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No. 140-F(Y)

Dated- 14.01.2022

TO WHOMSOEVER IT MAY CONCERN

**Environment and Social Assessment Report (ESSA) – for the World Bank assisted – Women’s
Empowerment and Inclusive Social Protection Program**

The Environment and Social Assessment Report (ESSA)- Final Report for the World Bank assisted – Women’s Empowerment and Inclusive Social Protection Program of Govt of West Bengal is annexed herewith after necessary consultation with various stakeholders.

Sd/-
(Sudip Kumar Sinha)
Secretary
Finance Department

Environment and Social Systems Assessment

West Bengal

Building State Capability for Inclusive Social Protection Program (P174564)

Final Report

December 2021

The World Bank

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LIST OF ABBREVIATIONS & ACRONYMS

BPL	Below Poverty Line
CPCB	Central Pollution Control Board
CMZA	Coastal Zone Management Authority
CHCMI	Community Health Care Management Initiative
DoE	Department of Environment
DPRDO	District Panchayat and Rural Development Officers
ESMF	Environmental and Social Management Framework
ESSA	Environment and Social Systems Assessment
GBV	Gender Based Violence
GP	Gram Panchayat
GO	Government Order
GOI	Government of India
GS	Gram Sansad
GoWB	Government of West Bengal
HDI	Human Development Index
ICDS	Integrated Child Development Services
IC&E	Industries & Enterprises Department
INR	Indian Rupees
JB	Jai Bangla
LWE	Left Wing Extremist
M&E	Monitoring and Evaluation
MoU	Memorandum of Understanding
NGO	Non-Government Organization
MoEFCC	Ministry of Environment, Forest and Climate Change
MGNREGS	Mahatma Gandhi National Rural Employment Guarantee Scheme
NDMA	National Disaster Management Authority
NRLM	National Rural Livelihood Mission
OBC	Other Backward Classes
PAP	Program Action Plan
PBG	Performance Based Grants
PBSSD	Paschim Banga Society for Skill Development
PfR	Program for Results
PVTG	Particularly Vulnerable Tribal Groups
POM	Program Operational Manual
PRDD	Panchayats & Rural Development Department
PWD	Public Works Department
PwD	People with Disabilities
SC	Scheduled Caste
SEA	Sexual Exploitation & Abuse
SFC	State Finance Commission
SHG	Self Help Group

SPCB	State Pollution Control Board
STARPARD	Society for State Training and Research on Panchayats and Rural Development (STARPARD)
ST	Scheduled Tribe
SVAGRIHA	Small Versatile Affordable GRIHA
TDF	Tribal Development Framework
TET&SD	Technical Education Training & Skill Development Department
VGDI	Vulnerability Group Development Index
VGDF	Vulnerability Group Development Framework
WBSHDR	West Bengal State Human Development Report
WB	The World Bank
WBIDC	West Bengal Industrial Development Corporation
WBSCZMA	West Bengal State Coastal Zone Management Authority
WBPCB	West Bengal Pollution Control Board
WCD	Women & Child Development Department
WBSDMA	West Bengal State Disaster Management Authority
WBSRLM	West Bengal State Rural Livelihood Mission
ZP	Zilla Parishad

Executive Summary

The Government Program

Over the years Government of West Bengal has been implementing, through different departments, multiple social protection schemes (nearly 400) to support citizens. Considering the high rate of ageing in the state, the low levels of women labor force participation and low pension coverage for vulnerable groups like elderly, widows and the disabled, the state feels the need to move from a fragmented, scheme-based social protection regime towards an integrated basket of social protection benefits and services. A comprehensive integration of schemes under one platform will improve the efficiency and effectiveness of the social protection delivery mechanisms while addressing the diversity of citizens' needs.

In view of the above, the Government of West Bengal (GoWB) is in the process of finetuning a long-term strategy to increase *inclusiveness* of its various social protection schemes and tailor them to the needs of the evolving economy and eventually address the growing challenge of aging. This involves three core areas of interventions:

- **First**, the state government intends to implement a series of social pensions for poor widows, elderly and disabled who are vulnerable to poverty and destitution. Following the 2021 budget, the government strategy is to expand pension coverage to ensure scheduled caste and scheduled tribe populations –who report higher poverty rates and lower well-being outcomes than the rest of the population – are fully covered through revised eligibility criteria and improved delivery systems
- **Second**, the government intends to create a social care management system to ensure improved services
- **Third**, as part of the Jai Bangla Scheme 2020, the government has launched a *Jai Bangla platform* as an integrated social protection delivery system for targeting and directing payments.

Program Boundaries of the PforR Operation

The proposed PforR – Building State Capability for Inclusive Social Protection - will:

- (i) Support GoWB's objective in protecting the poor and vulnerable groups through expanding coverage of the existing social assistance interventions at the State level and enabling improved delivery of cash transfers through an integrated registry
- (ii) Use technology tools combined with front-line cadres to provide new modes of mobile social care support to the elderly and disabled; and
- (iii) Create an institutional platform to improve coordination and effectiveness of government interventions to address women's weak labor force participation in the state.

The Bank's proposed PforR aims to support the state government of West Bengal's innovative and continuous efforts to scale-up the state's social protection system for vulnerable persons, and the human capital outcomes that accompany these interventions. Three elements constitute the program boundary.

- **First**, the state finances a series of social pension and social care programs for vulnerable and poor socio-demographic groups (disabled, widows and elderly).

- **Second**, the state government supports cash and productive inclusion programs to empower adolescent girls and women which aim to address labor force participation gaps. Both these elements are managed by the Department of Women and Child Development and Social Welfare (DWCDSW) in the state.
- **Third**, the state government has invested in building an integrated system of delivering social protection benefits through the 'Jai Bangla' platform, which marks the beginning of the state's intent to create a dynamic social registry which can be used to strengthen coverage and targeting of current programs, while simultaneously allowing the state to provide support during any crisis or natural disaster.

Two key *Results Areas* are envisaged under the PforR:

- **Results Area 1** will support scaling up existing cash transfers extended to vulnerable groups through social pensions at the State level. The safety net interventions supported by the PforR will expand the coverage and improve delivery standards through a consolidated registry.
- **Results Area 2** will support facilitating and scaling up interventions that help women and vulnerable groups access targeted services for job support and social care respectively. The interventions to achieve the objectives under this result area include: (i) creating a nodal agency to coordinate and monitor myriad interventions for jobs support for women and (ii) extended tele-consultations for elderly/disabled for care access.

The envisaged results under the PforR will be achieved by strengthening institutional platforms and integrated delivery systems which leverage technology-based solutions to streamline and improve targeting and benefit delivery processes, while simultaneously promoting deeper coordination across interventions. These systems strengthening efforts are expected to deliver a more robust social protection and social care coverage for the vulnerable. The strengthened systems are also expected to help the state in responding more efficiently to disasters such as pandemics or cyclones through adaptive safety nets. Finally, a core area of systems development will trigger harmonization and innovation for women's economic empowerment in the state.

The PforR operation will be supported by a small (USD 5 Million) Investment Project Financing (IPF) component. The IPF will support the overall coordination of the PforR and will be implemented by the Jai Bangla Technical Support Unit (TSU) housed in the Department of Finance. The TSU will be responsible for providing technical, capacity building, monitoring and evaluation, and peer learning support to the relevant delivery agencies. The specific sub-components of the IPF component are as follows:

- Engagement and supervision of Independent Verification Agents (IVAs).** The IPF will finance the engagement of credible verification agent(s) to undertake verification of the achievement of Disbursement Linked Indicators (DLIs) across the results areas. The TSU will help the Department of Finance contract and supervise the IVAs using agreed procurement processes and in line with the dictates of the Project Implementation Manual (PIM). The results of the verification exercise as submitted by the IVAs and validated by the government and the supervisory body will serve as basis of period disbursement to the State's consolidated fund account, after the World Bank task team has provided necessary concurrence.
- Monitoring and Evaluation:** This sub-component will support an overall monitoring and evaluation framework for the PforR including oversight for the activities of the IVAs across all Results Areas. A participatory monitoring and evaluation scheme will be developed with quantitative and qualitative data collection at the State level to

measure performance. Periodic program performance reviews will be coordinated by the FCSU with the active participation of the State entities implementing the result areas.

- c. **Technical Support and Capacity Building:** The TSU will have a sub-cell at the Department of Women and Child Development funded to assist the creation of the women's economic empowerment platform. Institutional strengthening and skills development (capacity building) for key actors implementing the interventions at the State and Federal level. While existing State government staff will be responsible to carry out the technical support and capacity building, the IPF component will allow TSU to bring in relevant expertise and external support.

Program Implementation Arrangements

The Department of Finance (DoF), Government of West Bengal (GoWB) will function as the nodal and the implementing agency on behalf of the state government for the program. The program implementation period will be for 4 years starting from 2020 to 2024. The Department of Women and Child Development and Social Welfare (DWCDSW), responsible for implementing the social protection schemes for the elderly, widows and persons with disabilities – the scaling up of which is supported by the World Bank's assistance will be a key implementing agency. The TSU, housed within DoF to support the implementation of the program will be responsible for providing technical, capacity building, monitoring and evaluation, and peer learning support to the relevant delivery agencies.

DoF has set up and is managing the unified system to ensure effective management and timely implementation of the Jai Bangla Scheme through an IT enabled portal - the Jai Bangla portal. The vision is to bring together all relevant social protection schemes run by the various departments under the umbrella of the Jai Bangla scheme in a phased manner for universal coverage.

Grievance Redressal

The mechanism established to address complaints from program beneficiaries / potential program beneficiaries and other stakeholders of the program is fairly robust, responsive and grounded in law (the West Bengal Right to Public Services Act, 2013) and implemented through the West Bengal Right to Public Services Rules, 2013. Each department participating in the Jai Bangla scheme is covered by the Act and is required to maintain a grievance redressal system at the departmental level that is accessible to beneficiaries and other stakeholders. In addition, residents of the state (including stakeholders of the program) can register their grievances through various means (in writing – through letters, email or text messages and also over telephone (through a dedicated toll-free number)) with the Program Implementation and Grievance Cell set up under the Office of the Chief Minister, GoWB and seek to resolve their grievances within 7 days.

Summary of Environmental and Social Risks and Impacts of the PforR

The ESSA included a detailed assessment of the social and environmental risks and impacts of the RAs and interventions related to the DLIs proposed in the PforR (Section 3 of the document). The assessment concluded:

- The **environmental and social risks** of the PforR operation are **low**
- The interventions are targeted at the poorest and most vulnerable populations dependent on the state for social protection and will **largely have positive social impacts** on the target beneficiaries
- The **environmental impacts** are **low**. No procurement of civil works construction or IT equipment is envisaged and

therefore environmental risks and impacts are not anticipated. In case the counterpart intends to use modern technology and IT equipment to improve efficiency, facilitate online learnings and enhance competencies and such procurement does take place, then the risk of e-waste management can be considered. Though such procurement would be very limited and resultant risk would be very low, it will require following the relevant guidelines in line with India's Central Pollution Control Board (as outlined in Section 5).

- Key **social risks** of the program interventions are – (a) lack of awareness about the government's program, (b) lack of digital and financial literacy amongst program beneficiaries could adversely impact beneficiaries from accessing the scheme and also expose them to fraud (c) increased social protection benefits for widows, the elderly and PwDs could result in increased GBV and / or SEA/H risks for the beneficiaries as well as home based care providers, (d) strengthening capacities of officials in key implementing agencies on gender sensitization and gender responsive programming will help in consolidating gains from the program, (e) the absence of an overarching State Action Plan for Women could impact program sustainability.
- Social risks associated with the program can be addressed through appropriate mitigation measures (as outlined in Section 8 of this document)

Findings from the Analysis of Applicable E&S Policy, Legal and Regulatory Framework Governing the Program

The analysis of the relevant environmental and social policies, laws and regulations applicable to the program (please refer to Section 4 and Annexure I of the ESSA), shows that the existing policy, legal and regulatory framework governing the management and mitigation of any environmental and / or social risk or adverse impact of the program are adequate and do not need any augmentation or change to support the implementation of the PforR.

Findings from Analysis of Institutional Arrangements for Implementing the PforR and Managing E&SRisks

The analysis of institutional arrangements for the PforR and the key implementing agencies capacities for managing the E&S risks applicable to the program reveals that the key implementing agencies – the Department of Finance (DoF) and the Department of Women and Child Development and Social Welfare (DWCDSW) have requisite capacities to manage the E&S risks relevant to the program. If required, these capacities can be strengthened through the appointment of E&S experts on a need basis through the TSU and through necessary E&S risk management capacity strengthening interventions.

Findings from Assessment of Program System Consistency with Core Principles of OP 9.00

The ESSA assessed program system consistency with the six core principles of OP 9.00. The summary of the assessment is as follows:

Core Principle	Applicability	Summary of Assessment
#1 – Adequacy and appropriateness of Program E&S Management Systems	Applicable	Program E&S management systems are adequate to (a) promote E&S sustainability in the Program design; (b) avoid, minimize, or mitigate adverse impacts; and (c) promote informed decision-making relating to a Program's E&S effects.

#2 –Management of program impacts on natural habitats and physical cultural resources	Not Applicable	The Program interventions will have no impacts on natural habitats and physical cultural resources.
# 3 –Protection of Public & Worker Safety	Applicable	Program interventions do not include any activities related to construction and / or facilities operations or other operations that could pose a threat to the life and safety of workers. Employees and staff of concerned implementing agencies or program beneficiaries are unlikely to be exposed to any toxic chemicals, hazardous wastes, and otherwise dangerous materials that are required by or generated through program interventions. The program also does not envisage any reconstruction or rehabilitation of infrastructure located in areas prone to natural hazards. GBV and SEA/H risks are the only risks applicable to public and worker safety under some of the interventions proposed under the PforR. These risks can be managed through appropriate mitigations measures as recommended in the PAP.
# 4 –Management of Land Acquisition, Loss of Access to Natural Resources and Involuntary Resettlement	Not Applicable	The Program interventions do not require any land acquisition and will not have any impacts related to loss of access to natural resources or involuntary resettlement.
# 5 –Cultural Appropriateness, Equitable Access to Program Benefits, Special Attention to Rights and Interests of Indigenous Peoples and Historically Underserved Communities	Applicable	The entire PforR operation is designed to provide social protection benefits to the poorest and most vulnerable communities in the state of West Bengal. Program design is culturally appropriate and have scheduled tribes (the common term for indigenous peoples and historically underserved communities in India) as a key target beneficiary group. Program systems are aligned to address needs of all target groups including the scheduled tribes.
# 6 - Program E&S systems avoid exacerbating social conflict, especially in fragile states, post-conflict areas, or areas subject to territorial disputes.	Not Applicable	Program interventions will neither lead to, nor exacerbate social conflict. West Bengal is neither a fragile nor a conflict afflicted state. Districts or areas of the state are not subject to any territorial dispute with any other state in India, or any neighbouring country. While there are political tensions in some districts of West Bengal, program interventions will not exacerbate such tensions.

Summary of Findings from Stakeholder Consultations

The following are the key findings from consultations held with various stakeholder of the program:

- Awareness about the Jai Bangla Scheme is fairly limited across most stakeholders – potential beneficiaries, NGOs and even concerned government departments
- There is broad based support across stakeholders for the creation of a multi stakeholder platform promote women’s economic empowerment and increase female labor force participation in the State.
- There are several government departments and non-governmental actors that work on specific issues related to women’s economic empowerment – viz. skill building, financial literacy, digital literacy, income and livelihood improvement, etc. But these departments / agencies tend to work in silos with little convergence. It would be critical to involve most of the key stakeholders in the proposed women’s economic empowerment platform for better convergence of efforts, strategies and resources to meet the larger goal of improving female labor force participation in the state.
- Initially, the network of Anganwadi Workers (AWW) under the ICDS program implemented by DWCDWSW and Accredited Social Health Activists (ASHAs) under the National Rural Health Management (NRHM) program implemented by the Department of Health and Family Welfare (DoHFW) could be leveraged to provide home based care to the elderly and disabled. However, given the workloads of the AWWs and ASHAs, a system of incentives to encourage these frontline workers to take on extra work envisaged under the PforR would need to be worked out
- Going forward, women’s SHGs and individual service providers ought to be involved in the plans to have a network of home-based care service providers. This could be a source of income for service providers thereby also improving FLFP. The incentives structure, who would pay for the services – the government or service seekers, and capacity building of potential service providers will need to be carefully planned and implemented. The capacity building component is addressed through an additional USD 5 Million IPF support that is a part of World Bank’s initial support to GoWB under this program.
- Potential of GBV and SEA/H risks arising out of provision of home-based care would need to be assessed before the program is implemented and appropriate mitigation measures including, but not limited to, redress mechanisms within the government agencies, identification and onboarding of specialized agencies to address GBV and SEA/H incidents, capacity building of government officials and service providers, etc. will need to be outlined and put in place
- The state has precedence of good practice such as State Plan of Action for Children (SPAC) for coordinated and convergent action under the leadership of the Chief Secretary with participation of cross sectoral stakeholders. The same may be explored through formulation of ‘State Action Plan for Women’ (SPAW) to consolidate the state’s efforts that will increase participation of women in the workforce and contribute towards women’s economic empowerment. Such a plan will guide and sustain the gains and momentum of the program.
- Prior to the roll out of the Jai Bangla scheme, the potential beneficiaries of the pension schemes were selected on a first come, first serve basis depending on quotas for total number of beneficiaries per scheme per district determined by the concerned government department implementing specific social protection schemes. After the implementation of the scheme as well the same system of beneficiary selection is followed, though the number of beneficiaries have increased manifold on account of improved efficiencies in the system through the Jai Bangla portal. To improve beneficiary targeting and selection, DWCDWSW may consider developing an

algorithm to identify the most vulnerable and prioritize selection of beneficiaries as per the algorithm (for example, an elderly widow with disability living alone in a hard-to-reach area within a district getting preference over, say, a younger widow without any disability living with her family in the same district). Such a system of prioritizing and delivering social protection benefits would further the goal of inclusion of the most vulnerable in social protection schemes. Other departments may also eventually follow the same system depending on the priorities and guidelines of the specific social protection schemes implemented by the concerned department.

- Undertaking social audits of the program would be critical and would not only improve citizen's engagement with the program, but also serve the purpose of generating awareness about the Jai Bangla scheme.

