

**INTEGRATED SAFEGUARDS DATA SHEET
APPRAISAL STAGE**

Report No.: ISDSA16713

Date ISDS Prepared/Updated: 08-Mar-2016

Date ISDS Approved/Disclosed: 10-Mar-2016

I. BASIC INFORMATION

1. Basic Project Data

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| Country: | India | Project ID: | P154525 |
| Project Name: | Uttarakhand Workforce Development Project (P154525) | | |
| Task Team Leader(s): | Shinsaku Nomura | | |
| Estimated Appraisal Date: | 07-Mar-2016 | Estimated Board Date: | 01-Jul-2016 |
| Managing Unit: | GED06 | Lending Instrument: | Investment Project Financing |
| Sector(s): | Vocational training (90%), General industry and trade sector (10%) | | |
| Theme(s): | Micro, Small and Medium Enterprise support (20%), Export development and competitiveness (10%), Education for the knowledge economy (70%) | | |
| Is this project processed under OP 8.50 (Emergency Recovery) or OP 8.00 (Rapid Response to Crises and Emergencies)? | | | No |
| Financing (In USD Million) | | | |
| Total Project Cost: | 89.00 | Total Bank Financing: | 74.00 |
| Financing Gap: | 0.00 | | |
| Financing Source | | | Amount |
| BORROWER/RECIPIENT | | | 15.00 |
| International Development Association (IDA) | | | 74.00 |
| Total | | | 89.00 |
| Environmental Category: | B - Partial Assessment | | |
| Is this a Repeater project? | No | | |

2. Project Development Objective(s)

The Project Development Objective (PDO) is “to improve the quality and relevance of training at priority Industrial Training Institutes (ITIs) and to increase the number of skilled workers through short-term training in Uttarakhand.”

3. Project Description

The UKWDP has the following three components. Components 1 and 2 will use a result-based financing (RBF) approach using Disbursement Linked Indicators (DLIs), and Component 3 uses traditional expenditure-based financing.

- Component 1: Improving the Quality and Relevance of ITI Training
- Component 2: Increasing the Supply of Skilled Workers through Short-term Training
- Component 3: Policy and Institutional Development and Project Management

The following PDO indicators will be used to measure the progress towards achievement of the PDO.

- Job placement rate among graduates of priority ITIs after six months of training completion
- Number of students enrolled in labor-market-relevant trades in priority ITIs (% of which are female)
- Number of students who obtain certification from a short-term training course (cumulative, % of which are female)

Project Components:

- Component 1

The primary objective of Component 1 is to (a) improve the delivery of labor-market-relevant training, and (b) increase the number of graduates in industry-relevant trades from the ITI system. This component will support the improvement of the ITI system in Uttarakhand to address critical constraints through four corresponding subcomponents: 1.1 - Comprehensive improvement of quality and relevance of priority ITIs; 1.2 - Professional development of ITI teachers and staff; 1.3 - Strengthening industry linkages; and 1.4 - Institutional capacity development of the skills development system. Subcomponents 1.1 and 1.3 focus on a selected number of priority ITIs while Subcomponents 1.2 and 1.4 will benefit all ITIs.

- Component 2

The main objective of Component 2 is to increase the supply of skilled workers in market relevant trades in Uttarakhand, trained through short-term training. The activity is primarily implemented through the scheme managed by the SDM. The scheme provides NCVT-affiliated Modular Employable Skills (MES) courses and SSC-affiliated short courses in partnership with registered PTPs. Registered PTPs, which meet the state's quality requirements, will provide training programs based on the SDM's outcome-linked financing mechanism. Training costs will be reimbursed by the SDM upon satisfactory achievement of outcome milestones, including training completed and certified, employment obtained, and workers remaining in the job for 6 months. The SDM operationalizes the state's mandate to increase the number of skilled workers in Uttarakhand through short-term training and this subcomponent will scale up the coverage of beneficiaries under this scheme for enhancing the outcome toward the state's goal of 650,000 trained workers. The result of this component is monitored by DLI 6: Increased supply of workers with labor-market-relevant skills.

