

**INTEGRATED SAFEGUARDS DATA SHEET
APPRAISAL STAGE**

Report No.: ISDSA1057

Date ISDS Prepared/Updated: 07-Dec-2015

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I. BASIC INFORMATION

1. Basic Project Data

Country:	Gabon	Project ID:	P146152
Project Name:	Gabon Skills Development Project (P146152)		
Task Team Leader(s):	Hamoud Abdel Wedoud Kamil		
Estimated Appraisal Date:	09-Dec-2014	Estimated Board Date:	10-Feb-2016
Managing Unit:	GED07	Lending Instrument:	Investment Project Financing
Sector(s):	Vocational training (100%)		
Theme(s):	Education for all (100%)		
Is this project processed under OP 8.50 (Emergency Recovery) or OP 8.00 (Rapid Response to Crises and Emergencies)?			No
Financing (In USD Million)			
Total Project Cost:	100.00	Total Bank Financing:	100.00
Financing Gap:	0.00		
Financing Source			Amount
Borrower			0.00
International Bank for Reconstruction and Development			100.00
Total			100.00
Environmental Category:	B - Partial Assessment		
Is this a Repeater project?	No		

2. Project Development Objective(s)

The objective of the project is to improve effectiveness of vocational training, short term skills development, and entrepreneurship programs in key growth sectors in Gabon.

3. Project Description

26. The project is in the amount of US\$100 million and will be implemented over a 5-year period, from 2016-2020.

27. The project will work to address the current skills mismatch and low employability of youth by (1) improving and expanding formal vocational training in key growth sectors; and (2) supporting skill development to address the needs of unemployed youth (graduates and school-leavers). The project is designed around the following components: Component 1 will support interventions to improve the effectiveness of vocational training institutions by supporting the creation of two new training centers (one in construction and public works, and one in information communication technology) and strengthening relevance of training in current vocational training institutions with a focus on realigning them towards key growth sectors. Component 2 will target skill needs of unemployed youth (graduates and school leavers) by supporting skills delivery programs including i) apprenticeships and professional insertion programs; (ii) internships; and (iii) entrepreneurship training. Component 3 will support the institutional strengthening of the Ministry of Employment, Labor and Vocational Training and other implementing institutions.

28. To maximize impact the project will be focused on a public-private partnership (PPP) approach. The project will engage the private sector through all levels of the project including in the overall management as representatives in the technical steering committee, in the management and curriculum development for newly created and restructured vocational institutions in component 1, and in articulating needs of skills development activities in component 2, in order to ensure better alignment.

D. Project Components

Component 1: Extension of Training Supply and Quality Improvement in TVET in key growth sectors (US\$65 million)

29. This component aims at extending access and improving quality of training for youth in formal vocational training in order to meet the needs of key growth sectors with considerable employment potential. This objective will be reached through two sub-components: (i) support to two new vocational training centers including construction and a new pedagogical and management approach; and (ii) upgrading quality and realigning existing TVET institutions toward key growth sectors on a competitive basis.

30. The target group of component 1 is youth (age 16-24) who meet the qualifications for entry into the newly created and restructured vocational training institutions, of which at least 30% are female. The component expects to reach 10,350 direct beneficiaries.

31. At the core of Component 1 is a partnership model with the private sector, focused on both management and pedagogy. The collaboration between the private sector and the vocational training institutions supported by the project (both newly created and restructured) is to be instituted by the law on the general orientation of national education, research and training in 2011. Partnership agreements detailing four specific areas of collaboration will be signed between the institutions supported by the project and private sector representatives. Annex 2 further details areas of collaboration. The PPP model is the first of its kind in Gabon and will serve as a model for the full TVET system. Additional institutional upgrades will include: development of competency-based curricula, and training of trainers and school managers, which are interrelated with the partnership agreements.

