



# **TRIBAL DEVELOPMENT FRAMEWORK**

## **Enhancing Teacher Effectiveness in Bihar**

**Submitted by:**  
**Department of Education**  
**Government of Bihar**

## Background

The proposed World Bank-financed operation (Program for Results (PforR) plus Investment Project Financing (IPF) aims to *improve the effectiveness of elementary school teachers in Bihar*, by supporting the state in developing a robust teacher education program towards producing teachers who are effective, qualified, accountable and responsive. This will be a part of the Department of Education, Government of Bihar's newly launched Mission Manav Vikas program that includes a wide-ranging set of reforms for providing quality education and improved learning outcomes for all elementary level children. The proposed operation supports a portion of the Mission Manav Vikas and aims at improving teacher effectiveness.

As mentioned above, the proposed operation will use a hybrid instrument, combining PforR and IPF mechanisms for financing. Under the operation, US\$25 million will be dedicated through the IPF instrument to financing a specific set of technical assistance (TA) activities. The objective of the TA support is to strengthen the capacities of Bihar State Education Infrastructure Development Corporation (BSEIDC), the Directorate of Training and Research and State Council Educational Research and Training (SCERT) for improved program implementation, policy development and monitoring and evaluation. **This Tribal Development Framework (TDF) is for the TA component.**

Capacity building and technical assistance activities will be financed under two main categories:

- (i) program implementation, and
- (ii) policy development and impact evaluation.

The first category supports program implementation through: (i) enhancing existing capacities in financial management, planning, ICT, distance learning and planning through a Program Management Unit (PMU), plus additional TA in specialized areas as needed, (ii) capacity building to use information for decision-making and action; and (iii) third party validation studies. TA will support implementers to frequently review and analyse data, including teacher performance and student assessment and to identify what is working and what needs further attention. TA will also support implementers at the district and block levels to use change management approaches address problems and document both successes and failures as a means of sharing lessons with other implementers.

Some of the specific activities that are likely to be supported under this category include hiring of consultants for: (a) Supporting Project Management Unit in management,

reporting and coordination between various players; (b) ICT related activities such as procurement of hardware and multi-media content, data base management etc.; (c) Design, procurement, installation and supervision/functioning of non-conventional energy sources (solar) in the Teacher Training Institutes; (d) Strengthening procurement and Financial Management Systems; (e) Supporting Continuous Professional Development (CPD) , including development of suitable curriculum frameworks; (f) Leadership Training Programs for Teacher Educators; (g) Mid and end-line studies on Teacher Performance and; (h) Impact Evaluation Studies (of various activities).

The second category of support will focus on improving policy design and evaluation through: (i) the design of policies for teacher incentives and management reform, and (ii) a series of prospective experimental evaluation designs. Impact evaluations will capture the impact of alternative interventions to enhance teacher performance, including the provision of teacher incentives.

**Objectives of the Tribal Development Framework:** The objective of the TDF is to guide the preparation of a Tribal Development Plan should one become necessary and ensure that under that Plan tribal communities are not adversely affected by, or excluded from, the project, and that they receive culturally appropriate benefits from the project. It describes the principles, procedures and organizational arrangements to be applied to tribal communities for the Project to fully meet the objectives of OP 4.10 and facilitate active participation of these communities.

The Project will take necessary action for awareness raising, mobilization and training campaigns tailored to the needs of vulnerable groups including tribal communities in the relevant locations so that the statutory rights and privileges are not hampered and their customs and norms are not disturbed, rather adequately complied with.

**The TA/this Project primarily consist of consultancy services and evaluation studies and therefore no significant, long term or adverse social issues are anticipated from the proposed interventions/activities.** However, should these impacts become manifest, a Tribal Development Plan will be prepared in line with the guidance provided by this Framework.



Source: <http://gov.bih.nic.in/Profile/Districts.htm>

## Socio Economic Information about Tribal Peoples

The Scheduled Tribe population in the State of Bihar is 1,336,573 as per 2011 census, constituting 1.28% of the total population of the State. The State has 29 Scheduled Tribes and 94.6% of them reside in villages.

As per the 2001 census, out of 29 tribes, Santhal is the most populous tribe with a population of 367,612, constituting 48.5% of the total ST population of the State. Oraon and Kharwar are the second and third largest tribes, with a population of 120,362 and 100,735 respectively. Two other major tribes in the descending order are Gond and Munda. Santhal, Oraon, Kharwar, Gond and Munda constitute 86.8 per cent of the total tribal population.