- Component 3

Component 3 consists of TA and institutional capacity-development activities to support the designing and implementation of Components 1 and 2 activities and to enhance the administrative capacity of the GoUK's skills and training sector. The component consists of two subcomponents: Subcomponent 3.1 - Technical assistance for institutional strengthening and Subcomponent 3.2 - Monitoring and evaluation (M&E) and project management. The TA will introduce, among others, a piloting of RPL, enhanced job placement support to students, and increased accountability of ITIs through the introduction of the ITI performance scorecard. It will support establishment of a job

placement system, with introduction of career counseling, soft skills development for job search, and business start-up support to students. To feed into the Skills Development Policy, the TA will support diagnostic assessments of female enrollment and labor market participation, and administrative capacity of the DTE, and overall skills sector profile.

4. Project location and salient physical characteristics relevant to the safeguard analysis (if known)

Project will be implemented in the Himalayan Indian state of Uttarakhand (UK) in India. Located between Latitude: 28°43' N to 31°27' N and Longitude 77°34' E to 81°02' E, the Himalayan state has an area of:53,483 sq.km of 7448 sq. km are plain areas and the rest hill areas. The province has 34651 sq. km of forest areas. The state is divided into 13 administrative units, called districts. Dehradun is its temporary capital. Uttarakhand has a population of 10.086 million, 51% of which are male and 49% female. The state has a literacy rate of 78.80% and average sex ratio of 963. 70 percent of the people live in rural areas. The state has a scheduled caste (SC) population of 1.893 million and scheduled tribe population of 0.292 million of which 0.265 million live in rural areas. 72% of the population are Hindus whereas about 10% people are Muslims. The major tribes inhabiting in the state include: Bhoksas in the Dehradun area, Juansaris in western Gharwal region, Rajis living the northern areas bordering Nepal, the Bhotias in the upper Himalayan valleys in the Kumaon region, Tharu in the Tara region bordering Nepal and a limited number of nomadic pastoral tribes called the Gujjars. Many of the tribal groups living in Uttarakhand share geographical spread beyond its territory into Nepal and Himachal Pradesh, and Uttar Pradesh.

It is envisaged that the project activities will have an overall positive impact. However, some environmental concerns are associated with limited construction activities; capacity of the ITIs to address environmental concerns, effectiveness of the curriculum, and capacity of the State to address these issues. An Environment Assessment (EA) was undertaken by the GoUK to analyze the existing situation to help design and implement the Project in an environment friendly manner by providing for effective and optimal utilization of resources. The assessment has been analyzed so as to develop an Environmental Management Framework (EMF). Appropriate measures have been suggested and developed in the Environment Management Framework (EMF) to minimize and mitigate the likely adverse environmental impacts associated with the Project.

5. Environmental and Social Safeguards Specialists

Charu Jain Kalia (GWA06)

Pyush Dogra (GEN06)

Sangeeta Kumari (GSU06)

| 6. Safeguard Policies | Triggered? | Explanation (Optional) |
|-------------------------------------|-------------------|--|
| Environmental Assessment OP/BP 4.01 | Yes | Environmental Assessment will be undertaken based and environmental impacts anticipated from limited construction activities will be analyzed so as to develop an Environmental Management Framework (EMF). The EMF will be applied to each infrastructure activity envisaged under the project in each ITI and an EMP if required shall be developed. |
| Natural Habitats OP/BP 4.04 | No | OP 4.04 is not being triggered for the project as no interventions are envisaged in natural habitats, including those defined as 'critical' under the policy. |

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| Forests OP/BP 4.36 | No | OP 4.36 is not being triggered for the project as no interventions are envisaged in forest areas and therefore no conversion/degradation of this natural resource is expected to occur. |
| Pest Management OP 4.09 | No | OP 4.09 is not being triggered for this project as biological/environmental control methods or reliance on synthetic chemical pesticides is not envisaged. |
| Physical Cultural Resources OP/BP 4.11 | No | The implementation of the IPF is not likely to affect religious structures of local significance or other physical cultural resources. |
| Indigenous Peoples OP/BP 4.10 | Yes | The Policy 4.10 is triggered as the project will be implemented state wide in Uttarakhand which has a tribal population dispersed in a few districts. |
| Involuntary Resettlement OP/BP 4.12 | No | The Project shall not finance any civil works that may involve land acquisition or involuntary resettlement. Therefore OP 4.12 has not been triggered. |
| Safety of Dams OP/BP 4.37 | No | OP 4.37 is not being triggered for the IPF as there is no construction of new dams or activities that are concerned with safe functioning of existing dams. |
| Projects on International Waterways OP/BP 7.50 | No | OP 7.50 is not being triggered for the IPF as no interventions are envisaged in international waterways. |
| Projects in Disputed Areas OP/BP 7.60 | No | OP7.60 is not being triggered for the project as no intervention is envisaged in the disputed areas. |

