

**INTEGRATED SAFEGUARDS DATA SHEET  
APPRAISAL STAGE**

**Report No.: ISDSA6610**

**Date ISDS Prepared/Updated:** 17-Nov-2014

**Date ISDS Approved/Disclosed:** 18-Nov-2014

**I. BASIC INFORMATION**

**1. Basic Project Data**

<b>Country:</b>	Argentina	<b>Project ID:</b>	P133129
<b>Project Name:</b>	Argentina Youth Employment Support Project (P133129)		
<b>Task Team Leader:</b>	Rafael P. Rofman		
<b>Estimated Appraisal Date:</b>	25-Nov-2014	<b>Estimated Board Date:</b>	13-Jan-2015
<b>Managing Unit:</b>	GSPDR	<b>Lending Instrument:</b>	Investment Project Financing
<b>Sector(s):</b>	Public administration- Other social services (50%), Vocational training (25%), Other social services (25%)		
<b>Theme(s):</b>	Improving labor markets (33%), Social Inclusion (33%), Education for the knowledge economy (17%), Education for all (17%)		
<b>Is this project processed under OP 8.50 (Emergency Recovery) or OP 8.00 (Rapid Response to Crises and Emergencies)?</b>			No
<b>Financing (In USD Million)</b>			
Total Project Cost:	767.00	Total Bank Financing:	425.00
Financing Gap:	0.00		
<b>Financing Source</b>			<b>Amount</b>
Borrower			342.00
International Bank for Reconstruction and Development			425.00
Total			767.00
<b>Environmental Category:</b>	C - Not Required		
<b>Is this a Repeater project?</b>	No		

**2. Project Development Objective(s)**

The development objective of the proposed Project is to improve access of vulnerable youth population to labor markets, increasing their employability by supporting the expansion and strengthening of Government employment programs.

### 3. Project Description

The lending instrument proposed is an Investment Project Financing Loan for US\$425 million. To achieve its objectives, the Project will support the following activities through three components: i) improvement of quality of orientation and training services offered to program participants and other vulnerable youth aimed at increasing their employability and likelihood for job placement and job mobility; (ii) coverage consolidation and operational strengthening of the JMyMT program; and (iii) strengthening and improving performance of the network of Municipal Employment Offices (OEM). The proposed Project will include three components:

**Component 1: Improvement and Provision of Orientation and Training Services Offered to Program Participants.** The activities to be supported under this Component are expected to contribute to the Ministry of Labor's efforts to increase employability and employment opportunities of JMyMT participants, as well as other youth who are unemployed or inactive and have a family income below the minimum wage, by improving the knowledge, skills and behavior that will serve individuals as they transition to the labor market.

This Component will improve the quality and relevance of orientation and training services, and products offered to program participants, by financing the provision and improvement of these services, including the design and implementation of workshops and training courses, development of competency standards, training of evaluators, improvement and certification of training institutions, curricular design, and teacher training. The goal of this Component is to ensure that an integrated package of training services (basic skills and technical training) are offered to participants by providers that are independently assessed and certified, following clear curricula and objectives.

**Component 2: Coverage Consolidation of the JMyMT Program.** The component will aim at maintaining the program's coverage at around 200,000 youth per year, reaching a total of 390,000 during the three years of implementation (as some participants are eligible during more than one year) or about 35 percent of the 1.1 million potential beneficiaries, and improving the MTESS capacity to implement the program. The component will finance cash transfers to eligible participants enrolled in the program including: i) monthly stipends of AR\$600 when participating in program activities, including labor orientation workshops, employment clubs, professional training courses, IT courses, entrepreneurship training, and basic education completion; ii) monthly stipends up to AR \$2,000 when participating in on-the-job training activities; and iii) incentives linked to completion of the program activities (up to AR\$ 2,000 per year).

**Component 3: Strengthening and Improving the Performance of the Network of Municipal Employment Offices.** This component will aim at strengthening the capacity and performance of the employment services offered by the OEMs to program participants by incorporating new methodologies and management practices in existing and new OEMs.

The Ministry of Labor will enter into an agreement with each participating municipality specifying the characteristics of the services to be delivered by the OEM, including targets on performance indicators and the administrative procedures to be followed to monitor implementation. Based on these agreements, MTESS will transfer funds to OEMs to support their activities.

The component will support the MTESS goal to introduce an outputs based model in its support strategy for OEMs. Since the creation of the first employment offices at municipal level, the Ministry has been providing support by transferring funds and assets, as well as financing staff and providing technical assistance, aiming at getting the offices to work and consolidated within each municipality, offering some employment services but also a point of entry for social services.

