



Combined Project Information Documents / Integrated Safeguards Datasheet (PID/ISDS)

Appraisal Stage | Date Prepared/Updated: 30-Jan-2017 | Report No: PIDISDSA20096



BASIC INFORMATION

A. Basic Project Data

Country Togo	Project ID P157036	Project Name Employment Opportunities for Vulnerable Youth Project	Parent Project ID (if any)
Region AFRICA	Estimated Appraisal Date 31-Jan-2017	Estimated Board Date 21-Mar-2017	Practice Area (Lead) Social Protection & Labor
Lending Instrument Investment Project Financing	Borrower(s) Republic of Togo	Implementing Agency Agence National d'Appui au Développement à la Base (ANADEB)	

Financing (in USD Million)

Financing Source	Amount
IDA Grant	15.00
Total Project Cost	15.00

Environmental Assessment Category

B - Partial Assessment

Decision

The review did authorize the preparation to continue

Other Decision (as needed)

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B. Introduction and Context

Country Context

1. Togo is one of the smaller countries in Africa, with an estimated land surface area of 56 600 square km and, according to the 2010 census, a population of 6.2 million with an annual population growth of about 2.7%. After gaining independence in 1960, Togo's per capita GDP rose from USD 272 (in 1960) to USD 534 (in 1980) (2005 PPP). However, per capita income in 1980 represented Togo's peak, and Togo has now fallen behind many previously poorer countries in both living standards and social indicators. Togo's ranking in the UN's Human Development Index has fallen to 166th out of 187 countries in 2013, and extreme poverty ranks among the highest in Africa at over 52 percent.



2. As Togo's average incomes have declined, the estimated poverty headcount rate rose -- from 32.8 in 1987 to 61.7 percent in 2006 (World Bank 1996, QUIBB 2006). Growth over the past decade, averaging nearly 5.5 percent per year, has been associated with a decline in the poverty rate to 58.7 in 2011 and then to 55.1 percent in 2015. Nonetheless, without a rapid acceleration of poverty reduction, Togo will remain wide of the target with respect to the Sustainable Development Goals (SDGs) and the World Bank's Twin Goals.

Sectoral and Institutional Context

3. The Togolese population contains a high proportion of youth – 75 percent below the age of 35, 60 percent below the age of 25 and 42 percent below the age of 15. Fifty-four percent of the working age population is 35 years old or younger. The annual population growth rate is 2.6%; which means that while between 2008 and 2012, approximately 32,000 young people entered the job market per year, it is projected that this number will have increased to 35,000 in 2017. Labor force participation, which stands at 94.9 percent for those aged 35-54, is at 64.2 percent for youth aged 15-24 and 88.4 percent for those aged 25-34. The unemployment rate are generally quite low for all age groups, though it is higher in urban areas than in rural areas. As in many countries, unemployment also rises with the level of education, likely because higher educated individuals are more selective. Although youth poverty rates are lower than the national average (52.7% for youth compared to 57% nationally, in 2012), the severity of poverty is higher for this demographic.

4. The low unemployment rates—which measure the percentage of individuals who have not worked even one hour in the week before the survey and are available and looking for work—mask the real challenges of underemployment. Underemployment can be described in three ways: i) involuntarily working part time (underemployment by hours); ii) working full-time but earning less than a minimal salary, such as the minimum wage or poverty line (underemployment by earnings); and iii) a mismatch between one's job and education, training and experience (underemployment by mismatch). Poorer and vulnerable youth tend to not meet the formal definition of unemployed as they often perform ad hoc work to earn a survival livelihood at very low levels of productivity. Poor and extremely poor individuals have much greater levels of underemployment than the non-poor. While underemployment rates for youth are not generally worse than those for non-youth, youth earn significantly less. Raising productivity and earnings for youth has a longer-lived impact on the economy than for older individuals with fewer working years ahead of them.

5. The Government of Togo (GoT) has adopted several strategic documents that aim to improve youth employment indicators, attesting to strong political will and the prioritization of this issue in the overall socio-economic development of the country. Documents such as the National Employment Policy (PNE, 2013 - 2017), National Youth Policy (PNJ, 2014 - 2017), Strategy for Boosting Growth and Promoting Employment (SCAPE, 2013 - 2017), Youth Employment Program (PEJ, 2013 - 2017) and the National Strategic Plan for Youth Employment (PSNEJ 2013 - 2017) all lay out concrete policy measures, intending to combat youth unemployment and under-employment in the medium term. The Government's strategy is based on principles of improved youth entrepreneurship; strengthened employability through provision of labor market adapted vocational training; improved education quality; access to finance; and decentralization of services.

