



Northern Areas Reduction-of-Poverty Initiative Project -- Women's Economic Empowerment Project (P114841)

SOUTH ASIA | Bangladesh | Social, Urban, Rural and Resilience Global Practice Global Practice | IBRD/IDA | Specific Investment Loan | FY 2012 | Seq No: 10 | ARCHIVED on 10-Jan-2017 | ISR26588 |

Implementing Agencies: Bangladesh Export Processing Zones Authority (BEPZA)

Key Dates

Key Project Dates

Bank Approval Date:27-Oct-2011

Effectiveness Date:25-Mar-2012

Planned Mid Term Review Date:15-Jul-2014

Actual Mid-Term Review Date:15-Jun-2014

Original Closing Date:31-Dec-2015

Revised Closing Date:31-Dec-2018

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The development objective of the project is to facilitate access to employment opportunities in the garment sector for poor and vulnerable women from lagging areas of Bangladesh by providing information, technical and life skills training, transitional housing, and other support to adjust to urban life and formal sector employment.

Has the Project Development Objective been changed since Board Approval of the Project Objective?

No

Components

Name

Component 1: Raising awareness and selecting candidates in the lagging region of northern Bangladesh.:(Cost \$1.04 M)

Component 2: Establishing 3 training centers with dormitories in the Export Processing Zones (EPZs). Includes government contribution for land and CSR funds.:(Cost \$30.01 M)

Component 3: Providing initial training and on-going support to beneficiaries. Includes CSR contribution.:(Cost \$3.12 M)

Component 4: Supporting coordination, monitoring and evaluation (M&E), and expansion.:(Cost \$5.62 M)

Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	● Moderately Satisfactory	● Moderately Satisfactory
Overall Implementation Progress (IP)	● Moderately Satisfactory	● Moderately Satisfactory



Overall Risk Rating

● Substantial

● Substantial

Implementation Status and Key Decisions

Implementation is delayed by two years, due to late start-up, a more realistic timeframe taken up for the civil works, etc. However, the PDO and the target number of trainees can be met within the time stipulated under the revised project closing date of December 31, 2018. This will require some adjustments

The revised DPP with the provision for an extended date of December 31, 2018 was approved by ECNEC on March 22, 2016. Subsequently the project was restructured according to the provisions of the revised DPP. The training for the first batch started in August 2016; the second batch has just entered the training as of mid December 2016. For the first batch the target number of trainees (900) were recruited and brought to the training centers, out of which 650 were trained and certified. Approximately 50% of the latter have been placed in employment at reputed factories within and outside the EPZs. The second batch has entered the training from mid-December 2016; however recruitment for the Chittagong site is still ongoing. The key decisions in view of the issues stated in the above section are the following:

- BEPZA will expedite the recruitment for the post of manager at the source area to ensure better supervision of the Information and Education Campaign (IEC) being run by Shushilon to streamline the targeting and selection process; strengthen the orientation sessions for the trainees, their guardians and other relevant stakeholders (such as local government officials, local imams at mosques, teachers, community leaders) who have considerable influence on the recruitment process.
- The Ministry of Labor and Employment (MOLE) will sign an MOU with BGMEA and the STEP project under the Ministry of Education to smoothen the job placement service. BEPZA will arrange a workshop with RMG based factories within the EPZs for the same purpose.
- BEPZA will mobilize the field office in the source area so that coordination and supervision of the IEC as well as the orientation sessions, liaising with local government on an on-going basis, maintaining links with other NGOs active in the region and working on skills and jobs, and making an official government presence felt at the field level so as to strengthen trust towards the project, can be carried out smoothly
- The Bank will facilitate more workshops and meetings with international buyers and local factories to seek partnerships for the CSR platform; Trust Funds will be sought for the setting up and operationalization of the CSR platform.



