



Concept Environmental and Social Review Summary

Concept Stage

(ESRS Concept Stage)

Date Prepared/Updated: 05/31/2021 | Report No: ESRSC02021



BASIC INFORMATION

A. Basic Project Data

Country	Region	Project ID	Parent Project ID (if any)
Cabo Verde	AFRICA WEST	P175828	
Project Name	Cabo Verde Human Capital Project		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Education	Investment Project Financing	2/28/2022	3/31/2022
Borrower(s)	Implementing Agency(ies)		
Ministry of Finance	Fund to Promote Employment and Training, Ministry of Social Inclusion and Family, National Labor Market Observatory, Ministry of Education		

Proposed Development Objective

To improve employability and access to labor market relevant training opportunities for Cabo Verdean youth and women.

Financing (in USD Million)	Amount
Total Project Cost	20.00

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 is expected to improve economic opportunities for Cabo Verdean youth and women by (i) strengthening foundational skills of youth in order to increase future employment opportunities; (ii) aligning professional training programs with the needs of the labor market to increase employability; and (iii) increasing access for vulnerable populations, and women in particular, to professional training programs and employment



opportunities. The Project’s direct beneficiaries include present and future students enrolled in both primary and secondary education who will benefit from a better quality education focused on equipping them with the skills in high-demand in the labor market and a strong foundation for future learning. The Project will also benefit teachers by professionalizing and investing in their continuous professional development. Through the professional training system and productive inclusion activities, the Project will benefit out-of-school, unemployed youth and women to increase their chances of acquiring gainful employment. And lastly, the private sector, key growth sectors, and economy as a whole will also benefit from the Project by the increased supply of trained human capital and better educated workers with skills relevant to the needs of the labor market.

D. Environmental and Social Overview

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

Located more than 500 km off the west coast of Africa, Cabo Verde is a small and fragmented volcanic archipelago, facing a unique set of development challenges. The country’s small population of 549,935 people is scattered across nine islands, with around 90 percent living on four main islands. Among those in the country, 66 percent live in urban areas, driven by frequent droughts and attracted by tourism-related jobs, making Cabo Verde one of the most urbanized economies on the continent. At the same time, with modest resources, scarce arable land (only 10 percent), and limited freshwater (second lowest in Africa on per capita basis), the country and its highly concentrated coastal population are vulnerable to climate change.

Cabo Verde performs relatively well across a range of human development indicators although more needs to be done to improve women’s economic empowerment. The country was among the 30 best-performing countries in achievement of the Millennium Development Goals MDGs. Due to continued improvements in rates for maternal and infant mortality, adult literacy, school enrollments, etc. Cabo Verde’s ranking on the UN Human Development Index rose from 132 out of 187 countries in 2013 to 126 of 189 countries in 2020. A recent gender diagnostic indicates that Cabo Verde also performs relatively well across a range of gender indicators related to human development. On the Global Gender Gap Index for 2018, Cabo Verde ranks among the world’s best in the “health and survival” and “school enrollment” dimensions. However, on the dimension for “economic participation and opportunity for women” Cabo Verde ranks surprisingly low at only 115th out of 149 countries. Evidence shows that the country needs to do more to overcome traditional social norms and translate progress in human development into women’s economic empowerment.

The ongoing Coronavirus disease (COVID-19) pandemic crisis raises unprecedented challenges. The economy contracted by an estimated 11 percent in 2020, the largest contraction in the country’s history and the third largest in Sub-Saharan Africa (behind Seychelles and Mauritius) according to the Global Economic Prospects report released in January 2021. The contraction is mainly due to the near complete cessation of discretionary travel, and multiple lockdowns in Europe, the largest source of Cabo Verde’s tourists. Tourism arrivals dropped by 70% in 2020, unemployment reached nearly 20%, and its poverty rate more than doubled from 20% to 45% in the short-term.

This project is expected to (i) operationalize the National Teacher Development Strategy incorporating the use of distance learning platforms, complemented by a school level mentoring program; (ii) reform the Curriculum to Align with the Needs of the Labor Market; (iii) finance activities to carry out future national and international learning assessments by supporting efforts to enable Cabo Verde to fully participate in the next round of the “Programme



d’analyse des systèmes éducatifs de la CONFEMEN” (PASEC - a regional assessment of student learning administered in Francophone countries) and capacity building for Ministry of Education officials; (iv) improve the governance of the system for professional training; (v) increase access for vulnerable populations to professional training and employment opportunities. The proposed project will also include a CERC component that would allow for quick disbursements of any uncommitted balances as a swift response to eligible crises or emergencies that could arise during implementation.

