

INTEGRATED SAFEGUARDS DATA SHEET

CONCEPT STAGE

Report No.: ISDSC14670

Date ISDS Prepared/Updated: 30-Nov-2015

Date ISDS Approved/Disclosed: 04-Dec-2015

I. BASIC INFORMATION

A. Basic Project Data

Country:	India	Project ID:	P154525
Project Name:	Uttarakhand Workforce Development Project (P154525)		
Task Team Leader(s):	Shinsaku Nomura		
Estimated Appraisal Date:	04-Jan-2016	Estimated Board Date:	30-Mar-2016
Managing Unit:	GED06	Lending Instrument:	Investment Project Financing
Sector(s):	Vocational training (100%)		
Theme(s):	Education for the knowledge economy (70%), Micro, Small and Medium Enterprise support (30%)		
Financing (In USD Million)			
Total Project Cost:	89.00	Total Bank Financing:	74.00
Financing Gap:	0.00		
Financing Source			Amount
Borrower			15.00
International Bank for Reconstruction and Development			74.00
Total			89.00
Environmental Category:	B - Partial Assessment		
Is this a Repeater project?	No		

B. Project Objectives

The Project Development Objective (PDO) would be “to improve the skills development system to provide better quality and more labor-market relevant training, and to provide equitable access to training opportunities among disadvantaged population in Uttarakhand.”

C. Project Description

The Project Development Objective (PDO) would be “to improve the skills development system to

provide better quality and more labor-market relevant training, and to provide equitable access to training opportunities among disadvantaged population in Uttarakhand.”

The following three outcome indicators are proposed for measuring progress towards achievement of PDO:

- Job placement rate among graduates of priority ITIs 6 months after completing training
- Pass-out rate in priority ITIs
- Completion rate among hard-to-reach students in short courses

The proposed project is designed with the spirit of developing a sustainable and efficient skills development system in Uttarakhand. While one of the measurable short-run goals would be closing the immediate skills gaps in terms of both quality and quantity, the expected long-run outcomes would be establishment of a demand-driven and high quality system of skills and training. The proposed project would support the implementation of national level policies (where relevant) at the State level. Moreover, the Project would complement national-level projects in the sector, such as the Vocational Training Improvement Project (VTIP).

Component 1: Comprehensive quality and relevance improvement of Priority ITIs

Component 1 would use results-based financing to support a comprehensive package of quality and relevance improvement activities in a specific number of ITIs. The long-term goal of this intervention is to establish a functional model of quality ITI system that is efficient, sustainable, and relevant to the needs of labor market and of students. The component aims to support reforms and demonstrate them in a selected number of priority ITIs (initially discussed number is 25 ITIs). The proposed activities would include: (i) Conversion of priority trades from SCVT to NCVT in priority ITIs, (ii) Rationalization of trades based on discussions with industry and stakeholders, (iii) Development and implementation of a Professional development plan (teachers, foremen and ITI Principals) with a focus on priority ITIs, (iv) Modernizing TVET testing including MIS and online systems, (v) Forging industry linkages at all levels including creation of district management committees. The activities would be implemented through Disbursement Linked Indicators (DLIs).

Component 2: Supporting sector coordination and increasing access

Component 2 would use the traditional financing modality of an Investment Project Financing (IPF). The main objective of the component would be to strengthen the Skills Development Mission (SDM) to fulfill its mandate of sector coordination and to provide training opportunities to the population which are hard to reach and most likely to be left out of the formal system. The component consists of two main activities: Sub-component 2.1 – Support to Skills Development Mission, and Sub-component 2.2 – Support to hard-to-reach students.

Sub-component 2.1 – Support to Skills Development Mission: This sub-component would support the state SDM to enhance overall skills sector coordination and strengthen its ability to fulfill its mandate and activities within that mandate. Under the leadership of the national government, a lot of training opportunities have emerged through different Ministries, but the efforts have not been effectively catalyzed for producing concerted outcomes. The sub-component supports, among others, the SDM's scheme to contract out short-term training to Private Training Providers (TPs), which was initiated in 2014 on a pilot basis. The sub component may also support the state to improve the relevance of short-course training by assisting the process of National Skills Qualification

Framework (NSQF) compliance, by identifying existing certifications and supporting application of programs for NSQF accreditation.

Sub-component 2.2 – Support to hard-to-reach students: The sub-component aims to promote equitable access to training opportunities among hard-to-reach (The preliminary definition includes students from families below the State's poverty line and other beneficiaries which is to be further fleshed out). The program would use a voucher and stipend mechanism to provide flexible options to students in selecting relevant trades and institutes – i.e. the students would have a choice of programs and an incentive attached to it. The activities may include stipends provided to students to attend both ITIs (public and private) and short-term training (usually private providers). The stipends to potential ITI students would be selected based on a set criteria, for those who would otherwise not have access to training opportunities. The stipends would also target the unemployed and underemployed youth, who require short-term skills training for obtaining decent jobs or further enhancing their job-related skills.

Component 3: Capacity building, M&E, and Project Management

Component 3 supports mainly advisory, technical and capacity building activities to enhance the administrative capacity of the GoUK's skills and training sector. The component consists of three sub-components, including: Sub-component 3.1 – Support to evidence based decision making; Subcomponent 3.2. – Monitoring and Evaluation; and Sub-component 3.3 – Support to project implementation.

Sub-component 3.1 – Support to evidence based decision making: This sub-component aims to strengthen administrative capacity of the DTE in implementing skills development sector programs. It will support establishment of a decision making support Management Information System (MIS), which includes: Human Resources (HR) management, student management, and logistics and inventory management. It will also support improvement of ITI and training system accountability, by supporting monitoring of institutions and develop quality score cards for ITI and training institutions.