The overall sex ratio of the ST population in Bihar is 929 females per 1000 males which is considerably lower than the national average of 978 for the total ST population. The literacy rate amongst the tribal population is 28.2%, while the female (ST) literacy rate is 15.5%.

## **Benefits under the Project**

The TA component, as noted above, consists of program implementation support and expert advisory services. There are therefore no direct benefits or impacts on Indigenous People. These services will however improve the effectiveness and efficiency of the overall Program for Results; and that Program is intended to have a beneficial impact on teachers from tribal populations (as well as teachers from other vulnerable and disadvantaged groups). Some of the specific consultancy services may be on topics of direct relevance to tribal populations such as the design of the teacher education curriculum.

The Tribal Development Plan, if necessary, will ensure:

- Access of tribes to all project activities;
- Participation of tribal community in planning of activities;
- Access to facilities; Representation in all relevant committees to ensure implementation of the relevant laws of the country.

## **Strategic objectives of the TDF:**

- Identify project interventions and determine their scopes to avoid impacts on tribal community peoples.
- Ensure free, prior and informed consultation with the tribal community people. Bihar has only 1.28% of tribal population as per 2011 census. Special initiatives for tribal populations are covered under the interventions for the Scheduled Castes (SC).
- Ensure project benefits are accessible to the SC (especially Mahadalits), ST, Women, OBC, Minority and Vulnerable communities.
- Ensure participation of SC (especially Mahadalits), ST, Women, OBC, Minority communities in the process of identification, planning, and implementation of the project.

## **Social Assessment for the Project:**

OP 4.10 requires the undertaking of a social assessment for projects, or sub-projects, affecting tribal community people, whether positively or adversely. Should it be established that Tribal/Indigenous People (IP) are impacted by the Project, a social assessment will be carried out and the assessment will cover the following issues:

- Socio-economic data;
- Census survey of impacted groups, and their assets and livelihood;

- Assessment of the legal framework for tribal community;
- Consultation methodology followed for free, prior and informed consultation;
- Assessments of existing grievance mechanisms;
- Agreement on entitlements, where required;
- Mitigation plan will be developed for tribals in keeping with the Bank's operational policy.

### **Consultation Strategy:**

As per OP 4.10 free, prior and informed consultation with tribal community populations must be held in order to ensure that these populations can give inputs into the project activities, be aware of and know how to avail of their benefits, and advice on mitigating measures to avoid negative impacts.

Should the preparation of a Tribal Development Plan be necessary, consultations will be conducted in a culturally appropriate manner and will include the best possible ways of disseminating the information to the broader tribal community.

The consultation will be inclusive of gender, disabled youth and other groups in the IP population.

To facilitate consultations, the BSEIDC will:

- Prepare a timetable for consultations preceding advertisement of contracts, and consult them in manners so that potential applicants/ firms from the vulnerable groups including tribal communities can express their views and preferences freely.
- In addition to the communities in general, consult organizations working with tribal communities, leaders and others with adequate gender and generational representation; and civil society organizations like NGOs and groups knowledgeable of issues relating to tribal communities.

### **Grievance Redress:**

The 'Process of Redressal of Grievances under RTE' of the Department of Education (Government of Bihar). Under its provisions, any person can approach *Shiksha Samiti* of *Gram Panchayat* and *Panchayat Samiti*—both *Gram Panchayat* and *Panchayat Samiti* are designated local authorities under this provision—with his/her grievances regarding RTE. Local authorities (*Gram Panchayat* and *Panchayat Samiti*) will redress the grievance within seven days or they will forward it to the appropriate authorities,

including School Administrations, Block Education Officers and District Education Officers. In case the aggrieved person is not satisfied with decisions of these authorities, s/he may contest the decision at different levels of appellate authorities, from Block Education Officer and District Education Officer to State Project Director, Bihar Education Project. The appellate authorities are required to pronounce their decision within 30 days. If the appealing party is not satisfied with the decision, they can then turn to the State Commission for the Protection of Child Rights directly for the redress of their grievances. Also part of the 'Process of Redressal of Grievances under RTE' is a *Shiksha Samvad* programme at block and district level to be organized every second Saturday of the month between 10.00 and 13.00 pm. The purpose of *Shiksha Samvad* programme is twofold. It has been instituted to redress stakeholders' grievances and also serves to provide information about different aspects of RTE. A second level of GRM exists consisting of appellate authorities, which serve to redress grievances about recruitment and service conditions of *Panchayat, Prakhanda, Nagar Panchayat, Nagar Parishad* and *Nagar Nigam Niyojit* teachers. The state government proposes to form an Appellate Authority in each district that will be served by two members (presiding officers).

