

Human Rights, Inclusion and Empowerment Umbrella Program

Progress Report

JANUARY 1 — DECEMBER 31, 2021



WORLD BANK GROUP
Social Sustainability & Inclusion



**HUMAN RIGHTS
INCLUSION
EMPOWERMENT**

Public Disclosure Authorized



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Abbreviations

CDD	community-driven development
COVID-19	coronavirus disease 2019
CRPD	Convention on the Rights of Persons with Disabilities
CSO	civil society organization
ESF	Environmental and Social Framework
FCV	fragility, conflict, and violence
GBV	gender-based violence
GGP	Governance Global Practice
GM	grievance mechanism
GPSA	Global Partnership for Social Accountability
GRM	grievance redress mechanism
HRBA	human rights-based approach
HRE	Human Rights Education
HRIE Umbrella	Human Rights, Inclusion and Empowerment Umbrella Program
HRITF	Human Rights, Inclusion and Empowerment Trust Fund
IDA	International Development Agency
ILO	International Labour Organization
IPF	investment project financing
IPP	Indigenous Peoples Plan
KSB	Knowledge Silo Breaker
LGBTI	lesbian, gay, bisexual, transgender, and intersex
MOTIVE	Motivators for Training
MSSRP	Municipal Services and Social Resilience Project
NTF	Nordic Trust Fund
OECD	Organisation for Economic Co-operation and Development
OHCHR	Office of the United Nations High Commissioner for Human Rights
PC	Partnership Council
PMT	Program Management Team
SCRCCP	Santa Cruz Road Connector Corridor Project
SDG	Sustainable Development Goal
SIDA	Swedish International Development Cooperation Agency
SOGI	sexual orientation and gender identity
SSI	Social Sustainability and Inclusion Global Practice
TTL	task team leader
UDHR	Universal Declaration of Human Rights
UN	United Nations
WBG	World Bank Group
WEI	Worldwide Exclusion Indicator



Foreword

The year 2021 presented difficulties worldwide. The coronavirus disease 2019 pandemic posed challenges for the respect and implementation of all human rights. People living in poverty or who were already marginalized or excluded were most severely affected.

Protracted humanitarian crises and fragility, violence, and conflict situations pushed millions of people to the brink of survival.¹ Climate change continued to threaten human well-being in many places and disproportionately affected marginalized persons and groups. Human rights were at stake at every turn.

During crises, the protection of human rights and citizen engagement are more important than ever. The core of international human rights is that government respect, protect and fulfill human rights (obligations). Individuals and groups are not passive recipients, but agents who want to actively participate in society. The severe, protracted crises in the world have increased the importance of the Human Rights, Inclusion and Empowerment Trust Fund, which can play an important role in identifying innovative solutions for protecting and promoting human rights.

¹ Vanessa A. Boese, Nazifa Alizada, Martin Lundstedt, Kelly Morrison, Natalia Natsika, Yuko Sato, Hugo Tai, and Staffan I. Lindberg. 2022. Autocratization Changing Nature? Democracy Report 2022. Varieties of Democracy Institute (V-Dem). https://v-dem.net/media/publications/dr_2022.pdf.

In 2021, the Human Rights, Inclusion and Empowerment (HRIE) Umbrella Program supported several important initiatives of the World Bank Group at global, regional, and country levels. It helped Bank staff to apply a human rights lens in the analysis, design, implementation, and monitoring of interventions. Most of the grants seek to support some of the most marginalized groups in society who are more difficult to reach than ever. In-person consultations, focus group discussions, and trainings remained severely limited due to pandemic measures. In this environment, grant teams developed new partnerships with local civil society organizations with strong community relationships and utilized digital tools to implement consultations and trainings on human rights issues.

Grants implemented throughout 2021 advanced the human rights agenda in the World Bank and beyond by supporting the inclusion of disadvantaged groups, such as persons with disabilities, Indigenous Peoples, ethnic minorities, the elderly, and lesbian, gay, bisexual, transgender, and intersex (LGBTI) people. Many of the grants consider human rights issues with regard to intersectionality, including women and girls in settings of fragility, conflict, and violence; female migrants; rural women and girls; and the rights of women with disabilities.

The analytical work our grants supported, such as gender and transport in Africa, the report on human trafficking, systematic work on disability inclusion, the practical how-to note on designing human rights-based grievance redress mechanisms in development projects, and the survey on the lives of LGBTI people in the Western Balkans, are directly informing the Bank's country dialogue with governments, as well as strengthening the design of policy engagements and investments projects. Analytical work supported by the HRIE Umbrella Program is also being incorporated into strategic frameworks and documents, such as Systematic Country Diagnostics, Country Partnership Frameworks, and Country Economic Memoranda. Feedback from grant teams reveals that the human rights perspective is more relevant than ever, and the demand from governments for support of their human rights agenda is growing.

I wish to thank our development partners Canada, Finland, Germany, Iceland, The Netherlands, Norway, Sweden, and the United Kingdom for their important contributions to one of the most critical issues in the world today. To use the words of António Guterres, Secretary-General of the United Nations, speaking of human rights: "Every door you open helps promote opportunity. Every right you secure is another brick in the building of a better world."

Louise Cord

Global Director for Social Sustainability and Inclusion

Acknowledgments

The 2021 annual progress report for the Human Rights, Inclusion and Empowerment (HRIE) Umbrella Program was written by a team led by Sabina A. Espinoza (Consultant) and Margot Skarpeteig (Program Manager), with contributions by Claudia Concha (Consultant), Anna-Maria Eftimiadis (Senior Partnership Specialist), Bjarney Friðriksdóttir (Senior Program Officer), Peggy Margaret Johnston (Consultant), and Kimie Velhagen (Knowledge Management Specialist). The report was prepared under the guidance of Global Director Louise Cord and Practice Manager Ingo Wiederhofer of the Social Sustainability and Inclusion Global Practice.

The HRIE Umbrella Program Management Team is grateful for inputs from task team leaders and grant teams across the World Bank and extends its gratitude to development partners Canada, Finland, Germany, Iceland, the Netherlands, Norway, Sweden, and the United Kingdom for their generous contributions and outstanding expertise and collaboration.



CANADA



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SWEDEN



ICELAND



UNITED KINGDOM





01

Introduction

This report summarizes the activities of the HRIE Umbrella Program, covering the period from January 1 to December 31, 2021. The Program is currently supported by eight donors: Canada, Finland, Germany, Iceland, the Netherlands, Norway, Sweden, and the United Kingdom. The United Kingdom joined the development partners in 2021.

While a tentative recovery from the coronavirus disease (COVID-19) pandemic began in 2021, available data show that the recovery is very fragile and uneven.² The poorest countries are facing [deeper and longer-lasting crises](#), together with increased poverty and inequality. Within most countries, the pandemic's impacts are worse for those already at risk of exclusion. Growing global inequalities, a reversal in economic and social development, multiple prolonged violent conflicts, and increased forced displacement point to an unprecedented need to reinforce the understanding of human rights in development efforts.

² Gopalakrishnan, Venkat, Divyanshi Wadhwa, Sara Haddad, and Paul Blake. 2021. "2021 Year in Review in 11 Charts: The Inequality Pandemic." World Bank News feature story, December 21, 2021. <https://www.worldbank.org/en/news/feature/2021/12/20/year-2021-in-review-the-inequality-pandemic>.



Implementation of grants continued to be hampered by the pandemic in 2021 as in-person missions remained exceptional. Most staff of the World Bank Group³ continued to work from home and operational travel was virtually impossible, with very few exceptions. Several grants were accorded extensions to implementation periods because in-country activities were subject to COVID-19 limitations. Some activities linked to the Human Rights, Inclusion and Empowerment Trust Fund (HRIETF) grants were halted or delayed. However, with the support of the HRIE Umbrella Program, task team leaders (TTLs) continued to develop innovative ways of addressing challenges and worked with governments and civil society to reach out to the most marginalized populations. Grant teams continued to effectively strengthen human rights considerations in World Bank operations and analysis.

Objective and Strategic Priorities

The development objective of the HRIE Umbrella Program is to increase and strengthen the understanding and application of human rights principles in the Bank's work.

In 2021, the HRIE Umbrella further advanced three distinct work streams. First, it contributed to incorporating human rights in analytical products and

operations through a grant scheme available across the whole World Bank Group (WBG). Second, it contributed to enhancing the understanding of human rights of staff and management through developing knowledge products. Lastly, it contributed to internal and external partnerships of relevance for analyses and operations supported by the HRIETF.

Human rights, as expressed in the Universal Declaration of Human Rights (UDHR) adopted by the United Nations (UN) General Assembly, international and regional treaties, and national laws, are rights that are inherent to all human beings. Human rights apply regardless of sex, national or ethnic origin, sexual orientation or gender identity, religion, language, disability, or any other status. Almost all member countries of the World Bank have ratified at least one UN human rights treaty, and 80 percent have ratified four or more human rights treaties.

Human rights are the backbone of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs). The agenda features equality and nondiscrimination and the commitment to "leave no one behind" as key principles. In line with this, the World Bank's Environmental and Social Framework (ESF), launched in October 2018, embeds human rights principles, including transparency, accountability, participation, and non-discrimination. These principles guide the Bank's approach in avoiding adverse impacts on human rights through the investment lending projects it finances and its support to member countries.

³ The organizations that constitute the World Bank Group are the International Bank for Reconstruction and Development, International Development Association, International Centre for Settlement of Investment Disputes, International Finance Corporation, and Multilateral Investment Guarantee Agency.

As the world is still grappling with the COVID-19 pandemic two years after its outbreak, the HRIETF's objective of strengthening human rights throughout the Bank's development work is more relevant than ever. Engagement around human rights remains challenging in many countries. The pandemic has aggravated concern about human rights situations globally. Human rights organizations have decried the impact of pandemic measures, such as lockdowns or quarantine requirements on access to food, water, health care, education, support services for people with disabilities, and survivors of gender-based violence (GBV). There has also been concern that tracking systems or other technologies used to implement public health measures need to be transparent and subject to oversight to avoid possible human rights abuses.⁴

Working within the limits of its mandate, the World Bank may support its members to realize their human rights obligations. Several key World Bank documents make references to human rights. The World Bank Strategy for Fragility, Conflict, and Violence 2020-2025 contains references to human rights. The vision statement in the 2016 World Bank Environmental and Social Framework states that the Bank's activities will support the realization of human rights expressed in the UDHR and, in a manner consistent with its Articles of Agreement, it "will continue to support its member countries as they strive to progressively achieve their human rights commitments." The 2030 agenda is also based firmly on human rights. It rests on the principle of leaving no one behind and respect for people's rights and dignity.

The human rights-based approach (HRBA) provides a thorough way of addressing the possible risks that development operations can pose, particularly to some of the most marginalized groups. This is recognized in the ESF, which explicitly states the Bank's commitment to avoid adverse impacts and "continue to support its member countries as they strive to progressively achieve their human rights commitments." The ESF is accompanied by the Bank Directive on Addressing Risks and Impacts on Disadvantaged or Marginalized Individuals or

Groups, which sets out mandatory requirements for staff related to identifying disadvantaged or marginalized individuals or groups and the process for developing differentiated measures to address their particular circumstances.

The HRIE Umbrella Program is committed globally to removing the particular barriers that people face based on their identities (see figure 1). Throughout its grant work and learning activities, the Program emphasizes the importance of considering intersectionality since different dimensions of identity combined reinforce and increase disadvantage. Among the identities are gender, sexual orientation and gender identity (SOGI), disability, age, migrant or refugee status, race and ethnicity, and many others that will vary among different country and local contexts.

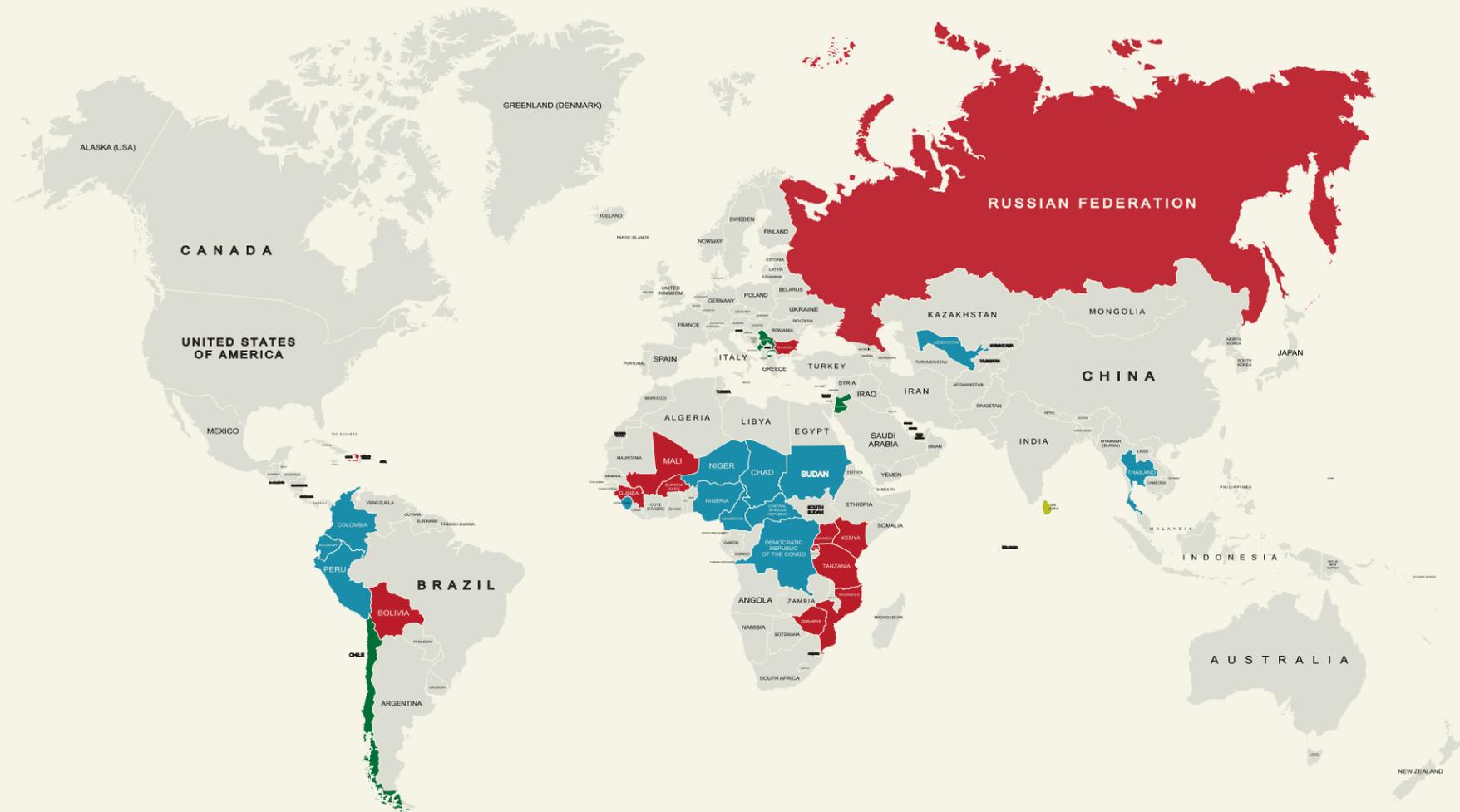
Housed in the Social Sustainability and Inclusion Global Practice (SSI), the HRIE Umbrella Program facilitates continuous active knowledge exchange and sharing of good practices with World Bank experts working on gender, GBV, conflict and fragility, Indigenous Peoples, and social inclusion, and with the global advisers on disability and SOGI. Beyond the support for ongoing grants and the new call for proposals, the HRIE Umbrella Program Management Team (PMT) continued to foster internal and external partnerships, including as part of the Working Group on Human Rights and Sustainable Development.

