

# Small Ethnic Community Peoples Plan

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June 2019

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BAN: Skills for Employment Investment Program (Tranche 3)

Prepared by the Skills Development Coordination and Monitoring Unit  
For Skills for Employment Investment Program (SEIP)  
Finance Division, Ministry of Finance  
Government of Bangladesh

**CURRENCY EQUIVALENTS**  
(as of 17 June 2019)

Currency Unit	–	Taka (Tk)
Tk1.00	=	\$0.01182
\$1.00	=	Tk84.555

**ABBREVIATIONS**

ADB	–	Asian Development Bank
CHT	–	Chittagong Hill Tracts
GRM	–	grievance redress mechanism
M&E	–	monitoring and evaluation
SDCMU	–	Skills Development Coordination and Monitoring Unit
SEC	–	small ethnic community
SEIP	–	Skills for Employment Investment Program
SECPP	–	small ethnic community peoples plan

**NOTES**

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## **EXECUTIVE SUMMARY**

In Bangladesh, opportunities to participate in and receive benefits from the development process tend to vary by region, ethnicity, and other demographic and socioeconomic characteristics. The Skills for Employment Investment Program (SEIP), approved as a multitranche financing facility by the Asian Development Bank (ADB) in 2014, aims to support the government's reform initiatives to create a sustainable national skills development system which benefits all people, irrespective of their socioeconomic, ethnic, linguistic, or gender status.

The Small Ethnic Community (SEC) Peoples Plan (SECPP) was prepared to ensure that SEC people will receive culturally appropriate social and economic benefits from SEIP. This SECPP for SEIP Tranche 3 (2020-2023) follows that of Tranche 2 (2017–2021), with targeted support for disadvantaged populations including SEC people. The SECPP supports the overall SEIP implementation with performance targets, requirements for reporting, monitoring and evaluation (M&E), and other key issues. The plan will also be a guiding document for preparation of detailed project activities for implementation.



## **A. Description of the Project**

1. The SEIP supports the Government of Bangladesh's strategy to develop a sufficiently skilled workforce for priority economic growth sectors by 2023. While the ultimate aim is to ensure increased income from an enhanced skills and education base of the population, especially of the working age population of 15 years and above, the project will pursue comprehensive policy, institutional, and structural developments required for sustainable process of skills development facilities all over Bangladesh. The program endeavors to achieve four outputs: (i) market responsive inclusive skills training delivered; (ii) quality assurance system strengthened; (iii) institutions strengthened; and (iv) monitoring and management for skills development enhanced.

2. In addition to providing skills training to new entrants and existing workers through both public and private training institutes, the program supports institutional reforms and capacity building for a national skills development system. The key measures include: (i) upgrading the training facilities and equipment of selected public training institutes; (ii) strengthening quality assurance and assessment mechanisms; (iii) capacity development of trainers and administrators of public and private training institutes; and (iv) establishing a national human resource development fund to provide sustainable funds to train a growing large number of young workforce. Tranche 3 project (Project 3), to be implemented during 2020-2023, will continue to strengthen quality skills training by (i) institutionalizing training partnerships with private and public sector providers to deliver entry- and mid-level skills training across 10 priority sectors; (ii) introducing advanced skills courses to prepare the workforce with technology-based skills requirements; (iii) enhancing qualifications and capacities of trainers and managers for improved quality of training; (iv) supporting a national governance structure for skills development and a sustainable funding mechanism for national skilling efforts.

3. While the project aims to develop an employable workforce equipped with market relevant skills and knowledge, it pays special attention to the poor, the disadvantaged, and people from remote areas, including ethnic minorities (indigenous people in Bangladesh are recognized by the government as an SEC). In specific, the project fosters more equitable access to skill development, including those from SECs, by providing special stipends. Tranche 1 project is to provide stipends to approximately 40,000 trainees (15% of a total target of 260,000 trainees) which include those from SECs. Tranche 2 project expands the scope by covering 60,000 trainees (25% of a total target of 240,000 trainees). Tranche 3 project will provide special stipends to about 30,000 trainees during implementation. In addition, Tranche 3 project will develop special skilling programs that are specifically targeted at socially disadvantaged groups and women, which will include SEC people. This targeted program is expected to benefit about 3,000 people.

