



Concept Environmental and Social Review Summary

Concept Stage

(ESRS Concept Stage)

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I. BASIC INFORMATION

A. Basic Operation Data

Operation ID	Product	Operation Acronym	Approval Fiscal Year
P180634	Program-for-Results Financing (PforR)	Sikkim INSPIRES Program	2024
Operation Name	Sikkim: Integrated Service Provision and Innovation for Reviving Economies Program		
Country/Region Code	Beneficiary country/countries (borrower, recipient)	Region	Practice Area (Lead)
India	India	SOUTH ASIA	Social Sustainability and Inclusion
Borrower(s)	Implementing Agency(ies)	Estimated Appraisal Date	Estimated Board Date
India	Planning and Development Department, Government of Sikkim	02-Oct-2023	29-Mar-2024
Estimated Concept Review Date	Total Project Cost		
23-Mar-2023	226,400,000.00		

Public Disclosure

Proposed Development Objective

The PDO is to promote economic inclusion opportunities for women and youth in non-farm sectors.

B. Is the operation 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 Activities

The Sikkim INSPIRES Program will support three RAs that will contribute towards the achievement of economic inclusion opportunities for women and youth in non-farm sectors. These are (i) Strengthened institutional systems for planning for economic inclusion (ii) Improved labor market inclusion for women and youth in emerging sectors (iii) Enhanced delivery of enabling services for economic inclusion of women and youth

D. Environmental and Social Overview

D.1 Overview of Environmental and Social Project Settings



The project will be implemented in the state of Sikkim which is about 7096 Km2 in extent and has a mountainous terrain with an elevation ranging from the 280 – 8500 meters. The state is home to a population of 610,577, of which about 25% lives in urban areas while the balance lives in the rural countryside. Sikkim is a multi-ethnic and multi-lingual Indian state and is situated in an ecological hot spot of the lower Himalayas and is considered among India’s most environmentally conscious states. Sikkim has a total of six districts, of which two are newly formed as a result of a reorganization of districts enacted in 2021.

As of 2019, the state had 185 Gram Panchayats (GP), of which two were recognized as traditional institutions of self-governance (known as Dzumsas) in north Sikkim. The state had 4.63% of Scheduled Castes (SCs) and 33.8% Scheduled Tribes (STs) of the total population, as per the Census 2011. The major SCs in Sikkim are Damai (Nepali), Kami (Nepali), Lohar (Nepali), Majhi (Nepali), and Sarki (Nepali). The state has 4 major STs, namely Bhutia (including Chumbipa, Dophthapa, Dukpa, Kagatey, Sherpa, Tibetan, Tromopa, and Yolmo), Lepcha, Limboo (or Limbu) and Tamang.

The IPF-TA component has been included within the Program to provide the much-needed flexibility to facilitate quality-based procurement of critical technical consultancy services to support the interventions at the department and district levels, such as hiring of technical support agencies (TSAs) for the core departments (Department of Planning and Development, Department of Skills Development, Department of Tourism, Department of Rural Development, Department of Industries of Commerce, and Department of IT). It will be used for the limited purpose of hiring technical experts and organizations that can provide technical assistance, capacity building, and implementation support to the core departments for the design and implementation of the PforR.

D.2 Overview of Borrower’s Institutional Capacity for Managing Environmental and Social Risks and Impacts

Department of Planning and Development (DPD) is the nodal department for sustainable development and structural reforms in the state of Sikkim and plays a pivotal role in identifying priority development programs/schemes and planning resources to implement them. It will act as the nodal agency for implementing the IPF-TA component by procuring critical consultancies to facilitate the design and implementation of the PforR. As the nodal agency for development planning, co-ordination and facilitation, and given the low E&S risks for the IPF-TA component of the project (the main PforR, in which this IPF-TA is embedded, carries a moderate risk), it is considered that although the DPD has no prior experience with the ESF, it has previous experience of environmental and social management through externally-assisted projects funded by Japan International Cooperation Agency (JICA) and Asian Development Bank (ADB). The DPD is well placed to carry out activities under the IPF-TA in compliance with the ESF requirements.

Further, the institutional capacity of the DPD to manage E&S risks is currently being assessed through an Environment and Social Systems Assessment (ESSA), which will be prepared as part of the PforR preparation. The ESSA will inform the team about the E&S capacity of the DPD and the recommendations, if any, will be captured accordingly in the A-ESRS and ESCP.

II. SCREENING OF POTENTIAL ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

A. Environmental and Social Risk Classification (ESRC)

Low

A.1 Environmental Risk Rating

Low



Activities under the proposed IPF-TA component will have none to minimal adverse environmental impacts and will be restricted to hiring of technical consultancy/advisory services to support the design and implementation of the PforR and build capacity of the core departments. These contractual services will be entirely technical in nature. Given the scope and envisaged activities of the TA, the environmental risks and impacts are assessed to be low. The risk will be reassessed and revised after the ESSA recommendations are received, and at the Appraisal stage, if needed.