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

The Project activities have national coverage. Municipal Employment Offices offering the “Youth with More and Better Jobs” Program exists in 360 locations. None will have environmental impacts.

#### 5. Environmental and Social Safeguards Specialists

Isabel Tomadin (GSURR)

6. Safeguard Policies	Triggered?	Explanation (Optional)
Environmental Assessment OP/ BP 4.01	No	This policy is not triggered given the nature and scope of the proposed activities. Therefore, no impact to the environment is expected.
Natural Habitats OP/BP 4.04	No	This policy is not triggered since no impact is expected on natural habitats.
Forests OP/BP 4.36	No	This policy is not triggered given that the Project has no foreseen activities that will affect forests.
Pest Management OP 4.09	No	This policy is not triggered given that no Project’s activities will include pest use or procurement of pesticides.
Physical Cultural Resources OP/ BP 4.11	No	This policy is not triggered since the Project does not foresee any investment activities that require removal of soil.
Indigenous Peoples OP/BP 4.10	Yes	This policy is triggered given that this is a Project with national coverage and Indigenous Peoples as defined by OP 4.10 are present in Argentina. Indigenous Peoples are among the most vulnerable groups in the labor market, and they could potentially benefit from Project activities given the focus on the inclusion of vulnerable youth in the labor market. Based on the results and performance of the Lifelong Learning and Argentina Basic Protection Project’s Indigenous Peoples Plans (IPPs) and its responsible institutional parties, a social assessment has been carried out, and a National Indigenous People Plan (NIPP) has been prepared by the MTESS, and is in process of consultation with organizations representative of indigenous peoples in order to receive and incorporate their advice and gauge their level of support, to ensure that indigenous peoples benefit optimally from the interventions supported by the Project.
Involuntary Resettlement OP/BP 4.12	No	This policy is not triggered given that Project’s activities will not result in involuntary resettlement nor require land acquisition.
Safety of Dams OP/BP 4.37	No	This policy is not triggered given that the Project

		will neither support the construction or rehabilitation of dams nor will it support other investments which rely on the services of existing dams.
Projects on International Waterways OP/BP 7.50	No	This policy is not triggered given that no Project's activities will affect international waterways.
Projects in Disputed Areas OP/BP 7.60	No	This policy is not triggered since Project's activities will not take place in disputed areas.

## II. Key Safeguard Policy Issues and Their Management

### A. Summary of Key Safeguard Issues

<p><b>1. Describe any safeguard issues and impacts associated with the proposed project. Identify and describe any potential large scale, significant and/or irreversible impacts:</b></p> <p>The Project's components essentially involve institutional development and training and it is anticipated that its implementation will achieve mostly positive social development outcomes and impacts. It will improve social services, reduce inequality of opportunity, and enhance human capital accumulation. Specially, the Project will allow increasing access to training opportunities and learning materials for indigenous peoples in their main language, and strengthened social integration through training for indigenous as well as non-indigenous youth. Thus, no potential large scale, significant and/or irreversible impacts are expected.</p>
<p><b>2. Describe any potential indirect and/or long term impacts due to anticipated future activities in the project area:</b></p> <p>N/A</p>
<p><b>3. Describe any project alternatives (if relevant) considered to help avoid or minimize adverse impacts.</b></p> <p>N/A</p>
<p><b>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.</b></p> <p>The Project's institutional and implementation arrangements will build on the arrangements currently in place at the implementation entity, the Ministry of Labor, Employment and Social Security.</p> <p>According to a survey conducted in June 2013, the Ministry of Labor already serves about 5,000 beneficiaries of indigenous origin in the 12 provinces where the IPPs are being implemented. Fifty three percent are females, while 57 percent belong to the age group ranging from 18 to 34 years, and 37 percent between 35 and 55 years old. The same survey highlighted that while the goal of incorporating indigenous people was met (and surpassed) in the provinces surveyed, a large number of beneficiaries – both indigenous and non-indigenous - could not enter the system due to lack of employment offices and/or agencies in all municipalities. The proposed Project will take this issue into account and consider barriers that indigenous peoples may experience.</p> <p>A National Indigenous Peoples Plan (NIPP) and a Social Assessment have been developed as part of the proposed Youth Employment Support Project; consultation processes were taken in the provinces of Chaco, Jujuy, Salta, and Buenos Aires City with the rest of provinces. They were built on the existing IPPF and IPPs under the above-mentioned projects, as well as on lessons</p>

learned from the Projects' implementation, and existing institutional framework and stakeholder mapping for IP. The assessment include gender focus and other discriminated people, concluding that: (i) the coverage provided by training and employment services spreads to women who are victims of domestic violence; (ii) the coverage provided by training and employment services extends to unemployed people whose gender identity is not coincident with the assigned sex at birth; and (iii) there is awareness and capacity to manage gender issues at the JMyMT team at the central level, as well as the Municipal Employment Offices (Youth Employment Areas).

