

Semi-annual Indigenous People Social Monitoring Report

Project No. 42466-017
December 2020

Skills for Employment Investment Program (SEIP)
Tranche 3

This Semi-annual Indigenous People Social Monitoring Report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area.

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Prepared by

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1. ABBREVIATIONS

ADB	– Asian Development Bank
BACI	– Bangladesh Association of Construction Industry
BB-SME	– Bangladesh Bank Small and Medium Enterprise Department
BITAC	– Bangladesh Industrial and Technical Assistance Center
BMET	– Bureau of Manpower, Employment and Training
EPD	– Executive Project Director
FAM	– Facility Administration Manual
FAPAD	– Foreign Aided Project Audit Directorate
GAP	– Gender Action Plan
ISC	– Industry Skills Council
IT	– Information Technology
M&E	– Monitoring and Evaluation
MOF	– Ministry of Finance
NGO	– Non-Government Organization
NHRDF	– National Human Resources Development Fund
NSDC	– National Skills Development Council
NSDC-S	– National Skills Development Council Secretariat
NSDP	– National Skills Development Policy
PKSF	– Palli Karma-Sahayak Foundation
PSC	– Project Steering Committee
SDCMU	– Skills Development Coordination and Monitoring Unit
SDIC	– Skills Development Implementation Committee
SEC	– Small Ethnic Community
SECPP	– Small Ethnic Community Peoples Plan
SEIP	– Skills for Employment Investment Program
SME	– Small and Medium Enterprise
SPS	– Safeguard Policy Statement
TMS	– Trainee management System
TTC	– Technical Training Center
TVET	– Technical and Vocational Education and Training

2. EXECUTIVE SUMMARY

This report presents the status and progress review of the Small Ethnic Community Peoples Plan (SECPP) of the project Skills for Employment Investment Program (SEIP) in Bangladesh and the project as a whole under tranche 3. The report period is from January to June 2020.

Tranche 3 is a 191.0 million dollar segment of SEIP project funded by Government of Bangladesh and ADB Loan 3839-BAN, aims to increase employment in priority sectors and skills for the workforce (i) delivering market responsive inclusive skills training (output 1) and (ii) strengthening quality assurance system, institutions, and skills development monitoring and management (outputs 2, 3 and 4). The Finance Division of the Ministry of Finance (MOF) is the executing agency, and the Skills Development Coordination and Monitoring Unit (SDCMU), within MOF, is the implementing agency. To deliver the trainings (output 1), SDCMU partnered with agencies in the public and private sector (implementing partner agencies or IPAs). SDCMU engaged the IPAs to undertake the enrolment, training, and job placement activities. The IPAs undertake these activities either through (i) their own training centers or (ii) partner training centers (PTCs). Small Ethnic Community Peoples Plan (SECPP) is an integral part of the project implementation and semiannual report on SECPP which is an obligation from the borrower's end.

The report focuses on the progress of SECPP targets in relation to four project outputs. Review shows that alike any other sector, pandemic situation has posed some challenges in achieving the outputs during reporting period and onwards. Since Jan-June 2020 was the initial stage of T3, it was difficult to complete preparatory work such as assessing partner organizations ability which requires field visit, meetings and finalizing business plans, start the training and other the project Progress rate of special stipend is 42% of the target of Tranche 2 and the female stake in the special stipend is 39.82% of the total recipients. Target related to participation of women in terms of enrollment in the training is 34.44 % which is aligned with the project target. Participation of socially disadvantaged population in SEIP training is in good track. Total enrolled trainees from SEC till June 2020 is 6541 and in Tranche 2 the number is 2626. Other than pandemic situation, no major challenges emerged during the reporting period from the perspective of social safe guard.

Target of participation of women and socially disadvantaged population including special stipend and training for group has been achieved. No major challenges emerged during the reporting period.

3. PROJECT PURPOSE AND COMPONENTS

3.1 Scope and Objectives

The Skills for Employment Investment Program (SEIP) provides support to the Government of Bangladesh in pursuing reforms in the area of skills development, anchored in the National Skills Development Policy (NSDP), 2011. The overall objective of the project is to expand the capacity of skill develop identified public and private training providers both qualitatively and quantitatively 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. The outcome for Tranche 1 will be increased inclusive access to skills training in priority sectors.

Specific objectives of SEIP 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. 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
- viii. Support the establishment and operationalization of a National Human Resources Development Fund (NHRDF).