Risks

Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	--	● Moderate	● Moderate
Macroeconomic	--	● Low	● Low
Sector Strategies and Policies	--	● Low	● Low
Technical Design of Project or Program	--	● Substantial	● Substantial
Institutional Capacity for Implementation and Sustainability	--	● High	● High
Fiduciary	--	● Low	● Low
Environment and Social	--	● Low	● Low



Stakeholders	--	● Moderate	● Moderate
Other	--	--	--
Overall	--	● Substantial	● Substantial

Results

Project Development Objective Indicators

▶ Number of women who receive training (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	650.00	10,800.00
Date	26-Mar-2012	--	08-Jan-2017	31-Dec-2018

▶ Percentage of graduates who are formally employed for at least 10 months of the year following completion of their training. (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	90.00
Date	26-Mar-2012	--	--	31-Dec-2018

▶ Difference in average level of net monthly income of graduates, before and 1 year after completion of their training (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	26-Mar-2012	--	--	31-Dec-2018

▶ Level of satisfaction with the project among graduates (% who rank their satisfaction level as three or higher on a five point scale) (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	70.00	90.00



Date	26-Mar-2012	--	08-Jan-2017	31-Dec-2018
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Overall Comments

The project has completed one training session. 900 girls were recruited and 650 completed the training successfully. Some of the recruited girls were found to be physically unfit to undergo the training, some were recalled by family. The IEC campaign has been nuanced to address the challenges associated with identifying the appropriate candidates and delivering a better orientation regarding the requirements of the training and the subsequent job. Job placement is ongoing and proceeding well; most trainees have attained jobs at higher than entry level and at comparatively better pay scales. There are several interesting partnership which are being explored currently, notably with the Bangladesh Garments Manufacturers and Exporters Association (BGMEA) and the Bank financed STEP project which requires 7000 trained RMG workers by June 2017.

Data for several of the above mentioned indicators is being collected and can be available after 10 months to 1 year after the completion of the training sessions and job placement.

Intermediate Results Indicators

► Raising awareness and selecting training program candidates from the lagging region of northern Bangladesh. (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	900.00	1,260.00	10,800.00
Date	26-Mar-2012	15-Oct-2015	08-Jan-2017	31-Dec-2018

▲ Number of eligible applicants who apply for the training program (Number, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	900.00	1,260.00	10,800.00
Date	26-Mar-2012	15-Oct-2015	08-Jan-2017	31-Dec-2018



▲ Percentage of beneficiaries who complete the two and half month training offered by the program. (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	72.00	95.00

▶ Establishing training centers with dormitories in the EPZs located in Dhaka, Ishwardi, and Karnaphuli. (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	90.00	95.00	90.00
Date	26-Mar-2012	15-Oct-2015	08-Jan-2017	31-Dec-2018

▲ Percentage of graduates who stay in the project accommodation after completion of their training (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	50.00	95.00
Date	26-Mar-2012	--	08-Jan-2017	31-Dec-2018

▲ Percentage of project beneficiaries who are satisfied with the services offered by the facilities (% who rank their satisfaction as three or higher on a five point scale) (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	70.00	80.00
Date	26-Dec-2016	--	08-Jan-2017	31-Oct-2017



▲ Percentage of graduates who opt to pay for the meal service provided by the project facilities (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	95.00
Date	26-Mar-2012	--	08-Jan-2017	31-Dec-2018

▶ Providing initial training and on-going support to beneficiaries. (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	72.00	10,800.00
Date	26-Mar-2012	--	08-Jan-2017	31-Dec-2018

▲ Percentage of project graduates who are offered formal employment within one month of graduation (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	50.00	90.00
Date	26-Mar-2012	--	08-Jan-2017	31-Dec-2018

▲ Percentage of graduates who are satisfied with the training program (% who rank their satisfaction as three or higher on a five point scale) (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	90.00	90.00
Date	26-Mar-2012	--	08-Jan-2017	31-Dec-2018



▲ Percentage of graduates who are employed at the senior operator level 18 months after graduating (i.e., they get promoted) (Percentage, Custom Breakdown)


	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	0.00	80.00
Date	26-Mar-2012	--	08-Jan-2017	31-Dec-2018