Sub-component 3.2 – Monitoring and Evaluation (M&E): This sub-component focuses on improvement of M&E system and sector knowledge through technical assistance and studies. Third Party Monitoring for various aspects of programs will be introduced for strengthening regular monitoring, and Third Party Validation will be used specifically for DLIs. The component would also support the development of State's Skills Development Policies and Strategies for effectively coordinate various skills development programs and establish a sustainable framework for skills development.

Sub-component 3.3 – Support to project implementation: This component supports project management, focusing mainly on the activities of State Project Implementation Unit (SPIU). Communication and awareness raising activities will be also supported by the sub-component.

D. 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.

Application of Safeguard Policies: The Project may finance limited civil works in the form of mostly rehabilitation of existing facilities and provision of most required new training/boarding facilities within the existing premises of the industrial training institutes (ITI). Environmental Assessment will be undertaken based on environmental impacts anticipated from limited construction activities, and 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.

The Project shall not finance any civil works that may involve land acquisition or involuntary resettlement. Social screening shall be carried out for civil works proposed to be undertaken by any ITI in order to rule out any involuntary resettlement impacts. Therefore OP 4.12 (Involuntary Resettlement) has not been triggered. Given that the project shall be implemented state wide, OP 4.10 (Indigenous People) has been triggered.

E. Borrowers Institutional Capacity for Safeguard Policies

The project would be implemented by the GoUK, led by the Directorate of Training, which is located in Haldwani. The Directorate, which consists of five units, including (i) Training and Research, (ii) Examination and Assessments, (iii) Academic, (iv) Industry Liaison and Apprenticeship, (v) Human Resources and Logistics, is currently understaffed. The GoUK is currently preparing the staffing plan, which will need to be in place by the effectiveness of the project. The Directorate will be supported by the SPIU (State Project Implementation Unit), which was set up by VTIP and located in Dehradun. The SPIU will be responsible for the day-to-day operation and implementation of the Project. It is proposed to be staffed with 9 dedicated staff, including 1 project director, 3 deputy project directors (to be responsible for each component), 1 financial management, 1, procurement, 1 M&E, 1 communication, and 1 liaison officer for Kumaon Division to be located in Haldwani, as well as necessary supporting staff.

The Client will prepare an Indigenous People's Policy Framework (IPPF) based on an assessment of social issues and concerns through free, prior and informed consultations with the key stakeholders including general and tribal students, faculty members, industry representatives, and relevant CSOs. The IPPF will include Gender Equality and Social Inclusion (GESI) Guidelines. The Component-2 of the Project provides a window for extending additional support to the hard to reach students including those from the disadvantaged scheduled caste and tribe populations. The ITIs have reservation of seats and special support measures for the SCs and STs students. The ITIs also have established grievance redress mechanisms with special attention to women students' needs and concerns.

Initial stakeholder consultations have been held during September 2-3, 2015 with students, industry representatives, and NGOs working with tribal groups in Dehradun to understand their issues and concerns. The IPPF will incorporate these provisions with providing additional GESI guidelines finalized through stakeholder consultations. The IPPF will be finalized and disclosed by the client at local level and by the Bank on its Project Portal prior to Project Appraisal.

The state has experience of having implemented World Bank assisted projects including the UK Watershed project currently in implementation. The specific Department identified to implement this project has however no previous experience in managing safeguards in a Bank assisted Project. The SPIU will hire an Information, Education and Communication and Social Specialist (IEC and Social Specialist), who will be in charge of coordinating and monitoring the implementation of IPPF. An independent environmental assessment shall be undertaken for the project to determine the capacity of the State to address any gaps for effective implementation of the project including State's policy, institutional and management systems. Due diligence shall also be undertaken as part of the assessment to ascertain if the curriculum for various trades includes courses on health, safety and environment (or occupational health and safety – OHS) and labor legislations.

F. Environmental and Social Safeguards Specialists on the Team

Charu Jain Kalia (GWA06)

Pyush Dogra (GENDR)

Satya N. Mishra (GSURR)

II. SAFEGUARD POLICIES THAT MIGHT APPLY

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.
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	Yes	The Policy 4.10 is triggered as the project will be

4.10		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.

III. SAFEGUARD PREPARATION PLAN

A. Tentative target date for preparing the PAD Stage ISDS: 22-Dec-2015

B. Time frame for launching and completing the safeguard-related studies that may be needed.

The specific studies and their timing¹ should be specified in the PAD-stage ISDS:

An IPPF including GESI guidelines shall be prepared and disclosed before Project Appraisal.

Environmental Assessment based Environmental Management Framework will be prepared to be applied to civil work activities proposed under the project and EMP will be prepared for implementation.

Environmental Due Diligence will also be applied to the modules of training so as to add guidelines / awareness module related to environment, health, safety and labour laws.

IV. APPROVALS

Task Team Leader(s):	Name: Shinsaku Nomura	
<i>Approved By:</i>		
Safeguards Advisor:	Name: Maged Mahmoud Hamed (SA)	Date: 03-Dec-2015
Practice Manager/ Manager:	Name: Keiko Miwa (PMGR)	Date: 04-Dec-2015

¹ Reminder: The Bank's Disclosure Policy requires that safeguard-related documents be disclosed before appraisal (i) at the InfoShop and (ii) in country, at publicly accessible locations and in a form and language that are accessible to potentially affected persons.