

Semi-annual Environmental Monitoring Report

Project No. 42466-016
June 2019

Skills for Employment Investment Program (SEIP) Tranche 2

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Prepared by Skills Development Coordination and Monitoring Unit (SDCMU), Skills for Employment Investment Program (SEIP) under Finance Division, Ministry of Finance and The Asian Development Bank

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Table of Contents

1.1	PROJECT SCOPE AND OBJECTIVES	4
1.2	PROJECT OUTPUTS	5
1.3	IMPLEMENTATION ARRANGEMENTS	5
1.4	COMPLIANCE WITH LOAN COVENANTS	7
1.5	CONCLUSION AND RECOMMENDATION	9

List of Acronyms

1. SEIP= Skills for Employment Investment Program
2. PKSf= Palli Karma-Sahayak Foundation
3. NSDC= National Skills Development Council
4. TVET= Technical and Vocational Education and Training
5. CS= Competency Standard
6. CBLM= Competency-Based Learning Material
7. NHRDF= National Human Resource Development Fund
8. BMET= Bureau of Manpower, Employment and Training
9. KOICA= Korea International Cooperation Agency
10. MoU= Memorandum of Understanding
11. TTC= Technical Training Center
12. SWAp= Sector Wide Approach
13. TMS= Training Management System
14. IEE= Initial Environmental Examination
15. EMP= Environmental Management Plan
16. EARF= Environmental Assessment and Review Framework
17. SECPF= Small Ethnic Communities Planning Framework
18. SECPP= Small Ethnic Communities Peoples Plan
19. RF=Resettlement Framework
20. SPS= Safeguard Policy Statement
21. NSDP= National Skills Development Policy

1.1 Project Scope and Objectives

The Skills for Employment Investment Program (SEIP) supports the Government of Bangladesh's reforms in skills development, anchored in the National Skills Development Policy (NSDP), 2011. The overall objective of the project is to qualitatively and quantitatively expand the skilling capacity of identified public and private training providers by establishing and operationalizing a responsive skill eco system and delivery mechanism through a combination of well-defined set of funding triggers and targeted capacity support.

Specifically, the objectives are to:

- i. improve job focused skills along with up-skilling of the existing workforce to enhance productivity and growth of industry sectors;
- ii. impart skills training linked to gainful employment or self-employment through PKSF partners and their livelihood programs;
- iii. develop a network of training providers that are endorsed by industry for providing excellence of training to meet the skills needs of employers;
- iv. establish and implement a strategy to address the special needs of groups specified in the NSDP and ensure their participation in SEIP programs;
- v. implement a vocational trainer development program for trainers and assessors and a management leadership program for training provider management reflecting NSDP requirements;
- vi. support the training providers for capacity development to ensure quality training delivery mechanism;
- vii. establish and institutionalize a credible recognition of prior earning system;
- viii. support the NSDC-S and key government ministries to strengthen institutional arrangements to enable the TVET system to meet policy objectives within a coherent skills development framework; and
- ix. support the establishment and operationalization of a National Human Resources Development Fund (NHRDF).

Environmental Safeguards Category:

Tranche 2 is categorized B for environment under ADB's Safeguard Policy Statement (SPS) (2009), given the civil works involved in upgrading three TTCs. Potential environment impacts are likely to be site-specific and short-term during construction that can be mitigated. The initial environmental examinations and environmental management plans have been prepared according to the SPS and the Environment Assessment Review Framework.

1.2 Project Outputs

SEIP Tranche 2 consists of four outputs:

Output-1: Market responsive inclusive skills training delivered

- As of 30 June 2019, 54,732 trainees have been certified out of whom 36,115 (66%) have been placed in job under T2.
- Tranche 2 has enrolled 3,179 trainees for up-skilling training as of 30 June 2019. Out of 2,430 certified trainees, 1,945 (84%) are currently in job.
- As of 30 June 2019, special stipend has been paid to 16,363 trainees of whom 4,993 (30.5%) are women.

Output-2: Strengthening of Quality Assurance System

- Out of 130 to be developed by SEIP Project, so far 87 CSs have been developed under Tranche 1 and Tranche 2 together. SEIP has developed 60 competency-based learning materials and 87 assessment tools as well. SEIP is continuing the development of additional materials and guidelines, in consultation with the industry experts so that they are aligned with industry needs.
- SEIP provides training of trainers, including training of master trainers in coordination with overseas institutes (e.g., The Institute of Technical Education Singapore and Nanyang Polytechnic International). These programs have started under Tranche 1 and are continuing under Tranche 2.