A.2 Social Risk Rating

Low

The social risk rating for the activities under the proposed IPF-TA component are not expected to have any adverse social impacts and will be restricted to consultancy/advisory services and capacity building of the core departments. Additionally, risks related to labor are expected to be minimal as direct workers and contracted workers, through third-party consulting/advisory service providers, are likely to have well-defined employment terms and/or formal contracts in compliance with national labor laws. To address SEA/SH/GBV related risks for these workers, adequate measures will be ensured through a functional and sensitive GRM for handling such complaints and sensitization of concerned stakeholders. Stakeholders will be mapped during preparation and the SEP thus prepared will include details on modes and frequency of engaging with them.

B. Relevance of Standards and Policies at Concept Stage

B.1 Relevance of Environmental and Social Standards

ESS1 - Assessment and Management of Environmental and Social Risks and Impacts

Relevant

This standard is relevant to understand and assess inherent environmental and social risks associated with the technical advisory services the project will support and to assess the overall capacity of the DPD to mitigate and manage any such risks. The technical advisories proposed under this IPF-TA will be screened for any E&S risks and requirements to avoid, minimize, and mitigate these risks will be incorporated in the Terms of references (ToRs) of the activity, where relevant. The DPD will prepare an Environment and Social Commitment Plan (ESCP), integrating the Labour Management Procedures (LMP) and the Stakeholder Engagement Plan (SEP), which will include procedures for stakeholder engagement and information dissemination, to ensure that the various technical outputs under the IPF component, are in line with ESF requirements. There will be no support provided for construction or any form of infrastructure development through this TA.

ESS10 - Stakeholder Engagement and Information Disclosure

Relevant

This standard is relevant. The key stakeholders associated with the IPF-TA include officials of core departments, their key units/agencies at the state and district level; and contracted workers through the TSAs involved with capacity-building and training. Other interested parties will include the coordinating departments and spending agencies, which are a part of the PforR Program. The SEP will lay out a strategy to identify and map key stakeholders and include recommendations on modes and frequency of engagement, including consultations, with them at various stages of the project cycle. While there is an existing statutory grievance redressal mechanism (GRM), it will be strengthened to ensure feedback, complaints, consultation, and effective communication with stakeholders during the preparation and implementation phase. The SEP, as a part of the ESCP, will be disclosed prior to the appraisal, consistent with the requirements of ESS 10, and will be updated, as necessary.

Public Disclosure



ESS2 - Labor and Working Conditions

Relevant

This standard is relevant. The IPF component of the project is expected to involve direct and contracted workers employed by the core departments and the TSAs for technical support and capacity building. Occupational Health and Safety (OHS) provisions, including guidelines of the Prevention of Sexual Harassment (POSH) Act, will apply to these workers. The LMP, which will be integrated into the ESCP, for the project will include ensuring a code of conduct, setting up an Internal Complaint Committee; provisions to address COVID concerns, and a separate GRM to redress grievances for these workers, including for SEA/SH incidents.

ESS3 - Resource Efficiency and Pollution Prevention and Management

Not Currently Relevant

This ESS is not relevant for this IPF-TA as the TA will not include any activities that would need consideration of resource efficiency or pollution prevention/management.

ESS4 - Community Health and Safety

Not Currently Relevant

This ESS is not relevant.

ESS5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Not Currently Relevant

This ESS is not relevant.

ESS6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources

Not Currently Relevant

This ESS is not relevant.

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

Not Currently Relevant

This ESS is not relevant.

ESS8 - Cultural Heritage

Not Currently Relevant

This ESS is not relevant.

ESS9 - Financial Intermediaries

Not Currently Relevant

This ESS is not relevant.

B.2 Legal Operational Policies that Apply

OP 7.50 Operations on International Waterways

No

OP 7.60 Operations in Disputed Areas

No

B.3 Other Salient Features

Public Disclosure



Use of Borrower Framework

No

Use of Borrower Framework is not being considered. Project will use the WB’s Environment and Social Framework.

Use of Common Approach

No

Not applicable.

C. Overview of Required Environmental and Social Risk Management Activities

C.1 What Borrower environmental and social analyses, instruments, plans and/or frameworks are planned or required by Appraisal?

The IPF will require only an Environment and Social Commitment Plan (ESCP) to be completed by Project Appraisal. The ESCP will include Labor Management Procedures (LMP) and a Stakeholder Engagement Plan (SEP).

III. CONTACT POINT

World Bank

Task Team Leader: Kanchan Rajeevsingh Parmar Title: Social Development Specialist

Email: kparmar@worldbank.org

TTL Contact: Anna Charlotte O'Donnell Job Title: Lead Social Development Specialist

Email: aodonnell@worldbank.org

TTL Contact: Benedicte Leroy De La Briere Job Title: Lead Economist

Email: bdelabriere@worldbank.org

IV. FOR MORE INFORMATION CONTACT

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

V. APPROVAL

Task Team Leader(s): Kanchan Rajeevsingh Parmar, Anna Charlotte O'Donnell, Benedicte Leroy De La Briere

Practice Manager (ENR/Social) Christophe Crepin Recommended on 25-Aug-2023 at 10:19:43 EDT

ADM Environmental Specialist: Kaluhath Nadeera De Abrew Rajapakse

Public Disclosure



ADM Social Specialist:

Divya Lad