Chapter 2 provides implementation insights from grant task teams. In particular, they report challenges and opportunities faced during the ongoing COVID-19 pandemic. Chapter 3 offers a summary of different knowledge and communication activities and reports on the strategic partnerships of the HRIE Umbrella Program. The risk factors affecting the sustainability and effectiveness of the HRIE Umbrella's activities are described in chapter 4. The final chapter charts the path ahead for the HRIE Umbrella. Found in the four appendixes are the unaudited trust funds financial report, a list of the grants funded in 2021, financial contributions, and the monitoring and evaluation framework.

⁴ Human Rights Watch. 2021. Future Choices – Charting an Equitable Exit from the Covid-19 Pandemic. New York: Human Rights Watch. <https://www.hrw.org/report/2021/03/04/future-choices/charting-equitable-exit-covid-19-pandemic>.

FIGURE 1

OVERVIEW MAP OF ALL GRANTS FUNDED BY THE HRIETF



SOURCE: World Bank.



Infrastructure

- 150,000 Zimbabwe
- 100,000 Bolivia
- 250,000 **World**
- 300,000 Russian Federation
- 230,000 **Multi-regional**
- 250,000 Haiti
- 120,000 Rwanda / Kenya / Tanzania
- Uganda / Zimbabwe
- Mozambique / Cameroon
- Mali / Guinea / Burkina Faso
- 300,000 Bulgaria



Governance, Inclusive Institutions and Empowerment

- 250,000 North Macedonia / Serbia
- 250,000 **World**
- 200,000 **MENA**
- 200,000 **World**
- 175,000 **World**
- 200,000 Jordan
- 250,000 Chile
- 200,000 Montenegro / North Macedonia
- Serbia
- 290,646 **World**



Fragility, Conflict, Violence, and Forced Displacement

- 200,000 Cameroon / Chad / Niger
- 830,065 **World**
- 250,000 Congo, Dem. Rep.
- 146,077 Uzbekistan
- 250,000 Nigeria
- 200,000 Sierra Leone
- 150,000 Central African Republic
- 250,000 Thailand
- 245,000 Colombia / Peru
- 1,500,000 Ecuador
- 200,000 Democratic Republic of Congo
- 250,000 Sudan
- 130,000 **World**
- 250,000 **World**



Social Inclusion

- 250,000.00 **World**
- 250,000.00 Sri Lanka
- 250,000.00 **World**
- 250,000.00 **Multi-regional**
- 250,000.00 **World**

ALL FIGURES ARE IN US DOLLARS



SOURCE: HRIE grant team in Bolivia

02 Implementation of the Grant Program

This chapter provides information on the ongoing grant work, including results from grants that closed during calendar year 2021, as well as preliminary results and impact stories from the grant program. It provides direct insights into grant implementation by TTLs.

Grant teams have developed multiple ways of adapting their work within the pandemic context over the past two years. In 2021, the Program implemented 36 active grants, and 19 of those were new grants following a competitive call for proposals during which 69 proposals had been submitted.

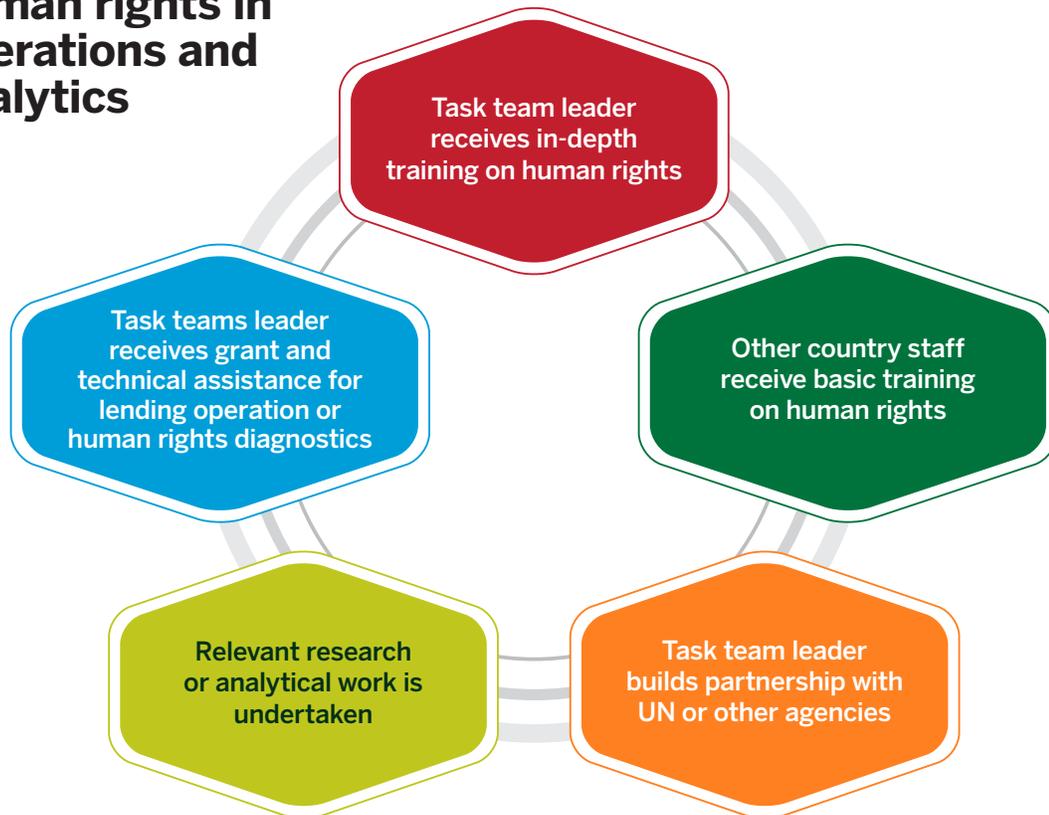
The HRIETF has five thematic funding windows that reflect its strategic priorities: (i) infrastructure; (ii) governance, inclusive institutions, and empowerment; (iii) fragility, conflict, violence, and forced displacement; (iv) social inclusion; and (v) research and evaluation. Throughout the funding windows, the secretariat for the HRIE Umbrella Program attempted to give grant teams sufficient tools to accomplish their plans by providing a systematic approach to integrating human rights through training, relevant research, technical assistance, and internal and external partnerships, in line with recommendations by the Office of the United Nations High Commissioner for Human Rights (see figure 2).⁵

⁵ The HRIETF followed four recommendations by the Office of the United Nations High Commissioner for Human Rights aimed at integrating human rights.

FIGURE 2

A SYSTEMATIC APPROACH TO INTEGRATING HUMAN RIGHTS INTO DIAGNOSTICS AND GRANT ACTIVITIES

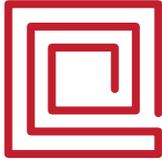
Integrating human rights in operations and analytics



SOURCE: World Bank.

From across the Bank, senior managers were assigned to drive the decision-making on human rights grants. Cross-functional personnel were involved in the process to build understanding, know-how, and a sense of common purpose. The HRIETF also identified and drew on internal and external human rights expertise and consulted internal and external stakeholders to identify and respond to their expectations. Lastly, it contributed to better targeting excluded groups and monitor whether they benefit from development interventions in a manner consistent with their rights. By following these principles, the chance of sustainable change increases.

Rather than describing all 2021 grant activities in detail, this chapter provides implementation highlights and describes how the work of the HRIE Umbrella Program contributes to mitigating the possible risks posed by Bank operations and fosters the sustainability of development outcomes. The grants included in this progress report provide insights into the four focal thematic areas financed by the HRIETF. They were chosen based on implementation status. An overview of grants supported during 2021 is found in appendix B.



Infrastructure Grants

The World Bank Group helps developing countries build infrastructure that can support inclusive and sustainable growth. Infrastructure plays an important role in economic development.

It not only connects people to markets and jobs, but also allows them to participate actively in all spheres of society, including social, cultural, and political spaces. They can facilitate the realization of socioeconomic as well as civil, political, and cultural human rights.

Over the past two years, the HRIE Umbrella Program has experienced a rapid rise in demand from World Bank infrastructure teams. There is an increasing recognition that respect for human rights and an understanding of who is affected and served by infrastructure projects is vital for sustainable World Bank engagement in this area. In 2021, the Program supported infrastructure grants in Bolivia, Haiti, the Russian Federation,⁶ and Zimbabwe. It also financed two global grants focusing on the role of transport as it relates to women exercising their rights to work, health, and education and respect for human rights in cybersecurity operations financed by the Bank.



6 Following the Russian invasion of Ukraine, the World Bank [announced on March 2, 2022](#) that it would stop all its programs in Russia (and Belarus) with immediate effect. At the time of writing, the grant Promoting Inclusion of Persons with Disability and Indigenous Peoples in Russia is being repurposed. To date, total spending under the Trust Fund (commitments and actuals) totaled \$72,000. The proposed new budget allocations to complete the remaining tasks are \$123,000 for the digital inclusion work in Central Asia and \$105,000 for the work on Indigenous Peoples standards and good practice for commercial development within their territories.

Affordable access to energy for all

The HRIETF is financing analytical work to inform the expansion of affordable access to energy in Zimbabwe under the grant “Planning Support and Capacity Building for Power Sector Recovery.” In collaboration with the National Rural Electric Cooperative Association International, the grant

team collected data on access to electricity of different social groups. Findings from the diagnostic will help inform development of a national electrification strategy that addresses marginalized groups in particular. Findings will also be disseminated as part of the HRIETF knowledge and learning series, with a particular view to advancing the conversations around human rights within the energy and broader infrastructure sector.



TTL VOICES FROM ZIMBABWE

PLANNING SUPPORT AND CAPACITY BUILDING FOR POWER SECTOR RECOVERY

Christopher Saunders and Jenny Maria Hasselsten

Access to affordable, reliable, sustainable, and modern energy is a known key enabler to improve most, if not all, areas of development, including human rights. These issues are often not explicitly highlighted in energy projects and are at risk of being overlooked. Including human rights aspects in the preparational phase of the National Electrification Analysis has allowed for proper arrangements to be made at the start and be duly covered. The outcomes of this project in Zimbabwe will serve as an important reference point for future engagements.

Strengthening the rights of indigenous women through infrastructure planning

The grant “Strengthening the Right to Indigenous Participation through the Implementation of a Human Rights-Based Indigenous Peoples Plan” was essential in supporting the social safeguards of the Santa Cruz Road Connector Corridor Project (SCRCCP) in Bolivia. During the preparation of the \$230 million SCRCCP, the implementing agency carried out a social impact assessment which indicated that indigenous women faced risks of GBV and exclusion from economic opportunities. To mitigate these risks, the HRIETF grant funded the development of educational materials, including short videos to improve the training of road workers on the code of conduct, GBV violence prevention, and gender equity.

This grant complemented the implementation of the Indigenous Peoples Plan (IPP) for the Chiquitano and Ayoreo indigenous communities in the project area, reinforcing the IPP’s human rights approach in particular concerning women’s right to live a life free of violence,⁷ the right to equal access to economic opportunities,⁸ and the

right to sexual and reproductive health.⁹ The grant team developed new partnerships with local civil society organizations (CSOs) that directly engage local IP communities to ensure the effective implementation of consultations and training on gender awareness and human rights despite ongoing COVID-19 measures restricting physical access to remote communities.

To strengthen measures related to GBV in the project area, 18 new GBV community promoters were trained to help victims find legal, social, and psychological services; work with the specialized division of the Bolivian Police that targets acts of violence against women; and identify services at municipal hospitals. Additionally, the grant supported the IPP through different activities, such as community training on the right to participate in the design of small infrastructure projects. By including the specific needs of indigenous women, it is expected that the refurbished community infrastructures will strengthen women’s organizational and productive capacities. As a result of the training, the Operational Regulations of the Ayoreo Art House were prepared to reinforce Ayoreo women’s participation in economic activities and management of community assets.

7 The right to live a life free of violence has been recognized by international human rights treaties, including the Belém do Pará Convention and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

8 The United Nations Declaration on the Rights of Indigenous Peoples establishes that indigenous individuals and peoples have the right to enjoy fully all rights established under applicable international and domestic labor law.

9 CEDAW recognized women’s rights to reproductive and sexual health as being key to women’s health.



BOX 1

REALIZING THE RIGHT TO EDUCATION AND HEALTH CARE THROUGH IMPROVED PUBLIC TRANSPORT IN AFRICAN CITIES

A report published in 2021 was financed by the HRIETF grant “Connectivity for Human Capital: Realizing the Right to Education and Health Care through Improved Public Transport in African Cities (2012-2021).” It shines a light on the extent to which national-level commitments to ensuring education and health for all are reflected in concrete transport, education, and health sector policies and targets at the country and city level. It also reveals whether the reality in major urbanized areas in the Sub-Saharan Africa Region is one of equal and adequate access.

Focusing on 10 large cities across the Region, the study uses not only spatial modeling tools, but also policy and survey analysis and insights from interviews with human rights and development practitioners working in the Region. The report provides new evidence on the degree to which health and education opportunities can be physically reached using the existing fixed-route public transport systems. It also identifies who is being left behind across both the urban space and the different dimensions of marginalization, such as poverty, disability, gender, or their intersection.

Source: World Bank. 2021. Connectivity for Human Capital: Realizing the Right to Education and Healthcare through Improved Public Transport in African Cities. Mobility and Transport Connectivity. Washington, DC: World Bank. <https://openknowledge.worldbank.org/handle/10986/35185>.

Fulfilling rights to education and health in rural Haiti through improved transport services

Following the launch of a regional study on the role of transport in realizing human rights in Africa (see box 1), the HRIETF continues to fund innovative work on the intersection of transport infrastructure and the rights to education and health in Haiti. Haiti is the poorest country in the Western hemisphere and one of the poorest in the world, with a gross domestic product per capita of only \$868 in 2018 and a Human Development Index ranking of 168 out of 189 countries in 2018. Limited accessibility to basic services, such as health care, education, and economic opportunities, are key constraints to developing rural areas and exacerbate existing vulnerabilities.

The objective of the grant “Fulfilling Women’s and Girls’ Right to Education and Health in Rural Haiti through Improved Transport Services” is to conduct

a study to assess the mobility characteristics and challenges of rural residents in relation to their ability to fulfill their rights to health care, education, and livelihood security, particularly focusing on the differences between the preferences voiced by women and girls versus men and boys. The analysis will inform the Haiti Rural Accessibility and Resilience Project, a \$108 million investment of the International Development Agency (IDA) to improve rural roads. The study will pay particular attention to women and girls with disabilities.

Building on a baseline survey already underway, the study will allow assessing the actual impact of rural roads improvements implemented as part of the project on gender-differentiated choices and behaviors in the use of education and health care services and income-generating activities. The study will also provide operationally relevant evidence on whether and what additional interventions beyond improving roads are necessary to increase the impact for women and girls.

BOX 2

THE ROLE OF TRANSPORT IN SUPPORTING WOMEN'S RIGHTS

The multiregional grant, “The Role of Transport in Supporting Women to Exercise Their Rights to Work, Health, and Education,” seeks to understand how gender-responsive transport can help women exercise their rights to health, employment, and education. Three products were developed: (i) an analytical note explaining the role of transport in women’s and girls’ enjoyment of the right to health, education, and work by evaluating transport’s role amid international human rights standards and the human rights-based approach; (ii) a systematic review and knowledge synthesis of gender and transport with policy lessons for optimizing access to transport for women and other transport-disadvantaged groups; and (iii) a technical note that identifies how municipal and national governments and public transport operators are addressing gender issues. These documents will enable transport practitioners and human rights advocates to enhance their knowledge. They also will facilitate an HRBA for projects that meaningfully improve women’s access to health education and work; the collection of evidence on gender-responsive transport interventions that improve women’s mobility and accessibility; and an understanding of how to operationalize gender considerations in transport through promising practices around the world.

TTL VOICES FROM HAITI

FULFILLING THE RIGHTS OF WOMEN AND GIRLS TO EDUCATION AND HEALTH THROUGH IMPROVED TRANSPORT SERVICES

Aiga Stokenberga

This grant activity looks at the role of physical access to education, health care, and livelihood opportunities in the rural areas of Haiti. The human rights perspective allows us to understand how the challenges of inadequate transport infrastructure and services are further magnified for population groups that experience marginalization, such as women and girls or people with a disability, and how physical constraints interact with cultural norms that may prevent individual groups from accessing education or health care opportunities.

