefits.
- Young women perceive a lack of growth opportunities within the automotive sector.

During 2023, the team focused on dissemination efforts of the pilot's results by producing six videos, finalizing a cost-benefit analysis on replicating the intervention, a pilot implementation manual, and a school-to-work trajectory analysis for upper-secondary graduates in San Luis Potosi, Mexico. In terms of dissemination events, in March 2023, the team held a presentation of the pilot's results to the Education Subcommittee of the National Productivity Committee, while in May 2023, they held a multisectoral dialogue with project counterparts, a labor market literacy workshop training to operational counterparts, and two workshops for national and local government, firms, NGOs and academia to promote youth employment, exchange experiences and collaborate in the articulation of future programs or policies using lessons learned from the pilot.

Côte d'Ivoire. Between 2019 and 2021, the [Côte d'Ivoire \(CIV\) Economic Inclusion into Value Chains pilot](#) explored ways to increase the earnings of the poorest smallholder rice farmers by connecting them to the value chain. In 2022, the MDTF grant supported the evaluation of the pilot, and in 2023, the team finalized a [Synthesis Report](#) sharing insight on intensive value chain development for smallholder rice growers:

- Intensified lowland rice production can be profitable and bolstered through contract farming arrangements.
- Farmers need sustained public investment in extension, value chain stakeholder coordination, and institution building.
- Indispensable access to credit for farmers and other value chain actors requires significantly reduced transaction costs through digitization and creative credit design.

- Increased training and price incentives can improve the production quality of paddy rice.
- It is crucial for the Government to develop the needed mechanization services, working capital, and capacity building for the downstream stakeholders.
- Simultaneous support on multiple fronts can be helpful in making rice growing profitable.
- Reducing coordination costs and technical assistance is a valid way forward while commercial terms for all transactions are maintained (i.e., without input/output price subsidies).
- Promoting the self-selection of motivated stakeholder coalitions can be done through appropriate designs (business competitions, upfront downpayments), though to be traded off against scale to enable a minimally viable ecosystem.

Within CIV, these insights from the pilot have fed into the design of an IFC-financed intervention to support smallholder rice contract farming arrangements with larger rice millers. Moving forward, they are a critical input into the high-level World Bank policy dialogue with the Government of CIV regarding the development of the rice sector to reduce rice import dependence, which has recently been initiated. The team will continue to engage with the CMU (Country Management Unit) in CIV, the West Africa regional partners, and IFC (International Finance Corporation) and Agriculture and Food Global Practice colleagues to build these insights into better rice support and broader intensive value chain development design.

The project strengthened local capacity in inclusive value chain development, intensive value chain development analysis, and data collection by training local staff. It also provided extension services to 1000 farmers and technical assistance to five mills. In addition, regional and national workshops at the end of each agricultural campaign informed broader regional and national policy dialogues and learning events on sustainable smallholder rice production.

Gender

IFC's Women's Employment Program. SEJLS financed a grant to the IFC Women's Employment Program to create qualitative and quantitative evidence on the impacts of promoting gender-sensitive policies at the workplace among private sector firms in emerging markets. The grant, which ended in mid-2023, will further IFC gender work and promote gender inclusion by quantifying the business case to create equal employment opportunities. The estimated return on investment for applying gender-smart solutions is one of the key innovations of this methodology. Based on literature reviews and interview findings, gender-smart solutions resulted in a statistically correlated impact on the organization's financial return, leading to a positive return on investment and other qualitative benefits to the organization and its employees. The final product delivered in 2023 under the grant was a [sectoral note](#) that summarizes insights and lessons learned from IFC's gender advisory approach and outlines the business rationale, best practices, and benefits of integrating gender-smart strategies into talent management, which the team will adapt for external audiences.

Agriculture and Fisheries

Kiribati. This grant supported the [Kiribati: Pacific Islands Regional Oceanscape Program](#) to improve the management of selected fisheries and seafood safety. The grant contributed to directly measuring employment improvements for men and women in Kiribati fisheries, illustrating the following results:

(i) mapping the upstream and downstream value chains; (ii) improved data collection on the people deriving their income or livelihoods in these value chains; (iii) estimation of project direct and indirect net employment effects; and (iv) establishment of a systematic monitoring framework. The project's analytical framework identified institutional mechanisms for more systematic data collection. A final analysis also indicated modest direct and indirect immediate jobs impacts with more time required to see results from larger project investments in technical analytics, infrastructure, and training.

South Sudan. The SEJLS initiative supported the [South Sudan Resilient Agricultural Livelihoods Project \(P169120\)](#) on upstream and downstream job creation for primary production in food sector value chains. Despite security challenges and capacity constraints, the team completed qualitative and quantitative data collection in 2023 in four markets. The data allowed for a detailed analysis of market revival and jobs in food-sector activities outside of primary production. Key findings include (i) active competition between local produce and imports; (ii) limited access to funding and inflation as major limiting factors on food system activities; (iii) the small scale of food processing activities despite high returns to investment; (iv) low-scale aggregation with potential for scale-up through cooperatives; and (v) household activities as the main source of jobs in the food system with limited paid jobs in non-household value chains. The assessment emphasized the importance of understanding market conditions, restoring aggregator activity, and focusing on revenue growth in market-linked activities to impact food sector jobs. It also outlined the specific challenges faced by women in the agricultural sector to inform project support. Finally, the grant contributed to results indicators to measure farming practices and farming outputs, activity of cooperatives, activity in input markets, and a direct measure of jobs created by the project.

Private Sector

Malawi. This SEJLS grant helps the [Financial Inclusion and Entrepreneurship Scaling \(FinES\)](#) project identify, assess, and report jobs-related benefits. In 2023, the grant supported three main activities, contributing to creating jobs and improving job quality and sustainability. First, the team measured direct and indirect jobs created or sustained through project funding to Micro, Small, and Medium Enterprises (MSME) by linking the project with proposed indicators on job impacts. The team also identified the criteria for prioritizing funding to MSMEs that have a higher impact on the creation of jobs and trained participating financial institutions to prioritize funding to MSMEs with greater job impact. The second group of activities focused on refining an MSME Survey from 2022. This survey evaluated MSME advancements since the baseline survey in 2019, identifying key MSME sectors with significant job creation impact and potential scalability and recommending policy interventions to support MSME growth. Finally, the team supported the design of Small and Medium-sized enterprises (SME) capacity-building training programs focusing on SMEs with higher potential to grow and create sustainable jobs.

Jobs Knowledge

Measuring indirect jobs impacts of the WBG. 2023 was the final year of the grant for estimating indirect jobs impacts of WBG interventions. The grant produced 21 pilot exercises of indirect job estimation. In the last year of the grant, these pilots have informed a review paper split into two sections—[one which focused on summarizing the exercise and lessons learned](#) and [one that provided more details regarding the methodologies](#)—across the portfolio of pilot cases committed

to under IDA19 that included lessons and guidance on the cost, credibility, reliability, and relative value of various types of estimations for different sector and country contexts. In addition, outreach activities included presentations to World Bank Group staff and external audiences.

Knowledge Program for Jobs: From Jobs Analytics to Support for Jobs Operations. This initiative identified solutions and produced global goods from recently completed analytical work, applied research, and diagnostics to build capacity for jobs-oriented operations by the WBG and other development actors. The team developed and published the following policy notes in 2023: (i) [Adapting Skills Training to Address Constraints to Women’s Participation](#), (ii) [Adapting Jobs Policies and Programs in the Face of Accelerated Technological Change](#), (iii) [Agriculture, Jobs, and Value Chains in Africa](#), (iv) [Supporting Jobs in Fragility, Conflict, and Violence Situations](#), (v) [Addressing Employment Obstacles for Young Syrian Refugee Women](#), (vi) [Jobs Interventions for Refugees and Internally Displaced Person](#), and (vii) [Jobs Interventions for Young Women in Digital Economy](#).

As part of diagnosing jobs challenges in different countries, the team also developed and published a comprehensive [step-by-step guidance to perform jobs diagnostics](#) and [an online portal on Jobs Diagnostics](#) to find disaggregated and comparable global jobs indicators for all countries and share standardized labor variables from household surveys, updated data tools and guidelines produced by the WBG’s Jobs Group for country Jobs Diagnostics, and our latest reports.

Finally, the grant supported a comprehensive e-learning course on the fundamentals of Jobs for WBG staff and external audiences. The Jobs Labor and Migration Course and Jobs Diagnostics and Solutions Course launched in 2019 are [available online](#).

WINDOW 2: MEASUREMENT

The Jobs MDTF grants financed under Window 2 invests in evidence-based jobs initiatives by (a) upgrading country-level data and diagnostics on job outcomes to enable such initiatives and (b) advancing the technical capacity for measuring job outcomes to provide policymakers with improved information on the expected impact of their interventions.

Jobs Flagship Report. Funded through the Jobs Umbrella MDTF, the Flagship Report re-evaluates the Jobs Agenda in the aftermath of COVID-19 to identify policy, regulatory, and investment priorities that account for different country income levels, development challenges, and opportunities. The Report’s goal is to support the creation of better jobs for more people, especially women, and propose short- and medium-term priorities to improve job outcomes. The Jobs Flagship builds on lessons learned about jobs challenges and solutions in the Jobs Group and across the WBG and incorporates new empirical analysis on patterns of economic transformation in developing regions, the green transition, human capital, gender, private sector development, and labor regulations.

All chapters of the report were completed, and an overview report was also submitted for internal review in June 2023. Moreover, the team produced several outputs which will be published with the report, first a country growth episodes database, then a global macroeconomic database from 1991 to 2019 standardizing data across sources (ILO-International Labour Organization) data, Penn World Tables, and the UNU WIDER/GCGD Economic Transformation Database. Third, detailed standardized labor indicators at national and subnational levels for 14 country case studies; in each of these

countries, analysis had been made of jobs and structural transformation with a view to identifying how the country's path differs from the global pattern and generating hypotheses about what may be the cause. An author's Workshop was held in March 2023 with chapter reviewers, Jobs Group managers held further consultations in Berlin in December 2023, and internal consultations culminated in the decision to prepare a position paper on Growth and Jobs.

Flagship report lessons include:

- Job challenges depend greatly upon a country's stages of development and the drivers and path of economic growth. Economic growth is necessary to create better jobs for more people, but growth alone is insufficient to deliver better jobs. With the wrong balance in growth and jobs' strategies, countries can fail to improve agricultural productivity, industrialize, and urbanize without costly congestion effects. Unbalanced policies can disincentivize the creation and expansion of organizations and innovation in labor-intensive sectors. These policies can trap workers in low-productivity, under-capitalized, and low-skilled dead-end jobs in fragmented, informal self-employment. An imbalance between human capital investments and public and private investments in physical capital can limit labor demand and create unemployment and underemployment among dissatisfied youth.
- Improving productivity and the quality of jobs requires higher levels of productive organization, physical capital and human capital investment, and technological upgrading. These long-term investments depend on supportive infrastructure, product and labor market regulations, education and skills policies, and a business-friendly investment and innovation climate. Competition-oriented market-based private sector policies for production drive higher labor productivity. Stable macroeconomic management maintains the country's competitiveness, allowing producers to take advantage of new markets at home and abroad. Workers must adapt to these new opportunities and may need to acquire new skills and move for new jobs.
- Reallocation to higher-productivity work can also require proactive support from Governments to ensure that labor is mobile between sectors and places.
- Policies must adapt to rapid physical and human capital changes and technologies. The private sector's incentives may not lead to growth in production that makes the best use of a country's comparative advantage or is good for the planet, particularly in labor-abundant, low-income countries with access to natural and mineral resources. A country following a growth path that is neither pro-people nor pro-planet will need policies to generate technological change.
- Accelerating and facilitating structural transformation is especially important for productivity gains and agglomeration externalities in lower- and lower-middle-income countries.

Jobs and Sustainable Development. The Jobs and Sustainable Development grant informs sustainable development strategies by generating knowledge on the implications of digital technologies, the green economy, and labor mobility on employment outcomes. All activities were finalized in 2023. The grant analytical activities were organized under three pillars: 1) jobs and digital agriculture, 2) jobs in towns and territories, and 3) green perspectives on jobs.

In 2023, the team published two papers contributing to the second pillar:

- A paper on two case studies in Tunisia that analyzed internal migration in two secondary cities and explores how well migrants integrate into local labor markets. Using a unique internal migration survey collected in 2021, the team examined labor market integration patterns of migrants compared to residents, focusing on migration flows after the Tunisian uprising of 2010-11. They found that migrants to these two secondary cities are either better or equally likely to find a job and have the same income level as urban residents. Migrants are more likely to be younger, educated, and less involved in agricultural activity than urban residents. The results show also that the gap closes between migrants and urban-residents in the core-city more than in the peripheral areas.
- The second paper explored the effects of internal migration on urban labor markets in Uganda. The authors tested for agglomeration effects in Ugandan cities from 2005 to 2015 using nationally representative household panel data, census data, and geospatial data. The results show that wages, household income, and household consumption are positively influenced by urban density increases from migrants and natives. The study presents improved approaches to estimating agglomeration effects in low- and middle-income countries. Further, this is the first study to estimate agglomeration effects in sub-Saharan African cities.

Towards Improved Data on Labor Mobility and Territorial Development Policies (Phase 2).

Building on the first phase of the partnership, the second phase aims to strengthen data analysis of and update tools to measure labor mobility and migration, including links to climate change.

Under the Rome Jobs, Labor Mobility and Sustainability Development Program, the Development Data Group and the Jobs Group have improved the data quality underlying client country development policies and WBG operations related to jobs and migration. Both IFAD and FAO have incorporated methodological improvements into their operations.

Better understanding of jobs and labor mobility challenges, including the drivers and impacts of labor mobility, such as climate change, and the obstacles faced by formal and informal businesses, to grow and create more employment is an important focus of the newly established Jobs and Labor mobility program. As highlighted by the [World Development Report 2023](#), there are different types of movements, and each category calls for different policy priorities. The WDR eventually calls for additional data and evidence to better profile the migrants and inform policymakers. In that respect, the ongoing work complements the phase 1 work program by addressing some of the data and analytical gaps related to that work. In this second phase, emphasis is also being given to improving the understanding of the linkages between climate-related shocks and economic mobility and the extent to which the latter is a viable adaptation strategy for affected households and under specific circumstances.

The Labor Mobility Program has transformed how data is used to design evidence-based policies. The program has improved our understanding of migratory flows by providing a more comprehensive picture of household dynamics and their motivations. The program is still working on understanding how migration aspirations are transformed into actual plans, actions, and moves. The labor and migration measurement work done initially in Ghana and Nigeria has informed analysis in other countries, such as Ethiopia, Tanzania, and Malawi, with potential future use in Morocco and Tunisia.

The program also addresses a knowledge gap on the size and profile of the informal sector, which is critical to inclusive growth. This focus will allow us to understand firms' productivity levels, constraints, and gender gaps in productivity in the informal sector.

Finally, National Statistical Offices and Development Partners can use the project's tools to improve and increase the availability of data on labor mobility and migration and inform long-term labor mobility policies for more and better job creation in the context of the economic and green transformation. The Jobs Group can also share findings with policymaking and investment projects.

IFC Jobs model. The Jobs Umbrella MDTF supported a grant in 2023 to take the first steps towards a WBG-wide jobs estimation framework by documenting and peer reviewing the IFC's estimation framework, developing pilot applications to WBG operations, and exploring potential governance and implementation structures. Over the grant period, the team wrote and peer-reviewed 10 technical notes, developed an overview document, prepared three short non-technical briefs, and a case study report on a pilot project in Kenya. The new WBG corporate scorecard will feature a jobs indicator, and IFC's methodology has been presented and shared as part of the working group discussions to develop a common WBG approach. Moreover, IFC will continue to share the expertise gained in the scorecard discussions and assess IFC's development impact via job creation.

WINDOW 3: INFLUENCE THROUGH PARTNERSHIP AND INNOVATION

Under this window, the Jobs MDTF identified cutting-edge solutions to job challenges and influenced non-WBG strategies by convening key stakeholders to learn from MDTF outputs. In 2023, work under Solution for Youth Employment (S4YE) Phase II continued, while WBG teams made substantial progress through grants financed under the Jobs after COVID (JAC) initiative.

Solutions for Youth Employment (S4YE) Phase II

The objective of the S4YE Global Program Phase II is to identify, curate, and learn from innovative solutions in youth employment and convene a learning community that includes WBG teams (across GPs and IFC) as well as external partners, including nongovernmental organizations (NGOs), private sector companies, think tanks, foundations, and youth. In 2023, S4YE continued to lead the knowledge agenda on youth employment through new publications and discussion notes, learning events, government learning networks of governments, private sector partnerships for WBG operations, and technical support for WBG teams. These initiatives help address the global youth employment crisis and foster innovative solutions for youth employment. Annex 1 provides a detailed list of S4YE publications and events in 2023.

Governance and Partnership Management

The S4YE Steering Committee has played a crucial role in providing high-level strategic guidance and decision-making for the S4YE work program. In 2023, the Steering Committee (SC) organized two meetings (May and November) to discuss key themes such as Jobs in the Gig Economy and Scaling High Impact Innovations in Youth Employment. These meetings have facilitated the introduction of new representatives and the sharing of key achievements and work plans.

S4YE is also focused on revitalizing private sector partnerships and engaging strategic players in the creative sector, such as UNESCO, OECD, and AFD—Metis Fund. Furthermore, S4YE is partnering with the International Labour Organization on the Circular Economy to support an enabling environment for job creation and decent and sustainable work in the circular economy across value chains, regions, and countries.

Thematic Working Groups and Solution Notes

In collaboration with the Digital Development Global Practice, the S4YE team launched a global report on online gig work: [Working Without Borders: The Promise and Peril of Online Gig Work](#).¹ The report has generated significant engagement online on World Bank web pages and social media. In addition, S4YE team has created a pipeline of follow-on notes and blogs to share report findings and maintain thought leadership in this space.

In partnership with the Environment, Natural Resources, and Blue Economy Global Practice, the team launched a [new discussion note](#) that explores how the ‘blue economy’ can support both environmental and social objectives to drive development and create opportunities for youth.

S4YE also helped launch the Creative Economy Alliance for Diversity and Youth in May 2023. This is a global multi-stakeholder partnership to enhance productive and diverse youth employment in creative industries. The alliance hosted webinars and events to promote diversity in the creative economy and facilitated discussions on the role of generative artificial intelligence in the creative sector.

Finally, in partnership with the Labor and Skills Global Solutions Group (GSG), S4YE released a [draft discussion note](#) that highlights job matching platforms by public agencies that leverage advanced technology to connect job seekers and employers. It explores trends in technical features, deployment, and implementation of these platforms.

Operations Support

S4YE has positioned itself as a global curator and convenor of youth employment innovations. In November 2023, S4YE organized a two-day virtual Innovation Exchange and Partner Summit. The Partner Summit brought together over 1,000 S4YE partners from 124 countries. The Summit focused on three objectives: (1) implications of recent developments in generative artificial intelligence mean for youth employment; (2) innovative solutions to youth employment led by S4YE partners; and (3) youth as solution-creators for development challenges.

The team also strengthened its support role to internal WBG teams by working with different Global Practices and the IFC to provide support and technical advice to several TTLs on a wide range of themes such as online gig jobs, jobs for women in unconventional sectors, the water innovation challenge, digital skills, and jobs for youth in the creative sector.

In addition, S4YE created public goods that serve as open resources for youth employment practitioners. These include [S4YE’s Knowledge Repository](#), a global inventory of practical toolkits,

¹ This is part of a specific grant, “Global Online Gig Jobs,” which is also summarized under the Jobs after COVID section of this report.

guidance notes, and other resources curated to help youth employment practitioners design, implement, and scale programs.

Knowledge Sharing and Learning

During 2023, S4YE has played a significant role in knowledge sharing and learning through active blogging, a new podcast series, and regular peer learning sessions. S4YE has published multiple blogs in partnership with other organizations and launched a podcast series on Women in Unconventional Jobs to highlight programs focusing on women in non-traditional professions. The initiative has also expanded its outreach through a multi-mode communications strategy, including the publication of a monthly newsletter and social media engagement to ensure efficient, engaging, and impactful outreach with stakeholders.

Youth Engagement

Under the fifth and last pillar, S4YE activities are focused on youth engagement. S4YE expanded its Youth Advisory Group (YAG) to include over 120 young innovators and entrepreneurs from 65+ countries and launched the World Bank Youth Innovation Challenge: Water Solutions for a New Climate Reality to empower the next generation of youth aquapreneurs to address water gaps across low and middle-income countries.