Recommendations and Inputs to Program Action Plan (PAP)

Following the findings from the ESSA and stakeholder consultations, the following Program Actions are recommended:

Sr. No.	Action	By Whom	Timeline	Means of Verification
Social Aspects				
1	Awareness building about the Jai Bangla scheme among key stakeholders and beneficiaries	DoF along with concerned departments	Year 1, 2 and 3 and thereafter as required	- Number of awareness building activities planned and implemented by different departments of the state government - Number of potential beneficiaries that were contacted at the grassroots level
2	Develop an algorithm for prioritized selection of most vulnerable among potential beneficiaries in social protection schemes administered by DWCDWSW through the Jai Bangla portal	DWCDWSW	Year 2	- Algorithm developed - Relevant GO issued for use of algorithm for selection of beneficiaries - Improved beneficiary selection (ascertained through social audits and administrative data)
3	Establishment of multi stakeholder platform to promote women's economic empowerment and improve FLFP	DoF	Year 2	- Relevant Government Orders - Minutes of meetings
4	Development of guidelines and protocols for Social Audit of the Jai Bangla scheme	DoF along with concerned departments	Year 2	- Guidelines developed - Relevant GOs issued for undertaking social audits

Sr. No.	Action	By Whom	Timeline	Means of Verification
5	Development of strategy for provision of home-based care through existing frontline workers developed	DoF, DWCDWS, DoHFW	Year 3	- Strategy document - Action plan for implementation of strategy - Results of pilots from few districts - Relevant GOs
6	Undertake Social Audit of the Jai Bangla scheme	Social Audit Committees at the District Level; results validated by specialized agency and reported by DWCDWS	Year 3 onwards	- Social Audit reports - GoWB's acceptance of finding of social audit reports
7	Development and acceptance of a State Action Plan for Women (SAPW)	DWCDWS	Year 4	- State Action Plan for Women document - Relevant GOs for implementing the SPAW - Guidelines for prevention and redressal of GBV and SEA
8	Developing guidelines and an action plan for prevention and redressal of GBV and SEA/H under SAPW	DWCDWS	Year 4	- Plan of Action document - Guidelines documents

In addition to the above PAPs, during the multi-stakeholder ESSA disclosure cum consultation workshops the following recommendations were received and accepted by DoF:

1. In 2021, GoWB launched the *Duare Sarkar (Government at the doorstep)* scheme, to improve the outreach and access to government welfare programs. This scheme has participation from all departments of GoWB. It was recommended that awareness building about the *Jai Bangla* program be done using the *Duare Sarkar* initiatives. The recommendation was wholeheartedly endorsed by DoF and DWCDWS.
2. It was suggested that the inclusion of the Labor Department and Agriculture Department would further strengthen the *Jai Bangla* program. DoF agreed to explore ways to include the Labor Department and Agriculture Department in the program.
3. For improving women's economic participation, it was suggested that existing and potential sectors that could engage larger number of women workers in different capacities be identified. Based on this exercise, the Women's Economic Empowerment platform could develop further strategies and innovations to improve FLFP in West Bengal. This recommendation was also accepted by DoF.
4. The stakeholders appreciated the recommendation to create a vulnerability index for improved identification and prioritizing of beneficiaries of social protection schemes and encouraged DoF to develop the algorithm and other

related mechanisms for this as quickly as possible.

ESSA Consultations & Disclosure

From June 2020 to February 2021, the following stakeholders were consulted for the ESSA. Given the prevailing restrictions on travel and group meetings, most of the consultations were undertaken virtually (i.e., WebEx meetings and telephonic interviews). A few face-to-face meetings with key government officials were also held following all applicable GoWB and World Bank Covid 19 safety precautions. The minutes of the stakeholder consultations are included in Annexure II of this document.

#	STAKEHOLDER	OFFICIALS CONSULTED
1	Finance Department	Secretary
2	DWCDSW	(i) Special Secretary and (ii) Joint Secretary ICDS (iii) District level officials
3	PRDD for WBSRLM	CEO WBSRLM
4	Labor Department	(i) Principal Secretary (ii) Secretary (iii) Deputy Labor Commissioner
5	IC&E Department	Deputy Director
6	TET&SD Department	(i) Principal Secretary (ii) Joint Secretary, PBSSD
7	NGOs (i) Bangla Natok.com, Kolkata (ii) Elmhirst Institute, Bolpur	Director & Team Director & Team
8	Program beneficiaries	Telephonic consultations were held with 16 program beneficiaries belonging to different vulnerable groups - scheduled castes, scheduled tribes, widows, people with disabilities (PwD)
10	Folk art performers from socially backward groups & women	Telephonic consultations were held with 10 folk art performers (mostly women and those belonging to socially backward groups)

The draft final ESSA was submitted to DoF in June 2021. The DoF, being the nodal agency for the program, shared the draft final ESSA with other concerned departments of GoWB and disclosed the same through its website for feedback from a wider set of stakeholders.

Additionally, on 25th November 2021 and 21st December 2021 the DoF and the World Bank jointly organized two multi-stakeholder disclosure cum consultation workshops with Government Department, Civil Society Organizations, Research Institutions and academia. The inputs received from the participants in these workshops have been incorporated and the ESSA (this document) has been finalized accordingly. The minutes of the two multi-stakeholder disclosure cum consultation workshops are included in Annexure III of this document.

Section 1: Introduction

Background & Context

India's Gross Domestic Product (GDP) growth has slowed in the past three years, and the COVID-19 outbreak is expected to have significant adverse impacts on the country's GDP. The outbreak of COVID-19 and the public health responses adopted to counter it have significantly altered the growth trajectory of the economy in FY 2020- 21 and is expected to improve marginally in FY 2021-22 before attaining the same rates of growth that were witnessed in the pre-Covid period. The slowdown in domestic consumption due to the necessary public health measures has adversely impact labor-intensive sectors, such as construction, retail trade, transportation, which provide livelihood opportunities for people with lower daily earnings and fewer years of schooling.

West Bengal's record on economic and social growth have been declining since the 1960s, with the state's per capita income, infant mortality rate and urban poverty rate comparing worse than the national average. These indicators are further exacerbated by the resultant state-wide lockdown on account of COVID-19 and the disastrous impacts of Cyclone Amphan, indicating a further economic contraction in FY20/21. Considering the poor and vulnerable communities are disproportionately impacted by such adverse events, building and strengthening the capability and adaptability of the state's social protection systems will be critical in ensuring the state's ability to deliver adequate support to its citizens

Understanding Vulnerabilities in the Context of the PforR Program

Communities in West Bengal are highly diverse and heterogeneous. Each district has some definite poor and vulnerable populations the extent of which varies substantially across districts. Some of most vulnerable populations are Scheduled Tribes (STs), Particularly Vulnerable Tribal Groups (PVTG), Scheduled Castes (SCs), Other Backward Castes (OBCs), religious minority groups, widows, disabled, senior citizens and female headed households. A brief about these groups is presented below for further understanding.

Scheduled Tribes

The tribal population stands at 5,296,953 (2011 Census) amounting to 5.8 % of the total population of the State. STs are found predominately in as many as 10 districts of the state such as Darjeeling, Dakshin Dinajpur, Jalpaiguri, Purulia and Paschimi Medinipur. Santal, Oraon, Munda, Bhumij, Kora, Mahali, Lodha /Kheria, Bhutia and Malpahariya are the major tribes.

Table 1: District wise ST Population

Distri ct	Total	ST	ST%
Darjeeling	18,46,823	3,97,389	21.52
Jalpaiguri	38,72,846	7,31,704	18.89
Cooch Behar	28,19,086	4,654	0.17
Uttar Dinajpur	30,07,134	1,62,816	5.41
Dakshin Dinajpur	16,76,276	2,75,366	16.43
Malda	39,88,845	3,13,984	7.87
Murshidabad	71,03,807	91,035	1.28

Birbhum	35,02,404	2,42,484	6.92
Burdwan	77,17,563	4,89,447	6.34
Nadia	51,67,600	1,40,700	2.72
North 24 Parganas	1,00,09,781	2,64,597	2.64
Hugli	55,19,145	2,29,243	4.15
Bankura	35,96,674	3,68,690	10.25
Purulia	29,30,115	5,40,652	18.45
Howrah	48,50,029	15,094	0.31
Kolkata	44,96,694	10,684	0.24
South 24 Parganas	81,61,961	96,976	1.19
Paschim Medinipur	59,13,457	8,80,015	14.88
Purba Medinipur	50,95,875	27,952	0.55

Note: The table above captures data from 2011 Census.

The literacy rate amongst STs in West Bengal is 57.2% which is marginally lower than the literacy rate of STs across the country (59%). Further the ratio of males to females w.r.t. literacy rates among STs is 68% and 48% respectively. About a third of the ST population in the state are poor and categorized in the BPL (Below Poverty Line) category. Total work participation rate is 47.37% with males and females contributing 58.60% and 41.40% respectively. Table 2 presents the gap in literacy between all population group and ST is higher in West Bengal than the all-India average.

Table 2: Development indicators of ST population in India and West Bengal

Indicator	Groups	India	West Bengal
Literacy	All	73.00	76.30
	ST	58.95	57.90
	Gap (between all and ST)	14.05	18.40
IMR	All	77	69
	ST	84	75
	Gap (between all and ST)	7	6
Main work erFemale	All	23.30	15.60
	ST	36.06	31.80
	Gap (between all and ST)	12.76	16.20

Source: Census 2011

Particularly Vulnerable Tribal Groups

The Government of India (GoI) has identified and categorized 75 PTGs in 17 States and 1 Union Territory across the country. Most of these groups have not attained any significant level of social and economic progress. They are thus, the most vulnerable section among the STs. In West Bengal, three tribes - Lodhas (total population as per 2011 census - 1,08,707), Birhor (total population as per 2011 census - 2,241) and Totos (total population as per 2011 census -- 66,627) have been declared as PVTGs. Lodhas are primarily domiciled in the Paschim Medinipur District and Sagar

Block of South 24 Parganas District, Totos in Jalpaiguri District and Birhors in Purulia District.

Scheduled Castes

SCs constitute nearly 23.5% of the total population of the state. SCs and STs together comprise nearly 30% of the State's population. Districts with higher SC population are Cooch Behar, Jalpaiguri, Uttar Dinajpur and Dakshin Dinajpur, Birbhum, Burdwan, Bankura, South 24 Parganas.

Table 3: District wise SC Population in West Bengal

Distri ct	Total	SC	SC%
Darjeeling	184,6823	3,17,275	17.18
Jalpaiguri	38,72,846	14,58,278	37.65
Cooch Behar	28,19,086	14,14,336	50.17
Uttar Dinajpur	30,07,134	8,07,950	26.87
Dakshin Dinajpur	16,76,276	4,82,754	28.80
Malda	39,88,845	8,35,430	20.94
Murshidabad	71,03,807	8,97,534	12.63
Birbhum	35,02,404	10,33,140	29.50
Burdwan	77,17,563	21,15,719	27.41
Nadia	51,67,600	15,46,917	29.93
North 24 Parganas	1,00,09,781	21,69,084	21.67
Hooghly	55,19,145	13,44,021	24.35
Bankura	35,96,674	11,74,447	32.65
Purulia	29,30,115	5,67,767	19.38
Howrah	48,50,029	718,951	14.82
Kolkata	44,96,694	241,932	5.38
South 24 Parganas	81,61,961	24,64,032	30.19
Paschim Medinipur	59,13,457	11,28,269	19.08
Purba Medinipur	50,95,875	745,434	14.63

Note: The table above captures data from 2011 Census.

Their overall literacy level is at 61% with males contributing 57% and females contributing 43%. In terms of urban and rural areas, literacy levels in rural areas for SC males is 58% and SC females is 43% while in urban areas it is 56% for SC males and 45% for SC females respectively. Total work participation rate of SCs stands at 40% with males and females accounting for 74% and 26% respectively. In terms of land holdings, the overwhelming majority of nearly 87% of the Scheduled Castes are having marginal land holding with an average size of 0.45 ha, implying the high vulnerability.

Women

Females (total population as per 2011 census - 44,467,088) comprise 49% of the total population of West Bengal (91,276,115). The Sex ratio is 950 females per 1000 males, though there is significant variation across districts with Darjeeling (970), Paschimi Medinipur (966), Hooghly (961) accounting for a higher female to male ratio than Cooch Behar (942), Howrah (939), Purba Medinipur (938), Uttar Dinajpur (939).

Female literacy in the state is 71%, higher than the national average of 65%. At a country level, as per Census 2011, the workforce participation rate for females is 26% against 53% for males.

Aged Population

The population of West Bengal is ageing faster than the rest of India. In 2001, 7.1% of the state's population comprised people who were above 60 years of age (while the all-India average was 7.5%). In 2011 however, 8.2% of the state's population was over 60 years of age while the corresponding figure at the all-India level was 8%. Women comprise a majority of 60 years plus age group in the state (the ratio being 1376 females per 1000 males). The state also has a high proportion of people with disabilities (approximately 1.8 million people or, 8.5% of the total population of PwD in the country). These statistics indicate the higher dependency burdens on the households to provide care and support to family members who are aged, widows or living with disabilities as well as the scale of responsibility of GoWB to provide timely and effective social protection to the said sections of the population.

Table 4: Profile of the Aged and PwD population in West Bengal

Age group	Male	Female	Sex Ratio
60-69	64.8	60.0	1053
70-79	26.8	29.8	1258
80+	8.4	20.2	1376
Marital Status: Widowed	11.8	71.7	
Disability degree			
40-59%	40.63	37.54	
60-79%	36.45	37.12	
80%+	21.34	23.79	

Source: Old age data: UNFPA 2011. BKPAI (Building a Knowledge Base on Population Ageing in India)

Disability data: Analysis of unit level data of NSSO 76th Round 2018

Religious Minorities

West Bengal is religiously diverse, with region wise cultural and religious specificities. Although Hindus are the predominant community accounting for nearly 70% of the total population of the State, the state also has a large minority Muslim population (approximately 27% of the total population of the state). People belonging to Sikhism, Christianity, Buddhism and other religions make up the remainder of the religious minorities in the State. Buddhism is the prominent religion in the Himalayan region of the Darjeeling hills, and almost the entirety of West Bengal's Buddhist population is from this region.

Employment Vulnerabilities

While West Bengal has witnessed steady growth of jobs, the quality of employment remains precarious and vulnerable. Since 2005 West Bengal has outperformed most of India's states on job growth, with jobs increasing for both men and women. The share of non-farm employment in 2012 was 61%, far higher than most states. Many new jobs were created in the transport, manufacturing and construction sectors resulting in a rise in wage employment. However, most workers in these sectors are informal workers or daily wage laborers and lack access to traditional workplace

based social security benefits. Informal workers do not receive regular paychecks from an employer and very often they also do not have employer-provided benefits such as healthcare and pension coverage. Many firms which in the past may have hired full-time workers are outsourcing aspects of production and services or taking on more contract workers leading to further shrinkage in social protection measures for workers. Only one in every five of the state's workers has a salaried job. In addition, with less than a third of its women working, female labor force participation in the state is very low.

The Government Program

Over the years the state government proliferated multiple social protection schemes (nearly 400) to support citizens. Considering the high rate of ageing in the state, the low levels of women labor force participation and low pension coverage for vulnerable groups like elderly, widows and the disabled, the state felt the need to move from a fragmented, scheme-based social protection regime towards an integrated basket of social protection benefits and services. A comprehensive integration of schemes under one platform will improve the efficiency and effectiveness of the social protection delivery mechanisms while addressing the diversity of citizens' needs.

In view of the above, the Government of West Bengal (GoWB) is in the process of finetuning a long-term strategy to increase *inclusiveness* of its various social protection schemes and tailor them to the needs of the evolving economy and eventually address the growing challenge of aging. This involves three core areas of interventions:

- **First**, the state government intends to implement a series of social pensions for poor widows, elderly and disabled who are vulnerable to poverty and destitution. Following the 2021 budget, the government strategy is to expand pension coverage to ensure scheduled caste and scheduled tribe populations –who report higher poverty rates and lower well-being outcomes than the rest of the population – are fully covered through revised eligibility criteria and improved delivery systems
- **Second**, the government intends to create a social care management system to ensure improved services
- **Third**, as part of the Jai Bangla Scheme 2020, the government has launched a *Jai Bangla platform* as an integrated social protection delivery system for targeting and directing payments.

To operationalize the Jai Bangla platform, the state has already developed the enabling policy framework and tools for a unified social protection delivery mechanism and called it the *Jai Bangla Scheme*. The Jai Bangla scheme was launched on 1st April 2020. It is envisaged as an umbrella platform, a single window approach for the vulnerable communities to access benefits of the existing social protection schemes administered by the different departments of the state government. In addition to enhancing system efficiency the Jai Bangla shall also allow for greater expenditure benchmarking for state schemes and improving citizen access by combining IT with front-line case management. This will not only help reduce delivery costs for current programs but will also develop readiness for future scheme-planning and fiscal consolidation in the state. Furthermore, such delivery systems approach will result in long term cost savings regarding impact of aging and enable quick responses following disasters, which can also contribute to reduced losses and cost efficiencies.

Building State Capability for Inclusive Social Protection Program - The World Bank's Support to the Government Program

GoWB has sought the World Bank's support to strengthen the implementation of the larger GoWB social protection

program through a Program for Results (PforR) lending instrument. The proposed PforR– Building State Capability for Inclusive Social Protection -will:

- (i) Support GoWB’s objective in protecting the poor and vulnerable groups through expanding coverage of the existing social assistance interventions at the State level and enabling improved delivery of cash transfers through an integrated registry
- (ii) Use technology tools combined with front-line cadres to provide new modes of mobile social care support to the elderly and disabled; and
- (iii) Create an institutional platform to improve coordination and effectiveness of government interventions to address women’s weak labor force participation in the state.

The Bank’s proposed PforR¹ aims to support the state government of West Bengal’s innovative and continuous efforts to scale-up the state’s social protection system for vulnerable persons, and the human capital outcomes that accompany these interventions. Three elements constitute the program boundary.

- **First**, the state finances a series of social pension and social care programs for vulnerable and poor socio-demographic groups (disabled, widows and elderly).
- **Second**, the state government supports cash and productive inclusion programs to empower adolescent girls and women which aim to address labor force participation gaps. Both these elements are managed by the Department of Women and Child Development and Social Welfare (DWCDSW) in the state.
- **Third**, the state government has invested in building an integrated system of delivering social protection benefits through the ‘Jai Bangla’ platform, which marks the beginning of the state’s intent to create a dynamic social registry which can be used to strengthen coverage and targeting of current programs, while simultaneously allowing the state to provide support during any crisis or natural disaster.

