

**INTEGRATED SAFEGUARDS DATA SHEET
APPRAISAL STAGE**

Report No.: 106769

Date ISDS Prepared/Updated: July 5, 2016

I. BASIC INFORMATION

1. Basic Project Data

Country:	India	Project ID	P156867
Project Name	Skills Strengthening for Industrial Value Enhancement (STRIVE)		
Task Team Leader(s)	Muna Meky, Denis Medvedev		
Estimated Appraisal Date	July 21, 2016	Estimated Board Date	September 30, 2016
Managing Unit	GEDDR	Lending Instrument	Program for Results
Sector(s)	Education		
Themes	Education for the knowledge economy, other public sector governance, other private sector development		
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:	538.75	Total Bank Financing:	268.75
Financing Gap:	0.00		
Financing Source			Amount
Borrower			270.00
International Bank for Reconstruction and Development			268.75
Total			538.75
Environmental Category:	C		
Is this a Repeater project?	No		

2. Project Development Objective(s)

To increase access to quality and market-driven vocational training provided in ITIs and apprenticeships

3. Project Description

STRIVE aims at improvements of the Craftsmen Training Scheme (CTS) and Apprenticeship Training Scheme (ATS). STRIVE funding will specifically be leveraged to strengthen key

drivers affecting labor market responsiveness and efficiency: focusing on results through introducing performance-based funding principles in the public skills development realm, deepening public private partnership in training delivery and supervision, introducing high quality ICT-enabled teaching and learning in long-term training programs and teachers' training, promoting inclusion in skills development, especially of female youth and youth from scheduled castes and scheduled tribes, and strengthening the drivers of outcome-based training development

4. Activities of the Project

The World Bank Program support (P4R+IPF) consists of two categories of activities: (i) institutional training and (ii) trainers. The proposed operation will use a hybrid instrument, combining PforR and IPF mechanisms for financing. The estimated cost of the program is over 6 years and Bank's contribution will be 268.75 million. Under the operation, US\$38.75 million will be dedicated to financing a specific set of technical assistance (TA) activities. The objective of the TA support is to strengthen capacity to adopt more systematic planning, implementation and monitoring mechanisms. The indicative list of activities to be supported under this category include (i) policy development and regulatory reform, (ii) program implementation support through National and State Project Management Units, (iii) piloting innovative interventions focused on improving training and employment outcomes for girls, and (v) Monitoring and Evaluation activities including impact evaluations, tracer studies, qualitative assessments, and third party validation studies to allow for improving scheme design.

Skills training interventions planned under the Program are expected to result in substantial social and environmental benefits to the society at large, especially, to the poor and vulnerable sections. Adverse impacts that are sensitive, diverse and unprecedented on the environment and/or people are not foreseen. However, planned efforts are essential to ensure that the proposed interventions do result in sustainable social and environmental benefits. Further, the lending instruments adopted for the purpose are twofold: one, Program for Results Operation which covers the bulk of the credit; and the other Investment Project Financing, meant to support the Technical Assistance component. Consequently, the social and environmental management have been planned separately for the two lending streams.

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

The Program essentially aims at providing technical, institutional and financial support to ITIs, apprenticeship programs and other government agencies for enhancing quality of skill development. These institutions are located throughout the country in all the states. While each state is unique and varies substantially in respect of geophysical, biological and socio-economic and cultural characteristic, these have no bearing on the interventions planned, which are rather exclusively in terms of 'training'.

