



Concept Environmental and Social Review Summary

Concept Stage

(ESRS Concept Stage)

Date Prepared/Updated: 02/01/2023 | Report No: ESRSC03279



BASIC INFORMATION

A. Basic Project Data

Country	Region	Project ID	Parent Project ID (if any)
Tunisia	MIDDLE EAST AND NORTH AFRICA	P180325	
Project Name	Digitizing employment Services in Tunisia		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Social Protection & Jobs	Investment Project Financing		3/21/2023
Borrower(s)	Implementing Agency(ies)		
Ministry of Economy and Planning	National Agency for Employment and Self Employment (ANETI)		

Proposed Development Objective

The proposed Development Objective (PDO) is to support the digital transformation of the ANETI.

Financing (in USD Million)	Amount
Total Project Cost	3.40

B. Is the project being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?

No

C. Summary Description of Proposed Project [including overview of Country, Sectoral & Institutional Contexts and Relationship to CPF]

The proposed project's objective is to support the digital transformation of the ANETI. To that end, the project will support the digital transformation of the ANETI and will fund a more up-to-date information technology infrastructure and security upgrading, including equipment, materials, and software.

D. Environmental and Social Overview



D.1. Detailed project location(s) and salient physical characteristics relevant to the E&S assessment [geographic, environmental, social]

The project has a wide geographic scope involving ANETI central, regional and local offices. The project will strengthen the digital foundations of ANETI for more efficient internal and external services entailing improvements in the services delivery for the benefit of job seekers the entire entrepreneurial ecosystem.

Two components are proposed for this RETF as follows:

Component 1: Digital foundations for more efficient internal and external services.

Activities under this component will support the digital transformation required for implementing ANETI's Vision 2030 reform. This transformation will improve the efficiency of the delivery system and support the simplification of processes.

The activities are based on the digital roadmap and will consist of funding part of ANETI's digitalization and include:

- (i) setting up the governance, organization, and Information Management System to improve internal communication and collaborative work between ANETI departments as well as to provide external services to clients;
- (ii) bringing greater efficiency of all support functions through electronic management of mail and documents, setting up an enterprise resource planning management system, human resources IS...; and
- (iii) upgrading the information technology infrastructure and security, including equipment, materials, and software.

The project is expected to include small-scale civil works within the existing buildings of ANETI offices to enable installation of networks, software, and other basic IT infrastructure such as air conditioning, office furniture, IT equipment.

Component 2 will also provide resources to the ANETI to

- (i) coordinate and supervise activities preparation and implementation;
- (ii) manage resources in compliance with the Bank's fiduciary requirements;
- (iii) ensure compliance of activities preparation and implementation with the Bank's environmental and social safeguards requirements.
- (iv) establish a monitoring and evaluation system; and
- (v) report to the Bank on Project technical and financial execution.

D. 2. Borrower's Institutional Capacity

This project will be implemented by the ANETI, public administration that was created by the law n. 93-11 date 02/17/1993 under the Ministry of Employment and Vocational Training. Its primary mandate is to implement governmental policies related to employment. More specifically, the ANETI is in charge of:

- (i) Supporting the Tunisian labor market at the national, regional, and local level through employment offices,
- (ii) Generating information on jobs and professional skills for both enterprises and job seekers;
- (iii) Implementing active labor market programs for youth;
- (iv) Providing information and professional orientation to job seekers for a better placement; and (v) organize events for more international placement.

ANETI will be responsible for overall implementation of the activities. One of the tasks of the implementing agency will be building the foundations for more efficient services being provided to job seekers and enterprises by funding equipment, software and licenses.

ANETI will have to prove its financial and organizational capacity to carry out project activities. ANETI will have to provide World Bank with regular progress and financial reports, based upon pre-defined provisions of the Grant



Agreement and Disbursement Linked Indicators and Results. Their capacity to execute a RETF will need to be assessed in the next coming weeks during project preparation.

ANETI will also be responsible for gathering feedback from stakeholders and project beneficiaries and reporting to the World Bank on potential E&S risks as they are to be monitored through the Grievance Mechanism of the project. Part of the institutional assessment to be conducted and Terms of Reference to be approved by the World Bank will include an assessment of E&S capacity and recommendations for staffing with respect to environmental and social issues of the project activities. ANETI staff members should be involved in the identification of potential environmental and social risks and opportunities. ANETI will be new to the World Bank ESF. As such, the agency will need to incorporate and train staff tasked with designing and implementing the Environmental and Social Standards required for the project.