Two key *Results Areas* are envisaged under the PforR:

- **Results Area 1** will support scaling up existing cash transfers extended to vulnerable groups through social pensions at the State level. The safety net interventions supported by the PforR will expand the coverage and improve delivery standards through a consolidated registry.
- **Results Area 2** will support facilitating and scaling up interventions that help women and vulnerable groups access targeted services for job support and social care respectively. The interventions to achieve the objectives under this result area include: (i) creating a nodal agency to coordinate and monitor myriad interventions for jobs support for women and (ii) extended tele-consultations for elderly/disabled for care access.

¹Note: The PforR will not support large infrastructure investments or manufacturing of goods and services. It will however, indirectly assist in stimulating economic activity in the short to medium-term by addressing both supply and demand side constraints in the economy. State-level platforms active in most of districts will be used to advance the objectives supported by the PforR.

The envisaged results under the PforR will be achieved by strengthening institutional platforms and integrated delivery systems which leverage technology-based solutions to streamline and improve targeting and benefit delivery processes, while simultaneously promoting deeper coordination across interventions. These systems strengthening efforts are expected to deliver a more robust social protection and social care coverage for the vulnerable. The strengthened systems are also expected to help the state in responding more efficiently to disasters such as pandemics or cyclones through adaptive safety nets. Finally, a core area of systems development will trigger harmonization and innovation for women's economic empowerment in the state.

The PforR operation will be supported by a small (USD 5 Million) Investment Project Financing (IPF) component. The IPF will support the overall coordination of the PforR and will be implemented by the Jai Bangla Technical Support Unit (TSU) housed in the Department of Finance. The TSU will be responsible for providing technical, capacity building, monitoring and evaluation, and peer learning support to the relevant delivery agencies. The specific sub-components of the IPF component are as follows:

- a. **Engagement and supervision of Independent Verification Agents (IVAs).** The IPF will finance the engagement of credible verification agent(s) to undertake verification of the achievement of Disbursement Linked Indicators (DLIs) across the results areas. The TSU will help the Department of Finance contract and supervise the IVAs using agreed procurement processes and in line with the dictates of the Project Implementation Manual (PIM). The results of the verification exercise as submitted by the IVAs and validated by the government and the supervisory body will serve as basis of period disbursement to the State's consolidated fund account, after the World Bank task team has provided necessary concurrence.
- b. **Monitoring and Evaluation:** This sub-component will support an overall monitoring and evaluation framework for the PforR including oversight for the activities of the IVAs across all Results Areas. A participatory monitoring and evaluation scheme will be developed with quantitative and qualitative data collection at the State level to measure performance. Periodic program performance reviews will be coordinated by the FCSU with the active participation of the State entities implementing the result areas.
- c. **Technical Support and Capacity Building:** The TSU will have a sub-cell at the Department of Women and Child Department funded to assist the creation of the women's economic empowerment platform. institutional strengthening and skills development (capacity building) for key actors implementing the interventions at the State and Federal level. While existing State government staff will be responsible to carry out the technical support and capacity building, the IPF component will allow TSU to bring in relevant expertise and external support.

Implementation Arrangements

The Department of Finance (DoF), Government of West Bengal (GoWB) will function as the nodal and the implementing agency on behalf of the state government for the program. The program implementation period will be for 4 years starting from 2020 to 2024. The World Bank's value addition will come from its technical advisory and implementation support to the state to bring all the new and existing old age pension schemes, widow pensionschemes and disability pension schemes under one umbrella, namely, the Jai Bangla Scheme 2020.

DoF has set up and is managing the unified system to ensure effective management and timely implementation of the Jai Bangla Scheme through an IT enabled portal - the Jai Bangla portal. The vision is to bring together all relevant social protection schemes run by the various departments under the umbrella of the Jai Bangla scheme in a phased manner

for universal coverage. Presently, the Jai Bangla Scheme covers the following schemes of different departments of GoWB

- i. The Taposili Bandhu Scheme: A monthly pension scheme of Rs 1000 for senior citizens from Scheduled Caste (SC) households. The scheme is administered by the Department of Backward Classes Welfare
- ii. The Jai Johar Scheme: A monthly pension scheme of Rs 1000 for senior citizens from Scheduled Tribes (ST) households. The scheme is administered by the Department of Tribal Development
- iii. The Manabik pension scheme for the persons with disability implemented by the Department of Women and Child Development and Social Welfare
- iv. The Lok Prasar Prakalpa: A monthly stipend scheme for folk artistes between the age of 18 - 60 who receive Rs.1000/- per month as Retainer fee. Senior artistes, who are above 60 years of age, receive Rs.1000/- per month as pension. Apart from this, the active performances receive Rs.1000/- as Performance fee per program. The scheme is administered by the Department of Information & Culture.
- v. The Old Age, and Widow Pension Scheme: A monthly pension schemes for old age and widow for Rs 1000 each. The scheme is administered by the Department of Women and Child Development and Social Welfare.
- vi. Farmers Old Age Pension: A monthly pension scheme of Rs 1000 for farmers (60 years in general and 55 years if physically challenged). Farmers who own less than 2 acres of land and do not have any other livelihood or family support are eligible to be beneficiaries of this scheme. The scheme is administered by the Department of Agriculture.
- vii. Fisherman's Old Age Pension: This is a monthly pension scheme for old and infirm fishermen. It is administered by the Department of Fisheries.
- viii. Artisan and Weaver Old Age Pension: This scheme was being administered by MSME&T Department.

The Jai Bangla scheme envisages that the departments which are administering the various welfare schemes mentioned above through their own department specific delivery mechanisms will continue to be responsible for administering the schemes but through the unified Jai Bangla portal. Bringing all relevant schemes under Jai Bangla will not only improve the delivery mechanism but also reduce transaction costs for the concerned departments thereby contributing to efficiency, effectiveness, ownership and sustainability of the reforms. The program also contains a small IPF TA component (of approximately \$ 5 million) focused on training and capacity building of Program officials.

A steering committee will be constituted for the program under the chairmanship of the Chief Secretary with representation from all concerned stakeholders. The committee as planned will come together for quarterly review meetings and decided on any possible course correction needed.

Program Preparation

As required for any PforR program preparation, several assessments – technical, fiduciary, environmental and social systems, have been undertaken. This report contains the findings and recommendations from the Environmental and Social Systems Assessment (ESSA).

Section 2: ESSA – Objectives, Approach & Methodology

Objectives of the Environment & Social Systems Assessment (ESSA)

In keeping with the Bank’s guidelines for PforR project preparation, a comprehensive assessment of environmental and social systems (ESSA) has been undertaken to – (a) assess the environmental and social (E&S) risks and impacts of the program at a high level, (b) gauge the adequacy of environmental and social systems presently available at the state level to address any E&S risks and impacts of the program, and (c) assess the capacity of the implementing agency/sin managing emergent E&S risks and impacts of the program and determine the adequacy of the E&S management capacities of the said agencies. The objective of ESSA is to ensure consistency with the core principles outlined in the July 2019 policy and directive on Program-for-Results Financing (as detailed in Section 6) in order to effectively manage program risks and promote sustainable development.

The ESSA includes the following:

- Identification of potential environmental and social benefits, risks and impacts applicable to the program (Section 3)
- Review of the existing policy and legal framework related to management of environmental and social impacts of the program interventions at the national and state level (Section 4)
- Assessment of the institutional capacity for environmental and social management system within the program system (Section 5)
- Assessment of the program with respect to the core principles outlined in the Bank’s Policy and Directive on PforR financing and identification of gaps, if any (Section 6); and
- Actions to be taken to address the gaps – Program Action Plan (PAP, Section 7)

Approach & Methodology

The ESSA has been prepared through a detailed review of existing program materials and available technical literature, and consultations with all key stakeholders including the implementing agency staff, relevant state, district & block level officials and subject matter experts. The methodology in the preparation of the ESSA included the following:

- i. Desk review of documents and official government websites including ongoing GoWB sponsored social protection program Jai Bangla, laws and regulatory frameworks on the E&S aspects
- ii. Review of the existing systems and mechanisms including interdepartmental coordination, convergent actions and planned program implementation modalities pertaining to the E&S aspects through stakeholder consultations.

Consultations and Disclosure of ESSA

Consultations were held with officials of concerned state and district level departments, program beneficiaries, non-governmental organizations, and other stakeholders. DoF and DWCD SW facilitated the ESSA preparation by providing the Bank information necessary to undertake the review and facilitating consultations with key stakeholders. It must be noted that the prevailing Covid 19 pandemic impacted the consultation process that was started in July 2020 but could only be completed by February 2021. All stakeholder consultations were held virtually or via telephonic interviews. The ESSA team could not undertake any field visits for the preparation of the ESSA. As the Jai Bangla scheme

is still at a fairly nascent stage, DoF has not been able to inform many of the institutional stakeholders within GoWB about the program or the Bank's support to the program. Consequently, a significant proportion of time spent during the stakeholder consultation process was devoted to informing the stakeholders about the program after which their feedback and comments on the ESSA was elicited. The stakeholders' feedback has significantly informed the findings of the ESSA and the resultant PAP.

The following stakeholders were consulted during the preparation of the ESSA:

- The Department of Finance
- Department of Women and Child Development and Social Welfare
- Department of Industries, Commerce and Enterprises (IC&E)
- Panchayati Raj and Rural Development Department
- Paschim Banga Society for Skill Development (PBSSD) under the Technical Education Trainings & Skill Development (TET&SD) Department
- Labor Department
- West Bengal State Rural Livelihoods Mission
- West Bengal State Commission of Persons with Disabilities
- District level officials for SC&ST welfare
- NGOs working on women and child welfare issues (Bangla Natok and the Elmhirst Institute of Community Studies)
- Program beneficiaries (belonging to SC and ST groups, widows, PwD)
- Grassroots level folk art groups working on women's empowerment issues

Additionally, on 25th November 2021 and 21st December 2021, DoF and the World Bank jointly organized two multi-stakeholder disclosure-cum-consultation workshops with government and non-government stakeholders respectively. The workshops were held to elicit stakeholders feedback on the ESSA findings and recommendations. Inputs received from the participants in these workshops have been incorporated in the Final ESSA report (this document).

Section 3: Likely Environmental and Social Risks & Impacts of the Program

The PforR has 2 key Result Areas (RA) and 6 Disbursement Linked Indicators (DLIs)

- **RA 1:** Strengthen cash transfers for poor and vulnerable households
 - *DLI 1:* Development of a dynamic unified social protection delivery system under 'Jai Bangla' initiative for universal use of DBT (direct (digital) benefit transfers/payments) in all social protection schemes for vulnerable groups such as widows, persons with disabilities and the elderly
 - *DLI 2:* Number of widows receiving periodic cash transfers through social pensions
 - *DLI 3:* Number of elderly from Scheduled Castes and Scheduled Tribes community receiving periodic cash transfers through social pensions
- **RA 2:** Facilitate and scale up services for women and vulnerable groups
 - *DLI 4:* Establish an interdepartmental institutional entity mandated to lead public-private coordination, innovations and stocktaking to boost women's labor force participation in the state.
 - *DLI 5:* Improve capacity and coverage of social care services to offer home and community-based care for the vulnerable groups including elderly and persons with disabilities (PWD)
 - *DLI 6:* Number of beneficiaries receiving at least one social protection benefit in agro-climatically-vulnerable regions impacted by Cyclone-Amphan

The ESSA included a detailed assessment of the social and environmental risks and impacts of the of the RAs and interventions related to the DLIs proposed in the PforR. The results of this assessment are included in Table 5 below. The summary of the findings is presented hereunder:

- (1) The **environmental and social risks** of the PforR operation are **low**
- (2) The interventions are targeted at the poorest and most vulnerable populations dependent on the state for social protection and will **largely have positive social impacts** on the target beneficiaries
- (3) The **environmental impacts** are **low**. No procurement of civil works construction or IT equipment is envisaged and therefore environmental risks and impacts are not anticipated. In case the counterpart intends to use modern technology and IT equipment to improve efficiency, facilitate online learnings and enhance competencies and such procurement does take place, then the risk of e-waste management can be considered. Though such procurement would be very limited and resultant risk would be very low, it will require following the relevant guidelines in line with India's Central Pollution Control Board (as outlined in Section 5).
- (4) Key **social risks** of the program interventions are – (a) lack of awareness about the government's program, (b) lack of digital and financial literacy amongst program beneficiaries could adversely impact beneficiaries from accessing the scheme and also expose them to fraud (c) increased social protection benefits for widows, the elderly and PwDs could result in increased GBV and / or SEA/H risks for the beneficiaries as well as home based care providers, (d) strengthening capacities of officials in key implementing agencies on gender sensitization and gender responsive programming will help in consolidating gains from the program, (e) the absence of an overarching State Action Plan for Women could impact program sustainability.
- (5) Social risks associated with the program can be addressed through appropriate mitigation measures (as outlined in Section 8 of this document)

A detailed analysis of the program's E&S risks and impacts are presented in Table 5:

Table 5: Assessment of Social and Environmental Risks & Impacts of the Program

Program Interventions	Social Effects	Environmental Effects	(A) Social Risk Rating (Low / Moderate / Substantial / High) (B) Environmental Risk Rating (Low / Moderate / Substantial / High)
Result Area 1: Strengthen cash transfers for poor and vulnerable households	Largely positive	Not Applicable	(A) Social Risk Rating – Low
<p><i>DLI 1 linked to RA 1:</i> Development of a dynamic unified social protection delivery system under 'Jai Bangla' initiative for universal use of DBT (digital benefit transfers/payments) in all social protection schemes for vulnerable groups such as widows, persons with disabilities and elderlies.</p> <p><i>DLI 2 linked to RA 1:</i> Number of widows receiving periodic cash transfers through social pensions</p>	The dynamic unified social protection delivery system under Jai Bangla will ensure timely delivery of benefits under various social protection schemes to the poor and most vulnerable groups (widows, elderly, PwDs). Consequently, social impacts of the interventions are largely positive. The risks and	The program interventions envisaged for the achievement of indicators associated with the RA are not likely to have any positive or negative environmental impacts, either direct or indirect.	(B) Environmental Risk Rating - Low

<p><i>DLI 3 linked to RA 1:</i>Number of elderly from Scheduled Castes and Scheduled Tribes community receiving periodic cash transfers through social pensions</p>	<p>negative impacts of the intervention are: (a) Lack of awareness amongst beneficiaries about the scheme and how to access the same may inadvertently lead to elite capture of the schemes benefits. (b) Linked to the above - lack of financial literacy amongst the</p>		
	<p>beneficiaries might lead to unintended negative impacts (c) Risk of increased GBV and SEAH among program beneficiaries from family members and / or members of the community</p>		
<p>Result Area 2: Facilitate and scale up services for women and vulnerable groups</p>	<p>Largely positive</p>	<p>Not Applicable</p>	<p>(A) Social Risk Rating – Low</p>
<p><i>DLI 4 linked to RA 2:</i> Establish an interdepartmental institutional entity mandated to lead public-private coordination, innovations and stocktaking to boost women’s labor force participation in the state.</p>	<p>The establishment of an interdepartmental institutional entity will lead to improved coordination between concerned departments resulting in streamlining of plans programs / schemes / aimed at improving FLFP in the state.</p>	<p>The program interventions envisaged for the achievement of indicators associated with the RA are not likely to have any positive or negative environmental impacts, either direct or indirect.</p>	<p>(B) Environmental Risk Rating - Low</p>

<p>DLI 5 linked to RA 2: Improve capacity and coverage of social care services to offer home and community-based care for the vulnerable groups including elderlies and persons with disabilities (PwD)</p> <p>DLI 6 linked to RA 2: Number of beneficiaries receiving at least one social protection benefit in agro-climatically- vulnerable regions impacted by Cyclone-Amphan</p>	<p>Improving capacity and coverage of home and community-based care for vulnerable groups is likely to have the following positive social impacts:</p> <ul style="list-style-type: none"> (i) Better care of vulnerable groups (ii) Savings in cost (in relation to expensive care provided by existing care service providers) (iii) Creation of an economic model for home and community-based care that could lead to employment generation for care providers (who are most likely to be women) at the village / community level 		
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	<p>The risks associated with the envisaged program interventions are:</p> <ul style="list-style-type: none"> (a) The absence of an overarching State Action Plan for Women to guide the actions of various departments working towards women’s economic empowerment might, in the long run, impact efficient resource allocation which might, in turn, impact the goal of improving FLFP in the state. (b) Lack of proper training / capacity building of care providers leading to provision of incorrect / unrequired care (c) GBV and SEAH of both care providers (by members of the care receiver’s family) and care receivers (by the care providers) (d) Unregulated / increasing cost of care adding to financial burdens on the care receiver and / or her / his family 		
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	<p>(e) Officials in the various departments associated with the administration of the various social protection schemes have limited knowhow, exposure, experience in addressing gender issues. The mechanisms and resources required to address critical gender risks such as GBV and SEAH are also lacking and these could adversely impact the timely addressing of such gender risks if and as they arise.</p>		
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Section 4: Policy, Legal & Regulatory Framework

Annexure I of this ESSA outlines the environmental and social policies, laws and regulations at the national and state level relevant to the activities under the PforR and analyses their applicability and adequacy to facilitate the implementation of the activities. The following sub-sections summarize the findings of the policy, legal and regulatory framework analysis contained in Annexure I.

Environmental Policies, Laws & Regulations

As outlined in Section 3, the program is not expected to have any significant negative environmental risks or impacts. From the analysis of the relevant environmental policies, laws and regulations applicable to the program (please refer to Annexure I), it can be concluded that the existing policy, legal and regulatory framework governing the management and mitigation of any environmental risk or adverse environment impact of the program are adequate and do not need any augmentation or change to support the implementation of the PforR.

Social Policies, Laws & Regulations

From the analysis provided in Section 3, the social risks of the program interventions are low and adverse impacts (if any) of the program interventions are relatively easy to manage with appropriate mitigation / capacity building measures. The analysis of the relevant social policies, laws, and regulations applicable to the program (please see Annexure I) indicates that the existing policy, legal and regulatory framework governing the management of social impacts are fairly robust and do not need any change or augmentation specifically for the implementation of this program.

