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AFRICA HUMAN CAPITAL PLAN

GAME CHANGERS FOR INVESTING IN AFRICA'S PEOPLE

PROGRESS REPORT: YEAR ONE

THE WORLD BANK
IBRD • IDA | WORLD BANK GROUP
Africa

MAY 2020

FOR A CONTINENT WHERE ALL GIRLS AND BOYS REACH THEIR FULL POTENTIAL, ARRIVING AT SCHOOL WELL-NOURISHED AND READY TO LEARN, ACQUIRE REAL LEARNING IN THE CLASSROOM, AND ENTER THE JOB MARKET AS HEALTHY, SKILLED, AND PRODUCTIVE ADULTS

FOREWORD

In April 2019, we launched the Africa Human Capital Plan. This ambitious plan sets out clear targets and commitments to boost Africa's potential through its human capital—the health, knowledge, skills, and resilience of its people. They are the continent's greatest resource and the key to prosperity in a globalized and digitizing economy. The current COVID-19 pandemic reminds us how precious human capital is.

After just one year, the plan is well underway. Work has been rapid and intensive, and this report sheds light on how the World Bank, countries, and communities are boosting investments in Africa's people – investments that will pay off both now and in the future.

Highlights include a strong push to empower women and accelerate Africa's demographic transition. Over $2.2 billion of new World Bank-financed projects will further African women's agency, health, education, and employment opportunities. In Niger, for instance, we are supporting the government to combat child marriage. In Burundi, we are helping with family planning alongside nutrition interventions. In Nigeria, we are working to keep teenage girls in school.

Our human development project commitments in the region have nearly doubled, and teams across the World Bank Group are stepping up to support human capital priorities, such as road safety in transport projects and electrification of all health centers and schools in Africa by 2030.

We are also innovating. A first generation of operations is supporting human capital policy reforms, like stronger legal frameworks to protect women and children. New large-scale training for our staff and clients is expanding the use of geolocated data collected via mobile phones to improve project and service delivery.

Thirty-one African countries have joined the Human Capital Project, a global effort to accelerate more and better investments in people and enable them to be more productive members of society for greater equity and economic growth. These countries are united in their desire to build human capital for Africa's future. They are compelled by the 2018 Human Capital Index, which revealed that African children will achieve only 40 percent of their potential because of human capital deficits. They are working with partners, including the World Bank Group, toward improving the prospects of children born today.

The COVID-19 crisis underscores the need to protect and bolster human capital in the overarching effort to save lives, promote well-being, and safeguard future productivity. It emboldens us to stay the course and redouble our efforts together with countries and development partners. We must not let the challenges of our lifetime become the next generation's burden.

Hafez Ghanem
Vice President for Africa
World Bank

Annette Dixon
Vice President for Human Development
World Bank

AFRICA HUMAN CAPITAL PLAN

In April 2019, the World Bank Group launched its Africa Human Capital Plan to propel investments and reforms to improve human capital – the skills, health, knowledge, and resilience of people.

It sets out specific targets and financial commitments as part of the Human Capital Project, a global effort to accelerate more and better investments in people for greater equity and economic growth.

It is helping African countries build momentum by leveraging investments and policy reforms across key sectors, empowering women, developing solutions tailored to the challenges of fragile and conflict-affected settings, mobilizing technology and innovation, and building knowledge and partnerships.

Home to the world's youngest population, Africa holds the greatest potential in human capital. It also has the toughest human capital challenges.

Africa has 25 of the bottom 30 countries in the Human Capital Index (HCI, 2018), which measures the productive potential of the next generation. The index shows that children born today in Africa will be only 40 percent as productive as they could have been with full human capital endowments.

Major gaps also remain between and within countries, based on location and socio-economic status. Ensuring that Africa's people reach their full potential has clear implications not only for Africa's future prosperity, but for global growth and stability.

In just one year the Africa Human Capital Plan has guided a significant scale up and shift in World Bank support

- **More than doubling of human development project commitments in fiscal year (FY) 2020 compared to FY2019[1]**
- **Over $2.2 billion of new women's empowerment projects across the region**
- **A first generation of Human Capital Development Policy Operations underway to support systemic reforms**
- **Up to $50 billion in World Bank Group financing being made available over the next 15 months, tailored to the health, economic, and social shocks that African countries are facing due to COVID-19**
- **Multiple teams stepping up across the World Bank Group to support human capital priorities, such as road safety in transport projects and universal electrification of all health centers and schools in Africa by 2030**
- **Use of technology to support accelerating human capital, with 450 World Bank project teams in Africa already trained to use geolocated data collected via mobile phones for monitoring and supervision**
- **A suite of measurement tools, reports, and knowledge products elaborated to fill knowledge gaps on human capital challenges and solutions**
- **Innovative partnerships and advocacy work to amplify the World Bank's actions**

[1]The World Bank tracks the fiscal year from July 1 to June 30.

YEAR ONE

The Africa Human Capital Plan sets ambitious targets for 2023, aligned with the Sustainable Development Goals.

Reaching these targets would raise Africa's Human Capital Index score and increase the productivity of future workers by an estimated 13 percent.

2023 TARGETS ARE AMBITIOUS BUT REALISTIC

- **Saving 4 million lives** by reducing under-five mortality rate from 75 to 45 per 1,000 live births
- **Helping 11 million children grow up healthy and strong** by reducing the stunting rate from 32% to 26%
- **Increasing learning outcomes for girls and boys in school by 20%**
- **Providing social protection to 13 million more people** by expanding coverage of the poorest quintile in low income countries from 20% to 30%
- **Empowering women** by reducing adolescent fertility rates from 101 to 83 per 1,000 women aged 15–19 years
- **Improving sanitation practices** to reduce open defecation from 23% to 15%

INVESTMENTS IN HUMAN CAPITAL ARE COST EFFECTIVE

- If Africa's girls and boys were to reach their full human capital potential, GDP per worker would be 2.5 times higher, equivalent to an extra 1.8% of annual growth over 50 years
- Returns as high as $18 are expected for every $1 invested in promoting exclusive breastfeeding, and $13 for every $1 invested in preventing anemia
- Better-nourished children earn 5–50% higher incomes as adults
- In Africa, each additional year of schooling raises a man's earnings by 11% and a woman's by 14%

GAME CHANGERS DRIVING PROGRESS

The Africa Human Capital Plan prioritizes game changers that have the potential to advance human capital across Africa.

The following pages highlight how World Bank-supported investments are advancing each of these game changers, as of March 2020. Included are snapshots of just some of the hundreds of projects being prepared or approved since the launch of the Human Capital Plan.

UPDATE: PROTECTING HUMAN CAPITAL IN RESPONSE TO COVID-19

Africa's human capital is hard hit by the COVID-19 pandemic. Lives have been lost, health systems have been shaken, and schools have been closed. Jobs, livelihoods, and food security have been put at risk. Individuals have been exposed to additional stress, anxiety, and violence. Economies have been hurt, making it harder for governments to respond to the pandemic and protect investments in their people.

This report covers progress of the Africa Human Capital Plan over the past year through March 2020, just as the World Bank Group response to COVID-19 was being launched. In April 2020, the World Bank began a massive, unprecedented effort to support countries in combating the pandemic.