6. PEJ, PSNEJ and SCAPE also contain strategic goals to increase the supply of jobs by improving the business climate of Togo and attracting additional investment, as well as to provide incentives for the private sector to increase the number of employees. Various sectorial policies (Education Sector Policy, Grassroots



development policy etc.) are complimentary to all aforementioned youth employment planning documents. The Ministry of Community Development, Artisanry, Youth, and Youth Employment has the main mandate for youth employment in Togo. The National Employment Promotion Agency (ANPE), under the Ministry of Civil Service, Labor, and Administrative Reform, has the mandate of promoting employment for all age groups.

7. The scale-up of the national volunteer program to cover out-of-school youth through the JDS presents an important opportunity to fill a major gap in the coverage of current youth programs, which have mainly targeted youth with university or secondary degrees rather than poor and vulnerable youth. The proposed project will support the Government in achieving this important expansion of youth programs to cover poor and vulnerable youth.

C. Proposed Development Objective(s)

Development Objective(s) (From PAD)

The objective of the proposed project is to provide access to income generating opportunities to targeted poor and vulnerable youth in Togo.

Key Results

8. The key results of the project will be measured using the following indicators:
- (a) Direct project beneficiaries (number), of which female (percentage) (core)
 - (b) Number of person-days of participation in community service subprojects
 - (c) Targeted youth initiating or expanding household enterprises with support from the project (number)
 - (d) Beneficiaries of components 1 and 2 under the national poverty line, living with a disability, or not having finished primary school (percentage)
 - (e) Beneficiaries that feel project investments reflected their needs (percentage)

D. Project Description

9. The Government's National Volunteer initiative aims to provide an opportunity for youth to gain work skills and experience, as well as to perform community service and help their community. Initially designed for university graduates, the Government has piloted an expansion of the initiative to cover youth with little or no education through the *Volontariat des Jeunes Déscolarisés* (JDS) program. This component will support the expansion and refinement of the JDS program.

10. The JDS program consists of two main phases: 1) participation in community service projects which provide a platform for on-the-job training in technical skills as well as training on life skills and running a microenterprise; and 2) financial and coaching support for launching and operating an income generating activity. These phases are reflected in components 1 and 2 of the project.

Component 1: Community Service and Training (\$7 million)

11. Community service is the entry point for the JDS program. It gives poor and vulnerable youth beneficiaries, who have generally never held a structured work opportunity, the chance to develop good work



habits and gain civic values in participating in something of value to the community. The community service activities also provide an opportunity over a period of months to provide on-the-job training as well as soft skills and micro-entrepreneurial training. The stipend paid to beneficiaries for their community service, while low, will permit beneficiaries to address immediate constraints related to poverty in order to devote their mental “bandwidth” towards working, learning, and eventually launching an income-generating activity. The community service is also expected to serve as a “commitment device” which will separate the more serious and motivated beneficiaries from those who are less motivated. Only those beneficiaries who complete the community service will receive cash grants under component 2.

12. *Subcomponent 1.1: Community service subprojects and on-the-job technical training.* Building on the JDS experience to date as well as the successful experience in implementing labor-intensive public works under the PDC and PDCplus, this component will provide community service opportunities to targeted poor and vulnerable youth. As in PDC and PDCplus, the subprojects would be implemented using a community-driven approach. The subprojects would finance payment of stipends for the youth beneficiaries (minimum of 60% of total sub-project amounts) and a limited amount to cover inputs, on-the job training, and administrative costs incurred by the communities in the implementation of the subprojects (maximum of 40% of total sub-project amounts). Beneficiaries would be provided a bank account and a specified portion of their earnings would be retained in the account to provide part of the seed capital for launching an income-generating activity under Component 2.

13. *Subcomponent 1.2: Life skills and micro-entrepreneurial training.* During the course of the implementation of community service subprojects, youth will also receive one to two days of life skills and micro-entrepreneurial training per week paid at the same stipend as a normal work day.

Component 2: Support for Income Generating Activities (\$4.75 million)

14. Beneficiaries who have successfully completed the activities under Component 1, including preparation of a satisfactory business plan, will be eligible to receive support to launch or enlarge an income generating activity. Support will consist of:

- (a) A matching grant to top-up the savings realized by beneficiaries during the community service component of the project, in order to provide start-up capital for their business.
- (b) Mentoring to help youth address problems that may confront them as they establish or scale up their business, market themselves, and identify opportunities, followed by ongoing periodic follow-up of the income generating activity.

Component 3: Capacity Building (\$1.0 million)

15. *Subcomponent 3.1. Capacity building for implementation of youth employment programs.* This component will support the Government to design, strengthen and put into action key operational tools for implementing youth employment programs targeting the poor and vulnerable. This includes building capacity for: (a) geographical targeting of programs; (b) targeting poor and extremely poor households with youth through community-based targeting and a proxy means test (PMT); (c) developing well-functioning MIS and electronic payments systems; (d) improving program evaluation, including support for using a regression discontinuity design (RDD) approach if feasible; and (e) ensuring a well-functioning grievance redress system. The Bank and project team would work in coordination with other Ministries, programs, and partners to ensure



that capacities built and tools developed are harmonized with national policy and can spill over to other interventions implemented by Government.