II. Key Safeguard Policy Issues and Their Management

A. Summary of Key Safeguard Issues

1. Describe any safeguard issues and impacts associated with the proposed project. Identify and describe any potential large scale, significant and/or irreversible impacts:

It is envisaged that the project activities will have an overall positive impact, and none of the activities under the Project entail any potential large-scale, significant or irreversible adverse environmental impacts. However, with limited civil works activities, the safeguard policy on Environment (OP/BP 4.01) has been triggered. The potential environmental impacts primarily concern: (i) poor site planning and design (location site planning/accessibility/design); (ii) lack of proper maintenance of buildings and associated services; (iii) improper resource consumption and disposal; and (iv) lack of environmental health and safety practice, and (v) the capacity of the ITIs and states to address these issues.

The project may support limited civil works that will not involve land acquisition or involuntary resettlement; therefore, the Bank Operations Policy on Involuntary Resettlement (OP/BP 4.12) is not triggered. Since some districts are inhabited by tribal communities and will be covered under the state-wide operation, the safeguard policy on Indigenous Peoples (OP/BP 4.10) has been triggered. GoUK carried out a Social Assessment (SA) and prepared a Scheduled Caste and Scheduled Tribe Development Plan (SSDP) and Gender Equity and Social inclusion (GESI) guidelines. It requires social screenings for all activities involving civil works and cleared with the SPIU, which will be responsible for implementation of SSDP and GESI. At the ITI level,

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| principals will be the key person implementing SSDP and GESI measures in their institution. |
| 2. Describe any potential indirect and/or long term impacts due to anticipated future activities in the project area: |
| No potential indirect and/or long term adverse impacts due to activities under the Project are envisaged. Overall, the impacts are likely to be positive as the proposed Project will help in improving the quality and relevance of ITI trainings as well as increase the supply of skilled workers. |
| 3. Describe any project alternatives (if relevant) considered to help avoid or minimize adverse impacts. |
| The activities proposed under the Project will not have any adverse impact on environment or cause any involuntary resettlement. |
| 4. Describe measures taken by the borrower to address safeguard policy issues. Provide an assessment of borrower capacity to plan and implement the measures described. |
| <p>GoUK has carried out a Social Assessment (SA) and prepared a Scheduled Caste and Scheduled Tribe Development Plan (SSDP) and Gender Equity and Social inclusion (GESI) guidelines. GoUK has also undertaken an independent Environmental Assessment (EA) to analyze the existing situation to help design and implement the project in an environment friendly manner by providing for effective and optimal utilization of resources. The potential environmental impacts primarily concern (a) poor site planning and design (location site planning/accessibility/design); (b) lack of proper maintenance of buildings and associated services; (c) improper resource consumption and disposal; and (d) lack of environmental health and safety practices. Appropriate measures have been suggested and developed in the Environmental Management Framework (EMF) to minimize and mitigate the likely adverse environmental impacts associated with the project. Under SSDP/GESI, mandatory social screenings are to be carried out for all activities involving civil works and cleared with the SPIU in order to ensure that no civil works involving any involuntary resettlement impacts will be supported by the project.</p> <p>SPIU will assume the overall responsibility for adequate maintenance of the personnel and resources required to supervise, monitor and implement both SSDP/GESI and EMF. Environmental and social management shall be addressed by designating officers responsible for safeguards at SPIU, who carry responsibilities as an Environmental Officer and an Information, Education, Communication and Social Specialist. At institution level, principals and responsible staff member will monitor SSDP/GESI and EMF. The SPIU will co-ordinate, monitor and provide support for: (a) satisfactory implementation of the SSDP/GESI and EMF; (b) orientation and training for field level staff of the concerned ITIs and other stakeholders; and (c) reporting and documentation. SPIU will share bi-annual reports on SSDP/GESI and EMF implementation and related activities with the Bank.</p> |
| 5. Identify the key stakeholders and describe the mechanisms for consultation and disclosure on safeguard policies, with an emphasis on potentially affected people. |
| <p>Consultations with various stakeholders were carried out as a part of the SA and EA exercises through interviews, formal and informal discussions. Field visit to sample project ITIs and stakeholder consultations were organized with ITI management, members of faculty, students (separately with girls and boys) from various social backgrounds, including ST and SC groups, and poor and disadvantaged and nearby communities. Consultations were also carried out with community groups and members from civil society along with other government departments. The draft EA report, SSDP and GESI guidelines were disclosed on the GoUK's website on February 25th, 2016 and through Bank's infoshop on February 27th, 2016. GoUK organized a State level</p> |