The COVID-19 crisis has revealed the benefits of earlier human capital investments. Countries that have invested in people and the systems that support them are best prepared to respond. Investing in human capital not only offers high rates of return, but also smart insurance against adversity.

A human capital lens provides a view of the multidimensional breadth of the pandemic, and the need for a whole-of-society response. Cooperation is essential to address the health, social, and economic crisis in the short-term and build a sustainable recovery centered on resilient human capital in the long-term.

SAVING LIVES, WELL-BEING, AND FUTURE PRODUCTIVITY

The COVID-19 crisis also shines a light on the game changers that the Africa Human Capital Plan espouses to accelerate human capital. Protecting African lives, livelihoods, and futures calls for **increased financing**, **policy reform**, and **the support of partners**. Already **digital solutions** are proving their tremendous value through telemedicine, virtual classes, and mobile payments of cash transfers, but more potential can be tapped. With the crisis magnifying existing inequalities, protecting **women's empowerment** can have major repercussions on Africa's potential demographic dividend. The pandemic also exposes the profound vulnerability of **communities affected by fragility**, **conflict**, **or violence**, compelling a catch-up in investment in their human capital.

Informed by its Human Capital Plan, the World Bank's Africa region is responding to the COVID-19 crisis with unprecedented speed and scale. The emergency health response already underway supports countries in the prevention, detection, and treatment of the disease, with World Bank financing in the Africa region expected to reach nearly $1 billion.

The emergency social and economic response will help protect incomes, jobs, food security, and critical public services. Additional investment will be made in recovery, resilience, and sustainable growth to create the foundations for the future, with improved and increased human capital investments as a key priority. Overall, as of April 2020, the World Bank Group has made available $160 billion in resources to respond to the crisis over the next 15 months, of which $50 billion will be for Africa.

Updated May 2020

SCALING UP FINANCING AND POLICY REFORMS

Improving human capital outcomes calls for increasing both the quantity and quality of investments in people. Domestic resource mobilization, private sector engagement, and better use of development assistance must be coupled with efforts to improve the efficiency and effectiveness of spending through policy reforms and a focus on value for money.

The African Human Capital Plan calls for action on three fronts: scaling up financing for human capital, expanding support across sectors, and leveraging policy and results-based lending to support critical human capital reforms. Over the last year, there has been significant progress in each of these areas.

SCALING UP WORLD BANK FINANCING

With an anticipated $7.5 billion of new commitments in FY2020, the World Bank's Africa region is on track to more than double investments in projects mapped to Human Development – health, education, and social protection and jobs – compared with FY2019. The World Bank is realizing its commitment to invest an average of $5 billion annually in human development projects through 2023, propelled by a strong 19th replenishment of the International Development Association (IDA), the World Bank's fund for the poorest countries.

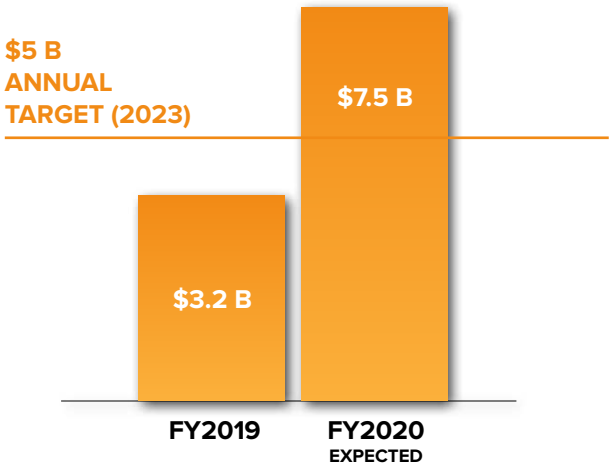
Across the portfolio, there is a focus on larger, more strategic projects aligned with government priorities. This includes a scale up of projects that are already in place, a greater emphasis on multi-sectoral operations, and operations supporting policy reforms. Project portfolios within countries are also being managed to better achieve synergies across sectors and to structure complementary investments within priority regions.

In **education**, many new projects under preparation are aligned with the goal of tackling learning poverty, a measure of basic literacy. In Africa, 87 percent of children are unable to read and understand a simple sentence by the age of 10. To address this, countries are focusing on three pillars: a literacy policy package, a refreshed education approach, and an ambitious measurement and research agenda.

In **health**, **nutrition** and **population** there is a continued focus on strengthening health systems and advancing the goal of universal health coverage, with an emphasis on reproductive, maternal, adolescent, and child health. This includes support to front-line health services – primary health care and community health workers – which are expected to contribute to reductions in stunting and avoidable mortality, especially among children. The portfolio of new projects also includes financing for multisectoral efforts to enhance preparedness for disease outbreaks, address the multifaceted drivers of malnutrition, and advance the empowerment of girls and women.

In **social protection and jobs**, new projects under preparation focus on helping countries build, protect, and employ human capital, prioritizing investments among the poorest and most vulnerable. This includes expanding coverage of social safety nets for the poorest quintile. Social cash transfers reach families directly and have a proven track record of not only reducing poverty, but also of boosting human capital outcomes in health, nutrition, education, and skills and of helping people build resilience against shocks.

ANNUAL WORLD BANK COMMITMENTS FOR HUMAN DEVELOPMENT PROJECTS



PROJECT SNAPSHOTS: HUMAN DEVELOPMENT

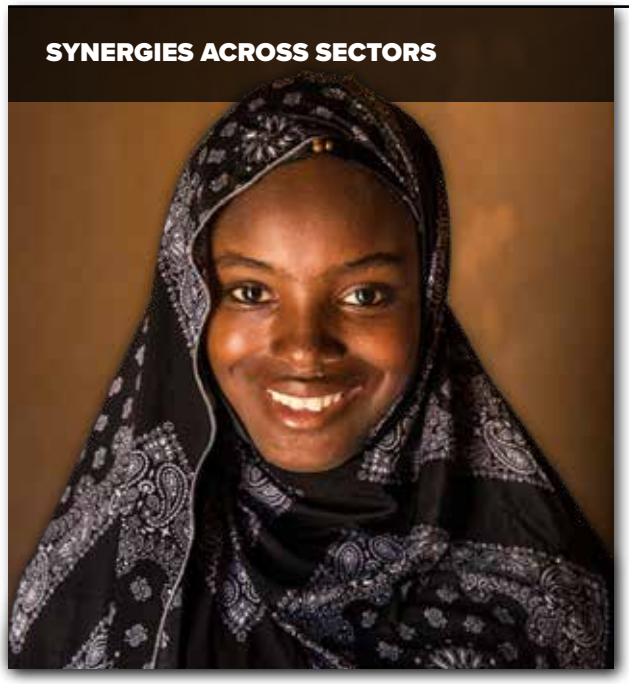
SCALING UP SUCCESSFUL PROGRAMS

NIGERIA
Improved Child Survival Program for Human Capital Project
$650 million
One of the largest projects under preparation in the region, designed to improve the utilization and quality of immunization and malaria services to reduce under-five mortality from 132 to 79 per 1,000 births by 2030

GHANA
Jobs and Skills Project
$200 million
Providing apprenticeship training and support for entrepreneurs and small and micro enterprises

Across Ghana there is a larger effort to build on existing projects to scale up access and quality of primary education and maternal and child health services and to expand social safety nets to protect the most vulnerable