Section 5: Institutional Arrangements and Capacity Assessment for Environment & Social Management

The program's institutional assessment includes a comprehensive listing of relevant institutions at the national, state, district and level and their roles and responsibilities with respect to development and implementation of policies, regulations and other critical activities related to the PforR. The section also analyses the social and environmental risk management capacities of the key program implementing agencies at the state level. The assessment concludes:

- Given the low environmental risks of the activities proposed under the PforR, the existing capacities of the implementing agencies are adequate to manage the risks. In case of adverse climatic and other unforeseen events that could require environmental risk management and mitigation expertise, the Finance Department, being the nodal agency for the PforR, is in a position to seek support from the State Disaster Risk Management Department, the Department of Environment and Forests and other Departments of GoWB that have the requisite capacities and experience to provide support in addressing such risks.
- The social risks of the activities under the PforR are also low and the key implementing agency – DWCDSW – has adequate personnel, capacities and skills to manage the levels of risk relevant to the PforR. If required, DWCDSW, can seek support from development partners (UN agencies, the World Bank and others) to augment its social risk management capacities.
- Mitigating some of the possible social risks would require inter-departmental co-ordination. The Finance Department, given its overarching mandate and being the nodal agency for the PforR is ideally placed to ensure the required inter departmental co-ordination.

Institutional Arrangements – Social

National Level Institutions

The Ministry of Women & Child Development

The Ministry of Women and Child Development, Government of India, came into existence as a separate Ministry with effect from 30th January, 2006. Prior to this, it used to be a department under the Ministry of Human Resources Development.

The original mission of setting up the Ministry was driven by the need of addressing gaps in State action for women and children in all levels of development indicators - nutrition, health, education and social justice. The Ministry also focuses on promoting inter-Ministerial and inter-sectoral convergence to create gender equitable and child- centered legislation, policies and programs. The policies under this Ministry are instrumental in empowering women to take life decisions with dignity and to contribute equal partners in development in an environment free from violence and discrimination.

There are six autonomous organizations under the Ministry of Women and Child Development:

- National Institute of Public Cooperation and Child Development (NIPCCD)
- National Commission for women (NCW)
- National Commission for Protection of Child Rights (NCPCR)
- Central Adoption Resource Agency (CARA)
- Central Social Welfare Board (CSWB)
- Rashtriya Mahila Kosh (RMK)

While NIPCCD and RMK are societies registered under the Societies Registration Act, 1860, CSWB is a charitable company registered under section 25 of the Indian Companies Act, 1956. The National Commission for Women was constituted as a national apex statutory body in 1992 for protecting and safeguarding the rights of women. The National Commission for Protection of Child Rights which is a national level apex statutory body constituted in the March 2007 for protecting and safeguarding the rights of children.

The most important scheme implemented by the Ministry of Women and Child Development is the **umbrella ICDS scheme**. Under the umbrella ICDS scheme, there are six major schemes –

1. [Anganwadi Services Scheme](#): This scheme offers supplementary food for children aged between 0-6 years and pregnant and lactating mothers and pre-school education for children. Launched in 1975, Integrated Child Development Scheme (ICDS) is a unique early childhood development programme, aimed at addressing malnutrition, health and also development needs of young children, pregnant and nursing mothers. In fact, it is one of the oldest such programmes in the world. The cost sharing between the centre and state in ICDS Salary/ honorarium/ programme components is 60:40 and in ICDS Supplementary Nutrition Programme is 50:50.
2. [Pradhan Mantri Matru Vandana Yojana](#) (PMMVY): From 01.01.2017, the Maternity Benefit Programme is implemented in all the districts of the country in the name of PMMVY. Under this scheme, a cash incentive of Rs 5000/- is provided directly to the Bank / Post Office Account of Pregnant Women and Lactating Mothers (PW&LM) for first living child of the family subject to fulfilling specific conditions relating to Maternal and Child Health. Implemented through a centrally deployed Web Based MIS Software application, PMMVY attempts to offer nutrition and support for pregnant mothers so that she herself and next generation child is not malnourished.
3. [National Creche Scheme: Rajiv Gandhi National Creche Scheme](#) was launched on 01 January 2006, to provide day-care facilities to children of working women and other deserving women based on their net annual income. Children aged between 6 months to 6 years are nurtured here. The central sector scheme was later revised and made a centrally sponsored scheme called National Creche Scheme in 2017. Under this scheme, day-care facilities, including facilities to sleep are provided to children. In order to optimize cognitive, physical, emotional, and social skills for the holistic development of the child, for children below three years of age, early stimulation programs are also implemented. Since 2017, the number of the creches declined drastically: from 14010 in 2017-18 to 7,930 in 2019. The prime reason behind this might be a complete change in the financing system of the scheme from 2017. The scheme was modified from being a central sector scheme with 90% central funding to a centrally sponsored scheme with 60% central funding. The states visibly did not prioritise the scheme, though it assumes crucial importance in the issue of Labor force participation among poor women.

4. [POSHAN Abhiyaan](#): Introduced as National Nutrition Mission in 2014, the program for the first time identified the need for a multisectoral nutrition plan for 200 high stunting districts. This scheme was revamped as Poshan Abhiyan as an overarching scheme for holistic nutrition mission in 2018. For implementation of POSHAN Abhiyaan the four point strategy/pillars of the mission are:
- Inter-sectoral convergence for better service delivery
 - Use of technology (ICT) for real time growth monitoring and tracking of women and children
 - Intensified health and nutrition services for the first 1000 days
 - Jan Andolan

The Union Government has signed \$200 million loan agreement with World Bank for POSHAN Abhiyaan for 315 districts across all states and union territories. The loan proceeds will be used for reducing stunting in children 0-6 years of age from 38.4% to 25% by 2022. The World Bank loan will be used for improving coverage and quality of ICDS nutrition services to pregnant and lactating women and children under 3 years of age. It will be also used for project in improving skills and capacities of ICDS staff and community nutrition workers, instituting mechanisms of community mobilization and behaviour change communication, strengthening systems of citizen engagement and grievance redress. The fund will also be used for establishing mobile technology-based tools for improved monitoring and management of services for better outreach to beneficiaries during critical 1,000-day window for nutrition impact. It will additionally ensure convergence of all nutrition related schemes and provide performance-based incentives to states and community nutrition and health workers, facilitating a focus on results.

5. [Scheme for Adolescent Girls](#): Initially introduced as Kishori Shakti Yojna in 2000 and as Sabla in 2010 in 200 pilot districts, this new scheme targets to improve the nutritional and health status and self-development and empowerment of the adolescent girls of 11-18 years. In 2019, the scheme was renamed as Scheme for Adolescent Girls (SAG) which targeted primarily towards the out of school pre-adolescent girls (11-14 years) to provide supplementary nutrition, life skills education, awareness about socio-legal issues etc.
6. [Child Protection Scheme](#): The Integrated Child Protection Scheme (ICPS) is a centrally sponsored scheme aimed at building a protective environment for children in difficult circumstances, as well as other vulnerable children, through Government-Civil Society Partnership. ICPS brings together multiple existing child protection schemes of the Ministry under one comprehensive umbrella and integrates additional interventions for protecting children and preventing harm. ICPS, also attempts to create database and knowledge base for child protection services, strengthen child protection at family and community level, ensure appropriate inter-sectoral response at all levels.

Apart from the umbrella ICDS scheme, Ministry also implements another important group of schemes targeting women's empowerment. This includes the **Beti Bachao Beti Padhao (BBBP)** scheme. The scheme is aimed at ensuring survival, protection and empowerment of the girl child. This is being implemented through a national campaign and focused multi sectoral action in 100 selected districts low in CSR, covering all States and UTs. This is a joint initiative of Ministry of Women and Child Development, Ministry of Health and Family Welfare and Ministry of Human Resource Development. The objectives of this initiative include prevention of gender biased sex selective elimination, ensuring survival & protection of the girl child and ensuring education and participation of the girl child.

The third group of schemes include Kishori Shakti Yojna, Family Counselling Centre schemes etc.

Ministry of Rural Development

The Ministry of Rural Development (MoRD) is one of the most important ministries in the central government running several flagship schemes aimed at rural development, rural housing, livelihoods and social assistance - namely the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGA), Pradhan Mantri Awas Yojna Gramin (PMAYG), National Rural Livelihood Mission (NRLM) and the National Social Assistance Program (NSAP) respectively. The Indira Gandhi national Old Age Pension Scheme (IGNOAPS, which is now renamed as National Old Age Pension Scheme); the Indira Gandhi National Widow Pension Scheme (IGNWPS, renamed as National Widow Pension Scheme (NWPS)) and Indira Gandhi National Disability Pension Scheme (IGNDPS) are administered.

Ministry of Tribal Affairs

The Ministry of Tribal Affairs was constituted with the objective of providing more focused attention on the integrated socio-economic development of the most under-privileged sections of the Indian society namely the scheduled tribes in a coordinated and planned manner. The ministry is responsibilities for: (i) social security and social insurance for tribals; (ii) tribal welfare- planning, project formulation, research, evaluation and training; (iii) legislation matters; (iv) regulation in scheduled areas; (v) national commission for scheduled tribes; and (vi) Implementation of the Protection of Civil Rights Act 1955 and SC/ST Prevention of Atrocities on SC/ST act of 1989.

Ministry of Social Justice and Empowerment

Though the subject of "Disability" figures in the State List in the Seventh Schedule of the Constitution, the Government of India has always been proactive in the disability sector. The Department of Empowerment of persons with Disabilities under this Ministry exclusively looks at the schemes for offering support for the Disabled people. This includes support for locomotive aids, implant surgery etc. It also covers support for caregivers in the form of transport allowance. The UDID project initiated by Department of Empowerment of Persons with Disabilities aims at building a holistic end-to-end integrated system for Issuance of Universal ID & Disability Certificates for Person with Disabilities with their identification and disability details. It includes online availability of data of Person with Disabilities across country through a centralized web application, online filing and submission of registration application form for disability certificate/ Universal ID card; offline applications may also be accepted and subsequently digitized by agencies, quick assessment process for calculating the percentage of disability by the hospitals/ Medical Board etc.

Ministry of Minority Affairs

The Ministry of Minority Affairs was carved out of Ministry of Social Justice & Empowerment and created in January 2006 to ensure a more focused approach towards issues relating to the notified minority communities namely Muslim, Christian, Buddhist, Sikhs, Parsis and Jain. The mandate of the Ministry includes formulation of overall policy and planning, coordination, evaluation and review of the regulatory framework and development programs for the benefit of the minority communities.

Its vision is empowering the minority communities and creating an enabling environment for strengthening the multi-racial, multi-ethnic, multi-cultural, multi-lingual and multi-religious character of our nation. Its mission is

- To improve the socio-economic conditions of the minority communities through affirmative action and inclusive development so that every citizen has equal opportunity to participate actively in building a vibrant nation.

- To facilitate an equitable share for minority communities in education, employment, economic activities and to ensure their upliftment. It has many schemes that are implemented through state governments.

State Level Institutions

Department of Women and Child Development and Social Welfare (DWCDSW)

DWCDSW works towards the protection, equity and inclusion of populations that have been historically oppressed, neglected or excluded from development because of their gender, age, disability or circumstance. This includes women, children, senior citizens and other marginalized populations such as persons with disabilities, transgender persons, homeless persons and persons with addiction. DWCDSW formulates, executes and regulates provisions and policies aligned to practices of good governance to ensure the rights of women, children and adolescents through the thrust areas of:-

- Developing a conducive socio-economic environment
- Gender-mainstreaming
- Sensitizing the women on rights and entitlements
- Facilitating institutional and legislative support
- Ensuring participation through strategic integration with all stakeholders in the fronts of health, education and social protection

The department is responsible for execution of many schemes including:

- (i) Kanyashree Prakalpa - flagship social protection scheme for adolescent girls,
- (ii) SABLA scheme - improved health and nutritional status of adolescent girls,
- (iii) Indira Gandhi Matritva Sahyog Yojana - conditional cash transfer scheme for vulnerable, socially backward, pregnant women,
- (iv) Swawlamban Special - provides vocational training to socially marginalized women and transgender persons,
- (v) MuktiAlo - provides support to those forced into commercial sex work and their children into alternative livelihoods,
- (vi) Old Age Pensions, Widow Pensions and Disability Pensions where state funded social security schemes are run
- (vii) Little Star Scheme - provides medical, transport and housing facilities to short-statured persons
- (viii) Integrated Child Protection Scheme
- (ix) West Bengal Government's Cottage Scheme - runs shelters for destitute children.

Moreover, the state government intends to notify an inter-departmental body led by the Finance Department and coordinated by DWCDSW with participation from relevant government stakeholders to address the leadership and coordination vacuum on the female labor force participation in the state.

The office of the **Commissioner for Persons with Disability** under DWCDSW runs special schemes for the disabled people. The list includes scholarship schemes for students with Disabilities studying below Class IX, economic rehabilitation scheme for adult disabled people (for setting up new entrepreneurial ventures), scholarship for receiving vocational training and assistance to PED for purchasing/ fitting of aids and appliances (from Rs 500 to Rs 5000

depending upon nature and degree of disability.

Given the nature of the programs and schemes that DWCDWSW plans and implements, especially the activities under this PforR where the environmental and social risks of the program are low, the department does not need to augment capacities by hiring full time environmental and social specialists to manage the risks associated with the program. However, the Department may consider engaging external experts to conduct periodic assessment of the environment and social risks and opportunities of the program to ensure that these are properly identified, monitored and, if required, corrective actions suggested for implementation.

Department of Panchayat & Rural Development (PRD)

The PRD is entrusted with the responsibility of constitution and framing policy related to functioning of the rural local self-government, i.e., the Panchayats, providing administrative support to the three-tier panchayat system as well as implementation of various rural development programs including the major poverty alleviation programs in the rural areas of the State. The Department also organizes community action for participatory planning and development through the elected Panchayat bodies at different levels. PRD aims at facilitating economic and social development in the rural areas of the State and organizes community action in all development initiatives in the rural sector by utilizing Central/State Sector programs. The thrust areas of the Department include the following:

- Deepening and widening decentralization through the Panchayat bodies
- Training and capacity building of the Panchayat bodies for better governance
- Promotion of wage employment for needy people
- Augmenting livelihood opportunities for the rural population
- Providing social security and safety nets to the disadvantaged and socially excluded
- Improving the social and physical infrastructure in the rural areas

The department is responsible for execution of many schemes including: Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)- wage employment scheme, Pradhan Mantri Gram Sadak Yojana (PMGSY)- rural roads program, Pradhan Mantri Awas Yojana (PMAW)- rural housing program, Rural Infrastructure Development Fund (RIDF), National Rural Livelihood Mission (NRLM), and other social sector schemes such as Provident Fund For Landless Agricultural Laborers (PROFLAL); Shisu Siksha Karmasuchi- alternative elementary education system; National Social Assistance Programs, Community Health Care Management Initiative (CHCMI), Watershed and Wasteland Development Program. The Program will be anchored with this department and thus will have primary responsibility for Program implementation. Under the state department, the central governments' schemes for pension, namely IGNOAPS, IGWPS and IGNS are run under Social Security Schemes. The state and Centre share the cost at 1:1 basis.

Backward Classes Welfare Department (BCW)

BCW works for the social, economic and cultural development of the people belonging to SC and OBC in the State. The main functions of the Department are:

- Promotion and implementation of educational schemes including training for enhancement of capabilities in them
- Issuance of caste certificates and enforcement of reservation rules in services, posts and educational

institutions

- Implementation of schemes including pension schemes and income generation schemes for economic upliftment
- Strengthening of infrastructure and creation of community assets for integrated development of the backward classes
- Social and cultural development of the backward classes

BCW has introduced e-enabled services for issuance of Caste Certificates and disbursement of all types of scholarship resulting in transparency, speedy disposal, easy access and increased coverage during last three years. As per a notification issued by GoWB on March 6, 2020, BCW is mandated to be the nodal department for the new old age pension scheme –*Taposili Bandhu*- under the Jai Bangla scheme.

Tribal Development Department (TDD)

GoWB constituted the TDD through Notification No. 866-Home dated 28th November 2013 to address specific issues related to welfare of tribal communities of the State in a more concerted and holistic manner. The mandate of the TDD is to:

- Act upon various rights and safeguards of the Tribal Communities as provided in the Constitution of India.
- Provide necessary inputs in preparation of state Tribal sub-plan
- Preparation of plans for Particularly Vulnerable Tribal Groups (PVTG)
- Promotion and preservation of culture and ethnic groups

Two separate Corporations, namely, the West Bengal SC and ST Development and Finance Corporation and West Bengal Tribal Development Cooperative Corporation Ltd. are housed under the TDD. As per GoWB's notification of March 6, 2020, TDD is mandated to be the nodal department for the new old age pension scheme - *Jai Johar*- under the Jai Bangla scheme.

Department of Finance (DoF)

The DoF is responsible for management of finances of the State Government. It is concerned with all economic and financial matters affecting the State as a whole including mobilization of resources and allocation of resources for infrastructural development, social welfare, human development and administrative purposes. The DoF is the nodal agency of GoWB for the Jai Bangla scheme.

Summary of the Role of Key State Government Departments in Social Protection Programs of the State

What emerges from this discussion is that social security schemes are offered through four main Departments in the state of West Bengal – (i) Department of Panchayat & Rural Development; (ii) Department of Women & Child Development & Social Welfare; (iii) Department of Backward Classes Welfare Department and (iv) Tribal Development Department. While social protection schemes implemented by PRD is funded primarily by cost sharing basis between the State Government and the Central Government, the social protection schemes of DWCD, BCW and TDD are funded completely through the State Government's budgets. These schemes, amongst others are expected to be integrated under the Jai Bangla scheme and the Jai Bangla portal will be the medium through which these social protection benefits of these schemes will be delivered to scheme beneficiaries. Being the nodal agency for the Jai Bangla scheme, the DoF will play the coordinating role and will ultimately decide on the allocation and release of funds to be

disbursed by the other departments through Jai Bangla.

District, Block and Village Level Institutions

At the **District Level**, the District magistrate (DM) is ultimately responsible for the implementation of all government schemes. The DM is supported by a team of Assistant District Magistrates (ADMs). Each ADM has a specific focus areas or areas. The social protection schemes are coordinated by the DM who is the final authority to approve the list of social protection scheme beneficiaries.

Earlier, the determination of beneficiaries of different pension schemes administered by different departments were based on district-level quotas decided by the state government. The quota based beneficiary number determination was eventually revised in 2020. On the basis of the revision of the district specific quota system, applicants in queue for old age pension and widow pension were subsumed in the coverage net of Jai Bangla and the total number of beneficiaries (aggregated at the state level) increased by almost six times (from 1,77,000 to nearly 11,00,000). The trend depicting this in a few select districts of the state is presented in Table 6 below:

Table 6 Beneficiary numbers before and after Jai Bangla (JB) Scheme in a few Select Districts of West Bengal

District	Old age pension		Widow pension		Disability pension (Manabik)	
	Before JB (as on 31.3.2020)	After JB (as on 25.08.2020)	Before JB (as on 31.3.2020)	After JB (as on 25.08.2020)	Before JB (as on 31.3.2020)	After JB (as on 25.08.2020)
Purulia	4,901	11,285	2,213	4,534	458	12,458
Alipurduar	2,446	6,197	1,884	4,274	976	9,865
Hugli	5,290	20,000	1,750	10,500	1,200	20,512
Murshidabad	5,206	33,264	2,717	19,605	*	46,725
South 24 Parganas	3,891	22,517	2,607	12,095	1,865	33,423

Source: DWCDWSW; *Data was not made available by the District Administration, Murshidabad.

