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Through the Human Capital Umbrella Program



# Human Capital Umbrella Program

Annual Report

# 2021







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# Acknowledgments

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# Acronyms and Abbreviations

<b>BETF</b>	Bank-Executed Trust Fund
<b>CRVS</b>	Civil Registration and Vital Statistics
<b>DDO</b>	Demographic Dividend Observatories
<b>DHS</b>	Demographic Health Survey
<b>ECD</b>	Early Childhood Development
<b>ECE</b>	Early Childhood Education
<b>FCS</b>	Fragile and Conflict-Affected Situations
<b>GPE</b>	Global Partnership for Education
<b>HCAP</b>	Human Capital Acceleration Plan
<b>HCI</b>	Human Capital Index
<b>HCP</b>	Human Capital Project
<b>HD</b>	Human Development
<b>HIES</b>	Household Income Expenditure Surveys
<b>IDA</b>	International Development Association
<b>IBRD</b>	International Bank for Reconstruction and Development
<b>LFS</b>	Labor Force Survey
<b>MDTF</b>	Multi-Donor Trust Fund
<b>MoPDSI</b>	Ministry of Planning, Development, and Special Initiatives
<b>MOF</b>	Ministry of Finance
<b>NEET</b>	Not in Education, Employment or Training
<b>OOSC</b>	Out of School Children
<b>PASU</b>	Presidential Policy and Strategy Unit
<b>PBB</b>	Program-Based Budgeting
<b>PER</b>	Public Expenditure Review
<b>PEIR</b>	Public Expenditure and Institutional Review
<b>PFM</b>	Public Finance Management
<b>PHCPI</b>	Primary Health Care Performance Initiative
<b>PSLM</b>	Pakistan Social and Living Standards Measurement Survey
<b>RETF</b>	Recipient-Executed Trust Fund
<b>SDI</b>	Service Delivery Indicators
<b>SPG</b>	Specific Purpose Grants
<b>SWEDD</b>	Sahel Women's Empowerment and Demographic Dividend
<b>TF</b>	Trust Fund
<b>UHCI</b>	Utilization-adjusted HCI
<b>WBG</b>	World Bank Group



## Human Capital Umbrella Program at a Glance

This annual report details the activities of the Human Capital Umbrella Program and its anchor trust fund, the Advancing Human Capital Outcomes Globally Multi-Donor Trust Fund (MDTF), with operational and financial reporting as of December 2021.

### PROGRAM NAME

**Human  
Capital  
Umbrella**

### ANCHOR TRUST FUND

Advancing Human  
Capital Outcomes  
Globally Multi-Donor  
Trust Fund (TF073417)

### FUNDING AMOUNT

**\$22.9 million**

### EFFECTIVENESS DATE

**28-Nov-2019**

### CLOSING DATE

**31-Dec-2024**

### COUNTRIES SUPPORTED

Bangladesh, Burkina Faso,  
Ethiopia, Kenya, Nigeria,  
and Pakistan, and the Sahel  
(Benin, Burkina Faso,  
Cameroon, Chad, Cote  
d'Ivoire, The Gambia,  
Guinea, Mali, Mauritania,  
Niger, Republic of Congo,  
Senegal, Togo).  
With additional financing,  
coverage will expand to  
include all IDA and  
IBRD countries.

### DONORS

**The Bill & Melinda  
Gates Foundation**

**The Government  
of Canada**

### PROGRAM MANAGER

Victoria Strokova,  
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Human Capital Project

*Note: Dollar amounts are U.S. dollars unless otherwise indicated.*



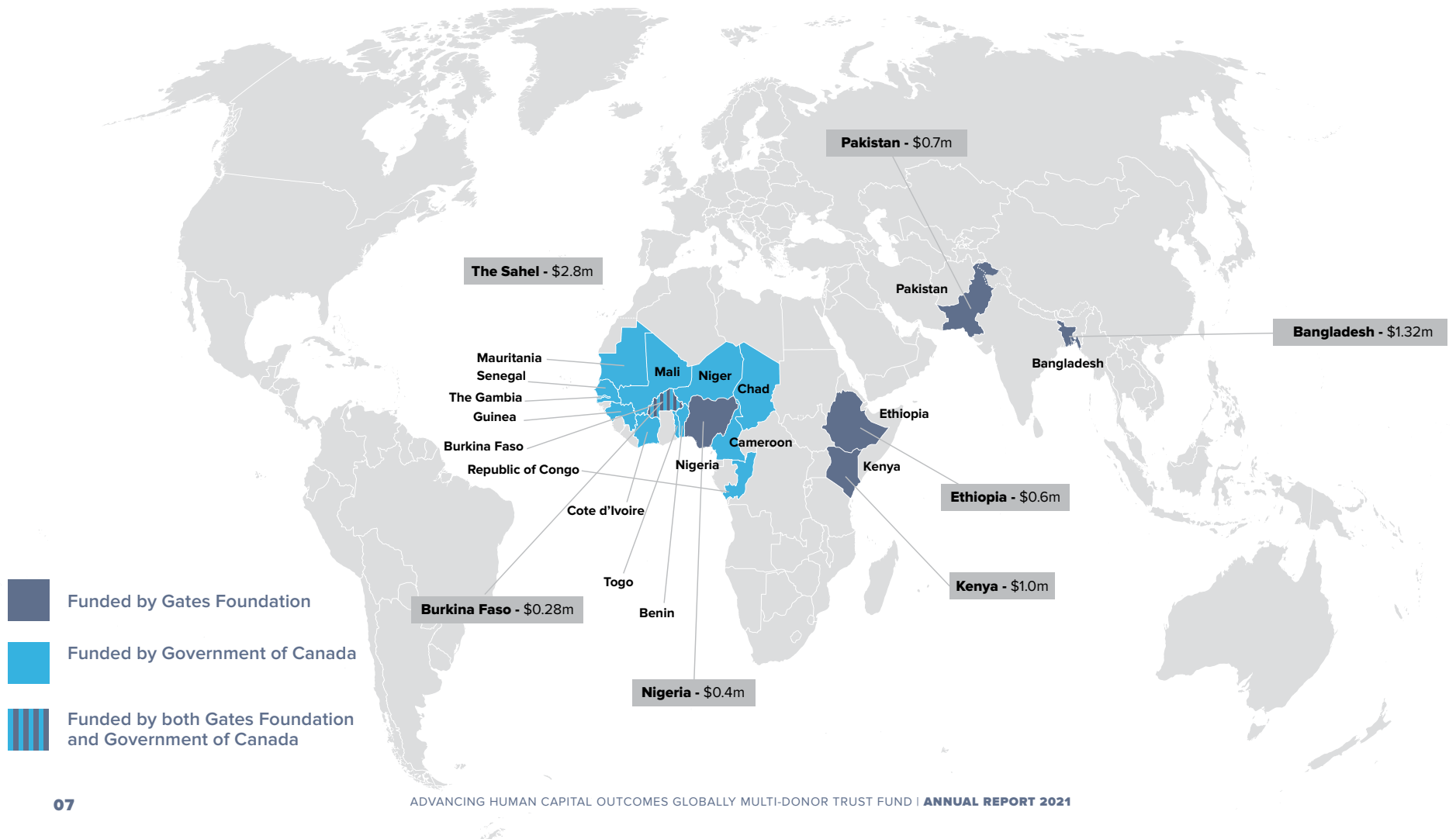
# Human Capital Umbrella Program at a Glance

**\$22.9m**  
total commitments

**\$7.3m**  
contributions received

**\$7.1m**  
allocated\*

*\*Note: Allocations correspond to funds received to date, not total allocations taking into considerations entire amount of donor commitments.  
Dollar amounts are U.S. dollars unless otherwise indicated.*





# 1. Umbrella Program Overview and Highlights

The **Advancing Human Capital Outcomes Globally Multi-Donor Trust Fund** was established in November 2019 with a \$7.1 million anchor contribution by the Bill & Melinda Gates Foundation. In March 2021 it formally became the “**Human Capital Umbrella Program**” and received an additional CAD\$20 million commitment from the government of Canada. The Umbrella Program is an agile financing mechanism designed to support catalytic initiatives focused on accelerating human capital outcomes, and it is aligned with the multisectoral development objectives of the **Human Capital Project (HCP)** at the World Bank Group (WBG). The Umbrella Program set a target value of \$100 million to be mobilized from bilateral, multilateral and private donors over the course of FY22–25. To date, signed agreements are valued at approximately \$22.9 million.