32. The partnership model necessitates the autonomy of the institution and, as a result the establishment of a new relationship with the related Ministry. Multi-year performance contracts will be signed with the targeted institutions and the Ministry in charge of Employment, Labor and

Vocational Training to ensure clearly defined institutional goals including: (i) number of students enrolled by field; (ii) proportion of females enrolled; (iii) proportion of students in dual training programs; (iv) number of graduates; (v) employment rate of graduates; (vi) continued training of trainers;; and (vii) financing model of the institution (budgetary resources for current and non-recurrent costs; own resources; and relationship between public resources and commitments achieved by institution). These performance contracts will be monitored by the Ministry and each institution through their M&E systems.

Sub-component 1.1. Creation of Two New Training Institutions in Priority Growth Sectors (US \$30 million)

33. Sub-component 1.1 aims at extending training supply through the construction of two new TVET institutions (US \$15 million per institution) focused on key growth sectors. The institutions, one to be focused on construction and public works and the other on information communication technology (ICT) will follow the new pedagogical and administrative management model involving the private sector. At present, of the 20 vocational training institutions, none focus exclusively on construction and public works, or information communication technology, despite the need for skilled labor in both sectors. The aim of this sub-component is to support the creation of two new centers through the PPP approach to be more responsive to the country's economic needs.

34. The selection of the sites where the new institutions are to be built is based on the concentration of private sector companies nearby the site relevant to the specific sector that the institution will be focused on. The construction center will be implemented in the new industrial area and the ICT institution will link with the "E-Gabon" project to be established near one of the incubators supported by the project. This will make it possible to more effectively promote partnership with the private productive sector and develop dual training schemes in both institutions.

Sub-component 1.2: Quality Improvement and Upgrading of Existing TVET Establishments on a Competitive Basis (US\$35 million)

35. Sub-component 1.2 aims at the restructuring and general upgrading of at least 14 of the current 20 TVET institutions, through (i) the implementation of new pedagogical and administrative management models involving the private sector (ii) the reinforcement of vocational skills of trainers; (iii) the provision of equipment; and (iv) light rehabilitation of training space (no more than 20% of total costs).

36. This support will be made on a competitive basis open to all TVET institutions and will focus on realignment toward key growth sectors. Training establishments willing to benefit from this support, will prepare development proposals that will be subject to an open competition. For that purpose operation and procedure manuals and development proposal preparation guides will be developed and made available to all of the institutions. Training sessions will be carried out to aid in preparation of institutions to submit sound proposals.

Component 2: Employability Development, Youth Integration and Entrepreneurship Promotion (US \$20 million):

37. This component is aimed at facilitating the integration of young people into the labor market by offering youth with different skill levels work experience, training, and entrepreneurship skills.

The project would promote: (i) apprenticeship programs for youth with low educational attainment; (ii) employment adaptation programs for young graduates; and (iii) entrepreneurship training sessions.

38. The target groups of this component are two-fold and include youth with a limited level of instruction (sub-component 2.1 apprenticeships) and youth who have graduated from higher education institutions or TVET institutions (sub-component 2.2 employment adaptation program). Sub-component 2.3, entrepreneurship training, targets youth with a mix of levels of instruction.

39. The apprenticeship and employment adaptation programs will be implemented by ONE under the purview of the Project Coordination Unit (PCU) as the ONE has appropriate experience in managing similar programs. ONE manages the Insertion and Reinsertion Fund (Fonds d'Aide à l'Insertion et à la Réinsertion Professionnelle, FIR) created in 1993 with the mission to support the insertion and reinsertion of young people in the labor market through financing training internships for young graduates. A revised format of the FIR for improved implementation and results is supported under component 3.

40. The entrepreneurship component will be implemented by the Project - Investment Promotion and Competitiveness, a current World Bank project in Gabon aimed at improving enterprise development.

Sub-component 2.1 Apprenticeships

41. The apprenticeship scheme would enable the integration of youth with low educational attainment into training programs adapted to their level of qualifications. It would constitute an alternative for youth with low educational attainment to gain access to training programs. The project would support dual apprenticeship schemes in urban, peri-urban and rural professional activities and training-professional insertion for a total of 3000 youth during the project. At least 30 percent of all participants will be female.