4. Under Tranche 1 and Tranche 2, training is being delivered across the country through 94 public training institutes under three different ministries, and over 400 private training centers through 12 industry associations, Palli-Karma Sahayak Foundation, and Bangladesh Bank Small Medium Enterprise Department. Some of these training centers are located in (i) Rangamati, Khagrachari, and Bandarban hill districts; and (ii) Sylhet, Habiganj, Tangail, Rajshahi, Panchagar, Barisal, Sirajganj, Rangpur, Dinajpur, Naogaon from other plain land areas where ethnic minority people are prominent. Access to quality skills training programs in these institutes is expected to enhance their skills, knowledge, and competencies and thereby create higher employment opportunities to contribute towards poverty alleviation. Tranche 3 project will continue the ongoing skills programs through these public and private institutes to enhance their productivity and employment prospects.

5. Like Tranches 1 and 2, Tranche 3 activities will not have any adverse impact on SEC people; rather they will generate positive benefits on their economic opportunities. Tranche 3

project has a target of providing skills training to approximately 320,000 people throughout the country, among which 30,000 are from socially disadvantaged group, and a total of 5,000 peoples from SECs are targeted for skills training. This is much higher than the national proportion of SEC, which comprises 1.5% of total population of Bangladesh.

## **B. Social Impact Assessment**

6. Many of the laws that are related to the ownership of land and acquisition of land applicable to most of the areas of the country are also applicable for the plain land SEC/ethnic minority and non-ethnic minority people, including the Code of Civil Procedure, 1908; the East Bengal State Acquisition and Tenancy Act, 1950; and the Land Acquisition Ordinance, 1982. However, these laws do not apply in the Chittagong Hill Tracts (CHT), where a large proportion of SEC people lives. The CHT Regulation of 1900 is the single most important law for the CHT. The regulation functions in the nature of a constitutional legal instrument and vets the application of other laws that apply to CHT, among others, by specifying the nature and extent of application of those laws. Other special laws that apply to the CHT include the CHT Land Acquisition Regulation, 1958; Hill District Councils Acts of 1989; CHT Regional Council Act of 1998; and the CHT Land Disputes Resolution Commission Act of 2001.

7. SEC's customary use of land in the CHT is considered as Unclassified Forest, Village Common Forest, and government (*khas*) lands, although SECs' of the CHT have been using such lands from immemorial times as common or ancestry land of common use. As this project primarily is not aimed to acquire any land for the project purpose, acquisition of common ancestry land will not come in forth.

8. In Bangladesh, there were more than 400,000 ethnic households in 2004, which spread over in about 11,000 villages/wards and constituted about 1.5% of the total population of the country. These ethnic groups can be identified in a geographical area outlined in para. 6 by the presence of the following traits/characteristics in a varying degree: (i) a close attachment to ancestral territories and natural resources in the area, (ii) language often different from the national language, (iii) presence of customs and primarily subsistence-oriented production, and most importantly (iv) self-identification and identification of others as members of a distinct cultural group.

9. The project will create employment opportunities for the small ethnic minorities significantly 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. The project will also implement a strategy to address the special needs of small ethnic minorities prioritized by the National Skill Development Policy 2011 by disbursing stipends to ensure their participation in the training programs.

10. 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. Monitoring will also need to provide targeted assistance to the trainees of SEC groups, who are vulnerable for enhancement/development of their skill. More specifically, the following actions will be taken during the implementation of the project under Tranche 3.

- (i) At least 50% of SEC trainees (2,500) will be enrolled from three hill districts in the training programs.
- (ii) At least one workshop will be held in each SEC concentrated district involving community organizations, employers, NGOs, government organizations and



- other relevant stakeholders to develop a job placement strategy with a plan of actions in order to ensure 60% job placements of 5,000 trainees from SEC.
- (iii) One focused group discussion as a part of motivational campaign will be conducted at Upazila level in all hill districts involving Headman and Karbari (local community leaders).
- (iv) At least three Information Dissemination Sessions will be held in the SEC concentrated areas so that SEC will remain informed about the project, its objectives and benefits in improving their living standards without encroaching their cultural heritage and customs.

11. During Tranche 3 implementation, additional social impact assessments will be carried out as part of Tranche 3 project activities or independently, which will include the following:

- (i) Conducting a tracer study with the focus to identify the contribution of the graduates in the industry in terms of their productivity, behavioral changes, and socioeconomic conditions.
- (ii) Identifying key project stakeholders and carry out culturally appropriate and gender-sensitive consultations with them during project implementation and review the progress for further improvement.
- (iii) Assessing the potential positive effects of the project interventions which include the benefits of training (e.g., job outcomes) and constraints to accessing training or job opportunities.