16. *Subcomponent 3.2. Community capacity-building.* Capacity building and empowerment of communities to i) take a key role in implementing project activities and ii) promote accountability and transparency is a key element of the project's approach. This sub-component will support the training of communities through the Grassroots Management Training approach (GMT), which has already been successfully utilized in the Education and Institutional Strengthening Project (PERI) and the PDCplus. The GMT will largely follow the methodology used under PDCplus, with modules covering: 1) information and communication, 2) community organization and dynamics, 3) participatory poverty and needs assessment, 4) participatory and operational planning of the sub-project, 5) community procurement of inputs, 6) financial management, 7) participatory monitoring and evaluation, and 8) servicing and maintenance of infrastructure. The participatory poverty and needs assessment module will be revised to include training on community identification of poor youth, following the experience of the Benin Decentralized Community Driven Services Project (PSDCC).

Component 4: Project Management (\$2.25 million)

17. The objective of this component is to support activities related to project management and coordination. This includes staff-related costs, equipment, vehicles, fuel, office space, and communications costs, and operating costs related to the procurement, supervision, auditing and evaluation of project activities.

Component Name:
Community Service and On-the-Job Training

Comments (optional)

Component Name:
Support for Income Generating Activities

Comments (optional)

Component Name:
Capacity Building

Comments (optional)

Component Name:
Project Management



Comments (optional)

E. Project location and Salient physical characteristics relevant to the safeguard analysis (if known)

The project will be implemented in the five main regions of Togo (Kara, Plateaux, Maritime, Centrale, and Savanes). Safeguards instruments will be applied to the community service sub-projects. The environmental and social impacts are expected to be minimal, site-specific and manageable at an acceptable level.

F. Environmental and Social Safeguards Specialists on the Team

Paivi Koskinen-Lewis, Abdoul Ganyi Bachabi Alidou

IMPLEMENTATION

The project will be implemented by the National Community Development Support Agency (*Agence National d'Appui au Développement à la Base -- ANADEB*), under the supervision of the Ministry of Community Development, Artisanhip, Youth, and Youth Employment (MDBAJEJ), the ministry responsible for youth employment in Togo.

SAFEGUARD POLICIES THAT MIGHT APPLY

Safeguard Policies	Triggered?	Explanation (Optional)
Environmental Assessment OP/BP 4.01	Yes	The project triggers OP4.01 due to potential negative impacts that might occur under activities to be financed in Component 1: Community Service and Training. These impacts are likely to be small-scale and site specific typical of category B projects. Community service sub-projects are expected to involve creation or improvement of priority community infrastructure including feeder road rehabilitation and maintenance, community agricultural projects; and environmental



		<p>management. The activities will follow the model established under component 2 (Labor intensive public works) of the ongoing Community Development and Safety Nets Project (PDCplus). The existing ESMF of PDCplus has been updated and disclosed in-country and by the Bank.</p>
Natural Habitats OP/BP 4.04	No	<p>The project activities would not result in any conversion or degradation of critical natural habitats.</p>
Forests OP/BP 4.36	No	<p>The project will not finance activities related to forest exploitation, harvesting, direct or indirect forest degradation, and increase access to forest. Instead, community initiatives to replant trees may be supported.</p>
Pest Management OP 4.09	Yes	<p>The project will not finance acquisition transport, distribution, storage or use of pesticides or similar chemicals that could threaten environmental and human health. The ESMF has a dedicated section on pest management.</p>
Physical Cultural Resources OP/BP 4.11	Yes	<p>The ESMF states that if physical cultural resources are found during civil works, a "chance find procedure" will apply in accordance with national regulation and OP/BP 4.11.</p>
Indigenous Peoples OP/BP 4.10	No	<p>There are no indigenous people in the project intervention areas.</p>
Involuntary Resettlement OP/BP 4.12	Yes	<p>Some sub-project activities under Component 1: Community Service and Training are expected to include community level farm production and road rehabilitation. These activities may involve land acquisition which may have an impact on the livelihoods/assets of those previously using the land. The location and type of sub-project will be selected by the local communities at the start of implementation phase. Since the exact locations and activities are not known, the project has built upon the existing Resettlement Policy Framework (RPF) prepared for PDCplus, which included similar activities. The RPF was updated, consulted upon and disclosed in-country and by the Bank. The RPF includes templates for sub-project screening to identify any adverse social impacts and it will guide the preparation of subsequent Resettlement Action Plans (RAPs) as and when necessary.</p>
Safety of Dams OP/BP 4.37	No	<p>The project will not finance dam works or activities associated to existing dams.</p>



Projects on International Waterways OP/BP 7.50	No	The project will not finance activities that will interfere with international watercourses; either in terms of water withdraw or discharge of pollutants.
Projects in Disputed Areas OP/BP 7.60	No	The project intervention areas are not under dispute.