5. Environmental and Social Safeguards Specialists

6. Safeguard Policies	Triggered?	Explanation (Optional)
Environmental Assessment OP/BP 4.01	No	This component is to support institutional capacity building and other soft components. No civil works and / or other related activities are planned. Hence, OP/BP 4.01 is not triggered.
Natural Habitats OP/BP 4.04	No	There is no civil works and/ or other activities planned that may result in any work in natural habitats.
Forests OP/BP 4.36	No	This policy is not triggered, as the Operation is focused on supporting specific technical, institutional and financial support to existing ITIs and other government agencies.
Pest Management OP 4.09	No	This Operation does not support any pest management or pest control activities.
Physical Cultural Resources OP/BP 4.11	No	Existing institutes are to be supported under this Operation. Therefore, physical and cultural resources are unlikely to be affected.
Indigenous Peoples OP/ BP 4.10	Yes	The policy is triggered given the Program is country-wide and the beneficiaries could also include students belonging to Scheduled/ Tribal Areas and/ or that TA activities may have a bearing on the Tribal Areas. A Social Assessment has been carried out and a Tribal People Planning Framework prepared to be adopted, as appropriate, during implementation.
Involuntary Resettlement OP/BP 4.12	No	This policy has not been triggered given that Operation shall not finance civil works involving compulsory land acquisition, involuntary resettlement, or causing restriction of access to natural resources.
Safety of Dams OP/BP 4.37	No	
Projects on International	No	

Waterways OP/BP 7.50		
Projects in Disputed Areas OP/BP 7.60	No	

II. Key Safeguard Policy Issues and Their Management

A. Summary of Key Safeguard Issues

1. Describe any safeguard issues and impacts associated with the proposed project.

Identify and describe any potential large scale, significant and/or irreversible impacts:

Skills training interventions planned under the Program are expected to result in substantial social and environmental benefits to the society at large, especially, to the poor and vulnerable sections. Adverse impacts that are sensitive, diverse and unprecedented on the environment and/or people are not foreseen. However, planned efforts are essential to ensure that the proposed interventions do result in sustainable social and environmental benefits. Further, the lending instruments adopted for the purpose are twofold: one, Program for Results Operation (P4R) which covers the bulk of the credit; and the other Investment Project Financing (IPF), meant to support the Technical Assistance (TA) component. Consequently, the social and environmental management have been planned separately for the two lending streams.

For the P4R lending stream, the Bank task team has carried out an assessment of the Environmental and Social Systems (ESSA) as part of the Program preparation, to gauge the adequacy of environmental and social systems at national, state as well as ITI levels against the six core principles. This has enabled assessing the extent to which the Program systems promote environmental and social sustainability; avoid, minimize or mitigate adverse impacts on natural habitats and physical cultural resources; protect public and worker safety; manage land acquisition; consider issues related to indigenous peoples and vulnerable groups; and, avoid social conflicts. Further, the team, jointly with the borrower, has identified the gaps and actions for enhancing the program systems and mitigating environmental and social risks.

Simultaneous to the conducting of ESSA, efforts have been made towards addressing the safeguard requirements for the IPF. TA component is designed essentially to provide soft support to the main Program and is expected to encompass the following elements: (i) Project management support including external technical capacity support; (ii) policy and other analytical as well as diagnostic studies; (iii) national as well as international Observation Study Tours (OST) including workshops, seminars etc.; and (iv) Information, education and communication campaign (IEC).

It is categorical that no construction activities will be supported out of this fund. Hence, the component's proposed interventions will not result in any adverse impacts on people and/ or environment. In fact, even the main Program, aimed at skill development, will not result in any adverse impacts. But, the social assessments made during the Operation preparation have established that there could be tribal people in the Program areas and some of the analytical studies may be specific to the tribal areas. At the same time, full knowledge about the

interventions likely to happen during implementation does not exist at preparation, to warrant a comprehensive planning. Given this situation, in accordance with the Indian Constitutional provisions as well as World Bank's Operational Policy (OP) on Indigenous Peoples, 4.10, a Tribal Peoples Planning Framework has been prepared.

2. Describe any potential indirect and/or long term impacts due to anticipated future activities in the project area:

While the Operation interventions, on the whole, will have a positive impact on the technical education sector, specific interventions envisaged under the Program such as refurbishment/retrofitting/major repair works of existing classrooms/laboratories/libraries may have some potential but limited adverse environmental impacts in the local context. Thus, potential indirect and/ or long term negative impacts are not envisaged.

3. Describe any project alternatives (if relevant) considered to help avoid or minimize adverse impacts.

ITI and apprenticeship training is a highly diverse and multi-faceted activity. The type of programs offered depends upon a variety of factors related to trainers, trainees, training providers, nature and scale of trades. Even the strategy of implementation varies substantially. So, the Operation characteristically will try and experiment with a variety of alternatives. These, however, get unfurled during the implementation and are meant to enhance the effectiveness of the intervention. No adverse impacts are envisaged from any of the alternative skill development interventions.