On behalf of DWCDWSW, **District Social Welfare Officer (DSWO)** handles the coordination with state on the higher hierarchical level and with the blocks on the lower hierarchy. Earlier, funds used to be received at the district level which are distributed among the blocks. The applications were received so far in hard copy and were scrutinized and approved at the district level. The DSWO works in close coordination with the office of the DM and one dedicated Assistant District Magistrate (**ADM-Social Welfare**). However, DSWO does not have any coordinating role with other departments (like Department of Backward Classes Welfare (BCW) or P&RD Department) which offer similar pensions.

Under the Jai Bangla scheme, the application and approval procedure remain the same, but the transfer of fund remains completely with the WCD department at the state level (please refer to Figure 1). The district level officer is not given any log in right to check the status of fund transfer

At the **Block Level**, the intended beneficiary under the scheme is required to fill in and submit the Pension Application Form for Jai Bangla Scheme prescribed for the purpose either online (www.jaibangla.wb.gov.in) or through physical application. The physical form may be obtained free of cost and submitted to the following offices:

- Offices of the BDO in case of the applicant resides in rural areas

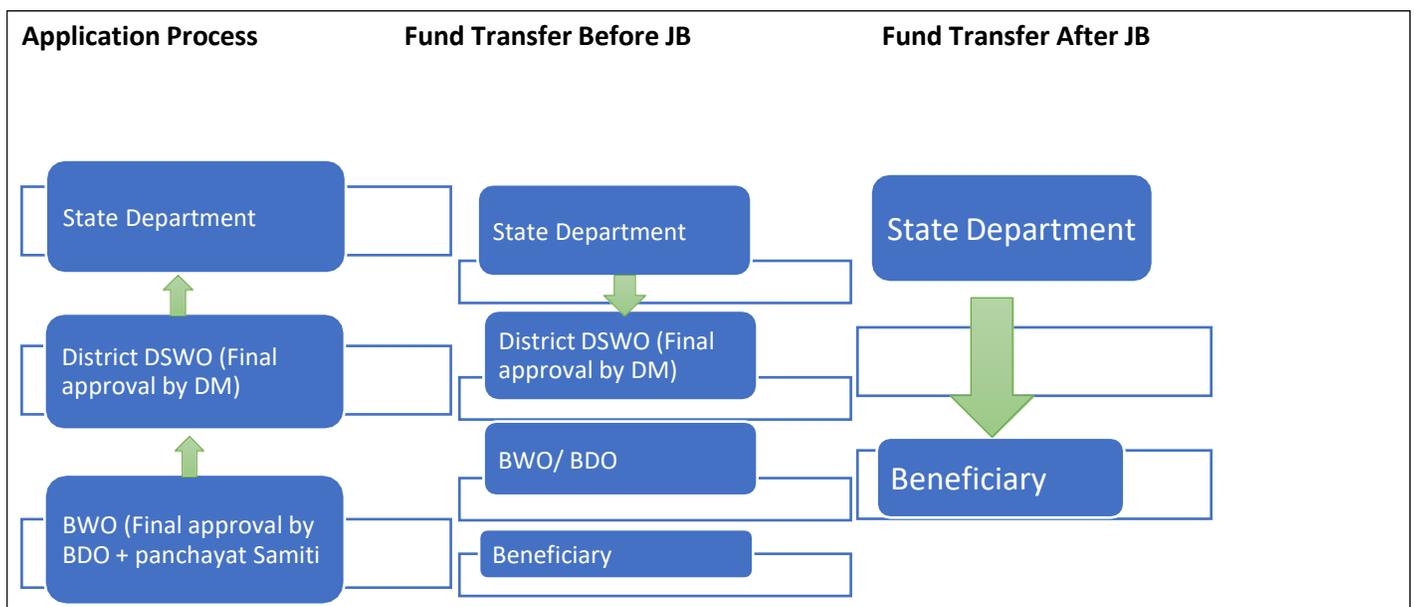
- Office of the Sub-Divisional Officer in case of the applicant resides in Municipal/Notified areas outside the areas of Kolkata Municipal Corporation, and
- Office of the Commissioner, Kolkata Municipal Corporation

The *Block Welfare Officer (BWO)* coordinates the program with the DSWO and Gram Panchayats (GPs, village level decision making bodies). Applications are received from beneficiaries directly, along with their caste certificates and income certificates. Then a selected group of applications satisfying all eligibility criteria are forwarded to district level. However, no official guidance exists regarding the criteria to select the beneficiaries from a large pool of applicants, leaving a scope of non-transparency into the system. Moreover, approximately 50% of BWO posts remain vacant across the state. Consequently, the process of receiving, scrutinizing, verifying and forwarding pension scheme applications for approval to higher authorities is severely hampered across most blocks.

The **Panchayat Samiti (PS)** is an elected entity and serves as the second layer of the three-tier Panchayat Raj System across India. The PS in addition to its elected representatives has all Pradhans of the Village Panchayats within the block as ex-officio members, members of the concerned Zilla Parishad (ZP) constituency and all elected members of Lok Sabha and the State Legislative Assembly and the members of the Rajya Sabha residing in the block. In the three-tier PRI structure, PS is expected to play a key role for not just the sanctions but also, in general, overseeing the GP operations including ensuring proper addressing of environmental and social issues.

The **Gram Panchayat (GP)**, the lowest tier of PRI as the primary management unit of local self-governments is the approving authority of applications for pension schemes through its sub-committees. The block level officers, coordinated by BDO approve the applications in cognizance with this Sthayee Samiti. The flow chart Figure 1 shows the application and funding process across different tiers of Institutions before and after Jai Bangla program.

Figure 1: Application and Fund Transfer Process – Before and After Jai Bangla



Institutional Arrangements – Environment

National Level Institutions

Ministry of Environment, Forest and Climate Change (MoEFCC)

The Ministry of Environment, Forest and Climate Change (MoEFCC) is the nodal agency in the administrative structure of the Central Government for the planning, promotion, co-ordination and overseeing the implementation of India's environmental and forestry policies and programs. The broad objectives of the Ministry are:

- Conservation of country's natural resources including its lakes, rivers etc.
- Conservation and survey of flora, fauna, forests and wildlife
- Prevention and control of pollution
- Afforestation and regeneration of degraded areas
- Protection of the environment

These objectives are well supported by a set of legislative and regulatory measures and policies, aimed at the preservation, conservation and protection of the environment.

Central Pollution Control Board (CPCB)

CPCB is a statutory organization which was constituted under the Water (Prevention and Control of Pollution) Act, 1974 and entrusted with powers and functions under Air (Prevention and Control of Pollution) Act, 1981. CPCB provides technical services to the Ministry of Environment, Forests and Climate Change on the provisions of the Environment (Protection) Act, 1986. Principal functions of the CPCB include:

- (i) Promoting cleanliness of streams and wells in different areas of the States by prevention, control and abatement of water pollution
- (ii) Collecting, collating and disseminating technical and statistical data relating to water pollution
- (iii) Improving the quality of air and to prevent, control or abate air pollution

The CPCB plays the key role in regulation of air pollution, water pollution and disposal of wastes (including e-wastes).

State Level Institutions

Department of Environment (DoE)

DoE undertakes responsibilities for the betterment of the environment and ecology; prevention and control of pollution of air, water and land; coordination between departments and agencies of the state and the union government concerned with policies and schemes relating to the environment. Presently, the department executes its activities through the following institutions:

- I. West Bengal Pollution Control Board (WBPCB)²
- II. West Bengal Biodiversity Board
- III. West Bengal State Coastal Zone Management Authority (WBSCZMA)³

West Bengal Forest Department (WBFD)

WBFD has the mandate to conserve the biodiversity and ecology of the State. The objectives and functions of the department include:

- Massive need based and time bound programs of afforestation and tree planting with particular emphasis on fuel-wood and fodder development on all available lands in the State, whether forest or non-forest lands, to meet the requirement of the community while improving the environment and regulate the tree felling and timber movement.
- Ensure people's participation in conservation and development of natural resources of the State through socio economic development of the forest fringe communities.
- Conservation of natural flora and fauna in the forests and the wetlands through creation of protected areas in the State.
- Greening the State through afforestation, allied activities like agro-forestry and agro-silvi pasture
- Consolidate and carry forward the movement of participatory management of natural resources in different agro-climatic regions of the State through economic upliftment of forest fringe population
- Meet requirements of the community for fuel wood, fodder, small timber, Non Timber Forest Produce (NTFP); and rural employment generation through forestry and related activities.

²The WBPCB is a statutory authority entrusted to implement environmental laws and rules within the jurisdiction of the state. At present, the Board implements the provisions of following environmental Acts and Rules within West Bengal:

- ii. Water (Prevention and Control of Pollution) Act, 1974 and Rules made there under
- iii. Air (Prevention and Control of Pollution) Act, 1981 and Rules made there under
- iv. Water (Prevention and Control of Pollution) Cess Act, 1977 and Rules made there under

The WBPCB plays the key role in implementation of the mentioned rules which are relevant to the construction activities taken up by Panchayat Raj Institutions (PRIs).

³The authority is constituted by the MoEFCC under subsections (1) and (3) of Environment (Protection) Act, 1986 in 2012 for a period of 3 years. The authority is conferred with power to take measures for protecting and improving the quality of the coastal environment and preventing, abating and controlling environmental pollution in coastal areas of the state. The authority regulates the construction activities in the Coastal Regulation Zone (CRZ) of the state.

West Bengal State Disaster Management Department (WBSDMA)

The aim of the department is to establish necessary systems, structures, programs, resources, capabilities and guiding principles for reducing disaster risks and preparing for and responding to disasters and threats of disasters in the State in order to save lives and property, avoid disruption of economic activity and damage to environment and to ensure the continuity and sustainability of development. The major activities of the department include pre-disaster preparation for relief and rehabilitation, storing of tarpaulins, clothing and other relief articles, construction of multi-purpose shelter for the community in the flood and cyclone-prone areas etc. The department actively coordinates with and involves the PRIs in disaster preparation and relief works.

Department of Sundarban Affairs (DSA)

DSA created to give an impetus to the development efforts in the Sundarban region and Sundarban Development Board has been placed under this Department. The Department implements developmental activities through *Sundarban Development Board*. The department promotes social, economic and cultural advancement of people residing in the Sundarban areas of the districts of North and South 24 Parganas by coordinating development schemes and projects in the area, providing infrastructural facilities for improvement of rural communication, conservation of water resources, preservation of ecological balance, providing facilities for the development of the agriculture including minor irrigation, drainage system and allied matters. The department is working with the GPs in Sundarban areas on promoting the livelihoods, providing basic services and addressing key environmental issues.

Key Executive Support Agencies for the Program

The program intends to explore leveraging the **ICDS** structure and network for developing community-based care & management for the elderly and the disabled and on-field case management.

Paschim Banga Society for Skill Development (PBSSD) under **Department of Technical Education, Training & Skill Development (TET&SD)** is responsible for the skilling programs in the state as guided by the National Skill Mission. There is existing convergence with DWCDWSW and TET&SD. The department supports and facilitates women's participation for improving their employability through reservation of seats at the polytechnics and the industrial training institute and developing infrastructure support like women's hostel. PBSSD may be an important stakeholder for introducing women centric courses contributing to increased participation of women in the workforce.

The **West Bengal State Rural Livelihood Mission (WBSRLM)** under the National Rural Livelihood Mission (NRLM), named ANANDADHARA in the state, presently engages with 90 lakh women through economic collectives via around 8.6 lakhs SHGs with federated structure and 3341 Sanghas (Federations) at the GPs level under its fold. It has in place good practices of annual awareness drives on GBV under 'Sanhita' initiatives and has devised mechanisms for discussions on gender issues in the monthly meeting agendas of the SHGs that can be explored for scaling up.

Possibilities of scaling up WBSRLM's good practice of running financial literacy program in partnership with various banks may be explored. WBSRLM has so far developed 4000 trained and certified 'Banking Correspondents' through the bank run Financial Literacy Centres with SHG members. The certified SHG members are promoting financial literacy amongst women and villagers and also functioning as the last mile banking services as an economic activity.

The Mission also has convergent action with the department of MSME&T for bringing handicraft artisans into SHG fold

and cooperation with MGNREGA and PBSSD.

Grievance Redressal

The mechanism established to address complaints from program beneficiaries / potential program beneficiaries and other stakeholders of the program is fairly robust, responsive and grounded in law (the West Bengal Right to Public Services Act, 2013) and implemented through the West Bengal Right to Public Services Rules, 2013. Each department participating in the Jai Bangla scheme is covered by the Act and is required to maintain a grievance redressal system at the departmental level that is accessible to beneficiaries and other stakeholders. In addition, residents of the state (including stakeholders of the program) can register their grievances through various means (in writing – through letters, email or text messages and also over telephone (through a dedicated toll free number)) with the Program Implementation and Grievance Cell set up under the Office of the Chief Minister, GoWB and seek to resolve their grievances within 7 days.

Section 6: Assessment of Program System Consistency with Core Principles of OP 9.00

The ESSA analyzed the consistency of the program systems with core principles of OP 9.00 applicable for PforR financing. The ESSA concludes that 3 out of the 6 core principles⁴– Core Principle #1 Adequacy and Appropriateness of Program E&S Management Systems; Core Principle #3 – Protection of Public and Worker Safety and Core Principle #5 - Cultural Appropriateness, Equitable Access to Program Benefits, Special Attention to Rights and Interests of Indigenous Peoples & Historically Underserved Communities - apply to this program. The ESSA further concludes that the program systems are consistent with the applicable core principles. Details are provided in the following sub-sections.

Core Principle # 1: Adequacy and Appropriateness of Program E&S Management Systems

Key planning elements	Bank's Assessment
<p>The assessment considers, as may be applicable or relevant under particular PforR Program circumstances, to what degree the PforR Program systems:</p> <p>1. Operate within an adequate legal and regulatory framework to guide E&S impact assessments, mitigation, management and monitoring at the PforR program level.</p>	<p>(i). The present legal and regulatory frameworks, as detailed in Annexure I, are adequate. They however will need to be backed by adequate systems and mechanisms to realize the provisions especially in the context of dealing with GBV and SEA.</p> <p>(ii). The Finance department is the nodal agency as well as the key implementing agency for the larger government program. It has the necessary legal authority to commit resources and implement actions necessary for the effective management of E&S risks and impacts in due consultation with other key stakeholders like the WCD department.</p> <p>(iii). No legal and / or regulatory changes are required for the program to proceed.</p> <p>(iv). This is a low risk program. The Finance Department is adequately staffed to manage any possible risk or impact of the program supported by the other concerned stakeholders. The department has a PMU for additional HR skills and experience on board. The key in this case however will be consistent and regular coordination with stakeholders. The pathway for well-coordinated effective program implementation it will active stakeholder engagement right from the planning stage. The</p>

⁴**Note:** Core Principle #2 - Impacts on Natural Habitats and Physical Cultural Resources; Core Principle # 4 – Management of Land acquisition, loss of access to natural resources and involuntary resettlement and Core Principle #6 – Avoidance of Social Conflict do not apply to the program.

	<p>program will also need a dedicated institutional mechanism for the necessary coordination and management.</p> <p>(v). The outcome of economic empowerment of women as one of the corner stones of the program will need a State Action Plan for Women as the guiding principle.</p>
<p>2. Incorporate recognized elements of good practice in E&S assessment and management, including:</p>	
<p>(i) Early screening of potential impacts</p>	<p>(i). This is a low risk program. However, a comprehensive E&S risk and impact screening under the PforR operation has been undertaken keeping in mind the program impact and sustainability.</p> <p>(ii). All concerned stakeholders were consulted to understand their current systems, mechanisms to identify the gaps based on the information shared.</p> <p>(iii). The screening was sufficient in scope and scale, and was conducted at a time when it can influence the program design, and focused specifically on the E&S implications of the PforRoperation on the identified vulnerable populations it aspires to empower.</p>
<p>(ii) Consideration of strategic, technical, and site alternatives (including the “no action” alternative).</p>	<p>Not Applicable</p>
<p>(iii) Explicit assessment of potential induced, cumulative, and transboundary impacts.</p>	<p>Not Applicable</p>

<p>(iv) Identification of measures to mitigate adverse E&S risks and impacts that cannot be otherwise avoided or minimized.</p>	<p>(i). The program is a low risk one however, it needs to account for possible increase in instances of domestic or gender-based violence, deprivation against intended empowerment owing to lack of financial literacy hindering access to the offered social security under the program.</p> <p>(ii). A State Action Plan for Women will support consolidation of efforts of the government and guide the stakeholders to address the current inadequacy of response and redressal mechanisms. It will support and facilitate an ecosystem conducive for increased participation of women in the workforce, one of the targeted outcomes of this program.</p> <p>(iii). A unified grievance redressal system is urgently needed to adequately support GoWB’s vision for Jai Bangla as a single window for social protection schemes with the old mechanisms. This will also create challenge in evaluating the efficacy of the unified system and hamper the response efficiency for the grievances. The Finance Department is agreeable towards the same.</p>
	<p>(iv). Even though no procurement of civil works or IT equipment is envisaged, the program would need to account for the possibility that the counter-part could intend to use modern technology and IT equipment to improve efficiency, facilitate online learnings and enhance competencies. Though such procurement would be very limited and the resultant risk would be low, it will require following of national guidelines under E-Waste Management Rules, 2016 (amended in March 2018). Appropriate procedures would be put in place for disposal of equipment as per best environmental practices.</p>

<p>(v) Clear articulation of institutional responsibilities and resources to support implementation of plans</p>	<p>(i). The Finance Department as the nodal and the implementing agency for the program will continue to anchor and be responsible for effective implementation.</p> <p>(ii). All concerned departments/stakeholders will continue being responsible for administering the social protection schemes through the unified system, Jai Bangla, including the grievance redressal. The Finance Department is responsible for the overall program and the unified system. Stakeholders will seek support as and when needed from the Finance Department who will facilitate smooth running of the program.</p> <p>(iii). A program steering committee will be constituted with representation from all concerned stakeholders under the leadership of the Chief Secretary. The committee as a standard practice will meet quarterly for joint program planning, review and monitoring. Finance Department has already appointed a senior retired government official to lead and support the IT interventions of the unified system. The existing PMU of the department may support with need-based research and analysis for the program. The unified system aims at bringing all social protection schemes related to the elderly, disabled and widows under the umbrella in a phased manner for universal coverage.</p> <p>(iv). For possible leveraging and engagement of the ICDS network for on field case management, it will require policy change to accommodate the mandate of social protection in their regular set of duties and responsibilities in addition to their present mandate of child survival. Their current engagement with social protection is limited to surveys and data collection on need basis and as directed by WCD.</p>
<p>(vi) Responsiveness and accountability through stakeholder consultation, timely dissemination of the PforR information, and responsive GRMs.</p>	<p>(i). The Finance Department till the time of the consultations had reached out to all concerned departments and issued an introductory letter informing them about the program and the ESSA preparation as part of it being underway requesting their cooperation for necessary data and background information.</p> <p>(ii). Additionally, a set of multi stakeholder disclosure-cum-consultation workshops were organized with government and non-government stakeholders, to elicit their feedback on the ESSA findings and recommendations, for finalization of the ESSA. These workshops were conducted in November and December 2021. The inputs from the workshops have been incorporated in the final ESSA report. This step is crucial to firm up the program implementation plans, mechanisms and timelines with clarity on stakeholder wise expected roles and responsibilities clearly defined.</p>

	(iii). A coordination mechanism will be defined along with M&E mechanisms will be evolved in a participatory manner for the program in the multi stakeholder workshop.
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Core Principle # 2: Impacts on Natural Habitats and Physical Cultural Resources

The Program interventions will have no impacts on natural habitats and physical cultural resources.