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:

The project may have small scale and site-specific environmental and social impacts under Component 1 and is consequently rated as a Category B project. Community service subprojects are expected to involve creation or improvement of priority community infrastructure including feeder road rehabilitation and maintenance, community agricultural projects; and environmental management. Environmental impacts are expected to be small-scale and site-specific typical of category B projects. These activities may involve land acquisition which may have an impact on the livelihoods/assets of those previously using the land. The location and type of sub-project will be selected by the local communities at the start of implementation phase. In regard to agricultural community service activities, the project will not finance acquisition transport, distribution, storage or use of pesticides or similar chemicals that could threaten environmental and human health. The ESMF has a dedicated section on pest management. The ESMF states that if physical cultural resources are found during civil works, a "chance find procedure" will apply in accordance with national regulation and OP/BP 4.11.

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

No irreversible or long term impacts are expected as a result of this intervention.

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

No other project alternatives were considered given that the impacts were considered small and reversible.

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.

Since project activities will follow approaches similar to those under the ongoing Community Development and Safety Nets Project (PDCplus), the Government has adapted the Resettlement Policy Framework (RPF) and ESMF of the PDCplus for this project. Consultations were held in December 2016 on the RPF and ESMF for this project, and the documents were subsequently finalized and disclosed in-country and by the Bank.

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

Key stakeholders include direct and indirect project beneficiaries, communities benefitting from community service sub-projects, relevant government agencies and ministries, agencies involved in the execution of the project, civil society and the Village Development Committees. These stakeholders were consulted in December 2016 prior to the disclosure of the ESMF and RPF.



B. Disclosure Requirements (N.B. The sections below appear only if corresponding safeguard policy is triggered)

Environmental Assessment/Audit/Management Plan/Other

Date of receipt by the Bank	Date of submission to InfoShop	For category A projects, date of distributing the Executive Summary of the EA to the Executive Directors
30-Jan-2017	30-Jan-2017	

"In country" Disclosure

Togo
30-Jan-2017
Comments

Resettlement Action Plan/Framework/Policy Process

Date of receipt by the Bank	Date of submission to InfoShop
06-Jan-2017	25-Jan-2017

"In country" Disclosure

Togo
30-Jan-2017
Comments

Pest Management Plan

Was the document disclosed prior to appraisal?	Date of receipt by the Bank	Date of submission to InfoShop
Yes	30-Jan-2017	30-Jan-2017

"In country" Disclosure

Togo
30-Jan-2017
Comments

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:



C. Compliance Monitoring Indicators at the Corporate Level (to be filled in when the ISDS is finalized by the project decision meeting) (N.B. The sections below appear only if corresponding safeguard policy is triggered)

OP/BP/GP 4.01 - Environment Assessment

Does the project require a stand-alone EA (including EMP) report?

Yes

If yes, then did the Regional Environment Unit or Practice Manager (PM) review and approve the EA report?

Yes

Are the cost and the accountabilities for the EMP incorporated in the credit/loan?

Yes

OP 4.09 - Pest Management

Does the EA adequately address the pest management issues?

Yes

Is a separate PMP required?

No

If yes, has the PMP been reviewed and approved by a safeguards specialist or PM? Are PMP requirements included in project design? If yes, does the project team include a Pest Management Specialist?

NA

OP/BP 4.11 - Physical Cultural Resources

Does the EA include adequate measures related to cultural property?

Yes

Does the credit/loan incorporate mechanisms to mitigate the potential adverse impacts on cultural property?

Yes

OP/BP 4.12 - Involuntary Resettlement

Has a resettlement plan/abbreviated plan/policy framework/process framework (as appropriate) been prepared?

Yes

If yes, then did the Regional unit responsible for safeguards or Practice Manager review the plan?

Yes

The World Bank Policy on Disclosure of Information

Have relevant safeguard policies documents been sent to the World Bank's Infoshop?



Yes

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

All Safeguard Policies

Have satisfactory calendar, budget and clear institutional responsibilities been prepared for the implementation of measures related to safeguard policies?

Yes

Have costs related to safeguard policy measures been included in the project cost?

Yes

Does the Monitoring and Evaluation system of the project include the monitoring of safeguard impacts and measures related to safeguard policies?

Yes

Have satisfactory implementation arrangements been agreed with the borrower and the same been adequately reflected in the project legal documents?

Yes

CONTACT POINT

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Implementing Agencies

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APPROVAL

Task Team Leader(s):	John Van Dyck
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Approved By

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Country Director:	Pierre Frank Laporte	30-Jan-2017