The pandemic, combined with the major earthquake that shook Haiti in August of 2021, made the team reconsider the timeline for implementing fieldwork activities. Given the limitations, the team moved forward with planning virtual key informant interviews with experts and human rights practitioners on the ground, including UN agencies and local nongovernmental organizations. Its goal was to gain a broader understanding of the constraints, including those related to physical accessibility, faced by marginalized groups in realizing their rights to education and health.

In parallel, the team is starting to prepare the necessary logistics and survey instruments for implementing in-person focus group interviews with the identified marginalized groups (primarily rural women and girls) in Haiti in the summer of 2022, assuming pandemic-related restrictions are significantly reduced.



Barriers and entry points for digital inclusion of persons with disabilities and the elderly in Russia

Access to the internet is recognized as a universal human right.¹⁰ With the increased digitalization of public services, education and employment opportunities, and reduced mobility due to lockdowns, internet access also becomes a critical pathway to realize human rights to education, health, and work or engagement in productive employment, political participation, and equality and freedom from discrimination. While access to information and communication technologies has increased in Russia, persons with disabilities are still less likely to use them. In 2019, 50 percent of respondents with a disability lived in households where personal computers were available, and 57.7 percent had access to the internet. Among working-age persons with disabilities, 62.3 percent lived in households with computers, and 74.4 percent lived in households

with access to the internet, which is much lower than that of the entire population.

The grant's objective has been to identify constraints to realizing internet access and, relatedly, employing persons with disabilities and the elderly in Russia.¹¹ In 2021, the World Bank published the report prepared by the team, [Barriers and Opportunities to Employment for Persons with Disabilities in the Russian Federation](#), with key findings. It features an overview of legislation, social policies, and national programs; an analysis of qualitative data, including the results of expert interviews and focus group discussions; and an analysis of quantitative data, including administrative information from the Ministry of Labor and Social Protection and the Pension Fund of the Russian Federation; and a household survey conducted by the Russian State Statistical Service. A concerted effort was made to include and amplify the voices of persons with disabilities and the organizations representing their interests.

¹⁰ In June 2016, the UN Human Rights Council amended Article 19 of the Universal Declaration of Human Rights to affirm the right of access to the internet. [Section 32](#) on the promotion, protection, and enjoyment of human rights on the internet explicitly recognizes the importance of the internet and information and communication technologies in promoting human rights and socioeconomic development. Please see <https://www.brookings.edu/blog/techtank/2016/11/07/the-internet-as-a-human-right/> and <https://documents-dds-ny.un.org/doc/UNDOC/LTD/G16/131/89/PDF/G1613189.pdf?OpenElement>

¹¹ After the Russian invasion of Ukraine in February 2022, the World Bank Group closed its activities in Belarus and Russia with immediate effect. In March, the grant team began exploring alternatives to carry out project activities elsewhere in the Europe and Central Asia Region. The team will submit a proposal for adjustments to the HRIE secretariat for its review. The grant in Russia funded by the HRIETF, which was focused on the rights of persons with disabilities and on digital inclusion, will move to other countries in the Region. The country or countries selected will be eligible to receive official development assistance.



Governance, Inclusive Institutions, and Empowerment Grants

The grants under this strategic priority help to identify structural causes of corruption, poor governance, discrimination, and exclusion.

They also aim to empower all people to participate in public affairs in an informed and meaningful way that can promote inclusive institutions and accountability and discourage corrupt practices. Poor governance and institutions that are not inclusive or accountable undermine economic development and service delivery. Corruption, exclusion, and lack of participation and accountability can be manifestations of unfulfilled human rights and undermine development and human rights in all areas, including education, health, infrastructure, and the environment.



SOURCE: World Bank.

Phase 2 of measuring exclusion to support country programming and operations

A Nordic Trust Fund (NTF, the predecessor of the HRIE Umbrella Program) grant supported the first round of the Worldwide Exclusion Indicators (WEI) as part of the implementation of the World Development Report 2017: Governance and the Law. The first round of the WEI was released in FY19, consisting of 19 new exclusion indicators covering 181 countries over a period of 119 years (1900-2018). They were disaggregated along four new indices (i.e., exclusion by gender, socioeconomic position, urban-rural location, and social group) and five dimensions (i.e., access to political power and influence, civil liberties, public services, state jobs, and state business opportunities). These indicators are designed by the World Bank in partnership with the V-Dem Institute (Varieties of Democracy) of the University of Gothenburg, Sweden.

The HRIETF funded the second round of the WEI, including data collection, dissemination, and use of these indicators in WBG country programming and operations. In particular, these indicators are expected to inform Risk and Resilience Assessments, Country Partnership Frameworks, and Systematic Country Diagnostics. The dataset is public and uploaded to the Bank's GovData360 platform.¹² As of February 2022, the dataset had been downloaded more than 200 times.¹³ A preliminary analysis of salient findings was conducted, and results were presented at the World Bank Governance Forum in April 2021. Additional analysis was conducted for 14 Southern and Eastern African countries. The WEI dataset is being used to inform the preparation of Systematic Country Diagnosis of Mauritania and Guinea-Bissau and a report in Senegal. Beyond the World Bank, V-Dem has integrated the indicators into its dataset and is collecting the indicators' data every year. V-Dem is publicly accessible.

Strengthening participation of marginalized groups in municipal governance in Jordan

This grant constitutes a second phase of the 2018 pilot project "Addressing the Spillover Effects of the Syrian Crisis by Strengthening Resilience of Host Communities in Jordan" developed under the Municipal Services and Social Resilience Project (MSSRP) by the Global Partnership for Social Accountability (GPSA) and the NTF. It supported three municipalities in partnership with local CSOs and community-based organizations to co-create and pilot collaborative social accountability processes based on an HRBA checklist, a community score card, and grievance redress mechanism (GRM) guidelines to develop support for inclusion and citizen engagement.

The HRIETF grant supports the application of the participatory tools within 26 municipalities, the capture in practice of how knowledge and learning on human rights support the MSSRP implementation, and the capacity building of municipalities to implement HRBA to achieve positive impacts. In particular, the grant aims to (i) increase the capacity of municipal actors to integrate HRBA in a practical manner; and (ii) enhance the ability of marginalized groups to engage in planning and decision-making, claim their rights, and hold municipal institutions accountable through GRM and participatory processes.

In November 2021, Motivators for Training (MOTIVE), in collaboration with the MSSRP and the GPSA, launched consultations with targeted municipalities and central ministries. Several meetings have taken place between MOTIVE, GPSA, and the World Bank's country office in Jordan to establish a common understanding of project goals and to discuss engagement with marginalized groups in the municipalities that will benefit from developing a GRM that is easily accessible, equitable, democratic, and user-friendly.

12 GovData360, World Bank, Washington, DC, <https://govdata360.worldbank.org/>.

13 Worldwide Exclusion Indicators (dataset), World Bank, Washington, DC, <https://datacatalog.worldbank.org/search/dataset/0042040>.

Anticorruption and human rights

The grant's objective is to improve the understanding of the degree and manner of consistency regarding the Bank's approach to controlling corruption and supporting human rights to improve the effectiveness of both. Controlling corruption is important for achieving the Bank's twin goals of eliminating poverty and supporting shared prosperity. It is also important for supporting human rights. Corruption affords selective benefits to some at the expense of others, undermining the principle of equal treatment that is fundamental to human rights. Furthermore, corruption can impinge on human rights by giving rise to unequal access to services and justice and can play a role in human rights abuses directly, such as in instances when corruption facilitates human trafficking or police abuse.

This grant is focused on the links between human rights and corruption, especially in the institutions that support human rights and the control of corruption. Even though anticorruption and human rights reforms can be mutually reinforcing, often little thought is given to which reform could serve as a stronger entry point in different contexts. For instance, the need to control corruption may be the stronger motivator for improving the delivery of the right to information, while in other cases, the need for the right to information as part of the human rights agenda can be a stronger motivator. This grant will allow the grant team to better understand which entry point is more effective in a given context; for example, raising access to information as an anticorruption policy or as a human rights issue. Additionally, it will provide an opportunity for Bank staff to consider human rights principles and approaches in areas of work where human rights have not been traditionally incorporated, including open government, transparency, and control of corruption.

Access to justice for LGBTI people in the Western Balkans

The work under this grant builds on the report, *Life on the Margins: Survey Results of the Experiences of LGBTI People in Southeastern Europe*, which

demonstrated that while many LGBTI people experience violence and harassment, very few are comfortable with reporting it to the police or through other mechanisms. This inability to engage the justice system significantly impairs LGBTI people's access to justice, which can, in turn, hinder the enjoyment and protection of other fundamental human rights and can promote social exclusion.

The grant "Understanding and Addressing Barriers to Access to Justice for LGBTI People in the Western Balkans" finances the development of actionable recommendations to address the barriers LGBTI people face in accessing justice and upholding their rights. It will also implement activities to empower LGBTI rights-holders, including LGBTI Roma and LGBTI persons with disabilities, to effectively engage and navigate the justice system by raising legal awareness through the provision of information. Grant activities will aim to improve the availability of SOGI-disaggregated data on discrimination and violence by building the capacity of national statistics offices and other government institutions to generate data. They also aim to increase accountability in the justice sector by strengthening the capacity of LGBTI CSOs to perform their oversight role and foster meaningful citizen engagement. Activities will be implemented in Montenegro, North Macedonia, and Serbia.

Universal access to effective grievance remedies

This grant "Universal Access to Remedies: Strengthening Country Systems for Effective Grievance Redress" seeks to enhance the capacity of Bank staff, borrowing governments (duty-bearers), and project-affected people (rights-holders), especially the marginalized and marginalized, to improve the implementation of grievance mechanisms (GMs) that are mandated in all World Bank investment projects. As part of this, the grant team developed a guidance note on fostering the inclusion of disadvantaged and marginalized individuals and groups in project-level GMs. GMs are systems put in place to respond to the concerns, grievances, questions, and suggestions of stakeholders in an orderly and timely manner (see box 3).

BOX 3

PREVENTING AND ADDRESSING HUMAN RIGHTS VIOLATIONS IN DEVELOPMENT PROJECTS

The guidance note developed under the grant “Universal Access to Remedies” aims to support task teams and project implementation units in the design and rollout of inclusive grievance redress mechanisms (GMs) at the project level. These mechanisms are of particular importance in development because they can help governments achieve improved public service delivery, public financial management, good governance, and social inclusion. Several principles are especially relevant to their operation: equality and nondiscrimination, participation and inclusion, accountability, and the rule of law. GMs should be easily accessible to all, but they might fail if lodging a grievance requires technology that is not available to all or if grievance boxes do not cover the project area homogeneously. They also require a high degree of participation by stakeholders; the means to ensure relevant authorities are answerable for their actions and decisions; and a way to give aggrieved people a chance to institute proceedings for appropriate redress where necessary.^a Since the entry into force of the World Bank’s Environmental and Social Framework on October 1, 2018, designing and implementing a GM is also a policy requirement for all investment project financing.^b Six steps can be followed to ensure GMs serve the needs of disadvantaged and marginalized groups and individuals.

FIGURE B.1

SIX STEPS TO ENSURE A GRIEVANCE MECHANISM SERVES MARGINALIZED GROUPS AND INDIVIDUALS



SOURCE: World Bank.

a. The principles of equality and nondiscrimination, participation and inclusion, and accountability and the rule of law are core human rights principles.

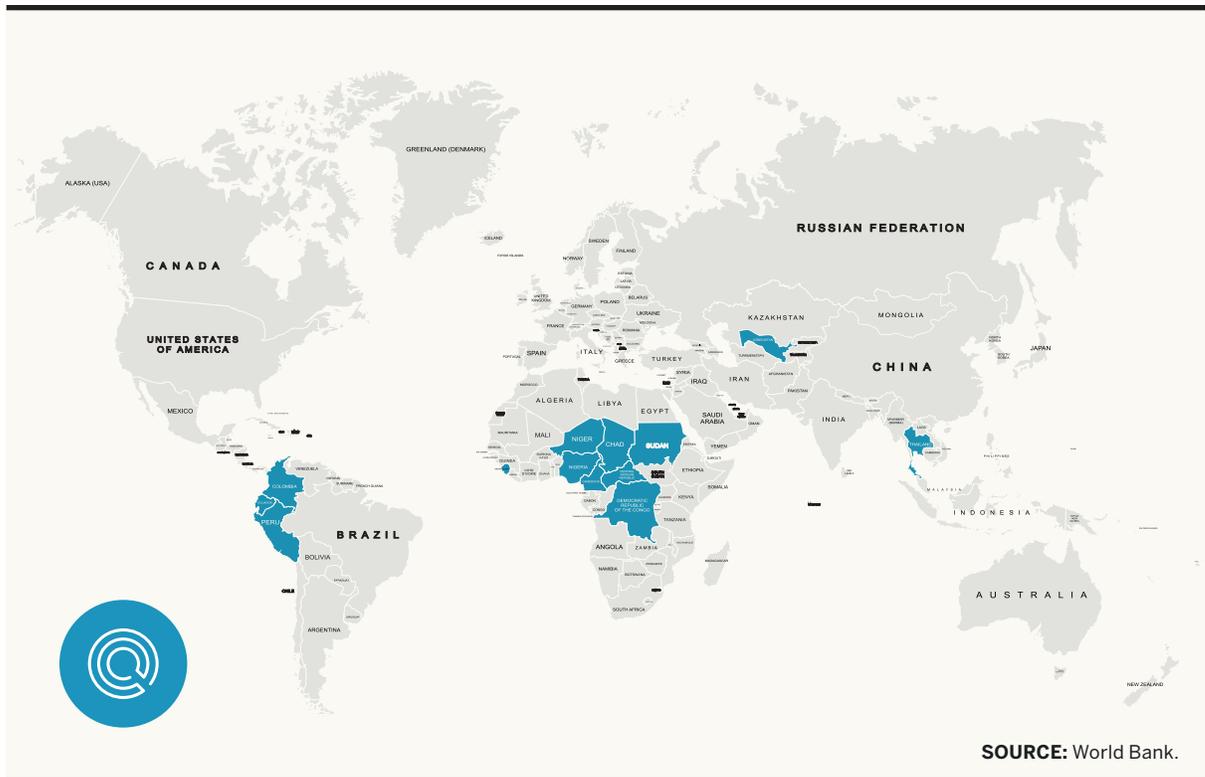
b. This is outlined in Environmental and Social Standard 10, “Stakeholder Engagement and Information Disclosure.”



Fragility, Conflict, Violence, and Forced Displacement Grants

The World Bank has increasingly engaged and supported governments in FCV contexts with a concentrated and growing share of the global poor population.

Human rights violations are at the heart of violent conflict and its prevention, as they are inherently connected with the underlying drivers of conflict and important elements of conflict prevention strategies. By bringing a human rights dimension to the Bank's engagement in FCV contexts, the HRIE Umbrella Program continued to build on work in the areas of human rights and disarmament, demobilization, and reintegration; interpersonal violence; and human rights at the nexus of security and development. Grant work under this strategic area also financed work on forced displacement, youth participation, and the prevention and countering of violent extremism.



Digital skills training for women and girls in FCV settings

The Nigerian youth population faces high and rising unemployment rates of 33 percent, which is further aggravated in Northern Nigeria where the educational, social, and economic structures are weakened due to violence and unrest from terrorism. Girls and women from poor and rural households in Northern Nigeria bear the brunt of high unemployment and ensuing violence from civil unrest. A girl has a 35.6 percent chance of getting married by age 15 and a 45.7 percent chance of starting childbearing by age 18. These young girls remain uneducated, have poor economic and social prospects, and are at high risk of GBV. Because of fragility, conflict, and violence in Kano, gender inequality is further exacerbated and women often suffer from greater safety and security risks, significant mobility constraints, and restrictive sociocultural norms.