The Umbrella Program provides a flexible approach to align and manage development resources for results at scale for building, protecting and utilizing human capital. In particular, it offers partners:

- A more strategic way to partner with the World Bank on the widely shared goals of the HCP and to finance its priorities on human capital;
- A streamlined approach to working with a range of public and private partners on key human capital development challenges that a single donor is seldom able to address alone;
- Opportunities to collectively tackle overarching human capital development challenges through multisectoral action, yielding results at scale in high-priority countries;
- Opportunities to expand and share the core knowledge base that defines and describes the various aspects and dimensions of human capital; and
- Increased access to the World Bank’s senior management in the context of the high-level policy and strategy dialogue with its client countries around human capital.



Through a combination of Bank-Executed Trust Funds (BETFs) and a few strategic Recipient-Executed Trust Funds (RETFs), the Human Capital Umbrella Program will help to organize and manage development partner resources in support of one or more shared human capital priorities. Whereas most existing trust funds within the WBG use a sectoral lens to address human capital challenges, the Human Capital Umbrella Program allows donors to provide resources to support broader—and thus more coherent—institutional and policy reforms. These will bring a human development perspective to a range of sectors, with a view to accelerating human capital outcomes: an approach encapsulated as “think multisectorally, act sectorally”.

The strategic direction for the Umbrella Program is provided by the HCP Steering Committee, which is the highest decision-making body for the HCP. The Partnership Council, consisting of WBG and donors contributing to the Program, provides strategic guidance and direction on the implementation of the trust fund, reviews progress reports, and endorses annual work plans and budgets.

## 1.1. Development Objectives and Program Description

**The Human Capital Umbrella Program aims to support countries in designing and implementing evidence-based multisectoral initiatives to build, protect, and utilize human capital across the lifecycle.** The intended beneficiaries are governments, policy and research institutions, the private sector, civil society organizations, and practitioners in WBG client countries. These entities both contribute to and benefit from: the sharing of knowledge and experience; opportunities for learning;

policy advice; analytical products providing data and evidence for policy making; funds to pilot innovative approaches; and public outreach and communications. The outputs of the Umbrella Program aim to assist the beneficiaries in forming new coalitions for change, in designing and implementing institutional and policy reforms, in adjusting public and private investments and expenditure, and in promoting innovation. The Umbrella Program also serves as a platform for high-income countries and global organizations to share relevant experience and good practice, and to pursue transformative change in building, protecting, and deploying human capital.

**The Human Capital Umbrella Program is closely aligned with the WBG Human Capital Project (HCP).** Launched in 2018 in response to compelling data on the extent of human capital deficits in many WBG client countries—and mounting evidence of the cost of inaction—the HCP is a global program that aims to accelerate more and better investments in people to build, protect, and utilize human capital. Beginning as a network of champions and government focal points in 28 early adopter countries, the HCP grew rapidly and currently has 82 member countries (as of December 31, 2021). At the outset, HCP was primarily focused on advocacy for human capital investments. However, it evolved increasingly to encompass practical support for countries as they operationalize that agenda, using data backed up by analytical, methodological and operational support. The HCP has been incrementally providing the resources and developing analytical tools to help governments prioritize investments that support human capital accumulation and improve the quality of that spending to achieve better outcomes. The Umbrella Program will facilitate financial and technical assistance to country and regional teams to advance this important agenda, as well as contribute to global efforts.



**Currently, the Human Capital Umbrella Program has three pillars:<sup>1</sup>**

- I. Knowledge, Evidence and Measurement.** This pillar aims to grow the global analytics and knowledge base on whole-of-government approaches and interventions across sectors to improve equity and outcomes in selected countries with weak human capital indicators. The activities financed under this pillar spearhead a comprehensive cross-sectoral agenda for measurement, knowledge and evidence around human capital—an agenda that must remain sufficiently flexible to adapt to a fast-changing environment.
- II. Country Engagement.** This pillar aims to support human capital acceleration through building government implementation capacity and increased

policy dialogue at the country level. It will broadly support country engagement, including supporting WBG-supported operations. Among other things, it includes: i) country-level analyses that are operationally relevant, action oriented and disseminated widely; and ii) direct operational support and technical assistance for human capital acceleration and policy and program reform.

- III. Global Engagement.** This pillar aims to support human capital acceleration through increased technical and financial engagement and dialogue at the global level. Activities financed under this pillar support global engagement and partnerships for human capital acceleration. For example, partnerships and outreach at the regional and global level will be supported through this pillar to ensure that human capital remains a critical part of the development dialogue.

## 1.2. Key Outcomes and Highlights

In the early stages of implementation of the Human Capital Umbrella Program, the grant-financed activities were primarily focused on specific countries supported by the program. Since then, the implications and effects of these activities have expanded—promoting evidence, policies, practices, and knowledge to support progress in human capital outcomes globally through a whole-of-government approach.

<sup>1</sup> The Anchor MDTF currently has one Window (Promoting Multisectoral Policies to Boost Human Capital Outcomes), whereas there are plans to set up another window (Girls' and Women's Empowerment) in 2022 to better organize the child trust funds focusing on this topic. As of December 2021, there are no associated Trust Funds that have been formally mapped to the Umbrella Program, hence, this report only covers the activities financed by the anchor MDTF. The terms "Human Capital Umbrella Program" and the "MDTF" are therefore used interchangeably in the report.



The expected outcomes of the Umbrella Program are given in the Results Framework (see Annex 2 below). The rest of this section highlights select activities that exemplify the key outcomes listed in that framework (as of December 31, 2021).

- **Developing new tools and approaches across sectors** to improve Human Capital Index data, and associated knowledge, nationally and globally.

The Human Capital Umbrella Program supports the measurement agenda, globally and nationally, given the key role that measurement plays in policy dialogue. In so doing, the Program seeks to draw attention to vital human capital outcomes that have been lagging behind. In particular, it supported various country teams in: a) improving the Human Capital Index (HCI) data, including through disaggregation; and b) development of new tools and methodological approaches across sectors to foster diagnostic and implementation capacity relevant to human capital outcomes. Some highlights include a **Dashboard of Human Capital Service Delivery Indicators** developed by the Bank team in **Pakistan**. Several teams have completed a **disaggregation of HCI data**, including in **Bangladesh**

(by socio-economic status and geography), **Ethiopia** and **Kenya** (both at sub-national levels). Other teams have developed new methods and tools, including the Pakistan team that developed a simulation tool for the costing of scenarios whereby most out-of-school children would be back in school. This tool is now used elsewhere by other Bank teams working on: an early childhood education (ECE) survey; a transport survey to measure the impact of transport on girls' education; and work on disability and inclusion.