Core Principle # 3: Protection of Public and Worker Safety

Key planning elements The assessment considers, as may be applicable or relevant under particular PforR Program circumstances, to what degree the PforR Program systems:	Bank’s Assessment
1. Promote adequate community, individual, and worker health, safety, and security through the safe design, construction, operation, and maintenance of Program activities; or, in carrying out activities that may be dependent on existing infrastructure, incorporate safety measures, inspections, or remedial works as appropriate.	(i). The program does not directly pose any risk to safety and security. (ii). Grassroot level agencies of women like the SHGs and the ICDS workers are adequately covered with health insurance under GoWB’s Swasthya Saathi scheme provisions. The Swasthya Saathi is the state-run health insurance scheme launched since 2016. The beneficiaries are not needed to pay any premium, the cost towards which is entirely borne by the state government.
	(iii). For the envisaged positive program impact on women’s economic empowerment and increased participation in the workforce will require adequate and robust protection and redressal mechanisms for GBV and SEA. Also a state policy and action plan on women will be needed to guide the departments and stakeholders for a consolidated response that will be conducive to a supportive ecosystem for women for economic activities. (iv). For the sustainability of efforts of the program and its long-term vision scaling up of initiatives like the financial literacy program and awareness programs on GBV and SEA will be needed like the ones followed by WBSRLM.
2. Promote measures to address child and forced labor	Not Applicable

<p>3. Promote the use of recognized good practice in the production, management, storage, transport, and disposal of hazardous materials generated under the PforR.</p>	<p>(i). The program does not pose any direct risk of disposal of hazardous materials generated under the PforR.</p> <p>(ii). While no electronic hardware is procured, it is possible that such procurement might take place for which the program shall follow applicable national guidelines. The Finance Department being the nodal department and implementing agency has the necessary legal authority to commit resources and implement actions necessary for the effective management of e-waste risks and impacts in due consultation with other key stakeholders like the WCD department.</p>
<p>4. Promote the use of integrated pest management practices to manage or reduce the adverse impacts of pests or disease vectors.</p>	<p>Not Applicable</p>
<p>5. Provide training for workers involved in the production, procurement, storage, transport, use, and disposal of hazardous chemicals in accordance with the relevant international guidelines and conventions.</p>	<p>Not Applicable</p>
<p>6. Include adequate measures to avoid, minimize, or mitigate community, individual, and worker risks when the PforR Program activities are located in areas prone to natural hazards such as floods, hurricanes, earthquakes, or other severe weather or affected by climate events.</p>	<p>(i). The program does not run any such risk rather its support towards strengthening of the social protection of the vulnerable will contribute towards building better resilience.</p> <p>(ii). Presently, the government approaches communities living in natural disaster-prone areas as part of their post disaster relief and support response. Advocating for a risk informed program implementation plan will be helpful in addressing vulnerabilities caused to the population living in such natural disaster-prone areas.</p>

Core Principle # 4: Management of Land Acquisition, Loss of Access to Natural Resources, Involuntary Resettlement

The program interventions do not involve land acquisition and will not result in any loss of access to natural resources or involuntary resettlement. Thus, Core Principle 4 is not applicable.

Core Principle # 5: Cultural Appropriateness, Equitable Access to Program Benefits, Special Attention to Rights and Interests of Indigenous Peoples & Historically Underserved Communities

<p>Key planning elements The assessment considers, as may be applicable or relevant under particular PforR Program circumstances, to what degree the PforR Program systems:</p>	<p>Bank's Assessment</p>
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<p>1. Undertake meaningful consultations if the Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities are potentially affected (positively or negatively), to determine whether there is broad community support for the PforR Program activities.</p>	<p>The program is supporting the unified system of Jai Bangla for system strengthening of the social protection schemes for the identified vulnerable groups as beneficiaries such as the elderly, widows and the disabled including schemes like Toposhili Bondhu and Jai Johar administered by the BCW department exclusively for the SC and ST communities respectively.</p>
<p>2. Ensure that Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities can participate in devising opportunities to benefit from exploitation of customary resources and indigenous knowledge, the latter (indigenous knowledge) to include the consent of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities.</p>	<p>(i). The two pension schemes for the SC and ST elderly administered by BCW department integrated with the unified system are existing schemes. It may be presumed that the department may have consulted representatives of the target population at the time of designing the same.</p> <p>(ii). The sum amount of the monthly pension as the financial benefit under the two said schemes have been updated and increased to Rs. 1000. It can thus be presumed that mechanisms for feedback and consultations at various stages of program implementation are in place to inform the program for necessary need-based course correction and updating.</p>
<p>3. Give attention to groups vulnerable to hardship or discrimination, including, as relevant, the poor, the disabled, the elderly, women and children, ethnic minorities or other marginalized groups; and, if necessary, take special measures to promote equitable access to PforR Program benefits.</p>	<p>(i). The ESSA does not reveal any disproportionate adverse impacts or distributional inequities on Tribal populations or other vulnerable groups.</p> <p>(ii). However, beyond the broad categorization of the beneficiaries under the two said schemes that have been integrated in the unified system being supported by the program, the GoWB does not have provision as of now to further prioritize the beneficiary based on their increased vulnerability owing to factors like gender or natural disaster prone geographic location etc.</p>

Core Principle # 6: Avoidance of Social Conflict

<p>Key planning elements The assessment considers, as may be applicable or relevant under particular PforR Program circumstances, to what degree the PforR Program systems:</p>	<p>Bank's Assessment</p>
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<p>1. Consider conflict risks, including distributional equity and cultural sensitivities.</p>	<p>(i). The program is not being implemented in areas of recognized fragility or in post conflict zones</p> <p>(ii). Based on available information, it seems unlikely that the program would contribute to underlying tensions or civil strife by reinforcing prejudices, inequities or grievances</p> <p>(iii). Considering the prevailing gender imbalance and patriarchal societal norms, a robust redressal mechanism needs to be in place supported by state gender policy and action plan for women to address any possible increase in GBV in the aftermath of increased participation of women in economic activities.</p>
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Section 7: ESSA Consultation & Disclosure

Consultation during Preparation of ESSA

Table 7 below details officials met from the stakeholder departments during the ESSA preparation. MoMs of each of the consultation is included in Annexure II

Table 7: List of Stakeholder Consulted for the ESSA

#	STAKEHOLDER	OFFICIALS CONSULTED
1	Finance Department	Secretary
2	DWCDSW	(iv) Special Secretary and (v) Joint Secretary ICDS (vi) District level officials
3	PRDD for WBSRLM	CEO WBSRLM
4	Labor Department	(iv) Principal Secretary (v) Secretary (vi) Deputy Labor Commissioner
5	IC&E Department	Deputy Director
6	TET&SD Department	(iii) Principal Secretary (iv) Joint Secretary, PBSSD
7	NGOs (iii) Bangla Natok.com, Kolkata (iv) Elmhirst Institute, Bolpur	Director & Team Director & Team
8	Program beneficiaries	Telephonic consultations were held with 16 program beneficiaries belonging to different vulnerable groups - scheduled castes, scheduled tribes, widows, people with disabilities (PwD)
10	Folk art performers from socially backward groups & women	Telephonic consultations were held with 10 folk art performers (mostly women and those belonging to socially backward groups)

Findings from Stakeholder Consultations

Table 8 below summarizes the findings from the stakeholder consultations conducted during the ESSA.

Table 8: Findings from Stakeholder Consultations

Stakeholder	Issues Discussed	Findings
State Level		
Department of Finance	- Program readiness and plans - Existing and planned interdepartmental and stakeholder	- The program related details were yet to be firmed up at the time of the consultation.

	<p>coordination and engagement arrangements and mechanisms</p> <ul style="list-style-type: none"> - Assessment of program management capacity, gaps, capacity enhancement - Discussion on steps for the ESSA preparation, coordination support for stakeholder consultations, planning way forward 	<ul style="list-style-type: none"> - The department is experienced and equipped for the program requirements. It either already has or has provisioned for the required expertise to be on board including hiring a specialized agency for all technical support that may be needed for Jai Bangla and a PMU set up by the department.
Department of Women & Child Welfare	<ul style="list-style-type: none"> - Existing or planned programs & policies aligned to and supportive of the goals and objectives of the program - Present and envisaged role of WCD in relation to Jai Bangla and the program - Present mechanism, system, frequency and nature of engagement with the Finance Department for Jai Bangla - Any related existing or planned interventions that can potentially contribute to a supportive ecosystem for the program including convergences, backward-forward linkages especially in the context of women's economic empowerment - Scope of engagement of ICDS workers in front line case management & delivering home/community-based elderly and disabled care - Scope and mechanism for addressing GBV 	<ul style="list-style-type: none"> - As per the present understanding of the responding officials in the absence of a formal consultation on the program yet, WCD was responsible for porting the relevant schemes to Jai Bangla which is already done and they are expected to continue with delivering and monitoring the ported schemes and seek support or coordinate with the Finance Dept. on need basis. - WCD with its maiden run of scheme benefit disbursement through Jai Bangla portal for December 2020 - January 2021 feels it has improved system efficiency considerably. They were yet to be able to identify the nature and extent of the operational challenges at the time of the consultations. - WCD sees potential in involving the ICDS workers for front line case management but has apprehension and reservations regarding their involvement with community-based elderly and disabled care. The ICDS workers lack the technical expertise needed and that WCD feels may backfire. - At present the ICDS workers do not have any mandated involvement with social protection beyond their current limited roles of periodic surveys. It will require policy decision and changes if the ICDS structure is to be involved. - WCD has convergent program 'SwopnoBhor' for Kanyashree program with PPSSD's UtkarshaBangla program for vocational trainings.

		<ul style="list-style-type: none"> - A State Senior Citizen Plan of Action has been developed by WCD that is waiting for approval. - WCD has 'SwawlambanBharosa' scheme for geriatric care. They have in the past run a training program for women under the scheme with very encouraging placement results. - Presently pension scheme beneficiaries are selected on a first come first serve basis. There is a need to categorise beneficiaries based on needs depending on their specific vulnerabilities
WBSRLM (Panchayats & Rural Development Department)	<ul style="list-style-type: none"> - Existing or planned programs & policies aligned to and supportive of the goals and objectives of the program - Scope of SHG involvement in home/community- based elderly and disabled care as livelihood - Emerging areas of livelihood identified and scoped - Response or redressal policy and mechanisms for GBV and SEA if any - Existing convergent actions, there scope and mechanism 	<ul style="list-style-type: none"> - Under their financial literacy program, WBSRLM has partnerships with banks and has created a pool of 4000 Banking Correspondents. These SHG women have been trained and certified by the banks. They promote and do outreach for financial literacy under Project Unnati. - WBSRLM has prioritized organic farming and sustainable agriculture asemerging sector. - Sanhita Program of WBSRLM addresses GBV by training the SHG women on relevant laws on domestic violence. Related issues are discussed in the monthly meetings of the SHGs. - WBSRLM will be willing to explore possibilities of engagement of SHGswith geriatric care. - Convergences are in place between Anandadhara and MGNREGS, PBSSDetc. - For the saturation approach WBSRLM prioritizes beneficiaries of outreach programs based on vulnerability criteria as projected in the SCCC 2011 data - Digital literacy is a felt gap in the wake of challenges posed by the COVID 19 pandemic especially for the artisan communities
PBSSD (TET & SD Department)	<ul style="list-style-type: none"> - Existing or planned programs & policies aligned to and supportive of the goals and objectives of the program - Mapped potential or emerging 	<ul style="list-style-type: none"> - PBSSD managed placement linked Utkarsha Bangla program in convergence with WCD's SwapnoBhor initiative is conducting vocational training for Kanyashree girls. They

	<p>areas of occupation particularly conducive to women that may contribute in to increasing participation of women in workforce</p> <ul style="list-style-type: none"> - Any supportive policy or mechanism supportive of skilling of women in particular 	<p>also have convergence with WBSRLM contributing to the skilling environment for women.</p> <ul style="list-style-type: none"> - Women's participation is promoted and facilitated with seat reservation at the it is and infrastructure support like hostels. 33% seats are reserved for women under DDUGKY. 30% seats are reserved for women candidates at the Industrial Training Institute. For polytechnics, 25% of the district quota seats are reserved for women. District quota seats are 20% of the total seats. - PBSSD is considering to get a study done for market needs for skills
Department of Industries & Enterprises	<ul style="list-style-type: none"> - Any emerging areas of occupation mapped that may be particularly viable for women thus contributing to increasing participation of women in workforce in the long run - Any gender policy in place 	<ul style="list-style-type: none"> - The department does not have any gender policy, focus or plan. - No emerging areas mapped yet that could potentially contribute to increasing women's participation in the workforce.
Department of Labor	<ul style="list-style-type: none"> - Existing or planned programs & policies aligned to and supportive of the goals and objectives of the program - Any emerging areas of occupation mapped that may be viable for women and contribute to increasing participation of women in the workforce - Any legal or regulatory framework available for addressing GBV and SEA 	<ul style="list-style-type: none"> - The Labor Commissionerate under the guidance of the department implements social security schemes especially for the unorganized sector workers for health and income security during non-employment, provident fund pension, as well as assistance to their children for studies or skill development. These are for both male and female workers. - Girl child of registered beneficiary if unmarried till completion of undergraduate studies may receive a one-time grant of Rs. 25000 - The Commission mainly looks into preservation of Labor rights with no particular focus on women. But annual workshops are organized at the districts for women workers from organized, unorganized and white collared sectors on their legal rights, dedicated provisions for women under Labor laws. - For response to GBV or SEA, the department is guided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and its provisions.

Commissioner of Persons with Disability	There is a complete system of dealing with disability issues, of which pension scheme is a part. Redressal facilities too are available. However, the online application and receipt of disability certificate is not available in West Bengal.	<ul style="list-style-type: none"> - Present available services are insufficient with respect to the disabled population of the state. - Accessibility of the schemes and provisions needs to improve - More outreach programs needed for improved awareness of the provisions and GoWB initiatives
NGOs working on issues related to Women Livelihoods and Women's Empowerment	The schemes which run through schools or other educational institutions are easier to manage and monitor, compared to those which are run by line departments through political Institutions like PRI at the grassroot level.	<ul style="list-style-type: none"> - Though there is a huge scope of inclusive women participation in several types of livelihoods, connecting them to the culture and handicrafts, the main problem related to this is lack of aspirations and ideas. - With the eternal conflict between home and work, the women rarely take up entrepreneurship as an avenue to prosper. - Lack of proper creche facility, training for entrepreneurship and cultural barriers, the platform for strengthening female labor participation is the need of the hour. - With Kanyashree and Rupashree under WCD department already aim to empower women, strategic positioning of livelihood options at grassroot level can add tremendous headway into the issue. - While integrating SHGs under Federations with handicrafts by ST women in Jhargram and Purulia districts and by Muslim women in Birbhum have added great potential of micro-enterprises as alternative livelihood options in these areas. In this area there is tremendous potential, but very low aspiration and lack of role models in their aspiration windows. The Kanyashree Program has been successful to create some awareness and aspirations to get government jobs, where there are role models (Dutta & Sen 2018), there is lack of openings for such jobs. This mismatch in aspiration and potential further makes the market situation difficult.

		<ul style="list-style-type: none"> - State intervention in creation of aspirations in the areas where livelihoods are available, integrated with other non-state stakeholders can solve the problem, at least partially. - With tremendous demand for handicrafts and cultural products and services all over the globe, expanding and deepening of the market for them can be facilitated under this Jai Bangla platform. - The female cultural performers often do not get their due respect and financial support due to extreme social stigma. While male-dominated performances like Chau and Natua are being promoted locally, female-dominated performers like Nachnis continue to be socially, economically and sexually exploited.
<p>Group of targeted beneficiaries (10 people belonging to ST and Particularly Vulnerable Tribal Class)</p>	<ul style="list-style-type: none"> - Access to information (about the schemes) - Issues, if any, faced in accessing pension scheme for PwD - Suggestions for addressing issues and concerns 	<ul style="list-style-type: none"> - Limited access to the pension schemes - Lack of information about the various pension schemes - Those who had applied for pensions and did not get selected and beneficiaries complained that there was no information provided to them about the status of their applications or even an explanation on why their applications were rejected. - No information about where or to whom grievances should be addressed and how their grievances would get resolved. - However, those who had received the social protection, were happy as it had given them a kind of financial cushion, particularly during the lockdown phase. - Women, particularly widows, face more critical challenges socially and financially and so far the coverage of widow pension was extremely narrow on account of specific district quotas. - The beneficiaries expect greater coverage, transparency and equity in access to these social protection schemes.

