



International Development Association Support for Jobs

A First-Stage Evaluation of World Bank Support to Jobs and Labor Market Reform through International Development Association Financing, Fiscal Years 2015–22



This evaluation covers the implementation of International Development Association (IDA)-supported interventions directly supporting its jobs objectives across the three replenishment cycles from FY2015 to FY22.

Key Findings and Recommendations

Findings

→ The IDA jobs strategy informed diagnostics and interventions



IDA's jobs strategy stimulated integrative, cross-sector jobs diagnostics and was informed by these diagnostics as well.



The strategy led to a change in how Country Partnership Frameworks (CPFs) discuss jobs objectives and challenges, and prompted a change in the mix of jobs interventions in the portfolio.



The size of the jobs portfolio has not increased significantly, but the mix of interventions includes a greater focus on the private sector.



Combining supply and demand strategies for job creation, as advised by jobs diagnostics and IDA, remains difficult.

→ More work is needed to promote better measurement of jobs outcomes



In most cases, the impact of interventions on jobs was only weakly captured through project development objective indicators, with projects tending instead to measure the volume of outputs or number of beneficiaries.



The outcome-orientation of jobs objectives in results frameworks was particularly weak with respect to access to finance, value chain, and agribusiness projects.

Recommendations

→ IDA could draw more systematically from jobs diagnostics to inform country-level operational engagement.

This can be achieved by strengthening the ownership and use of jobs diagnostics and the integrated approach contained therein to inform policy dialogue, CPF priorities, and operational design. For example, Country Management Units could better incentivize cross-sector collaboration by drawing on diagnostics to establish an integrated and contextualized vision of policy priorities to be the basis of policy dialogue and project design.

→ IDA could strengthen its results frameworks, including through investment in better data and improved monitoring and evaluation (M&E).

This can be achieved through better and more relevant corporate-level indicators, better project monitoring and evaluation, and enhanced support for country statistical systems for measuring labor market outcomes. Implementation of this recommendation has the potential to significantly improve learning, adaptation, and accountability.

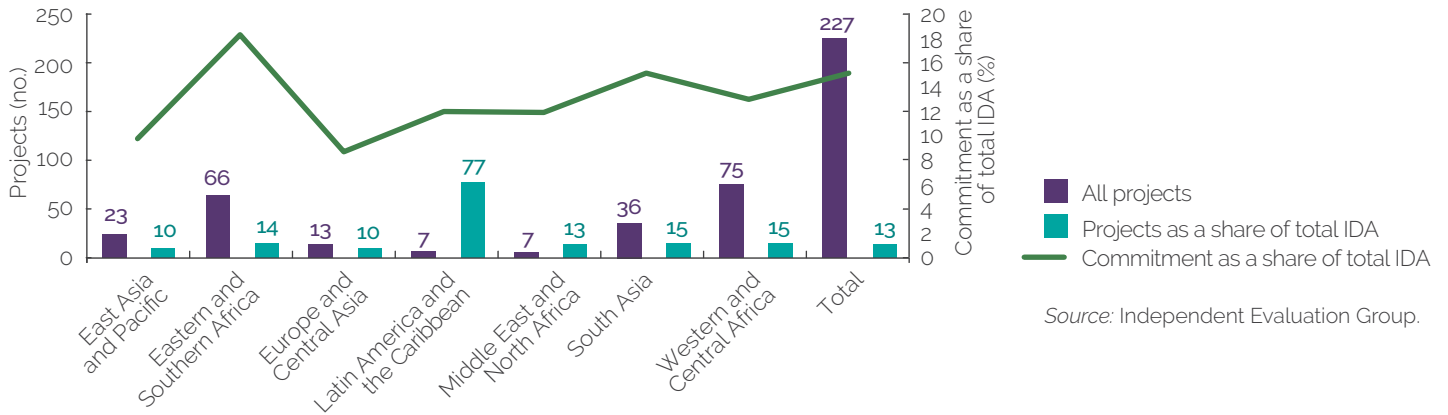
Methodology

The evaluation follows a mixed-methods approach that includes structured literature reviews, portfolio analysis of 257 projects, nearly 100 interviews, 13 country case studies, and review of strategy and other documents.

