

INTEGRATED SAFEGUARDS DATA SHEET

IDENTIFICATION / CONCEPT STAGE

Report No.: ISDSC17003

Date ISDS Prepared/Updated: 22-Mar-2016

I. BASIC INFORMATION

A. Basic Project Data

| | | | |
|---|---|------------------------------|--------------------|
| Country: | Indonesia | Project ID: | P159191 |
| Project Name: | KIAT GURU: KINERJA DAN AKUNTABILITAS GURU - IMPROVING TEACHER PERFORMANCE AND ACCOUNTABILITY | | |
| Team Leader(s): | Robert Wrobel | | |
| Estimated Date of Approval: | 31-Mar-2016 | | |
| Managing Unit: | GSUID | Lending Instrument: | Lending Instrument |
| Sector(s): | Sub-national government administration (10%), Public administration-Education (20%), Primary education (70%) | | |
| Theme(s): | Administrative and civil service reform (20%), Other accountability/anti-corruption (30%), Participation and civic engagement (50%) | | |
| Financing (in USD Million) | | | |
| Total Project Cost: | 4.44137 | Total Bank Financing: | 0 |
| Financing Gap: | 0 | | |
| Financing Source | | | Amount |
| Borrower | | | 0.81837 |
| Indonesia - Program for Community Empowerment | | | 3.623 |
| Environment Category: | C - Not Required | | |

B. Project Development Objective(s)

9. The Project Development Objective is to improve availability of primary school providers' service delivery in targeted areas. The objective will be reached by making teachers more accountable and by empowering communities to participate in education.

C. Project Description

11. KIAT Guru will achieve its PDO through a Recipient-Executed Trust Fund (RETF) and a Bank-Executed Trust Fund (BETF) activities. The RETF component will operationalize mechanisms in support of the MoEC reforms, which are likely to include:

- a. Community Empowerment Mechanism providing community members with an explicit role to monitor and evaluate teacher service performance, and to ensure teacher accountability; and
- b. Pay for Performance Mechanism tying payment of Tunjangan Khusus (APBN-allocated

teacher special allowance) with teacher service delivery, defined as: (i) Availability of service, or teachers' presence in school and in classroom as scheduled; and (ii) Quality of service, or broader indicators of service performance (including teacher presence) as agreed between teachers and communities.

12. The RETF will consist of one component: Community Empowerment, Facilitation Support, and Technical Assistance to National, District, and Village Governments. This component, worth US \$3,623,000, will support the following activities in up to 200 villages in up to 5 districts:

- a. Technical assistance for procurement and management of technical and community development specialists, to be hired at the national, district, and sub-district levels to work with the governments, service providers, parents, community members, and broader education stakeholders to implement Community Empowerment and Pay for Performance Mechanisms;
- b. Workshops to engage cross-sectoral ministries or departments in policy discussions and recommendations, trainings for community facilitators and village cadres, and coordination meetings at the national, district, sub-district, and village levels;
- c. Office rentals and administrative support at the national and district levels; and
- d. Tools and equipment for community facilitation processes and field operations, and training and documentation services.

13. The RETF will be executed by an implementing institution (hereafter the Recipient), who will be selected according to the following procedures. Several entities will be shortlisted based on publicly available materials, focusing on previous track record as grant recipients for large-scale activities. They will be evaluated against the following selection criteria:

- a. Demonstrated experience managing technical assistance and implementing large-scale activities focusing on policy advocacy and capacity development for local governments (preferably focusing on responsive and accountable governance) and community empowerment facilitation (preferably on basic services, especially in education sector);
- b. Strong networks of local governments, technical experts and community facilitators. Geographical focus of the activities are in disadvantaged districts (preferably in Eastern and Central Indonesia) and in rural areas;
- c. Has an ongoing portfolio of working promoting responsive governance and community empowerment, can promote the activity to potential target districts, can sustain the lessons learned beyond the live of the activity to non-target districts, and potentially become an implementing partner for Government of Indonesia to expand the activity to other areas; and
- d. Has strong financial management capacity proven by financial audited report and the continued partnership and trust from various International Development Partners, and preferably has a good understanding of the World Bank systems and procedures.