SYNERGIES ACROSS SECTORS



CENTRAL AFRICAN REPUBLIC
Human Capital Project
$100 million
A multi-sectoral project under preparation to empower women and girls to make life-saving and life-enhancing choices for themselves, their families, and their communities through behavior change, improved access to maternal and child health services and education, and formal and vocational training for adolescents, which are expected to lead to reduced rates of maternal mortality and unwanted pregnancies

MOZAMBIQUE
Harnessing the Demographic Dividend Project
$75 million
Increasing young people's empowerment to make informed reproductive and economic decisions, improve their access to education, and provide employment opportunities by launching new businesses or boosting productivity in existing ventures

CAMEROON
Women's Empowerment Project
$75 million
Benefiting from synergies with existing World Bank projects in education, agriculture, social safety, and health

SYSTEMIC CHANGE THROUGH POLICY REFORM

RWANDA
Human Capital for Inclusive Growth
$150 million
Development policy operation under preparation supporting multi-sectoral reforms to unlock policy bottlenecks and accelerate progress in human capital, including facilitating early years investments, promoting grade progression for school age children, improving the accountability of technical and vocational education providers, enhancing women's access to work, and expanding safety net and health insurance

SCALING UP FINANCING AND POLICY REFORMS

EXPANDING SUPPORT TO HUMAN CAPITAL ACROSS SECTORS

Improving human capital outcomes requires that all World Bank Group global practices and teams adjust their portfolios and approaches to be more "human capital sensitive." There has been significant movement in this direction over the last year. Much of the work has benefitted from cross-sectoral collaboration across global practices and with specialized teams working on **gender**, **poverty**, **digital development**, and **jobs**.

In **agriculture**, the World Bank is supporting countries to improve access to safe and nutritious food by taking a comprehensive approach to food security and food system resilience and using climate-smart technologies to improve human capital outcomes. This is closely linked to interventions focused on the **environment**, including air, water, soil, and water and vector-borne diseases.

In **social development**, the World Bank is helping countries close gender gaps, strengthen local capacity to deliver social services, work for the inclusion of those with disabilities, and support displaced communities.

The World Bank is also working to improve the availability of safely managed drinking water and handwashing facilities and to promote behavioral change for better sanitation and hygiene. Collectively referred to as **WASH**, these services are being expanded and enhanced through cross-sectoral interventions and the use of technology such as geo-mapping tools.

In **energy**, there is a strong focus on increasing electricity access, promoting efficient appliances, and productive uses for human capital development. The Africa Energy Leap Program, for example, aims to achieve universal electrification of all health centers and schools in Africa by 2030.

Transportation investments are enhancing connectivity, addressing gender gaps in mobility, and increasing access to health facilities, schools, and information. Road safety is being introduced as a priority across projects and the World Bank is supporting countries to improve accessibility to schools and health centers in urban and rural roads projects.

Governance support is helping countries move forward with reforms to improve the efficiency and effectiveness of human capital investments, notably by strengthening administration and accountability. Working closely with the World Bank's **Macroeconomics, Trade, and Investment** team, policy-based reforms are being undertaken with a focus on social sectors to support better public spending through improved resource allocation, domestic resource mobilization, tax policy, and service delivery.

LEVERAGING POLICY AND RESULTS-BASED LENDING TO SUPPORT CRITICAL REFORMS

The Africa Human Capital Plan aims to help countries address bottlenecks to human capital development through systemic reforms supported by policy-based projects.

Over the past year, a number of development policy operations with a strong human capital focus have been prepared across the continent, including in Madagascar, Togo, Niger, and Rwanda. These projects provide budget support for a range of policy reforms, including strengthening public sector financial management to bolster accountability and transparency, improving human resource management to ensure that qualified teachers and health care professionals are present and prepared in schools and clinics, and supporting legal reforms to address child marriage and gender-based violence.

PROJECT SNAPSHOTS: BEYOND SOCIAL SECTORS

Selection of projects approved or under preparation since the 2019 launch of the Africa Human Capital Plan

TRANSPORTATION

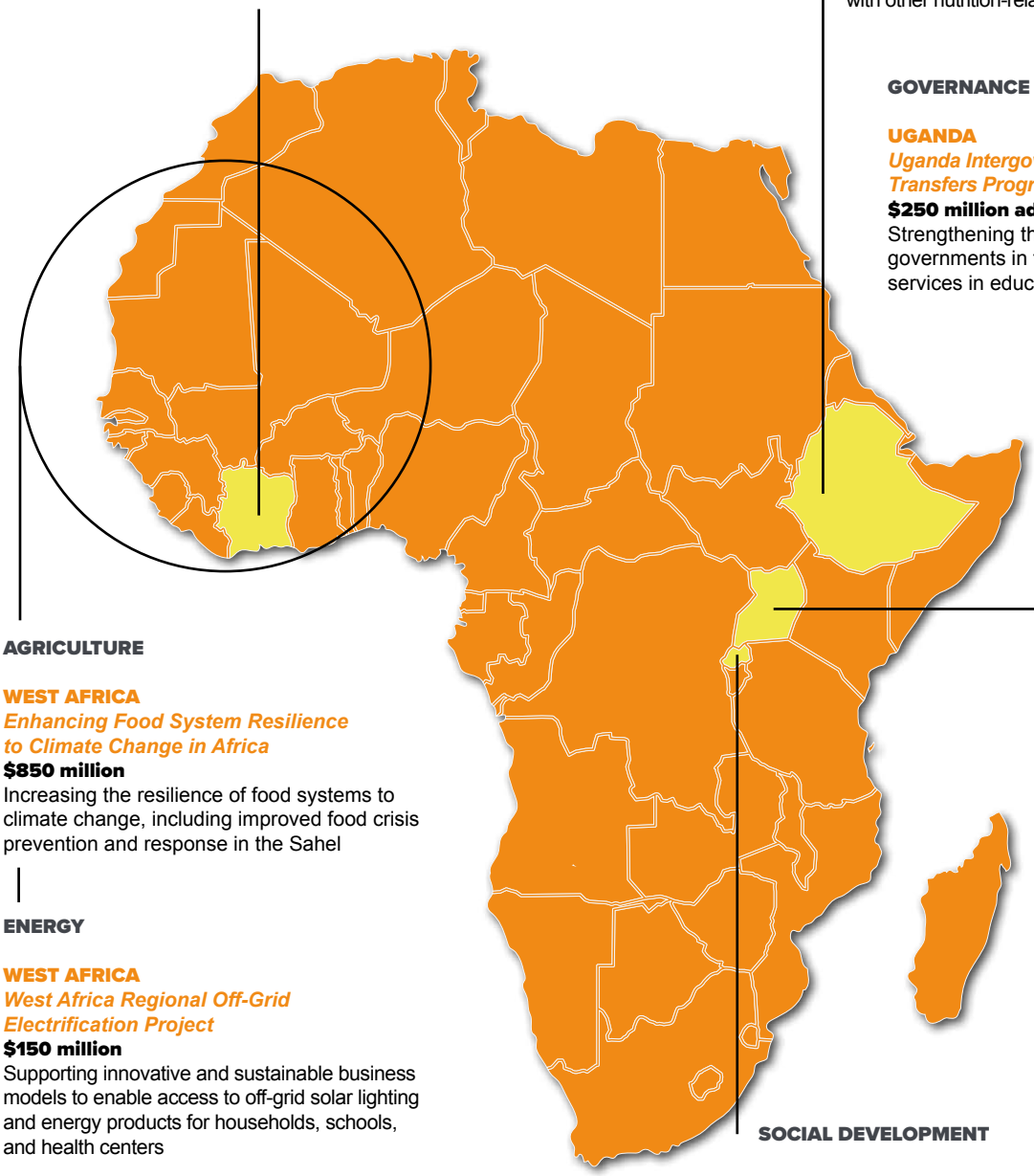
CÔTE D'IVOIRE
Abidjan Urban Mobility Project
$300 million
Improving urban mobility through Bus Rapid Transit to connect low-income neighborhoods in the city's westside to the growing eastside, including increasing access to health and education facilities