Jobs After Covid (JAC) Grants

Launched in 2021, the JAC Innovation Challenge Program pioneers solutions to job challenges in a post-pandemic context. The call for proposals focused on the medium-term job's agenda for low- and middle-income countries and covered the potential permanent shifts in the job's agenda. JAC grants focus on topics such as digital development, gender, the private sector, green jobs, and education. JAC Grants' progress and achievements during 2023 are summarized in this section.

Digital Development

Global Online Gig Jobs. This grant informs and supports operational teams and policymakers in enabling vulnerable populations to access new forms of web-based digital work opportunities.

As part of the grant's activities, the team produced a global online gig study, [The Online Gig Economy Report—Working Without Borders: The Promise and Peril of Online Gig Work](#). The report reveals that the online gig workforce is much larger than previously assumed, with an estimated 154 million to 435 million online gig workers around the globe. For the first time ever, the report mapped and tracked regional platforms and gig workers who work in languages other than English.

The report was [launched at a high-profile World Bank live event](#), followed by outreach initiatives to promote key findings with World Bank teams and external audiences. The report was presented at 13 high-level external and donor events, including the Marrakech World Bank Annual Meetings and G20 Roundtable, with audiences that included policymakers, industry, research, and staff from WBG regions. Several country teams have expressed interest in the report and are considering leveraging its insights to develop operational activities. Some organizations have also expressed interest in collaborating with the WBG team on future work. In addition, the report has generated significant interaction online on World Bank webpages and social media.

BOX 1

ONLINE GIG WORK: OPPORTUNITIES AND CHALLENGES FOR POLICYMAKERS

Good, inclusive jobs are crucial to reducing poverty and boosting shared prosperity. New technologies that transform global economies can create job opportunities in the developing world. The 2023 global report “[Working Without Borders: The Promise and Peril of Online Gig Work](#)” addresses this challenge. The report highlights that the online gig economy of digital platforms that match workers to tasks posted by clients is a rapidly growing labor market segment, accounting for up to 12% of the global labor market.

This fast-rising segment is opening a new path for jobs, mainly in low and middle-income countries, for marginalized and vulnerable populations such as women, youth, other vulnerable groups, and those in remote areas, thus supporting inclusion. In addition, online gig work provides a much-needed source of income during periods of shock or transition, helps build the digital skills of younger workers, and offers flexible earning opportunities for all. Online gig platforms also provide a cost-effective source of talent for small businesses and startups, thus supporting firms to remain productive and agile and adapt to rapid shifts in market demand. However, online gig work also presents challenges.

Findings include the significant number of people not using the Internet, mostly in developing countries, and World Bank initiatives to bridge this digital divide through policy reforms, financing, and subsidy schemes. Other findings relate to the importance of building digital skills and the risks faced by gig workers, such as unstable incomes, poor working conditions, limited saving capacity, and limited social protection, particularly in low-income countries where over 90 percent of the workforce does not contribute to social insurance and remains outside the purview of labor regulations. The report also discusses the initiatives taken by governments to work with platforms and encourage workers to enroll and contribute to social insurance and retirement savings programs. Furthermore, the report highlights the need for modern forms of collective bargaining for workers outside formal employment, such as gig workers. Additionally, the report emphasizes the gender wage gap in the online gig economy and the flexibility it offers to women and highlights disparities in earnings between men and women in certain countries.

In this context, the report highlights the huge opportunities for developing countries to capitalize on the potential of the online gig economy and provides key recommendations to policymakers to maximize the benefits and address the challenges of online gig work.

The team also produced five country-specific assessments to inform operations on digital gig work in partnership with country teams in Bangladesh, Indonesia, Kosovo, Malaysia, and Pakistan, which were integrated into the main global report. In addition, the team started a monthly short notes series to explore specific topics from the report and explore opportunities for future collaboration. Between September and December 2023, 4 notes have been published: (1) [Online Gig Work: A Potential Opportunity to Address Youth Unemployment?](#), (2) [Is Online Gig Work an Opportunity to Increase Female Labor Force Participation?](#), (3) [The Demand for Online Gig Workers](#), and (4) [Harnessing public-private partnerships to enhance social protection coverage of online gig workers](#).

As part of understanding the online gig ecosystem, the team partnered with several internal units within the World Bank and multiple external partners. The team engaged with 28 platforms to learn about their activity and user base and established partnerships with nine online gig work platforms to conduct surveys of online gig workers. Other partnerships include a joint survey with the Interamerican Development Bank (IDB) on a large-scale platform survey; a learning exchange with *Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH*—GIZ's Flagship Gig Economy Project; a data collaboration with the Online Labor Index team and Fairwork; case study contributions from Microsoft Research India and NASA; financial and insurance organizations; foundations; and Non-Governmental Organizations.

Liberia. The [Recovery of Economic Activity for Liberian Informal Sector Employment \(REALISE\)](#) project increases access to income-earning opportunities for the vulnerable in the informal sector in response to the COVID-19 crisis in Liberia. The MDTF-financed JAC grant activities contribute to the support to small businesses component of the REALISE project, which gives grant support to vulnerable households to revive or start small businesses that would likely have survived without COVID-19 and that can continue to provide post-pandemic livelihoods. This component was implemented in fifteen communities within the Greater Monrovia area of Liberia's capital. During 2023, the Jobs MDTF supported the REALISE project through a) final payment for 1,072 survey applicants who could provide evidence of substantial investment in business assets; b) presentation to the project management team of the results of the baseline survey; c) collection of the end-line survey of applicants between October and December 2023 covering applicants who had been surveyed prior to lottery assignment in 2022, thus including those who had not reached the final stages; and d) the piloting in April 2023 and roll out between June and August 2023 of an improved version of business connectivity measures, namely online group discussions that resulted in significant improvements in participation when compared to initial versions piloted in 2022. Preliminary results showed high interest in participating, low attrition rates, and strong engagement by discussion participants. Lessons from online discussion groups were also discussed at an internal World Bank workshop on entrepreneurship training.

Gender

Childcare policy indicators. The Jobs MDTF supported a grant to design better childcare policies to increase access to more and better jobs, especially for women, through data and analysis on legal and regulatory frameworks for childcare services in 100 economies.

During 2023, as the grant came to a close, the team built on previously produced empirical evidence and knowledge on improving and prioritizing affordability and public finance in the childcare regulatory environment to promote higher female labor force participation and better-quality employment for women, including higher income, better job security, and more formal sector opportunities. Notably, the lessons learned from the pilot data collection exercise informed the formulation of a new fully-fledged childcare indicator officially launched as a part of the new [WBL \(Women, Business and the Law\) index](#) for 190 countries. The team also generated a set of analytical tools in 2023, including a [working paper](#) that established causal links between the enactment of childcare laws and women's labor force participation. Finally, the team finished dissemination activities started in the previous year, including publishing a blog post on [childcare regulation and women's participation in the labor force](#), a presentation at the WBG Gender Leads Meeting on Leveraging Developing Policy Operation

to Accelerate Care Policies, a [podcast episode for Foreign Policy](#), and a WBG Open Learning Course called "[Toward Available, Affordable, and Quality Childcare Services](#)."

BOX 2

GLOBAL CHILDCARE INDICATORS: INFORMING THE GLOBAL DIALOGUE ON CHILDCARE POLICY

Women undertake most unpaid care work within families and communities. The availability of affordable care services has significant implications for women's economic inclusion, enabling them to enter the workforce, earn more, and fully harness their talents. Recognizing this challenge, the MDTF has been at the forefront of generating knowledge to inform gender-inclusive policies.

Under the [Jobs After Covid \(JAC\) Innovation Challenge](#), the MDTF supported the 2022 edition of Women, Business, and the Law on the global childcare indicator component. A [novel pilot dataset](#) on laws for childcare provision in 95 economies was developed, providing first-time insights into legal frameworks on the *availability*, *affordability*, and *quality* of childcare services globally. According to the dataset, the *availability* and provision of childcare services differ significantly across regions. In high-income OECD countries, Europe and Central Asia, states play an essential role in childcare provision, and public childcare is almost universally regulated. In contrast, the Middle East and North Africa, and South Asia have the highest rates of private-sector or employer-regulated childcare. Regarding *affordability*, about 80 percent of economies with public childcare frameworks do not require it to be free. Despite no clear regional patterns, it is critical to continuously measure the *quality* of childcare services, as it affects early childhood development and influences parental decisions on childcare enrollment. Using these childcare indicators, a [working paper](#) supported by JAC quantifies the benefits of childcare legislation—the enactment of childcare laws increases women's labor force participation by 2 percent and reaches 4 percent five years post-enactment.

This new data and analytics also serve as a unique foundation for policy practitioners to design interventions and advance childcare policy dialogue. In 2022, the Women, Business, and the Law childcare line of work became a key input for the World Bank's [Invest in Childcare](#) initiative. Beyond the WBG, the Women, Business, and the Law edition has influenced the global discourse on childcare policies, reflected in [the Economist](#), [Hope Policy Institute](#), [Economist Impact](#), and [Korean Institute for International Economic Policy](#).

IFC Gender Equality and Returns. The Jobs MDTF JAC grant supported the adaptation of IFC's training program "Gender Equality and Returns" (GEAR) from the garment sector to the agribusiness sector. The goal is to provide a foundation to scale GEAR as an IFC offering for agribusiness clients and contribute to strengthening the business case for approaches that simultaneously promote gender equality and business performance.

GEAR was successfully adapted and piloted for the first time in agribusiness with an IFC client, a large blueberry producer and exporter in South Africa. In 2023, a tailored training program was developed for the client for female participants and their managers. It included the four "core pillars" of GEAR: (a) training for female workers; (b) engagement with managers to promote cultural and

organizational change, help address gender biases, promote an enabling environment for women's career progression, and help managers better promote and retain female talent; (c) team building sessions to improve communication and collaboration across hierarchies and help managers act as coaches; and (d) coaching for female participants and continuous engagement with the client to empower women to apply their skills and monitor progress toward training goals.

The program combined different training methods, including experiential learning (such as highly participative activities, group exercises, role plays, and self-reflection) and more traditional delivery methods for the conceptual parts (management principles). In total, 33 female employees completed the program, and 10 farm-level managers were engaged in the program. Across all components, 39 sessions were delivered. Data collected to date indicates that the program achieved its desired outcomes related to improvements in awareness, knowledge, attitudes/behaviors/practices (of both women and managers). It also points towards improvements in productivity (qualitative feedback) and intentions to promote some of the women.

Technology Adoption and the Gender Gap in Women-Led Businesses' Performance. This grant, financed under the JAC initiative of the Jobs Umbrella MDTF, measured gender differences in technology adoption and the impact of technology use in male and female businesses.

In 2023, the team finalized a report leveraging the data collected in 15 countries for the Firm Adoption of Technologies survey. The paper explored new firm-level data to examine the gender gap in technology adoption and the associated effect on firm performance. The data shows a small difference in technology sophistication between female and male-managed firms but larger differences in terms of labor productivity. Firms with female top managers are just as likely to adopt the most sophisticated technologies for business functions that are common across all firms except for Enterprise Resource Planning. However, female-managed firms adopt advanced technologies less frequently for sector-specific business functions. The study also found that firms with higher technology sophistication tend to have higher productivity and that the returns to use more sophisticated technologies are larger in female-led businesses, which helps narrow the productivity gap between female and male-managed firms. A related [blog post](#) was also published.

Mozambique. The JAC Grant "Unlocking Women's Job-Creation Potential to Build Back Better", completed in 2023, aimed to improve the jobs and women's empowerment impact of the [Harnessing the Demographic Dividend \(HDD\)](#) project, which supports the Government of Mozambique to increase empowerment, access to education, and employment opportunities for targeted youth. The grant also informed the design of other WBG operations and other development partners' operations on women entrepreneurship in the context of economic recovery from the COVID-19 crisis to build back better and with more gender equality.

Under the grant activities, the team conducted a randomized controlled trial in early 2023 to test different interventions to increase the likelihood of participants applying to the HDD's project national business plan competition with a focus on female and young applicants. Preliminary findings showed that the intervention increased the likelihood that participants apply, raised their awareness about business plan competition modalities, and created more positive attitudes compared to the control group. Overall, these impacts were more pronounced for men. However, the largest effect on women has been observed in women who received support to apply and watched the core informational video. These findings are useful for understanding the constraints men and women

face when applying to large-scale business plan competitions and can inform policies for competing in entrepreneurial settings.

Private Sector

IFC Global Employability Program. [IFC's Employability program](#) supports tertiary education institutions to prepare students for the job market by assessing how well institutions promote student employability and providing higher education institutions with bespoke evidence-driven recommendations for improvement and hands on training and technical support.

As of the grant's close in December 2023, IFC has provided Employability Assessments to 66 institutions. Another 55 institutions have been Benchmarked in Nigeria and Jordan in partnership with regulatory bodies for higher education, and another 241 institutions have completed the Employability Benchmarking online at [vitaeready.org](#). In 2023, four modules on career services, employability key performance indicators, industry advisory committees, and micro-credentials were completed and published as publicly available open-access versions or as longer versions for registered higher education institutions on the WBG Open Learning Campus. Publicly available online training modules have been accessed 1,076 times on [vitaeready.org](#) as of December 2023, while online versions of the modules have been accessed by 129 users from 11 higher education institutions. HEI staff have also completed 51 trainings on the online modules. In 2023, two pages of the Vitae website were completed: [the employability benchmarking data section of the website](#) with data enhancements, and the [digital skills page](#); and the digital skills questionnaire was finalized and has now collected data from 32 institutions.

Firm Dynamics Diagnostics Toolkit. The grant financed under the JAC initiative of the Jobs Umbrella MDTF developed a modular firm dynamics diagnostic toolkit that examines the business environment constraints to private sector growth in countries. This is version 2.0 of the Investment Climate Assessments. This funding contributes to the module on inclusivity.

In 2023, the team finalized an informality toolkit to analyze informal sector opportunities for formalization. The toolkit helps countries prioritize structural reforms and identify specific policy actions to support the formalization of informal businesses. The toolkit leverages existing data from several sources, standardizes quantitative tools, and offers metrics to conduct diagnostic analysis and policy assessments to help countries assess (i) constraints to formalizing firms, (ii) identification of firms that would benefit the most from formalization, and (iii) the policies that maximize formalization while supporting productivity and investment growth.

The toolkit includes a manual on assessing informality across countries and related data tools. It also provides accompanying documentation and STATA codes that allow replication for new countries.

IFC West Africa Small Loan Guarantee Program (SLGP). IFC's Small Loan Guarantee Program (SLGP) is a Risk risk-sharing facility (RSF) that aims to make a meaningful contribution to financial inclusion and job creation and bridging the SME finance gap by supporting the financing needs of SMEs in vulnerable macroeconomic environments. The JAC grant supported the study of the business activity, economic growth, and employment stories of SME borrowers who have obtained access to finance through the SLGP program in West Africa.

The study aimed to generate knowledge that can help maximize the positive impact of RSF products on businesses' resilience, their ability to keep and create jobs, and inform improvements in the design and service delivery of RSFs. It had three key areas of focus. First, the study analyzed the 'borrower story' of SMEs through in-depth interviews and client-provided lending performance data to understand how taking out a loan supported these businesses' growth and resilience. Second, the study analyzed the role of lending on the intention to hire, actual hiring, and the outlook of enterprises. Third, the study focused on analyzing how the product design of RSFs, particularly the SLGP program, can be improved based on the reported experiences of SMEs and client banks.

In 2023, the market and fieldwork qualitative research focused on SMEs in Côte d'Ivoire with a total of 97 face-to-face interviews with SME owners and managers who are clients of NSIA Bank (*Nouvelle Société Inter africaine d'Assurance*) and BACI Bank (*Banque de l'Atlantique Côte d'Ivoire*). The study examined how participant loans and access to finance influence the trajectory of their businesses. The report's findings indicate that the top barriers for SMEs are financial constraints, followed by market expansion, competition, human resources, operations, and customer and supplier relationships. SMEs also prefer short-term financing due to their higher accessibility; they face complex loan application processes, burdensome collateral requirements, and high interest rates. Loans mostly affected the SME's specific business needs, revenue growth, and recruitment, although with varying levels across enterprises.

Haiti. This grant financed through JAC supported the [Private Sector Jobs and Economic Transformation \(PSJET\) project \(P173743\)](#) to design business development services that build firm resilience to crises and support the recovery of post-COVID-19 job creation in the fragile Haitian context. In 2023, the team assessed firm needs and vulnerability and adapted the training curriculum to incorporate Business Continuity Planning and for risks related to violence and insecurity.

Green Jobs

Impact of the green transition on employment and livelihoods of poor and vulnerable households. The JAC-supported grant produces policy-relevant evidence on climate change's risks to the poor and vulnerable and how to protect them from welfare losses and benefit from the low-carbon transition.

This grant aims to address the knowledge gap on the impacts of the green transition through innovations in both data and methodologies. Specifically, the objective is to support Poverty Assessments by (i) assessing the extent to which existing microdata from household income and expenditure and labor force surveys can answer these questions and identifying data gaps; (ii) examining opportunities for supplementing microsurvey data with other sources to improve baseline understanding of the distributional incidence of jobs, skill sets, and livelihoods disaggregating by location and sector; (iii) piloting analytical innovations that combine this larger data infrastructure with methodological improvements in microsimulation methods to get a deeper sense of the labor market and distributional impacts of a range of policies and interventions that will support the green transition; and (iv) piloting analytical innovations to integrate microsimulation with macro modeling better using this richer data infrastructure.

During 2023, a review on green skills was completed, covering the definition of green jobs, methods to measure green jobs, and general green job trends. This literature review will serve as a valuable

resource to inform WBG Country Climate and Development Reports, Poverty Assessments, and operations supporting the green transition. The team is currently working on a just transition note as background to a paper on climate and equity frameworks to guide policy action, an empirical analysis on estimating the impacts of trade policy on green jobs in Brazil, and on integrating spatial data on air pollution with data on jobs outcomes in Pakistan.

Indonesia. The JAC initiative financed “building back better by way of green jobs and investing in green skills,” a grant to fill a knowledge gap in developing a methodology for developing countries to identify skills for green jobs and to test it in Indonesia, a middle-income country that would profit by greening its economy.

In 2023, the team developed the preliminary design of the toolkit to identify green skills, including the methodology for the selection of occupations, innovative listing approach, and upgraded questionnaire on occupation-specific skills and tasks, which is upcoming in 2024. Training on the methodological approach proposed took place in July 2023 and involved Bappenas, BPS, and MoM as well as knowledge sharing with the US Department of Labor O*NET division.

The methodology developed under this grant is currently used by several World Bank teams and their clients across the globe.

BOX 3 BUILDING BACK BETTER: PIONEERING GREEN JOBS AND SKILLS MEASUREMENT IN INDONESIA

In pursuit of a greener economy, Indonesia has recognized the potential for economic growth and improved employment outcomes. A measurement approach to predict in-demand skills in the green transition supports Indonesia’s goals.

The first step behind this innovation was reviewing existing definitions and methods to identify green jobs and skills. This analysis led to a [new methodology](#) suitable for the specific question on skill needs relevant to Indonesia. The toolkit includes a dictionary of green terms to identify green tasks within job descriptions and a detailed step-by-step guide to replicate the methodology. It is [publicly available](#) and can be adjusted for different data sources.

The applications of this new approach are far-reaching. It has informed the [definition of green jobs](#) that the Ministry of National Development Planning of Indonesia will use in their regulations and the Roadmap for Green Jobs, launched in November 2023. It is also expected to be utilized by the National Bureau of Statistics to monitor green job targets in the National Medium Term Development Plan for 2025–2029. The Skills for Energy Transition Survey, a pilot instrument in Indonesia designed with JAC’s support, is set to capture the current and future state of occupations in the energy sector. This survey will provide valuable data to guide upskilling and reskilling initiatives, ensuring the workforce is prepared for the green transition.

Moreover, World Bank teams in other countries and international organizations such as the ILO and GIZ have adopted the methodology. Its practicality is evident in the [Labor Market Information and Skills System Transformation for Labor Market Flexibility](#) project in Indonesia, which will further refine the method by tagging green jobs and identifying associated skills needs.

Economic transformation and green jobs in West Africa. This JAC-supported grant provides technical assistance and develops operational tools to incorporate an inclusive Jobs and Economic Transformation approach (JET) into country programs and projects in the Africa region.

During 2023, the grant supported the intensification of activities supporting both portfolio-level and project-level tasks and deepening the dialogue on JET across the three WBG Vice Presidential Units (Human Development Global Practice Group, Equitable Growth, Finance and Institutions, and Sustainable Development). The Cameroon Country Partnership Framework adopted an inclusive JET focus, and the Task Team also provided support to the [West Africa Coastal Areas Resilience Investment Project \(WACA\)](#) to use the same approach for project design and implementation. Teams have started using the approach for the Ghana Performance and Learning Review and the next Cameroon Country Partnership Framework, but this work will need to continue with other resources, given that the grant has closed.