Overall Comments

The first session has been completed. 900 trainees were recruited; 72% completed the training successfully and received certificates. Approximately 50% were placed within a month of completion of training. The Job placement is proceeding well and the training as well as trainees are receiving positive feedback. It is expected that this will provide much more momentum to job placement services after the completion of the second session. 100% of the trainees opted for the catering services at the centers and this has been the most highly rated feature of the project by the trainees (the food is provided free of cost after the restructuring of the project). Many of the trainees highlighted that receiving three meals a day unusual for them. The catering menus are evaluated by qualified nutritionists and the quality is carefully monitored. The training and living facilities have been highly rated by the trainees. 360 girls have been recruited for the second session so far; recruitment is still ongoing.

Data on Financial Performance

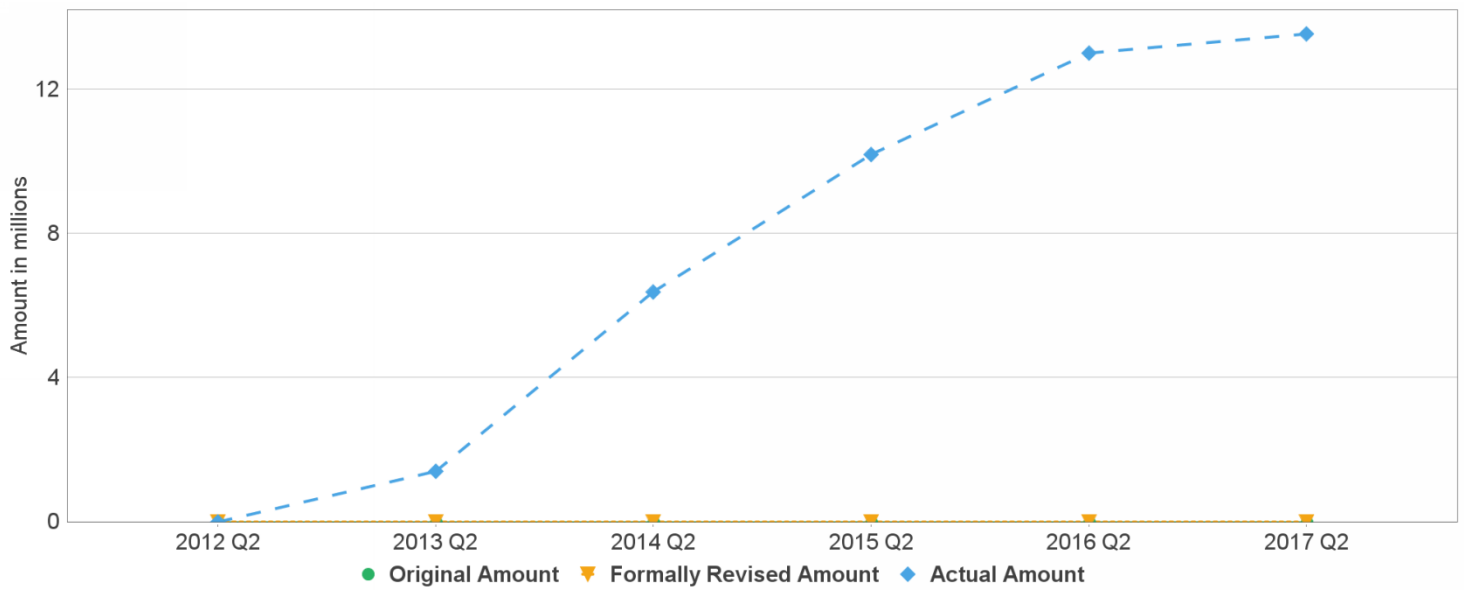
Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	Disbursed
P114841	IDA-50150	Effective	XDR	18.20	18.20	0.00	13.54	4.66	 74%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P114841	IDA-50150	Effective	27-Oct-2011	04-Dec-2011	25-Mar-2012	31-Dec-2015	31-Dec-2018

Cumulative Disbursements



Restructuring History

Level 2 Approved on 31-May-2016 ,Level 2 Approved on 21-Sep-2016

Related Project(s)

There are no related projects.