The grant “A Rights-Based Approach to Digital Skills Training for Women and Girls in FCV Settings” will be used to design and implement the Gina Mata, Gina Al-Umma pilot which translates from Hausa to mean “build up women, build the community.” The pilot project will support the empowerment of disadvantaged girls and unemployed women in Kano through digital skills and soft skills training and access to the internet and digital tools to break the cycle of unemployment and vulnerability to GBV.

Addressing psychosocial disabilities from prolonged conflict

The goal of the grant “Addressing Psychosocial Disabilities in the Conflict-Affected Deep South of Thailand” is to help protect the rights of children and communities traumatized during Southern Thailand’s prolonged conflict by improving their mental health. The protracted sub-national conflict between the Thai state and local Malay Muslim insurgent groups since 2004 has seen more than 7,000 people killed, 13,000 injured, 3,000 women widowed, and more than 3,000 children orphaned. While Malay Muslims constitute the majority of the population in Thailand’s Deep South (Narathiwat, Pattani, and Yala provinces), they are a minority (2.9 percent) of the total Thai population.

People often express a deep sense of social and economic exclusion, discrimination, and marginalization resulting from state policies and actions over time. A brief assessment conducted for an ongoing Bank-supported project on the socioeconomic reintegration of 200 former combatants indicates that many conflict-affected groups, in addition to combatants, have been traumatized by violence. Among them are an estimated 3,000 orphans.

The grant seeks to strengthen the capacity of government and civil society psychosocial service providers in the Deep South of Thailand to support children and communities traumatized by conflict. The grant team is collaborating with the Mental Health Department of the Ministry of Public Health to develop a participatory curriculum for the psychosocial treatment of children and communities. An HRBA will inform the curriculum so human rights principles are at the center of service provision.

Addressing human rights gaps for migrants

Latin America is facing an unprecedented exodus caused by a deep economic, political, and social crisis in Venezuela. The available evidence links migration to the violation of human rights protected under international law and principles, ranging from inequality and employment discrimination to forced displacement, gender-based discrimination and violence, and human trafficking. The grant “Addressing Human Rights Gaps in Gender among Venezuelan Migrants in Colombia and Peru” seeks to mitigate the scarcity of available data in understanding the human rights gaps of female Venezuelan migrants and how these gaps hinder the social and economic inclusion of Venezuelan migrants, particularly in the context of the COVID-19 crisis.



TTL VOICES FROM ECUADOR

TECHNICAL ASSISTANCE FOR IMPLEMENTING THE INTEGRAL PLAN FOR THE ATTENTION AND PROTECTION OF THE VENEZUELAN POPULATION IN CONDITIONS OF HUMAN MOBILITY

Paula Rossiasco

The government of Ecuador includes in its constitution the recognition of equality for all, including the equality of foreigners, irrespective of their migratory status, and states that migrants have the same rights and opportunities as Ecuadorians. This shared rights-based perspective between the government and the World Bank was the starting point to work toward strengthening Ecuadorian services to include all marginalized populations, with a specific focus on migrants and refugees.

Dialogue with the government identified the need for an interinstitutional coordination unit led by the Vice Ministry of Human Mobility. The ministry is responsible for evaluating the migration from Venezuela, advancing and implementing policies toward the economic and social inclusion of migrants with an emphasis on how they can contribute to post-COVID-19 recovery, and monitoring and evaluating policies and programs to adapt and strengthen efforts.

Actions to be implemented will have a strong emphasis on the economic integration of migrants based on a rapid diagnosis of barriers and recommendations for integration developed by the Bank team. An agreement has also been reached to work jointly on communication campaigns that enhance local support for integration policies, promote regularization of migrants, and prevent and mitigate xenophobia and discrimination.

TTL VOICES FROM COLOMBIA AND PERU

ADDRESSING GENDER-RELATED HUMAN RIGHTS GAPS AMONG VENEZUELAN MIGRANTS

Paula Rossiasco

The project is working to close the human rights gaps of migrant women based on gender in Colombia and Peru. We are generating knowledge about the specific vulnerabilities experienced by them in relation to their human rights. We are also initiating a gender-sensitive and rights-based policy dialogue, followed by technical assistance to host countries. It aims to strengthen their governance systems by improving policies, processes, and programs that address the specific risks of discrimination and other human rights violations of migrants based on their gender, which ultimately affects their economic and social integration.

Most government officials in Colombia and Peru have adopted hybrid work, allowing us to conduct virtual meetings. Direct work with marginalized groups has been harder. The migrant population often changes phone numbers, and most of them do not have continuous access to technology. To address this difficulty, we plan to reach them through migrant social organizations and on-site government social programs.

One of the top priorities in the work with migrants is to focus on their successful integration into the host country's economy. Achieving economic independence is key for realizing other human rights, which is particularly true for women who are even more marginalized in the face of migration flows. A formal job opens doors to many state services, such as access to broad health services, financing, and housing.





TTL VOICES FROM THE CENTRAL AFRICAN REPUBLIC

TOWARD A HUMAN RIGHTS-BASED LOCAL GOVERNANCE MODEL

Marianne Caballero Parra

A human rights perspective to decentralization in the Central African Republic brings an innovative approach to the decentralization process and a future local governance model. While only in its infancy, the decentralization process has the potential to ease the conflicts causing widespread human rights violations. Putting the respect, protection and fulfilment of human rights at the forefront of the process allows for developing a coalition in support of decentralization that can go beyond short-term political incentives.

This approach informs daily engagement with counterparts who have included strengthening the role of decentralized entities, such as municipalities, in consolidating peace in the first draft of their decentralization strategy. Continuous engagement and the realization of decentralization's importance in consolidating peace led the World Bank to initiate investment project financing (IPF) for a large local authorities and community resilience project.

The project will support the strengthening of local authority capacities and community-driven development. The IPF has been built on the technical outputs of the grant and will continue to build on counterpart engagement. In addition, the work on decentralization informed the preparation of the Human Development Public Expenditure Review, which led to an engagement in strengthening public financial management in deconcentrated agencies in health and education sectors.

Human rights in the post-Ebola transition and beyond

The grant's development objective responds to a concrete knowledge gap identified by the World Bank. The Fragility Assessment for the Democratic Republic of Congo and the Systematic Country Diagnostic concluded that identifying a model for local governance could contribute to reestablishing public services and accountability outside the capital. Between August 2018 and June 2020, the country fought a devastating Ebola epidemic concentrated in the northeastern area in the fragile and conflict-affected provinces of Ituri, North-Kivu,

and South-Kivu, characterized by a challenging humanitarian, political, and security context.

The government and its technical and financial partners in the National Ebola Coordination Committee called on the Bank to complement its support to the medical response with activities improving social cohesion and community resilience. The grant's objective is to ensure approaches to future emergencies in the country are conflict sensitive and preventive of sexual abuse and exploitation, and to make promoting human rights a key principle of engagement in social protection interventions.

TTL VOICES FROM THE DEMOCRATIC REPUBLIC OF CONGO

HUMAN RIGHTS IN THE POST-EBOLA TRANSITION AND BEYOND

Guillaume Kroll and Sophie Christelle Grumelard

Community engagement is particularly complex in the eastern area of the Democratic Republic of Congo. Between 2018 and 2020, the region experienced its worst Ebola epidemic. Efforts to curtail its spread were hampered by significant community resistance, suggesting insufficient attention on the rights of the local population. The strategic objective of the Eastern Recovery Project is to support the recovery and build the resilience of marginalized communities previously affected by Ebola by providing economic opportunities and ensuring the active, inclusive, and transparent engagement of participants in designing and delivering interventions.

A rights-based approach to social protection introduces fundamental principles that can help make programs more responsive to the risks faced by the poor and the most marginalized. Key elements include the active participation and inclusion of minority and disadvantaged groups, equality and nondiscrimination in access to services, dignity and autonomy in the provision of benefits, a gender perspective accounting for the different experiences faced by men and women, as well as transparency in access to information and accountability mechanisms.

Grant implementation has been complicated by travel restrictions imposed by COVID-19 as well the volatile security situation in the region. When in-person meetings with minority groups are not possible, we engage with existing social networks to generate trust with respondents for phone conversations and adapt and streamline questionnaires and interview modalities to ensure data quality.



TTL VOICES ON COMMUNITY-DRIVEN DEVELOPMENT

A MATTER OF DIGNITY

Helen Liu, Susan Wong, and Nikolas Myint

Community-driven development (CDD) principles, such as inclusion, participation, transparency, accountability, and empowerment, are very much aligned with human rights principles. Adding the extra lens of human rights nuances the community development discourse to be not only a conversation about needs, but also a conversation about rights.

The CDD Transformative Grassroots Leadership Training aims to elevate the role of grassroots leaders in protecting and promoting these fundamental rights, strengthen their capacities to lead the community in evolving exclusionary attitudes and behaviors that are harmful to the community's development, and leverage community leadership institutions to advance inclusive and equitable social change. Our research showed no resource of this kind available as a public good. This training would fill a gap in providing a comprehensive manual dedicated to developing the soft skills of community leaders. The grant team also developed a [CDD Grassroots Leadership Training Manual](#).

Thus far, 11 projects covering 15 countries and 4 Regions have expressed interest in piloting the training. Ongoing discussions with projects focus on Indigenous Peoples and gender given the training's concentration on inclusion of all groups and an emphasis on women's empowerment and leadership. A priority and challenge will be to customize the training for each respective project to ensure it can be easily integrated and is culturally appropriate for each specific setting.





Social Inclusion Grants

The current grant period is the first one to implement an explicit strategic priority around social inclusion.

This new strategic priority builds on the agenda's long-term support from the NTF and Human Rights and Development Trust Fund. As before, grant engagement will continue to support the inclusion of LGBTI people; the inclusion of persons with disabilities, including through the disability framework that was developed with NTF support; and activities to foster the rights of Indigenous Peoples and ethnic minorities.



Building back better: strategies for building more resilient indigenous economies

The objective of the activities under “Building Back Better: Strategies for Building More Resilient Indigenous Economies” is to improve the Bank’s knowledge and capacity to support its member countries in designing and implementing COVID-19 recovery strategies that support increased resilience of Indigenous Peoples economies and respect their rights and priorities.

This effort aims to inform a development path where “building back better” goes beyond the typical suite of short-term technical assistance and cash transfer services to address structural pillars of exclusion and to foster citizen engagement, voice, and accountability.

It will outline a roadmap with evidence-based examples of legal, institutional, and other enabling conditions that allow Indigenous Peoples to exercise their rights over their means of production for traditional economies (critical for resilience) while enjoying equal access to critical factors for successful participation in market economies. At the same time, the lessons learned from the proposed work could contribute to building resilient societies more broadly by promoting a deeper understanding of the benefits of indigenous practices of collectivity, solidarity, and sustainable co-existence with the natural environment.

TTL VOICES ON BUILDING BACK BETTER

STRATEGIES FOR BUILDING MORE RESILIENT INDIGENOUS ECONOMIES

Dianna Pizarro

The human rights perspective has strengthened our analysis in three ways. First, it gives equal importance to process and outcomes, which is critical when working with diverse cultures and world visions, such as those of Indigenous Peoples. Ensuring a process that is accepted and owned by all is essential as a first step for meaningful dialogue that can lead to mutual understanding, which is at the core of making sustainable change. Second, the human rights perspective repositions the dialogue from one where the economically or politically stronger party offers concessions to the more marginalized party, to a dialogue where parties have more equal standing given the foundation of human rights that brings the parties to the table. Finally, for Indigenous Peoples, the right to self-determination is essential in defining well-being or development.

The work will reveal evidence that pushes the development community to expand their understanding that the drivers of resilience for Indigenous Peoples may look very different, based centrally on their right to self-determination. The greatest challenge and opportunity lie in ensuring that Indigenous Peoples have the resources and capacity to participate in meaningful and culturally appropriate ways within the spaces where public policy and investment decisions are made. This can be facilitated upstream through support for structured dialogue at regional and national levels between indigenous leaders and representatives, governments, and the development community.



Accelerating the realization of disability-inclusion commitments

The grant “Accelerating Disability Inclusion in the World Bank Group” supports client governments as well as World Bank staff to better ensure that persons with disabilities meaningfully benefit from their investments toward implementing the SDGs and the Convention on the Rights of Persons with Disabilities (CRPD). During 2021, the focus was on supporting country office staff in developing new briefs that provide key information on the rights of persons with disabilities, the enabling environment, and the development engagement or gaps regarding their rights in a given country. One of the new briefs focused on Uzbekistan and the need to ratify the CRPD as a key lever for advancing disability rights. As a result, this driver was included as a prior action in the project, Accelerating Uzbekistan’s Transition Development Policy Operation (P176353), approved in December 2021.

To support implementing the rights of persons with disabilities at the operational level, two core thematic guidelines were developed — the Cross-Sectoral Technical Note on Accessibility for World Bank teams and an updated Disability Inclusion and Accountability Framework to reflect advancement around disability-inclusive development within the Bank. The internal rollout for the technical note began in 2021, with six training sessions and thematic deep dives on digital development and transport. The team is also working on designing an e-course on disability-inclusive development and a roster of consultants to assist staff in finding resource people to support their work on the rights of persons with disabilities.

Embedding the rights of women with disabilities in operations

The work under this grant “Embedding the Rights of Women with Disabilities in World Bank Operations” aims to bridge the knowledge gap about the specific needs and rights of women with disabilities by informing WBG operational projects and increasing awareness on the importance of strong legal frameworks to guarantee those rights. The generated knowledge will be a key resource for TTLs and Global Practices in their operational work toward creating more resilient, inclusive, and accountable societies. It will bolster socioeconomic development for women with disabilities with an eye to creating a gender and disability-inclusive recovery from the COVID-19 pandemic. Through primary data collection and related analysis, as well as country-specific deep dives, the project aims to build a dataset of 190 economies and create an operational diagnostic toolkit including human rights-based indicators.

The knowledge and materials will be disseminated to target audiences through capacity building workshops and other learning events. The resulting framework can be used to shape WBG operations and inform social assessments. These outputs will increase knowledge and awareness about the importance of reforming laws and policies for the inclusion of women with disabilities.

