

Semi-annual Environmental Monitoring Report

**Project No. 42466-016
December 2020**

**Skills for Employment Investment Program (SEIP)
Tranche 2**

This Semi-annual Environmental 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.

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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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List of Acronyms

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

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Executive Summary

The SEIP Tranche 2 project is aimed at expanding the skilling capacity of public and private training providers and providing mid- to higher-levels skills training programs. For this purpose, under Tranche 2 SEIP project will support the Upgradation of 3 Technical Training Centers (TTCs) under the Bureau of Manpower, Employment, and Training (BMET) which involves renovation of existing training facilities including a new building and provision of new equipment, according to new curricula to be developed. The selected 3TTCs to be supported in SEIP are: Bangladesh German TTC (BGTTTC) in Dhaka, TTC in Khulna, and TTC in Sylhet.

Given civil works involved in upgrading 3TTCs which are expected to have limited and minimum adverse environmental impacts and Tranche 2 is categorized “B” for environmental impact. Based on the environmental assessment review framework prepared for the overall investment program of SEIP, the Initial Environmental Examination (IEE) has been carried out as per ADB’s environmental screening category and updated EARF accordingly.

This semi-annual report presents the status of project implementation, details of compliance with environmental regulations of the Government and policies of ADB, details of compliance with environmental loan covenants and the status of compliance with various aspects of EMP as stated in the IEE reports.

In this reporting period, DSC firm completed the preliminary design for the upgrading of 3TTCs. The detail design work is ongoing with the DSC firm that are expected to be completed by Q1, 2021. In the meantime, no physical works were commenced and have plan to commence the civil work from Q2, 2022. According to BMET, the demolition of existing building for Khulna TTC will commence soon and expecting to be completed by June 2021. On the other hand, the trainings activities under Tranche 2 was suspended in March 2020 and it was gradually resumed from July 2020.

Furthermore, several coordination meetings were held among SEIP, BMET, KPC and KOICA for Upgradation of 3TTCs. Under this work, SEIP will support the upgrading work for the infrastructure and proving necessary equipment support, whereas development of mid-level training courses and training of trainers will be supported by KOICA.

I. Introduction

1.1 Background

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:

- improve job focused skills along with up-skilling of the existing workforce to enhance productivity and growth of industry sectors;
- impart skills training linked to gainful employment or self-employment through PKSF partners and their livelihood programs;
- develop a network of training providers that are endorsed by industry for providing excellence of training to meet the skills needs of employers;
- establish and implement a strategy to address the special needs of groups specified in the NSDP and ensure their participation in SEIP programs;
- implement a vocational trainer development program for trainers and assessors and a management leadership program for training provider management reflecting NSDP requirements;
- support the training providers for capacity development to ensure quality training delivery mechanism;
- establish and institutionalize a credible recognition of prior earning system;
- 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
- support the establishment and operationalization of a National Human Resources Development Fund (NHRDF).

1.2 Impact and Outcome

1. The impact will be increased income and productivity of the working population aged 15 and over, aligned with NSDP. The outcome will be increased employment in priority sectors and skills for males and females.

2. The outcome for Tranche 1 will be increased inclusive access to skills training in priority sectors. The outcome for Tranche 2 will be increased inclusive access to basic, mid-level, and managerial skills training in priority sectors.

1.3 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.

1.4 Scope of the project

Under tranche 2, SEIP will support the upgradation of 3TTCs under BMET—in Dhaka, Khulna, and Sylhet—with improved facilities and equipment to strengthen public institutions focusing on training for employment in local and overseas markets. The project will enable TTCs to offer high quality mid-level training programs that meet both local and emerging market needs, support entrepreneurship opportunities for trainees and local workers, and enhance specialized skills training for overseas employment opportunities.

1.5 Environmental Safeguards Category

SEIP 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 also revised accordingly.

1.6 Physical progress of civil works

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

Table 1: Civil works under Tranche 2 of SEIP.

| Contract No. and Name | Amount | Current Status | Estimated Time for Issuing Bid Documents |
|--|----------------------|---|---|
| WD-02: Upgrading civil works for 3 TTCs of BMET (NCB) | | The detail design work is ongoing with the DSC firm that are expected to be completed by Q1, 2021 | Bid documents is expected to be issued in Q4,2021 |
| 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 | | |

1.7 Scope of the report & Reporting period

The scope of this monitoring report is specific for the work of upgrading 3TTCs under BMET at Dhaka, Sylhet & Khulna. **The reporting period is July to December 2020.**

1.8 Purpose of monitoring reports

The Semi Annual Environmental Monitoring Report (EMR) presents the status of sub project implementation, details of compliance with environmental regulations of the Government and policies of ADB, details of compliance with environmental loan covenants, details of complaints received and their redressal and the status of compliance with various aspects of EMP as stated in the IEE reports. In this report the performance indicators of environmental works under the proposed civil works of Tranche 2 have been summarized and analysed to measure the monitoring parameters. This semi-annual environmental monitoring report consists of three main parts: an introduction section, Environmental monitoring, Environmental management and conclusion.