Context

→ Jobs have been central to the IDA's strategy for inclusive growth since FY15

Geographic Distribution of IDA Jobs-Related Investment Project Financing and Program-for-Results Portfolio, FY2015–22



Source: Independent Evaluation Group.



The 2013 Jobs World Development Report emphasized the role of broad-based growth in creating jobs, urging strong focus on fundamental reforms and policies to improve labor demand, quality, and mobility.



In IDA countries, underemployment—informal, low productivity work—reflects cross-sector, structural constraints and fragmented private sectors.



Since 2014, IDA has included a special theme on jobs, with explicit job objectives, and associated policy commitments and results indicators: “IDA’s Jobs Strategy”.

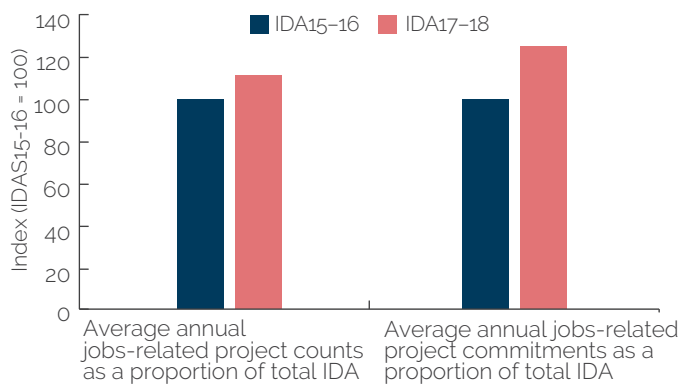


IDA clients were the worst affected by COVID-19, most vulnerable to climate change, and in greatest need of inclusive growth through jobs.

Highlights: A Closer Look at the Portfolio

→ The IDA jobs strategy informed diagnostics and interventions

IDA Jobs-Related Investment Project Financings and Programs-for-Results before and after the Shift in IDA Jobs Strategy



Source: Independent Evaluation Group.

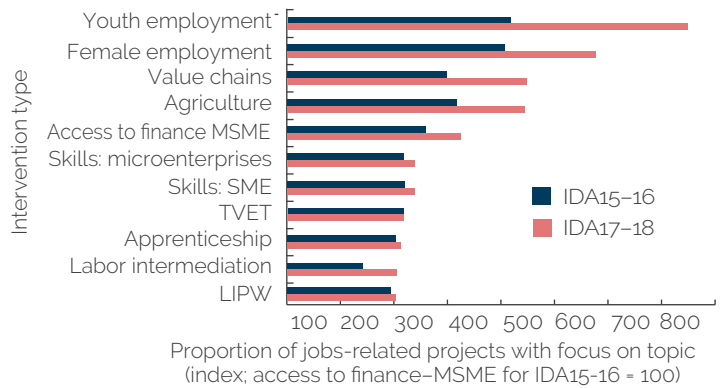
Note: For more details, see the report. IDA15-16, IDA17-18 = 15th, 16th, 17th, and 18th Replenishments of the International Development Association.

The IDA jobs strategy improved the articulation of jobs-related objectives, theories of change, and results frameworks in Country Partnership Frameworks.

The strategy had a pronounced effect on engagements with countries affected by fragility, conflict, and violence, with an increased focus on youth employment.

The shift in the strategy led to a change in the mix of jobs interventions in the portfolio.

Change in Proportion of Different Types of Interventions in “Synthetic” Jobs Portfolio



Source: Independent Evaluation Group.

Note: For more details, see the report. IDA15-16, IDA17-18 = 15th, 16th, 17th, and 18th Replenishments of the International Development Association; LIPW = labor-intensive public works; MSME = micro, small, and medium enterprise; SME = small and medium enterprise; TVET = technical and vocational education and training.

Focus on demand-side interventions increased, and bundling of interventions is now common practice.

Overall, choice and design of jobs interventions were well informed by evidence.

Prioritization of youth and women’s employment in the IDA jobs strategy resulted in more focus on these two groups in jobs interventions.