Group of targeted beneficiaries comprising 6 PwD	<ul style="list-style-type: none"> - Issues, if any, faced in accessing pension scheme for PwD - Suggestions for addressing issues faced 	<ul style="list-style-type: none"> - Though most of the respondents are covered by the <i>manabik pension</i> scheme, they suffer quite a hardship in travelling to district hospital to get their disability certificates. - Disability certificates are still not available online in the state, though the provision is already in place in other states of India. - The beneficiaries expect door-step delivery of their pension support as they face serious challenges to travel to the banks.
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Disclosure of the Draft ESSA

As a part of the ESSA, the World Bank, and the Department of Finance, GoWB jointly convened two State Level Disclosure and Stakeholder Consultation Workshops, to elicit stakeholders' feedback on the findings and recommendations of the ESSA. The first workshop was conducted on 25 November 2021 and had participation from head of departments and other senior officials from relevant departments involved in the World Bank funded Women Empowerment and Inclusive Social Protection Program. The second workshop was held on 21 December 2021 and witnessed participation from Non-Government Organizations (NGO), academia, independent researchers and civil society. The key takeaways from both the workshops are:

1. In 2021, GoWB launched the *Duare Sarkar (Government at the doorstep)* scheme, to improve the outreach and access to government welfare programs. This scheme has participation from all departments of GoWB. It was recommended that awareness building about the *Jai Bangla* program be done using the *Duare Sarkar* initiatives. The recommendation was wholeheartedly endorsed by DoF and DWCDWSW.
2. It was suggested that the inclusion of the Labor Department and Agriculture Department would further strengthen the *Jai Bangla* program. DoF agreed to explore ways to include the Labor Department and Agriculture Department in the program.
3. For improving women's economic participation, it was suggested that existing and potential sectors that could engage larger number of women workers in different capacities be identified. Based on this exercise, the Women's Economic Empowerment platform could develop further strategies and innovations to improve FLFP in West Bengal. This recommendation was also accepted by DoF.
4. The stakeholders appreciated the recommendation to create a vulnerability index for improved identification and prioritizing of beneficiaries of social protection schemes and encouraged DoF to develop the algorithm and other related mechanisms for this as quickly as possible..

Section 8: Inputs to Program Action Plan (PAP)

Key Conclusions from the ESSA

The ESSA concludes the following:

- (i) The program does not have any direct or indirect environmental impacts. Consequently, the environmental risks of the program are low and can be managed / mitigated within the framework of the policies, laws and regulations at the national and state level
- (ii) The social risks of the program are centered around lack of awareness of the program, low financial and digital literacy among program beneficiaries, need to build capacities of officials of key implementing agencies on gender issues, the (low) possibility of increase in GBV and SEA/H and the lack of an overarching State Action Plan for Women to sustain the benefits of the program. The social risks are low and can be managed / mitigated within the framework of the policies, laws and regulations at the national and statelevel
- (iii) Given that the E&S risks of the program are low, the concerned key agencies (i.e. DoF and DWCDWSW primarily) have adequate capacities to address any risk or adverse impact (if any).E&S risk management capacity augmentation, if required, can be achieved by engaging consultants on a need basis
- (iv) 3 out of the 6 core principles of OP 9.00 apply to this program and the program systems are consistent with the core principles

Major Findings from Stakeholder Consultations

The key findings from consultations with various stakeholder that the program would need to address through program action plans are:

- Awareness about the Jai Bangla Scheme is fairly limited across most stakeholders – potential beneficiaries, NGOs and even concerned government departments
- There is broad based support across stakeholders for the creation of a multi stakeholder platform promote women’s economic empowerment and increase female labor force participation in the State.
- There are several government departments and non-governmental actors that work on specific issues related to women’s economic empowerment – viz. skill building, financial literacy, digital literacy, income and livelihood improvement, etc. But these departments / agencies tend to work in silos with little convergence. It would be critical to involve most of the key stakeholders in the proposed women’s economic empowerment platform for better convergence of efforts, strategies and resources to meet the larger goal of improving female labor force participation in the state.
- Initially, the network of Anganwadi Workers (AWW) under the ICDS program implemented by DWCDWSW and Accredited Social Health Activists (ASHAs) under the National Rural Health Management (NRHM) program implemented by the Department of Health and Family Welfare (DoHFW) could be leveraged to provide home based care to the elderly and disabled. However, given the workloads of the AWWs and ASHAs, a system of incentives to encourage these frontline workers to take on extra work envisaged under the PforR would need to be worked out
- Going forward, women’s SHGs and individual service providers ought to be involved in the plans to have a network of home based care service providers. This could be a source of income for service providers

thereby also improving FLFP. The incentives structure, who would pay for the services – the government or service seekers, and capacity building of potential service providers will need to be carefully planned and implemented. The capacity building component is addressed through an additional USD 5 Million IPF support that is a part of World Bank’s initial support to GoWB under this program.

- Potential of GBV and SEA/H risks arising out of provision of home based care would need to be assessed before the program is implemented and appropriate mitigation measures including, but not limited to, redress mechanisms within the government agencies, identification and onboarding of specialized agencies to address GBV and SEA/H incidents, capacity building of government officials and service providers, etc. will need to be outlined and put in place
- The state has precedence of good practice such as State Plan of Action for Children (SPAC) for coordinated and convergent action under the leadership of the Chief Secretary with participation of cross sectoral stakeholders. The same may be explored through formulation of ‘State Action Plan for Women’ (SPAW) to consolidate the state’s efforts that will increase participation of women in the workforce and contribute towards women’s economic empowerment. Such a plan will guide and sustain the gains and momentum of the program.
- Prior to the roll out of the Jai Bangla scheme, the potential beneficiaries of the pension schemes were selected on a first come, first serve basis depending on quotas for total number of beneficiaries per scheme per district determined by the concerned government department implementing specific social protection schemes. After the implementation of the scheme as well the same system of beneficiary selection is followed, though the number of beneficiaries have increased manifold on account of improved efficiencies in the system through the Jai Bangla portal. To improve beneficiary targeting and selection, DWCDSW may consider developing an algorithm to identify the most vulnerable and prioritize selection of beneficiaries as per the algorithm (for example, an elderly widow with disability living alone in a hard-to-reach area within a district getting preference over, say, a younger widow without any disability living with her family in the same district). Such a system of prioritizing and delivering social protection benefits would further the goal of inclusion of the most vulnerable in social protection schemes. Other departments may also eventually follow the same system depending on the priorities and guidelines of the specific social protection schemes implemented by the concerned department.
- Undertaking social audits of the program would not only improve citizen’s engagement with the program, but also serve the purpose of generating awareness about the Jai Bangla scheme.

Inputs to Program Action Plan (PAP)

Based on the findings from the ESSA and stakeholder consultations, the following program action plans are recommended.

Table 9: Recommended PAPs

Sr. No.	Action	By Whom	Timeline	Means of Verification
Social Aspects				
1	Awareness building about the Jai Bangla scheme	DoF along	Year 1, 2	- Number of awareness building activities planned

	among key stakeholders and beneficiaries	with concerned departments	and 3 and thereafter as required	and implemented by different departments of the state government - Number of potential beneficiaries that were contacted at the grassroots level
2	Develop an algorithm for prioritized selection of most vulnerable among potential beneficiaries social protection schemes administered by DWCDWSW through the Jai Bangla portal	DWCDWSW	Year 2	- Algorithm developed - Relevant GO issued for use of algorithm for selection of beneficiaries - Improved beneficiary selection (ascertained through social audits and administrative data)
3	Establishment of multi stakeholder platform to promote women's economic empowerment and improve FLFP	DoF	Year 2	- Relevant Government Orders - Minutes of meetings
4	Development of guidelines and protocols for Social Audit of the Jai Bangla scheme	DoF along with concerned departments	Year 2	- Guidelines developed - Relevant GOs issued for undertaking social audits
5	Development of strategy for provision of home-based care through existing frontline workers developed	DoF, DWCDWSW, DoHFW	Year 3	- Strategy document - Action plan for implementation of strategy - Results of pilots from few districts - Relevant GOs
6	Undertake Social Audit of the Jai Bangla scheme	Social Audit Committees at the District Level; results validated by specialized agency and reported by DWCDWSW	Year 3 onwards	- Social Audit reports - GoWB's acceptance of finding of social audit reports
7	Development and acceptance of a State Action Plan for Women (SPAW)	DWCDWSW	Year 4	- State Action Plan for Women document - Relevant GOs for implementing the SPAW

8	Developing guidelines and an action plan for prevention and redressal of GBV and SEA/H under SPAW	DWCDSW	Year 4	- Plan of Action document - Guidelines documents
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Annexure I – Legal & Regulator Provision Details

Key Environmental Regulations, Policies and Guidelines: Assessment of their Relevance to Program

Table 1: National Level Legal and Regulatory Framework on Environmental Aspects

N.	Applicable Law/Regulation/Policy	Objective & Provisions	Relevance to Program
Acts, Rules & Regulations			
1	The 73 rd constitutional amendment, 1992. The Act devolves duties and functions to Panchayats in respect of 29 matters listed in XI th schedule.	The 73 rd constitutional amendment empowers Gram Sabhas/ Gram Panchayats to take necessary steps for management of areas under them, including the protection of environment and sustainable utilization of the natural resources.	Relevant to the overall program.
2	Indian Forest Act 1927.	This is an act to consolidate the law relating to forests, the transit of forest-produce and the duty leviable on timber and other forest-produce. According to the provisions under the act: <ul style="list-style-type: none"> • No fresh clearing for cultivation or any other purpose shall be made in reserve forest or setting fire, kindling, or quarrying. • Breaking up land for building or quarrying of stone are not permitted in protected forests. Cutting, sawing, removal of trees from protected forests is prohibited. • Timber or other forest produce cannot be transported without due permission from authorized officer (District Forest Officer). 	Applicable to the GPs located near forest areas to advise locals, including other family members of scheme beneficiaries, to avoid cutting wood/foraging for firewood in the forests or encroach upon forest land.

3	Forest (Conservation) Act, 1980.	<p>The Act is an interface between conservation and development. The act permits judicious and regulated use of forest land for non-forestry purposes. According to the act:</p> <ul style="list-style-type: none"> • Any forest land or any portion of it should not be used for any non- forest purposes. • While the forest policy has recorded rights, concessions and privileges of the local people, activities like felling of trees or breaking up the forest floor so as to procure stones, minerals, or take up constructions, etc. is not permitted. • In the districts affected with Left Wing Extremism (Purulia and Bankura) diversion of forest land not more than 5 ha by Government Department for creation of critical public utility infrastructure is permitted. 	Applicable to the GPs located near forest areas to advise locals, including other family members of scheme beneficiaries, to avoid cutting wood/foraging for firewood in the forests or encroach upon forest land.
4	Coastal Regulation Zone Notification 2019, and Island Protection Zone Notification 2019	To ensure livelihood security to the fisher communities and other local communities, living in the coastal areas, to conserve and protect coastal stretches, its unique environment and its marine area and to promote development through sustainable manner declared coastal stretches of the country and the and water area up to territorial water limit as Coastal Regulation Zone (CRZ).	Applicable to the communities in the coastal areas.
5	The Biological Diversity Act 2002.	An Act to provide for conservation of biological diversity, sustainable use of its components and fair and equitable sharing of the benefits.	Relevant to the overall program (knowledge dissemination and capacity building).
6	Schedule Tribes and other Traditional Forest Dwellers (Recognition of Forest Rights) act, 2006.	This act recognizes and vests the forest rights and occupation in forest land in forest dwelling Scheduled Tribes and other forest dwellers who have been residing in such forests for generations but whose rights could not be recorded; to provide for a framework for recording the forest rights so vested and the nature of evidence required for such recognition and vesting in respect of forest land.	Applicable to the GPs in tribal areas to reach out to the communities for access to the schemes.

7	Water (Prevention and Control of Pollution) Act, 1974.	An Act to provide for the prevention and control of water pollution and the maintaining or restoring of wholesomeness of water.	Relevant to the drainage systems and prevention of pollution. Special attention must be made to address potential disposal of Covid related medical wastes in the water bodies and drainage systems.
8	The Noise Pollution (Regulation and Control) Rules 2000.	An Act to regulate and control noise producing and generating sources with the objective of maintaining the ambient air quality standards in respect of noise.	Relevant to the movement of vehicles to facilitate access to funds under the schemes. Special attention to any silent zones and public meetings that may be organized which need public address systems.
10	The Batteries (Management and Handling) Rules, 2001.	According to The Batteries Rules, the bulk consumers should ensure safe transportation of the used batteries to designated collection centres or registered recyclers and ensure no damage is caused to environment during storage or transportation.	Applicable to all GPs where battery powered vehicles will be used to transport people to access scheme funds or solar lighting systems using batteries for the banking system utilities.
11	National Disaster Management Act, 2005.	An Act to provide for the effective management of disasters and for matters connected therewith or incidental thereto.	Applicable to all GPs, particularly in the most affected areas by extreme weather events
Policies			
12	National Policy on Disaster Management, 2009.	One of the purposes of the policy is ensuring safe construction of buildings and retrofitting of selected lifeline buildings for hazard safety. Training the artisans is another important component of the policy.	Applicable for the cyclone shelters for vulnerable local communities and ensuring structural integrity of buildings in cyclone prone areas.
13	National Policy of Safety, Health and Environment at Workplace, 2009.	The policy is focused on improving safety, health and environment at the workplace. One of the purposes of this policy is to eliminate the incidence of work-related injuries, diseases, fatalities etc.	Applicable to all GPs, particularly under Covid conditions – ensure, social distancing, personal hygiene facilities, ensure use of face masks, PPE etc.
Guidelines			

14	National Building Code (NBC) of India 2005.	The code provides regulations for building construction by departments, municipal administrations and public bodies. It lays down a set of minimum provisions to protect the safety of the public with regard to structural sufficiency, fire hazards and health aspects.	Applicable to all existing buildings to ensure that their structural integrity is intact.
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Table 2: State Level Legal and Regulatory Framework on Environmental Aspects

N	Applicable Law/Regulation/Policy	Objective and Provisions	Relevance to the Program
Acts, Rules and Regulations			
1	The West Bengal Panchayat Act, 1973.	The act lays out the duties of Gram Panchayat which includes – sanitation, conservancy and drainage, supply of drinking water and cleansing and disinfecting the sources of supply and storage of water, management and care of public tanks and grazing lands. In addition to these other functions the state government may assign such as – irrigation (minor irrigation and watershed development, agriculture extension, fuel and fodder, bringing wasteland under cultivation (through land improvement and soil conservation), promotion of village plantations (social forestry and farm forestry).	Relevant to the overall program.
2	West Bengal Trees (Protection and Conservation in Non-Forest Areas) Act, 2006 and West Bengal Trees (Protection and Conservation in Non-Forest Areas) Rules, 2007.	According to the Act: <ul style="list-style-type: none"> Felling of more than 3 trees in non-forest areas without permission from the Forest Department and felling of any of the trees as mentioned in the schedule is not permitted without permission. Every person who fells a tree should undertake plantation of two trees for one tree felled in same plot of the land. 	Applicable to the felling of trees by community, including other family members of scheme beneficiaries, for fuelwood or other activities.

3	West Bengal Protected Forest Rules, 1956.	<p>According to the Rules:</p> <ul style="list-style-type: none"> No person shall cut, saw, convert or remove or cause to be cut, sawed, converted or removed, any tree or timber, or collect, manufacture or remove or cause to be collected, manufactured or removed, any forest produce, in or from a forest without license or permit by a Forest Officer (DFO) No person shall kindle or carry fire in forest Any person living or occupying or using land in the vicinity of a forest and desirous of clearing by fire any other forest-land or grass-land nearby or in a locality from which such fire is likely to endanger the forest, shall observe the certain stipulations. 	Applicable to GPs for communities, including other family members of scheme beneficiaries, located near forests to prevent such illegal activities.
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Key Social Regulations, Policies and Guidelines: Assessment of their Relevance to Program

Table 3: National & State Level Legal and Regulatory Framework on Social Aspects

N.	Applicable Law/Regulation/Policy	Objective & Provisions	Relevance to Program
Acts, Rules & Regulations at National level			
	The Constitution of India (Articles 15,16, 338, 243M, 244-, 330, 332 and 340 T 65th Amendment	The Indian Constitution (Article 15) prohibits any discrimination based on religion, race, caste, sex, and place of birth and also contains a clause allowing the union and state governments to make any special provision for the advancement of any socially and educationally backward classes of citizens or for the Scheduled Castes and Scheduled Tribes.	Relevant as the provisions under the Constitution ensure the access, equity and inclusiveness of the vulnerable groups such as SC, STs in the program
		<p>Article 16 refers to the equality of opportunity in matters of public employment. injustice and all forms of exploitation.</p> <p>Article 338 provides for Setting up of National Commission for STs</p> <p>Article 330 provides for Reservation of seats for SCs in the Lok Sabha is provided under, Article 332 provides for in the State Assemblies under and Sixty-fifth amendment constituting national commission for SC and ST</p>	

1	The Pensions Act 1871 was the first law related to pensions and grants by Government	It offers grant of money or land revenue to the whole of India	Relevant as it ensures social protection to be offered
2	This Act may be called the Pension Fund Regulatory and Development Authority Act, 2013 under the Ministry of Finance, GOI	An Act to provide for the establishment of an Authority to promote old age income security by establishing, developing and regulating pension funds, to protect the interests of subscribers to schemes of pension funds and for matters connected therewith or incidental thereto.	Relevant as it provides the base for old age pension in current form
3	Rights of persons with Disabilities Act 1996	The Act provides for both the preventive and promotional aspects of rehabilitation like education, employment and vocational training, reservation, research and manpower development, creation of barrier-free environment, rehabilitation of persons with disability, unemployment allowance for the disabled, special insurance scheme for the disabled employees and establishment of homes for persons with severe disability etc. The Act offers appropriate transportation, removal of architectural barriers and restructuring of modifications in the examination system for the benefit of children with disabilities. Children with disabilities shall have the right to free books, scholarships, uniform and other learning material. Special Schools for children with disabilities shall be equipped with vocational training facilities Non-formal education shall be promoted for children with disabilities.	Relevant because it provides the rights of persons with disabilities.
4	Rights of persons with Disabilities Act 2016. This was passed as per India's commitments to United Nations Convention on the Rights of Persons with Disabilities, 2006.	This Act is considered to be comprehensive and it aims to provide equal opportunities to <u>persons with disabilities in India</u> . It increased the government job reservation quota from 3% to 4% for people with disabilities. The Act offers right-based provision of special education for all PWD for age 6-18 years. It gives provision for special courts in each district which would handle cases pertaining to violation of rights of PWD. Victims of acid attack have been included under this Act.	Relevant because streamlined the definition of disability categories and paved way for receiving online disability certificates