1.9 Package and sub-project wise progress status

SEIP Tranche 2 consists of the four outputs and the progress according to the outputs are presented below:

Output-1: Market responsive inclusive skills training delivered

As of 31st December 2020,

- 126,173 trainees have been certified out of whom 96,114 have been placed in job i.e. 76.18%
- 10,430 trainees have been enrolled for up-skilling training and out of 9,293 certified trainees 8,707 are currently in job i.e. 93.69 %.
- Special stipend has been paid to 32,572 trainees of whom 14,736 are women i.e. 45.24 % of the total.

Output-2: Strengthening of Quality Assurance System

- Out of 130 CS to be developed by SEIP Project, so far 87 developed under Tranche 1 and Tranche 2. SEIP has developed 60 competency-based learning materials and 87 assessment tools as well. SEIP is continuing the development of additional learning materials and guidelines, in consultation with the industry experts.
- 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

- NSDA bill was passed by the parliament on 18 September, 2018 and the Cabinet of Bangladesh approved the “policy for proper use of National Human Resource Development Fund” on 04 November 2019. Detailed operational plan including organizational structure has been prepared and guidelines for training Institute/center registration, course accreditation, trainee & assessor assessment also been developed for operating of NSDA. The operationalization of NSDA is on track and it is receiving regular budget allocation from the government.
- The MOU was signed among SEIP, BMET and KOICA for Upgradation of 3TTCs. The infrastructure upgrading along with equipment will be supported by SEIP, whereas implementation of upgraded training courses and training of trainers will be supported

by KOICA. The design supervision consultants (DSC) was recruited in February 2020 and so far they completed preliminary layouts for all 3TTCs. The detailed design works is ongoing that is to be completed by Q2, 2021. Several coordination meetings were held among the all stakeholders to ensure their inputs in the design work.

Output-4: Monitoring and management for skills development strengthened

- Report of the first tracer study has been finalized and shared with ADB. The 2nd tracer study will be started soon which will be completed by 2021.
- Financial management and procurement action plans are being updated in every six months and implemented accordingly.
- Sex-disaggregated data has been incorporated in the TMS.

1.10 Document preparation for IEE/EARF

Under Tranche 2, IEE for Upgradation of existing Technical Training Centers in Dhaka, Khulna, and Sylhet was prepared by SEIP and updated EARF accordingly which were disclosed in August 2016. As stated in the IEE, the project has been categorized as B for environment.

1.11 Summary Qualitative and quantitative monitoring data.

The construction works for 3TTCs were not commence during this reporting period and detail engineering design work is ongoing with DSC firm. Some qualitative data have been collected according to the guidance of IEE.

1.12 Monitoring parameters/Indicators and methods

The following Monitoring parameters will be monitored as those are described in the IEE.

Table 2: Environmental Monitoring Parameters during Construction phase

| Issue | Parameters | Location | Monitoring Frequency |
|---------------------|--|--|-----------------------------|
| Ambient air Quality | PM10, PM2.5, SPM, NOx, SO2 | Around the project site | Once a quarter |
| Ground water | pH, TDS, Ammonia, Nitrate, Phosphate, As, Fe, Mn, and Coliforms | At the project site | Once in 6 months |
| Noise level | Noise at different locations and to nearest receptor | Around the project site and nearest receptor | Once a quarter |
| Health | Health status of the workers, visual observation, and record check | At site | Once a quarter |

Table 3 Environmental Monitoring Parameters during operation phase:

| Issue | Parameters | Location | Monitoring Frequency |
|------------------------|--|---------------------|-----------------------------|
| Groundwater | pH, Ammonia, Nitrate, Phosphate, As, Fe, Mn, and Coliforms | Near project site | Once a year |
| Solid waste management | Visual observation | At the project site | Once a year |
| Emergency devices | Fire extinguisher and other health and safety issues | At the project site | Once a year |

1.13 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 Executive Project Directors 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.

In SDCMU, DEPD (Public) is the focal person for monitoring and reporting the safeguard related components. With the assistance of Environmental Specialist, Construction firms will implement the EMPs. In addition, the construction supervision consultant (DSC) will supervise the EMPs activities in close consultation with SDCMU.