In the case of the JMyMT activities, there are pro-active efforts to incorporate a gender focus. In order to work specifically in this area, the MTESS developed materials to be used for the labor orientation workshop as well as in the training for the municipal employment offices, aimed to improve the quality of employment services provided to participants, particularly for young women, to counsel female jobseekers, and to strengthen capacity to interact with employers.

The Project will continue articulating with existing programs in the Ministry of Labor, such as Labor Training Program, Self-Employment Program, Labor Insertion Program and the Areas of Indigenous Peoples at the provincial level as well as with Municipalities Employment Offices; Bilingual Intercultural Education Areas (National Education Ministry), Instituto Nacional de Asuntos Indígenas (INAI – National Institute of Indigenous Affairs) and INADI (Social Development Ministry)

An assessment of the institutional capacity of the implementation agency was carried out during Project preparation. In general, it was found that the teams of specialists within the MTESS are competent to manage safeguards issues. The team in charge of implementing activities based on the Indigenous Peoples Plan (IPPs) for the above-mentioned projects has demonstrated strong capacity in this area, and was assigned the same responsibility for the proposed Youth Employment Support project. The implementations of the IPPs under LLLP, ABP and AF had satisfactory results and the social assessments at provincial level are updated annually.

Effective participation of indigenous people was guaranteed during the different project stages and information was registered and filed, and consultation activities took place; therefore, no problem is foreseen in the continuity of this aspect during the Youth Employment Support Project implementation.

**5. Identify the key stakeholders and describe the mechanisms for consultation and disclosure on safeguard policies, with an emphasis on potentially affected people.**

The NIPP will guide national level interventions and consultations with key national indigenous peoples stakeholders, and will help the Project team to identify and address the specific barriers that IPs face in entering the formal labor market in Argentina. In addition, the NIPP will propose actions on how handle the intermediation services and the vocational and soft skills training offered by the MTESS so it can reach IPs and be offered in a way that is relevant and culturally appropriate.

Based on the principle of free, prior, and informed consultation, Project preparation documents (including Project objectives, approach, activities, mechanisms, and the draft of the NIPP) were presented to organizations representative of indigenous peoples. A process of consultations with the INAI and the Consejo de Pueblos Indígenas (CPI – National Counsel of Indigenous People) were organized in order to receive and incorporate their advice and gauge their level of support, and will continue under implementation. The national consultation with the Mesa de Coordinación

Nacional del Consejo de Participación Indígena (CPI Coordination) took place in October 22, 2014, and there were also consultations with the Qom, Mbya Guaraní, Wichí, Huarpes y Mocovíes communities during October and November 2014 (detailed described in the PAD). A version of the NIPP, incorporating feedback from Indigenous People representatives and the Bank was published on the MTESS website and on the Bank's Infoshop on November 17, 2014. The NIPP incorporated strategies of promotion and communication adequate for indigenous communities in order to guarantee their full understanding of the Project. In particular, the following is envisaged: (a) the use of existing material in the original language; (ii) training of local agents to register participants in these communities; (iii) promotion and communication campaigns; (iv) mechanisms to provide information and respond to complaints, at the national as well as the municipal level; (v) training for tutors to work with the participants from these communities; and (vi) a description of the specific modality that will be used to offer these services in each indigenous community.

### **B. Disclosure Requirements**

<b>Indigenous Peoples Development Plan/Framework</b>	
Date of receipt by the Bank	10-Nov-2014
Date of submission to InfoShop	17-Nov-2014
"In country" Disclosure	
Comments:	
<b>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.</b>	
<b>If in-country disclosure of any of the above documents is not expected, please explain why:</b>	

### **C. Compliance Monitoring Indicators at the Corporate Level**

<b>OP/BP 4.10 - Indigenous Peoples</b>	
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 checked="" type="checkbox"/> ] No [ <input type="checkbox"/> ] NA [ <input type="checkbox"/> ]
<b>The World Bank Policy on Disclosure of Information</b>	
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"/> ]
<b>All Safeguard Policies</b>	

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

Task Team Leader:	Name: Rafael P. Rofman	
<b><i>Approved By</i></b>		
Practice Manager/ Manager:	Name: Edmundo Murrugarra (PMGR)	Date: 18-Nov-2014