WATER AND SANITATION

ETHIOPIA
Ethiopia One WASH Project
$300 million
Investing in sustainable WASH services and nutrition-sensitive behavior change to address stunting, low access to education, WASH in health care settings, and geographic convergence with other nutrition-related projects

GOVERNANCE

UGANDA
Uganda Intergovernmental Fiscal Transfers Program
$250 million additional financing
Strengthening the role of local governments in the provision of basic services in education and health



AGRICULTURE

WEST AFRICA
Enhancing Food System Resilience to Climate Change in Africa
$850 million
Increasing the resilience of food systems to climate change, including improved food crisis prevention and response in the Sahel

ENERGY

WEST AFRICA
West Africa Regional Off-Grid Electrification Project
$150 million
Supporting innovative and sustainable business models to enable access to off-grid solar lighting and energy products for households, schools, and health centers

SOCIAL DEVELOPMENT

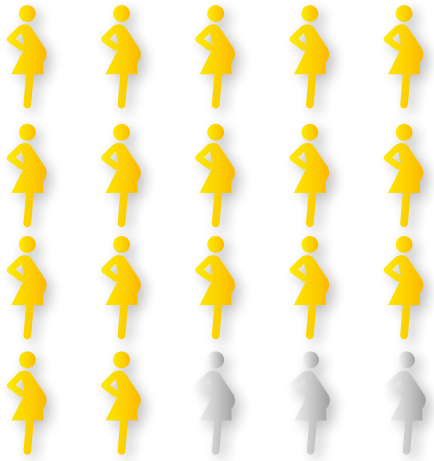
RWANDA
Socio-Economic Inclusion of Refugees and Host Communities in Rwanda Project
$60 million
Improving access to basic services and economic opportunities for refugees and host communities and supporting environmental management

INVESTING IN WOMEN'S EMPOWERMENT AND DEMOGRAPHIC CHANGE

Fertility dynamics have a major impact on human capital and Africa's economic growth potential. Countries also have an opportunity to reap the demographic dividend that comes with declining mortality and fertility rates and an expanding workforce.

The Africa Human Capital Plan commits to supporting countries in in accelerating the fertility transition by empowering women and through their education, employment, and enhanced access to sexual and reproductive healthcare. By 2023, the World Bank aims to have integrated or coordinated projects across sectors to support women's empowerment and the demographic transition in 20 countries with high fertility rates (more than four children per woman).

17 OF 20 TARGETED HIGH-FERTILITY COUNTRIES ARE ALREADY BENEFITTING FROM PROJECTS SUPPORTING WOMEN'S EMPOWERMENT AND THE DEMOGRAPHIC TRANSITION



OVER $2.2 BILLION IN NEW INVESTMENTS

By the end of FY2020, the World Bank expects to have over $2.2 billion in new investments approved since the launch of the Africa Human Capital Plan that are designed to champion women across Africa. This includes scaled up financing for the World Bank's flagship Sahel Women Empowerment and Demographic Dividend (SWEDD) project, which will soon reach nine countries with a total of $675 million in World Bank funding. SWEDD helps countries empower women and adolescent girls; increase their access to quality reproductive, child, and maternal health services; and develop policy agendas that make demography and gender central to growth.

The World Bank is preparing additional projects on women and girls' empowerment for human capital development in Angola, Burkina Faso, the Central African Republic, Ethiopia, Madagascar, Mali, Mozambique, Niger, São Tomé and Príncipe, Senegal, and Sierra Leone. The new World Bank Group Country Partnership Framework for the Democratic Republic of Congo is also expected to have women's empowerment as one of its priorities.

PROJECT SNAPSHOTS

Projects approved or under preparation since the 2019 launch of the Africa Human Capital Plan

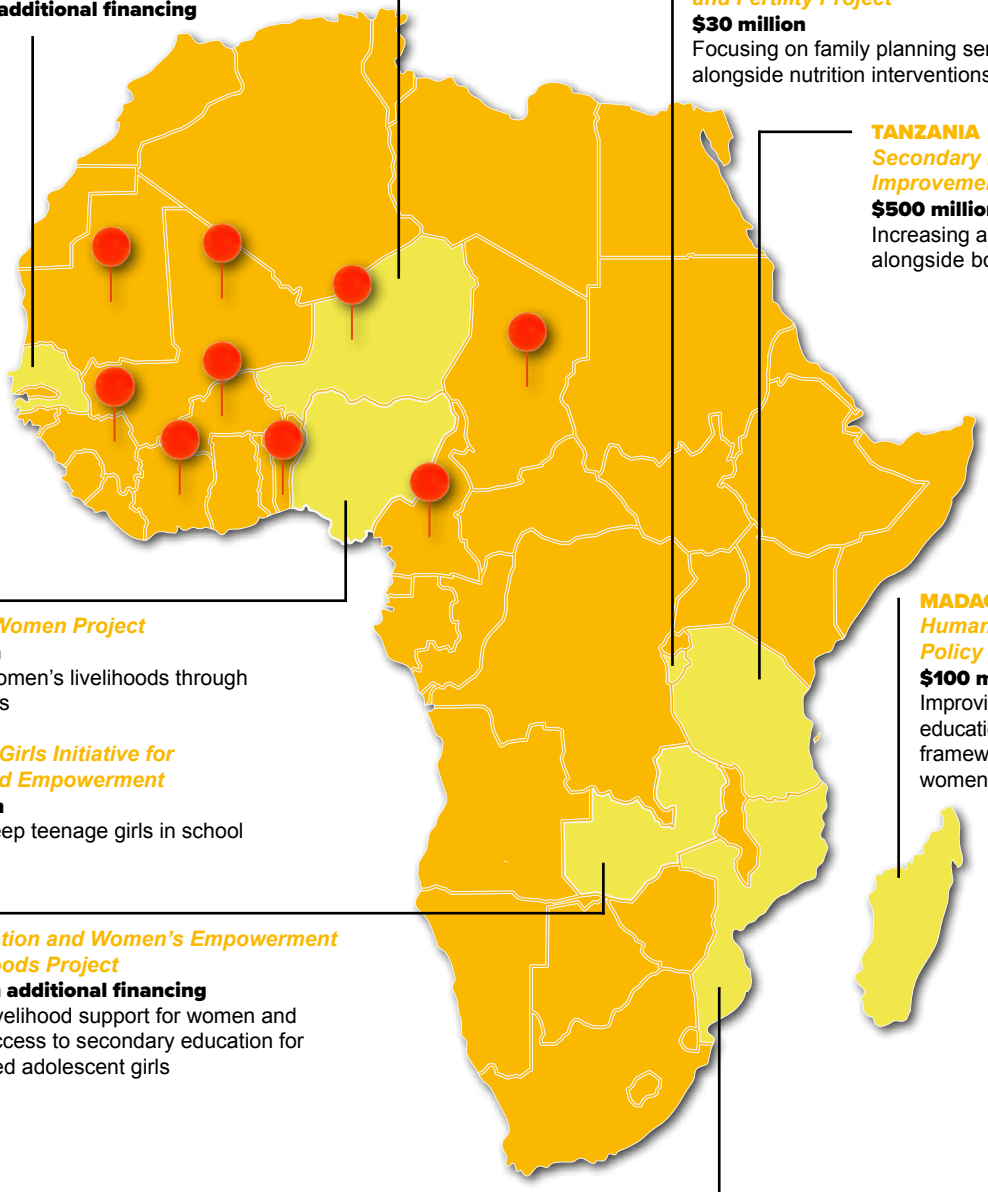
SENEGAL
Investing in Maternal, Child and Adolescent Health Project
$140 million
Reducing teenage fertility and early marriage through improved reproductive, maternal, neonatal, child, and adolescent health and nutrition services