- **Improving knowledge on whole-of-government approaches** and multisectoral interventions to improve equity and outcomes, particularly in countries with weak human capital indicators, and globally.

One of the key priorities for the Human Capital Umbrella Program is to expand the global analytics and knowledge base on whole-of-government approaches and multisectoral interventions to improve equity and outcomes. To that end, the Umbrella Program targets its support for programmatic analytics and technical support to select countries, in order to promote multisectoral policies that improve human capital.



As outlined in the next section, the teams supported by the Umbrella Program have produced seven different studies,<sup>2</sup> as well as organized twelve workshops, seminars and conferences, attended by policy makers, Bank teams and development partners. An example of the latter is a series of events under the auspices of **Human Capital Summit Month in Pakistan**. The World Bank and development partners designated March 2021 as the month of “Girls Education, Women Empowerment”. The events provided opportunities for deeper discussions on girls’ education and women’s economic empowerment with governments, civil society organizations, academia, development partners and the public in general. More than a dozen blogs or articles have been published to promote knowledge sharing. Collectively, such events and publications have generated roughly 800 television, online and print media citations. In the coming months, it is expected that more academic citations will be generated as investment in primary data generation starts to bear fruit; this will in turn stimulate expansion of the evidence base on human capital.

- **Improving implementation capacity** to undertake policy reforms, institutional changes, and cross-sectoral programs to accelerate human capital outcomes at the **country level**.

Improving implementation capacity at the country level is critical to accelerate progress on human capital outcomes. This includes the ability to adjust and repurpose existing policies or programs to allow them to exert a greater impact on human capital outcomes. To date,

grant-financed activities have facilitated 18 such policy or program adjustments across the countries supported.

- **Strengthening government capacity to coordinate** with internal stakeholders and external partners on multisectoral approaches at the **country level**.

To improve government capacity to coordinate across different government ministries and agencies as well as external partners and stakeholders, the Umbrella Program has supported the development of multisectoral human capital plans and strategies. Examples include the development of the **Human Capital Strategy** in **Burkina Faso** that directly contributed to the national development plan that was adopted by the government. In **Kenya**, under the leadership of the Human Capital focal point, the Treasury set up **Technical Working Groups** to facilitate engagement between Presidential Policy & Strategy Unit (PASU), line ministries and levels of government to ensure ownership of the analytical results and their consequent use during all phases of decision-making.

- **Strengthening operational support and lending** for human capital at the **country level**.

The activities supported by the Umbrella Program aim to inform the design and implementation of investment lending operations. So far, four new operations supporting human capital outcomes have been developed and many more are in the pipeline across supported countries. In addition, implementation of several existing operations has been informed by grant-financed activities.

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<sup>2</sup> As many grant-financed activities started during the pandemic, data collection tended to be delayed. Consequently, most of the studies have not yet completed the full pre-publication cycle, including peer review. However, the teams regularly share results of studies in progress with policy makers and development partners to inform policies and provide just-in-time data.

For example, the \$400 million Second Securing Human Investments to Foster Transformation program (SHIFT II) approved by the World Bank's Board of Executive Directors on June 28, 2021, supports a federal structure to strengthen basic service delivery for human capital accumulation. The program will help improve health and education services, increase income-generation opportunities for the poor, and promote inclusive economic growth. SHIFT II reforms increase budget reliability for sustainable financing of child immunization and quality primary health care programs, promote student attendance—especially for children who are out of school due to COVID-related closures—and support data-driven decision-making. The program supports reforms to encourage women's participation in the economy by improving working conditions and empowering those in the informal sector. It supports the enhancement of national safety net programs and better targeting to protect the most vulnerable, building resilience to such shocks as the COVID-19 pandemic.

- **Improving implementation capacity** to accelerate human capital outcomes at the **global level**.

At the global level, the HCP regularly organizes high-level events aimed at promoting knowledge on whole-of-government approaches. For example, closed-door ministerial conclaves bring together ministers of finance and planning to share experience and discuss solutions to human capital challenges on the sidelines of WBG's annual and spring meetings. These and other global events focused on human capital (such as release of the report on Investing in Human Capital for a Resilient Recovery: The Role of Public Finance) help to keep the topic of human capital high on the agenda of policy makers; they also help

to promote best practice in knowledge sharing, cutting edge innovations and a wider—global—conversation on the topic of human capital.

In addition, the HCP Country Network, facilitated by the World Bank, is a platform that connects senior government officials around the world, mostly from ministries of finance or planning, but also including relevant line ministries, on more effective strategies to build human capital, while a coalition of human capital champions provides advocacy and advice globally. This Network is intended to share knowledge and experience, build capacity, and inspire concerted action on improving human capital outcomes. The 82 countries that currently comprise the Network are broadly representative of all income groups.

**The Human Capital Umbrella Program also aims to promote partnerships aimed at strengthening human capital outcomes.** For example, it facilitates existing partnerships between the Bill & Melinda Gates Foundation and the WBG, including in the areas ranging from public financial management (PFM) in health assessment, the Primary Health Care Performance Initiative (PHCPI), Vital Signs Profiles for health systems, and the policy dashboards in education and in health. The HCP ensures that the activities supported by the Human Capital Umbrella Program build on the model for engagement already refined by the Global Financing Facility (GFF). The GFF has learned valuable lessons through its focus on country-led and prioritized, evidence-based health sector programming complemented by analytics and planning for longer-term increased domestic resources and improved efficiency in health budget allocation and execution. The Umbrella Program applies these lessons to other human development sectors, such

as education and social protection. A similar approach will be taken to strengthen synergies with the Global Partnership for Education (GPE). In HCP/GFF overlap countries, the HCP team ensures that strong links are facilitated among the relevant governmental focal points to foster information sharing and operational knowledge exchange at the country level (for example, linking government human capital and GFF government focal points).

### 1.3. Risk and Challenges

The biggest challenge for the Human Capital Umbrella Program grantees was implementing activities in the context of the COVID-19 pandemic. Among other things, the pandemic has affected capacity to collect data in the short term as well as the quality and relevance of previously collected data. Travel restrictions have limited field work and local consultations and dissemination. Addressing these challenges and data availability gaps will be of the utmost importance. In the long run, as economies adjust to their new “normal”, it will be essential to measure aspects intimately related with human capital formation in the post-pandemic context. Similarly, it will be important to explore potential studies in specific countries to assess the losses that have arisen owing to the concentrated focus during the pandemic on certain HCI components—at the expense of others deemed under the circumstances to be less urgent. Assistance in the creation or adaptation of survey instruments and the analysis of the data could be provided in order to properly assess the shock. In the long run, there will be the need to explore more innovative ways of surveying with less direct contact (such as online templates with follow-up by telephone, video recording, or mixed methods) and how best to make these tools and protocols available for wider use.



Beyond the pandemic, certain countries faced situations of instability or conflict that have impacted the pace of implementation of some of the financed activities. Ethiopia, for instance, was classified in July 2021 by the WBG as a country experiencing fragile and conflict-affected situations (FCS); then in November, when a national state of emergency was declared, some of the staff based there were evacuated. Immediate recovery needs could act as a brake on longer-term initiatives currently under preparation, such as the Human Capital Project (HCP). Several Sahel countries—notably Burkina Faso, Mali, Niger, and Chad—face regional pressures likely to cause continued instability in the coming year. It will therefore be important for the Human Capital Umbrella Program to remain agile in its efforts and allow flexibility in the use of funds to meet changing needs on the ground, without losing sight of its overall development objectives.