TTL VOICES ON INCLUSIVITY

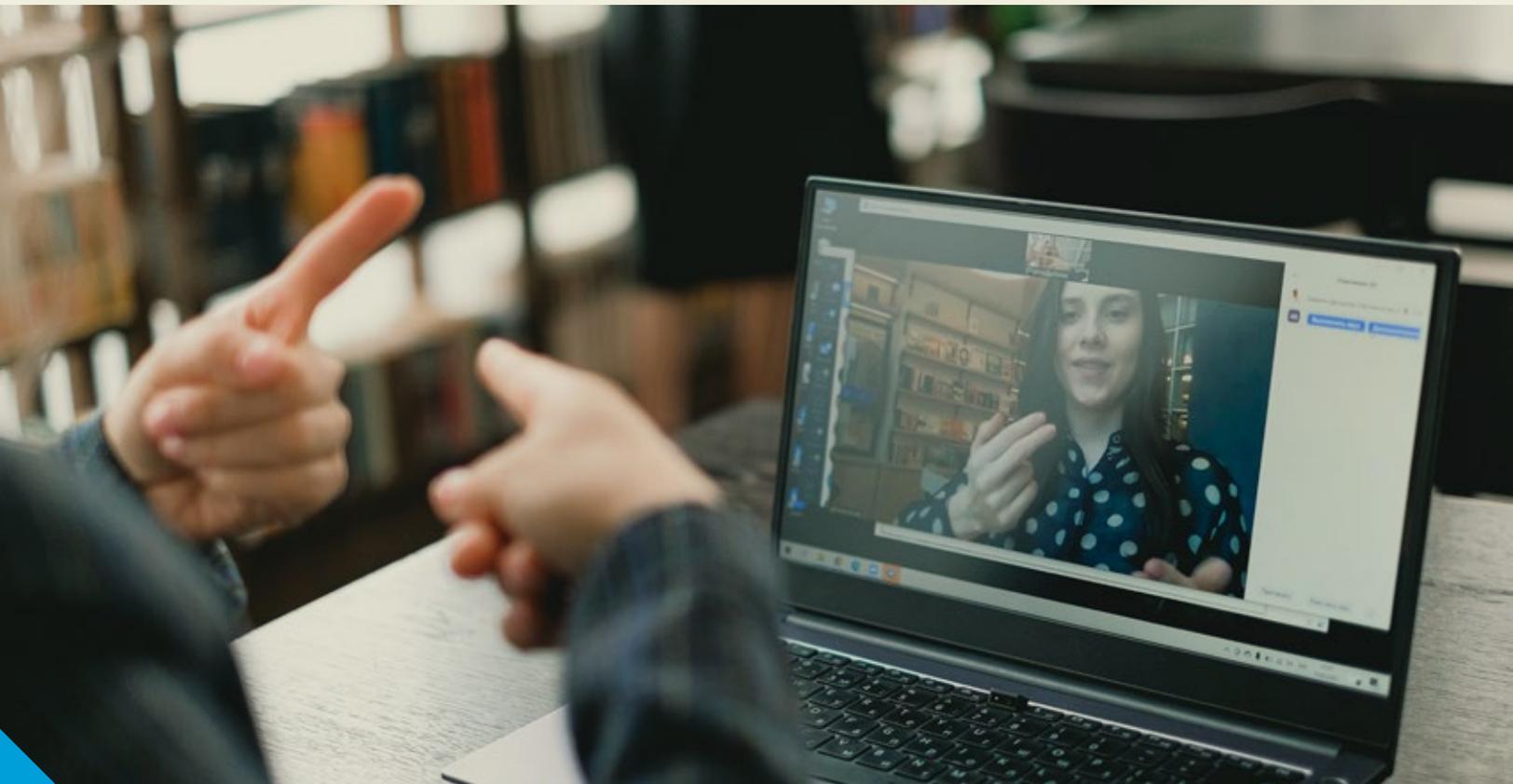
EMBEDDING THE RIGHTS OF WOMEN WITH DISABILITIES IN OPERATIONS

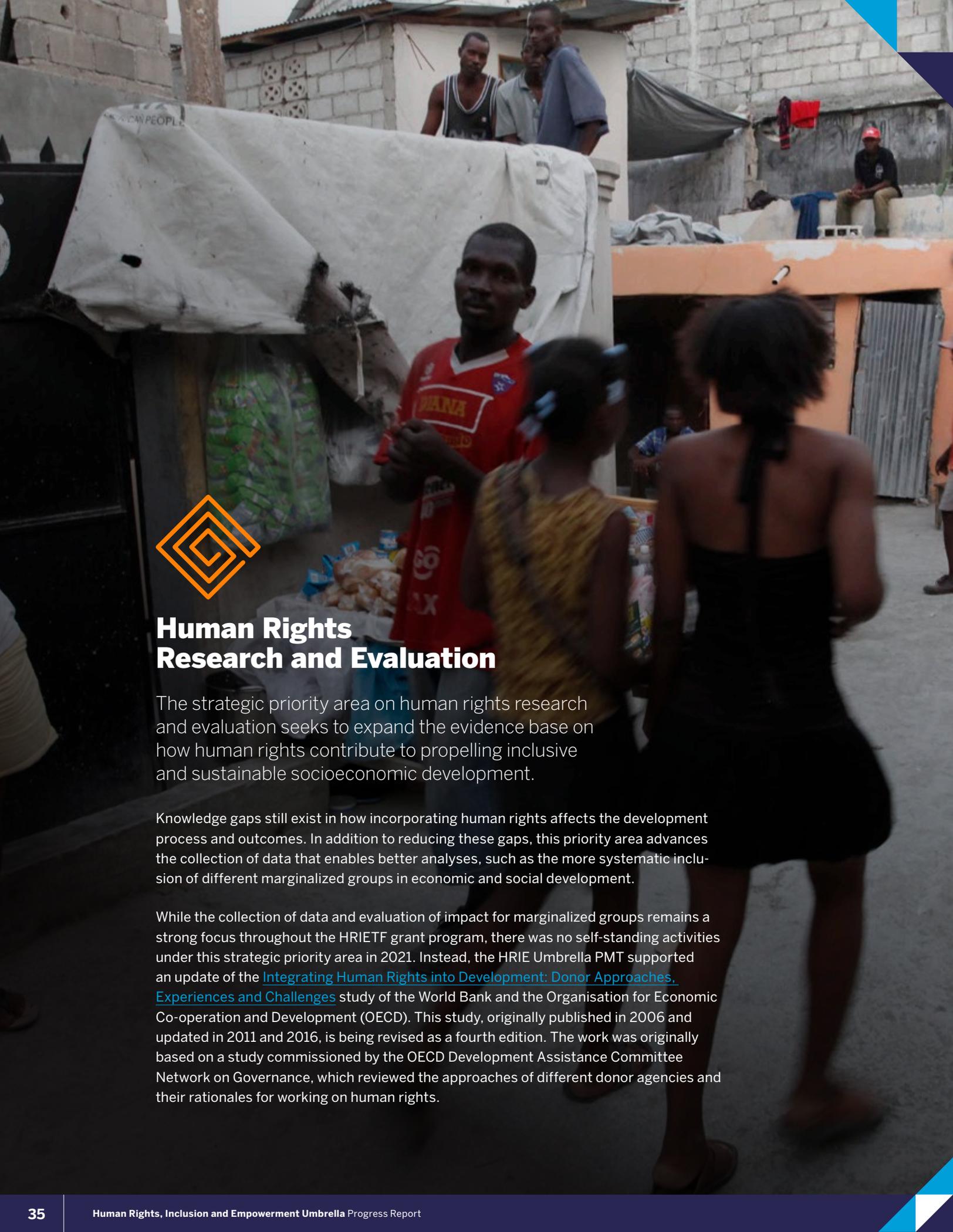
Julia Braunmiller and Charlotte McClain-Nhlapo

Our analysis of regulatory frameworks generates evidence that can be used to make World Bank operations more gender and disability inclusive. Projects like Women, Business, and the Law have already produced good data on how legal reform can promote women's economic participation. But women with disabilities face additional barriers and are often not included in decision-making processes.

We hosted several discussions with colleagues who produce economic data, organizations of persons with disabilities, and disability rights experts. Great demand was found for better data on multiple and overlapping forms of discrimination to move the needle in articulating a robust gender and disability rights agenda. We have now generated a global dataset on laws and policies that explicitly promote the rights of women with disabilities. The next phase is collecting more economic outcome data to show linkages, especially disaggregated by sex and disability status.

Using virtual connections to connect with stakeholders throughout the pandemic presented both challenges and opportunities. Organizing events with local advocacy groups can be more difficult as internet connectivity is not reliable in many places, and virtual events do not have the same convening power. Conversely, the use of virtual platforms has enabled us to access and engage a greater variety and number of disability rights experts worldwide. For example, in Ethiopia and the Republic of Korea, the added flexibility of our remote work environment allowed us to access just-in-time feedback on important research questions from local disability rights experts.





Human Rights Research and Evaluation

The strategic priority area on human rights research and evaluation seeks to expand the evidence base on how human rights contribute to propelling inclusive and sustainable socioeconomic development.

Knowledge gaps still exist in how incorporating human rights affects the development process and outcomes. In addition to reducing these gaps, this priority area advances the collection of data that enables better analyses, such as the more systematic inclusion of different marginalized groups in economic and social development.

While the collection of data and evaluation of impact for marginalized groups remains a strong focus throughout the HRIETF grant program, there was no self-standing activities under this strategic priority area in 2021. Instead, the HRIE Umbrella PMT supported an update of the [Integrating Human Rights into Development: Donor Approaches, Experiences and Challenges](#) study of the World Bank and the Organisation for Economic Co-operation and Development (OECD). This study, originally published in 2006 and updated in 2011 and 2016, is being revised as a fourth edition. The work was originally based on a study commissioned by the OECD Development Assistance Committee Network on Governance, which reviewed the approaches of different donor agencies and their rationales for working on human rights.



03

Knowledge and Learning & Strategic Partnerships

Learning and knowledge sharing, as well as developing strategic partnerships around human rights, are central to the mandate of the HRIE Umbrella Program.

Partnerships encompass strategic collaboration with internal colleagues at the World Bank, as well as the regular exchange with external stakeholders having subject expertise in specific areas of human rights. The emphasis on partnerships not only is driven by the conviction that strong partnerships improve the effectiveness and quality of analyses and operations, but also greatly enhance the effectiveness and sustainability of analytical and operational engagements.

In 2021, the HRIE Umbrella Program continued to provide a platform for human rights-related debates and discussions among World Bank staff, management, and partners. Staff at headquarters in Washington, D.C., and most country offices continued teleworking due to the pandemic. Hence, the core human rights training course was implemented virtually as were different knowledge and learning events. The Program co-sponsored a range of events and knowledge exchanges with other teams to foster internal partnerships and to promote HRBAs in 2021.



Knowledge Silo Breakers

Knowledge Silo Breakers (KSBs) are part of the learning and cross-collaboration ecosystem of the SSI.

They are informal communities of practice that connect SSI colleagues across other Global Practices and Regions that provide comprehensive online platforms and cross-regional and global learning events. The Human Rights in Operations KSB was launched in February 2021. It aims to provide an opportunity for WBG colleagues to learn more about human rights and how to incorporate them in their work.

The KSB is co-led by the HRIE Umbrella PMT and a social development and human rights specialist working in the Africa Region. It will allow members to have ownership of the human rights agenda in their own respective fields, which will contribute to the Program's goal of integration within institution-izing the Bank and facilitates closer engagement of the Program with the Regions. The kick-off meeting in April 2021 focused on membership expectations and a discussion on what human rights and the HRBA are to development.

As of February 15, 2022, the KSB had 103 members wherein 33 percent are SSI colleagues and 10 percent are from the Governance Global Practice (GGP). The remaining members are affiliated with a diverse range of Global Practices (including Education; Finance, Competitiveness & Innovation; Social Protection; and Transport) and other units at the World Bank, including the Boards of the International Bank for Reconstruction and Development and IDA, the Development Economics Vice Presidency, Legal Vice Presidency, Integrity Vice Presidency, and the Gender and FCV Global Themes.

Human Rights Training

In 2021, with all World Bank staff in headquarters and most country offices teleworking due to the pandemic, the HRIE Umbrella Program reinvented the Core Course on Human Rights as a virtual training program with a strong focus on exchange and active discussion, including homework for participants.

It was rolled out for all new grant teams in a five-day format with 30 participants across different Global Practices, sectors, and Regions. The HRIE Umbrella Program also continued to co-sponsor events and knowledge exchanges with other teams to strengthen internal partnerships.

As part of the learning and knowledge strategy, the Program developed practical guidelines on human rights in World Bank operations for colleagues. The material was used in training and outreach sessions, such as the SSI Core Learning Program (SSI CLP) and the core course for grant teams and SSI colleagues. The SSI CLP is the Bank's first comprehensive learning program developed from the ground up with a format that accommodated a home-based work environment. It provides an excellent overview of all main areas of SSI's strategy and aims to build a common knowledge baseline for all SSI staff. The program targeted staff employed by the SSI for two years or less. The program manager and the senior operations officer of the HRIE Umbrella Program participated in delivering the human rights training. A total of 83 SSI colleagues participated, with 29 percent from the Africa Region and 23 percent from the East Asia and Pacific Region. The SSI CLP e-learning version was also launched in November 2021.

The ongoing COVID-19 pandemic continued to limit in-person formats of outreach, training, and exchange with colleagues, rights-holders, government counterparts, and strategic partners in 2021. However, after piloting new formats of exchange in 2020, the HRIE Umbrella Program continued to implement an active program of virtual events and learning formats that fostered engagement and encouraged sharing effective and innovative approaches to promoting HRBAs.

Events with the Working Group on Human Rights and Sustainable Development

The Working Group on Human Rights and Sustainable Development is part of the Global Forum on Law, Justice, and Development, a network of organizations dedicated to creating legal knowledge that promotes achievement of the SDGs.

Its objective is to explore the legal, policy, and operational links between human rights and sustainable development, with a focus on the SDGs in general and SDG 16 in particular. It is co-chaired by the Legal Vice Presidency of the World Bank and Leuven University. Three members are drawn from the Leuven Centre for Global Governance Studies, French Ministry of Foreign and European Affairs, and the HRIE Umbrella Program.

As part of the Working Group, the HRIE Umbrella PMT co-hosted five webinars in 2021 to connect internal and external experts with colleagues across the World Bank's Global Practices. These webinars centered on racial equity and development, human rights-based approaches (HRBAs) for sustainable development, the European Union's HRBA, as well as the topic of challenges and support for human rights defenders during a pandemic. Featured speakers included Sarah Hayes, human rights officer, Ministry for Europe and Foreign Affairs; Clémence Brosse, rights-based approach project manager, GRET; and Pascale Vincent, researcher

and training officer, at the International Centre for Local Development Studies, on how to ensure effective popular participation in development projects. Other events where the organization's HRBA was discussed included the Swedish International Development Cooperation Agency (SIDA), with Birgitta Weibahr, lead policy specialist for democracy and human rights, and Charlotte Ståhl, senior program manager and specialist, as speakers; and the European Union with Christine Lundberg as the national expert at the European Commission, also from SIDA.

Marking of International Days

The HRIE Umbrella Program marked the annual celebration of the International Day against Homophobia, Transphobia, and Biphobia.

In collaboration with other parts of the World Bank, activities were held from [May 12 to May 25, 2021](#) to draw attention to the disproportionate impact of COVID-19 on sexual and gender minorities and to support inclusive responses and recovery measures. The HRIE Umbrella Program delivered an event entitled "Mind the Gap: Increasing Access to Justice for LGBTI People in the Western Balkans" to address the significant progress ensuring that national laws protect the human rights of all people, including LGBTI people. It featured a panel of international experts.

In celebration of the International Human Rights Day, the HRIE Umbrella PMT co-organized an event on "Inclusive Policy Dialogue to Support Human Rights and Empowerment" (70 participants). Sonkita Conteh, director, Namati Sierra Leone, discussed how legal empowerment and HRBAs have been used across several countries to effect vital change where it matters most for people. Over the years, similar CSOs have adopted legal empowerment and HRBAs to tackle environmental and land rights, health care, and citizenship challenges. Conteh showed how inclusive stakeholder policy dialogues empower people to know, use, and ultimately shape laws in order to defend their human rights and



hold governments accountable. The HRIE Umbrella Program manager participated as a discussant to address what it means for Bank colleagues.

To commemorate the International Day of Persons with Disabilities, the grant team on “Addressing Psychosocial Disabilities in Conflict-Affected Deep South of Thailand,” published a [blog](#) and organized an event through the Thailand office. It featured national and international experts who shared their perspectives on how to better understand and work toward inclusivity of psychosocial disabilities, and how undertaking a HRBA can improve psychosocial well-being.

Event Partnerships for Knowledge Exchange and Learning

The HRIE Umbrella Program regularly participates and contributes speakers to the SSI Coffee Series, a weekly seminar featuring external and internal speakers around social sustainability and inclusion.

These 30-minute sessions foster knowledge transfers and facilitates regular practical and operational knowledge sharing for SSI colleagues. In 2021, it highlighted both external human rights experts as well as TTLs from ongoing grant activities. One session “Local Empowerment through Data—Infomediaries and Local Data Literacy to Strengthen Voice and Accountability” featured the “Mainstreaming a Rights-Based Approach to

Information and Data in Bank Operations” grant from the governance pillar (104 participants). A second session to commemorate Human Rights Day focused on inclusive policy dialogue to support human rights and empowerment.¹⁴

The Program also co-organized an event with the Environmental and International Law Unit of the Legal Vice Presidency on the Escazú Agreement, which entered into force on Earth Day April 2021. The session, with 150 participants, was chaired by Louise Cord, SSI global director. It focused on the treaty’s main provisions and its significance, implications for World Bank teams in Latin America and the Caribbean and other Regions, and the synergies that exist with the ESF.