3.2 Project outputs

The SEIP will be delivered over three overlapping interrelated tranches and will include four outputs: (i) market responsive inclusive skills training delivered; (ii) quality assurance system strengthened; (iii) institutions strengthened; and (iv) monitoring and management for skills development strengthened.

3.3 Implementation Arrangements

The Finance Division of the Ministry of Finance is the sponsoring ministry as well as the executing agency of the project. Five 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) (iv) Ministry of Youth and Sports (Directorate of Youth) and (v) Ministry of Road Transport and Bridges (BRTC and BRTA). In addition, the Bangladesh Bank SME (BBSME), Palli Karma Sahayak Foundation (PKSF), EDCs, BIGM, TTTI, ISC 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 is provided by an inter-ministerial Project Steering Committee (PSC), chaired by the Secretary of 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 and functioning 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.

4. UPDATES OF SMALL ETHNIC COMMUNITY PEOPLE'S PLAN

No adverse impact is envisaged on the SECs of Bangladesh associated to this project implementation during this reporting period. Rather SEIP follow an inclusive approach to uphold the notion of equity. Tranche 3 is classified as Category B for indigenous peoples' safeguards according to ADB's SPS (2009). The project will generate beneficial impacts on SECs by providing increased opportunities for training through expanded training provision across the country, combined with targeted support for disadvantaged groups including ethnic minorities. A small ethnic community people plan (SECPP) is in place to ensure the benefits of training activities for SECs under Tranche 3.

10,000 small ethnic community people are targeted for providing skills training. By following the requirement of SECPP, SEIP has enrollment provisions to enroll small ethnic community trainees in the training institutions located in Rangamati, Khagrachari, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal and Sirajganj. Moreover, SEC trainees are entitled to get admission to any of the institutions under SEIP and received training as well as special stipend.

As of 31 December 2020, under Tranche 3, due to COVID 19 pandemic situation, no training was conducted and special stipend was given to trainees. SDCMU has developed a work plan to implement SECPP of T3.

6. CONCLUSION

SEIP project aims at developing an employable workforce equipped with market relevant skills and knowledge, it pays special attention to the people living below poverty line, the disadvantaged, and people from remote areas, including ethnic minorities. In specific, the project fosters more equitable access to skill development including those from SECs.

The project is focusing on creation of employment opportunities for the small ethnic community peoples significantly and thereby contributing to poverty alleviation in the SEC positively. Skills training programs are designed to equip the small ethnic community peoples with necessary skills, knowledge, and competencies to contribute to the productivity of the nation. The employment opportunities will increase as they will be in much greater demand from employers because of their better quality skills. Such training is expected to have substantial impact on members of the small ethnic community to uplift their social and financial status by being skilled and getting employed.

TMS data specifies that SEIP has been able to achieve a good progress in line with the target regards to SEC and women's participation in T1 and T2. Institutional development and strengthening quality assurance of the program are ongoing under T2. Stronger efforts may ensure achieving the targets. There is a Governance Redress Mechanism GRM in SDCMU. There is scope to develop GRM further which may contribute towards quality implementation of the project. SDCMU aims to make it stronger in coming days.

ANNEXES

7.1. Annex 1: The Compliance Status with the Loan Agreement BAN-LOAN 3468

SEIP Tranche 3: Status as on 31 December 2020 is presented in the table below

Product	Schedule	Para No.	Description	Remarks/Issues	Type
Loan 3468	IV 4.03	1	The Borrower shall (i) maintain separate accounts and records for the Project; (ii) prepare annual financial statements for the Project in accordance with financial reporting standards acceptable to ADB; (iii) have such financial statements audited annually by independent auditors whose qualifications, experience and terms of reference are acceptable to ADB, in accordance with auditing standards acceptable to ADB; (iv) as part of each such audit, have the auditors prepare a report, which includes the auditors' opinion(s) on the financial statements and the use of the Loan proceeds, and a management letter (which sets out the deficiencies in the internal control of the Project that were identified in the course of the audit, if any); and (v) furnish to ADB, no later than 6 months after the end of each related fiscal year, copies of such audited financial statements, audit report and management letter, all in the English language, and such other information concerning these documents and the audit thereof as ADB shall from time to time reasonably request.	Being complied.	Financials
Loan 3468	5	1	Implementation Arrangements The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the Project is implemented in accordance with the detailed arrangements set forth in the FAM. Any subsequent change to the FAM shall become effective only after approval of such change by the	Being complied.	Others