## 1.4. Looking Ahead

**The COVID-19 pandemic has unleashed a crisis unlike any we have seen in our lifetimes.**

It pushed 100 million people into extreme poverty in 2020. It has widened inequality, posing a risk that recovery could leave poor countries behind. And it comes on top of long-term challenges that leave many countries fragile: unsustainable debt, climate change, conflict, and weak governance. Beyond the tragedy of more than five million deaths, the crisis has also translated into a decline in access to critical health services, education deeply scarred by school closures, and substantial job destruction, especially for women. Emerging data and evidence from prior crises show that the impact of this crisis on human capital has been felt across all demographic groups. There are particularly worrying signs of substantial disinvestments in human capital at critical turning-points of the life cycle. This could have further long-term consequences for productivity and growth. Given the scale of the multifaceted impact of the COVID-19 crisis, redoubled multisectoral efforts are needed by countries to stem the tide of reversals sustained by human capital, to recover more comprehensively and equitably.

**The Human Capital Umbrella Program will continue to build on the momentum generated to date to support the global effort on human capital accumulation based on the core principle of adopting a multisectoral and a whole-of-government approach.** The IDA20 replenishment cycle presents a further opportunity to scale up support towards human capital accumulation in the most vulnerable countries given the Human Capital Special Theme. The Umbrella Program is well-positioned to provide catalytic upstream support to client countries through measurement, analytics, and technical assistance to take advantage

of this opportunity to increase financing for human capital in the poorest countries as well as to improve the quality of this spending for maximum impact.

**It is also proposed that thematic areas be introduced under the Human Capital Umbrella Program to focus on key challenges to human capital.**

The challenges of building, protecting, and utilizing human capital are further complicated by global shocks, such as COVID-19, and long-term trends, such as technological and demographic shifts, urbanization, globalization, climate change, and forced displacement of people. These shocks are eroding hard-won development gains. The choice of themes is driven by a combination of their strategic value and the holistic perspective underlying the Umbrella Program—in contradistinction to the narrower focus of sectoral trust fund programs.

**The following thematic topics are being proposed for inclusion in the Human Capital Umbrella Program:**

(i) human capital financing and related fiscal policies; (ii) disruptive and transformative technologies for reimagined integrated service delivery for human capital outcomes; (iii) addressing intergenerational human capital inequities due to climate change; and (iv) rethinking human capital accumulation and utilization in response to demographic transition. These topics have been extensively reviewed with WBG management, including the HCP Steering Committee, as well as with development partners. These thematic areas do not alter the structural set-up of the Umbrella Program/MDTF and will overlay the existing pillars described above, providing more focus to strategic fundraising and grant allocation. They will be discussed and confirmed at the Umbrella Program's Partnership Council Meeting in early 2022.

## 2. Highlights of Activities and Results

This section describes some of the areas in which the Human Capital Umbrella Program has made particular efforts and achieved notable results to date, aiming to accelerate improvements in human capital outcomes in countries supported.

Overall, the Human Capital Umbrella program is on track to deliver expected outputs. These include a wide range of activities, including various studies, data sets, policy notes, and technical assistance that have informed or supported a large and growing portfolio of human capital-oriented lending operations. The deliverables to date are summarized in Table 2.1, with detail in the Results Framework (Annex 2).

**Table 2.1 – Human Capital Umbrella outputs delivered to date**

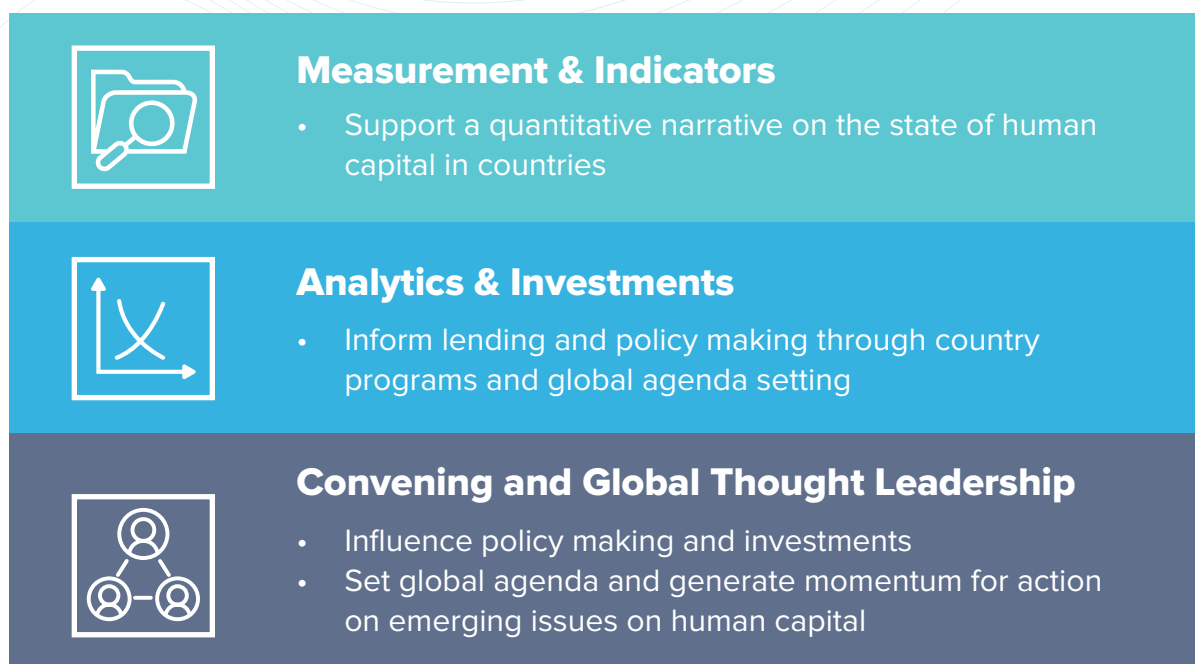
Outputs	Number
New tools developed	5
New methodological approaches developed	3
Reports, studies, knowledge products produced	7
Workshops, seminars, conferences organized	12
Blogs, articles, and other publications published	16
Press/media citations	800
Academic citations	0
Policies or programs that are adjusted or repurposed to facilitate human capital acceleration	18
People trained	1200
Study tours participants	0
Handbooks, manuals, curricula produced	2
Cross-sectoral collaborations between government entities in support of human capital supported	0
National human capital plans/strategies developed	3
New operations supporting human capital outcomes developed	4
Analytical work supporting policy and program reform on human capital	7
Pilots of human capital interventions implemented	1
Beneficiaries reached by operations/pilots, individuals (gender-disaggregated)	*
High-level fora where Ministers and other high-level policymakers discuss Human Capital-relevant themes	2
HCP Country Network policymakers participating in global peer-learning events	60
Study tours with whole-of-government human capital focus	0
Human capital country case studies and major multisectoral reports	3

\*Note: The methodology to calculate this indicator is being developed and will be reported on in future reports.

Although Umbrella-financed activities were individually adapted to address country-specific priorities and needs, most of the financed activities fall into the following areas, aligned with the three areas of global and country engagement under the Human Capital Project. These activities help to reinforce each other. The *measurement and indicators* agenda is key to help motivate policy makers

to commit to investing in human capital, while the *analytics* helps to inform ways in which countries can tailor multisectoral *investments* using a whole-of-government approach. *Convening and thought leadership* are critical to generating momentum and action supported at the highest levels. Below are some of the highlights of country-specific activities under each area.