The team completed a “how to” presentation on how an inclusive Jobs and Economic Transformation lens can maximize jobs’ impacts at a portfolio and project level. The presentation drew on lessons learned from the grant and incorporated comments from WBG staff engaging on the job’s agenda across Global Practices and VPU. Another presentation specifically focused on how projects and knowledge products can support better jobs for the poor in Africa. Presented at a Social Protection and Jobs all Africa staff meeting in October 2023, teams are already using these products in dialogues with clients. For example, a WBG recently adapted and presented the approach at a workshop of the Economic Community of Central African States.

Education

India. The JAC initiative financed a grant to leverage research on vocational education in schools in the context of the [Supporting Andhra’s Learning Transformation \(SALT\)](#) project, which improves learning outcomes, quality of teaching practices, and school management in basic education. The project directly supports the Department of School Education of the Government of Andhra Pradesh, which has the mandate and the funds to provide school-based vocational education but lacks the institutional capacity and technical background.

The grant ended in 2023, during which the team built on the data collection carried out in previous years. The team finalized the two main outputs, a conceptual framework and implementation roadmap, which indicate how to better align with student aspirations and aptitudes by offering multiple vocational trades in schools. They also align with the national legislation and framework while proposing a cost-feasible approach to service provision for the government.

The main lessons learned from this analysis include:

- Bridging the gap between students’ aspirations and aptitudes requires a continued focus on reducing learning poverty and improving students’ learning levels in STEM education.
- Parent engagement in career counseling is important for student aspirations and for the inclusion of girls into non-conventional trades.
- Data on students’ aspirations and aptitudes needs to form the basis for selecting the vocational trades offered in schools, and schools need to offer multiple trades.

- The model for offering multiple trades across schools must entail ‘no’ or ‘minimal’ cost increment through dynamic procurement and efficient deployment of human resources.
- Maintaining student interest in vocational education requires (a) appropriate career counseling, (b) provision of trades that interest the student, and (c) starting as early as upper primary grades with pre-vocational courses.
- Poor socio-emotional skills remain a concern for the industry and will continue to be a subject of further research.

Based on these lessons learned, the state of Andhra Pradesh has opened discussions with the World Bank team to use some of the funds under the existing World Bank-supported project to provide universal career aptitude and aspiration assessments and associated career counseling to students entering secondary and senior secondary education in government-managed schools.

Innovation Challenge on Jobs and Migration

This grant aims to build evidence on effective, operational, and scalable solutions that maximize the economic and job benefits from safe, orderly, and regular migration. Implementation started in the second half of 2023, and four proposals were selected to examine labor market outcomes for migrants, host communities, and sending communities. These include: 1) the Malengo scholarship program for Ugandan university students to study in Germany; 2) the recent nation-wide migration reform in Spain; 3) the Talent Beyond Boundaries program that addresses migration barriers and matches employers with refugees; and 4) the Na’amal program that assists skilled refugees and host communities to access freelance online gig jobs through training and mentoring.

The first proposal with an inception report is “Malengo: Moving to Opportunities Abroad.” This report provides the first experimental evidence of the effects of international educational migration on a diverse range of outcomes through collaboration with Malengo, an NGO that supports high school graduates from Uganda in completing a bachelor’s degree in Germany. Their selection process includes a lottery component to overcome selection bias and a randomized controlled trial. This study aims to understand how educational migration affects students’ educational and labor market outcomes, their subjective well-being, aspirations, political attitudes, and economic preferences. The study also aims to investigate the nature of spillovers in home communities and understand how remittances, knowledge transfer, role model effects, and the physical absence of migrants influence families who stay in Uganda.

The second inception report is “An Empirical Assessment of the 2022 Spanish Immigration Reform.” This research aims to assess a comprehensive Immigration Reform introduced in Spain in 2022 to address two key issues: filling the skills gap while taking advantage of the human capital embodied in the irregular migrant populations already residing in rich countries. The research will analyze how Spain’s 2022 Immigration Reform, with its unique characteristics and timing, influences the dynamics of immigrant integration and labor markets. This policy evaluation studies the impact of speeding up regularization processes for irregular migrants on immigrant populations and broader society. Also, it aims to shed light on how this reform aligns with or diverges from the lessons drawn from similar initiatives worldwide.

The third inception report relates to Skilled-Worker Visas for Refugee Talents: An Impact Evaluation. This study will examine the impact of this skilled-worker visa program on the outcomes of refugee workers and their families. The research team will work with Talent Beyond Boundaries, a global non-profit organization and the first organization to focus on refugee labor mobility as a complementary solution to traditional humanitarian resettlement, to develop a robust data collection system to study the dynamic impacts of skilled worker visas for refugees. The collection of qualitative information will also be a key input to understanding the possible bottlenecks in the program's success and the different factors influencing the sustainability and scalability of labor migration interventions for refugees.

The last inception report focuses on "Opportunities across Borders? The impacts of remote work for refugees." This study hypothesizes that the global remote work market is a powerful tool that can be leveraged for receiving countries and refugees alike, but that refugees often lack the necessary behaviors and logistical skills. To test this hypothesis, the team plans to experimentally lift behavioral, informational, and logistical constraints that refugees face when accessing remote work. The experiment will randomly give a subset of participants access to five months of continued mentorship and training on remote work. By cross-randomizing the mentorship and remote work training components, the team will test whether constraints to online work for forced migrants are behavioral or informational and identify evidence on policies that can increase employment opportunities across borders for heavily understudied populations of displaced individuals while measuring outcomes on their mental health, skills, income, and integration.

These studies will build a body of practical knowledge and evidence on the effectiveness and scalability of different solutions to capture the benefits of cross-border labor mobility for all. As of December 2023, the Innovation Challenge on Jobs and Migration has resulted in the development, revision, and approval of inception reports for the four studies. A workshop with selected experts from the World Bank's Migration Community of Practice provided a platform for teams to present their Inception Reports and receive feedback. This was a pivotal step to ensure the quality of the methodological approaches and alignment with the business needs of teams who are identifying knowledge gaps to develop strategies for international labor mobility.





FINANCIAL HIGHLIGHTS AND DISBURSEMENTS



FINANCIAL HIGHLIGHTS AND DISBURSEMENTS

As of December 2023, the Jobs MDTF has eight donors committed to financing US\$69.1 million. Table 1 provides donor agency names and the status of contributions as of December 2023, including the contributions of the new donor, the Bill and Melinda Gates Foundation (See Annex 7).

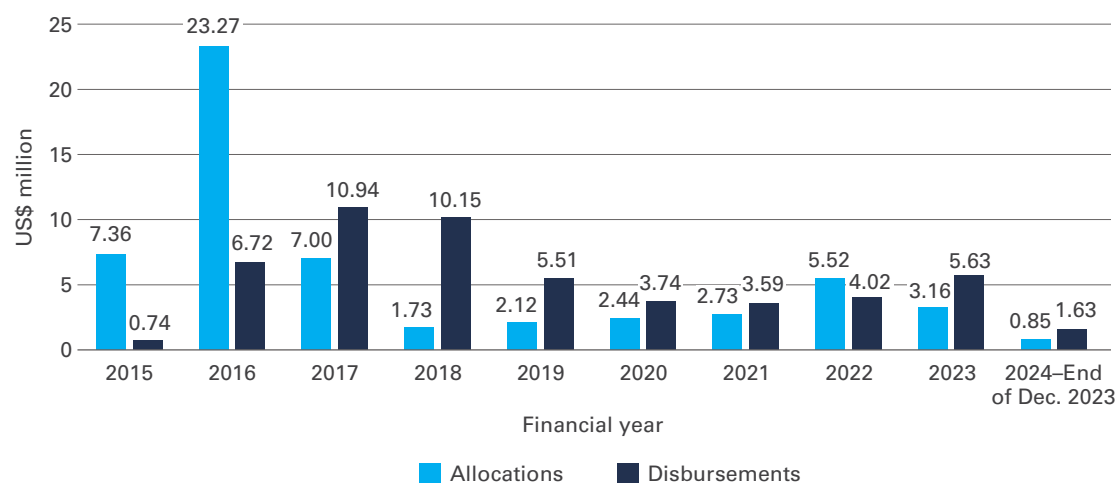
TABLE 1

Status of Contributions as of End of December 2023 (including Successor Fund)

Donor Name	Currency	Amount in Contribution Currency	Amount in US\$	Paid in US\$	Unpaid in US\$
Norway—Ministry of Foreign Affairs	NOK	120,000,000	15,309,737	15,309,737	-
Austrian Development Agency	EUR	1,600,000	1,877,999	1,877,999	-
Austria—Federal Ministry of Finance	EUR	1,900,000	2,164,039	2,164,039	-
DE—Federal Ministry for Economic Cooperation and Development (BMZ)	EUR	4,737,000	5,453,837	4,809,497	644,340
United Kingdom—DFID	GBP	14,650,000	20,377,212	20,377,212	-
Swedish International Development Cooperation Agency (SIDA)	SEK	134,000,000	15,417,175	15,417,175	-
Italy—Ministry of Economy and Finance	EUR	5,000,000	5,596,565	5,596,565	-
Bill and Melinda Gates Foundation	USD	2,910,323	2,910,323	912,472	1,997,851
Total			69,106,887	66,464,696	2,642,191

FIGURE 1

Allocations and Disbursements by World Bank Financial Year as of December 2023



Note: FY=World Bank Financial Year from July 1–June 30. For e.g., FY 15 refers to the period from July 1, 2014, to June 30, 2015. Similarly, FY 16 refers to July 1, 2015–June 30, 2016. 2023–End of Dec 2023 in the above chart covers the period from July 1, 2023, to December 31, 2023.

TABLE 2

Allocations and Disbursements by Windows as of December 2023

Windows	Cumulative Allocated	Cumulative Disbursed	Allocated in CY 23*	Disbursed in CY 23*
Original Account				
W1—Data, Diagnostics, and Operations	\$21,036,990	\$21,291,324	–\$60,210	\$1,268,329
W2—Let’s Work	\$12,373,579	\$12,373,579	–\$9,472	\$179,104
W3—Jobs for Youth	\$4,950,712	\$4,950,712	—	—
W4—Jobs in FCV	\$1,693,731	\$1,693,731	—	—
W5—Research on Jobs	\$2,830,511	\$2,830,511	\$210	\$106,050
W6—Program Management and Administration	\$2,036,458	\$2,036,458	—	—
Parallel Account				
W1—Jobs Lending at Scale	\$799,997	\$418,516	\$3	\$288,268
W2—Measurement	\$1,400,000	\$1,126,495	\$450,000	\$626,239
W3—Partnerships and Innovation	\$6,975,854	\$3,631,337	–\$536,206	\$2,369,422

Windows	Cumulative Allocated	Cumulative Disbursed	Allocated in CY 23*	Disbursed in CY 23*
W4—Program Management	\$599,000	\$464,010	\$290,000	\$165,543
Knowledge Management	\$1,218,087	\$1,218,087		
Central Unit Fees	\$923,460			
Total	\$56,838,379	\$52,034,631	\$134,326	\$5,002,954

Notes: CY23 includes half period of the World Bank's FY23 (January-June 2023) and the first period of FY24 (July-December 2023). The time frame for Cumulative Allocated and Disbursed amounts is the inception of the Trust Fund in 2015 to December 2023.

Negative amounts reflect financial adjustments made due to closing of bank fiscal year, currency exchange fluctuations and closing of MDTF grants on June 30, 2023.

Source: MyTrust Funds data, extracting information from WBG budget System.

TABLE 3

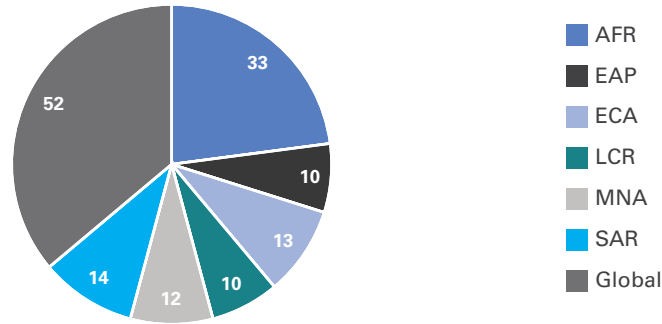
Allocations by Window and Region

Windows	AFR	EAP	ECA	LCR	MNA	SAR	Global	Total Count
Original Account								
W1—Data, Diagnostics, and Operations	17	5	7	6	6	10	18	69
W2—Let's Work	6	0	3	1	3	1	5	19
W3—Jobs for Youth	3	1	1	1	0	1	4	11
W4—Jobs in FCV	2	1	1	0	0	0	3	7
W5—Research on Jobs	1	1	0	1	1	1	5	10
Parallel Account								
W1—Jobs Lending at Scale	1						2	3
W2—Measurement							3	3
W3—Partnerships and Innovation	3	2	1	1	2	1	12	22
Total	33	10	13	10	12	14	52	144
Program Management and Administration	0	0		0	0	0	5	5

Source: MyTrust Funds data, extracting information from WBG Budget System.

FIGURE 2

Number of Activities by Geographic Area

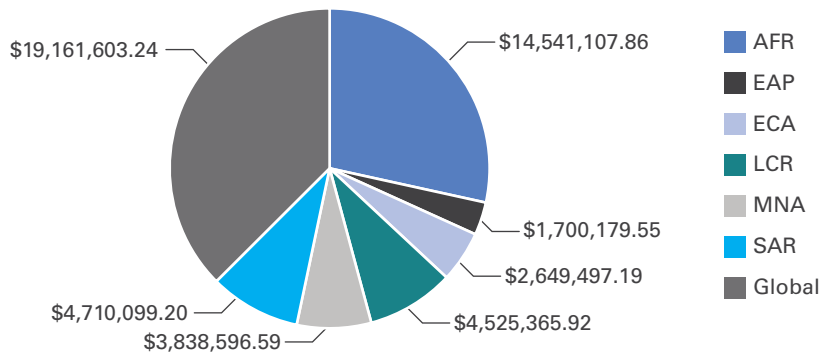


Note: Includes grants under all operational windows.

Source: MyTrustFunds data, extracting information from WBG Budget Systems.

FIGURE 3

Allocations by Geographic Area by Grant Amount

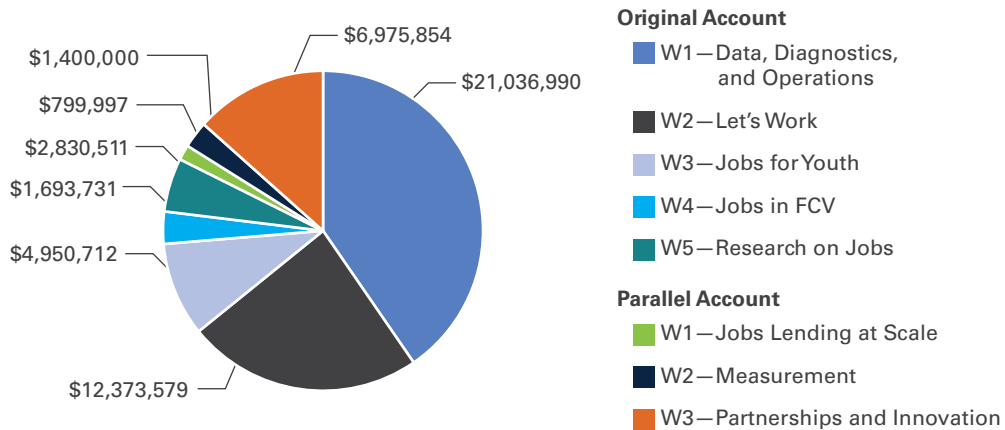


Note: Includes grants under all operational windows.

Source: MyTrustFunds data, extracting information from WBG Budget Systems.

FIGURE 4

Total Allocated by Window

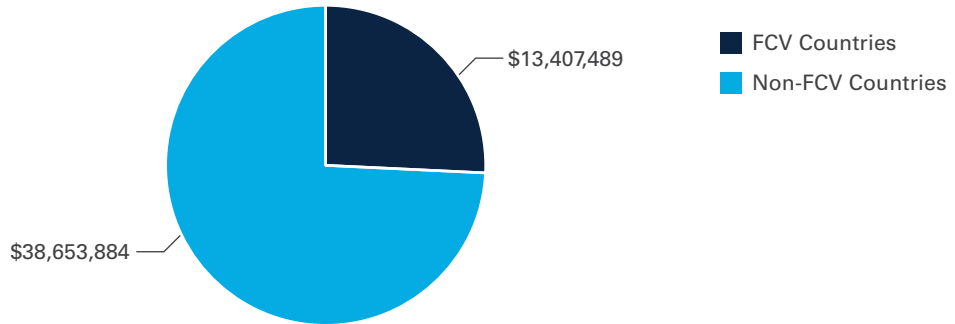


Note: Includes grants under all operational windows.

Source: MyTrustFunds data, extracting information from WBG Budget Systems.

FIGURE 5

Total Allocated by FCV Countries

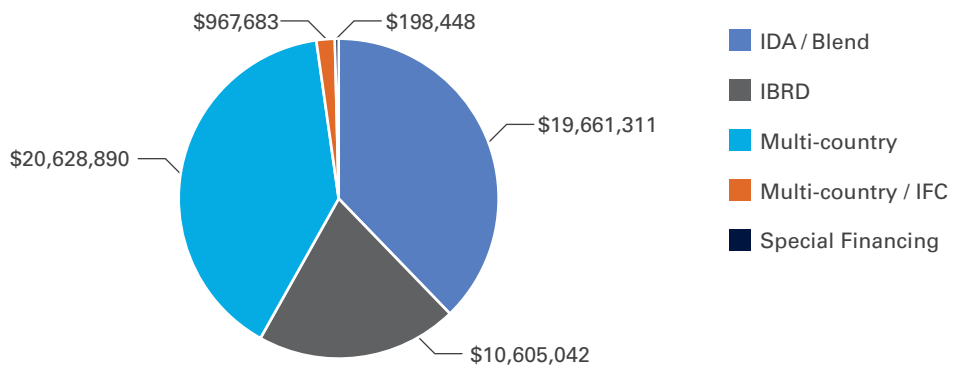


Note: Includes grants under all operational windows. ‘FCV countries’ include those classified according to the World Bank harmonized list of fragile situations; countries eligible for risk mitigation support under IDA 18—Guinea, Nepal, Kiribati, Niger, and Tajikistan; and countries that can access IDA 18 regional sub-window for refugees and host communities—Cameroon, Chad, Republic of Congo, Djibouti, Ethiopia, Niger, Pakistan, and Uganda. With the exception of Lebanon, all FCV countries are IDA eligible.

Source: MyTrustFunds data, extracting information from WBG Budget Systems.