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.

Among several groups, one notable group on the periphery of economic and social progress are the tribal groups (or 'Adivasis'). These people have been identified by the Indian Constitution as 'Scheduled Tribes' (ST).¹ There are an estimated 84 million tribal persons, which accounts for around eight percent of India's population of 1.2 billion. The tribal peoples' poorer education and health indicators are attributed in the first instance to poverty, which in turn, is a result of them being physically isolated, concentrated in remote hilly and forested areas suffering from poor accessibility and practicing mostly subsistence agriculture, often dependent on forest produce.

In response to the unique challenges faced by the STs, GoI has undertaken a number of measures over the years. The Constitution of India recognizes the diversity of STs across India as well as other complex problems in terms of geographical isolation, socio-economic backwardness, distinctive culture, poor infrastructure facilities, language and religion, exploitation by various groups, and so on. In response, five broad categories of safeguards² are provided: (i) social – chiefly related to abolishing of un-touchability; (ii) economic – chiefly provision of Fifth and Sixth Schedule Areas; (iii) educational and cultural – reservations in educational institutions; (iv) political – provides for reservation of seats in legislature; and (iv)

¹ There are 645 distinct tribal groups recognized as STs in India. More than half the population is concentrated in the states of Madhya Pradesh, Chhattisgarh, Maharashtra, Jharkhand and Gujarat (the 'central belt' of India). A second belt starts from the north, and comprises Jammu & Kashmir, Himachal Pradesh, Uttarakhand to the seven states in the north eastern region. The third is the southern belt with some STs in the south Indian states, as well as islands of Andaman & Nicobar and Lakshadweep.

² GoI, Tribal Constitutional Safeguards and Protective Measures for Tribals, <http://ncsc.nic.in/files/ncsc/new6/261.pdf>.

services – reservations in appointments or of posts in public employment. Thus India has both protective provisions to safeguard tribal people from social injustices, as well as developmental provisions to promote their educational and economic interests. Further, administrative provisions under the Fifth and Sixth Schedules give special powers to the state for the protection and governance of tribal areas and reservation provisions to ensure due representation in legislative bodies and government jobs. The introduction of Panchayats (Extension to Scheduled Areas) Act (PESA) was enacted by the Indian Parliament on Dec 24, 1996. This Act offers a provision for greater local control over resources and decision making to the tribal people through institutions like Gram Panchayat and Gram Sabha.

The Fifth Schedule consists of districts in the states of Andhra Pradesh, Jharkhand, Chhatisgarh, Odisha, Telangana, Himachal Pradesh, Madhya Pradesh, Gujarat, Maharashtra and Rajasthan which are dominated by tribal population. As per the Constitution each of these states is expected to form a Tribal Advisory Council. The Constitution further provides that it shall be the duty of the Tribes Advisory Council to advise on such matters pertaining to the welfare and advancement of STs in the state as may be referred to them by the Governor.

The tribal majority regions of North East India, is the part of the Sixth Schedule of the Indian Constitution. It has a set of legal provisions are designed especially for tribal majority regions in the North Easter hills of India. The Schedule provides for the constitutions of Autonomous District Councils (ADCs) under which all the tribal chiefs and headmen were placed. The idea was to provide a democratic voice to the tribal structures within the modern state.

The Fifth and Sixth Schedule of Indian constitution provides for self-governance by tribals. Accordingly, measures to reach the tribal populations including conducting consultations and seeking consent in respect of activities taken in these areas, have been specified.

India is well endowed with a variety of institutions at national as well as state levels, having well laid out training programs, but with varied capacities. Implementation arrangements, viz., systems and procedures do exist for outreach activities to create awareness and mobilization. A clear and definite mandate does exist both at the national and state levels for ensuring the social inclusiveness and capacity building of various agencies to address social issues. National and state legislations too provide for affirmative actions to ensure inclusion, among others, including tribals.