II. SCREENING OF POTENTIAL ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS

A. Environmental and Social Risk Classification (ESRC)

Moderate

Environmental Risk Rating

Moderate

The environmental risks of the project are deemed moderate. The main environmental risks are related to the small-scale civil works within the existing buildings of ANETI offices for the installation of equipment and supporting IT infrastructure as part of Component 1 which will be associated with localized noise, vibration, dust and other air pollution and limited health and safety risks. There will be indirect impacts related to generation of construction wastes, e-waste could be generated from the IT equipment, and water pollution during construction and operation of facilities. The project will include the removal and replacement of old and obsolete computers and cables resulting in the generation of e-wastes. Guideline for development of an e-waste management plan will be provided as part of ESMP which will include the steps, procedures and timeline that will be followed for wastes minimizations, generation, segregation, labelling, storage, evacuation and disposal in a manner that is consistent with Good International Industry practices (GIIP) and consistent with the ESF.

Social Risk Rating

Moderate

The social risk is deemed moderate. The potential social risks include the exposure of ANETI workers to risks associated with their working conditions in the workplace in addition to similar risks within its contractors. Project workers entail those who are employed and/or engaged by ANETI and contractors. Exclusion of some key actors within this component such as SMEs, Startups and individual entrepreneurs providing equivalent digital equipment and software services to those offered by big Firms on the national and international markets, is also perceived as a social risk of this project that requires mitigation through a transparent procurement procedures that are to guarantee competition, access to market for small businesses, and equal opportunities for enterprises and individual entrepreneurs. The migration of job seekers data to the new information system may engender risks of lose and/or other insecurity risks related to personal data. Small scale civil works for the installation of the new equipment may bring about some health and safety risks to the project workers. Small scale civil works for the installation of the new equipment may bring about some health and safety risks to the project workers.

Public Disclosure



B. Environment and Social Standards (ESSs) that Apply to the Activities Being Considered

B.1. General Assessment

ESS1 Assessment and Management of Environmental and Social Risks and Impacts

Overview of the relevance of the Standard for the Project:

Activities under component 1 will involve (i) the removal and replacement of old and obsolete computers and cables from the Central Office in Tunis and 112 regional offices of ANETI; and (ii) small-scale civil works within the existing buildings of ANETI offices to enable installation of networks, software, and other basic IT infrastructure such as air conditioning, office furniture and IT equipment. An estimate of the number of equipment to be upgraded will be determined during preparation

Documentation and seminars/webinars will be offered by ANETI IT team to the rest of the agency staff to help them sort out obsolete files / emails from those that need to be archived and transferred to new equipment.

Key environmental risks and impacts could be generated from renovation small-scale civil work conducted in existing buildings which may be related to safety of workers, ANETI employees and general public as well as local communities who maybe working and living near the project site. Potential increase in noise, vibration, dust and other air pollution, generation of construction wastes, e-waste could be generated from the IT equipment, water pollution during construction and operation of facilities, and utilities service disruption during civil works. These risks and impacts are expected to be limited, localized, site specific, mostly temporary and/or reversible, and can be mitigated in a predictable manner.

The ESMP that will be prepared will include the steps, procedures and timeline that will be followed for wastes (construction wastes and e-wastes) minimizations, generation, segregation, labelling, storage, evacuation and disposal in a manner that is consistent with Good International Industry Practice (GIIP) and the ESF.

Component 2 will provide resources to the ANETI to (i) coordinate and supervise activities preparation and implementation; (ii) manage resources in compliance with the Bank's fiduciary requirements; (iii) ensure compliance of activities preparation and implementation with the Bank's environmental and social safeguards requirements; (iv) establish a monitoring and evaluation system; and (v) report to the Bank on Project technical and financial execution. The project is expected to yield positive socio-economic impacts. However, social risks cannot be excluded notably risks of exclusion from project benefits of some ANETI employees and clients among job seekers from the access to new Information Management System and benefiting from the digitalized services. Inclusive measures, as part of project design will be developed and applied to manage potential exclusion risks of some ANETI employees and clients.