II. Environmental Monitoring:

2.1 IEE, EARF & SEMP compliances

The detail design work is ongoing and the physical works are expecting to commence in Q2,2022 and the site specific environmental management plan (SEMP) will be prepared during that time and ensure the applicable compliances.

2.2 Monitoring parameters

The construction phase is expecting to start in Q2 2022 and the demolition work of Khulna TTC is to be started soon. In this reporting period, no significant issues were noticed for reporting.

III- Environmental management

3.1 Compliance with Environmental Mitigation and Management Plan (EMP).

The EMP has been stated all the beneficial and adverse impacts which likely occur at two phases- Construction phase and Operation phase of the project. The project will ensure all the compliance related to EMP and mitigation measures as described in the IEE. It is mentioned that the construction work is expecting to begin in Q2, 2022 and all the compliances will be addressed during the construction works.

3.2 Strategy for COVID-19 pandemic and H&S Guideline

Due to COVID-19 pandemic, the DSC expert could not visit the TTCs for producing the detail design and drawings. During that time, several virtual meetings were conducted by SEIP and DSC carried out the preliminary design work along with desk work activities. In the meanwhile, the contract time for design phase has been extended for 04 months and amended the contracts accordingly. After resuming the international flight, the DSC experts have come in November 2020 following the COVID-19 guidelines. Afterwards the consultants have visited the 3TTCs site to observe the physical condition and assessed the proposed works. The site visits were conducted maintain the guidance of COVID-19 e.g. hand hygiene, respiratory hygiene & physical distancing. Individual transports were used during the site visits and virtual media were used for communications.

3.3 Compliance with loan covenants

The compliance with loan covenants with status are presented in the following table.

Table -5: The compliance status of SEIP tranche 2 with respect to loan covenants is presented in table below:

| SI 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; (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. |
| 2 | Small Ethnic Community Peoples | |

| SI No | Status of Loan Covenants | Status of Compliance |
|-------|--|---|
| | <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>There is no intervention in this project which can hamper possibility of dislocation of ethnic minority. As such no separate budget allocation and dedicated manpower is required to implement SECPP. Gender Specialist is assigned for looking after SECPP.</p> |
| 3 | <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> | <p>The upgrading of 3TTCs under SEIP Tranche 2 will take place in the own campus of TTCs in their 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 theirpre-project condition upon the completion of construction.</p> |
| 4 | <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>Environmental specialist will be engaged for close monitoring of EMP implementation. Sufficient budget will be kept for implementing the EMPs and the SECPP.</p> |
| 5 | <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</p> | <p>(a) During the contracts of upgrading of three TTCs, all required provisions on Safeguard related issues, as specified by EMPs, will be included in the bid documents.</p> <p>(b) Sufficient budget will be kept for for all environmental and social</p> |

| SI No | Status of Loan Covenants | Status of Compliance |
|-------|--|---|
| | <p>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>measures.</p> <p>(c) No issues were noticed.</p> <p>(d) Record will be kept infrastructure prior to starting to transport materials and construction; and</p> <p>(e) Will be complied during the period of civil works.</p> |
| 6 | <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 semi-annual 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>(a) The semi-annual Safeguards Monitoring Reports from July to December 2020 submitted to ADB;</p> <p>(b) The civil works for upgrading of 3 TTCs under BMET is expecting to start in Q2, 2022 and the DSC firm is working on detail design. So the risk report notifies when the construction work proceeds.</p> <p>(c) No issues were noticed.</p> |

Conclusion and Recommendation

SEIP project aims at developing an employable workforce equipped with market relevant skills and knowledge. It also pays special attention to strengthen the skills institutions, especially those partnered with SEIP. Three TTCs will be modernized to deliver mid-level skills programs, with gender-specific design features. The MoU was signed between SEIP, BMET and KOICA for upgradation of 3TTCs component. The DSC has completed preliminary design work and the detail design work is ongoing. The civil work is expecting to commence in Q2, 2022. ToR for Environmental Specialist has been finalised and s/he is expecting to be on board by Q1, 2021. Although there is no threat of hampering resettlement of small ethnic community people, 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' safeguards. In addition, SDCMU will also take care of the issues relating to the IEE and EMP, RF and any other corrective or preventative actions set forth in Environmental Monitoring Report during implementation of civil works.

Annex-1: Site pictures



Figure 1: Site pictures for BG TTC at Mirpur, Dhaka



Figure 2: Site pictures for Khulna TTC



