

Indigenous Peoples Safeguards Monitoring Report

Project No. 42466-015
Semestral Report
December 2016

ADB Loan Number 3131-BAN (SF) & Grant Number 0391-BAN (EF): Skills for Employment Investment Program (SEIP)

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1. PROJECT PURPOSE AND COMPONENTS

1.1 Scope and Objectives

The Skills for Employment Investment Program (SEIP) supports the Government of Bangladesh's reforms in skills development, anchored in the National Skills Development Policy (NSDP), 2011. The overall objective of the project is to qualitatively and quantitatively expand the skilling capacity of identified public and private training providers by establishing and operationalizing a responsive skill eco system and delivery mechanism through a combination of well-defined set of funding triggers and targeted capacity support.

Specifically, the objectives are to:

- i. improve job focused skills along with up-skilling of the existing workforce to enhance productivity and growth of industry sectors
- ii. impart skills training linked to gainful employment or self-employment through PKSf partners and their livelihood programs;
- iii. develop a network of training providers that are endorsed by industry for providing excellence of training to meet the skills needs of employers;
- iv. establish and implement a strategy to address the special needs of groups specified in the NSDP and ensure their participation in SEIP programs.
- v. implement a vocational trainer development program for trainers and assessors and a management leadership program for training provider management reflecting NSDP requirements;
- vi. support the training providers for capacity development to ensure quality training delivery mechanism.
- vii. establish and institutionalize a credible recognition of prior learning (RPL) system;
- viii. support the NSDC-S and key government ministries to strengthen institutional arrangements to enable the TVET system to meet policy objectives within a coherent skills development framework; and
- ix. support the establishment and operationalization of a National Human Resources Development Fund (NHRDF).

1.2 Project Components

SEIP consists of four output areas:

- (I) Market Response Inclusive Skills Training Delivered
 - Training of about 47,400 people through 32 public training institutions under three ministries of GOB;
 - Training of about 192,400 people through nine industry associations, 10,000 people by PKSf and 10,200 people Bangladesh Bank;

- Ensuring that of the total trainees 30% are women;
- Also ensuring that of the total trainees, 40,000 are from disadvantaged groups including people with disabilities; and
- Support to piloting targeting financial support schemes.

(II) Quality Assurance System Strengthened

- Supporting development of at least 5 qualification packages including occupational standards, one for each priority sector, and support registration of all participating training providers;
- Training of 1,320 trainers, 300 industry assessors, and 92 principals and managers of public and private training institutions;
- Support improvements of training facilities or participating public training providers, following public-private partnership modality including helping the establish centers of excellence; and
- Strengthening the capacity for assessment and certification through partnership between BTEB and industry skills councils in each priority sector, and supporting recognition of prior learning.

(III) Institutions Strengthened

- Supporting the establishment of National Human Resources Development Fund as envisaged in the Borrower's National Skill Development Policy to increase funding to substantially scale-up high quality skilling and up-skilling;
- Supporting the establishment of a new ministry or a skills authority with its own medium term budgetary framework for skills development;
- Delegating powers to 32 participating public training institutions to generate earnings which will be reflected in additional budget, hire trainers and any other resource persons, offer flexible courses, and enter into partnership with employers and enterprises; and
- Strengthening industry linkages, job placement and career counseling in partnership with training providers and employers.

(IV) Effective Program Management.

- Supporting M&E system to track students and training providers to ensure high quality training and job placement;
- Strengthening sector planning and budgeting for the skills development sector to move towards a sector wide approach by 2017;
- Establishment of mechanism to strengthen governance and risk management in skills development in close partnership with NSDC-S; and
- Supporting strong project management including effective management of technical assistance under the Project particularly in targeting, quality assurance, institutional development, M&E and capacity development.

1.3 Implementation Arrangements

The Finance Division of the Ministry of Finance is the sponsoring ministry as well as the executing agency of the project. Three other ministries are also be responsible for implementation of the project: (i) Ministry of Education (Directorate of Technical Education); (ii) Ministry of Expatriates' Welfare and Overseas Employment (Bureau of Manpower, Employment & Training); and (iii) Ministry of Industries (Bangladesh Industrial Technical Assistance Centre). In addition, the Bangladesh Bank, Palli Karma Shayak Foundation and 9 Industry Associations of 6 priority sectors are involved in project implementation.¹

High level policy, inter-agency coordination and program oversight for the project will be provided by an inter-ministerial Project Steering Committee (PSC), chaired by the Secretary, Finance Division, Ministry of Finance (MOF). The PSC oversees all aspects of project implementation, reviews project progress, approve annual work plan and budgets, as well as make policy decisions related to inter-ministerial policy and implementation matters.