**Figure 2.1 – Three areas of global and country engagement**



## 2.1. Measurements and Indicators

Monitoring progress on human capital outcomes requires measurements and indicators to inform policy makers on the areas in need of investments. The Human Capital Index (HCI) was created with the aim of informing policy makers about the importance of human capital to future growth and productivity. In addition to the HCI, other measures can complement policy discussions on human capital, serving eloquently to buttress the rationale for investing in human capital. Measuring the human capital that children born today can expect to attain by their 18th birthday, the HCI highlights how current health and education outcomes shape the productivity of the next generation of workers. In this way, it underscores the importance for governments and societies of investing in the human capital of their citizens. The HCI can be a useful tool to track long-term progress on human capital accumulation because the index is based on robust markers

for key stages in the growth trajectory of a child. In addition, the utilization-adjusted HCI (UHCI) provides insights on further margins that economies can explore to boost their long-term growth and productivity.

The 2020 update of the HCI, covering 174 countries, provides an international metric that can be used to measure progress on key components of human capital across countries. National averages, however, often mask significant differences across groups within countries that policy makers must address if they hope to realize the full potential of their citizens. A subnational disaggregation of the HCI can shed light on inequities in health and education outcomes within a country and help governments better target policy to the most disadvantaged groups. In addition, other disaggregation (by gender, or socioeconomic group) has proven to be insightful in policy dialogue. Finally, making data and indicators easily available to Bank teams and policy makers is another important dimension that contributes to absorption of policy recommendations.



Moreover, policy priorities often emerge faster than the ability to collect the data required to shape the detail of policy. This is especially true in the context of the COVID-19 pandemic. Many Bank teams are developing innovative tools and approaches to collect and analyze just-in-time data and overcome potential data gaps on human capital service delivery and address fast-emerging data needs. A selection of notable activities supported by the Human Capital Umbrella Program can be adduced as follows:

- **Country Platform on Adolescents.** Novel data on adolescents has been collected in **Bangladesh** on the following dimensions: COVID-19 outcomes, aspirations, mental health, and growth mindset. The Ministry of Education's Department of Secondary and Higher Education will host this platform on their website. Related policy notes are expected to be delivered by the end of 2022. The team also undertook a **disaggregation of the HCI** to analyze differences according to socioeconomic status and geography. The resultant note highlights that although Bangladesh has made substantial progress in improving the skills, knowledge and health that contribute to an individual's productivity—in short, human capital—this progress has been uneven across households.
- **Dashboard of Human Capital Service Delivery Indicators.** Drawing upon data from household surveys, gender-disaggregated indicators of human capital outcomes were developed (human capital index, stunting, under-five mortality, duration and quality of schooling) and these informed the Human Capital Review in **Pakistan**. Microdata from multiple sources<sup>3</sup> spanning the past 30 years were cleaned and harmonized following

a common template. Indicators were disaggregated by gender, wealth, and location (urban versus rural). Labor force surveys were analyzed to track indicators on utilization of human capital in the labor market. Data available from public sources on government spending (2000–2018) on health, education and social protection were also cleaned and harmonized. The indicators are being integrated in a dashboard that enables teams working on relevant projects to track and visualize them consistently at country, provincial, and district level using time-series and maps of the country.

- **Data on conditions and challenges for informally employed female workers.** In **Pakistan**, women are largely confined to the informal sector, usually as home-based workers without legal or social protection. The lack of robust national data collection on the status of home-based workers in Pakistan has been a challenge for development and implementation of responsive policies required to improve coverage of rights, support better working conditions, and ensure recognition of work and access to fair wages and social security for women generally. A survey is under way to collect and analyze systematic and comprehensive data on conditions for female informal sector workers, especially those home-based, to illuminate the challenges they face and identify implementable actions to improve working conditions. The survey will focus on four districts of Khyber Pakhtunkhwa and Balochistan provinces. This survey will further strengthen understanding of the barriers to female labor force participation and support provincial governments in the implementation of recently passed laws for home-based workers.

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<sup>3</sup> Pakistan's Demographic and Health Surveys (DHS), Pakistan Social and Living Standards Measurement Survey (PSLM), Household Income Expenditure Surveys (HIES), and Labor Force Survey (LFS).

## Box 2.1. Spotlight: Research on Infrastructure and Service Delivery in Kenya

A Trust-fund financed research initiative in Kenya shows how Service Delivery Indicators (SDI) data can be used in cross-cutting initiatives to improve the quality of health service delivery by way of infrastructure. Using Kenya's recent health SDI data, an exploratory analysis was conducted to study the relationship between physical capital and quality of health service delivery in Kenya, primarily in connection with early childhood health.

The findings of the analysis have cross-cutting implications for health, telecommunications, finance, and transportation. These data can be used to infer the differential role of infrastructure in the performance of health care facilities and help shed light on cross-sectoral drivers of service quality. For example, preliminary findings show that access to electricity is associated with more accurate diagnoses, and higher availability of vaccines by enabling access to a working fridge. Analysis of this kind could moreover provide a potential roadmap for Kenya (and other middle-income and lower-income countries) on



how to improve health service quality by not only investing directly in this sector, but also by exploiting the complementarities of investments in infrastructure and technology.

**Source:** *Human Capital Project: Year 3 Progress Report. Washington, D.C.: World Bank Group.*

## 2.2. Analytics and Investments

**Public Expenditure and Institutional Reviews (PEIRs).** Ensuring the adequacy, efficiency, equity, and sustainability of public spending supporting human capital outcomes is essential to stemming human capital losses and providing a foundation for recovery from the COVID-19 crisis. As outlined in a paper published in June 2021 on “[Investing in Human Capital for a Resilient Recovery: The Role of Public Finance](#)”, COVID-19 has led to massive setbacks in human capital alongside a devastating

recession, with prospects for recovery dependent on the success of containing the virus and the availability of adequate fiscal support. Financing for human capital investments has taken on added urgency in the wake of the COVID-19 crisis, especially for countries facing fiscal tightening. Currently, 52 countries are expected to see a drop in borrowing capacity through 2026, affecting 900 million people, mostly in low-income countries. As spending capacity shrinks, and as countries undergo fiscal adjustment, it will be essential to safeguard high-impact human capital spending and focus on improved efficiency and effectiveness.

## Box 2.2. Spotlight: Economic Inclusion – Building the Evidence for the Design of Economic Inclusion Programs

- **Bangladesh.** The World Bank human development team has been in dialogue with the Government of Bangladesh across multiple agencies to identify ways to transform the country's cash transfer programs into economic inclusion programs. To develop an evidence base to inform this transition, the Bank team is undertaking comprehensive profiling of existing safety net beneficiaries. In 2021, the team completed qualitative data collection for beneficiaries of Widow Allowance and Disability Allowance poverty-targeted social assistance programs as well as completed reports on service mapping and market assessment for livelihood, financial inclusion, and service packages for beneficiaries of these allowances. This informed the design of the economic inclusion pilot for safety net beneficiaries. This activity directly supports economic inclusion components in two projects: the restructuring of the \$300 million Cash Transfer Modernization project and the preparation of the pipeline \$500 million Bangladesh Enhancing Investments and Benefits for Early Years project.
- **Pakistan.** The paper on human capital and economic inclusion of the informal sector has been completed and will underpin the design of interventions that combine packages of services that boost human capital and labor outcomes of the informal sector, particularly youth and women. A critical element of these packages would be the design of microcredit/microequity and savings/insurance products, to help the target group improve their earnings, and subsequently support human capital investments in their children. The study was undertaken in close partnership and cooperation with multiple stakeholders, including the Poverty Alleviation and Social Safety Division and the Ministry of Overseas Pakistani and Human Resource Development.