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

The primary stakeholders include the intended target population or beneficiaries of the Operation viz., -- trainees comprising men, women, Scheduled Caste, Scheduled Tribes, Minorities, Persons with Disability, and Other Backward Classes – the selected ITIs, Advanced Training Institutes (ATIs), RDATs, ITI instructors, local employers and local communities. Apex level stakeholders include the relevant state departments of education, employment, labor, social welfare, tribals and minority. Likewise, national level stakeholders include Ministry of Skill Development and Entrepreneurship, Directorate General of Training, and related agencies at the national level; Department of Training; Tribal Affairs; Women and Child; Minorities; and Social Justice and Empowerment.

Extensive consultations have been made during the Program preparation through field visits to various states, chosen based upon geographical as well as socio-economic and cultural aspects throughout the country. The states include – Assam (North East), Jharkhand (East), Maharashtra (West), Telangana (South), Uttarakhand (North), and Haryana (North). Information has also been generated out of consultations conducted in Odisha, Tamil Nadu and Chhattisgarh, undertaken under other Bank assisted projects. At the national and state levels, consultations were carried out with various stakeholders including government officials at the national level and state level and industry partners at the states who take in apprentices. A good number of industries which take in apprentices were also visited during the assessment and consulted in order to understand the issues and problems of apprenticeship. Draft Tribal People Planning Framework (TPPF) has been disclosed through the website of MSDE and disseminated widely across different states. Protocols to conduct consultations in the Fifth and Sixth Schedule Areas during implementation is as follows: selection of persons/ agencies to be consulted, venue and timing for consultations, setting of agenda, making available relevant documents in local languages, conducting of the consultative meeting as well as recording the proceedings and subsequently disseminating the same. Bi-annual monitoring through local participation (tribal leaders and other department) shall also be done.

B. Disclosure Requirements

Environmental Assessment/Audit/Management Plan/Other	
Date of receipt by the Bank	N/A
Date of submission to InfoShop	N/A
For category A projects, date of distributing the Executive Summary of the EA to the Executive Directors	N/A
"In country" Disclosure	
India	N/A
<i>Comments:</i>	
Indigenous Peoples Development Plan/Framework	
Date of receipt by the Bank	June 28, 2016
Date of submission to InfoShop	July 5, 2016
<i>Comments:</i>	
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: N/A	

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 [] No [X] NA []
If yes, then did the Regional Environment Unit or	Yes [] No [] NA [X]

Practice Manager (PM) review and approve the EA report?	
Are the cost and the accountabilities for the EMP incorporated in the credit/loan?	Yes [] No [] NA [X]
OP/BP 4.11 - Physical Cultural Resources	
Does the EA include adequate measures related to cultural property?	Yes [] No [] NA X []
Does the credit/loan incorporate mechanisms to mitigate the potential adverse impacts on cultural property?	Yes [] No [] NA [X]
OP/BP 4.10 - Indigenous Peoples	
Has a separate Indigenous Peoples Plan/Planning Framework (as appropriate) been prepared in consultation with affected Indigenous Peoples?	Yes [X] No [] NA []
If yes, then did the Regional unit responsible for safeguards or Practice Manager review the plan?	Yes [X] No [] NA []
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 [] No [] NA [X]
The World Bank Policy on Disclosure of Information	
Have relevant safeguard policies documents been sent to the World Bank's Infoshop?	Yes [X] No [] NA []
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 [X] No [] NA []
All Safeguard Policies	
Have satisfactory calendar, budget and clear institutional responsibilities been prepared for the implementation of measures related to safeguard policies?	Yes [X] No [] NA []
Have costs related to safeguard policy measures been included in the project cost?	Yes [X] No [] NA []
Does the Monitoring and Evaluation system of the project include the monitoring of safeguard impacts and measures related to safeguard policies?	Yes [X] No [] NA []
Have satisfactory implementation arrangements been agreed with the borrower and the same been adequately reflected in the project legal documents?	Yes [X] No [] NA []

III. APPROVALS

Task Team Leader(s): Name:	Muna Meky, Denis Medvedev	
Approved By		
Practice Manager/ Manager:	Name: Keiko Miwa	Date: July 5, 2016