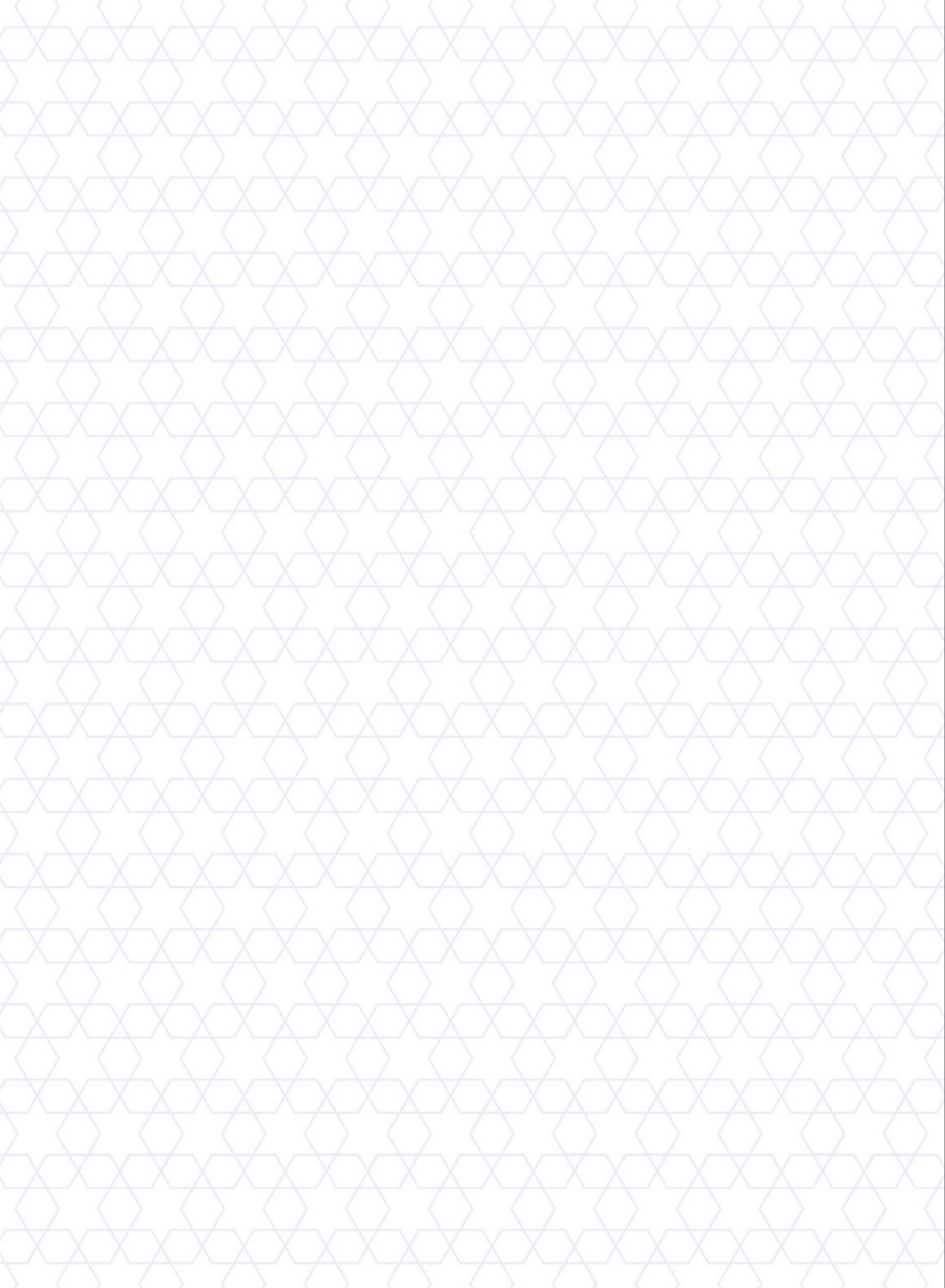
FIGURE 6

Grants by Operational Lending Category



Note: Includes grants under all operational windows. For lending, the World Bank classifies economies into two categories: (a) IDA countries and (b) International Bank for Reconstruction and Development (IBRD) countries based on their Gross National Income (GNI) and creditworthiness. Low-income and poor countries eligible for subsidized funding are provided loans and grants through IDA and middle- and high-income countries are given loans through IBRD. Few countries are eligible to receive assistance from both the IDA and IBRD and are classified as Blend countries. World Bank also lends to countries with whom it does not have an agreement through special financing products. In the chart above, special financing refers to the grant given to a West Bank and Gaza study—TF0A2341—Finance for Jobs in Palestine: Jobs Measurement and Methodologies (CGE and SCBA).

Source: MyTrustFunds data, extracting information from WBG Budget Systems.





A woman in a workshop setting, wearing a blue hard hat and a white face mask. She is holding a red marker and a small wooden object. The background is dark and slightly blurred, showing shelves and tools. The word "ANNEXES" is overlaid in large white letters.

ANNEXES



ANNEX 1

JOBS MDTF OBJECTIVES AND STRUCTURE

With the agreement of donors and the Jobs Steering Committee (JSC), in 2020, the Jobs Multi-Donor Trust Fund (MDTF) extended its planning horizon to a second phase (Phase II, 2021–2025) and agreed to raise an additional US\$53 million. The additional funding would complete the US\$100 million funding goal originally agreed between the World Bank and donors. The renewed Jobs MDTF strategy confirms the fund’s original objectives and strengthens support for large-scale operationalization of the jobs agenda while continuing to support innovative work to address knowledge gaps.

The Phase II strategy maintains the Jobs MDTF’s two original objectives:

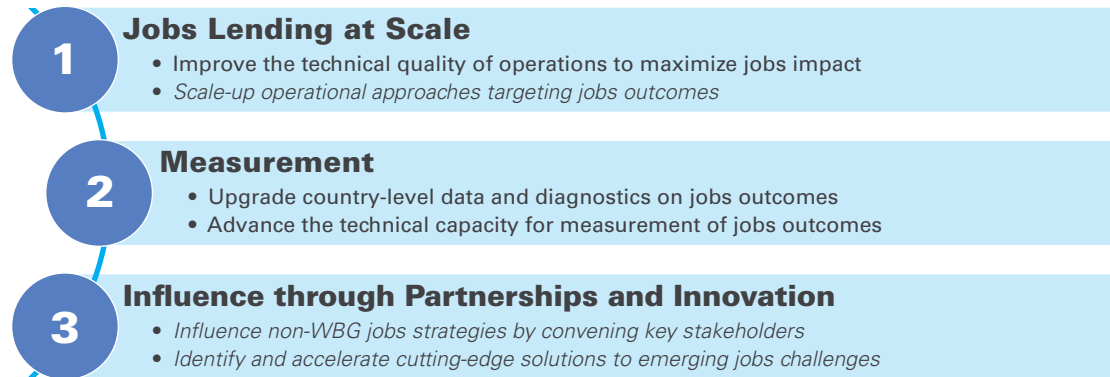
- (i) To support the design and implementation of comprehensive, integrated, and high-impact jobs strategies for World Bank Group (WBG) client countries
- (ii) To advance global knowledge on the most effective policies and activities for sustainable jobs, especially for the most vulnerable groups.

However, there are important shifts in emphasis: the Phase II strategy focuses on supporting large-scale operationalization of the jobs agenda while continuing to support innovative work to address knowledge gaps. During Phase II, the MDTF will also increase outreach efforts to maximize learning from its activities.

In Phase II, the Jobs MDTF is restructured into three operational windows, as described in Figure A.1.

FIGURE A.1

Jobs MDTF structure under Phase II



Window 1: Jobs Lending at Scale

This window provides resources to teams to help scale the WBG's jobs lending portfolio across sectors and regions. Key objectives are (a) strengthen the technical quality of operations to improve targeting of job outcomes in key sectors; (b) scaling up operational approaches targeting jobs outcomes, especially in low-income and fragile settings; and (c) standardizing operational approaches to jobs challenges in client countries and framing a WBG-wide integrated jobs strategy.

Window 2: Measurement

This window focuses on evidence-based job initiatives. Key objectives are (a) upgrading country-level data and diagnostics on job outcomes to enable such initiatives and (b) advancing the technical capacity for measuring job outcomes to provide policymakers with improved information on the expected impact of their interventions.

Window 3: Influence through Partnerships and Innovation

This window supports a strong engagement and dissemination outreach between the Jobs Group and key stakeholders. Key objectives are: (a) influencing non-WBG jobs strategies by convening key stakeholders to learn from MDTF outputs, and (b) identifying and accelerating cutting-edge solutions to emerging jobs challenges and scaling them through WBG operations.

ANNEX 2

LIST OF S4YE PUBLICATIONS & EVENTS IN 2023

S4YE Knowledge Briefs & Discussion Notes

1. Nico, Gianluigi; Datta, Namita; and Mendoza Elena Mendoza (Apr. 2023). "[Blue Economy: Structural Transformation & Implications for Youth Employment](#)." *S4YE Discussion Note Series Issue 6*. Washington, DC: World Bank Group & Solutions for Youth Employment
2. S4YE (May 2023). "[The Use of Advanced Technology in Job Matching Platforms: Recent Examples from Public Agencies](#)." Washington, DC: World Bank Group & Solutions for Youth Employment
3. Nigatu, Natnael S.; and Datta, Namita (Sep. 2023) . "[Online Gig Work: A Potential Opportunity to Address Youth Unemployment?](#)" Short Notes Series # 1. Washington, DC: World Bank Group & Solutions for Youth Employment
4. Loayza, Daisy Y.; Chopra, Urvashi; and Datta, Namita (Oct. 2023). "[Unlocking Opportunities for Youth in the Orange Economy: Spotlight on the Film Industry: The Orange Economy Series](#)." *Solutions for Youth Employment Knowledge Brief Series No. 21*. Washington, DC: World Bank Group & Solutions for Youth Employment
5. Nigatu, Natnael S.; and Datta, Namita (Oct. 2023). "[Is Online Gig Work an Opportunity to Increase Female Labor Force Participation?](#)" Short Notes Series # 2. Washington, DC: World Bank Group & Solutions for Youth Employment
6. Tapia, Catalina R.; and Datta, Namita (Nov. 2023). "[The demand for online gig workers](#)," Short Notes Series # 3. Washington, DC: World Bank Group & Solutions for Youth Employment
7. Rana, Ahmed N.; and Datta, Namita (Nov. 2023). "[Jobs in the Orange Economy: Impact of Disruptive Technologies](#)," *S4YE Discussion Note Series Issue 7*. Washington, DC: World Bank Group & Solutions for Youth Employment
8. Tapia, Catalina R.; and Datta, Namita (Dec. 2023). "[From Informality to Inclusion: Harnessing public-private partnerships to enhance social protection coverage of online gig workers](#)," Short Notes Series # 4. Washington, DC: World Bank Group & Solutions for Youth Employment

S4YE Blogs

1. Urvashi, Chopra; Datta, Namita & Froy, Carla (Feb. 2023). "[Three win-win opportunities for health care and youth employment](#)." *World Bank Jobs & Development Blog*
2. Datta, Namita; Edmonds, Casper & Melchor, Monica (Sep. 2023). "[Putting young people at the center of the circular economy](#)." *World Bank Jobs & Development Blog*

3. Datta, Namita; Melchor, Monica & Jemi Lacle (Oct. 2023). "[Five ways creative and cultural industries respond to youth job challenges.](#)" *World Bank Jobs & Development Blog*
4. Datta, Namita; Pela, Kevwe & Froy, Carla (Oct. 2023). "[What we're reading about how the online gig economy is transforming work.](#)" *World Bank Jobs & Development Blog*
5. Datta, Namita; Lucia, Naria & Singh, Sunamika (Oct. 2023). "[From algorithms to opportunities: Harnessing innovation for youth employment.](#)" *World Bank Jobs & Development Blog*
6. Datta, Namita; Nigatu, Natnael & Carmona, Ali (Nov. 2023). "[Digital pathfinders: The role of youth in the online gig economy.](#)" *World Bank Jobs & Development Blog*
7. Datta, Namita (Nov. 2023). "[From algorithms to opportunities: 5 takeaways from the Innovation Exchange and Partner Summit.](#)" *World Bank Jobs & Development Blog*
8. Datta, Namita; Nico, Gianluigi & Melchor, Monica (Nov. 2023). "[How can the blue economy drive development and jobs for youth?](#)" *World Bank Jobs & Development Blog*
9. Datta, Namita; Rader, Steve & Tapia, Catalina R. (Nov. 2023). "[What drives demand for online gig workers? NASA's drive for innovation.](#)" *World Bank Jobs & Development Blog*

S4YE Webinars

1. S4YE, Generation, Education Global Practice WBG, Health Nutrition and Population Global Practice WBG and Skills Global Solutions Group WBG. (Jan. 2023). "[Building Partnerships with the Private Sector to Develop the Skills of Healthcare Workers.](#)" *S4YE Webinar*
2. World Economic Forum, Meta (Mar. 2023). "[The Metaverse reality: The Next Creative Economy Jobs Wave.](#)" *S4YE Webinar*
3. S4YE, CGAP, SheWorks!, IFC (Mar. 2023). "[Breaking the glass ceiling: can the gig economy bring labor market opportunities for women?](#)" *S4YE Webinar*
4. Global Affairs Canada, IFC, Harambee, World Bank (Apr. 2023). "[Care Economy Jobs For Youth: Unlocking Job Opportunities and Closing the Gender Gap.](#)" *S4YE Webinar*
5. S4YE, ILO, Circle Economy (Jun. 2023). "[A Circular Economy that Works for Everyone.](#)" *S4YE Webinar*
6. S4YE, IFC. (Dec. 2023). "[Youth in Smallholder Supply Chains—Leading agricultural transformation through youth employment.](#)" *S4YE Webinar*

ANNEX 3

JOBS MDTF PHASE II RESULTS FRAMEWORK (OUTPUT LEVEL)

Window	Output	Indicator	Baseline	Progress in calendar year 2023	Cumulative progress as of calendar year 2023	Target
			21-Jan	23-Dec	23-Dec	26-Dec
1	1.1 Operational designs that identify and monitor jobs effects, for different sectors	SEJLS				
		1.1.1 # of operational solutions to jobs challenges identified (reports, studies, papers, guidelines, best practices)	0	13	36	30
		1.1.2 # of dissemination and engagement initiatives	0	12	28	10
		IDA Pilots				
		1.1.3 # of supported operations estimating indirect jobs effects	0	0	20	10
		1.1.4 # of dissemination and engagement initiatives	0	0	13	5
		1.1.X % of grants addressing obstacles to better employment outcomes for women ^a	0	0%	83%	20%

Window	Output	Indicator	Baseline	Progress in calendar year 2023	Cumulative progress as of calendar year 2023	Target
			21-Jan	23-Dec	23-Dec	26-Dec
			2	2.1 Robust metrics and measurement techniques to assess jobs effects	Rome based grants	
		2.1.1 # of papers, case studies, data sets and modules to measure jobs effects	0	15	17	5
		Jobs data				
		2.1.2 Expansion of Global Labor Database (# of new surveys)	0	110	360	350
		2.1.3 Updates to Global Jobs Indicators Database (# of surveys)	0	0	290	390
		JobsWatch				
		2.1.4 # of analyses produced on the effect of Covid19 on jobs and welfare (papers, blogs, briefs etc.)	0	0	20	18
		2.1.5 # of dissemination events	0	0	8	3
		Jobs and structural change				
		2.1.6 # analytical documents on structural change and labor markets	0	0	1	5

Window	Output	Indicator	Baseline	Progress in calendar year 2023	Cumulative progress as of calendar year 2023	Target
			21-Jan	23-Dec	23-Dec	26-Dec
		2.1.7 # of blogs on jobs and structural change	0	0	14	N/A
		IFC Jobs Models				
		2.1.8 # of case studies, applications to policy oriented World Bank operations	0	0	1	1
		2.1.9 # of sector models fully documented and peer-reviewed	0	6	10	10
		2.1.X % of grants addressing obstacles to better employment outcomes for women ^a	0	0%	33%	20%
3	3.1 Innovative solutions to jobs challenges	Emerging themes				
		3.1.1 # of innovative solutions to jobs challenges (reports, studies, papers etc.)	0	19	26	27
	3.2 Strengthened initiatives enabling private sector entities to tackle jobs challenges	IFC private sector partnerships				
		3.2.1 # of clients engaged in piloting new tools to understand impacts of gender-sensitive employment policies	0	0	2	2

Window	Output	Indicator	Baseline	Progress in calendar year 2023	Cumulative progress as of calendar year 2023	Target
			21-Jan	23-Dec	23-Dec	26-Dec
		3.2.2 # of clients assessed through enhanced IFC employability tool	0	5	10	10
		3.2.3 # of modules related to “Enhancement to Gender and Equality and Returns—GEAR” developed or adapted	0	0	3	1
		3.2.4 # of research studies/knowledge products completed or published	0	1	1	2
Solutions for Youth Employment (S4YE)						
		3.2.5 # of peer learning sessions on youth employment with private sector, partners and World Bank task teams	0	6	26	30
		3.2.6 # of solution notes for practitioners	0	8	23	20
		3.X.X. % of grants addressing obstacles to better employment outcomes for women ^a	0	100%	71%	20%

Window	Output	Indicator	Baseline	Progress in calendar year 2023	Cumulative progress as of calendar year 2023	Target
			21-Jan	23-Dec	23-Dec	26-Dec
			Jobs network of practitioners (NoP)			
	3.3 Engagement and dissemination initiatives of best practices emerging from activities	3.3.1 # of engagement and dissemination initiatives of Jobs MDTF lessons learned through the Jobs NoP	0	5	17	25
		3.3.2 # of participants added the Jobs NoP	0	2	22	35
Cross-cutting	X.1 Solutions to female employment challenges	Gender				
		X.1.1 % of grants addressing obstacles to better employment outcomes for women ^a	0	67%	74%	20%
	X.2 Solutions for green jobs challenges	Sustainability				
		X.2.1 % of grants addressing labor market challenges in transitioning towards environmental sustainability ^b	0	33%	34%	10%

Notes: a. Obstacles to better employment outcomes for women include: lack of access to affordable childcare services; social norms that constrain women's participation and success in the labor market; limited access to affordable technical, entrepreneurial, and business training programs; constrained mobility due to lack of safe transport services; gender-based pay discrimination; regulatory bias limiting women's access to economic opportunities; lack of support to sectors likely to employ high proportions of female workers; and barriers to women's entry in traditionally male sectors.

b. Labor market challenges in transitioning towards environmental sustainability include: reliance on earning opportunities in sectors that are vulnerable to environmental shocks (e.g. climate, pollution) or on emission-intensive sectors; spatial mismatch and labor mobility constraints to accessing more environmentally sustainable jobs; lack of access to affordable green reskilling and upskilling programs, green trainers and green accreditation services; limited financing access for green innovating firms; limited capacity to measure and integrate jobs effects in national climate change and green transition agendas; low provision and/or remuneration for jobs that provide social and environmental public goods; and limited access to environmentally sustainable job opportunities for disadvantaged groups.

ANNEX 4

JOBS MDTF GRANTS ACTIVE IN 2023

Grant Number	Win-dow	Grant Name	Grant Amount (USD)	Grant Objective	Gender Dimension	Climate Dimension
TF0A4483	1	Mexico economic inclusion pilot—round 3	1,957,417	To pilot and evaluate innovative approaches to improve the employment outcomes of youth, especially those that have been marginalized. Marginalized youth will likely include the young that have been past and present beneficiaries of the conditional cash transfer programs		
TF0A5052	1	Round 3: Côte D'Ivoire economic inclusion and VC: pilot	2,002,138	To contribute to a WBG-wide jobs estimation framework		
TF0A9595	1	Knowledge program for jobs	1,738,354	To extract solutions and produce global goods from recently completed analytical work, applied research and diagnostics to build capacity for Jobs-oriented Operations in the Bank Group and by other development actors.	Yes	
TF0B2238	1	Supporting Effective Jobs Lending at Scale	654,074	To support the need of better defining and measuring the outcomes and impacts of jobs relevant policies and programs.	Yes	
TF0B3120	1	Ghana jobs and skills project	141,948	To support skills development and job creation in the country.	Yes	
TF0B4838	1	South Sudan supporting effective jobs lending at scale	149,859	To improve food availability in the country through increased investment in seed production, farmer capacity building, and promoting mechanization in agriculture.	Yes	
TF0B6610	1	(IFC) SEJLS IFC women's employment program	149,997	To promote greater adoption of gender-sensitive employment practices by private sector firms	Yes	

Grant Number	Win-dow	Grant Name	Grant Amount (USD)	Grant Objective	Gender Dimension	Climate Dimension
TF0B6618	1	Estimating indirect jobs impacts of world bank group interventions	645,507	To carry out analytical work to estimate key indirect jobs impacts, and thereby add to the knowledge base regarding the jobs impacts of World Bank Group Interventions across a range of sectors and themes	Yes	
TF0B6874	1	JETpilot—Uganda—production forestry and tourism	184,902	To test improved practices for estimating the direct and indirect jobs impacts of investments in production forestry, forest-based value chains and nature-based tourism in Uganda both for ex-ante (before project implementation) and ex-post assessment.		Yes
TF0B7002	1	(IFC) Ghana—measuring indirect jobs	111,487	To review the existing assumptions and data (ex-ante) associated with the MAS sector's Social Accounting Matrix (SAM)-based model, estimate jobs value added, compare, and contrast the ex-ante and ex-post job estimations	Yes	
TF0B7004	1	(IFC) Mozambique—measuring indirect jobs	111,107	To review the existing assumptions and data (ex-ante) associated with the MAS sector's Social Accounting Matrix (SAM)-based model, estimate jobs value added, compare, and contrast the ex-ante and ex-post job estimations	Yes	
TF0B7253	1	JETpilot Kiribati: pacific islands regional oceanscape program	115,910	To pilot approaches to measure the indirect jobs effects of World Bank operations		Yes
TF0B8500	1	SEJLS—Malawi—jobs lending through financial inclusion and entrepreneurship	150,000	To enhance private enterprise growth and job creation in Malawi by increasing MSME's access to financial services and improving their capabilities.	Yes	Yes