			Borrower and ADB. In the event of any discrepancy between the FAM and this Loan Agreement, the provisions of this Loan Agreement shall prevail.		
Loan 3468	5	2	<p>Environment</p> <p>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.</p>	The government is fully aware of these requirements and this is taken care of.	Safeguards
Loan 3468	5	3	<p>Small Ethnic Community Peoples Plan</p> <p>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.</p>	<p>SDCMU submitted SECPP monitoring report up to June 2020 as part of Social Safeguard Monitoring Report.</p> <p>Monitoring Report of SECPP up to December 2020 is annexed with this matrix.</p>	Safeguards
Loan 3468	IV 4.03	3	The Borrower shall enable ADB, upon ADB's request, to discuss the financial statements for the Project and the Borrower's financial affairs where they relate to the Project with the auditors appointed pursuant to subsection (a)(iii) hereinabove, and shall authorize and require any representative of such auditors to participate in any such discussions requested by ADB. This is provided that such discussions shall be conducted only in the presence of an authorized officer of the Borrower, unless the Borrower shall otherwise agree.	Being complied.	Financials

Loan 3468	5	4	<p>Involuntary Resettlement</p> <p>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.</p>	Being complied.	Safeguards
Loan 3468	IV 4.04	4	<p>a) The Borrower shall exercise its rights under each Project Implementation Agreement in such a manner as to protect the interests of the Borrower and ADB and to accomplish the purposes of the Loan.</p> <p>b) No rights or obligations under any Project Implementation Agreement shall be assigned, amended, or waived without the prior concurrence of ADB.</p>	Being complied.	Others
Loan 3468	5	5	<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>	Being complied.	Safeguards
Loan 3468	5	6	<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</p>	The government is fully aware of these requirements and being complied.	Safeguards

			<p>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>		
Loan 3468	5	7	<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 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>Semiannual Social Safeguards Monitoring Reports up to June 2020 was submitted to ADB.</p> <p>Monitoring report on SECPP up tp December 2020 has been prepared and annexed with matrix.</p>	Safeguards
Loan 3468	5	8	<p>Prohibited List of Investments</p> <p>The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that no proceeds of the Loan are used to finance any activity included in the list of</p>	<p>Being complied.</p> <p>None of the proceeds are being used for prohibited investment activities.</p>	Financials

			prohibited investment activities provided in Appendix 5 of the SPS.		
Loan 3468	5	9	<p>Labor, Health and Anti Human Trafficking</p> <p>The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the contractors comply with all applicable labor, health, and safety laws and regulations of the Borrower and, in particular, (a) do not employ child labor for construction and maintenance activities, and (b) provide appropriate facilities (latrines, etc.) for workers at construction sites. The Borrower shall require contractors not to differentiate wages between men and women for work of equal value. The Borrower and the Project Executing Agency shall ensure that specific clauses shall be included in bidding documents to ensure adherence to these provisions, and that compliance shall be strictly monitored during Project implementation.</p>	Being complied.	Social
Loan 3468	5	10	The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the contractors shall disseminate information on the risk of transmission of sexually-transmitted diseases, including HIV/AIDS, in health and safety programs to all construction workers employed under the Project. Specific provisions to this effect shall be included in bidding documents and civil works contracts, and compliance shall be monitored by the Project Executing Agency and reported to ADB.	Being complied.	Social
Loan 3468	5	11	The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that awareness campaign on anti-human trafficking shall be conducted and that information and print material on anti-human trafficking shall be developed and distributed to all construction workers and	Being complied.	Social

			the communities in the Project areas throughout the Project implementation period. Compliance shall be monitored by the Project Executing Agency and reported to ADB.		
Loan 3468	5	12	<p>Counterpart Support</p> <p>The Borrower shall make available, and ensure that each of the Project Executing Agencies makes available, adequate budgetary allocations of the required counterpart funds in respect of the Project on a timely and regular basis.</p>	Being Complied.	Financials
Loan 3468	5	14	<p>Governance and Anticorruption</p> <p>The Borrower and each Project Implementing Agency shall (a) comply with ADB's Anticorruption Policy (1998, as amended to date) and acknowledge that ADB reserves the right to investigate directly, or through its agents, any alleged corrupt, fraudulent, collusive or coercive practice relating to the Project; and (b) cooperate with any such investigation and extend all necessary assistance for satisfactory completion of such investigation.</p>	Being complied.	Others
Loan 3468	5	15	The Borrower and each Project Implementing Agency shall ensure that the anticorruption provisions acceptable to ADB are included in all bidding documents and contracts, including provisions specifying the right of ADB to audit and examine the records and accounts of the executing agencies and all contractors, suppliers, consultants, and other service providers as they relate to the Project.	Being complied.	Others
Loan 3468	5	16	The Borrower shall cause each Project Implementing Agency to prepare and implement a robust code of conduct, acceptable to ADB, for their staff involved in the Project, ensuring, among others, that the staff members working with the project do not have any conflict of interest	Being complied.	Others