Although the project will have a national scope, the final exact project locations are still unknown and will be confirmed prior to appraisal stage.

D. 2. Borrower’s Institutional Capacity

Detailed implementation arrangements for the Project will be developed as preparation progresses. Part of the work to development the Government’s Human Capital Program has been to identify a National Coordinator based at the Ministry of Finance and a consultative body of representatives across key sectors. Technical leadership for the Component 1 activities will fall under the responsibility of the Ministry of Education. Implementation of Component 2 activities on professional training and employment would be led by the General Directorate for Employment, Professional Internships and Professional Training within the Ministry of Finance. Component 3 activities would be led by the Ministry of Social Inclusion and Family.

The Project Implementation Unit (PIU) is expected to be the Unidade de Gestão de Projetos Especiais (UGPE) within the Ministry of Finance, originally established in 1999 to carry out an IDA/GEF financed project (Energy and Water Sector Reform and Development Project (P040990)) and subsequently strengthened and entrusted with the responsibility of implementing projects with different donors. The UGPE has prior experience with World Bank investment projects. The PIU has prepared and implemented several projects under the Bank’s Operational Policies and is currently preparing, or implementing, three others under the Environmental and Social Framework (ESF)— Enabling Digital Cabo Verde as a Regional ICT Hub project (P171099), Cabo Verde Sustainable Electricity Service Project (P170236) and the COVID-19 Emergency Response Project (P173857). PIU staff benefited from several rounds of training on the World Bank’s Operational Policies and, more recently, on the ESF and SEA/SH.

The PIU will be composed of a project team, to be headed by a project coordinator with day-to-day responsibility for implementing the project. An environmental and social specialist will be also assigned to the project to manage environmental and social risks related to project-financed activities.

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

A. Environmental and Social Risk Classification (ESRC)

Moderate

Environmental Risk Rating

Low

The environment risk rating is classified as Low as the proposed project is not planning investments that have a physical footprint and could cause direct adverse ES risks. Also, it is extremely unlikely that any indirect, downstream environmental effects would be caused by the technical assistance, trainings and advice provided through the project. The project is focusing on accelerating economic growth in Cabo Verde by strengthening its human capital,

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increasing opportunities for employment, and improving the productivity of its citizens. Based on the scope and the results of the assessments during further project preparation, this risk rating will be reviewed and revised if needed.

Social Risk Rating

Moderate

At the current stage of the project’s preparation, the project’s social risk rating is assessed as moderate since the anticipated adverse social risks and impacts are not likely to be significant and can be managed through project design and the development of appropriate mitigation measures. They are mainly related to labor and working conditions, sexual exploitation and abuse, and sexual harassment (SEA/SH), potential conflicts related to the selection and targeting of beneficiaries and possible misinformation regarding the project. The project is anticipated to have positive social impacts by improving quality of education of present and future students enrolled in both primary and secondary education, investing in teachers continuous professional development, increasing gainful employment opportunities for Cabo Verdean out-of-school, unemployed youth and women, and lastly by supporting private sector and economy as a whole growth through the increased supply of trained human capital and better educated workers. The proposed project will not invest in the rehabilitation and/or construction of civil infrastructures. As such, there are no risks related to involuntary resettlement, land acquisition, labor influx issues, and adverse impacts to natural habitat or cultural heritage. A first screening of the SEA/SH risks has been conducted and resulted in “Moderate” risks. There are also moderate risks associated with institutional capacity for implementation. Activities to be supported have been drawn directly from various sector strategies. However, many of the interventions supported require significant collaboration of multiple sectors and multiple levels of Government. Additionally, the technical design relies on progress in key growth sectors where greater private investments needed to support job creation. Social risks and impacts are expected to be prevented, managed and/or mitigated through the application of established mitigation measures, as it will be detailed in the project’s E&S instruments.

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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:

The project is expected to cause minimal or negligible risks to and impacts on human populations and the environment. However, the project will have windows for the opportunities in relation to the enhancement of ESF related social aspects, such as gender inclusion, and improvement of equitable access to project benefits to vulnerable groups (youth and women).

All relevant expected environmental and social risks and impacts of the project will be addressed in the project’s Environmental and Social Commitment Plan (ESCP), Labor-Management Procedures (under ESS2), Stakeholder Engagement Plan (under ESS10), and GBV/SEA/SH Action Plan to be finalized, consulted upon and disclosed by Appraisal.

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

The Borrower’s E&S Framework is not proposed to be relied on for the Project, in whole or in part.



