

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

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

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

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

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

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

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

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

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







JOBS IN THE WORLD BANK GROUP EVOLUTION ROADMAP

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

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