### **C. Information Disclosure, Consultation, and Participation**

12. To ensure transparency in planning and to engage SECs and other stakeholders, the program and subproject information will be disclosed in local language as much as possible. A summary SECPP will be translated and disclosed in publicly accessible locations shortly after the implementation of the training program by the Skills Development Coordination and Monitoring Unit (SDCMU) and ADB endorses it. The information on the benefits and incentives packages for SECs will be disclosed and reported through meetings/public notifications. The benefit/results of a subproject will be displayed on training centers and project progress reports will be widely disseminated.

13. The SDCMU will keep the SEC informed about the impacts, mitigation measures, and assistances proposed for them and facilitate grievance redress. The IT and M&E specialists will also capture the information of SEC in the SDCMU Training Management System. Each SECPP will also be made available at a convenient place, especially at the training institutions. The executing agency will submit the project monitoring report including SEC information related to project activities to ADB for disclosure on its website.

14. The SDCMU, together with SEIP-selected training centers located in the SEC concentrated areas, will undertake a series of consultation meetings with SECs and those who work for SEC and are knowledgeable of SEC development issues and concerns. Separate consultation meetings will also undertake in the language of SECs (if necessary) to ensure that information is understandable and accessible to SECs. The consultations will include but not limited to the following (i) how the SECs perceive the needs of skills development training and its outcomes in terms of its benefits in improving their lives; (ii) how quality training would enhance their competencies and chances for higher employment opportunities, thus contributing towards poverty alleviation; and (iii) how the SEC perceive the progress in the implementation of SEC development activities; iv) how to incorporate the views and inputs from SECs and other stakeholders in updating standards, assessment system and training delivery mechanism; and v) how to create skills programs that cater to the needs of SEC, as well as gender inclusiveness.

15. In addition, the SDCMU will:

- (i) Facilitate widespread participation of SEC with adequate gender and generational representation; customary/ traditional SEC organizations; community elders/ leaders; and civil society organizations like nongovernment and community-based organizations; and groups knowledgeable of SEC development issues and concerns.
- (ii) Provide them with all relevant information about the project, including that on potential adverse impacts, organize and conduct the consultations in manners to ensure free expression of their views and preferences.

#### D. Beneficial Measures

16. Under SEIP, the SDCMU will have comprehensive Training Management System (tracking system). Key data includes:

- (i) Number of training centers in SEC areas;
- (ii) SEC trainees enrollment (year and female %);
- (iii) SEC trainees drop-out (year and female %);
- (iv) SEC trainees assessed and certified (year and female %);
- (v) SEC trainees receiving special stipend (year, female % of total SEC target); and
- (vi) SEC trainees job placement (year and female %)

17. Following Tranche 2 practices, several other key indicators under Tranche 3 are as below:

- (i) number of trainers engaged and trained (sex-disaggregated);
- (ii) number of assessors engaged and trained (sex-disaggregated)
- (iii) number of trainees (sex-disaggregated) benefitting from basic, mid- ,and advanced-level skills courses; and
- (iv) number of participants who joins campaign and community awareness programs on trainees counseling, etc.

18. In addition, specific tasks and performance targets of SEIP for SECs under Tranche 3 are summarized below:

<b>Project Component</b>	<b>Tasks</b>	<b>Targets/ Indicators</b>	<b>Responsibility</b>
Output 1: Market responsive inclusive skills training delivered	<ol style="list-style-type: none"> <li>1. Develop/update an enrollment strategy to enroll trainees from SEC in the training institutions located in Rangamati, Khagrachari, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal, and Sirajganj.</li> <li>2. Formulate a strategy for job placement support services to the ethnic trainees who complete the training.</li> </ol>	<ol style="list-style-type: none"> <li>1. Enrollment strategy updated/developed by December 2020 and about 5,000 trainees trained by 2023</li> <li>2. Strategy for job placement support services updated/ developed by December 2020 and 60% of 5,000 trainees placed in</li> </ol>	SDCMU Gender Specialist and M&E Specialist