The Project Implementation Unit (PIU), headed by a National Project Director (NPD), is established to coordinate policy issues and monitor implementing activities of the project. An Additional Secretary of the Finance Division is assigned with the responsibility, in addition to his current duty, of the NPD/PIU of the SEIP.

Project management and coordination functions for the project are provided by the Skills Development Coordination and Monitoring Unit (SDCMU). SDCMU is also responsible for providing secretarial support to the PSC and ensuring overall coordination for implementation of the project. The SDCMU is headed by an Executive Project Director (EPD), supported by 3 Deputy and 7 Assistant Executive Project Directors.

The Skills Development Implementation Committee (SDIC), headed by the SDCMU Executive Project Director (EPD) and represented by the chief project coordinators of the industry associations as members, has been established to provide project implementation support. The committee meets regularly to take stock on project progress and solve problems arising during project implementation.

The compliance status with respect to loan covenants is presented in table below:

SI No	Status of Loan Covenants	Status of Compliance
1	<p>Safeguards</p> <p>The Borrower shall ensure that the preparation, design, construction, implementation, operation and decommissioning of the Project, and all project facilities comply with (a) all applicable laws and regulations of the Borrower, relating to environment, health and safety, involuntary Resettlement and small ethnic communities; (b) the communities Safeguards; and (c) the EARF, the RF and the SECPF; and any corrective or preventative actions set forth in a Safeguards Monitoring Report.</p>	<p>The Project ensures all applicable laws and regulations of the Borrower, relating to environment, health and safety, involuntary Resettlement and small ethnic communities; (b) the communities Safeguards; and (c) the EARF, the RF and the SECPF; and any corrective or preventative actions set forth in a Safeguards Monitoring Report.</p>
2	<p>Human and Financial Resources to Implement Safeguards Requirements</p> <p>The Borrower shall make available, or cause the Project Executing Agency to make available, necessary budgetary and human resources to fully implement the EARF, RF and SECPF, as necessary.</p>	<p>There is no intervention in this project which can hamper environment and possibility of dislocation of ethnic minority. As such no separate budget allocation and dedicated manpower is required to implement EARF, RF and SECPF</p>
3	<p>Safeguards-Related Provisions in Bidding Documents and Works Contracts</p> <p>The Borrower shall ensure, or cause the Project Executing Agency to ensure that all bidding documents and contracts for Works contain Provisions that require contractors to:</p> <ul style="list-style-type: none"> a) comply with the measures and requirements relevant to the contractor set forth in any safeguards documents (to the extent they concern impacts on affected people during construction), and any corrective or preventatives actions set out in a Safeguards Monitoring Report; b) make available a budget for all environmental and social measures; 	<p>There is no construction work in the Project except such repair and renovation. There is no threat of hampering resettlement of small ethnic community people risks, or agricultural land or due to project activities and hence no such requirement for reinstating pathways, other local infrastructure, and agriculture land to at least their pre-project condition upon the completion of construction.</p>

SI No	Status of Loan Covenants	Status of Compliance
	<p>c) provide the Borrower with a written notice of any unanticipated environmental, resettlement or small ethnic community peoples risks or impacts that arise during construction, implementation or operation of the Project that were not considered earlier;</p> <p>d) adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and</p> <p>e) fully reinstate pathways, other local infrastructure, and agriculture land to at least their pre-project condition upon the completion of construction.</p>	
	<p>Safeguard Monitoring and Reporting The borrower shall do the following, or shall cause the Project Executing Agency and Project implementing Agencies to do the following:</p> <p>(a) Submit semiannual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affected persons promptly upon submission; and</p> <p>(b) If any unanticipated environmental and/or social risks and impacts arise during construction, implementation or operation of the Project, promptly inform ADB of the occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan.</p>	<p>(a) This semiannual Safeguards Monitoring Reports to ADB is the second one;</p> <p>(b) If any unanticipated environmental and/or social risks and impacts arise during implementation or operation of the Project, ADB will be informed regarding the event and proposed corrective action plan.</p>

Status of Training for Ethnic Minority people

Out of total 260,000 trainees in first tranche 40,000 trainees are to be targeted from disadvantaged groups including people with disabilities; people living below poverty line, female and ethnic minority. Status of ethnic minority trainee up to December, 2016 is as follows:

Status of Ethnic Minority Trainee July to December, 2016

Ethnic Group	Trainee (No.)	Male (No.)	Female (No.)	% of Female
Bom/Bawam/Bum	4	4	0	0
Buna	3	2	1	33.33
Chakma	332	157	175	52.71
Garo/ Mandi	10	10	0	0.00
Hajong	1	1	0	0.00
Khasia	3	2	1	33.33
Mandi	11	9	2	18.18
Manipuri	2	0	2	100.00
Marma/Mag/Mu	90	39	51	56.67
Munda / Mundari	2	2	0	0.00
Mrong/Murong/Mrung	3	3	0	0.00
Oraon/ Urang/ Urao	6	6	0	0.00
Rakhain	2	2	0	0.00
Santal	29	28	1	3.45
Tanchyanga	9	1	8	88.89
Tripura	38	20	18	47.37
Urua	2	2	0	0.00
Total	547	288	259	47.35

Impact of Training on Ethnic Minority people

SEIP project aims at developing an employable workforce equipped with market relevant skills and knowledge, it pays special attention to the people living below poverty line, the disadvantaged, and people from remote areas, including ethnic minorities. In specific, the project fosters more equitable access to skill development including those from SECs,

The project is focusing on creation of employment opportunities for the small ethnic minorities significantly and thereby contributing to poverty alleviation in the SEC positively. Skills training programs are designed to equip the small ethnic minorities with necessary skills, knowledge, and competencies to contribute to the productivity of the nation. The employment opportunities will increase as they will be in much greater demand from employers because of their better quality skills. Such training is expected to have substantial impact on members of the minority groups to uplift their social and financial status by being skilled and getting employed.

INDIGENOUS PEOPLES IMPACT CATEGORIZATION

Date: 12/01/2017

A. Instructions			
<p>(i) The project team completes and submits the form to the Environment and Safeguards Division (RSES) for endorsement by RSES Director, and for approval by the Chief Compliance Officer (CCO).</p> <p>(ii) The classification of a project is a continuing process. If there is a change in the project components or/and site that may result in category change, the Sector Division submits a new form and requests for recategorization, and endorsement by RSES Director and by the CCO. The old form is attached for reference.</p> <p>(iii) The project team indicates if the project requires broad community support (BCS) of Indigenous Peoples communities. BCS is required when project activities involve (a) commercial development of the cultural resources and knowledge of indigenous peoples, (b) physical displacement from traditional or customary lands; and (c) commercial development of natural resources within customary lands under use that would impact the livelihoods or the cultural, ceremonial, or spiritual use that define the identity and community of indigenous peoples.</p> <p>(iv) In addition, the project team may propose in the comments section that the project is highly complex and sensitive (HCS), for approval by the CCO. HCS projects are a subset of category A projects that ADB deems to be highly risky or contentious or involve serious and multidimensional and generally interrelated potential social and/or environmental impacts.</p>			
B. Project Data			
Country/Project No./Project Title		: Skills for Employment Investment Program (SEIP)	
Department/ Division		: BRM	
Processing Stage		:	
Modality		:	
<input type="checkbox"/> Project Loan <input type="checkbox"/> Program Loan <input type="checkbox"/> Financial Intermediary <input type="checkbox"/> General Corporate Finance <input type="checkbox"/> Sector Loan <input checked="" type="checkbox"/> MFF <input type="checkbox"/> Emergency Assistance <input type="checkbox"/> Grant <input type="checkbox"/> Other financing modalities:			
C. Indigenous Peoples Category			
<input type="checkbox"/> New <input checked="" type="checkbox"/> Recategorization — Previous Category []			
<input type="checkbox"/> Category A	<input checked="" type="checkbox"/> Category B	<input type="checkbox"/> Category C	<input type="checkbox"/> Category FI
D. Project requires the broad community support of affected Indigenous Peoples communities.		<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
E. Comments			
Project Team Comments: There is no construction work in the Project except such repair and renovation. There is no threat of hampering resettlement of small ethnic community people risks, or agricultural land or due to project activities and hence there is no negative impact of the Project on society.		RSES Comments: 	
F. Approval			
Proposed by:		Reviewed by:	
Gender Specialist		Zahidul Haque	
Project Team Leader, BRM		Senior Social Development Specialist (Safeguards), RSES	
Date:		Date:	
Team Leader		Endorsed by:	
Project Officer (Resettlement), BRM		Nasseem J. Ahmad	
Date: January 2017		Director, RSES	
Date:		Date:	
Endorsed by:		Approved by:	
PD		<input type="checkbox"/> Highly Complex and Sensitive Project	
Director, SAHS			
Date:		Date:	