The migration of job seekers data to the new information system may engender risks of lose and/or other risks related to personal data mismanagement. Secure Data migration is required for the whole process of selecting, preparing, extracting, and transforming data and permanently transferring it from one storage server o another. Special measures cover aspects of preparations, implementation and monitoring arrangements for putting in place the new equipment, the secure migration of data from the current system to the new Information Management System and its Inclusive internal and external functioning. Additional mitigation measures to reduce social risks include a manual of procedures and a project grievance mechanism.

Given that several key elements of the project will be determined during preparation the following E&S instruments will be prepared under the project before appraisal:



- a) An Environmental and Social Management Commitment Plan (ESCP) will be prepared to ensure that the required measures and ESF instruments are in place as part of project design and implemented throughout the project life to address and mitigate the risks identified under relevant ESSs.
- b) An Environmental and Social Management Plan (ESMP) will be prepared to manage and address the above discussed E&S risks and relevant ESSs' requirements. The ESMP will provide guidance and process of identifying risks and measures or tools to be adopted to address the risks associated with specific project activities to be determined either at appraisal or before project implementation. The ESMP will include environmental and social screening procedures and all the above listed risk management tools (LMP, GRMs) into a single document. The ESMP will include a social assessment to examine the different project components and interventions and assess their impacts and make project design recommendations to mitigate risks and maximize benefits. It will also describe stakeholder consultation to be conducted, implementation and monitoring arrangement and Grievance Redress Mechanisms (GRMs) to be set up and tailored for specific situations. Also, a SEA/SH prevention measures will be part of the ESMP. The ESMP is required to be cleared by the Bank and disclosed prior to appraisal.
- c) A Stakeholder Engagement Plan (SEP) will be prepared and disclosed prior to appraisal and will apply to the project. Its objective is to ensure that beneficiaries including employees and other stakeholders will be consulted and engaged during project design and implementation in compliance with ESS10 of the ESF.

Areas where “Use of Borrower Framework” is being considered:

The use of Borrower Framework is not considered under this project.

ESS10 Stakeholder Engagement and Information Disclosure

The implementing agency will prepare a Stakeholder Engagement Plan (SEP) proportional to the nature and scale of the project and associated risks and impacts, to be implemented throughout the project cycle, and updated as needed throughout the life of the project. The SEP will inform stakeholders about the nature of the Project, its environmental and social risks, ways to access the grievance mechanism, as well as provide more details on the methods of engagement.

A Grievance Mechanism (GM) will be prepared, consulted upon and incorporated into the SEP. The GM contains various channels for receiving complaints, including anonymous one. The project implementation unit (PIU) will be tasked for processing grievances and fulfilling the documentation requirement and reporting to the Bank on resolved complaints.. Unresolved grievances will follow the procedures with the justice system. The GM is expected to be functional by effectiveness date.

B.2. Specific Risks and Impacts

A brief description of the potential environmental and social risks and impacts relevant to the Project.

ESS2 Labor and Working Conditions

ESS2 is relevant to this Project. In light of the small-scale civil works within the existing buildings of ANETI offices under component 1, the project will involve direct workers, and contracted workers, as well as primary supply workers. All workers associated with the project will need to meet requirements such as described in ESS2 for terms and conditions of employment, nondiscrimination and equal opportunity, worker’s organization, child labor, forced



labor, a grievance mechanism and occupational health and safety measures. The Tunisia Labor Law is mostly consistent to ESS2 standards and includes provisions on non-discrimination, minimum employment age, freedom of association, protection and safety at work, etc. It prohibits forced and child labor.

The employees of this project (ANETI) will be direct workers, as they are conducting core business (upgrading the internal and external information system and managing the project for beneficiaries). Project workers include, in addition, contracted and primary supply workers.

The identified policy gaps are related to the requirements of a workers GRM which will be included in the Labor Management Procedures (LMP) prepared by ANETI.