			with any activities under the Project. The Borrower shall take necessary steps to further ensure that all applicable anticorruption laws of the Borrower which apply to public officers are vigorously enforced.		
Loan 3468	5	17	<p>Gender and Development</p> <p>The Borrower shall ensure that (a) the GAP is implemented in accordance with its terms; (b) the bidding documents and contracts include relevant provisions for contractors to comply with the measures set forth in the GAP; (c) adequate resources are allocated for implementation of the GAP; and (d) progress on implementation of the GAP, including progress toward achieving key gender outcome and output targets, are regularly monitored and reported to ADB.</p>	<p>Being complied.</p> <p>Gender specialist is available in SDCMU and GAP implementation matrix is being updated. Quarterly GAP implementation matrix is being prepared and submitted as part of quarterly progress reports; submitted up to September 2020. Latest report (December 2020) will be submitted soon.</p>	Others
Loan 3468	5	18	<p>Operation and Maintenance</p> <p>The Borrower shall ensure that each Project Implementing Agency shall at all times have sufficient resource provision for its operation and maintenance cost for assets owned by it.</p>	<p>Being complied.</p> <p>Budget for the SDCMU is adequately provided.</p>	Social
Loan 3468	5	19	<p>Annual Performance Review</p> <p>ADB and the Borrower shall, as necessary, reallocate grants among the training providers participating in the training activities under the Project at the end of each year based on an annual performance review.</p>	Being complied.	Others

7.2. Annex-2: Monitoring Matrix of Small Ethnic Community Peoples Plan

Progress based on specific tasks and performance targets of SEIP under Tranche 3 status as on 31 December 2020

Project Component	Tasks	Targets/ Indicators	Cumulative Progress	Remarks
Output 1: Market responsive inclusive skills training delivered	1. Develop an enrollment strategy to enroll ethnic trainees in the training institutions located in Rangamati, Khagrachari, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal and Sirajganj.	1. Enrollment strategy updated/developed by December 2020 and about 5,000 trainees trained by 2023	----	Enrollment strategy will be reviewed and updated soon. Training target will be achieved
	2. Formulate a strategy for job placement support services to the ethnic trainees who complete the training.	2. Strategy for job placement support services updated/ developed by December 2020 and 60% of 5,000 trainees placed in jobs by 2023.	-----	Strategy will be reviewed and updated soon. Target will be achieved in due course.
	3. Develop the criteria in line with the implementation guidelines of the gender action plan for disbursement of special stipends to the ethnic trainees enrolled in the training institutions located in Rangamati, Khagrachuri, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal, and Sirajganj.	3. Stipend disbursement criteria developed/ updated and 5,000 trainees received special stipends	-----	Stipend disbursement criteria will be reviewed and updated soon. Target will be achieved in due course

Project Component	Tasks	Targets/ Indicators	Cumulative Progress	Remarks
Output 2: Quality assurance system strengthened	Identify the trainers (ethnic) and assess capacity development needs of trainers employed in the training institutions situated in Rangamati, Khagrachuri, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal and Sirajganj for training of trainer on skills and pedagogy.	At least 20 trainers identified on training of trainer skills and pedagogy by 2020	-----	Target will be achieved in due course.
Output 3: Institutions strengthened	The program will support strengthening institutions which will improve provisions of funding for SEC community	National Human Resource Development Fund financing covers SEC	-----	SDCMU will communicate this to the competent authority to include this provision
Output 4: Management and governance for skills training strengthened	<ol style="list-style-type: none"> 1. Track enrollment, assessment, certification of trainees, and monitor the effectiveness implementation plan. 2. Carry out in depth analysis of the training, placement, disbursement of stipend status based on Monitoring Report, and Trainee Management System to further strategize in order to fulfill the targets. 	<ol style="list-style-type: none"> 1. Enrollment, assessment, certification, and job placement of trainees tracked and monitored 2. In-depth analysis of the training, placement, and disbursement of stipends continuously carried out 	<ol style="list-style-type: none"> 1. TMS is an ongoing activity 2. Activity will be done when training will be on board. 	On track .