Strategic Human Rights Partnerships

One key aspect of the HRIE Umbrella Program’s work is to build and strengthen partnerships within and outside the World Bank.

Its training and knowledge activities are an important avenue to foster dialogue and collaboration. The Core Course on Human Rights provides a platform for diverse Bank staff to come together and connect around key human rights questions, challenges, and solutions. During 2020, this course was adapted from an in-person to a virtual model, and it was rolled out again in 2021 for all new grant teams across the four strategic areas and across Global Practices.

¹⁴ More information can be found in chapter 3 under “Marking of International Days.”

Internally, the HRIE Umbrella PMT continued to work closely with SSI and its management. The PMT participates in the different SSI workstreams, including the GP-level Task Force on Anti-Racism, which ensures a strong focus on human rights, meetings of the Bank's CSO network, and the Bank's citizen engagement work. Further, there is continued and strong collaboration with the Bank's global advisers on disability, Indigenous Peoples, and SOGI, including through grants and the organization of joint knowledge and partnership events.

Collaboration also continued with the Legal Vice Presidency of the World Bank and the HRIE Umbrella Program's priority sectors, GGP, the Infrastructure Practice group, and the Fragility, Conflict, and Violence group. These partnerships took place through formal collaboration around calls for proposals, events, and more informal engagement with colleagues having varied expertise.

For example, the team on land rights partnered with UN Peacekeeping, Office of the United Nations High Commissioner for Human Rights (OHCHR), and the Norwegian Refugee Council. The team on Roma inclusion worked closely with the European Union and nongovernmental organizations at the Roma and education nexus to develop a framework for evidence and the generation of a policy roadmap. The team working on human trafficking partnered with the International Organization for Migration for access to its Victims of Human Trafficking Database and worked with the International Labour Organization (ILO) to deliver technical assistance to the government of Uzbekistan.

The team on disability partnered closely with organizations at both international and national levels that directly engage in implementing or monitoring the CRPD. The team supporting the right to participation of Indigenous Peoples in Bolivia partnered with CSOs to ensure an adequate approach to engaging with indigenous communities and to design and implement activities. While many teams relied on external partners or consultants with specific human rights expertise, some teams had strong human rights expertise and operational experience in implementing human rights among themselves.

Development of Human Rights-Related Practices and Tools

The financial and technical support of the HRIE Umbrella Program helped World Bank staff apply a human rights lens to identify marginalized groups.

People who are left behind are less likely to be reflected in official data. Hence, it was important to count excluded groups to properly target them and to monitor whether they benefit from development interventions in a manner consistent with their rights. The HRIETF supported the development of methodologies to include the upstream analysis of inclusive and disaggregated data to target the most disadvantaged groups more systematically and was instrumental in developing human rights-related practices and tools. To help ensure that disability rights become part and parcel of development cooperation across sectors, the HRIETF funded two thematic guidelines in 2021—a Multi-Sectoral Technical Note on Accessibility and an updated Disability Inclusion and Accountability Framework. These tools will become publicly available in 2022.

Another grant team produced a guidance note on fostering the inclusion of marginalized groups in project-level grievance mechanisms.¹⁵ Since the entry into force of the World Bank's ESF on October 1, 2018, designing and implementing a GRM is a policy requirement for all of the World Bank's investment project financing (IPF). The guidance note developed by the HRIETF grant provides a practical tool for integrating the key human rights principles of equality and nondiscrimination, participation and inclusion, accountability, and the rule of law into their design.

In 2021, the HRIE Umbrella Program also developed a guidance note on Lessons from Incorporating Human Rights in HRIETF Grants intended to increase awareness of Bank staff of what human rights are, why and how they matter to development, and what have been key lessons from HRIETF grant implementation.

15 The grant is "Universal Access to Remedies: Strengthening Country Systems for Effective Grievance Redress."

Human Rights Newsletter

Monthly newsletters were sent to the human rights distribution list and the human rights KSB.

They highlighted resources from external partners, such as the Working Group on Human Rights and Sustainable Development, e-learning courses on Indigenous Peoples rights from OHCHR, and SDG 16 and the Escazú agreement from the UN Division for Sustainable Development Goals. Featured topics included specific marginalized groups as well as climate change and the right to a safe, clean, healthy, and sustainable environment. Rights events were also included, such as Indigenous Peoples' Day, the celebration of Human Rights Day, and the annual international campaign "16 Days of Activism against Gender-Based Violence."

The Partnership Council

The Partnership Council (PC) is the governing body of the HRIE Umbrella Program. It consists of all donors and provides strategic guidance and direction for the HRIE Umbrella PMT.

In 2021, the PC consisted of Canada, Finland, Germany, Iceland, Netherlands, Norway, Sweden, and the United Kingdom as well as representatives from the World Bank, including the global director of SSI as chair.

The PC met virtually in December 2021. During this meeting, the PC provided advice on setting priorities in response to emerging needs within the scope of the Umbrella Program. It endorsed the annual work plan and budget prepared by the HRIE PMT and reviewed financial and progress reports. The meeting also marked the formal welcome of the United Kingdom as a new development partner. Switzerland attended the PC meeting in 2021 as an observer.





04 Risk Factors

A human rights-based approach to development can minimize some of the risks associated with development interventions, such as by identifying the kinds of human rights violations that might ensue from interventions.

However, HRIE Umbrella Program activities are also subject to a variety of risks factors that can have an adverse effect on achieving planned results. They may emerge or be identified throughout the program cycle. The sustainability and effectiveness of the HRIE Umbrella Program's activities in 2021 have been affected by risks factors, including the policy environment inside and outside the World Bank.

External Risk Factors and Risk Mitigation

The external risks are conditions outside the HRIE Umbrella Program's control. The main external risk factors affecting implementation in 2021 related to COVID-19, insecurity, economic instability, degradation of infrastructure, natural disasters, fraud, corruption, and a shrinking space for civil society.

COVID-19 exacerbated other risks and introduced new and unexpected ones. These include the risk of infection for task team members and their family members; delayed implementation; restricted or no access to project areas particularly for some of the most marginalized groups; limited on-site project monitoring; lockdowns; and restrictions on gatherings hindering capacity building of partners and actions relying heavily on human contact. Another negative impact was reduced information authenticity. The implementation period of some grants was prolonged in 2021 due to delays in related project activities. Mission travel to countries was severely restricted. Teams found multifarious ways of communicating with government counterparts and with marginalized groups, either through virtual meetings or new partnerships with local grassroots organizations with standing relations to groups at risk of exclusion.

CONFLICT AND SECURITY risks affected the implementation of some grants. Responses to security risks may have consequences that affect project impact. Limitations on field travel made it difficult to monitor the performance of implementing partners and hindered analysis of contextual risks and shifting political and social dynamics. Security risks have made it more difficult to manage fiduciary, programmatic, and contextual risks for some grants. In some cases, the impact of the project may have been reduced or delayed. One example is the grant in Sudan where the World Bank paused all disbursements following a military coup in October 2021. At the time of writing, the PMT is also closing the grant in Russia, following the invasion of Ukraine in February 2022.

CORRUPTION can seriously harm processes and outcomes. There have been no reports on fraud or corruption in the HRIE grants, but this is an issue that needs continuous scrutiny. Controlling corruption is important for achieving the goals of the HRIE Umbrella. The Bank's comprehensive fiduciary framework and sanctions system works to ensure that funds are used for their intended purposes. All HRIETF grants are executed by the World Bank. If fraud and corruption are suspected, Bank staff have a duty to report these concerns. Where issues arise, additional controls and risk mitigation measures are introduced.

Internal Risk Factors and Risk Mitigation

Internal risks generally are aspects within the program design and execution that could negatively impact results.

LIMITED CAPACITY. Successful implementation of HRBAs always relies on sufficient understanding and capacity to apply them. The HRIE Umbrella Program continually works to broaden the pool of World Bank colleagues with solid human rights expertise. It also encourages grant teams to work closely with experts in countries. There is, however, always a risk that implementation in country is not fully aligned with human rights if local stakeholders do not understand or own a human rights-based approach.

LACK OF INSTITUTIONAL INCENTIVES. While the World Bank's understanding of the importance of human rights is growing, explicit reference to human rights or the application of HRBAs remains limited beyond HRIETF activities. However, through the ESF, a strong institutional incentive exists for task teams across all sectors. The PMT will continue to work closely with Operations Policy and Country Services, the Legal Vice Presidency, and other stakeholders to align implementation of the ESF more fully with human rights principles, as required for new IPF projects.

LACK OF MANAGEMENT OWNERSHIP. Lack of management ownership is a risk factor in the HRIE Umbrella Program. Similarly, the interest of TTLs

who are implementing grants can also affect the quality of human rights integration in grant projects. The long-term sustainability of outcomes depends on the willingness of the Bank's senior leadership, including the executive directors, to buy into human rights work at the Bank and own the agenda. Senior management's ownership of the SSI Global Unit has been a factor supporting the HRIE Umbrella Program's effectiveness over the past year. The PMT has worked successfully over past years in engaging with practice managers in different sectors, including infrastructure, to communicate the benefits of HRBAs. Engaging management will remain a key priority in overcoming internal risk factors going forward.

LACK OF AN INTERNAL POLICY ON HUMAN RIGHTS. The lack of a formal World Bank policy on human rights inherently limits the horizon of achievement for the HRIE Umbrella Program. As the only initiative in the Bank explicitly focused on human rights, the Program has opportunities to set the internal agenda. Over recent years, there is more evidence that the Bank has become more accepting of human rights principles and is integrating human rights considerations in its activities. This is particularly noteworthy in the area of infrastructure where an active grant program exists along with a growing understanding of how infrastructure projects that are implemented with a human rights perspective can contribute to the realization of rights for groups at risk of being left behind. The ESF includes explicit reference to the UDHR in its vision statement and attempts to align parts of the framework with corresponding international human rights standards and the human rights obligations of borrowers. This is a positive opportunity for the HRIE Umbrella Program to engage with Bank staff. For instance, the ESF now explicitly requires task teams to guard against discrimination in all IPF projects.

Also, the guidance on human rights-informed GRMs developed by a grant team in 2021 is expected to have wide traction with the ESF requiring grievance redress for each project. A grievance mechanism is an accessible and inclusive system, process, or procedure that receives and acts on complaints and suggestions for improvement in a timely fashion and facilitates resolution of concerns and grievanc-

es arising from a project. An effective grievance mechanism provides project-affected parties with redress and helps address issues at an early stage.

LACK OF SUSTAINABLE FINANCIAL RESOURCES. Current donors have made strong contributions to the HRIE Umbrella Program. However, the current financial balance is critically low. Only 80 percent of the FY21 level is secured for FY22, and with current commitments, a further contraction would be anticipated in FY23. The secretariat sees the need for scaling up the replenishment for the forthcoming period to allow it to run the Program effectively and efficiently, to enable long-term planning, and to ensure the secretariat has sufficient and qualified staff resources. During 2022, the HRIE Umbrella Program will already need to freeze its research pillar to ensure a solid grant program going forward. The call for proposals to be initiated in 2022 already has to be smaller. It is anticipated that only 12 grants (3 per strategic focus area) will be selected in 2022 compared with 19 in 2021.

Risk Mitigation in 2022 and Beyond

For 2022 and beyond, the HRIE Umbrella Program looks to identify recurring issues, gaps, or challenges in performance that need to be systematically addressed. Integrating this knowledge into communications, training, and capability development can be expected to mitigate risks. For the 2022 call for proposals, the PMT has given greater salience to the importance of risk mitigation by requesting grant applicants to identify potential risk factors as part of their proposal. This encourages grant teams to identify and analyze risks in a timely manner and to introduce mitigating actions that may help reduce risks. Introducing risk identification into the grant application process also allows for risk factors to play a role in grant selection. Some trade-offs might occur between selecting grants that are low risk, have a lower profile, and are less likely to have wider ripple effects for the Bank's portfolio and selecting grants with greater risks that if overcome can be transformative for the way in which the Bank implements operations.



05

The Road Ahead

This report was drafted during the first quarter of calendar year 2022. The 2022 call for proposals is underway, and the HRIE Umbrella Program is in the process of reviewing the applications received. Twelve new grants will likely be selected for the new grant period, with three grants to be financed in each of the four strategic priority areas.

For the upcoming period, the Program has identified five important steppingstones to further its objective of increasing and strengthening the understanding and application of human rights principles in the World Bank's work.

First, the HRIE Umbrella Program aims at developing and implementing a holistic approach to its human rights training, by applying a systematic Human Rights Education (HRE) approach. For the human rights core course and other learning events to meet the definition of HRE, they must be about, through, and for human rights. The HRIETF secretariat will make use of the Trust Fund's and its partners' expertise in teaching and training interested World Bank teams on human rights, particularly with a focus on of the most marginalized individuals and groups. Additionally, it will work with teams across all sectors and share examples of successful incorporation of human rights into operations to address the root causes of exclusion, vulnerability, and conflict.

Second, added attention will be given to human rights-based data, which can include data that disaggregates outcomes for marginalized groups or data that captures to what extent particular rights are realized. Official data are less likely to reflect people who are left behind. It is important to gather more information and data on excluded groups to be able to properly target them and monitor whether they benefit from development interventions in a manner consistent with their rights. Upstream analysis of inclusive and disaggregated data to target the most disadvantaged groups more systematically will be important in the way forward.

Third, the HRIE Umbrella Program will continue to pioneer human rights-based work in some of the most challenging environments through its efforts in FCV countries.

Fourthly, the Program will look into ways of enhancing sustainability and ownership. Different potential models will be assessed, such as no-cost extension such as mentorship provided by the grantee.

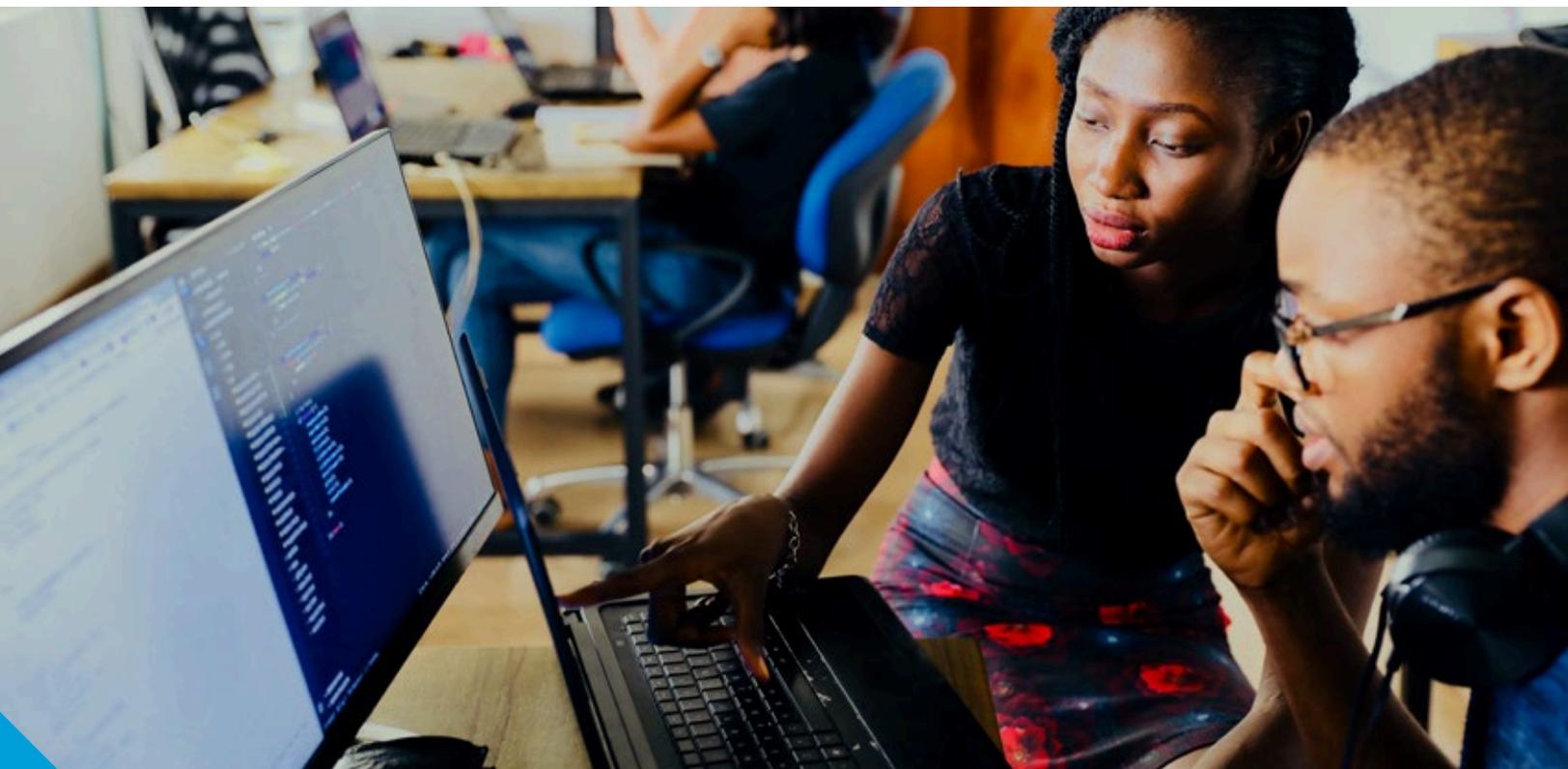
Fifthly, in line with recommendations by HRIE Umbrella Program partners, there will be restrictions on which countries are eligible for grants. For regional, national, and sub-national

programs, the grants will be available only for activities in [countries](#) eligible for official development assistance.