ESS3 Resource Efficiency and Pollution Prevention and Management

ESS3 is relevant as the project will support small-scale civil works for the installation of basic IT infrastructure. The relevance of ESS3 is mainly related to ensuring efficient adequate management of e-wastes and other related solid wastes. The component 1 will include the removal and replacement of old and obsolete computers and cables from the Central Office in Tunis and the regional offices of ANETI. Documentation and seminars/webinars will be offered by ANETI IT team to the rest of agency staff to help them sorting out obsolete files / emails from those that need to be archived and transferred to new equipment. Operation of this project will require use of resources and will generate wastes including, debris, obsolete computers and cables office/municipal waste and e-wastes. The ESMP will assessed all risks/impacts and mitigated them.

ESS4 Community Health and Safety

The project will generate quantities of e-waste related to the procurement of IT equipment. Communities may be exposed to potentially hazardous substances through inappropriate and unsafe management practices related to disposal and recycling of e-waste. For example, people can be exposed to e-waste-related toxicants through air (e.g. open burning practices of e-wastes), soil (e.g., random disposal of e-waste), water via ingestion (e.g. food chains contamination due to disposal and primitive recycling processes), inhalation (e.g., inhalation of indoor or outdoor fumes) , and dermal absorption (e.g., dust and direct exposure of workers who labor in primitive recycling areas and their families).

The proposed project will carry out small-scale civil works. Community health and safety issues during civil work activities may include exposure to dust, noise and vibrations, solid and liquid waste.

These activities may have negative risks and effects on the health and safety of workers, ANETI employees and general public as well as local communities who maybe working and living near the project sites. To address these reversible impacts, the ESMP will include occupational health and safety measures applicable to most small-scale civil works. These measures address SEAH risk management as well as response to SEAH-related claims.



ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

ESS5 is not relevant for the project, because project-supported activities will not require land acquisition, will not cause restrictions on the use of private property and will not cause involuntary resettlement.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

ESS6 is not relevant, because project-supported activities will not have any impact on biodiversity and will not require the use of living natural resources.

ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

ESS7 is not relevant, because there are no groups in the country that are qualified as indigenous peoples as per definition of this standard.

ESS8 Cultural Heritage

ESS 8 is not relevant, because project-supported activities will not affect any kind of cultural heritage.

ESS9 Financial Intermediaries

ESS 9 is not relevant, because project implementation arrangements do not include financial intermediaries.

C. Legal Operational Policies that Apply

OP 7.50 Projects on International Waterways

n/a No

OP 7.60 Projects in Disputed Areas

n/a No

III. WORLD BANK ENVIRONMENTAL AND SOCIAL DUE DILIGENCE

A. Is a common approach being considered?

No

Financing Partners

N/A

B. Proposed Measures, Actions and Timing (Borrower’s commitments)

Actions to be completed prior to Bank Board Approval:



- 1-Preparation and disclosure of Environmental and Social Management Plan (ESMP)
- 2-Preparation and disclosure of Stakeholders Engagement Plan (SEP)
- 3-Labour Management Procedure (LMP) which will be integrated to the ESMP

Possible issues to be addressed in the Borrower Environmental and Social Commitment Plan (ESCP):

- 1-Implementation of the ESMP
- 2-Establishment and Operation of GRM
- 3-Implementation of the SEP and update it if needed.
- 4-Implementation of the LMP
- 5-Capacity Building and Training of PIU staff

C. Timing

Tentative target date for preparing the Appraisal Stage ESRS

12-Feb-2023

IV. CONTACT POINTS

World Bank

Contact:	Eric Zapatero Larrío	Title:	Senior Social Protection Specialist
Telephone No:	+1-202-458-1130	Email:	ezapaterolarrio@worldbank.org
Contact:	Johanne Buba	Title:	Senior Social Protection Specialist
Telephone No:	473-4446	Email:	jbuba@worldbank.org

Borrower/Client/Recipient

Borrower: Ministry of Economy and Planning

Implementing Agency(ies)

Implementing Agency: National Agency for Employment and Self Employment (ANETI)

V. FOR MORE INFORMATION CONTACT

Public Disclosure



The World Bank
1818 H Street, NW
Washington, D.C. 20433
Telephone: (202) 473-1000
Web: <http://www.worldbank.org/projects>

VI. APPROVAL

Task Team Leader(s): Johanne Buba, Eric Zapatero Larrio

Practice Manager (ENR/Social) Senait Nigiru Assefa Recommended on 30-Jan-2023 at 05:44:27 GMT-05:00