Empowerment of Girls and Young Women in Education project
$7.7 million additional financing

NIGER
Gender-focused Development Policy Operation
$350 million
Seeking to combat child marriages by strengthening girls' education, expanding their access to reproductive health care, and creating community-based advocacy teams

BURUNDI
Investing in Early Years and Fertility Project
$30 million
Focusing on family planning services alongside nutrition interventions

TANZANIA
Secondary Education Quality Improvement Project
$500 million
Increasing access and learning of girls alongside boys in secondary education



NIGERIA
Nigeria for Women Project
$100 million
Promoting women's livelihoods through affinity groups

Adolescent Girls Initiative for Learning and Empowerment
$500 million
Helping to keep teenage girls in school

MADAGASCAR
Human Capital Development Policy Operation
$100 million
Improving the delivery of health and education services and stronger legal frameworks for the protection of women and children

ZAMBIA
Girls' Education and Women's Empowerment and Livelihoods Project
$142 million additional financing
Expanding livelihood support for women and increasing access to secondary education for disadvantaged adolescent girls

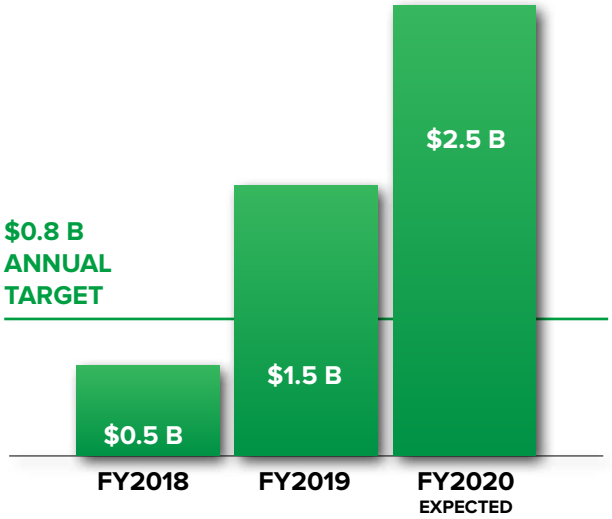
SWEDD COUNTRIES
Benin, Burkina Faso, Cameroon, Chad, Côte d'Ivoire, Guinea, Mali, Mauritania and Niger
$270 million of new financing

MOZAMBIQUE
Harnessing the Demographic Dividend Project
$75 million
Increasing empowerment and access to education and employment opportunities for targeted youth

ADDRESSING FRAGILITY AND CONFLICT

By 2030, half of the world's extreme poor will be living in fragile settings in a handful of countries, most in Sub-Saharan Africa. Ending extreme poverty will require engaging effectively in these settings using innovative approaches. Under the Africa Human Capital Plan, the World Bank has renewed its commitment to provide increased and more tailored support to address the drivers of fragility, conflict, and violence (FCV) in Africa and mitigate the impacts of fragility on human capital.

ANNUAL WORLD BANK COMMITMENTS FOR FRAGILE COUNTRIES IN AFRICA



The World Bank is preparing $2.5 billion in new investments in fragile countries in FY2020[2]. This surpasses the $1.5 billion in human development projects invested in fragile countries in Africa in FY2019, which was already well above the 2023 target of $831 million.

In FY2020, investments in fragile countries represent 40 percent of the World Banks's total human development investments. Progress will be sustained with more investments and high-quality interventions, which includes additional funding under IDA19 for cross-border programs in the Sahel, the Lake Chad region, and the Horn of Africa.

Across all efforts, it is vital to address the different risks and opportunities that women and men face in FCV situations. Women must fully participate in post-conflict transition operations, whether in the demilitarization and demobilization agenda or in fast-disbursing community-driven development projects. These projects must also embrace innovative solutions, such as the use of technology to monitor and manage activities with remote support.

[2]Since the Plan launched, the definition of FCV countries has shifted. The target is based on the FY2019 list of fragile situations, while FY2020 results follow the most recent list of fragile situations.