42. To further incentivize the private sector and to help place youth in jobs the project would provide subsistence and transportation stipends to the participants in the amount of 40 000 FCFA and accident at work insurance, as described in national laws. The project would also finance the costs of complementary mentoring and coaching training, tool kits for 3000 urban and rural youth in apprenticeship and training-professional insertion as well as the costs related to skills upgrading of apprentice instructors and equipment.

Sub-component 2.2 Employment Adaptation Program

43. The objective of this mechanism is to improve the transition from higher education and TVET institutions to the labor market. The current dynamics in the educational system do not involve strong partnerships with the productive sector and do not enable young graduates to be immersed in enterprises during their time at school or after their graduation. The sub-component would address the skills gap of current graduates.

44. This sub-component would target 3500 youth (up to the age of 34), who are graduates from higher education institutions and TVET schools, and place them in professional internships during the life of the project. At least 30 percent of participants will be female.

45. The project will finance the following activities: (i) internships stipends for 3500 graduates; (ii) accident insurance coverage; (iii) medical visits and vaccinations; (iv) monitoring and follow-up activities of youth during their internship period; and (v) monitoring survey of youth after their internship period.

Sub-component 2.3 Entrepreneurship Promotion

46. This sub-component aims at promoting youth employment through the development of entrepreneurial initiatives. It consists of entrepreneurship training aimed at developing entrepreneurial spirit among youths, helping them develop business plans and accompanying them in finding necessary funding as well as assistance during the post-creation stage.

47. Direct beneficiaries will be youth (age 16 to 34 years), of which at least 30% will be female. Youth with different education levels will be targeted. For youth with lower levels of educational attainment including young school leavers, measures will be simplified and the training length will be shortened.

48. Following entrepreneurship training sessions delivered to 2000 youth, 1000 participants will be selected by a committee designed for this purpose to develop business plans. A competition of the best business plans will be organized for 300 of the 1000 youth. 150 participants will receive financial support for their projects ranging from \$15,000 to \$25,000. Young beneficiaries will be monitored during the subsequent launch of their projects.

49. The project will finance: (i) promotion campaign of the associated activities; (ii) development of entrepreneurship-training modules; (iii) delivery of 120 entrepreneurship training sessions; (iv) training of 50 trainers for the entrepreneurship training; (v) entrepreneurship and business plan training at various levels; (vi) seed funding for winning proposals and organization of the business plan competition; and (vii) impact evaluation study of the competition.

Component 3: Institutional Capacity Support and Project Implementation (US\$10 million)

50. The purpose of this component is to strengthen the institutional capacity of the Ministry of Labor, Employment and Vocational Training and enforcement agencies (including ONE) through technical capacity strengthening and creation of a mechanism for coordination and collaboration. The component will fund the following activities:

(i) Capacity strengthening activities for the Ministry of Labor, Employment and Vocational Training, ONE and the General Direction of Human Resources (Direction Générale des Ressources Humaines, DGRH) including execution and evaluation of skills development programs and TVET supply.

(ii) Communications activities to raise awareness of the project activities (including the role of ONE) amongst key stakeholders, especially youth and the private sector.

(iii) Assessment activities including impact evaluation and beneficiary surveys of components 1 and 2 as well as support to the National Observatory on Employment and Training (Observatoire National de l'Emploi et de la Formation, ONEF) in conducting tracking surveys of those entering the workforce.

(iv) Support the implementation of a revised format of the Insertion and Reinsertion Fund (FIR) mechanism including the programs under this projects and regulations and procedures for implementing them that will be adopted by the ONE.

(v) Financing of the project implementation unit's coordination and management activities.

51. Component 3 will finance goods, works, consultants' and non-consulting services, training and operating costs.

52. US\$5 million will be unallocated.

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

This project will target existing vocational schools in order to rehabilitate and upgrade them and will build two new centers.