To address these major challenges and help inform governmental human capital spending decisions (and improve the efficiency of spending), several countries are piloting a new approach toward public expenditure reviews focusing on specific human capital outcomes and undertaking comprehensive institutional analyses (PEIRs) to better understand bottlenecks in service delivery that tend to impede optimal outcomes. These include:

- **Ethiopia's PEIR consists of standalone PEIRs on education and social protection, which will be incorporated into a Human Development synthesis (HD PEIR).** Analytical work for the

Education PEIR has been completed on: (i) governance of the education system; (ii) education sector financing management, adequacy, and equity of public spending; and (iii) efficiency and sustainability of public spending. On the Social Protection PEIR, the first three chapters of the report were drafted covering: (i) the social protection framework; (ii) the contours of risk and vulnerability; and (iii) social protection in the national policy and institutional framework. The HD PEIR will be a contributing chapter to a broader Ethiopia public expenditure review (PER) and focus on the cross-cutting issues of stunting and learning poverty.



- **Pakistan's PEIR focuses on stunting/wasting and learning outcomes.** The achievement of these human capital outcomes involves multiple sectors such as education, health, nutrition, agriculture, environment, transport, water, and sanitation. The expenditure and institutional analyses are being conducted for each of the provinces in Pakistan and further in-depth analysis will be conducted in three districts (high, middle-, and low-performing).
- **Bangladesh's PEIR focuses on female labor force participation.** The theory of change and methodology notes have been completed after consultation with sector experts, available expenditure data has been confirmed (and data gaps identified), and the team has reviewed policy documents to better understand the institutional context. The PEIR will contribute a chapter to the broader Bangladesh PER.
- **Nigeria's PEIR will focus on out-of-school children and under-five child mortality.** The PEIR will examine the interactions and impact of institutional arrangements, policy, and expenditure programs on service delivery. The approach includes an analysis of institutional constraints and enablers in public financial management, policy coordination, and service delivery. The concept note for this activity has been completed, including the rationale for the selection of outcomes, and the selection is now under way of states within the federation from which data will be gathered.
- **Kenya's PEIR focuses on early childhood development (ECD).** The Bank team developed an innovative methodology to allocate expenditure to

key ECD interventions and to conduct outcome-oriented institutional analysis accordingly; the team therefore compiled an expenditure dataset from secondary data sources across all sectors and mapped these to the ECD interventions (national and county levels).

**Analytics to inform government policies and strategies.** Many analytical activities supported by the Human Capital Umbrella Program aim to inform government policies and strategies to improve human capital outcomes. Some of the highlights include:

- **Harnessing the Private Sector to Improve Access and Quality of Primary Health Care and Strengthen COVID-19 Response in a province of Pakistan.** This ongoing study in Khyber Pakhtunkhwa aims to: (i) assess the provincial government's capacity to regulate, monitor performance, and manage contracts with private sector partners and conduct feasibility studies; (ii) foster a dialogue and collaboration between government and the private sector; (iii) assess private sector delivery in improving access to better health care; and (iv) support the Khyber Pakhtunkhwa government to develop an action plan to build the capacity of government agencies (such as Khyber Pakhtunkhwa Health Foundation and Health Care Commission) for harnessing the private sector.
- **Recommendations for Addressing Malnutrition in Pakistan** (part of the ongoing Pakistan Human Capital Review). This report highlights the status of Pakistan's high burden of undernutrition, especially stunting, the trends and its variation across provinces and districts, wealth quintiles, and rural or urban

## Box 2.3. Spotlight: Gender Innovation and Regional Learning in Africa



Gender Innovation and Regional Learning (GIRL) is designed to complement the [Sahel Women's Empowerment and Demographic Dividend \(SWEDD\)](#) project, which is a regional project financed by the World Bank. SWEDD aims to accelerate the demographic transition through integrated investments that target girls and young women aged 10 to 19 who are vulnerable to early marriage, teenage pregnancy, and early school drop-out, as well as their communities.

GIRL has been designed to broaden and deepen the women's empowerment agenda and to influence policy making and legal frameworks across and beyond the Sahel in three ways:

- Provide agile funding that complements government-managed IDA resources (that is, those received through SWEDD), to **develop and pilot new interventions**, targeting both girls and their environment (parents, husbands, boys, communities);
- Contribute toward the **global evidence base on girls' and women's empowerment**, by coupling interventions with rigorous and more nimble evaluations; and
- **Assist the dissemination of evidence, reinforce supervision, provide technical assistance, and facilitate peer learning** among decision makers across the region to advance population policies and human development objectives.

Some activities are under way in each of the three components and several others are planned, based on feedback from clients and partners.

- **Childcare interventions** – In Cameroon, a qualitative study to assess preference for childcare has been designed to inform the design of childcare interventions as well as the design of accompanying impact evaluations, which can be financed by the government, leveraging IDA funds.
- **Engagement with religious leaders** – An approach is being developed to accompany Mauritania's initiative for the creation of a training program for male and female religious leaders, with the possibility of opening this up for a regional program across SWEDD countries.
- **A study on COVID-19 and adolescent girls in Sub-Saharan Africa** – This research will shed light on the impacts of COVID-19 on adolescent girls and their households and inform the design of interventions to mitigate the adverse and potentially long-lasting impacts of the pandemic. This activity will complement the efforts under way to put in place an early alert system to identify girls vulnerable to school drop-out and to inform the policy response.

areas. It explores the association of the prevalence of stunting with the key determinants of stunting. It also examines nutrition stewardship, policies, programs, and financing for nutrition in the health and other ('nutrition-sensitive') sectors to understand the strengths and key gaps. Drawing upon good practices from other countries that have succeeded in reducing stunting and from in-country experience, it makes recommendations to address the country's nutrition challenges and improve its human capital.

- **Human Capital Strategy for Burkina Faso.** The analysis undertaken by the Bank team aimed to help the government of Burkina Faso to develop and implement its Human Capital strategy, which will contribute to increase the quality and utilization of health services. As a result, the human capital strategy has contributed to the new national development plan that was adopted by the government.

**Analytics and technical assistance to inform design or support implementation of investment project financing.** Many grant-financed activities aim to directly inform the design of pipeline investment project operations or support implementation of ongoing projects. These activities span a wide range of analytics and technical assistance. Some of the highlights include the following:

- **Mapping of behavior change approaches in Ethiopia.** A behavior change mapping exercise was conducted, including a desk review on national and international evidence of behavior change focused on stunting reduction and school health.

This helped identify relevant examples of good practice and served as a benchmark for the national mapping. The mapping then identified a series of diverse efforts led by the Ministries of Education, Agriculture, and Health, as well as by select development partners. The mapping of existing behavior change campaigns will inform the Human Capital Specific Purpose Grants (SPG) activities under Ethiopia's Human Capital Project (a \$400 million investment lending project currently under preparation) in the 30 selected *woredas* (districts).

In addition, a **rapid assessment on Program-Based Budgeting (PBB) reform** was also conducted to inform the project with the aim of piloting PBB at the regional level. This reform will allow regional authorities to better link their budgets with human capital outputs and outcomes. The study, endorsed by the Ministry of Finance, led to the inclusion of several Program Action Plan activities, Technical Assistance plans, and Disbursement Linked Results in the HCP.

- **Integration of Birth and Death Registration with the National Civil Registry in Pakistan.**<sup>4</sup> The World Bank team is supporting the Pakistan Ministry of Planning, Development, and Special Initiatives (MoPDSI) in implementing a national policy for Civil Registration and Vital Statistics (CRVS). This activity includes development of a National CRVS Strategic Plan involving: (i) thorough review and consolidation of past work on CRVS at both national and provincial

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<sup>4</sup> This work is closely aligned with the Global Facility Funding (GFF) activities under development as part of the World Bank financed Pakistan National Health Support Program under preparation, as well as the ongoing support to MoPDSI and National Socioeconomic Registry (NSER) through the National Social Protection Program (NSPP) and Crisis-Resilient Social Protection Program (CRISP).