14. The BETF will provide support to government to rigorously monitor and evaluate the effectiveness of the interventions trialed through the RETF. This component, referred to as Monitoring, Learning and Evaluation, will be worth US\$1,110,000, and will finance the following:

- a. Technical specialists, to be hired at the national levels to develop the design and analysis of monitoring, learning and evaluation activities of Community Empowerment and Pay for Performance Mechanisms approved by the KIAT Guru Steering Committee. The monitoring and learning data will be collected by technical and community development specialists hired through the RETF, while the evaluation data will be collected by technical specialists hired through BETF;

- b. Baseline surveys that include mixed-methods data collection in up to 200 villages, tools and equipment to conduct the baseline surveys; and
- c. Implementation support.

D. Project location and salient physical characteristics relevant to the safeguard analysis (if known)

The project will provide technical assistance and will not finance any physical investments. All TA activities, recommendations, and advice, will be consistent with the objectives of World Bank environmental and social safeguard policies.

E. Borrower's Institutional Capacity for Safeguard Policies

Manuals for community facilitation have been developed during KIAT Guru Pre-Pilot Phase. The Bank's safeguards specialists will review the manuals to ensure that they adhere to the World Bank's environmental and social safeguard policies. All TA will be trained with the policies to do no harm, and to include and to not discriminate against indigenous people whereby applicable.

F. Environmental and Social Safeguards Specialists on the Team

Fajar Argo Djati (GSUID)

Flavio Chaves (GWADR)

II. SAFEGUARD POLICIES THAT MIGHT APPLY

| Safeguard Policies | Triggered? | Explanation (Optional) |
|---|-------------------|---|
| Environmental Assessment OP/ BP 4.01 | Yes | As the overarching umbrella policy, OP 4.01 is triggered given the need to trigger OP 4.10. The TA will not finance any physical activities nor support studies that will lead to future physical activities or other activities with environmental implications. Therefore, no separate environmental instrument or assessment is required concerning OP 4.01. |
| Natural Habitats OP/BP 4.04 | No | |
| Forests OP/BP 4.36 | No | |
| Pest Management OP 4.09 | No | |
| Physical Cultural Resources OP/ BP 4.11 | No | |
| Indigenous Peoples OP/BP 4.10 | Yes | The project covers up to 200 villages, some of which may be inhabited by indigenous peoples who would likely benefit from improved access to better quality basic education services. The Project Operational Manual (POM) will establish screening procedures and negative lists for activities financed under this project. The Bank's safeguard specialist will review KIAT Guru manuals to advise on relevant policies and actions to ensure that IPs can participate and benefit from project activities. Community facilitators and village cadres will receive |

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|--|----|---|
| | | appropriate training on Free, Prior and Informed Consultations and community participation. |
| Involuntary Resettlement OP/BP 4.12 | No | |
| Safety of Dams OP/BP 4.37 | No | |
| Projects on International Waterways OP/BP 7.50 | No | |
| Projects in Disputed Areas OP/BP 7.60 | No | |

III. SAFEGUARD PREPARATION PLAN

Appraisal stage ISDS required?: No

IV. APPROVALS

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|-------------------------------|--------------------------------|-------------------|
| Team Leader(s): | Name: Robert Wrobel | |
| Approved By: | | |
| Safeguards Advisor: | Name: Peter Leonard (SA) | Date: 16-Mar-2016 |
| Practice Manager/ Manager: | Name: Kevin A Tomlinson (PMGR) | Date: 17-Mar-2016 |

¹ Reminder: The Bank's Disclosure Policy requires that safeguard-related documents be disclosed before appraisal (i) at the InfoShop and (ii) in country, at publicly accessible locations and in a form and language that are accessible to potentially affected persons.