Grant Number	Window	Grant Name	Grant Amount (USD)	Grant Objective	Gender Dimension	Climate Dimension
TF0B5221	2	Jobs and sustainable development	600,557	To inform sustainable development strategies by generating knowledge on the implications of digital technologies, green economy, and labor mobility on employment outcomes		Yes
TF0B7534	2	IFC jobs model	250,000	To contribute to a WBG-wide jobs estimation framework		
TF0B7906	2	Jobs flagship	900,000	To develop the Jobs Flagship report which aims to provide operational guidance to support countries in their pursuit of job-rich structural transformation as the world seeks to 'build back better' in the aftermath of the pandemic	Yes	Yes
TF0B8916	2	Jobs flagship	287,413	To develop the Jobs Flagship report which aims to provide operational guidance to support countries in their pursuit of job-rich structural transformation as the world seeks to 'build back better' in the aftermath of the pandemic	Yes	Yes
TF0C1776	2	Labor—Mobility—Measurement—World	250,000	To strengthen the analysis of the data collected during the first phase while continuing to update tools to measure labor mobility and migration, and their link to climate change.		Yes
TF0B6443	3	JAC—Indonesia—building back better by way of green jobs and investing on green skills	196,364	To develop a methodology to identify the skills needed to transition workers into green jobs		Yes
TF0B6457	3	JAC—world—digital gig jobs	196,574	To produce a global study of recent developments in online gig work to provide policy and operational insights for promoting inclusive access to digital jobs	Yes	Yes

Grant Number	Win-dow	Grant Name	Grant Amount (USD)	Grant Objective	Gender Dimension	Climate Dimension
TF0B6458	3	JAC—Andhra Pradesh (India): leveraging research for facilitating provision of vocational education in schools	200,000	To facilitate the provision of market-relevant school-based vocational education in Andhra Pradesh, India.		
TF0B6482	3	JAC—Turning the tide on pollution: a blue wager program for the Black Sea	210,000	To strengthen economic and technical tools to promote regional collaboration and private sector engagement for pollution prevention in the Black Sea		Yes
TF0B6860	3	JAC—global—child-care policy indicators	149,999	To contribute to the design of better childcare policies which can bring access to more and better jobs, especially for women.	Yes	
TF0B7131	3	JAC—Mozambique—unlocking women’s job-creation potential to build back better	199,021	To design different innovative mechanisms to increase female participation in the Mozambique nationwide Business Plan Competition (BPC)	Yes	
TF0B7156	3	JAC—Africa—inclusive jet for the bottom 80% in Africa	200,000	To operationalize the Jobs and Economic Transformation (JET) agenda in the Africa region, in order to include the poor and vulnerable in African countries’ post-COVID sustainable recovery strategies	Yes	
TF0B7167	3	JAC—global—GEAR agribusiness	104,828	To scale up the GEAR program for agribusiness clients and promote gender equality and business performance.	Yes	
TF0B7221	3	JAC—global—employability for higher education	242,686	To support tertiary education institutions to prepare students for the job market in a post-COVID-19 era by assessing how well the institutions are set up to promote student employability	Yes	
TF0B7312	3	JAC—Lao PDR—waste and tourism	200,000	To address the knowledge gaps in the waste and recycling and Nature Based Tourism (NBT) sectors and support inclusive job growth through the introduction of innovative technologies in waste management.		Yes

Grant Number	Window	Grant Name	Grant Amount (USD)	Grant Objective	Gender Dimension	Climate Dimension
TF0B7703	3	JAC—Liberia—REALISE	225,000	To improve Access to Finance and Digital Skills for SMEs in Liberia: increase access to income earning opportunities for the vulnerable in the informal sector in response to the COVID-19 crisis in Liberia	Yes	
TF0B8203	3	S4YE phase 2	1,387,426	To identify, curate and learn from innovative solutions in youth employment and convene a learning community that includes World Bank Group teams (across Global Practices and IFC) as well as external partners, including NGOs, private sector companies, think tanks, foundations, and youth themselves	Yes	
TF0B8540	3	The role of SME lending on employment—analyzing IFC SLGP client businesses in west Africa	250,000	To study the business activity, economic growth and employment stories of SME borrowers who have obtained access to finance through the SLGP program in selected markets		
TF0B8603	3	JAC—POV Global—The impact of the green transition on employment and livelihoods of poor and vulnerable households	220,000	To understand how the impacts of green transitions are divided among workers and recommend policies to improve inclusiveness		Yes
TF0B8620	3	JAC Haiti	200,000	To fill knowledge gaps regarding the potential of Business Continuity Plans to improve firm resilience to shocks and the consequences for labor market outcomes	Yes	Yes
TF0B9113	3	JAC—Morocco—the future of agri-food system jobs in the Maghreb region	225,000	To increase the economic inclusion of youth in rural areas and the marketing efficiency and environmental sustainability of agri-food value chains in the Program area	Yes	Yes

Grant Number	Win-dow	Grant Name	Grant Amount (USD)	Grant Objective	Gender Dimension	Climate Dimension
TF0B9791	3	JAC—country—firm dynamics inclusivity	100,000	To develop a modular firm dynamics diagnostic toolkit—that examines, in a systematic approach, the business environment constraints to private sector growth in countries		
TF0B9911	3	JAC—World—does technology adoption explains the gender gap in women led businesses' performance?	95,895	To develop and design analytical and advisory services that improve the effectiveness of policies and bank lending instruments to promote innovation, technology adoption and the digital and green transformation to generate more growth and inclusion by understanding the role of technology in the growth of women led businesses.	Yes	Yes
TF0C0378	3	Innovation challenge on jobs and migration	1,500,000	To build evidence around effective solutions that maximize the economic and job benefits from safe, orderly, and regular migration.	Yes	Yes
TF0C1453	3	JAC—global gear agribusiness 2	125,000	To inform and enable the scaling of the IFC's Gender Equality and Returns (GEAR) program for agribusiness clients and contribute to strengthening the business case for approaches that simultaneously promote gender equality and business performance.	Yes	

ANNEX 5

CLOSED GRANT OUTCOMES

WINDOW 1

Grant Name	Mexico Economic Inclusion Pilot—Round 3
Grant No	TF0A4483
Project No	P163362
Stream	
Country	Mexico
Grant Objective	Design, pilot, and evaluate innovative approaches to improve the employment outcomes of low-income youth who are graduating from upper secondary education and transitioning into the labor market.
Grant Activation	2/27/2017
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The project evaluated the impact of the formal employment incentive (FEI) intervention on various outcomes. The incentive led to increased formal employment rates among graduates from vocational schools (and those planning to enter the labor market) by 4.2 percentage points (16.8%) over the first two years, driven by a 5.1 p.p. (30%) increase in jobs with permanent contracts. There is no evidence that the incentive distorted short-run choices for graduates from general schools who typically continue their education or for students who plan to continue their education at baseline. Improvements in job-finding rates and retention translate into sizeable gains in work experience. Moreover, when youth switch jobs, they do not experience a wage drop, suggesting that the skills workers learn on the job are not firm-specific. Combined with evidence that youth have very high discount rates and underestimate formal sector wage growth, these findings highlight the potential negative welfare effects of youth career choices and the importance of short-term benefits in designing policies. Finally, results suggest that formal jobs may have protected youth from the economic impacts of the COVID-19 crisis, supporting the need to safeguard and encourage formal employment for youth.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a

<p>Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?</p>	<p>While the project is not specifically targeted at young women, it aims to fill the information gap regarding women-specific constraints in the labor market. For instance, using project data, the following findings were documented:</p> <ul style="list-style-type: none"> • A significantly larger share of women planned to continue studying after graduating from upper secondary school than men (48% women, 39% males). In contrast, more men were planning to work after graduation than women. • Women in the sample are willing to work for less money than men. The average reservation monthly salary of women is MXN \$5,768 (USD \$320), while that of men is MXN \$7,389 (USD \$410). • Regarding their family structure two years after graduation, 16% of the women were married or living as a couple, and 13% had children. On the other hand, 8% of the men were married, and 7% of the men had children. • The main economic sectors in which women are employed two years after graduation are commerce (38%), other services (31%), and manufacturing (28%). Men's sectors differ: 38% work in the manufacturing industry, 23% in other services, and 22% in commerce. Young women report a lack of growth opportunities within the manufacturing sector. <p>Documenting these challenges can support governments in designing interventions that can benefit all youth, including young women.</p>
<p>Contribution to Outcome #4: What's the grant's contribution to innovation?</p>	<p>The project piloted and evaluated innovative approaches to improve youth employment outcomes. The use of digital tools with youth is efficient and cost-effective when implementing activities are paired with well-known and trusted institutions. Youth who received the FEI were motivated to search for a formal job and stay longer in that job. Youth who received the FEI perceived their final salary as relatively higher, even though they considered their entry wage low. Youth value the possibility of doing more activities than just working and the chance to develop a professional career and perform various tasks. The lack of opportunities and repetitive tasks may result in youth opting out of formality and trying to become entrepreneurs, losing their social security benefits. When questioned about their retirement plans, youth highly value formal employment benefits and are prompted to reflect on their plans. Youth value and perceive socioemotional skills as important and necessary to obtain a job, formal or informal.</p> <p>The incentive offers increased formal employment rates among graduates from vocational schools (and those planning to enter the labor market) by 4.2 percentage points (16.8%) over the first two years, driven by a 5.1 p.p. (30%) increase in jobs with permanent contracts. There is no evidence that the incentive distorted short-run choices of graduates from general schools who typically continue their education, nor for students who plan to continue their education at baseline. Improvements in job-finding rates and retention translate into sizeable gains in work experience. Moreover, when youth switch jobs, they do not experience a wage drop, suggesting that the skills workers learn on the job are not firm-specific. Combined with evidence that youth have very high discount rates and underestimate formal sector wage growth, these findings highlight the potential negative welfare effects of youth career choices and the importance of short-term benefits in designing policies.</p>
<p>Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?</p>	<p>Grant activities engaged with external partners through a multifaceted approach that fostered collaboration and knowledge sharing to enhance youth employment programs and policies. A workshop called "Promoting Youth Employment" created space for dialogue and the exchange of experiences among a diverse set of stakeholders, including government (SHCP, SEMS, SNE), firms (Red of automotive clusters, firms invited by SNE, Manpower), NGOs (<i>Red Trabajo Digno</i>), academia, and donors.</p>

Grant Name	Côte d'Ivoire Economic Inclusion Into Value Chains
Grant No	TF0A5052
Project No	P163814
Stream	
Country	Côte d'Ivoire
Grant Objective	Test proof of concept for an integrated jobs approach to poverty reduction. Such an approach simultaneously tackles labor supply and demand constraints to raise the incomes of the poor. Within the context of this pilot, the focus is on inclusive rice Value Chain Development (iVCD) through support to rice processing units (labor demand side intervention) and the productive inclusion of producer organizations and poorer smallholder households within the chain (supply side intervention). The findings will contribute to the body of knowledge on employment and poverty reduction programs, the design of future cash transfer operations in Côte d'Ivoire and elsewhere, as well as the design of rice support interventions in Côte d'Ivoire and other West African countries.
Grant Activation	6/6/2017
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The pilot revealed a series of insights on how best to improve job-related outcomes in smallholder rice production, including the potential of cash transfers. The study further provided insights into employment effects that might be expected from rice import substitution on-farm and off-farm in the rice value chain.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The systematic documentation of the iVCD model tested helps generate consensus among DFIs about what works and what doesn't in fostering iVCD.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The project focused on providing cash transfer beneficiaries (irrespective of gender) with access to better rice markets through contract farming arrangements on commercial terms, i.e. with credit and inputs at market prices, with a heavy emphasis on technical assistance to farmers, mills, and credit institutions. A key insight is that under these conditions, few women decided to participate in the pilot, often because they indicated not to be able to afford to take the risk to take credit. In short, while the project was not designed to target female farmers, few women farmers participated, suggesting that specific actions are needed to induce female farmers to participate in contract farming.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The pilot tested an integrated operational solution to increase smallholder rice farmers' income by addressing both demand and supply-side constraints through contracting arrangements. This had not been tested in the context of staple crops such as rice. In addition, it explored whether cash transfer would either facilitate or impede this approach. It further tested design issues, such as the use of upfront downpayments to qualify for a credit as well as the introduction of a price premium to stimulate the production and delivery of quality rice.

Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The project was closely coordinated with the national rice office. Through the annual national and regional workshops, the findings were widely discussed with all actors involved in the rice sector (government, donors, private sector, farmers). Implementation was mainly conducted through contracting of private firms.
Grant Name	Knowledge Program for Jobs: From Jobs Analytics to Support for Jobs Operations
Grant No	TF0A9595
Project No	P170399
Stream	
Country	World
Grant Objective	To extract solutions and produce global goods from recently completed analytical work, applied research and diagnostics to build capacity for Jobs-oriented Operations in the World Bank Group and by other development actors.
Grant Activation	1/25/2019
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant made a significant contribution to how jobs challenges are diagnosed in the country context. An online portal on Jobs Diagnostics was developed to find disaggregated and comparable global jobs indicators for all countries for which the World Bank has standardized labor variables from household surveys that are in the World Bank's micro data library. It also includes the latest data tools and guidelines produced by the World Bank's Jobs Group for country Jobs Diagnostics and our latest reports and standardized outputs. https://datatopics.worldbank.org/jobsdiagnostics/
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a

Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	<p>Several notes relevant to gender were produced:</p> <ul style="list-style-type: none"> • The note on skills constraints for women identifies disadvantages in the level and type of skills that limit women’s ability to participate in the labor market and to access higher quality, more productive jobs. It provides evidence that skills training programs must adapt to address specific constraints women face to increase enrollment, retention, and graduation. A range of adaption to skills training programs can address operational, behavioral, and financial obstacles, often underpinned by social norms, facing women. • The note on Syrian women refugees finds that while many barriers to employment apply to all refugees, women—particularly young ones—face additional constraints. In addition to legal restrictions, language and travel barriers, and poor match between skills and labor market needs, women are more limited by lack of safe, reliable transportation; gender wage discrimination; sexual harassment; and cultural barriers, and they have more household and childcare responsibilities. It suggests that programs should address more than one constraint, target host country vulnerable populations along with refugees, include business training for potential entrepreneurs, and address specific constraints women face by providing safe transportation and gender-based violence training.
Contribution to Outcome #4: What’s the grant’s contribution to innovation?	The team developed the Jobs Diagnostics online tool, a one-of-a-kind platform for tools that help identify the main jobs challenges faced by a country—especially those that appear to be binding constraints to improving jobs outcomes for poor people and vulnerable communities.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	n/a

Grant Name	Supporting Effective Jobs Lending at Scale (SEJLS)
Grant No	TF0B2238
Project No	P173551
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	World
Grant Objective	Support the need to better define and measure the outcomes and impacts of jobs-relevant policies and programs. It focuses on leveraging large-scale World Bank Group lending operations, strengthening the consistency of the design of their jobs-relevant components, and estimating jobs outcomes.
Grant Activation	2/21/2020
Grant Closing Date	4/30/2023

Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant activities contributed to a better understanding of key aspects to consider when designing a jobs-related intervention and to learning how to systematically measure job outcomes.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	This grant didn't directly address gender challenges, but several of the SEJLS grants supported by this grant addressed more directly issues related to women's empowerment and women's barriers to access to technology. Others indirectly tackled the gender angle.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The SEJLS program was a new model introduced to support jobs relevant to World Bank operations.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	n/a

Grant Name	Ghana Jobs And Skills Project (GJSP)
Grant No	TF0B3120
Project No	P166996
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	Ghana
Grant Objective	The objective of the project is to support skills development and job creation in the recipient's territory. The grant will contribute to the development objective of the Ghana Jobs and Skills Project by supporting research and development (R&D) to upgrade the monitoring system of the Skills Development Fund.
Grant Activation	6/18/2020
Grant Closing Date	4/30/2023

<p>Contribution to Outcome #1: Jobs challenges are identified and measured systematically</p>	<p>The Jobs MDTF grant financed R&D for shaping the scope and substance of monitoring to ensure relevant, dynamic learning to influence the evolution of design and implementation, ultimately strengthening the impact of the project subcomponent on skills development and job creation outcomes. Grant support identified challenges faced by grant recipients and grant administrators in monitoring and evaluation (M&E), data collection, and analysis. This resulted in improved design of M&E systems under the Ghana Skills Development Fund (GSDF) and strengthened the impact of the project subcomponent on skills development and job creation.</p>
<p>Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions</p>	<p>The team worked closely with staff from the Commission for Technical and Vocational Education and Training (CTVET) on designing and implementing the new M&E system for GSDF. In doing so, the CTVET team, including M&E, IT, and administrative staff, learned about the challenges in data collection and how to design quality M&E systems. This is expected to improve M&E systems across CTVET, drawing synergies with other CTVET projects supported by other donors such as the African Union, European Union, KfW, BMZ, GIZ, SECO, etc.</p>
<p>Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?</p>	<p>Women own about 46 percent of all businesses in Ghana. The percentage of grants awarded to female-run enterprises has increased in recent years under SDF, and it stands at under 30 percent. In addition, women represented 30 percent of total beneficiaries trained under SDF I. Under GJSP subcomponent 2b, GSDF will continue to give preference in the selection process to proposals for training in female-run enterprises, including those in lagging subnational regions, for training in enterprises with a large share of female workers, and for training female managers. Using intermediaries, GSDF will conduct targeted outreach to solicit applications from female-run enterprises and enterprises with a higher share of female beneficiaries and from enterprises that provide employment opportunities to persons with disabilities. The project will continue to preferentially review applications from female-headed enterprises and enterprises that employ persons with disabilities throughout the grant application process including during concept screening and evaluation of full proposals. Training providers will be sensitized on disability and gender issues, including Gender-Based Violence and Sexual Exploitation and Abuse/Sexual Harassment. Through the project's monitoring system, the project will track indicators related to grant performance and progress, disaggregated by sex and disability status. The fund will also provide targeted support through intermediaries where needed. The project interventions are expected to improve the skill levels and productivity of female-run enterprises in Ghana and female workers employed in these firms.</p>
<p>Contribution to Outcome #4: What's the grant's contribution to innovation?</p>	<p>The use of intermediaries to support the grant application process, especially in lagging regions of the country, is innovative and made the grant application process more inclusive by providing a level playing field for all applicants. Firms from lagging regions may lack the technical capacity to develop proposals and competitively apply for grants. The use of intermediaries—individuals or firms based locally closer to the grant applicants supports such firms in proposal development and application process. GSDF directly compensates such intermediaries to ensure that firms aren't burdened. Intermediaries were trained in advance of opening the call for proposals, and firms were free to select intermediaries of their choice from a pre-approved list.</p>
<p>Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?</p>	<p>The task team engaged the following agencies in the design and implementation of the M&E system:</p> <ul style="list-style-type: none"> • CTVET—Main implementing agency • PCU-Mo F—Project Coordinating agency, responsible for overall data collection on DLIs and Results Framework indicators • Consortium of Landell Mills and Empretec Ghana—The GSDF firm working closely with the task team and CTVET on administration of grants from GSDF

Grant Name	South Sudan Resilient Agricultural Livelihoods Project
Grant No	TF0B4838
Project No	P169120
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	South Sudan
Grant Objective	The grant will yield insights into how to support job creation upstream and downstream of primary production in food sector value chains. The insights gained will directly support capacity building by enabling individual farmers and cooperatives to make connections along the value chains. Indirectly, the greater ability to make such connections will set an incentive for investment in seeds and tools.
Grant Activation	1/15/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	<p>The grant made a direct contribution in an early post-conflict recovery environment to the measurement of (i) job quality on-farm, (ii) jobs in linked food-system activities, and (iii) the functioning of markets and cooperatives as key enablers of food-system jobs.</p> <p>It allowed for a deeper and more concrete assessment of food-system jobs challenges in recovery by helping analyze the capacity of markets and aggregators and their limiting factors and studying the specific factors limiting the scope of rewarding processing activities.</p>
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The review of current support to jobs in the food system by development partners combined with the analysis of constraints to such jobs helped identify some of the lessons mentioned above, notably the importance of scaling up access to capital, focusing on aggregation as a strategic activity, and looking to household-based off-farm activities as a broad base of jobs in the sector. Lessons were discussed with partners engaged in the sector through the agriculture donor working group.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	There are strong traditional gender roles in agricultural work in South Sudan, and conflict has reinforced the importance of women in food sector value chains. The data analysis highlighted the strong engagement of women throughout off-farm activities and notably in processing. However, it also showed that women's activities are usually carried out on a smaller scale, that women are less likely than men to have trade links that allow them to sell to buyers other than individual customers, and that they face difficulties accessing capital. These findings are informing project support.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The grant financed one of the few (if not the only) dedicated assessments of off-farm jobs in early post-conflict recovery. This is an innovative area of jobs support in FCV. Traditionally, the focus is rightly on a recovery of primary production. However, deeper assessments of the obstacles farmers and others face in the food system include a lack of attention to markets for the business and the enabling institutions. While the RALP project already had taken innovative steps toward supporting other food system players and re-establishing markets, the grant helped clarify the potential for jobs in different food system activities, constraints and assets, and potential forms of effective support. This has enabled better targeting in the type of training and services provided to cooperatives.

Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The analytical results were discussed with the partner working group on agriculture. Measurement-related issues were directly discussed with the Government's implementing unit for the parent project.
Grant Name	IFC's Women's Employment Program (WEP)
Grant No	TF0B6610
Project No	IFC-00602113
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	World
Grant Objective	The grant objective is to support the generation of qualitative and quantitative evidence around the impacts of promoting gender-sensitive workplace policies among private sector firms in emerging markets. Such developments will help spur greater adoption of gender-sensitive employment practices by firms through a more in-depth understanding of the business level of impact. Simultaneously, the activities will support the development of data collection and analytical methods to add to the Women's Employment Program's (WEP) M&E toolkit, allowing for earlier and better data collection on future engagements.
Grant Activation	8/17/2021
Grant Closing Date	7/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	<p>WEP was developed to provide concrete and measurable gender-smart business solutions to IFC's clients across the manufacturing, agribusiness, and services sectors. These solutions help address gender gaps in the workforce and improve the quality of jobs for women while enabling employers to secure business benefits, such as decreased absenteeism and turnover, through solutions including (i) preliminary employment assessments, (ii) customized in-depth advisory to individual clients; and (iii) partnerships with influential business networks and creation of working groups.</p> <p>These solutions are based on a rigorous quantitative methodology that diagnoses the barriers and incentives to create and retain jobs for women. The assessment is done in the baseline and every year after that to measure the evolution of the indicators and to provide the client with an analysis of its progress. Through the systematic measurement of these variables and the financial and performance results that are linked to them by the tool, the clients have a clear picture of their workforce challenges and the impact on their business performance.</p>
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a

<p>Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?</p>	<p>While there is some existing research that outlines the business case, it is often of a qualitative nature and from mature, progressive, and sophisticated companies operating in developed nations. Robust evidence of the relationship between closing gender gaps and business performance in emerging markets and with less sophisticated companies is still insufficient. Therefore, there is no “pre-fixe menu” to understand what relationships to test and what outcomes to evaluate among our clients. Moreover, establishing more robust contribution/ attribution links of the business case using available client data is challenging. Despite the many benefits, the lack of available emerging market and sector-specific data and research on the business impact of gender-sensitive practices discourages clients from adopting said practices.</p> <p>The design of a new tool to capture the benefits of clients’ adoption of gender-smart solutions on business performance will be a necessary innovation in the space. The project will help IFC optimize project design through the implementation of this tool and more effectively evaluate the impact of our interventions, which will contribute to providing clients with evidence-based advisory and high-impact gender-smart business solutions. IFC Gender advisory clients will also benefit from the tailor-made tool and insights to solve their challenges and achieve transformative change. This tool will foster more productive and data-driven conversations with clients who may be uncomfortable with the concept of gender and diversity in the workplace or as a business priority. Furthermore, the tool will help demonstrate a quantifiable impact on individual firms; therefore, gender and diversity are essential to corporate strategy and operations.</p>
<p>Contribution to Outcome #4: What’s the grant’s contribution to innovation?</p>	<p>The business quantification and monetization methodology developed with the grant’s contribution is an innovation in the gender space. While there are studies and impact evaluations demonstrating the effects of gender smart solutions in private sector companies, this new tool evaluates the main employment indicators (turnover, absenteeism, maternity leave, etc.) and directly links them with the associated potential savings and impact on business performance in a single instrument. This unique dashboard may be the first of its kind and is the first for IFC clients. This new approach to business impact quantification will help IFC clients make more informed decisions and adjust their gender-related policies and actions to optimize costs and productivity.</p> <p>One of this methodology/s key innovations is the estimated return on investment for applying gender-smart solutions. Based on literature reviews and interview findings, gender-smart solutions resulted in a statistically correlated impact on the organization’s financial return, leading to a positive return on investment and other qualitative benefits to the organization and its employees. Visualizing the potential ROI will reach decision-makers in an organization and may lead to further implementation of gender-related actions.</p>
<p>Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?</p>	<p>n/a</p>

<p>Grant Name</p>	<p>Estimating Indirect Jobs Impacts of World Bank Group interventions</p>
<p>Grant No</p>	<p>TF0B6618</p>
<p>Project No</p>	<p>P177641</p>
<p>Stream</p>	<p></p>

Country	World
Grant Objective	The objective is to carry out analytical work to estimate key indirect job impacts, adding to the knowledge base on the job impacts of World Bank Group Interventions across a range of sectors and themes.
Grant Activation	8/18/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The activity produced 21 pilot exercises (split into 23 estimation papers), directly contributing to the understanding and ability to measure job outcomes systematically.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The grant-financed activities provided a list of methodologies matching them to project types, which will allow harmonization of job measurement across DFIs.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The methodologies explored through the exercise provided methods of disaggregating data on indirect jobs by gender in some cases. Gender-disaggregated job creation is difficult to find, contributing to the data availability gap.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The activities were related to learning indirect job estimation, where there is very limited knowledge. The indirect job estimations themselves tended to be the first times indirect job estimations were calculated for various types of World Bank interventions. The documented methods and guidance documents generated will allow others to learn these innovative measurement methods.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The grant activities and deliverables provided guidance to internal World Bank clients to improve engagement with external clients.
Grant Name	Uganda: Production Forestry and Tourism
Grant No	TF0B6874
Project No	P169160
Stream	Jobs and Economic Transformation (JET) Pilots
Country	Uganda

Grant Objective	The grant-financed activity will develop and test improved practices to estimate the direct and indirect jobs impacts of investments in production forestry, forest-based value chains and nature-based tourism in Uganda both for ex-ante (before project implementation) and ex-post assessment.
Grant Activation	9/16/2021
Grant Closing Date	2/28/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The ex-ante assessment developed two methodologies for systematic jobs impact analysis to address the particular situation in the target sectors. Both approaches worked and were able to provide estimates on the job's impact. As the work was conducted at the early stages of IFPA-CD implementation, the accuracy of the estimates can be verified only later. For the wood industry, the lag will be even longer than for the tourism sector, as most of the impacts will occur only after the plantations supported by the project have matured for 10 to 18 years. In both sectors, the positive employment response will also require that the private businesses respond positively to the project investments. Based on the survey responses, this can, however, be expected.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The study clearly demonstrates the potential for employment generation in the target sectors. While DFIs were not part of the study's implementation, the Bank team has been in close collaboration with other development partners active in the forest and tourism sectors in Uganda. These have included, for example, the European Union, KfW from Germany, and SIDA from Sweden. The jobs assessment has informed our dialogue with these organizations.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	There is no particular focus on gender, but the industry survey provides some gender-disaggregated data.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The ex-ante assessment developed two methods for systematic jobs impact analysis to address the situation in the target sectors. Both approaches worked and were able to provide estimates on the jobs impact.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The Bank team has been in close collaboration with other development partners active in Uganda's forest and tourism sector. These have included the European Union, KfW from Germany, and SIDA from Sweden. The jobs assessment has informed our dialogue with these organizations.
Grant Name	Ghana: Measuring Indirect Jobs
Grant No	TF0B7002
Project No	IFC-00606614
Stream	

Country	Ghana
Grant Objective	To measure the jobs created within the supply chain for one manufacturing IFC Investment in IDA. Specifically, the project aims to estimate the direct and indirect jobs in ceramic tiles manufacturing facility in Ghana. The deliverables are analytical products and reports.
Grant Activation	9/28/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The study objectives were aligned in identifying the opportunities and challenges in estimating ex-ante and ex-post job creation, direct and indirect jobs. The client reports the latter directly, whereas the indirect, including induced jobs, are estimated using the IFC's SAM-based approach. In this respect, the ex-ante had to be validated with the client's and local suppliers' ex-post data. A mixed-method approach was applied for the ex-post, where qualitative and quantitative methods such as surveys and interviews were used to validate and calibrate the ex-ante and ex-post findings. In conclusion, measuring job creation and validation exercises identified areas where job creation estimations could be improved. The study identified the benefits and lessons learned of job creation estimations at ex-ante and ex-post, as well as the various factors that can mitigate any differences. Overall, the study findings found that the client's expansion project job creation actuals in ex-post in 2021 were higher than the ex-ante (2021) estimations. The client has outperformed expectations regarding expected production at the time of investment, catalyzing further external investment for more growth in the future. This has also resulted in a greater socio-economic impact than originally anticipated through job creation, labor upskilling, and other economic activity.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	Although this study evaluated job creation aspects related to indirect jobs (suppliers to the clients), the findings also helped to identify and address the challenges faced in identifying measurable and trackable job quality (JQ) indicators. Currently, the IFC is part of the HIPSO working group on JQ, and this study highlighted the importance of considering job quality indicators tailored to the country's sector-specific needs.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The team collected data from the client and its suppliers on the gender distribution of their workforce, job quality indicators, and other relevant information that provided insights into gender-based differences. The study findings mainly related to women's participation in the manufacturing sector, where female workers have historically been involved with the client who manufactures ceramic tiles. Based on the International Labour Organization's (ILO) database for Ghana, this was expected, as the female share of total employment in the industrial sector is about 8%. The share of female workers in a heavy industry sector may not reflect the rest of the manufacturing sectors, including light manufacturing sectors such as garment and textiles, where the female share of total employment is likely to be larger. Overall, the study provided useful insights into gender differences in the labor market in the manufacturing sector. The data suggests that there is a need to improve the quality of jobs available to women to increase their participation in the labor market. This can be done through initiatives such as job training, upskilling, and access to better job opportunities.

<p>Contribution to Outcome #4: What's the grant's contribution to innovation?</p>	<p>This study highlights positive development impacts on job creation and, more broadly, IFC's work in IDA countries and the African region. To our knowledge, these are the first studies done across DFIs involving primary data collection from suppliers of investee companies. The study suggests that, in general, job creation from IFC-supported investments in IDA countries and Africa has been positive, with job creation and quality. This is a significant contribution to private sector participation in Ghana, and the findings can be used to inform further investments and create a larger impact. Additionally, the report provides useful insights into job creation drivers and the challenges micro and small, and medium enterprises (MSMEs) face in creating jobs.</p>
<p>Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?</p>	<p>n/a</p>
<p>Grant Name Mozambique: Measuring Indirect Jobs</p>	
<p>Grant No</p>	<p>TF0B7004</p>
<p>Project No</p>	<p>IFC-00606615</p>
<p>Stream</p>	
<p>Country</p>	<p>Mozambique</p>
<p>Grant Objective</p>	<p>We measure the jobs created within the supply chain for one agri-business IFC investment in IDA. Specifically, the project aims to estimate the direct and indirect jobs in avocado farming in Mozambique. The deliverables are analytical products and reports.</p>
<p>Grant Activation</p>	<p>9/28/2021</p>
<p>Grant Closing Date</p>	<p>5/31/2023</p>
<p>Contribution to Outcome #1: Jobs challenges are identified and measured systematically</p>	<p>The study objectives were aligned in identifying the opportunities and challenges in estimating ex-ante and ex-post job creation, direct and indirect jobs. The latter is generally reported directly by the client, whereas the indirect, including induced jobs, are estimated using the IFC's SAM-based approach. In this respect, the ex-ante had to be validated with the client's and local suppliers' and farmers' ex-post data. A mixed-method approach was applied for the ex-post, where qualitative and quantitative methods such as surveys and interviews were used to validate and calibrate the ex-ante and ex-post findings. In conclusion, measuring job creation and validation exercises identified areas where job creation estimations could be improved. That is, the study identified the benefits and lessons learned of job creation estimations at ex-ante and ex-post, as well as the various factors that can mitigate any differences. Overall, the study findings found that job creation at ex-post occurred in the local region on two fronts. The client is creating direct jobs on their avocado plantation and other locations integrated into the client's value chain. In addition, the client has contracted smallholder farmers in the region to grow avocados and litchis for export to Europe and other markets globally.</p>

<p>Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions</p>	<p>Although this study evaluated job creation aspects related to indirect jobs (suppliers to the clients), the findings also helped to identify and address the challenges faced in identifying measurable and trackable job quality (JQ) indicators. Currently, the IFC is part of the HIPSO working group on JQ, and this study highlighted the importance of considering job quality indicators tailored to the country's sector-specific needs.</p>
<p>Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?</p>	<p>The team collected data from the client and its suppliers on the gender distribution of their workforce, job quality indicators, and other relevant information that provided insights into gender-segregated data. The study findings mainly related to women's participation in the agri-business sector where the client is actively engaged with female-owned businesses, as nearly 50 percent of micro, small, and medium enterprises (MSME) suppliers, major suppliers, and out-grower farms were female-owned. Also, women farmers were earning a third of men's wages, suggesting that there are barriers to the type of work available and the willingness to do different types of work for men and women, as was shared anecdotally by key respondents during the interviews, which is likely creating gender pay differentials. Overall, the study provided useful insights into the gender wage differentials in the agribusiness sector and the need to improve the quality of jobs available to women to increase their participation in the labor market. This can be done through initiatives such as job training, upskilling, and access to proper childcare facilities to support women participating in local labor markets.</p>
<p>Contribution to Outcome #4: What's the grant's contribution to innovation?</p>	<p>This study highlights positive development impacts on job creation and, more broadly, IFC's work in IDA countries and the African region. To our knowledge, these are the first studies done across DFIs involving primary data collection from suppliers of investee companies. The study suggests that, in general, job creation from IFC-supported investments in IDA countries and Africa has been positive, with job creation and quality. This is a significant contribution to private sector participation in Mozambique, and the findings can inform further investments and create a larger impact for agri-businesses. Additionally, the report provides useful insights into job creation drivers and the challenges faced by local farmers in the area.</p>
<p>Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?</p>	<p>n/a</p>
Grant Name	Kiribati: Pacific Islands Regional Oceanscape Program
Grant No	TF0B7253
Project No	P165821
Stream	Jobs and Economic Transformation (JET) Pilots
Country	Kiribati
Grant Objective	<p>To improve management of selected fisheries and seafood safety in the Recipient's territory. The grant will contribute to directly measuring employment improvements for men and women in Kiribati fisheries sectors, which will help to further determine the Kiribati PROP Project's contribution to improved management of selected fisheries and seafood safety in the country.</p>

Grant Activation	11/15/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant contributed to directly measuring employment improvements for men and women in Kiribati fisheries, illustrating the following results: (i) mapping the upstream and downstream value chains; (ii) improved data collection on the people deriving their income or livelihoods in these value chains; (iii) estimation of project direct and indirect net employment effects; and (iv) establishment of a systematic monitoring framework
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	Recognition of opportunity and access to jobs in the fisheries sector is a major challenge the project addressed. The major expected result is information to inform and guide gender participation in the fisheries sector at the local level.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The grant helped to pilot approaches to measure the indirect jobs effects of World Bank operations
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	MFMRD, community groups, fisheries association groups are those the project is working with. The project is improving their capacity around different value chain, value addition opportunity in fisheries sector.
Grant Name	Malawi Jobs lending through Financial inclusion and Entrepreneurship Scaling (FInES)
Grant No	TF0B8500
Project No	P168577
Stream	Supporting Effective Jobs Lending at Scale (SEJLS)
Country	Malawi
Grant Objective	To support the Financial Inclusion and Entrepreneurship Scaling Project (FInES) (P168577) by helping identify, assess, and report the jobs-related benefits associated with FInES and similar kinds of operations.
Grant Activation	4/25/2022
Grant Closing Date	10/31/2023

Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant helped to link FInES project with impact on jobs-proposed indicators for measuring direct and indirect jobs created or sustained through the project funding to MSMEs; criteria to be used when prioritizing funding to MSMEs that have more impact on creation of jobs and training to Participating Financial Institutions (PFIs) to enhance their capability to prioritize funding to MSMEs that have more impact on jobs.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The FInES project provides liquidity to Participating Financial Institutions (PFIs), with specific targets given for the proportion of female clients accessing loans. Regarding capacity building of MSMEs, a proportion of women to be trained was set, in addition to providing special support for women based on specific needs, such as childcare facilities during training sessions.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The SEJLS program was a new model introduced to support jobs relevant to World Bank operations.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	FInES project is building the capacity of the government owned Small and Medium Enterprise Development Institute to enhance its capability to train MSMEs and the MFI Hub to increase financial inclusion. FInES project is providing liquidity to MFIs and banks to facilitate access to affordable and flexible loan facilities.

WINDOW 2

Grant Name	Jobs and Sustainable Development
Grant No	TF0B5221
Project No	P176458
Stream	
Country	World
Grant Objective	The objective is to inform sustainable development strategies by generating knowledge on the implications of digital technologies' job-related outcomes, the greening of the economy, and labor mobility.

Grant Activation	2/26/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The jobs, greening, and food paper explicitly simulate the effect of the adoption of climate-smart agriculture on the speed of labor exit out of agriculture in the face of climate change. The digital agriculture and jobs pillar seeks to estimate the effect of digitization of agriculture on job-related outcomes in agrifood, on and off the farm. Tunisia's labor market integration papers examine the extent to which migrants into urban areas integrate into the urban labor markets compared to urban non-migrants. The Uganda paper explicitly estimates how urban migration affects urban productivity (as captured through urban wages).
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The exploration of gender dimensions is part and parcel of the Kenya digital agriculture and jobs proposal currently being implemented in Kenya. Gender dimensions are also explored within the migrant labor market integration in Tunisia. It draws attention to women's specific challenges in the urban and agricultural labor markets.
Contribution to Outcome #4: What's the grant's contribution to innovation?	New insights were generated across different activities. On jobs and greening, the introduction of a new methodology combining integrated agricultural climate models with macro-economic estimations enabled the estimation of the effect of adopting climate-smart agricultural investment on the transition of labor out of agriculture. The Kenya digital agriculture and jobs proposal introduced the notion of action learning, which balances the need for analytical findings' relevance, rigor, and timeliness. The jobs and digital agriculture framing paper shows how unlocking the output market constraints is the first step to tackling farmers' multiple market constraints in transiting out of subsistence production. The jobs, migration, and territorial development papers use innovative approaches to explore how urban migrants integrate into the urban labor markets by comparing their situation with those of non-migrants and examining for the first time the effect of urban migration on urban development by compiling different data sources across time.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	<p>The team actively engaged with governments, donors, and CSOs to distribute the findings through presentations and social media.</p> <p>Future collaboration with FAO emanating from the jobs, greening, and food framing paper helps generate a common understanding between both institutions on the labor market implications of and for the adoption of climate agricultural practices in Africa. It facilitates co-designing interventions and brings coherence in CSA-related policy advice across both institutions.</p>
Grant Name	Jobs Flagship
Grant No	TF0B8916

Project No	P178276
Stream	
Country	World
Grant Objective	The Flagship Report re-evaluates the Jobs Agenda in the aftermath of COVID to develop an approach that can identify policy, regulatory and investment priorities for countries at different levels of development and/or facing different challenges and possibilities. The goal is to support the creation of better jobs for more people (especially women) and propose short- and medium-term priorities to improve jobs outcomes. The Jobs Flagship builds on lessons learned about jobs challenges and solutions (both in the Jobs Group and across the WBG) enriched by new empirical analysis of the patterns of economic transformation in developing regions and new work on the green transition, human capital, gender, private sector development and regulations.
Grant Activation	6/16/2022
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The Flagship Report provides operational guidance to support countries in their pursuit of jobs-rich structural transformation.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	<p>A background paper on gender has been completed, and the Flagship's first chapter discusses its findings. The background paper identifies how female labor force participation varies with income levels and social norms and how employment prospects for women are dependent upon the sectoral and occupational evolution of labor demand.</p> <p>It is expected that this work will shape operations as the Bank moves to operationalize the new Gender Strategy.</p>
Contribution to Outcome #4: What's the grant's contribution to innovation?	The Flagship Report reevaluates the Jobs Agenda in the aftermath of COVID-19 and in the face of global mega-trends
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	n/a