## Box 2.4. Spotlight: Engaging Out-of-School Youth

- **Engaging out-of-school children with a focus on girls.** This activity focuses on implementable solutions and actions to address the critical factors in **Pakistan** which cause children to stay out of school or have poor learning outcomes once in school. Pakistan has a large proportion of out-of-school children (OOSC), many of them girls. One of the main contributing factors to the low HCL in Pakistan is a high level of learning poverty. A draft report on OOSC in Pakistan is completed. This report has basic costing simulations for having and keeping all children within the educational system and developed a framework for addressing the issue of OOSC, through targeted programs. In addition, the team is finalizing the monitoring (through phone surveys) of children returning to school, their experiences of distance learning during the pandemic, and other related topics, including progress and setbacks characteristic of the current return to school. From the work on OOSC and the use of phone surveys, a tool was developed that is now used by several other Bank teams working on: an early childhood education survey; a survey to measure the impact of transport on girls' education; and work on disability and inclusion.
- **Not in Education, Employment or Training (NEET).** A phone survey was conducted with 1,500 female NEETs and non-NEETs in **Bangladesh** to understand which constraints (cultural strictures, safety concerns, limited aspirations) tend to be most binding. A similar phone survey was also conducted with 2,000 male NEETs (leading to a policy note currently in preparation). An evaluation that tests scalable solutions will be in the field by February 2022, with results available by December 2022. The team is working closely with focal points from the Ministry of Primary and Mass Education and Ministry of Youth and Sports who are participating in the design and implementation of this study. Based on early insights from this analytical work, the Ministry of Youth and Sports is designing a new project focused on Economic Acceleration and Resilience for NEET with World Bank lending and technical support.

levels; and (ii) review and consolidation of work undertaken to develop suitable IT infrastructure to operationalize the CRVS system across multiple stakeholders, including development of a central data repository and detailed analysis of the requirements and mechanism for ensuring quality checks for data. The activity builds on the CRVS policy developed and harmonization of local government rules through the Securing Human Investments to Foster Transformation (SHIFT) development policy operations.

**Rigorous impact evaluations.** In addition, rigorous evaluations are being planned or under way to assess the impact of various interventions in order to inform their scale up. Examples include:

- **Merit-based scholarship and norms change intervention (under GIRL).** In Cameroon, an impact evaluation is being designed to appraise interventions to be targeted to in-school girls and their parents, seeking to improve school attendance through a change in the perception of the benefits of



## 2.3 Convening Power and Thought Leadership

Convening stakeholders and engaging them on key policy issues are critical to accelerating investments in people. Since inception, the HCP has emphasized: (i) disseminating analytical and operational knowledge produced through the HCP; (ii) facilitating direct country-to-country knowledge sharing around human capital investments; and (iii) generating and maintaining momentum on the human capital agenda at the highest levels. Of note are the HCP Ministerial Conclaves, which generate and sustain high-level dialogue among Ministers of Finance as well as tie the human capital agenda to key priorities (COVID-19, public financing, service delivery, and so forth). Similar principles apply to the country level engagements, supported by the Human Capital Umbrella Program. Some of the examples at the county level are listed below.

- Comprehensive evaluation of the Human Capital Project Special Purpose Grants pilot.** Preliminary planning was completed for an impact evaluation framework of potential interventions under the HCP SPG in Ethiopia. Profiling of selected woredas was carried out and the draft note was used in project design and consultations held with the government. The baseline data collection instrument and impact evaluation framework will be prepared in 2022.
- Human Capital Acceleration in the Context of COVID-19.** Endorsed by the **Bangladesh** Human Development technical team, the Human Capital Acceleration Plan (HCAP) now serves as the strategic roadmap for HD engagement in the country for the next three to five years. It also contributed background diagnostics for the Systematic Country Diagnostic. Three priority pillars are identified in the HCAP: (i) Equitable COVID-19 Recovery; (ii) Climate Smart Human Capital; and (iii) Jobs and Economic Transformation. Aligned with the Government's Five-Year Plan and endorsed by the Prime Minister's Office and Additional Secretary of the Economic Relations

## Box 2.5. Spotlight: Mitigating Learning Impacts of COVID-19 Induced School Closures in Bangladesh



To avoid irreversible learning loss caused by extended school closures, the **Government of Bangladesh** responded quickly to introduce a 'multi-modal' approach to remote learning. Tools such as television, mobile phones, radio, and Internet were provided to ensure that learning continued while schools were closed. However, a World Bank study based on a simulation tool developed by the Education Global Practice discovers that mitigation measures remain inadequate with low access and uptake of current remote learning platforms. Access to supply of remote learning varies significantly across households, and participation is often low even when supply is available.

Another key finding is that overall loss in learning for every Bangladeshi child enrolled in school even in the most optimistic scenario is expected to be substantial. For example, pre-pandemic estimates based on the Human Capital Index (HCI) 2020 update show that a Bangladeshi child starting school at age 4 expects to complete on average 6 years of learning-adjusted schooling (LAYS) by age 18. Based on the study, LAYS is expected to drop to 5.3 years after nine months of school closures.

The study could be useful to policymakers to deploy more effective mitigation measures that reach all school-aged children. It is important to make all alternative learning platforms fully functional through content development and mass delivery. As the poorest families might not have access to digital learning, other methods like physical learning packages, mobile-based lessons or face-to-face classes following social distance and protocols are also necessary. Available data also indicates that there is an urgent need to substantially reduce additional dropouts and absenteeism through stipends and safe school opening and communication campaigns.

*To learn more, read [Combatting the impact of COVID-19 school closures in Bangladesh](#).*

Division (MOF), the HCAP will continue to be updated until 2025 as findings from new diagnostics emerge. Human capital results stories and highlights (for example, estimation of learning loss, girls' education and female labor force participation, the social protection public expenditure review series, early years series) are disseminated on a regular basis by a communications expert. See Spotlight for example.

- **Human Capital Intergovernmental Coordination.** In Kenya, the analytical portfolio supported by the Human Capital Umbrella Program builds on the momentum created by the Human Capital Project, which led to the initiation of an analytic agenda by PASU along the lifecycle continuum and further agreement with the World Bank to collaborate on this agenda. The analytical work was designed to support the government of Kenya in the



generation of evidence, the creation of a platform to support dialogue and facilitate knowledge sharing, and the preparation of a problem-driven implementation roadmap to guide investments. Under the leadership of the Human Capital focal point, the Treasury set up Technical Working Groups to facilitate engagement between Treasury, PASU, line ministries and levels of governments. The creation of this platform will ensure ownership of the analytic results and its use for discussions and decision-making.

- **Human Capital Summit: Girls' Education, Women's Empowerment.** A series of events were delivered on that theme from March 8–18, 2021 in **Pakistan**.<sup>5</sup> A continuation of the Human Capital Summits in 2019 and 2020, the World Bank and its development partners dedicated March 2021 as the month of “Girls' Education, Women's Empowerment.” The events underscored the impacts of the COVID-19 pandemic on human capital, particularly that of girls and women in Pakistan, and provided opportunities for deeper

discussions on girls' education and women's economic empowerment with governments, civil society organizations, academia, development partners and the public in general.