ESS10 Stakeholder Engagement and Information Disclosure

To ensure a participatory, inclusive, and culturally appropriate approach during the project's life cycle, the Borrower will prepare a Stakeholder Engagement Plan (SEP) consistent with ESS10 requirements. The SEP will be proportional to the nature and scale of the project and associated risks and impacts. It will reflect the Borrower's commitment to ensuring that stakeholder engagement is conducted on the basis of timely, relevant, understandable and accessible information. The Borrower shall ensure that consultations are inclusive and accessible (both format and location). During the consultations, the Borrower will provide information to stakeholders on the potential environmental and social risks and impacts to integrate stakeholders' inputs into project's design and subsequent mitigation measures. At the current stage of project's development, key project stakeholders include: i) the ministry of education; ii) school administrations at national, regional and local level; iii) the teachers and schools directors as a collective and as individuals; parents as a collective and individuals; students as a collective and individuals; iv) civil society, including local organizations working in the project's same thematic area; v) private sector; and v) international donors. Key issues concern among others equal opportunities for education and SEAH. The SEP will map the stakeholders and their relevance to the project and will include a Project Grievance Mechanism with specific measures to collect and handle alleged SEA/SH cases ethically and safely. The SEP will be disclosed nationally and on the Bank's website.

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 applicable. The Project will be mainly implemented by the PIU, with civil servants, and direct workers, such as contracted specialist consultants to assist on specific technical areas. Most roles envisaged will be highly technical in nature. In the proposed project, there are no expected primary supply workers or community workers. The project will prepare Labor Management Procedures (LMP), in line with ESS 2 requirements, to clarify that: a) civil servants are bound by their labor contracts; and b) requirements regarding child and forced labor, occupational health and safety (OHS), working conditions, non-discrimination, equality of opportunity, SEAH risks and the right to form workers' organizations. The LMP will include a GM for labor-related complaints, based on national laws and procedures, as well as the requirements of ESS 2. OHS risks and impacts will continually be assessed following ESS2 requirements.

ESS3 Resource Efficiency and Pollution Prevention and Management

At the current stage, ESS3 is not applicable. The project's activities and components are not expected to result in any pollution issues.

ESS4 Community Health and Safety

At the current stage, ESS4 is not applicable. The project's activities and components are not expected to result in any issues related to community health and safety.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement



At the current stage, ESS5 is not applicable. Since no construction works are planned for this project and no land acquisition is envisaged, then ESS5 is not expected to apply.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

At the current stage, ESS6 is not applicable. The demonstrated project will not have any impact on the biodiversity and natural resources.

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

At the current stage, ESS7 is not applicable. There are no Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities in the project area.

ESS8 Cultural Heritage

At the current stage, ESS8 is not applicable. The project’s activities and components are not expected to cause any harm to cultural heritage.

ESS9 Financial Intermediaries

At the current stage, ESS9 is not applicable. The project will not imply the use of Financial Intermediaries.

C. Legal Operational Policies that Apply

OP 7.50 Projects on International Waterways No

OP 7.60 Projects in Disputed Areas No

III. WORLD BANK ENVIRONMENTAL AND SOCIAL DUE DILIGENCE

A. Is a common approach being considered? No

Financing Partners

None

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

Actions to be completed prior to Bank Board Approval:

- Preparation, consultation and disclosure of Labor Management Procedures by Appraisal
- Preparation, consultation and disclosure of Stakeholder Engagement Plan by Appraisal
- Preparation and disclosure of Environmental and Social Commitment Plan by Appraisal

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- Preparation and disclosure of GBV/SEA/SH Action Plan

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

- Institutional capacity strengthening/ building measures;
- SEA/SH mitigation measures

C. Timing

Tentative target date for preparing the Appraisal Stage ESRS

08-Feb-2022

IV. CONTACT POINTS

World Bank

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Borrower/Client/Recipient

Borrower: Ministry of Finance

Implementing Agency(ies)

Implementing Agency: Fund to Promote Employment and Training

Implementing Agency: Ministry of Social Inclusion and Family

Implementing Agency: National Labor Market Observatory

Implementing Agency: Ministry of Education

V. FOR MORE INFORMATION CONTACT

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VI. APPROVAL

Task Team Leader(s):	Emily Elaine Gardner, Emma S. Mistiaen, Eric Zapatero Larrío
Practice Manager (ENR/Social)	Maria Sarraf Recommended on 16-May-2021 at 13:20:45 GMT-04:00
Safeguards Advisor ESSA	Nathalie S. Munzberg (SAESSA) Cleared on 31-May-2021 at 08:53:3 GMT-04:00