Small Ethnic Community Peoples Impact Categorization

KEY CONCERNS	YES	NO	NOT KNOWN	Remarks
A. Small Ethnic Community Peoples Identification				.
1. Are there socio-cultural groups present in or use the project area who may be considered as "tribes" (hill tribes, schedules tribes, tribal peoples), "minorities" (ethnic or national minorities), or "indigenous communities" in the project area?	X			Training is currently being delivered across the country through 33 public training institutes under three different ministries, as well as private training centers administered by 9 industry associations. Some of these training centers are located in the district of Rangamati, Khagrachari and Bandarban hill districts of Chittagong division, Sylhet, Habiganj of Sylhet division, Tangail of Dhaka division, Rajshahi, of Rajshahi division and Panchagar of Rangpur division. etc from other plain land areas where ethnic minority people are prominent. Indigenous people do not suffer adverse impacts as a result of the project.
2. Are there national or local laws or policies as well as anthropological researches/studies that consider these groups present in or using the project area as belonging to "ethnic minorities", scheduled tribes, tribal peoples, national minorities, or cultural communities?	X			
3. Do such groups self-identify as being part of a distinct social and cultural group?	X			
4. Do such groups maintain collective attachments to distinct habitats or ancestral territories and/or to the natural resources in these habitats and territories?	X			
5. Do such groups maintain cultural, economic, social, and political institutions distinct from the dominant society and culture?			X	
6. Do such groups speak a distinct language or dialect?	X			
7. Have such groups been historically, socially and economically marginalized, disempowered, excluded, and/or discriminated against?	X			
8. Are such groups represented as "Indigenous Peoples" or as "ethnic minorities" or "scheduled tribes" or "tribal populations" in any formal decision-making bodies at the national or local levels?	X			

KEY CONCERNS	YES	NO	NOT KNOWN	Remarks
B. Identification of Potential Impacts				
9. Will the project directly or indirectly benefit or target Indigenous Peoples?	X			
10. Will the project directly or indirectly affect Indigenous Peoples' traditional socio-cultural and belief practices? (e.g. child-rearing, health, education, arts, and governance)		X		
11. Will the project affect the livelihood systems of Indigenous Peoples? (e.g., food production system, natural resource management, crafts and trade, employment status)	X			The Program will respect SECs' identity, dignity, human rights, livelihood systems, and cultural uniqueness as defined by SECs themselves, so that they (i) receive culturally appropriate social and economic benefits through generation of employments, (ii) do not suffer adverse impacts as a result of the project, and (iii) can participate actively in the Program that would benefit them.
12. Will the project be in an area (land or territory) occupied, owned, or used by Indigenous Peoples, and/or claimed as ancestral domain?		X		
C. Identification of Special Requirements <i>Will the project activities include:</i>				
13. Commercial development of the cultural resources and knowledge of Indigenous Peoples?		X		
14. Physical displacement from traditional or customary lands?		X		
15. Commercial development of natural resources (such as minerals, hydrocarbons, forests, water, hunting or fishing grounds) within customary lands under use that would impact the livelihoods or the cultural, ceremonial, spiritual uses that define the identity and community of Indigenous Peoples?		X		
16. Establishing legal recognition of rights to lands and territories that are traditionally owned or customarily used, occupied or claimed by indigenous peoples?		X		
17. Acquisition of lands that are traditionally owned or customarily used, occupied or claimed by indigenous peoples?		X		

D. Anticipated project impacts on Indigenous Peoples

Project component/ activity/ output	Anticipated positive effect	Anticipated negative effect
Output 1: Market responsive inclusive skills training delivered	All the trainees including indigenous people will benefit from improved skills training. Project will target unskilled populations from ethnic minority groups to get enrolled to create equal opportunity for them to integrate themselves with the mainstream economy of the country. The program will provide stipends which will target disadvantaged populations including indigenous peoples to have access to skills development.	None
Output 2: Quality assurance system strengthened	The program will help improve the quality through enhancing the quality of trainers, training institutions and quality assurance that will benefit all citizens of the country.	None
Output 3: Institutions strengthened	The program will support strengthening institutions which will improve provisions of funding.	None
Output 4: Effective project management	The program will ensure effective implementation, monitoring and evaluation of agreed actions.	None