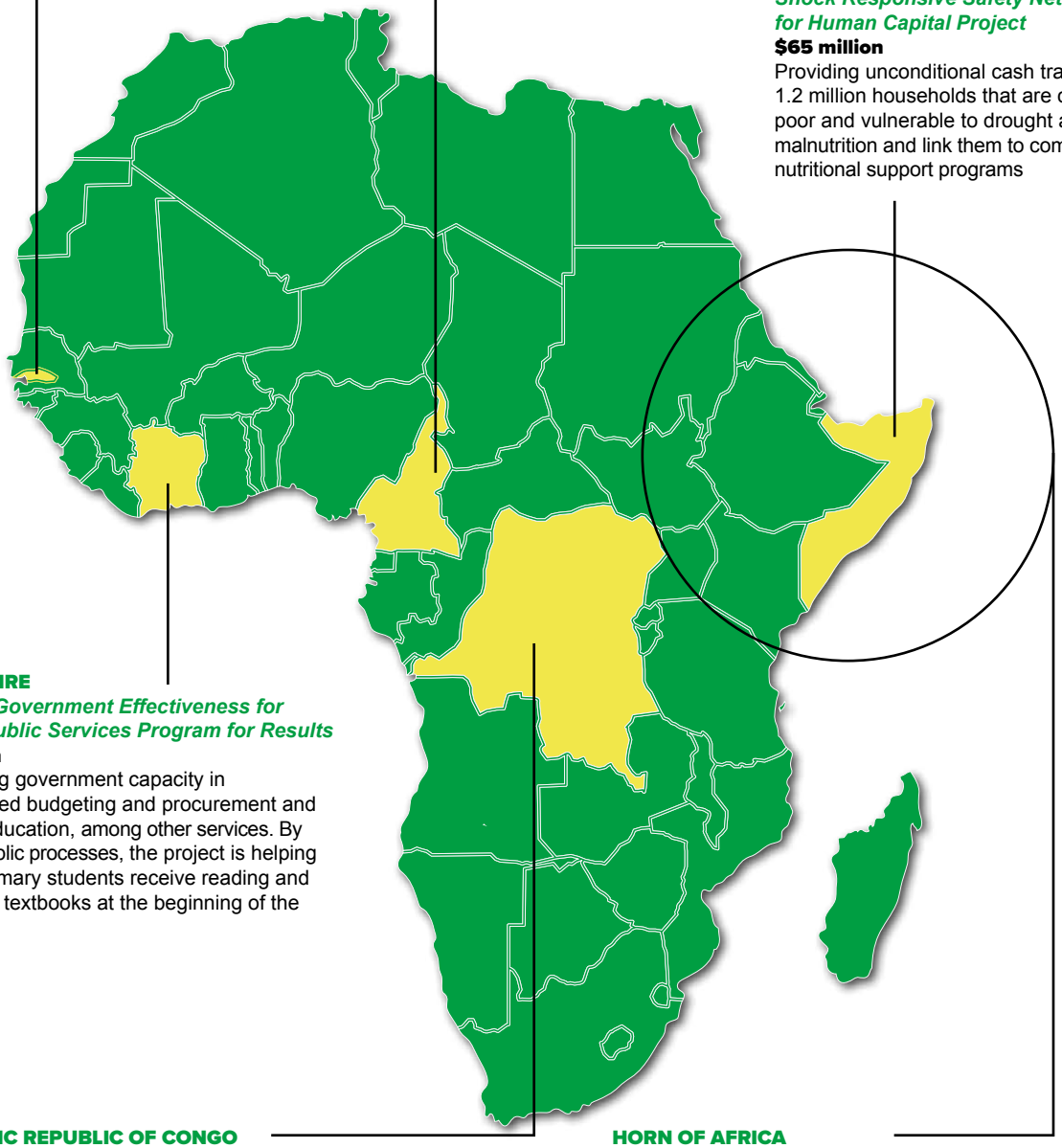
PROJECT SNAPSHOTS

Selection of projects approved or under preparation since the 2019 launch of the Africa Human Capital Plan

THE GAMBIA
Universal Health Coverage for Human Capital Development
$50 million
Improving utilization and quality of essential health services and financial protection

CAMEROON
Secondary Education and Skills Development Project
$125 million
Increasing equitable access to quality general secondary education and market-relevant technical and vocational training, with a focus on girls

SOMALIA
Shock Responsive Safety Net for Human Capital Project
$65 million
Providing unconditional cash transfers to 1.2 million households that are chronically poor and vulnerable to drought and malnutrition and link them to complementary nutritional support programs



CÔTE D'IVOIRE
Enhancing Government Effectiveness for Improved Public Services Program for Results
$100 million
Strengthening government capacity in program-based budgeting and procurement and delivery of education, among other services. By solidifying public processes, the project is helping to ensure primary students receive reading and mathematics textbooks at the beginning of the school year

DEMOCRATIC REPUBLIC OF CONGO
Multisectoral Nutrition and Health Project
$502 million
Increasing the use of nutrition-specific and nutrition-sensitive interventions targeting 2.5 million children under the age of two and 1.5 million pregnant and lactating women

HORN OF AFRICA
Horn of Africa Initiative
$1.55 billion from the World Bank and other partners
Fostering economic integration and regional cooperation across Djibouti, Eritrea, Ethiopia, Kenya, and Somalia, including a focus on strengthening epidemic prevention and response capacity, addressing the needs of vulnerable and displaced populations, and preparing the youth for skilled jobs

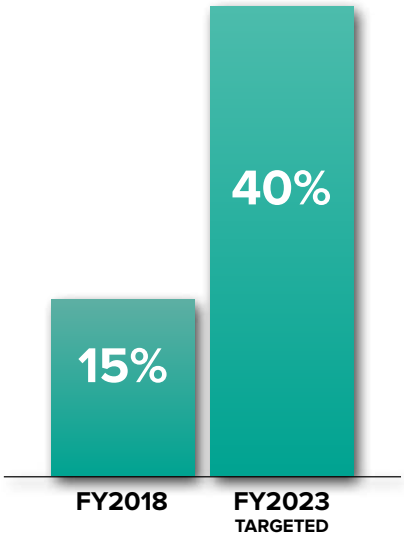
LEVERAGING TECHNOLOGY AND INNOVATION

Technology and innovations offer countless opportunities to address supply and demand-side constraints to human capital acceleration. Technologies can improve the quality of social services, while reducing costing and increasing access. They can help target those who need services the most and build better management systems. The Africa Human Capital Plan calls for ambitious leverage of technology and other innovations, such as behavioral elements, by scaling up investments, advocating and raising awareness, and promoting analytics.

SCALED UP INVESTMENTS

The World Bank is working to increase the portion of investments in human capital that incorporates technological solutions and other innovations, starting with 15 percent of projects in FY2018 and reaching 40 percent of all human capital operations by FY2023. Fiscal year 2020 witnessed a significant increase in human development projects that use technology and innovations.

SHARE OF HUMAN CAPITAL INVESTMENTS THAT INCORPORATE TECHNOLOGICAL SOLUTIONS AND OTHER INNOVATIONS



ADVOCACY AND AWARENESS

The World Bank is also focused on using technology to enhance project delivery and results on human capital. Project teams in Africa have benefited from training on applying blockchain, artificial intelligence, machine learning, and other innovative tools to human capital projects. Since the launch of the Africa Human Capital Plan, training on the Geo-Enabling Initiative for Monitoring and Supervision (GEMS) jumped from 150 to 450 projects, encompassing over 2,000 World Bank clients, partners, and field staff in nearly 30 African countries. GEMS is a tool for project monitoring, supervision, safeguards, procurement, and impact evaluation. It offers geolocated data, with a focus on fragile countries.

Rich geotagged data on more than 100,000 subprojects and activities in Africa have been collected through GEMS. In Mali, for example, over 8,000 project activities have been mapped for increased portfolio coordination through GEMS. Clients and project teams have used the GEMS methodology and tools to enhance their operations related to nutrition, education, and health. Many projects saw a significant impact on measuring project outcomes that support the human capital agenda.