### ***Grievance Redress at BSEIDC for Procurement of TA/Consultancy Services***

While individual complaints received in a specific case are attended promptly, there is no well-defined mechanism to deal with such complaints. The present set up is prompt and effective largely due to the initiative taken by the present officials of BSEIDC rather than any well-defined mechanism for complaint redressal. BSEIDC is in the process of creating an internal Vigilance and Grievance Redressal Cell. The same will be headed by a senior officer of the rank of Supt. Engineer who will report directly to the Managing Director of BSEIDC. This action is also integrated into the overall Program and a Disbursement Linked Indicator has been established to monitor the development of a system/ framework for adequate disclosure of contract award, periodic progress, disclosure of Infrastructure Development Fund (IDF) in financial statements and framework of complaint handling & grievance redressal.

The existing system will be revised and customized to meet the requirements of the IP population keeping in view access, equity, transparency for responding to the needs of these groups.

## **Implementation Arrangements for Tribal Development Framework:**

The implementation arrangements for the TDF will follow those for the main Program funded through the Program for Results financing instrument. These arrangements are outlined below. For the implementation of the Tribal Development Plan, a dedicated person will be appointed in the Directorate of Research and Training to oversee the implementation of the plan, and its monitoring and reporting.

- a) The Department of Education of GOB will be the key implementation agency with the Directorate of Research and Training (DRT) under the department as the nodal agency for routing all implementation and fund flow mechanisms under the program. The Program will be implemented by the Directorate through BSEIDC, SCERT, DIET, and PTECs as the major executing and fund handling agencies.
- b) The BSEIDC will be the main procurement agency for all procurement activities under the program. Procurement components are expected to include civil works for infrastructure up-gradation, multi-media content development, ICT hardware procurement and consulting services. BSEIDC will receive substantive TA support to carry out these procurement activities.
- c) The SCERT will oversee the academic architecture of the program covering curriculum and syllabus development; content and materials production; the development of teacher educators; capacity building of all major teacher training institutions like DIETS, BRCs and CRCs under the program and managing the ICT and ODL architecture for teacher training under the Program.
- d) A Program Management Unit (PMU) will be established to support BSEIDC, SCERT and the Directorate of Research and Training. With the support of TA, the PMU will be established as an interim arrangement for the program period to facilitate the integration of technical interventions into the program design and the TA system overall.

## **Monitoring and Evaluation**

A Tribal Development Plan would include:

- Indicators will be developed to ensure that consultations have been held;
- Tribal community has access to the facilities under the project;
- Entitlement matrix developed under the Tribal Development Plan will be monitored;
- Grievance, complaints and its resolution will be monitored and reported on.



## **Orientation and capacity building**

Officials from BSEIDC, DRT, SCERT and members from SC, ST and other vulnerable communities will be provided adequate orientation and guidance (with relevant advisory support of WB specialists and experts on issues related to SC, ST and minority population) in the implementation of the TDF/TDP. Topics covered under the orientation program will include among others roles and responsibilities, cultural sensitive manners of consultation, implementation of the TDP, dissemination and disclosure etc.. Resources from the Technical Assistance Component will be used to ensure required expertise is available.

## **Disclosure and Public Awareness:**

- All project related information will be disclosed. Project documents including TDF and mitigation plan (if required) will be translated into local languages and will be disclosed locally and in the Bank's Infoshop.
- If a Tribal Development Plan is prepared, there will be consultation activities during the development of that Plan and awareness raising activities to ensure affected populations know their rights and benefits. Consultations and workshops with the stakeholders including representatives from SC (especially Mahadalits), Scheduled Tribe (ST), Women, Other Backward Class (OBC), Minority and other Vulnerable groups, discussions in the primary schools will be used to reach potential tribal community people through peer information. Posters and leaflets will be posted at common places for public awareness.
- The project will sensitize and encourage Government of Bihar to actively disclose the information to all vulnerable groups in culturally sensitive manner and using appropriate tools. Training of government officials will be arranged by Project Management Unit (PMU) under the supervisory roles of a World Bank specialist.
- Public Awareness and Campaign in the mentioned approaches will be done to ensure that stakeholders and beneficiaries are aware of their rights and responsibilities under the project, especially the targeted beneficiaries such as SC (especially Mahadalits), ST, Women, OBC, Minority and Vulnerable groups.