- **GIRL is building national and regional capacity in Africa to design, implement and advocate for policies and programs to empower girls and women.** Several activities are under way to assist the dissemination of evidence, reinforce supervision, provide technical assistance, and facilitate peer learning among decision makers across the region to advance population policies and human development objectives. For example, an implementation lessons and process documentation exercise is under way to accelerate and improve the quality of community-oriented government-led girls' and women's empowerment programming across Africa and advance use of good practices. In addition, the team is strengthening the capacity of Demographic Dividend Observatories (DDOs) as national and regional repositories of expertise on gender and the demographic dividend. Workshops are planned in early 2022 to begin operationalizing a revised roadmap for DDOs. These will increase their focus on research and advocacy for the role of young and adolescent girls and women as contributors to the demographic dividend and highlighting social, economic, and educational constraints that need to be addressed to enable young and adolescent girls and women to reach their potential.



<sup>5</sup> Presentations included: (1) International Women's Day Webinar, World Bank Pakistan — Working within Confiners: Women Home-based Workers in Pakistan; (2) Brainstorming on What Works for Girls' Education: Global and Local Perspective; (3) Roundtable with Khyber Pakhtunkhwa government on Girls' Education; (4) Tackling Childcare Pakistan: Invitation to Virtual Reports Launch; and (5) Pakistan Development Policy Series 2021 — Unlocking Pakistan's Income Tax Potential — Fighting Poverty by Getting Girls and Boys to Learn.

### 3. Financial Highlights and Disbursements

As of December 2021, the Human Capital Umbrella Program has two donors who have committed to financing \$22.9 million. This section provides financial information concerning donor contributions, and disbursements and allocations for the Human Capital Umbrella Program. Table 3.1 provides donor agency names and status of contributions.

**Table 3.1 – Donor Commitments**

Status of Contributions as of end of December 2021				
Donor name	Currency	Amount in Contribution Currency	Amount in US\$	Paid in US\$
Bill & Melinda Gates Foundation	USD	7,103,603	7,103,603	4,336,871
The Government of Canada	CAD	20,000,000	15,822,124	2,968,609
<b>Total</b>			<b>22,925,727</b>	<b>7,305,480</b>

*\*Source: MyTrustFunds data, extracting information from WBG Budget Systems*

**The Human Capital Umbrella Program allocated funds to seven grantees as follows:** Bangladesh, Burkina Faso, Ethiopia, Kenya, Pakistan, Nigeria, and the countries in the Sahel region. Tables 3.2 summarizes allocations and disbursements.

**Table 3.2 – Allocations and Disbursements**

Country/Region	Cumulative Budget Allocated*	Cumulative Budget Disbursed
Bangladesh	\$1,320,000	\$660,000
Burkina Faso	\$280,000	\$270,000
Ethiopia	\$600,000	\$320,000
Kenya	\$1,000,000	\$520,000
Pakistan	\$700,000	\$300,000
Nigeria	\$400,000	\$0
The Sahel	\$2,840,000	\$240,000
<b>Total</b>	<b>\$7,140,000</b>	<b>\$2,310,000</b>

*\*Note: Allocations and Disbursements as of January 5, 2022. Allocations correspond to funds received to date, not total allocations taking into consideration entire amount of donor commitments.*

*\*Source: MyTrustFunds data, extracting information from WBG Budget Systems*

# Annex 1: List of Trust-Fund Financed Activities

Grant No.	Grant Name	Grant Country	TF Umbrella Program	Grant Approval Date	Grant Approval Amount (\$M)	Grant Allocation Amt (\$M)	Undisb. Amount (\$M)	Current FY Disb. (\$M)
<b>Promoting Multisectoral Policies to Boost Human Capital Outcomes</b>								
TF0B2977	Support to Human Capital Strategy Design and Implementation	Burkina Faso	Human Capital Project	3-Jun-2020	0.46	0.28	0.00	0.00
TF0B4612	Pakistan Gates HCP MDTF	Pakistan	Human Capital Project	1-Dec-2020	0.70	0.70	0.40	0.21
TF0B3029	Gates HCP	Kenya	Human Capital Project	12-Jun-2020	1.00	1.00	0.48	0.16
TF0B4583	Ethiopia Multisectoral Human Capital Support	Ethiopia	Human Capital Project	10-Dec-2020	0.60	0.60	0.28	0.05
TF0B3024	Gates HCP – Bangladesh	Bangladesh	Human Capital Project	10-Jun-2020	1.32	1.32	0.65	0.33
TF0B7813	Human Capital Public Expenditure and Institutional Review	Nigeria	Human Capital Project	23-Jan-2022	0.40	0.20	0.20	0.00
<b>The Sahel: Girls' and Women's Empowerment in Africa</b>								
TF0B6064	Design and Pilot Gender Transformative Interventions	Western Africa	Human Capital Project	10-Jun-2021	1.40	1.40	1.16	0.23
TF0B6275	Generate Evidence to Shape Programs and Policymaking	Western Africa	Human Capital Project	12-Aug-2021	0.76	0.76	0.76	0.00
TF0B6274	Build National and Regional Capacity to Implement Policies and Programs	Western Africa	Human Capital Project	8-Jul-2021	0.68	0.68	0.68	0.01

Note: The above are active grants in the HC Umbrella Program (TF073417). Allocations and Disbursements as of January 5, 2022



## Annex 2: Results Framework

Outcomes	Output Indicators	Target (number)	Actual (number)
<b>1. Improved HCI data and knowledge</b>	New tools developed	<b>5</b>	<b>5</b>
	New methodological approaches developed	<b>8</b>	<b>3</b>
<b>2. Improved knowledge on whole-of-government approaches</b>	Reports, studies, knowledge products produced	<b>36</b>	<b>7</b>
	Workshops/seminars/conferences organized	<b>31</b>	<b>12</b>
	Blogs, articles, and other publications published	<b>64</b>	<b>16</b>
	Press/media citations	<b>920</b>	<b>800</b>
	Academic citations	<b>10</b>	<b>0</b>
<b>3. Improved implementation capacity to accelerate human capital outcomes (country level)</b>	Policies or programs that are adjusted or repurposed to facilitate human capital acceleration	<b>28</b>	<b>18</b>
	People trained	<b>2590</b>	<b>1200</b>
	Study tours participants	<b>25</b>	<b>0</b>
	Handbooks, manuals, curricula produced	<b>7</b>	<b>2</b>
<b>4. Strengthened government capacity to coordinate for multi-sectoral/multi-partner approaches (country level)</b>	Cross-sectoral collaborations between government entities in support of human capital supported	<b>17</b>	<b>0</b>
	National human capital plans/strategies developed	<b>7</b>	<b>3</b>
<b>5. Strengthened operational support and lending (country level)</b>	New operations supporting human capital outcomes developed	<b>13</b>	<b>4</b>
	ASAs supporting policy and program reform on human capital	<b>18</b>	<b>7</b>
	Pilots of human capital interventions implemented	<b>40</b>	<b>1</b>
	Beneficiaries reached by operations/pilots, individuals (gender-disaggregated)	<b>*</b>	<b>*</b>
<b>6. Improved implementation capacity to accelerate human capital outcomes (global level)</b>	High-level fora where Ministers and other high-level policymakers discuss Human Capital-relevant themes (e.g., Conclaves, HCP Global Forums, WBG Annual Meetings)	<b>10</b>	<b>2</b>
	Human Capital Network policymakers participating in global peer-learning events	<b>300</b>	<b>60</b>
	Study tours with whole-of-government human capital focus	<b>1</b>	<b>0</b>
	Human capital country case studies and major multisectoral reports	<b>8</b>	<b>3</b>

\* Note: The methodology to calculate this indicator is being developed and will be reported on in future reports.

For more information, please visit  
[www.worldbank.org/humancapital](http://www.worldbank.org/humancapital)

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