ANALYTICS

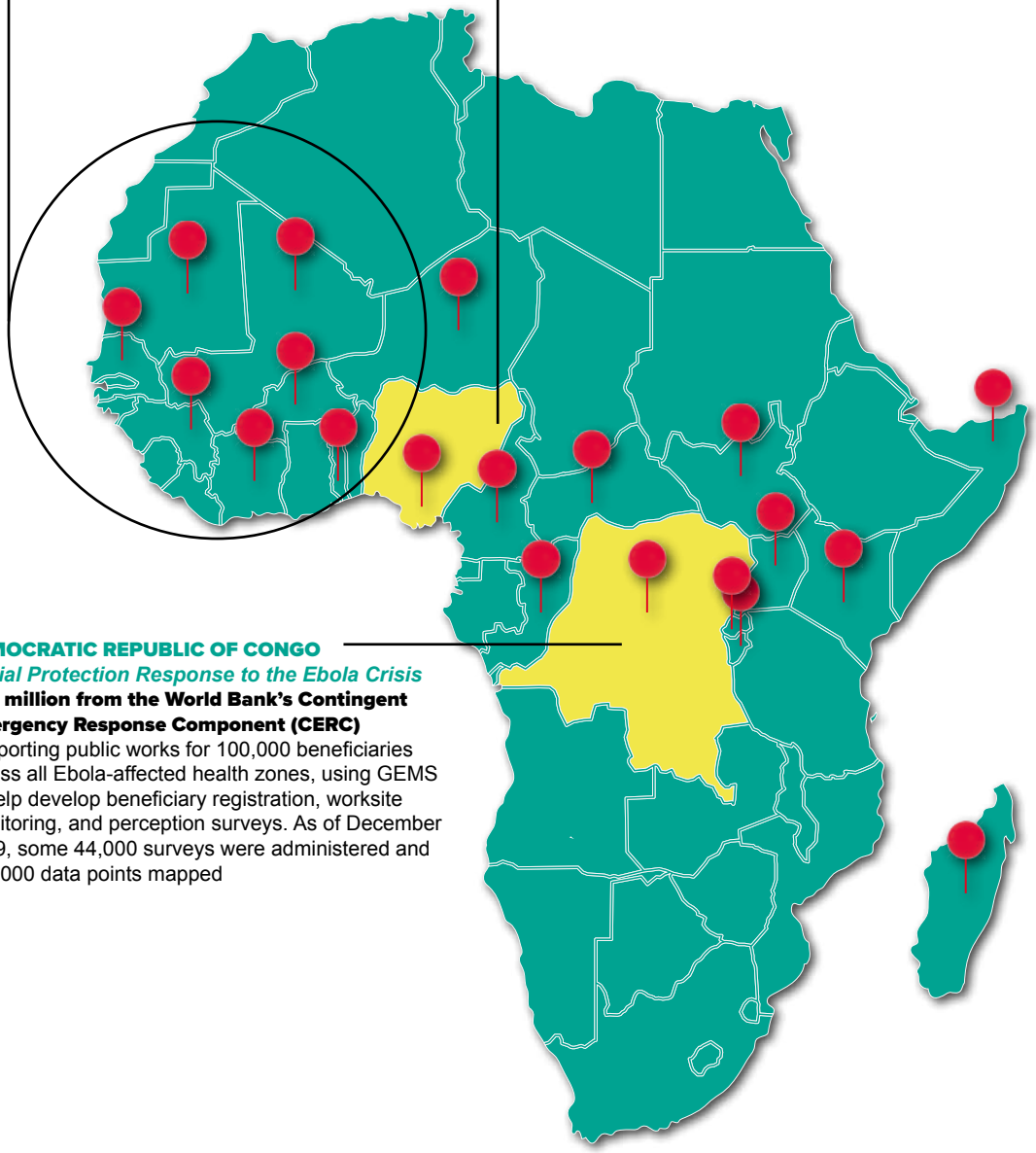
The World Bank is producing success stories and promoting evaluations to improve how technology and other innovative solutions are applied to human capital challenges. For example, its ongoing work in behavioral sciences indicates opportunity to maximize the impact of investments by focusing on how people make decisions. Behavioral designs have been incorporated into cash transfer programs in Madagascar, Kenya, Tanzania, and Ghana and results are being rigorously evaluated to measure impacts ranging from boosts in children's cognitive development to increases in savings and productive investments.

PROJECT SNAPSHOTS

Selection of projects approved or under preparation since the 2019 launch of the Africa Human Capital Plan

WEST AFRICA
West Africa Unique Identification for Regional Integration and Inclusion Program – Phase 2
$273 million
Facilitating access to services for millions of people by building a digital identification system that is inclusive of all persons in the Economic Community of West African States (ECOWAS) territory, irrespective of nationality, citizenship, or legal status

NIGERIA
Innovation Development and Effectiveness in the Acquisition of Skills (IDEAS) Project
$200 million
Enhancing the quality and relevance of skills development in Nigeria, with a focus on improving technical and vocational training. It will make use of the country's emerging ICT infrastructure and support the introduction and dissemination of technology-based solutions in teaching and learning, as well as in the management and monitoring of skills development



DEMOCRATIC REPUBLIC OF CONGO
Social Protection Response to the Ebola Crisis
$50 million from the World Bank's Contingent Emergency Response Component (CERC)
Supporting public works for 100,000 beneficiaries across all Ebola-affected health zones, using GEMS to help develop beneficiary registration, worksite monitoring, and perception surveys. As of December 2019, some 44,000 surveys were administered and 910,000 data points mapped

COUNTRIES WHERE GEMS IS BEING USED
Burkina Faso, Burundi, Cameroon, Central African Republic, Côte d'Ivoire, Democratic Republic of Congo, Guinea, Kenya, Madagascar, Mali, Mauritania, Niger, Nigeria, Republic of Congo, Rwanda, Senegal, Somalia, South Sudan, Togo, and Uganda

BUILDING KNOWLEDGE AND PARTNERSHIPS

A more robust knowledge base reinforces the case for human capital, informs investments, and strengthens accountability. Since the launch of the Africa Human Capital Plan, the World Bank has developed numerous measurement tools, reports, and knowledge products to aid countries and the development community in filling knowledge gaps on human capital challenges and solutions.

Human capital development is a key topic in the World Bank's core knowledge products, such as country economic memorandums, poverty assessments, and economic updates. Impact evaluations are also being widely applied to assess what works in improving human capital, including a focus on gender-related questions. New Public Expenditure and Institutional Reviews (PEIRs) are being conducted to formulate recommendations to better align policies, expenditures, and institutions toward human capital results.

Many countries are using analytical work to examine core human capital challenges, such as maternal mortality in Côte d'Ivoire, infant mortality in Benin, gender equality in educational attainment in Togo, and learning poverty in Guinea. World Bank human development and infrastructure teams are working together in several counties to use geo-tagged data in analyzing the availability and reliability of electricity and roads that service schools and health centers.

Case studies, thematic research, and a series of seminal books on malnutrition, poverty, labor markets, skills, and safety nets have also provided new insights into addressing human capital challenges.

WHAT GETS MEASURED GETS DONE

The Human Capital Index (HCI) measures the human capital of the next generation and shortfalls in productivity given the risks of poor human capital currently prevailing in a country. Thirty-seven of the 48 Sub-Saharan African countries will have an updated HCI score in 2020. In order to examine within country differences and highlight potential for targeting, the index has been disaggregated by socio-economic status (in 27 countries) and by geographic area (in six countries). In 2020, a gender disaggregated HCI will be available for 25 African countries.

The HCI Compass is a guidance tool to identify a strategic list of policies, legal frameworks, and aspects of service delivery that are associated with good human capital outcomes. Countries can use the tool to track progress in implementing reforms relevant to HCI outcomes using a set of intermediate measures to monitor policy actions and service delivery results. It is being piloted in Senegal.

Measuring returns to human capital is an important aspect of an extended version of the HCI under preparation to shed light on labor market "utilization" of human capital. This metric will be useful to highlight labor market conditions across Sub-Saharan African countries. It will examine how effectively human capital investments in children generate returns to the income and earnings of adults.

New harmonized service delivery indicators (SDI) on education have been developed in 10 African countries: Kenya, Madagascar, Mozambique, Niger, Nigeria, Senegal, Sierra Leone, Tanzania, Togo, and Uganda. This new education SDI, together with the already harmonized health SDI, will be instrumental in unpacking human capital challenges in Africa and beyond.