Output-3: Strengthening of Institutions

- Preparation of detailed operational plans and guidelines is ongoing for NHRDF. NSDA bill was passed by the parliament on 18 September, 2018. Detailed operational plan is being prepared by the Prime Minister's Office under which the NSDA will be operating.
- The MOU has been signed among SEIP, BMET and KOICA for modernization of 3 TTC component. The infrastructure upgrading will be supported by SEIP, whereas implementation of upgraded training courses and training of trainers will be supported by KOICA. The detailed design works will be carried out by recruiting a design and supervision consultancy firm (DSC), for which the process is ongoing.

Output-4: Monitoring and management for skills development strengthened

- First tracer study has been completed and the report has been finalized.
- Financial management and procurement action plans are being updated every 6 months and implemented based on fiduciary reports.
- Sex-disaggregated data are incorporated in TMS system. All analyses are also done by sex.

1.3 Implementation Arrangements

The Finance Division of the Ministry of Finance is the sponsoring ministry as well as the executing agency of the project. Four other ministries are also be responsible for implementation of the project: (i) Ministry of Education (Directorate of Technical Education); (ii) Ministry of Expatriates' Welfare and Overseas Employment (Bureau of Manpower, Employment & Training); (iii) Ministry of Industries (Bangladesh Industrial Technical Assistance Centre) and (iv) Ministry of Youth and Sports (Directorate of Youth). In addition, the Bangladesh Bank, PKSF and 12 Industry Associations of 9 priority sectors are involved in project implementation.

High level policy, inter-agency coordination and program oversight for the project will be provided by an inter-ministerial Project Steering Committee (PSC), chaired by the Secretary, Finance Division, Ministry of Finance (MOF). The PSC oversees all aspects of project implementation; reviews project progress, approve annual work plan and budgets, as well as make policy decisions related to inter-ministerial policy and implementation matters.

The Project Implementation Unit (PIU), headed by a National Project Director (NPD), is established to coordinate policy issues and monitor implementing activities of the project. An Additional Secretary of the Finance Division is assigned with the responsibility, in addition to his current duty, of the NPD/PIU of the SEIP.

Project management and coordination functions for the project are provided by the Skills Development Coordination and Monitoring Unit (SDCMU). SDCMU is also responsible for providing secretarial support to the PSC and ensuring overall coordination for implementation of the project. The SDCMU is headed by an Executive Project Director (EPD), supported by 4 Deputy and 10 Assistant Executive Project Directors.

The Skills Development Implementation Committee (SDIC), headed by the SDCMU Executive Project Director (EPD) and represented by the chief project coordinators of the industry associations as members, has been established to provide project implementation support. The committee meets regularly to take stock on project progress and solve problems arising during project implementation.

1.4 Construction of TTCs:

The list of expected civil works contracts and estimated time for advertisements is below:

Contract No. and Name	Amount	Current Status	Estimated Time for Issuing Bid Documents
WD-02: Upgrading civil works for 3 TTCs of BMET (NCB)		Recruitment of DSC is ongoing.	Bid documents are expected to be issued in Q1 2020.
Lot 1: TTC 1	3,766,667.00		
Lot 2: TTC 2	3,766,667.00		
Lot 3: TTC 3	<u>3,766,667.00</u>		
Total Contract Amount	11,300,000.00		

1.4 Compliance with Loan Covenants

The compliance status of SEIP tranche 2 with respect to loan covenants is presented in table below:

Sl. No	Status of Loan Covenants	Status of Compliance
1	Environment The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the preparation, design, construction, implementation, operation and decommissioning of the Project and all project facilities comply with (a) all applicable laws and regulations of the Borrower relating to environment, health and safety; (b) the Environmental Safeguards; and (c) all measures and requirements set forth in the IEEs, the EMPs, and any corrective or preventative actions set forth in a Safeguards Monitoring Report.	The Project ensures (a) all applicable laws and regulations of the Borrower, relating to environment, health and safety, involuntary Resettlement and small ethnic communities; (b) the communities Safeguards; and (c) the EARF, the RF and the SECPF; and any corrective or preventative actions set forth in a Safeguards Monitoring Report.
2	Small Ethnic Community Peoples The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the preparation, design, construction, implementation and operation of the Project and all Project facilities comply with (a) all applicable laws and regulations of the Borrower relating to small ethnic community peoples; (b) the Small Ethnic Community Peoples Safeguards; and (c) all measures and requirements set forth in the SECPP, and any corrective or preventative actions set forth in a Safeguards Monitoring Report.	There is no intervention in this project which can hamper environment and possibility of dislocation of ethnic minority. As such no separate budget allocation and dedicated manpower is required to implement EARF, RF and SECPF.
3	Involuntary Resettlement The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the Project does not have any involuntary resettlement impacts within the meaning of the Safeguard Policy Statement. In the event that the Project does have any such impact, the Borrower shall take all steps required to ensure that the Project complies with the applicable laws and regulations of the Borrower, the Safeguard Policy Statement, the RF and any corrective or preventative actions set forth in a Safeguard Monitoring Report.	The upgrading of TTC under SEIP Tranche 2 will take place in the existing land. Hence, there is no issue of involuntary resettlement. There is no threat of hampering resettlement of small ethnic community people risks, or agricultural land due to project activities and hence no such requirement for reinstating pathways, other local infrastructure, and agriculture land to at least their pre-project condition upon the completion of construction.

Sl. No	Status of Loan Covenants	Status of Compliance
	<p>Human and Financial Resources to Implement Safeguards Requirements</p> <p>The Borrower shall make available, or cause each of the Project Executing Agencies to make available, necessary budgetary and human resources to fully implement the EMPs and the SECPP.</p>	<p>When the upgrading works of TTCs begin, there will be close monitoring of EMP implementation, which will be carried out by DSC and SDCMU.</p>
	<p>Safeguards Related Provisions in Bidding Documents and Works Contracts</p> <p>The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that all bidding documents and contracts for Works contain provisions that require contractors to:</p> <p>(a) comply with the measures and requirements relevant to the contractor set forth in any safeguards documents (to the extent they concern impacts on affected people during construction), and any corrective or preventative actions set out in a Safeguards Monitoring Report;</p> <p>(b) make available a budget for all environmental and social measures;</p> <p>(c) provide the Borrower with a written notice of any unanticipated environmental, resettlement or small ethnic community peoples risks or impacts that arise during construction, implementation or operation of the Project that were not considered in the IEEs, the EMPs and SECPP;</p> <p>(d) adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and</p> <p>(e) fully reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.</p>	<p>For contracts on upgrading of three TTCs, all required provisions on safeguard related issues, as specified by EMPs, will be included in the bid documents.</p>
	<p>Safeguards Monitoring and Reporting</p> <p>The Borrower shall do the following, or shall cause each of the Project Implementing Agencies to do the following:</p> <p>(a) submit semiannual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affected</p>	<p>(a) The semiannual Safeguards Monitoring Reports from January to</p>

Sl. No	Status of Loan Covenants	Status of Compliance
	<p>persons promptly upon submission;</p> <p>(b) if any unanticipated environmental and/or social risks and impacts arise during construction, implementation or operation of the Project, promptly inform ADB of the occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan; and</p> <p>(c) report any actual or potential breach of compliance with the measures and requirements set forth in the EMPs and the SECPP promptly after becoming aware of the breach.</p>	<p>June 2019 submitted to ADB;</p> <p>(b) The civil works for upgrading of three TTCs under BMET is not yet started; the recruitment of DSC is ongoing. Close monitoring of construction activities and submission of required reports will be done when upgrading works commence.</p>

1.5 Conclusion and Recommendation

SEIP project aims at developing an employable workforce equipped with market relevant skills and knowledge, it also pays special attention to institutions strengthened, especially TTC modernized. Three TTCs will be modernized to deliver mid-level skills programs, with gender-specific design features. The MoU has been signed between SEIP, BMET and KOICA for modernization of 3 TTC component. The selection of DSC for upgrading infrastructure facilities is in process and civil works have not yet started. Although there is no threat of hampering resettlement of small ethnic community people risks, or agricultural land due to project, SDCMU will ensure all applicable laws and regulations, relating to environment, health and safety, involuntary resettlement and small ethnic communities; the communities safeguards; and the IEE and EMP, RF, and the SECPF; and any other corrective or preventative actions set forth in Environmental Monitoring Report during implementation of civil works.