5. Environmental and Social Safeguards Specialists

Abdoulaye Gadiere (GENDR)

Lucienne M. M'Baipor (GSURR)

6. Safeguard Policies	Triggered?	Explanation (Optional)
Environmental Assessment OP/BP 4.01	Yes	The OP/BP 4.01 policy is triggered due to the civil works associated with rehabilitation and construction / extension of new Technical and Vocational training institutions. Since the exact locations and numbers of institutions to be rehabilitated or built are not known, the relevant safeguard instrument that has been prepared is an Environmental and Social Management Framework (ESMF). This document once prepared has been reviewed, consulted upon, disclosed in-country on November 15, 2014 and at the Infoshop on November 26 , 2014
Natural Habitats OP/BP 4.04	No	This policy is not triggered as there will be no potential impact on natural habitats.
Forests OP/BP 4.36	No	This policy is not triggered as there will be no reforestation or forest clearance.
Pest Management OP 4.09	No	There will no use of pesticides or health related concerns with respect to vector management.
Physical Cultural Resources OP/BP 4.11	Yes	As civil work activities under the Project will involve excavations within the construction of new infrastructures, the probability to discover graves, vestiges, etc. is not negligible. Hence the triggering of the policy. However, no specific safeguard instrument is required. The ESMF that has been prepared includes a chapter in order to provide guidance in case of such discoveries.

Indigenous Peoples OP/ BP 4.10	No	This policy is not triggered, as no project's activities are planned to be implemented in indigenous people's areas.
Involuntary Resettlement OP/BP 4.12	Yes	The project will not involve land take, but for due diligence, the borrower has prepared a Resettlement Policy Framework (RPF) that has also been reviewed, consulted upon, disclosed in-country on November 15, 2014 and at the Infoshop on November 26, 2014.
Safety of Dams OP/BP 4.37	No	This policy is not triggered, as there will be no dam construction or rehabilitation of dams that will necessitate dam safety status report.
Projects on International Waterways OP/BP 7.50	No	This policy is not triggered, for there are no international waterways in the project sites.
Projects in Disputed Areas OP/BP 7.60	No	This policy is not triggered because project intervention sites are not within disputed areas.

II. Key Safeguard Policy Issues and Their Management

A. Summary of Key Safeguard Issues

<p>1. Describe any safeguard issues and impacts associated with the proposed project. Identify and describe any potential large scale, significant and/or irreversible impacts:</p> <p>There are no significant or irreversible adverse impacts that are expected from the implementation of activities that will be financed under this project. Most of the adverse environmental and social impacts associated with these investments will be small-scale and site-specific. Hence, they will be manageable at an acceptable level.</p> <p>The project is classified as being EA category B and triggers three safeguards policies which are OP/PB 4.01; OP 4.11 and OP/PB 4.12. To comply with these policies the following safeguard instruments (ESMF and RPF) have all been prepared reviewed, consulted upon and disclosed within the country and at the infoshop. Regarding the ESMF, it includes a chapter that provide guidance for any physical cultural resources discovery. During the project phase, the ESMF and the RPF will be implemented as guidance/guidelines for the activities.</p>
<p>2. Describe any potential indirect and/or long term impacts due to anticipated future activities in the project area:</p> <p>Given the nature of the activities and their potential adverse impacts that will be manageable at an acceptable level, no long-term impact due to project activities is foreseen.</p>
<p>3. Describe any project alternatives (if relevant) considered to help avoid or minimize adverse impacts.</p> <p>N/A</p>
<p>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.</p> <p>The borrower has prepared all the required safeguard instruments (ESMF and RPF).</p> <p>The ESMF contains : (a) a systematic environmental and social impact assessment for all activities before selection and implementation; (b) procedures for conducting activity-specific ESIA, Limited Environmental Impact Assessment (LEIA) or Environmental and Social Management Plan (ESMP); (c) capacity strengthening and awareness raising campaigns targeted</p>