stakeholder consultation with the concerned government departments, ITIs, industry people and students, etc., based on the draft documents on March 5th, 2016. The draft reports shall be finalized after incorporating comments of the stakeholders and disclosed again on state website and Bank's infoshop. The documents will also be translated in Hindi and placed in SPIU, relevant ITIs, and district offices for the public.

B. Disclosure Requirements

| Environmental Assessment/Audit/Management Plan/Other | |
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| Date of receipt by the Bank | 23-Feb-2016 |
| Date of submission to InfoShop | 27-Feb-2016 |
| For category A projects, date of distributing the Executive Summary of the EA to the Executive Directors | |
| "In country" Disclosure | |
| India | 25-Feb-2016 |
| <i>Comments:</i> | |
| Indigenous Peoples Development Plan/Framework | |
| Date of receipt by the Bank | 23-Feb-2016 |
| Date of submission to InfoShop | 27-Feb-2016 |
| "In country" Disclosure | |
| India | 25-Feb-2016 |
| <i>Comments:</i> | |
| If the project triggers the Pest Management and/or Physical Cultural Resources policies, the respective issues are to be addressed and disclosed as part of the Environmental Assessment/Audit/or EMP. | |
| If in-country disclosure of any of the above documents is not expected, please explain why: | |
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C. Compliance Monitoring Indicators at the Corporate Level

| OP/BP/GP 4.01 - Environment Assessment | |
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| Does the project require a stand-alone EA (including EMP) report? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| If yes, then did the Regional Environment Unit or Practice Manager (PM) review and approve the EA report? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| Are the cost and the accountabilities for the EMP incorporated in the credit/loan? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| OP/BP 4.10 - Indigenous Peoples | |
| Has a separate Indigenous Peoples Plan/Planning Framework (as appropriate) been prepared in consultation with affected Indigenous Peoples? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| If yes, then did the Regional unit responsible for safeguards or Practice Manager review the plan? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| If the whole project is designed to benefit IP, has the design been reviewed and approved by the Regional Social Development Unit or Practice Manager? | Yes [<input type="checkbox"/>] No [<input type="checkbox"/>] NA [<input checked="" type="checkbox"/>] |

| The World Bank Policy on Disclosure of Information | |
|--|---|
| Have relevant safeguard policies documents been sent to the World Bank's Infoshop? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| Have relevant documents been disclosed in-country in a public place in a form and language that are understandable and accessible to project-affected groups and local NGOs? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| All Safeguard Policies | |
| Have satisfactory calendar, budget and clear institutional responsibilities been prepared for the implementation of measures related to safeguard policies? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| Have costs related to safeguard policy measures been included in the project cost? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| Does the Monitoring and Evaluation system of the project include the monitoring of safeguard impacts and measures related to safeguard policies? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |
| Have satisfactory implementation arrangements been agreed with the borrower and the same been adequately reflected in the project legal documents? | Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>] NA [<input type="checkbox"/>] |

III. APPROVALS

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| Task Team Leader(s): | Name: Shinsaku Nomura | |
| <i>Approved By</i> | | |
| Practice Manager/ Manager: | Name: Halil Dundar (PMGR) | Date: 10-Mar-2016 |