<b>Project Component</b>	<b>Tasks</b>	<b>Targets/ Indicators</b>	<b>Responsibility</b>
	3. Develop or update the criteria in line with implementation guidelines of the gender action plan for disbursement of special stipends to the ethnic trainees enrolled in the training institutions located in Rangamati, Khagrachuri, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal, and Sirajganj.	3. Stipend disbursement criteria developed/ updated and 5,000 trainees received special stipends	
Output 2: Quality assurance system strengthened	Identify the trainers (ethnic) and assess capacity development needs of trainers employed in the training institutions situated in Rangamati, Khagrachuri, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal, and Sirajganj for training of trainer on skills and pedagogy.	At least 20 trainers identified on training of trainer skills and pedagogy by 2020	SDCMU Gender Specialist and M&E Specialist
Output 3: Institutions strengthened	The program will support strengthening institutions which will improve provisions of funding for SEC community	National Human Resource Development Fund financing covers SEC	SDCMU
Output 4: Monitoring and management for skills development enhanced	<p>1. Track enrollment, assessment, certification of SEC trainees, and monitor training outcomes.</p> <p>2. Carry out in-depth analysis of the training, job placement, and disbursement of stipend status based on Monitoring Report, and Trainee Management System to further strategize to achieve the targets.</p>	<p>1. Enrollment, assessment, certification, and job placement of trainees tracked and monitored</p> <p>2. In-depth analysis of the training, placement, and disbursement of stipends continuously carried out</p>	SDCMU Gender Specialist and M&E Specialist

M&E = monitoring and evaluation, SEC = small ethnic community, SDCMU = Skills Development Coordination and Monitoring Unit.

## **E. Mitigated Measures**

19. According to identified training centers in SEC-concentrated areas, trainees in planned trainings, trainers, and assessors will be targeted based on agreed selection criteria. The participation of target trainees, trainers, and assessors in relevant training programs will be monitored periodically by SDCMU and remedial action plans will be

prepared as needed.

#### **F. Capacity Building**

20. Specific training plan will be developed to conduct the training of trainers' programs for improving the pedagogic and domain skills of trainers and assessors. Specific actions are described at para. 20.

#### **G. Grievance Redress Mechanism**

21. The project grievance redress mechanism (GRM) will follow the established procedures under Tranche 2. The GRM will receive, evaluate, and facilitate the resolution of the affected people's concern, complaints, and grievances of SECs. The process for developing GRM is to be culturally appropriate. The GRM aims to provide a time-bound and transparent mechanism to voice and resolve ethnic minority people's personal and community concerns linked to the project.

22. The Grievance Redress Committee will be formed at the SEC concentrated district levels for any grievances involving mitigation of any adverse impact on the SEC peoples, as individual or community, and other assistance as mentioned in this SECPP. A gazette notification on the formation and scope of the Grievance Redress Committee will be required from SDCMU/FD.

23. The SDCMU makes the public aware of the GRM through public awareness campaigns. The SDCMU will extend cooperation to the SEC peoples to express their grievance by submitting complaints in writing to SDCMU. SDCMU will address the grievance within one month after receiving the complaint. In addition to that, the contact phone number of the respective project implementation units will serve as a hotline for complaints and shall be reported to the SDCMU. The project information brochure will include information on the GRM and shall be widely disseminated throughout the project area by the SDCMU. Any aggrieved person can seek relief from the courts if GRM fails.

#### **H. Monitoring, Reporting, and Evaluation**

24. The SEIP ensures that M&E procedures include indicators for monitoring impact on the project's beneficiaries. The SDCMU provides ADB and other development partners with the following information for their review of performance and compliance with the Safeguard Policy Statement, until a project completion report is issued. Updates for formal review missions which would include: (i) summary information on training institutions that have significant adverse impacts on SEC; (ii) semi-annual report on compliance of safeguard requirements on contract packages and other SEIP activities; (iii) social safeguard screening: as and when requested, filled-out screening form for all training institutions; and (iv) updates for formal review missions, which would include summary information on training centers that have significant adverse impacts on SECs.

#### **I. Institutional Arrangement**

25. SDCMU supervises and monitors SEIP's results framework (including SEC impacts) through the approved formats, as per time-bound monitoring system, establish internal monitoring mechanisms and benchmarks appropriate for monitoring and reporting by the M&E consultant with support from the gender specialist.

#### **J. Budget and Financing**

26. Budget translated to the Annual Operation Plan will include all the needed cost for

training center management. The SDCMU is responsible for the timely allocation of the funds, where required. Training, consultation and administrative expenses, monitoring and consultation cost, mitigation of negative impacts, and restoration cost will be considered as an integral component of project costs and each of these will be itemized in the budget, if needed. No physical work in any subproject area where SECs are present will be started until the full budget is allocated for the above purposes. The progress in budget use will be reported to ADB bi-annually.