<p>at relevant stakeholder groups for better implementation and monitoring of project safeguard measures; and (d) establishment and implementation of a consultation framework for the environmental control and monitoring.</p> <p>As the ESMF, the RPF also helps to clarify the principles, organizational arrangements, and design criteria to be applied to investments to be prepared during project implementation. Investment specific Resettlement Action Plan (RAP) will be prepared in line with the RPF and submitted to the bank, as required, for approval after specific design information becomes available. Lastly, the physical cultural resources treated as a specific chapter in the ESMF is relevant to provide guidance in how to protect discoveries charged of history or which represents important cultural aspects for communities.</p>
<p>5. Identify the key stakeholders and describe the mechanisms for consultation and disclosure on safeguard policies, with an emphasis on potentially affected people.</p>
<p>Consultations held within this project included teachers, jobs seekers, young people, young apprentices, entrepreneurs and public and private training operators. In addition, several ministries have also been consulted. There are the ministry in charge of technical and professional education, the Ministry in charge of Professional Training, and the ministry in charge of environment. During the preparation of the ESMF and the RPF, all the above stakeholders have been consulted and their comments taken into account. When, the documents have been prepared, another consultation held through a national workshop in order to integrate recommendations, comments and suggestions from main stakeholders into the final version of the documents. Later, the Client will prepare for each construction site a focused Environmental and Social Impact Assessment (ESIA), an Environmental and Social Management Plan (ESMP) and/or a resettlement Action Plan (RAP) based on the screening mechanism contained in the ESMF and the RPF. Stakeholders will be consulted during the preparation of ESIA's, ESMP's and RAP's.</p>

B. Disclosure Requirements

Environmental Assessment/Audit/Management Plan/Other	
Date of receipt by the Bank	15-Sep-2014
Date of submission to InfoShop	26-Nov-2014
For category A projects, date of distributing the Executive Summary of the EA to the Executive Directors	////
"In country" Disclosure	
Gabon	15-Nov-2014
<i>Comments:</i> N/A	
Resettlement Action Plan/Framework/Policy Process	
Date of receipt by the Bank	///
Date of submission to InfoShop	///
"In country" Disclosure	
Gabon	15-Nov-2014
<i>Comments:</i> N/A	
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.	
If in-country disclosure of any of the above documents is not expected, please explain why:	

Physical Cultural Resources policies have been addressed and disclosed in the Environment Assessment.

C. Compliance Monitoring Indicators at the Corporate Level

OP/BP/GP 4.01 - Environment Assessment			
Does the project require a stand-alone EA (including EMP) report?	Yes [<input type="checkbox"/>]	No [<input type="checkbox"/>]	NA [<input checked="" type="checkbox"/>]
OP/BP 4.11 - Physical Cultural Resources			
Does the EA include adequate measures related to cultural property?	Yes [<input checked="" type="checkbox"/>]	No [<input type="checkbox"/>]	NA [<input type="checkbox"/>]
Does the credit/loan incorporate mechanisms to mitigate the potential adverse impacts on cultural property?	Yes [<input checked="" type="checkbox"/>]	No [<input type="checkbox"/>]	NA [<input type="checkbox"/>]
OP/BP 4.12 - Involuntary Resettlement			
Has a resettlement plan/abbreviated plan/policy framework/process framework (as appropriate) been prepared?	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 type="checkbox"/>]	No [<input checked="" type="checkbox"/>]	NA [<input type="checkbox"/>]
Is physical displacement/relocation expected?	Yes [<input type="checkbox"/>]	No [<input checked="" type="checkbox"/>]	TBD [<input type="checkbox"/>]
Provided estimated number of people to be affected			
Is economic displacement expected? (loss of assets or access to assets that leads to loss of income sources or other means of livelihoods)	Yes [<input type="checkbox"/>]	No [<input checked="" type="checkbox"/>]	TBD [<input type="checkbox"/>]
Provided estimated number of people to be affected			
The World Bank Policy on Disclosure of Information			
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"/>]
All Safeguard Policies			
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(s):	Name: Hamoud Abdel Wedoud Kamil	
<i>Approved By</i>		
Safeguards Advisor:	Name: Johanna van Tilburg (SA)	Date: 07-Dec-2015
Practice Manager/ Manager:	Name: Meskerem Mulatu (PMGR)	Date: 07-Dec-2015