In sum, the HRIE Umbrella PMT will continue to advocate for a strong incorporation of human rights into operations across the World Bank to address the root causes of exclusion, vulnerability, and conflict.

It remains the firm conviction of the PMT that considering human rights issues—in the design and implementation of core policy reforms, in the strengthening of institutions, and in the building of green, resilient, and inclusive service delivery systems—is vital for development effectiveness and sustainability. Much of the work advocated by the HRIE Umbrella Program was pioneering when first undertaken; for example, the first analyses of the intersection of disability and development. Today, various human rights principles and several specific human rights are on the agenda in different parts of the World Bank Group's work.

The HRIE Umbrella Program remains grateful for the generous support of its development partners and remains optimistic that together further headway can be made for human rights.





APPENDIX A

Financial Summary

In 2021, the donors made contributions amounting to USD 7,097,619.

Total donor contributions, from the Trust Fund's date of inception 29 November, 2018 to 31 December, 2021, amount to USD 13,889,033. The secretariat is fully funded by the Human Rights, Inclusion and Empowerment Trust Fund (HRIETF).

NOTES:

1. This statement is prepared on the modified cash basis of accounting
2. Other costs (where applicable) represent all disbursements incurred prior to July 2000.
3. Administrative fees are generally collected from the trust fund when commitment is made to recipient.
4. Amounts committed relate to the amounts yet to be disbursed for active and pending recipient executed grant agreements, undisbursed balance of bank executed trust funds and the administration fees to be deducted.
5. Investment income of this trust fund is credited to TF073224 (Human Rights, Inclusion and Empowerment Multi-Donor Trust Fund) in accordance with administration agreement(s) and hence forms part of the fund balance of this trust fund.
6. Where applicable, amounts displayed against "staff costs (including benefits)", "Extended Term Consultants/Temporary costs (ETC/ETT)" costs & "Short Term Consultants/Temporary Costs (STC/STT)" costs include charges to cover the cost of benefits and general communication facilities and IT costs unless otherwise specified in the Administration Agreement for the Trust Fund.

WORLD BANK GROUP

Human Rights, Inclusion and Empowerment Multi-Donor Trust Fund (WORLD BANK REFERENCE 73224) - Multi Donor Fund

UNAUDITED TRUST FUNDS FINANCIAL REPORT

Expressed in united states dollars

	01/01/2021 to 12/31/2021	11/29/2018 (date of inception) to 12/31/2021
Receipts (Note 1)		
Cash Contributions	7,097,618.70	13,889,033.17
Investment Income (Note 2)	24,280.93	110,139.96
Transfers within Hierarchy	-5,004,353.92	-8,888,353.92
Contributions via Transfers	2,000,000.00	2,461,408.64
Total Receipts	4,117,545.71	7,572,227.85
Disbursements (Note 1)		
Project Disbursements		
Direct costs Disbursed by WBG		
Staff Costs (Incl. Benefits) (Note 6)	(1,337,090.87)	(2,238,094.78)
ETT/ETC Costs	(121,901.73)	(128,357.17)
STT/STC Costs	(884,589.26)	(1,113,284.59)
Total Personnel Costs	(2,343,581.86)	(3,479,736.54)
Travel Expenses	(16,115.08)	(62,034.77)
Equipment Costs		(270.91)
Media/Workshop	(5,104.42)	(81,404.08)
Contractual Services	(484,483.57)	(606,133.57)
Other direct costs	(11,489.95)	(14,231.73)
Total Direct Costs Disbursed by WBG	(2,860,774.88)	(4,243,811.60)
Total Project Disbursements	(2,860,774.88)	(4,243,811.60)
Non-Project Disbursements		
Total Non-Project Disbursements	0.00	0.00
Total Disbursements	(2,860,774.88)	(4,243,811.60)
Excess of receipts over disbursements / (disbursements over receipts)	1,256,770.83	3,328,416.25
Fund Balance		
Beginning of Period	2,071,645.42	0
End of Period	3,328,416.25	3,328,416.25
Fund Balance consists of		
Share in pooled cash and investments		3,328,416.25
Undisbursed Commitments as of 12/1/21 (Note 4)		1,671,550.35

SOURCE: World Bank.

2021 CONTRIBUTIONS

Donor	Contr Curr	Contrib Amt	Hold. Curr	Holding Curr Amt	Recd
Canada	CAD	2,600,000.00	USD	2,072,208.50	4/5/21
Iceland	USD	100,000.00	USD	100,000.00	6/2/21
Germany	EUR	500,000.00	USD	608,075.00	6/3/21
Norway	NOK	10,000,000.00	USD	1,171,783.45	6/24/21
Iceland	USD	100,000.00	USD	100,000.00	7/7/21
United Kingdom	GBP	600,000.00	USD	833,040.00	9/9/21
Sweden	SEK	20,000,000.00	USD	2,212,511.75	11/25/21
Total				7,097,618.70	

SOURCE: World Bank.

**TOTAL DONOR CONTRIBUTIONS
FROM INCEPTION 29 NOVEMBER, 2018 TO 31 DECEMBER, 2021**

Donor	Contr Curr	Contrib Amt	Hold. Curr	Holding Curr Amt	Recd
Netherlands	USD	568,180.00	USD	568,180.00	12/4/18
Iceland	USD	100,000.00	USD	100,000.00	2/14/19
Finland	EUR	1,000,000.00	USD	1,115,000.00	4/24/19
Norway	NOK	10,000,000.00	USD	1,175,226.23	6/18/19
Germany	EUR	400,000.00	USD	440,560.00	1/28/20
Iceland	USD	100,000.00	USD	100,000.00	6/8/20
Norway	NOK	10,000,000.00	USD	1,087,902.52	11/4/20
Sweden	SEK	20,000,000.00	USD	2,304,545.72	11/5/20
Canada	CAD	2,600,000.00	USD	2,072,208.50	4/5/21
Iceland	USD	100,000.00	USD	100,000.00	6/2/21
Germany	EUR	500,000.00	USD	608,075.00	6/3/21
Norway	NOK	10,000,000.00	USD	1,171,783.45	6/24/21
Iceland	USD	100,000.00	USD	100,000.00	7/7/21
United Kingdom	GBP	600,000.00	USD	833,040.00	9/9/21
Sweden	SEK	20,000,000.00	USD	2,212,511.75	11/25/21
Total				13,989,033.17	

SOURCE: World Bank.

SOURCE: World Bank.

HRIETF FUNDS DISBURSED 2021

Area	Amount	Disbursed
Program Activities	9,691,719	2,535,623
HRDTF Program Management and Administration	1,120,000	648,162
HRDTF Knowledge and Learning;	930,000	750,386
	2,050,000	1,398,548

SOURCE: World Bank.

SCHEDULED, NON-DISBURSED CONTRIBUTIONS FOR THE FOLLOWING FISCAL YEAR (FY23)

Sched/Non-Disb FY23	Curr	Amt	USD Eq	Due
SIDA	SEK	20,000,000	2,071,283	10/15/22
Canada	CAD	2,000,000	1,567,828	3/31/23
Iceland MoFA	USD	100,000	100,000	4/30/23
Iceland MoFA	USD	100,000	100,000	4/30/23
Total			3,839,111	

SOURCE: World Bank.

APPENDIX B

List of 2021 Grants Funded by the Human Rights, Inclusion, and Empowerment Trust Fund

Disbursement details by Grant						
Grant	Grant Name	Executed By	Currency	Grant Amount	01/01/2021 to 12/31/2021	Date of Inception to 12/31/2021
TFOB1231	Access to Justice in MENA	Bank	USD	200,000.00	126,275.22	137,966.05
TFOB1255	Connectivity for Human Capital	Bank	USD	99,257.21	-78.48	99,257.21
TFOB1372	Rebuilding state presence and local governance in the CAR	Bank	USD	150,000.00	36,164.12	86,762.09
TFOB1493	HRDTF Universal Access to Remedies	Bank	USD	200,000.00	37,677.60	159,591.28
TFOB1533	Measuring exclusion to support WB country programming and operations	Bank	USD	143,957.24	94,041.24	143,957.24
TFOB1686	Human Trafficking	Bank	USD	81,281.05	17,940.69	54,054.96
TFOB2313	Strengthening the right to indigenous participation through the implementation of a human rights-based IPP	Bank	USD	100,000.00	38,477.61	44,721.26
TFOB2336	Planning Support and Capacity Building for Power Sector Recovery in Zimbabwe	Bank	USD	150,000.00	20,283.60	20,283.60
TFOB2500	Land Rights and Peace Processes	Bank	USD	106,316.78	89,095.78	106,316.78
TFOB2598	Accelerating Disability Inclusion in WBG	Bank	USD	250,000.00	140,798.40	144,194.47
TFOB2614	(Digital) Infrastructure inclusion to enhance Human Rights for marginalized Roma in Bulgaria	Bank	USD	138,512.69	44,304.40	138,512.69
TFOB2618	The role of transport in supporting women to exercise their rights to work, health and education	Bank	USD	230,000.00	108,763.35	135,101.35
TFOB2634	HRDTF - DRC - Indigenous Peoples	Bank	USD	250,000.00	147,289.53	204,273.53
TFOB3030	HRDTF - "A Matter of Dignity"	Bank	USD	250,000.00	183,588.02	183,588.02
TFOB3602	Strengthening human rights in development projects in two regional FCV hotspots in Africa (Lake Chad Region and Liptako-Gourma Region)	Bank	USD	200,000.00	46,081.93	46,499.62
TFOB3903	HRDTF: Human Rights in the DRC's Post-Ebola Transition and Beyond	Bank	USD	200,000.00	38,707.44	44,355.15
TFOB4377	Understanding and addressing barriers to access to justice for LGBTI people in the Western Balkans	Bank	USD	200,000.00	33,940.08	39,782.40
TFOB4489	Strengthening participation of vulnerable groups in municipal governance in Jordan	Bank	USD	200,000.00	35,113.00	35,113.00
TFOB4897	Human Trafficking	Bank	USD	144,718.95	134,110.20	134,110.20
TFOB5126	Protecting Vulnerable Children - Analytical study of drivers, manifestation and impacts of trafficking of children in Sierra Leone	Bank	USD	200,000.00	7,195.50	7,195.50
TFOB5477	Building the Evidence Base to Estimate the Economic Costs of Exclusion Based on SOGI in North Macedonia and Serbia	Bank	USD	250,000.00	46,303.04	46,303.04
TFOB5518	Embedding the rights of women with disabilities in World Bank operations	Bank	USD	250,000.00	26,440.41	26,440.41
TFOB5649	Human Rights and Open Data - Tranche 1	Bank	USD	175,000.00	22,828.70	22,828.70
TFOB5664	Fulfilling women and girls' right to education and health in rural Haiti through improved transport services	Bank	USD	250,000.00	776.95	776.95
TFOB5706	Strengthening Delivery of the National Human Rights Action Plan (NHRAP)	Bank	USD	250,000.00	77,391.30	77,391.30
TFOB5785	Realizing Human Rights through Public Participation in the Budget Process in Sudan	Bank	USD	250,000.00	112,104.15	112,104.15
TFOB5870	Diagnostic of barriers and entry points for digital inclusion of persons with disabilities and the elderly in the Russian Federation	Bank	USD	300,000.00	97,577.08	97,577.08
TFOB5927	Addressing Psychosocial Disabilities in Conflict-Affected Deep South of Thailand	Bank	USD	250,000.00	6,690.47	6,690.47
TFOB5940	Poor, Female, and Picking Trash - South Asia's Unsung Heroes x Human Rights	Bank	USD	250,000.00	39,929.73	39,929.73
TFOB6251	Anticorruption and Human Rights	Bank	USD	250,000.00	26,402.18	26,402.18
TFOB6267	Addressing Human Rights Gaps among Venezuelan Migrants due to Gender in Colombia and Peru	Bank	USD	245,000.00	5,800.56	5,800.56
TFOB6301	SSI Diagnostics	Bank	USD	250,000.00	2,269.80	2,269.80
TFOB6597	TA for the Implementation of the Integral Plan for the Attention and Protection of Venezuelan Population in Conditions of Human Mobility in Ecuador	Bank	USD	1,500,000.00	94,160.12	94,160.12
TFOB6995	Optimizing operational linkages between early warning and action through the integration of a common AU conflict prevention framework	Bank	USD	830,064.60	11,312.40	11,312.40

SOURCE: World Bank.

TABLE B.1. GRANTS FUNDED BY THE HUMAN RIGHTS AND DEVELOPMENT TRUST FUND (HRIETF) IN 2021, BY PILLAR

A. PILLAR 1: INFRASTRUCTURE

Grant title	Country/region	Grant amount (US\$)
Planning Support and Capacity Building for Power Sector Recovery in Zimbabwe	Zimbabwe	150,000
Strengthening the Right to Indigenous Participation through the Implementation of a Human Rights-Based Indigenous Peoples Plan	Bolivia	100,000
Ensuring Respect for Human Rights in World Bank Financed Cybersecurity Operations and Technical Assistance	World	250,000
Diagnostic of Barriers and Entry Points for Digital Inclusion of Persons with Disabilities and the Elderly in the Russian Federation	Russian Federation	300,000
The Role of Transport in Supporting Women to Exercise Their Rights to Work, Health, and Education	Multi-regional	230,000
Fulfilling Women's and Girls' Right to Education and Health in Rural Haiti through Improved Transport Services	Haiti	250,000
Connectivity for Human Capital	Africa Region	120,000
Digital Infrastructure Inclusion to Enhance Human Rights for Marginalized Roma in Bulgaria	Bulgaria	300,000

SOURCE: World Bank.

B. PILLAR 2: Governance, inclusive institutions and empowerment

Grant title	Country/region	Grant amount (US\$)
Building the Evidence Base to Estimate the Economic Costs of Exclusion Based on SOGI in North Macedonia and Serbia	Western Balkans	250,000
Anticorruption and Human Rights	World	250,000
Access to Justice in MENA	MENA	200,000
HRDTF Universal Access to Remedies	World	200,000
Human Rights and Open Data	World	175,000
Strengthening Participation of Vulnerable Groups in Municipal Governance in Jordan	Jordan	200,000
Strengthening Delivery of the National Human Rights Action Plan	Chile	250,000
Understanding and Addressing Barriers to Access to Justice for LGBTI People in the Western Balkans	Europe and Central Asia	200,000
Measuring Exclusion to Support World Bank Country Programming and Operations	World	290,646

SOURCE: World Bank.