WINDOW 3

Grant Name	Global Online Gig Jobs Study
Grant No	TF0B6457
Project No	P177302
Stream	Jobs After Covid (JAC)
Country	World
Grant Objective	To inform and support operational teams and policymakers in enabling vulnerable populations to access new forms of online web-based digital work opportunities.
Grant Activation	7/28/2021
Grant Closing Date	6/30/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The report fills critical knowledge gaps in the literature on the changing nature of work and provides operational guidance on how to leverage emerging work opportunities for vulnerable groups, including disadvantaged youth and women. It enhances understanding of the gig economy by mapping its landscape and estimating the number of gig workers using diverse methods to provide new insights. It breaks new ground by analyzing regional and local platforms' roles in labor markets and private sectors. The report also suggests innovative social protection strategies through public-private partnerships, which are vital for developing countries where gig workers often lack traditional benefits. Additionally, it offers operational guidance, presenting a blueprint for designing gig work programs based on World Bank experiences, lessons learned, and best practices, and identifies potential operational entry points for World Bank teams to leverage the gig economy in supporting vulnerable groups.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The team actively engaged with development finance institutions to develop joint activities as part of the project (for instance, launching a survey on an online gig work platform in cooperation with the IDB Social Protection team). The team also learned from ongoing and past activities in the field of online gig work and partnerships with institutions such as IFC and GIZ.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	<p>The project addresses gender challenges in the online gig economy, where women's participation is higher than in the general labor market but still lags behind men, often due to limited internet access. Addressing these challenges is expected to increase female labor force participation by expanding internet access, providing affordable devices, offering tailored training programs, and fostering supportive gig worker communities. This could advance gender parity in the labor market and optimize the potential of online gig work for women seeking employment.</p> <p>The team extracted the gender insights of the report and wrote a short note, "Is Online Gig Work an Opportunity to Increase Female Labor Force Participation?" that examines women's participation in online gig work, contrasting their motivations with those of male counterparts and outlining the typical profiles of male and female gig workers in terms of age, education, working hours, and involvement in freelancing communities.</p>

Contribution to Outcome #4: What's the grant's contribution to innovation?	In the absence of systematic data on gig work, the study developed a new innovative methodological approach that combines (a) data science methods and website traffic data and (b) a global RDIT survey in 17 countries and 12 languages, in addition to other survey instruments and country deep dives.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The team engaged with a range of external partners, including policymakers, gig platforms, the private sector, donors, CSOs, and S4YE partners, through interviews, presentations, and collaborations. The team conducted interviews with government representatives, development organizations, and 28 platforms (24 regional/local and 3 global) to gather insights. Private sector interviews included companies offering financial services to gig workers. Key findings were shared at S4YE events, and blogs are being developed with partners to further share information.
Grant Name	Building Back Better by Way of Green Jobs and Investing in Green Skills
Grant No	TF0B6443
Project No	P177400
Stream	Jobs After Covid (JAC)
Country	Indonesia
Grant Objective	The objective of this grant is to fill a knowledge gap by developing a methodology suitable for developing countries to identify the skills needed to transition workers into green jobs and testing it in Indonesia, a middle-income country that would profit from greening its economy.
Grant Activation	7/30/2021
Grant Closing Date	5/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant has contributed to a systematic approach to two challenges: (i) identification of green jobs in the economy and (ii) identification of skills needed for greening the economy and a Just Transition. The task has supported the production of toolkits that can be easily replicated in any country that has a nationally representative labor force survey with additional methodologies available in cases where data is available to implement the output and process methods. In Indonesia, both task and output methods are currently used following the dissemination of the methodology and training to the BPS and Bappenas officials. The survey that the grant helped to design (currently underway) could also be adopted and utilized across different country contexts and is anticipated to be institutionalized as one of the approaches to identify the skills needed for green jobs in Indonesia. Both approaches are planned to be further operationalized under the Labor Market Information and Skills System Transformation for Labor Market Flexibility (LISTRAF) project.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a

Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The analysis enabled by the work under this grant has confirmed that women are less likely than men to work in green jobs. Since green jobs have higher wage returns, this result contributes to increasing the gender wage gap. This gender disparity was highlighted in all dissemination events, and the analysis for greening the economy and Just Transition will aim to understand the specific skills potentially needed by women that might be inaccessible. A companion report focusing on the readiness of Active Labor Market Programs (ALMPs) to support the green transition also has a specific focus on understanding how existing ALMPs and skill training programs could be more accessible and useful for women.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The grant proposes and pilots two new methodologies: (i) a methodology to identify green jobs using labor force data and (ii) a methodology to identify skills needed to support a green and Just Transition.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The Grant supported coordination with ILO and GIZ. The latter is leading the support for the Green Jobs Roadmap and associated regulations under Bappenas through the Innovation and Investment for Inclusive Sustainable Economic Development (ISED) project. The collaboration with GIZ and ILO continues as regulations on green jobs are still being developed, and both partners are actively involved in supporting the creation of relevant skill training councils. The grant also supported the deepening of collaboration between the World Bank and BPS, Bappenas, and MoM through close coordination and capacity building.
Grant Name	Global Childcare Policy Indicators and Research
Grant No	TF0B6860
Project No	P167792
Stream	Jobs After Covid (JAC)
Country	World
Grant Objective	This grant aims to contribute to the design of better childcare policies that can increase access to more and better jobs, especially for women, through data and analysis on legal and regulatory frameworks for childcare services in 100 economies.
Grant Activation	9/27/2021
Grant Closing Date	3/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant activities by Women, Business and the Law (WBL) on Childcare Policy Indicators and Research systematically identified and measured childcare policy regulations that are crucial for women's labor market participation. The activities closed data gaps on childcare regulatory constraints and raised awareness of their impact on women's employment. A working paper used new data to show how childcare laws affect women's labor outcomes globally, examining multiple determinants rather than just one. The research found that enacting childcare laws can increase female labor force participation by 2%, with the effect growing over time.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The activities fostered coordination on job interventions within the World Bank and other multilateral organizations. It involved collaboration with World Bank experts across various stages and practices, including Gender CCSA, Education, Social Protection and Jobs, and the IFC. The project also engaged with external partners like UNICEF, ILO, UNWomen, Asian Development Bank, and UNDP to address data gaps and policy frameworks for childcare, a key factor in women's labor market participation. Additionally, the work on childcare indicators is integrated into the World Bank's Invest in Childcare Initiative, which supports projects improving women's labor outcomes through better childcare services.

Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	Women bear a disproportionate burden of unpaid care at home, and this unequal distribution of responsibilities compromises their ability to access and retain jobs. WBL's Childcare Policy Indicators and Research, funded by this grant, inform the design of better childcare policies by contributing innovative data and highlighting the gaps that have yet to be closed across 95 countries worldwide. The empirical evidence and knowledge outputs generated through this grant also emphasize specific areas on the affordability and public finance side of the childcare regulatory environment that can promote higher female labor force participation and better-quality employment for women, including higher income, better job security, and more formal sector opportunities for women.
Contribution to Outcome #4: What's the grant's contribution to innovation?	The grant has contributed to innovation by providing a one-of-a-kind unique global dataset on childcare service regulations across 95 economies, aiding policymakers in designing informed childcare policies. This dataset underpins operational team efforts to increase female labor force participation and economic involvement by identifying legal gaps and potential reform areas. The data also supports the integration of childcare policy reforms into lending operations, monitoring and evaluation frameworks for development policy financing, and investment project financing to improve childcare infrastructure and labor outcomes.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	The team engaged with external partners throughout the process from concept to dissemination. Engagement included roundtables, workshops, and presentations with key organizations like UNICEF, UNESCO, ADB, UNDP, and ILO, who provided feedback and advice on measuring regulatory childcare frameworks. UNICEF country teams were especially helpful in data collection and verification. To promote policy dialogue and data use, the team collaborated with networks and organizations such as ECDAN, CGDev, ICRW, WeProsper, and WEE CoP in Kenya. The Gates Foundation was pivotal in increasing the demand and usage of the data produced by the grant.

Grant Name	IFC's Global Gender Equality and Returns (GEAR) Agribusiness
Grant No	TF0B7167
Project No	IFC-00602113
Stream	Jobs After Covid (JAC)
Country	World
Grant Objective	IFC's training program "Gender Equality and Returns" (GEAR) has demonstrated successful results in the garment sector by creating career-progression opportunities for women and improving factory operational performance. The requested funding will be used to adapt GEAR to the agribusiness sector; pilot the program with select IFC client(s) in agribusiness; and collect evidence about its impact. The overall goal is to inform and enable the scaling of GEAR as an IFC offering for agribusiness clients and contribute to strengthening the business case for approaches that simultaneously promote gender equality and business performance.
Grant Activation	10/18/2021
Grant Closing Date	7/31/2023

<p>Contribution to Outcome #1: Jobs challenges are identified and measured systematically</p>	<p>Under the grant activities, the team conducted a needs assessment through surveys, interviews, and observations, that pinpointed the difficulties faced by female employees in the agribusiness industry. This informed the development of a training program to address these challenges. IFC provided recommendations for further initiatives to support women's career growth and operational efficiency. The project's impact was evaluated through data collection before, during, and after the training, focusing on changes in awareness, knowledge, and attitudes. Additionally, desktop research and consultations were conducted to understand barriers to women's leadership in agribusiness, with findings to be integrated into a final report under a second grant (TF0C1453).</p>
<p>Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions</p>	<p>n/a</p>
<p>Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?</p>	<p>The project contributes to understanding and addressing gender issues in employment in the agribusiness sector in Africa by focusing on (i) increasing women's representation in supervisory and management roles, (ii) improving conditions for female first-line managers in male-dominated environments, and (iii) enhancing career development opportunities for women. The GEAR training program is adapted and delivered at the company level to equip female employees with leadership skills and confidence while engaging managers to support women's career growth.</p> <p>Expected outcomes from the training include: (i) women become more self-confident and capable in their roles; (ii) managers gain awareness of the challenges female employees face and how to support them, and (iii) some participants receive promotions or greater responsibilities post-training. The program aims to lead to behaviors and attitudes that enhance productivity. IFC also provided recommendations to increase gender diversity in leadership. These efforts will guide the replication and scaling of GEAR and inform stakeholders on promoting gender diversity in leadership within the agribusiness sector. Results and insights will be shared externally under a second grant (TF0C1453).</p>
<p>Contribution to Outcome #4: What's the grant's contribution to innovation?</p>	<p>GEAR has been successful in the garment sector, where it helped hundreds of women acquire the skills and self-confidence to take on roles with more responsibilities. This led to tangible results in terms of the number of women promoted and productivity gains. This grant is the first time adapting and piloting the GEAR program outside the garment sector, demonstrating its applicability and relevance to other industries. This pilot was essential to obtain proof of concept and establish GEAR as an offering that can be extended to companies beyond the garment sector with the right adaptation and tailoring. This adaptation was made possible by combining IFC's expertise and experience delivering GEAR in the garment sector with local and industry-specific expertise, partnering with an IFC client committed to piloting GEAR, and blending GEAR's core elements) with the realities, needs, challenges, goals and priorities of the client and beneficiaries.</p>
<p>Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?</p>	<p>This project is engaged directly only with the IFC client involved.</p>

Grant Name	Mozambique: Unlocking Women's Job-creation Potential to Build Back Better
Grant No	TF0B7131
Project No	P166100
Stream	Jobs After Covid (JAC)
Country	Mozambique
Grant Objective	The grant aims to (i) improve the impact of Mozambique: Harnessing the Demographic Dividend (HDD) project (P166100) on jobs and women's empowerment and (ii) inform the design of other WBG operations and other development partners' operations on women entrepreneurship in the context of economic recovery from the COVID-19 crisis to build back better and with more gender equality.
Grant Activation	10/19/2021
Grant Closing Date	3/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The grant in Mozambique supported the systematic identification and measurement of job challenges, focusing on entrepreneurship as a viable employment path for youth, particularly female entrepreneurs. It addressed three main challenges: women's reluctance to compete, especially against men; low confidence and business aspirations; and practical barriers like unfamiliarity with business terminology and form-filling. The grant measured the size of businesses women expected to run compared to men and assessed the impact of various mechanisms on the likelihood of becoming an entrepreneur.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	The activities helped improve coordination on jobs interventions across Development Finance Institutions by testing outreach methods for youth employment programs in Africa. Insights from this work are crucial for refining strategies to increase youth participation, especially among female entrepreneurs. These lessons are valuable to organizations that include the African Development Bank, UN agencies, the EU, and USAID. The World Bank Group and other development partners in Mozambique are leveraging these insights to better coordinate future large-scale operations and inform similar programs in the region.
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	In Mozambique, female entrepreneurs face constraints such as limited access to capital, networks, and markets, and they are often relegated to small-scale, informal service businesses. Despite high economic activity among women, there's a disparity in ownership of formal enterprises and performance metrics like sales and profits compared to male-owned businesses. Sociocultural norms further restrict women's time for business due to household and caregiving roles. The project aims to utilize evidence on entrepreneurship and competition to specifically target and alleviate these gender-specific constraints.

<p>Contribution to Outcome #4: What's the grant's contribution to innovation?</p>	<p>The project's contribution to innovation includes designing, developing, and testing three behavioral mechanisms aimed at increasing youth and female participation in Business Plan Competitions (BPCs). These interventions addressed gender-specific barriers and were implemented during the sensitization and marketing stage of the HDD BPC. The first intervention emphasized the gender quota, encouraging women to compete within their gender, based on findings that women are more willing to compete when men are not in the competition. The second intervention aimed to boost confidence and aspirations among youth, particularly women who traditionally may not identify with male-dominated entrepreneurial roles.</p> <p>Additionally, the project innovated in data collection and outreach by identifying potential entrepreneurs in various locations in southern Mozambique, leading to new participant identification processes. It also incorporated randomization at the initial identification stage, achieving nearly full uptake for each intervention. Lastly, the project utilized exit surveys immediately after interventions to measure program knowledge and willingness to participate, among other metrics.</p>
<p>Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?</p>	<p>The grant was implemented in close coordination with the Secretary of State of Youth and Employment (SEJE), the agency in the government leading the BPC. The grant activities of video production and implementation involved the assistance of ANIMA and IPSOS. It was implemented in close coordination with the three consortiums contracted by SEJE under the HDD project for implementing the BPC. This included the consortium of firms (CREATE, DENTSU, and MCI) for implementing a large-scale marketing campaign. It also included KPMG, which led the organization of the BPC. A third consortium comprised of Ernst & Young and Ideialab is responsible for the activities of skills development in the BPC.</p> <p>The BPC was originally launched by the President of Mozambique as part of the high-level launch of the EMPREGA program under the HDD project. Representatives from various embassies, agencies, and representations participated in this launch.</p>
<p>Grant Name</p>	<p>IFC's Global Employability for Higher Education</p>
<p>Grant No</p>	<p>TF0B7221</p>
<p>Project No</p>	<p>IFC-00601920</p>
<p>Stream</p>	<p>Jobs After Covid (JAC)</p>
<p>Country</p>	<p>World</p>
<p>Grant Objective</p>	<p>IFC's Employability program supports tertiary education institutions to prepare students for the job market. The program assesses how well the institutions are set up to promote student employability (Employability Assessment Tool) and provides higher education institutions (HEIs) with bespoke recommendations for improvement, hands-on training, and technical support to implement recommendations. This grant will support this objective by allowing IFC to develop and deliver training modules for HEIs in new employability service areas and make these available online. The grant will also allow IFC to increase the information available to HEIs on employability and skills through the public-facing website www.vitaaready.org.</p>
<p>Grant Activation</p>	<p>10/25/2021</p>
<p>Grant Closing Date</p>	<p>3/31/2023</p>

<p>Contribution to Outcome #1: Jobs challenges are identified and measured systematically</p>	<p>IFC's Employability Assessment Tool supports HEIs with proven strategies and techniques to improve graduate employability. It is a standardized, survey-based instrument with over 70 questions. With the Employability Assessment Tool and the shorter Employability Benchmarking Questionnaire, IFC now has detailed data on the employability practices of 121 higher education institutions. In addition, surveys administered with the Employability Assessment have reached 30,000 students and alumni in 23 countries. Alumni data contained in these surveys reports alumni employment and wage outcomes at the time of assessment and can be disaggregated through demographic characteristics such as gender, age, and first in the family to attend higher education.</p> <p>Based on this Assessment data, IFC provides tailored, evidence-driven recommendations for improvement to its clients and supports interested clients in implementing selected recommendations. As of December 2023, IFC has provided an Employability Assessment to 66 institutions. An additional 55 institutions have been Benchmarked in Nigeria and Jordan in partnership with regulatory bodies for higher education, and 241 institutions have completed the Employability Benchmarking online at vitaeready.org.</p>
<p>Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions</p>	<p>IFC's Employability for Higher Education platform has worked with donor partners and higher education institutions to support skills development for tertiary students in emerging markets. The platform's lessons have been adopted and continued by regulators and donor partners in Ghana, South Africa, Nigeria, and Jordan.</p>
<p>Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?</p>	<p>The project's alumni survey data is driving a new IFC-UNESCO joint publication on gender and employment outcomes. The publication will be presented at IFC's Education Conference in Mexico City in early March 2024 and will look at differences in wages, employment outcomes, and graduate satisfaction across the aggregated dataset of nearly 15,000 respondents. The report will also present best practices, case studies, and recommendations.</p> <p>The employability platform piloted a gender and employability module at the request of Honoris group in Tunisia in 2022-23, resulting in a gender-focused career services strategy for the group. Given continuing misalignment between employment outcomes and wages between men and women globally, IFC is planning a new advisory offer for higher education institutions on gender and employability. It will be built out of current career services training module in partnership with IFC's gender team and universities that are recognized as leading on gender globally.</p>
<p>Contribution to Outcome #4: What's the grant's contribution to innovation?</p>	<p>The grant has allowed employability-focused training modules to be available to a wider HEI public (going beyond IFC clients in education) through access to the vitaeready.org website and OLC and supported refinement of the Employability Tool Assessment. The team developed an Employability Benchmarking tool that is freely available to the public online, allowing public/smaller institutions to gauge their employability practices and benefit from advice. The grant supported the development of a digital skills questionnaire and deployment to more than 25 institutions online and through Employability Assessment starting in 2023 and during Employability Benchmarking in Nigeria.</p>

Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	IFC's employability platform has worked with Nigeria's TETFUND and National Universities Commission, Jordan's Ministry of Higher Education and Scientific Research, Dept of Higher Education and Training and Council for Higher Education in South Africa, and the Ghana Tertiary Education Commission. These partners have participated in conducting employability benchmarking and assessment and in supporting the implementation of recommendations aligned with IFC's work on employability and skills.
Grant Name	Does Technology Adoption Explain the Gender Gap in Women-Led Businesses' Performance?
Grant No	TF0B9911
Project No	P179766
Stream	Jobs After Covid (JAC)
Country	World
Grant Objective	This activity aims to measure gender differences in adopting technologies and the impact of technology use in male and female businesses. Specifically, we attempt to answer the following questions: Are women-led business less or more likely to adopt more sophisticated technologies? Do they face barriers that are different from men-led businesses in adopting new technologies?
Grant Activation	10/31/2021
Grant Closing Date	3/31/2023
Contribution to Outcome #1: Jobs challenges are identified and measured systematically	The activities facilitated a systematic approach to identifying and measuring job challenges by using data from the Firm Adoption of Technologies (FAT) survey across 15 countries. The analysis focused on the impact of gender ownership on technology use, identifying technologies more likely to be adopted by women-led businesses and examining the varying barriers to adoption between businesses led by men and women. The evidence suggests that women-owned businesses create more employment opportunities for women and that technology plays a significant role in promoting growth in these enterprises. Notably, the adoption of sophisticated technologies yields greater returns for female-led businesses, contributing to a reduction in the productivity gap with male-managed firms. The findings underscore the importance of including women-led businesses in technology upgrading initiatives to enhance their growth and competitiveness.
Contribution to Outcome #2: Improved coordination on jobs interventions across Development Finance Institutions	n/a
Contribution to Outcome #3: What gender challenges does the project address? What is the expected result on addressing such challenges?	The project addresses gender challenges by targeting the productivity gaps in firms that often arise from gender norms directing women into lower productivity sectors. By confronting these disparities, it is possible to boost the incomes and employment of women.