RESEARCH SNAPSHOTS

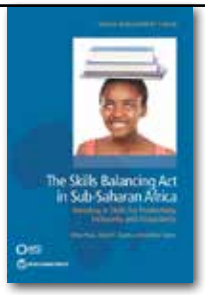
Selection of 2019-2020 publications

FUTURE OF WORK IN AFRICA

Describes the roles of skills, informality, and social protection in unleashing the promise of digital technologies for all. Sub-Saharan African countries could benefit from well-harnessed technological adoption, but supportive policies and investments are needed to ensure lower-skilled and lower-educated workers benefit and to spur entrepreneurial risk-taking and job transitions.

THE SKILLS BALANCING ACT IN SUB-SAHARAN AFRICA: Investing in Skills for Productivity, Inclusivity, and Adaptability

Examines the balancing act that individuals and countries face in making productive investments in both a wide range of skills – cognitive, socio-emotional, and technical – and a wide range of groups – young children through working adults.

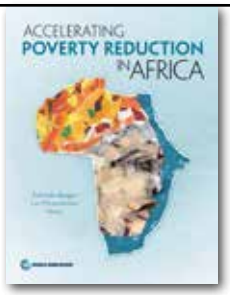


ALL HANDS ON DECK: Reducing Stunting through Multisectoral Efforts in Sub-Saharan Africa

Provides country authorities with a holistic picture of the gaps in access to the drivers of nutrition within countries to assist them in the formulation of a more informed, evidence-based, and balanced multisectoral strategy against undernutrition.

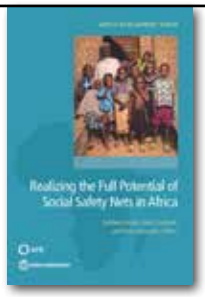
ACCELERATING POVERTY REDUCTION IN AFRICA

Explores critical policy entry points to address the demographic, societal, and political drivers of poverty; improve income-earning opportunities both on and off the farm; and better mobilize resources for the poor.



REALIZING THE FULL POTENTIAL OF SOCIAL SAFETY NETS IN AFRICA

Argues that for the potential of social safety nets to be realized, smart technical and design choices must be made along with decisive shifts in three critical spheres: political, institutional, and financial.



BUILDING KNOWLEDGE AND PARTNERSHIPS

"THE AMBITIOUS NEW AFRICA HUMAN CAPITAL PLAN SHOULD GIVE US A REASON TO BE HOPEFUL THAT WE ARE ON THE RIGHT PATH TO EFFECT A LASTING CHANGE IN OUR STRUGGLE TO BUILD HUMAN CAPITAL AND DRIVE OUR NATIONS' ECONOMIC GROWTH"

His Majesty King Letsie III of Lesotho

PARTNERSHIPS AND COLLABORATIONS

The Africa Human Capital Plan emphasizes rallying partners around the human capital agenda to share knowledge, increase coverage and impact, reinforce dialogue, and foster innovation. The World Bank has been working toward closer cooperation with a range of development partners on policy alignment, research and analysis, advocacy, and financial and technical assistance to African countries to accelerate human capital outcomes. Both bilateral and multilateral partners indicate broad policy and programmatic alignment with the Africa Human Capital Plan and its focus on empowerment of women and girls.

A high-level roundtable discussion on Africa's human capital potential at the 2019 World Bank Group Annual Meetings affirmed development partners' support, as did the IDA19 replenishment discussions. Delegates recognized human capital as an IDA19 cross-cutting theme and endorsed related policy commitments across all IDA special themes.

The International Monetary Fund (IMF) has also issued a new strategy underscoring the importance of social sector investments, and partners from the International Finance Corporation (IFC), the private sector, the development community, and non-government organizations are increasing investments in human capital in Africa.

The Global Financing Facility (GFF), a financing mechanism hosted by the World Bank, supports key components of the Human Capital Project by prioritizing cost-effective and often neglected investments in reproductive, maternal, newborn, child, and adolescent health and nutrition. GFF currently finances 21 of the bottom 30 countries in the Human Capital Index, with efforts to end maternal, newborn, and child mortality and to reduce stunting in children under five years old. The Gates Foundation became the first financier of a new Human Capital Trust Fund, and the World Bank is a partner for Global Citizen's 2020 campaign that has human development at its core.

Such cooperation among partners can lead to more consistent and better coordinated support for human capital development in African countries. The World Bank is planning a Human Capital Summit in Africa, which will provide the next opportunity to reinforce partnerships.

AFRICAN HUMAN CAPITAL CHAMPIONS

The Africa Human Capital Plan aims to mobilize 15 regional champions by 2023. Several prominent innovators and influencers have already signed on and engaged, including the following. They bring their expertise and voice to driving investments in Africa's people.

His Majesty King Letsie III of Lesotho was the keynote speaker at the launch of the Africa Human Capital Plan at the 2019 World Bank Spring Meetings in Washington, D.C. He highlighted investments in human capital as essential for long-term, sustainable economic growth, and urged partners and leaders to take action.

Zouera Youssoufou, CEO of the Dangote Foundation, also attended the meetings on behalf of founder **Aliko Dangote**. He spoke about the importance of innovation and mobilizing traditional and nontraditional stakeholders at a panel on the economic and social case for investments in people.

Peter Tabichi, a teacher from Kenya and Winner of the 2019 Global Teacher Prize, shared his approach in the classroom, his passion for teaching science, and the critical need to get more girls in school.

DJ Switch, the 11-year-old DJ from Ghana and aspiring gynecologist, issued an impassioned call to action for leaders. She urged them to invest in the children of Africa, quality education, and gender equality.

AFRICA HUMAN CAPITAL PLAN: RESULTS FRAMEWORK

INDICATORS FOR THE WORLD BANK AFRICA REGION

Scaling up World Bank financing for human capital results	Annual volume of IBRD/IDA commitments for human development sectors
	Number of World Bank global practices with targets on human capital in the region
	Share of concessional core IDA commitments for human development in country portfolios
	Share of development policy operations with a significant human capital focus
Tackling critical human capital challenges: Demographic change	Number of high-fertility countries with integrated or coordinated projects across sectors to support women empowerment and the demographic transition
Tackling critical human capital challenges: Fragility	Annual volume of IBRD/IDA commitments for human development projects in FCV countries
Leveraging technology and innovations in support of human capital outcomes	Percentage of operations with a human capital focus making use of technology to improve outcomes
Advocacy, knowledge, and communications	Number of human capital project countries with prioritized human capital plans
	Share of country work programs that include advisory services and analytic tasks with a human capital focus
	Number of partnerships or coalitions supported by the World Bank around the human capital agenda in Africa, including with development partners, CSOs, faith organizations, and traditional leaders
	Number of African Human Capital Champions and influencers mobilized on the human capital agenda
	Level of online engagement on Africa Human Capital Plan communication products: Number of visits to Africa Human Capital Plan webpage
Making country teams stronger and leveraging partnerships	Number of countries in which the World Bank has undertaken a portfolio analysis to identify opportunities for increased coordination and convergence (e.g., geographic) to advance the human capital agenda longer term

FY2018 (BASELINE)	FY2019	FY2020 (EXPECTED)	FY2023 (TARGET)
$4.1 B	$3.2 B	$7.5 B	$5 B
4			7
24%	22%	34%	45%
61%			At least 70%
7	9	17	20
$514 M	$1, 500 M	$2,500 M	$831 M
Less than 15%			40%
7	8	9	30
		81%	90%
0		6	10
5	5	8	15
0	5,964	6,938	15,000
0	4	9	20

#InvestInPeople

http://www.worldbank.org/humancapital