C. PILLAR 3: Fragility, conflict, and violence

Grant title	Country/region	Grant amount (US\$)
Strengthening Human Rights in Development Projects in Two Regional FCV Hotspots in Africa (Lake Chad Region and Liptako-Gourma Region)	Cameroon / Chad / Niger	200,000
Optimizing Operational Linkages between Early Warning and Action through the Integration of a Common African Union Conflict Prevention Framework	World	830,065
HRDTF: Congo, Dem. Rep. Indigenous Peoples	Congo, Dem. Rep.	250,000
Human Trafficking	Uzbekistan	146,077
A Rights-Based Approach to Digital Skills Training for Women and Girls in FCV Settings	Nigeria	250,000
Protecting Vulnerable Children: Analytical Study of Drivers, Manifestation, and Impacts of Trafficking of Children in Sierra Leone	Sierra Leone	200,000
Rebuilding State Presence And Local Governance In The Central African Republic	Central African Republic	150,000
Addressing Psychosocial Disabilities in Conflict-Affected Deep South of Thailand	Thailand	250,000
Addressing Human Rights Gaps Among Venezuelan Migrants Due to Gender in Colombia and Peru	Latin America	245,000
Technical Assistance for the Implementation of the Integral Plan for the Attention and Protection of Venezuelan Population in Conditions of Human Mobility in Ecuador	Ecuador	1,500,000
HRDTF: Human Rights in the Post-Ebola Transition and Beyond in Congo, Dem. Rep.	Congo, Dem. Rep.	200,000
Realizing Human Rights through Public Participation in the Budget Process in Sudan	Sudan	250,000
Land Rights and Peace Processes	World	130,000
HRDTF—A Matter of Dignity	World	250,000

SOURCE: World Bank.

D. PILLAR 4: Social inclusion

Grant title	Country/region	Grant amount (US\$)
SSI Diagnostics	World	250,000
Poor, Female, and Picking Trash — South Asia's Unsung Heroes	South Asia Region	250,000
Accelerating Disability Inclusion in the World Bank Group	World	250,000
Building Back Better: Strategies for Building More Resilient Indigenous Economies	Multi-regional	250,000
Embedding the Rights of Women With Disabilities in World Bank Operations	World	250,000

SOURCE: World Bank.

NOTES: AFR = Africa Region; FCV = fragility, conflict, and violence; HRDTF = Human Rights and Development Trust Fund; LGBTI = lesbian, gay, bisexual, transgender, and intersex; MENA = Middle East and North Africa; SOGI = sexual orientation and gender identity; SSI = Social Sustainability and Inclusion Global Practice.

APPENDIX C

Appendix C. Financial Contributions

TABLE: DETAILED CONTRIBUTIONS BY DEVELOPMENT PARTNERS

CONTRIBUTION REPORT	Paid-In Contributions				Total Paid-In Contributions	Scheduled Contributions				Total Scheduled Contributions	Total Contributions	
	FY19	FY20	FY21	FY22		FY22	FY23	FY24	FY25			
Donor	AMOUNT											
New Contributions												
Netherlands	568,180				568,180							568,180
Iceland	100,000	100,000	100,000	100,000	400,000	200,000	200,000			400,000		800,000
Finland	1,115,000				1,115,000							1,115,000
Norway	1,175,226		2,259,687		3,434,913							3,434,913
Germany		440,560	608,075		1,048,635							1,048,635
Sweden			2,304,545		2,304,545	2,259,683	2,259,683			4,519,365		6,823,910
Canada			2,072,208		2,072,208							2,072,208
United Kingdom				833,040	833,040							833,040
Total New Contributions	2,958,406	540,560	7,344,515	933,040	11,776,521		2,459,683			2,459,683		14,236,204
Transferred Contributions												
Norway		197,632			197,632							197,632
Finland		244,836			244,836							244,836
Iceland		18,941			18,941							18,941
Canada			2,000,000		2,000,000							2,000,000
Total Transferred Contributions		461,409	2,000,000		2,461,409							2,461,409
Total Contributions	2,958,406	1,001,969	9,344,515	933,040	14,237,930		2,459,683			2,459,683		16,697,613

NOTE: Please find a more detailed table of contributions per fiscal years 2019–2025 in appendix

SOURCE: World Bank.

APPENDIX D

Monitoring and Evaluation Framework

TABLE D.1. LONG-TERM OUTCOME LEVEL INDICATOR (OUTSIDE THE SCOPE OF INFLUENCE OF THE HRIE UMBRELLA)

Indicator name	Indicator description and criteria	Unit of measure	Baseline	To date	End target	Frequency	Data source and methodology	Responsibility for data collection
Improved development effectiveness through WBG work beyond HRIE Umbrella Program incorporating human rights.	Taxonomy of PADs and other relevant documents.	Qualitative analysis, drawing on word count.	NTF taxonomy of 2017, which indicated some use of HR language but little application.	N/A.	To be determined.	To be determined.	Taxonomy, WBG database.	HRIE Umbrella PMT.

NOTE: HR = Human Resources; HRIE = Human Rights, Inclusion and Empowerment; NTF = Nordic Trust Fund; PAD = project appraisal document; PMT = Program Management Team; WBG = World Bank Group.

TABLE D.2. PROJECT DEVELOPMENT OBJECTIVE LEVEL INDICATORS

Indicator name	Indicator description and criteria	Unit of measure	Baseline	To date	End target	Frequency	Data source and methodology	Responsibility for data collection
WBG staff and management have a sound understanding of human rights and how to apply them in operations.	The indicator relates to HRIE-funded activities only. The survey will ask for perceptions around human rights and knowledge-based questions.	Percentage.	Established by a baseline survey. Drawn on similar studies done by the NTF (baseline and mid-line, as well as 2017 taxonomy).	318 respondents completed the knowledge test with an average score of 71% (6/8 points).	70% of staff and managers score above 80% (or adjusted to reflect baseline results).	Baseline after 6 months, end-line by end of Trust Fund. Possible one or two survey mid-line.	Baseline and end-line surveys online.	HRIE Umbrella PMT.
WBG staff and management apply human rights in operations.	The indicator relates to HRIE-funded activities only. The survey will ask for perceptions around human rights as well as knowledge-based questions.	Qualitative analysis drawing on word count.	NTF taxonomy of 2017, which indicated some use of human rights language but little application.		To be determined.	To be determined.	Taxonomy, WBG database.	HRIE Umbrella PMT.

NOTE: HRIE = Human Rights, Inclusion and Empowerment; NTF = Nordic Trust Fund; PMT = Program Management Team; WBG = World Bank Group.

SOURCE: World Bank.

TABLE D.3. SHORT-TERM OUTCOME LEVELS INDICATORS

Indicator name	Indicator description and criteria	Unit of measure	Baseline	To date	End target	Frequency	Data source and methodology	Responsibility for data collection
Incorporation of human rights in analytical work supported by the HRIE Umbrella Program, including research, knowledge, and learning on HRBA in development operations.	(1) The work incorporates human rights.	Percentage.	Zero.	Full analysis of 2019 grant round results will be undertaken once implemented.	80% of analytical work supported meet the criteria.	Annually.	Assessment by HRIE Umbrella PMT.	HRIE Umbrella PMT.
	(2) The work includes an analysis of underlying causes of the development problem.							
	(3) The analysis reflects all relevant marginalized groups.							
	(4) The grant achieved its development objective that explicitly articulates human rights.							
	(5) Research, knowledge, and learning on HRBA to development.							
Incorporation of human rights in operations supported by the HRIE Umbrella Program.	(1) The work includes an analysis of underlying causes of the development problem.	Percentage.	Zero.	Full analysis of 2019 grant round results will be undertaken once implemented.	80% of operations supported meet the criteria.	Annually.	Assessment by HRIE Umbrella PMT.	HRIE Umbrella PMT.
	(2) The analysis, data collected, and grant indicators are disaggregated according to all relevant marginalized groups.							
	(3) Key stakeholders actively and meaningfully participate at all levels of the project.							
	(4) Measures are in place to support the capacity building of government (or relevant non-state actor) to advance human rights, including in the areas of participation and accountability.							
	(5) The grant has achieved its development objective which explicitly articulates human rights.							

SOURCE: World Bank.

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TABLE D.3. SHORT-TERM OUTCOME LEVELS INDICATORS

Indicator name	Indicator description and criteria	Unit of measure	Baseline	To date	End target	Frequency	Data source and methodology	Responsibility for data collection
Incorporation of human rights in operations led by TTLs trained by the HRIE Umbrella.	<p>(1) The work includes an analysis of underlying causes of the development problem.</p> <p>(2) The analysis, data collected, and grant indicators are disaggregated according to all relevant marginalized groups.</p> <p>(3) Key stakeholders actively and meaningfully participate at all levels of the project.</p> <p>(4) Measures are in place to support the capacity building of government (or relevant non-state actor) to advance human rights, including in the areas of participation and accountability.</p> <p>(5) The grant has achieved its development objective which explicitly articulates human rights.</p>	Percentage.	Zero.	Analysis of 2019 grant round will be undertaken 1 or 2 years after implementation.	80% of these operations meet the criteria.	Annually.	Assessment by HRIE Umbrella PMT.	HRIE Umbrella PMT.
WBG staff and management who have undertaken HRIE Umbrella Program training understand and value human rights in development.	The survey will ask for perceptions around human rights and ask as well as knowledge-based questions.	Percentage.	Established by a baseline survey.	48 participants trained during the core course which includes the knowledge test. Only 29 responded to the knowledge test; 20 scored 75% and above on knowledge test.	75% of trained staff and management score above 75% (or adjusted to reflect baseline) by December 29, 2023.	Following training, and again after 2 years of HRDTF implementation.	Baseline and end-line surveys online.	HRIE Umbrella PMT.
Partnerships influence analyses or operations supported by the HRIE Umbrella Program.	Partnerships that Program grant teams establish with external actors, such as UN agencies, lead to incorporation of human rights in analyses or operations, as per criteria defined in outcome indicators 1 or 2 as appropriate.	Percentage (of partnership that influence).	HRDTF partnership strategy maps internal and external NTF partnerships.	Analysis of 2019 grant round will be undertaken once implemented.	End-line assessment shows that partnerships have influenced analyses and/or operations supported by the HRDTF.	Annually.	Assessment by the HRIE Umbrella PMT.	HRIE Umbrella PMT.
Partnerships initiated by the HRIE Umbrella PMT bring in additional human rights expertise to activities supported.	This indicator measures the extent to which external partnerships bring in human rights expertise specific to certain areas, be it in research, evaluations and evaluation methodology, human rights training, or otherwise.	Qualitative analysis of each partnership and its contribution.	None.	OHCHR and UNESCO have contributed to development of grant proposals and implementation.	Qualitative analysis shows direct added value of each partnership in terms of human rights expertise.	Annually.	Will vary according to type of partnership.	HRIE Umbrella PMT.

NOTE: HRBA = human rights-based approach; HRDTF = Human Rights and Development Trust Fund; HRIE = Human Rights, Inclusion and Empowerment; N/A = not applicable; NTF = Nordic Trust Fund; OHCHR = Office of the United Nations High Commissioner for Human Rights; PMT = Program Management Team; TTL = task team leader; WBG = World Bank Group; UNESCO = United Nations Educational, Scientific, and Cultural Organization.

SOURCE: World Bank.

TABLE D.4. OUTPUT LEVEL INDICATORS

Indicator name	Indicator description and criteria	Unit of measure	Baseline	To date	End target	Frequency	Data source and methodology	Responsibility for data collection
Number of teams to which the PMT has provided technical and financial support.	This indicator includes teams that receive financial support.	Number.	Zero.	19.	About 15 grants.	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of teams to which the PMT has provided technical support only.	This indicator includes teams that have only requested technical support.	Number.	Zero.	4.	5.	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of research papers produced.	This indicator counts the number of research papers financed by the HRIE Umbrella under the research and evaluation window.	Number.	Zero.	0.	2.	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of evaluations undertaken.	This indicator counts the number of evaluations financed by the HRIE Umbrella Program under the research and evaluation window.	Number.	Zero.	0.	2.	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of learning events held.	This indicator measures the number of BBLs, roundtables and other learning events held at the HQ or CO level.	Number.	Zero.	10. The number of learning events will increase with progress in grant implementation.	30.	Annually.	Invitations.	Front office.
Number of training events.	This indicator measures the number of human rights training sessions held at the HQ and CO levels, including online training.		Zero.	6.	10.	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of participants trained, by GP or unit and by HQ or CO.	This indicator measures interest in NTF and as such is a measure of visibility. Disaggregation per GP/unit will allow for an understanding of whether participants come from "window GPs" or elsewhere.	Number.	Zero.	Core course: 23; E&E: 29. CfP 2020 information sessions: 162.	100	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Total number of partnerships.	This indicator includes both external partnerships established by grant teams, and internal and external partnerships established by the HRIE Umbrella. External partnerships should include partners with human rights expertise.	Number and percentage of total number of partnerships.	Zero.	0. Analysis of 2019 grant round will be undertaken once implemented.	2.	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT, with inputs from grant teams (GRM reporting).
Number of partnerships with a formal agreement.	External partnerships only.	Number.	Zero.	8. Physicians for Human Rights (two); UN Special Rapporteur on Right to Health, Sustainable Development; French Ministry for Europe and Foreign Affairs; University of Leuven; Middlesex University; ADISI-Cameroun; International Committee of the Red Cross.	5.	Quarterly.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of external partners who engage in discussions (through learning events).	External partners who are invited to the WBG as guest speakers to share knowledge with WBG staff.	Number.	Zero.	5.	1.	Quarterly.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of blogs published.		Number.	Zero.	4.	2.	Quarterly.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of knowledge products published (videos).		Number.		42.	15.	Quarterly.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Number of new members added to the distribution list.	Members are considered new TTLs; active participants who attend learning events and would like to be part of the internal distribution list.						HRIE Umbrella PMT.	HRIE Umbrella PMT.

NOTE: ADISI = Association for Integrated Development and Interactive Solidarity-Cameroun; BBL = brown bag lunch; CfP = call for proposals; CO = country office; E&E =; GP = Global Practice; GRM = grievance redress mechanism; HQ = headquarters; HRIE = Human Rights, Inclusion and Empowerment; PMT = Program Management Team; TTL = task team leader; UN = United Nations; WBG = World Bank Group.

SOURCE: World Bank.

TABLE D.5. ACTIVITY LEVEL INDICATORS

Indicator name	Indicator description and criteria	Unit of measure	Baseline	To date	End target	Frequency	Data source and methodology	Responsibility for data collection
Total number of proposals received.	This indicator counts the number of proposals received as a measure of interest in the HRIETF and its mandate, for open calls for proposals. The number will depend on how broad the call is.	Number.	Zero.	69. CfP 2020: submitted proposals to be confirmed in February 2021.	20 proposals.	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT.
Total number of grants allocated.	This indicator counts the number of grants allocated.	Number.	Zero.	19. CfP 2019.	15.	Annually.	HRIE Umbrella PMT.	HRIE Umbrella PMT.

Note: CfP = call for proposals; HRIE = Human Rights, Inclusion and Empowerment; PMT = Program Management Team; TF = Trust Fund.

TABLE D.6. INPUT LEVEL INDICATORS

Indicator name	Indicator description and criteria	Unit of measure	Baseline	To date	End target	Frequency	Data source and methodology	Responsibility for data collection
Number of donors to the HRIE Umbrella Program.	Number of donors to the HRIE Umbrella Program, with NTF donors as baseline.	Number.	4 donors.	7.	10 donors.	Once, by the end of the HRDTF.		HRIE Umbrella PMT.
Number of donors from the global south.	Number of donors from the global south to the HRIE Umbrella Program.	Number.	Zero.	0.	2 donors.	Mid-term, to allow for outreach.		HRIE Umbrella PMT.

NOTE: HRDTF = Human Rights and Development Trust Fund; HRIE = Human Rights, Inclusion and Empowerment; NTF = Nordic Trust Fund; PMT = Program Management Team.

SOURCE: World Bank.

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