Contribution to Outcome #4: What's the grant's contribution to innovation?	The team introduced a new dataset—an FAT survey with granular technology adoption and use information—that allows for an in-depth exploration of gender gaps in the business sector, offering a unique perspective on the role of technology in these disparities.
Contribution to Outcome #5: How do grant activities engage with external partners (donors, governments, CSO etc.)?	n/a

ANNEX 6

ENGAGEMENT WITH STAKEHOLDERS

WINDOW 1

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0A5052	Côte d'Ivoire	Côte d'Ivoire Economic Inclusion into Value Chains Pilot	The project supported a contract farming partnership comprising smallholder rice growers, medium-sized mills (SMEs), and a financial institution. The partnership aimed to raise the quantity and quality of domestically produced rice and help farmers and mills fetch better prices and obtain higher incomes through access to domestic urban markets. The pilot was conducted through three agricultural campaigns (2019–2021) involving between 20 and 60 villages in three regions and between 130 to 550 farmers, depending on the campaign that generated valuable practical insights on key factors to successfully support inclusive value chain development in food crops (rice) as an alternative for cash transfers. After each campaign, experiences were discussed with a broad range of stakeholders in the rice chain in Côte d'Ivoire through three regional workshops and one national workshop. Participants included the national rice office, IFC, GIZ, JICA, IFAD, private companies such as Brazzivoire (Heineken), input providers, and microfinance institutions. Through close contact with IFC teams, lessons were fed back into the project design and implementation of the IFC-funded rice project. Lessons are also feeding into the completion of the national rice strategy (2024–2030).
TF0B6618	World	Estimating Indirect Jobs Impacts of World Bank Group interventions	While the Bank task supported by the grant did not work directly with local or national stakeholders, the grant supported 21 pilot exercises (split into 23 estimation papers) that led to the preparation of the Synthesis and summary Report on indirect jobs estimation pilots, which have been disseminated through presentations to internal World Bank Group audience and external audience.
TF0B3120	Ghana	Ghana Jobs and Skills Project	Commission for Technical and Vocational Education and Training (CTVET) is the primary implementing agency for the relevant component of the project, while the main partnering agencies are Ghana Enterprises Agency (GEA) and the Ministry of Environment, Science, Technology and Innovation (MESTI). The team also built capacity for CTVET and PCU-MoF in M&E systems, survey design and data analysis, and focus group discussions.
TF0B7253	Kiribati	JET Pilot Kiribati: Pacific Islands Regional Oceanscape Program	The main stakeholders include MFMRD, community groups, and fisheries association groups, which improved their capacity under the project around different value chains in the fisheries sector.

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B6874	Uganda	JET Pilot Uganda Production Forestry and Tourism	The main stakeholders of the grant included the beneficiaries, mainly relevant authorities in the wood and tourism sectors, national policy planning, and other development partners active in the forest and tourism sector in Uganda. These have included, for example, the European Union, KfW from Germany, and SIDA from Sweden. The jobs assessment financed by the grant has informed dialogue with these organizations.
TF0B7002	Ghana	Measuring Indirect Jobs-Ghana and Mozambique	The main stakeholders are IFC clients: a leading ceramics manufacturer in Africa and Ghana, an avocado producer, and out-grower farmers supplying some produce to the client in Mozambique. These provide direct employment to the local area. Although there were no local or national stakeholders engaged in this project and no building capacity activities, these stakeholders were engaged during the dissemination stage to highlight the project's successes and benefits once the IFC Editorial Board approves the publication (aimed at internal and external audiences) that will include a dissemination strategy, such as brown bag events in IFC and Ghana; the latter will identify and engage stakeholders depending on mutual agreement between the client and investment teams. Additionally, the team aims to reach out through social media to promote the aggregate findings without compromising the confidentiality/sensitive data the client provides. (see below for further details under knowledge dissemination activities).
TF0A4483	Mexico	Mexico Economic Inclusion Pilot	The project, now closed, was implemented in close collaboration with the Ministry of Finance, the Ministry of Education, and the National Employment Services with strong coordination with the Government of San Luis Potosi to support the local government's interest in linking the economic incentive to skills training programs developed by the private sector, academia, and the state government. Other key partnerships included the Automotive Cluster from the state Government and the International Youth Foundation (IYF), which contributed to the design and implementation of project activities. As part of the grant's closing, the Bank team presented the project results and lessons to inform future policies and engage with the key stakeholders. These included the Education Sub-committee (National Productivity Committee—CNP) and members of the Subcommittee (SHCP, SEP, STPS, SE, CONACYT, academia, business associations, and unions). The grant also supported a multisectoral dialogue with project counterparts and senior and operational level counterparts (SHCP, SNE, SEMS, Automotive Cluster, OSNE-SLP) where the latest project results were showcased. In addition, operational-level participants benefited from the Labor market literacy workshop training. Finally, a workshop on Promoting Youth Employment encouraged a space for dialogue, exchange of experiences, and collaboration to articulate future programs or policies using the lessons learned from the pilot as a starting point. Participants included Government (SHCP, SEMS, SNE), Firms (Red of automotive clusters, firms invited by SNE, Manpower), NGOs (<i>Red Trabajo Digno</i>), Academia, and Donors.

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B6610	World	SEJLS—IFC Women's Employment Program	Through their participation in interviews and data sharing with IFC, clients have analyzed their experience implementing gender-smart solutions and results within their company following engagement with WEP. Clients have also provided suggestions for improvement, representing an opportunity to reflect on gender-smart solutions they can implement on their own. IFC gender specialists have been integral to this tool's development through participation in key informant interviews and review sessions for deliverables. The Deloitte team interviewed the EDGE (Economic Dividends for Gender Equality) Foundation team as key informants and specialists to understand the EDGE gender certification methodology and the impact of certification on client businesses.
TF0B8500	Malawi	SEJLS—Malawi Jobs lending through Financial inclusion and Entrepreneurship	The grant-supported ongoing FInES project is building the capacity of the government-owned Small and Medium Enterprise Development Institute to enhance its capability to train MSMEs and the Micro Finance Institution (MFI) Hub to increase financial inclusion. Also, the FInES project is providing liquidity to MFIs and banks to facilitate access to affordable and flexible loan facilities. The now closed grant supported engagement with 14 Participating Financial Intermediaries (PFIs) to facilitate the assessment of the impact of the FInES project on their lending activities as well as criteria for lending to specific MSMEs. The grant also supported engagement with 14 MSMEs that benefited from loan facilities funded by the FInES project to assess the impact of the loans on their businesses and jobs. This became an input into a final document presented to the Country Management Unit.
TF0B4838	South Sudan	SEJLS-South Sudan	The main stakeholders for this grant, which closed in 2023, included smallholder farmers (beneficiaries), local youth, women, community resource persons, and staff and officials of CAD, MAFs, FAO, and NGOs. Despite significant security challenges and capacity constraints qualitative and quantitative data collection was carried out as planned in four markets relevant to the linked project supported by desk review. Data was analyzed, and a summary of results was presented at a development partner workshop in May 2023 and to the MDTF donor workshop in December 2023.

WINDOW 2

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B7534	World	IFC Jobs Model	While no direct capacity building was undertaken under the grant, the financed models and technical notes have been shared at several workshops, including the Strengthen2 workshop series hosted by the ILO. The new WBG corporate scorecard will feature a jobs indicator, and IFC's methodology has been presented and shared as part of the working group discussions to develop a common WBG approach.

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B5221	World	Jobs and Sustainable Development	Activities supported by the grant were focused on three pillars: digital agriculture and jobs, green perspectives on employment and labor mobility, and territorial development. This led to the preparation of framing papers that helped organize thinking on these topics while also paving the way for continuous and further engagement and dissemination activities. On the digital agriculture/jobs front, engagement with the BMGF led to a US\$ 2.91 million contribution to the Jobs MDTF (leveraging a US\$ 280k contribution by the Jobs MDTF) to assess the effect of agriculture's digitization on agrifood jobs. It is currently being implemented in collaboration with the Government of Kenya through the WBG-supported, digitally enabled National Agricultural Value Chain Development Project (NAVCDP). On the greening/jobs front, the results of the framing paper informed discussion of the green transition on jobs in the forthcoming "Jobs for Development" Flagship report produced by the Jobs Group. The framing paper also catalyzed additional work with FAO on analyzing the effect of climate-smart agricultural (CSA) practices on jobs in Africa using secondary micro-survey data in collaboration with IFPRI and FAO. The work on jobs, migration, and territorial development with applications to Tunisia and Uganda has advanced understanding of the dynamic effects of internal migration on the urban labor market in Uganda, while results from follow-up analysis on integrating migrants into local labor markets in two Tunisian towns in lagging areas are being picked up by the Tunisia CMU.
TF0B8916	World	Jobs Flagship	The Flagship Report was completed in collaboration with all World Bank Practice Groups and IFC.
TF0C1776	World	Towards improved Data for Labor Mobility and Territorial Development Policies	In Nigeria, the project partnered with the National Bureau of Statistics, and in Ghana, it partnered with the University of Ghana. In both countries, the project increased the capacity of both institutions on methods for measuring labor mobility and migration more efficiently and accurately. Also, they have improved their skills using computer-assisted personal interviews (CAPI) and, generally, methods to improve the data collected. The project plans to reach out to more countries such as Morocco, Tunisia, Ethiopia, Tanzania, and Malawi to encourage the adoption of the migration and labor mobility modules and to create capacity for the measurement of migration and labor mobility within these countries. In 2024, the team will finalize outputs and disseminate the results.

WINDOW 3

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B6458	India	Andhra Pradesh (India): Leveraging Research for Facilitating Provision of Vocational Education in Schools	While the grant is now closed, the project directly supports the Department of School Education, Government of Andhra Pradesh, which has the mandate and funds to provide school-based vocational education but lacks institutional capacity and technical background. It also indirectly benefits the Government of Tripura in revisiting its model for school-based vocational education. The project is supporting the two state-level departments by using data/information from Andhra Pradesh for preparing (a) a data-backed conceptual framework that details the vocational trades and associated soft skills training support that it should offer to its secondary school students and (b) an implementation roadmap that would present a low-cost model that it can use to provide quality training across whilst ensuring students have the option to choose from multiple trades that have content/curriculum validated by the industry and leads to certification recognized by relevant industry bodies.
TF0C0378	World	Innovation Challenge on Jobs and Migration	The Innovation Challenge only funds studies that evaluate migration solutions and not implementation of solutions; therefore, migrants, refugees and other stakeholders that will benefit from the studied enhanced migration pathways are not direct beneficiaries of this project. Each of the study partners has one organization implementing the intervention/policy on migration. One is the Government of Spain, which wants to understand the impacts of its migration reform, and the other three are NGOs engaging migrants and/or refugees from developing countries in educational/ job placement opportunities in developed countries.
TF0B9791	World	JAC—Country Firm Dynamics Inclusivity	Although the grant-supported project does not engage directly with local and national stakeholders, it will contribute to capacity building for relevant stakeholders by providing a toolkit to promote analysis of a key development aspects such as informality. The availability of clear indicators for the analysis of informality and replicable quantitative codes allows others to easily leverage the toolkit to improve the capacity of additional stakeholders.
TF0B7221	World	JAC—Global Employability for Higher Education	The IFC's Employability for Higher Education Platform has worked with local and national stakeholders including the Department of Higher Education and Training and Council for Higher Education in South Africa, the Ministry of Higher Education in Jordan, TETFUND and the National Universities Commission in Nigeria, and the Ghana Tertiary Education Commission. IFC has provided advice, training, and workshops to improve regulatory and institutional capacity to develop Key Performance Indicators to track HEI graduate employability and institute processes that improve program relevance to labor market needs.

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B6860	World	JAC—Global Childcare Policy Indicators	The team engaged with local and national stakeholders on two major aspects. First, local and national stakeholders were involved in the process of data collection and verification. Second, the WBL engaged global, regional, and country specific NGOs, CSOs, government agencies, women's coalitions and advocacy groups, and donor partners when disseminating the data and knowledge generated by this grant to inform childcare policy dialogue on the ground. Specifically, collaborations include the following: Early Childhood Development Action Network (ECDAN); Asia-Pacific Regional Network for Early Childhood (ARNEC); The African Early Childhood Network (AECN); Center on Global Development (CGDev); International Center for Research on Women (ICRW); Global Coalition for Women's Economic Empowerment (WeProsper) and Women's Economic Empowerment (WEE) Community of Practice (CoP) in Kenya. The team also joined efforts to promote dialogue and policies targeting the childcare agenda with the Gates Foundation as one of the major donor partners.
TF0B8620	Haiti	JAC—Haiti	The project is working with the Project Implementation Unit of the Private Sector Jobs and Economic Transformation (PSJET) project to support them in technical and operational aspects related to hiring a firm to undertake the training curriculum and firms/NGOs to implement the BDS and matching grants programs (including the implementation of the training). The project also supports the capacity of the NGO hired to implement the Business Development Services (BDS0 and matching grants program in the South of Haiti (Pan-American Development Foundation) and the NGO that will be hired in 2024 to carry out the program in the North of Haiti.
TF0B7167/ TF0C1453	World	JAC—IFC Gender Equality and Returns— Agribusiness	This IFC project is undertaken through a direct engagement with an IFC investment client, a private sector entity. The project is delivered by IFC and a local training provider hired and supervised by IFC. The project does not aim to build the capacity of other stakeholders.
TF0B6443	Indonesia	JAC— Indonesia— Building back better by way of green jobs and investing on green skills	Under this closed grant, the Bank team engaged with government stakeholders and other donor organizations. The main counterparts were Bappenas, Ministry of Manpower, BPS, GIZ, ILO, and ADB. The team increased the capacity of counterparts, especially in Bappenas, BPS, and MoM, through a series of dissemination workshops and hands-on technical training to identify green jobs in the available survey data. Further work on tagging green jobs in the online vacancy data will be carried out under LISTRAF using the methodology developed under this grant. In addition, the team undertook a series of missions to developing countries, including Botswana, Kenya, Vietnam, Thailand, and Uzbekistan, to present the data and country findings to key stakeholders, ranging from the World Bank's country management units to private sector, academia, and government counterparts.

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B7312	Lao People's Democratic Republic	JAC—Lao PDR Waste and Tourism	The project works directly with the Ministry of Public Works and Transport (MPWT), Ministry of Labor and Social Welfare (MLSW), Ministry of Natural Resources and Environment (MONRE), and the Vientiane City Office for Management and Service (VCOMS) to inform the informal waste workers of working conditions and the contribution to waste recycling. The project also supports the National University of Laos to improve its capacity to conduct social assessments of the waste sector. The Nature-Based Tourism (NBT) study primarily worked with the Ministry of Information, Culture and Tourism (MOICT) and the Ministry of Agriculture and Forestry (DOF). The report will be accessible to development partners supporting NBT development in Laos and tourism private sector operators. The task team plans to leverage the government's "Visit Laos Year in 2024" to disseminate the NBT report to a wider audience of government and non-government and tourism industry stakeholders.
TF0B9113	Morocco	JAC—Morocco-The Future of Agri-food System Jobs in the Maghreb Region	The grant directly contributes to increasing the capacity of the Moroccan Ministry of Agriculture, Fisheries, Rural Development, Water and Forests, and its newly established unit responsible for employment and social protection. Also, the results of the analysis conducted under the grant will directly benefit senior decision-makers of the Ministry of Agriculture, Fisheries, Rural Development, Water and Forests by informing policy choices in agriculture. The analysis will come at a critical time in the lifecycle of the current sector strategy, Generation Green. The strategy, which strongly focuses on human capital in agriculture and sector resilience, will undergo a mid-term review in 2025, making the analysis essential for informing mid-course corrections and helping maximize outcomes. Pillar 1 of the Green Generation Strategy aims to strengthen public entities involved in the rural youth program, such as the Advisory Services (ONCA) and the Agricultural Agency for Development (ADA), as well as ensure strong coordination with private banks. All the efforts will reach the CRJEEA centers responsible for supporting youth entrepreneurs, providing technical assistance to prepare business plans, and supporting access to credit and subsidies from existing programs, thus ensuring a one-stop-shop for youth employment.
TF0B7131	Mozambique	JAC—Mozambique—Unlocking women's job-creation potential to build back better	Grant activities support the EMPREGA Program of the government of Mozambique, which is led by the Secretary of State of Youth and Employment (SEJE). In addition, local stakeholders include the contracted firm/consortium to support the implementation, which has built the capacity for different innovative mechanisms of overcoming gender gaps.
TF0B8603	World	JAC—POV Global_The impact of the green transition on employment and livelihoods of poor and vulnerable households	Activities primarily expand technical resources and know-how available to internal World Bank task teams to analyze the impact of the green transition on inclusion through the labor market. Second order effects are expected to improve the capacity of government agencies and Civil Society Organizations (CSOs) as these teams engage with client countries under the CCDRs and Poverty and Equity Assessments.

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B6457	World	JAC—World Digital Gig Jobs	<p>The project engaged a wide range of stakeholders to gather insights and best practices. The team conducted interviews with representatives from governments, development organizations, and programs designed to promote online gig work and train aspiring workers. The team also interviewed representatives from businesses, private banks, and financial institutions working with platforms to offer health insurance or savings plans to online gig workers and other organizations supporting the inclusion of vulnerable groups such as refugees in the online gig economy. The team also interviewed and established strong collaborations with online gig platforms as part of the study.</p> <p>Based on the interviews and engagement with stakeholders, the team developed a database of contacts for online gig work. Beyond highlighting best practices and lessons learned from stakeholders in the report, the team relies on the stakeholder database to explore other opportunities for collaboration and highlight their work (through, e.g., joint events). Several stakeholders who were interviewed for the study participated.</p>
TF0B7156	Western and Central Africa	JAC—Africa Inclusive JET for the Bottom 80% in Africa	<p>This grant was to inform and build the capacity of Bank TTLs and task teams and did not have a government audience. Nonetheless, the presentations produced were adapted and shared with government counterparts—for example, implementing agencies within the WACA project and CEMAC government counterparts.</p>
TF0B8540	West Africa SLGP	JAC—Enabling Job Creation through Digital Financial Services in Yemen	<p>The grant supported study is working with NSIA Banque Côte d'Ivoire and Banque Atlantique (Senegal & Côte d'Ivoire) and provides insights into their MSME clients. Information from the qualitative interviews provided results (for Côte d'Ivoire stakeholders) and suggestions for banks to improve their product offering and service delivery, thereby improving their SME banking operations. The study also provides insights and direction for the research agenda focused on MSME finance in Africa, particularly West Africa.</p>
TF0B7703	Liberia	JAC—Liberia REALISE	<p>The project supports capacity development for the Liberian Agency for Community Empowerment (LACE) and the Ministry of Youth and Sports of the Government of Liberia by providing input to the Monitoring and Evaluation instruments used by the REALISE Project Management Team. The goal is to enhance implementation through experimentation and learning. The grant is also facilitating capacity enhancement for the local NGO hired to support the implementation of the SSB component.</p>
TF0B8203	World	S4YE Phase 2	<p>S4YE has created a robust partner ecosystem that includes private sector firms, NGOs, foundations, donors, think tanks, development organizations, and youth. The project is working with various local and national stakeholders to improve their capacity. The team continues to host webinars, workshops, operations clinics, and other virtual learning events. Through these partnerships and collaborations, the project is improving the capacity of local and national stakeholders by providing access to digital skill development courses, technical inputs, international best practices, and support to scale up platforms and initiatives for youth.</p>

Grant			
Number	Country	Grant Name	Engagement with Stakeholders
TF0B6482	Europe and Central Asia	Turning the Tide on Pollution: a Blue Wager Program for the Black Sea	Activities under the grant supporting the Blue Wager Program have brought together many stakeholders, including various other public institutions, municipalities, NGOs, Universities, and vocational associations. The latest Blue Wager Study Workshop hosted 50 participants from around 25 stakeholder groups in Samsun (Turkiye) to discuss prospects for blue growth. Consultations of this nature constitute a key aspect of the bottom-up approach in the process of developing a proposal for a job program aimed at reducing pollution on the Turkish Black Sea coast.

ANNEX 7

SUMMARY OF BMGF SUPPORTED ACTIVITIES

The Bill and Melinda Gates Foundation (BMGF) joined the Jobs MDTF at the end of 2023 to contribute to the fund's Window 3 objectives on partnerships and innovation. The activities supported by BMGF analyze the jobs effects of digital agricultural ecosystems in Kenya, aiming to assess the potential benefits digital technology applied to agriculture represents for developing economies in Africa.

In particular, the project activities explore the potential of and identify the constraints to using digitally enabled agricultural data and service provision in improving job outcomes in the agri-food sector and support the development and demonstrated proof of concept of an "action learning" model that better balances the operational demands for knowledge to be rigorous, relevant, and timely available, thereby complementing other approaches in implementation research that primarily focus on rigor, such as those built around Randomized Controlled Trials (RCTs) designs.

The program of activities aims to 1) assess the state of the overall digital agriculture ecosystem in Kenya; 2) evaluate the impact of the introduction of digitally enabled agriculture (ag input, marketing, and service providers, extension agents, and financial institutions) into the WB supported Kenyan Government's National Agricultural Value Chain Development Program (NAVCDP) on job-related outcomes (on and off the farm); and 3) test the effects of specific implementation design features that may increase the development and uptake of digitally enabled agricultural services and their effectiveness.

The grant-financed activities will use a holistic approach to yield actionable insights on the effectiveness of digitally enabled agricultural services and data provision in fostering agricultural value chain development, increasing smallholder productivity, and generating more good jobs on and off the farm to inform the broader role of digitization in agriculture and agricultural project design in Kenya and other countries. They will also test the effectiveness of design features that may increase the uptake of digitally enabled agricultural services, especially by women.

The program will engage policymakers and stakeholders through workshops and consultations to ensure rigorous, relevant, and timely insights. The findings of the grant activities will contribute to the broader discourse on digitization in agriculture and project design in Kenya and potentially other contexts.

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