5	Sexual Harassment of Women at Workplace Act 2013	GoWB in its response to SEA at workplace is guided the Act and its provisions. The procedures laid down by it to deal with such complaints are followed.	The concerned stakeholders are guided by the provisions of this act for responding to cases of GBV and SEA as the only available instrument in most cases. With the envisaged program impact of increased participation of women in the workforce this act and its provisions are relevant.
6	West Bengal Right to Public Services Act 2013		May be relevant from the perspective of access of the social protection scheme provisions by the identified vulnerable beneficiaries.
Government Order (GOs) and Guidelines at National Level			
1	Article 41 of the Constitution of India. Invalid and old age pensions figure as items 23 and 24 of the 7 th Schedule of the Constitution of India in the Concurrent List.	It directs the State to provide public assistance to its citizens in the case of unemployment, old age, sickness and disablement as well as in other cases of undeserved want, within the limit of the State's economic capacity and development.	
2	National Social Assistance Programme (NSAP) 1995	Introduced a fully funded Centrally Sponsored Scheme targeting the destitute to be identified by the States and UTs with the objective of providing a basic level of financial support. Destitutes are defined as any person who has little or no regular means of subsistence from his / her own source of income or through financial support from family members or other sources.	
3	NPS was renamed as Indira Gandhi National Old Age Pension (IGNOAP) in 2007	The amount was raised to Rs 200 per month and it allowed the states to top up further	

4	Indira Gandhi National Widow Pension Scheme (IGNWPS) and Indira Gandhi National Disability Pension Scheme (IGNDPS) under NPS in 2009	Approved pension for BPL widows in the age groups of 40-64 years.	
5	GO No J-11015/1/2011-NSAP GOI, Ministry of Rural Development	Guidelines for Indira Gandhi National Old Age Pension Scheme (IGNOAPS), with eligibility criteria being aged 60 and above and belonging to families lying below poverty line	Directly applicable for old age pension schemes for the poor.
Government Order (GOs) and Guidelines at State Level			
1	West Bengal Widow Pension Scheme, 2010.	As the Central Government gave way to additional state-funded schemes, GoWB introduced West Bengal State widow pension for widows without any employment and with household income less than Rs 1000.	
2	West Bengal Old Age Pension Scheme, 2010.	Similarly introduced this scheme for people aged 60 years or more and income of the person not exceeding Rs 1000.	
3	West Bengal Disability Pension Scheme, 2010.	At the same time, it introduced this scheme for the Disabled person whose family income, if any, does not exceed Rs. 1000.00 per month; And is declared unsuitable for physical work by the respective Medical officer;	

Annexure II: Minutes of Meetings held with various stakeholders as part of the ESSA preparation

Department: Finance

Date of consultation/s: December 21, 2020

Official/s consulted: Dr. Sudip Kr. Sinha, Secretary

MoM:

- Regarding the ESSA related questions, all pointers were covered in the course of the discussion. The department is waiting for the finalisation of the DLIs for better clarity on the way forward. A steering committee led by the Chief Secretary with representation from all concerned departments will be constituted for the programme in due course who will guide the operations, monitoring, grievance redressal etc. The committee will meet every 2-3 months as a standard practice. The dept. has appointed a retired senior officer who would lead the IT interventions of the unified system. They also have a PMU that supports the department with research and analysis and continue to support the WB programme too. The unified system will bring together all social protection schemes pertaining to elderly, disabled and widow pension under the umbrella in a phased manner. There is no special mandated focus on women for GoWB at present but the department is looking at the WB programme as an opportunity for addressing the same.

WCD is already on board with the unified system. Payments to beneficiaries have already been rolled out. WCD is simultaneously updating their beneficiary list.

- With the email detailing stakeholder wise broad consultation agendas sent yesterday, the AS will get the due concurrence from the Secretary and the minister and send out appropriate communication to the stakeholders. All concerned department's will be asked to appoint a nodal officer to liaison with the various consultants working on the WB programme to avoid confusion. Currently, the departments are not aware of the initiative.
- The AS advised to allow the GO procedures their due time and course and start meeting the departments only when they have been officially communicated and informed. He pointed out that sharing information for the departments is more critical at this juncture due to the upcoming elections. He said the timelines of wrapping up the consultations within December 2020 or organising a multi stakeholder consultation early January 2021 are not feasible timelines.
- The then AS and post promotion Secretary categorically advised against meeting any Commission, the Women's Commission and Labor Commission including.
- Upon sharing the stakeholder wise agenda for the consultation, the AS advised that we meet the department of Industries as opposed to the plan of meeting WBIDC.

Department: Women & Child Development & Social Welfare (WCD)

Date of consultation/s: December 22, 2020

Official/s consulted: Ms. Parna Chanda, Special Secretary & Mr. Avijit Kumar Mitra, Joint Secretary ICDS

MoM:

- WCD has already ported to Joy Bangla. First round of fund disbursement for December 2020 and January 2021 has already been done. WCD said the unified system has definitely helped to speed up the process. They could cater to over 10 lakhs beneficiaries in 4-5 days' time. They say it is seamless and with reduced possibilities of error. They are yet to identify any potential challenges since it is all very new to them still. They are however struggling with lack of adequate manpower for Kolkata district and have sought help from the Finance Department.

- Regarding grievance redressal mechanisms, they are continuing with their current systems where complaints are raised through BDO in a bottom of approach.
- Their understanding as is that of the Finance Department is that Finance is the nodal department and the lead for the initiative and WCD is responsible only for their part.
- For the Kanyashree scheme with scope for vocational training, they have partnered with the Technical Education Department's Utkarsha Bangla scheme for designing the training. Upon sharing that we will be meeting PBSSD, they suggested we should explore the details on their future plans with PBSSD.
- In the past WCD has organised training on geriatric care with NGO partners through West Bengal Women Development Undertaking where almost all trainees got placements. WCD has developed a State Senior Citizen Action Plan that is presently awaiting approval.
- WCD sees scope and potential in engagement with geriatric care. However, related to engagement of ICDS workers the JS shared her concerns about the lack of technical expertise when it comes to health. She referred to the Jharkhand model shared by the World Bank team at an earlier occasion where she feels the absence of technical people is a gap that may have backlash. For the State Plan of Action for Senior Citizens, they have partnered with the Health Department for the same.

Department: Panchayats & Rural Development (PRDD) & West Bengal State Rural Livelihood Mission (WBSRLM)

Date of consultation/s: December 31, 2020

Official/s consulted: Ms. Kuhuk Bhushan, CEO WBSRLM

MoM:

- WB has around 8.6 lakh SHGs involving about 90 lakh women at the moment and 3341 Sangha (Federations) at the Gram Panchayat level. They follow the saturation model where each year SRLM gets about 1 lakh new SHGs. Their communication cell promotes SHG formation consistently.
- The CEO could not off hand provide the %age distribution SHGs into thrift vis-a-vis economic activities, however, SRLM is mandated to handhold SHGs to graduate from thrift to livelihood activities.
- WBSRLM is presently focusing on organic farming and sustainable agriculture. Under non-farm livelihoods, they have cooperation with the MSME department to bring handicraft artisans into SHG fold. The backward linkages, associated logistics, gap in adequate digital skill to leverage e-commerce are the challenges for the same at the moment. They also have cooperation with MGNREGA and Skill Mission.
- Even though they follow the saturation approach as prescribed by the NRLM they prioritise vulnerable populations and follow a need-based approach.
- The SHG member's health insurance is covered under GoWB's 'Swasthya Saathi Scheme'.
- WBSRLM is implementing the 'Start-Up Village Programme' for enterprise development for SHGs and their family members. The programme is presently being implemented in 9 blocks of Coochbehar, Dakshin Dinajpur and Kalimpong districts and so far, has developed 700 enterprises.
- WBSRLM in partnership with banks has so far developed 4000 trained and certified 'Banking Correspondent Sakhis' through the bank run Financial Literacy Centres with SHG members. The certified SHG members are

promoting financial literacy amongst women and villagers and also functioning as the last mile banking services as an economic activity.

- WBSRLM runs awareness drives annually 'Sanhita' to prevent and address domestic violence. SHGs are oriented on related acts and rules and are mandated to discuss related issues during their monthly meetings.
- WBSRLM will be interested in exploring possible opportunities of engagement of SHGs into geriatric care as a livelihood opportunity.

Department: Labor

Date of consultation/s: January 5 & 27, 2021

Official/s consulted: Mr. Barun Kr. Ray, Principal Secretary, Mr. Abhinav Chandra, Secretary & Ms. Manisha Bhattacharya, Deputy Labor Commissioner

MoM:

January 5, 2021 – (1). Since the Principal Secretary took charge of the department just a few days back and is yet to be able to provide the required information at one go he called in the Labor Commissioner too for the same. It was decided that they will need a few days' time to put together the information requested related to the ESSA.

- They do have planned new initiatives and redressal mechanisms related to GBV and SEA which are supportive to increasing women's participation in the workforce. The department will compile the information and share.

January 27, 2021 – Met the Deputy Labor Commissioner, the department appointed nodal officer for the program related liaising for the requested details from the department.

- The Labor Commission primarily works to uphold the Labor law and rights of the workers. While they are not mandated based on any gender policy or intervention supportive of increasing participation of women in the workforce, the department conducts awareness workshops for women in Labor laws, provision dedicated to women under the law etc. annually in every district.
- The department and the Commission have no mechanism for addressing cases of GBV or SEA. They are guided by the Sexual Harassment of Women at Workplace Act 2013 and are restricted to referring such cases to appropriate authorities as per the provisions of the act. The Labor Commission however houses and internal grievance redressal cells for dealing with complaints of similar nature.

Department: Industry Commerce & Enterprises (IC&E)

Date of consultation/s:

Official/s consulted: Ms. Maitree Chakraborty, Deputy Director

MoM:

- The department has no gender policy or focus on women in workforce that could possibly contribute to building supportive ecosystem for the desired program outcomes as of now.
- No recent study or initiative that could be recalled that potentially maps and identifies emerging industry trends that could be possibly leveraged for creating new opportunities for women.

Department: Technical Education Training & Skill Development (TET&SD) & Paschim Banga Society for Skill Development (PBSSD)

Date of consultation: Jan 13, 2021

Official/s consulted: Mr. Anoop Kr. Agarwal, Principal Secretary, Mr. Nitish Kr. Das, Joint Secretary, Mr. Jayanta Banerjee, PBSSD

MoM:

- PBSSD managed placement linked Utkarsha Bangla program in convergence with WCD's SwapnoBhor initiative is conducting vocational training for Kanyashree girls. They also have convergence with WBSRLM contributing to the skilling environment for women.
- Women's participation is promoted and facilitated with seat reservation at the it is and infrastructure support like hostels. 33% seats are reserved for women under DDUGKY. 30% seats are reserved for women candidates at the Industrial Training Institute. For polytechnics, 25% of the district quota seats are reserved for women. District quota seats are 20% of the total seats.
- PBSSD is considering to get a study done for market needs for planning further skill training programs.

Summary of Consultations Held with Various Stakeholders Between August 2020 and March 2021

Stakeholder	Issues & Concerns	Expectations	Date
District level officers of welfare for Scheduled Tribe & caste	Pension schemes for SC and ST aged population are being integrated under Jai Bangla portal.	The portal will integrate the pension schemes of all departments.	August - September 2020
Department of Women & Child Welfare: State level officers (Joint Secretary)	Pension schemes are being integrated under portal. However, there is no consensus on how to move ahead with the other pillar of the program, namely women empowerment via increased labour force participation.	Jai Bangla scheme will ensure complete online application, scrutiny, approval and fund transfer in near future.	August - December 2020
Commissioner of Persons with Disability	There is a complete system of dealing with disability issues, of which pension scheme is a part. Redressal facilities too are available. However, the online application and receipt of disability certificate is not available in West Bengal.	The state commission will soon comply with the central mandates of online process of offering disability certificates and will follow up the redressal issues effectively and efficiently.	August 2020
NGOs working on issues related to women & child welfare (Bangla Natok dot com)	The crux of the problem lies in aspiration mismatch. The large-scale intervention under SHG movement seems to remain limited in micro lending without any churning of new ideas for micro enterprises, particularly among women. The issue of creating platform for women labour force participation remains heavily under-developed. Culturally the issue remains to be recognized as 'home vs work' and no blue print	With the largely recognized schemes like Kanyashree, Swayangsidhda etc already available, there is huge potential to work on developing a platform for integration of women labour force participation. To introduce maximum inclusivity, marginalized population like survivors of trafficking, acid attacks and children of commercial sex workers should be targeted.	November - December 2020

	for the integration is ever formulated.		
NGOs working on issues related to women & child welfare (Elmhirst Institute, Bolpur)	The schemes which run through schools or other educational institutions are easier to manage and monitor, compared to those which are run by line departments through political Institutions like PRI at the grassroots level. Special support must be offered to more vulnerable communities where gender norms are more tilted against the women. Many scheduled tribes are historically matriarchal and they are at least better placed than households belonging to scheduled castes and religious minority.	Jai Bangla will give a one-window access to the beneficiaries to apply and receive pensions, along with a strong redressal system.	November – December 2020
District level officers in selected districts	The fact that fund transfer is now being done from state to beneficiaries, the monitoring at districts and block levels remain limited.	The mechanism of Jai Bangla portal should include some monitoring options at district level which would help in personal intervention if required.	August - October 2020
Folk art performers from socially backward groups & women	The cultural shilpi pension etc is of extremely low coverage. There is clear gender discrimination against the nachnis whereas the male dancers of chau form are normally well recognized.	Jai Bangla platform, while integrating all social protection schemes, is expected to support the most marginalized and sexually, as well financially exploited, performers in a far bigger way.	February 2021
Group of targeted beneficiaries (10 individuals belonging to ST and Particularly Vulnerable Tribal Class)	Access to these pensions seemed very limited to them. With no redressal system in place, they cannot have information on why their applications are not being processed or they did not receive the pensions. However, those who had received the social protection, were happy as it had given them a kind of financial cushion, particularly during the lockdown phase. Women, particularly widows, face more critical challenges socially and financially and so far the coverage of widow pension was extremely narrow with specific district quotas.	The beneficiaries expect more coverage and horizontal equity in access to these social protection schemes.	May-October 2020

Group of targeted beneficiaries (6 pwd)	Though most of the respondents are covered by the <i>manabik</i> pension for the disability, they suffer quite a hardship in travelling to district hospital to get their disability certificates. Certificates are still not available online in the state, though the provision is already in place in other states of India.	The beneficiaries expect door-step delivery of their pension support as they face serious challenges to travel to the banks.	May-October 2020
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Annexure III: Minutes of Multi-Stakeholder ESSA Disclosure cum Consultation Workshops

Background

The Government of West Bengal (hereafter **GoWB**) has been working towards strengthening the social protection systems for improved inclusiveness and efficiency through the *Jai Bangla* scheme. Under the scheme, the GoWB launched the *Jai Bangla* platform on 1st April 2020, which adopts a single window approach to providing vulnerable communities with access to benefits of the social protection programs implemented by the GoWB.

The World Bank is supporting this initiative by financing through a Program-for-Results (PforR) operation entitled “Women Empowerment and Inclusive Social Protection Program”. Through the operation, the World Bank seeks to support the GoWB in (a) expansion of coverage of social protection schemes to include the elderly, widowed and disabled (b) developing models of mobile social care and (c) providing technology solutions to enhance service delivery through the *Jai Bangla* platform.

Since this is a PforR operation, its preparation requires undertaking a World Bank led Environmental and Social Systems Assessment (ESSA) to analyze the robustness of the relevant environmental and social systems of the GoWB to mitigate any externalities arising out of the activities undertaken with the program investments.

As a part of the ESSA, the World Bank, and the Department of Finance, GoWB jointly convened two **State Level Disclosure and Stakeholder Consultation Workshop**. The first workshop was conducted on 25 November 2021 and had participation from head of departments and other senior officials of the relevant departments involved in the World Bank-funded Women Empowerment and Inclusive Social Protection Program (Please refer to Annexure 1 for the list of participants). The second workshop was held on 21 December 2021 and witnessed participation from Non-Government Organizations (NGO), academia, independent researchers and civil society (Please refer to Annexure 2 for the list of participants).

Following the COVID-19 protocol, the workshops were organized in the online mode with participants joining in virtually through a video conferencing platform (Microsoft Teams). This report provides details of various aspects of the workshops including the background and context, objectives, the discussions, and outcomes.

Objectives

The workshops were organized as a part of the preparation and finalization of the ESSA report. These were conducted as multi-stakeholder workshops to receive holistic and nuanced feedback on the findings of the draft ESSA report, from government and non-government stakeholders.

Prior to the workshop, the draft ESSA report was sent to the invitees in English and the invitees were requested to go through the draft in detail before the workshop so that the suggestions and feedback can be more streamlined and strategically augment the content of the report.

Sessions discussed in the workshop

1. Workshop with government departments, 25 November 2021

The workshop was officially opened by Shri Manoj Pant, Principal Secretary, Finance Department, GoWB who welcomed all the participants and established that the core objective of the workshop will be to disclose and discuss the findings of the ESSA along with garnering the feedback from representatives of diverse implementing departments of the GoWB. He highlighted that the *Jai Bangla* scheme is a social protection scheme and endeavors to extend social benefits to the vulnerable populations and improve the efficiency and effectiveness of the delivery systems for better outcomes. Further, he also emphasized that, owing to the design of the scheme, there are no apparent potential environmental risks as there is no construction, procurement, relocation/dislocation of the

population involved under the programmatic interventions.

Subsequently, Mr. Pranav Priyadarshi (Associate Director - Government & Public Services, KPMG India) introduced the participants to the structure of workshop followed by its key objectives, core program components of “Women Empowerment and Inclusive Social Protection Program” and how it has been designed to align with the developmental and social welfare objectives of the GoWB. The Investment Project Financing (IPF) component, along with its specific focus areas (that include engagement and supervision of the Independent Verification Agency (IVA), Monitoring and Evaluation and Technical Support and Capacity Building) and its role in augmenting the series of efforts undertaken by the GoWB to expand the social security net was also discussed. Mr. Priyadarshi then elaborated upon the key result areas envisaged to be achieved through the program followed by the long-term benefits encompassing- strengthened delivery of social protection schemes, increased interdepartmental convergence, and scaling up of the Female Labor Force Participation, that would accrue to the state in the social protection ecosystem.

Following this, Mr. Priyadarshi, provided a brief overview of the ESSA, the spectrum of stakeholders engaged for the discussions, and ESSA’s core objectives as an integral part of all PforR lending engagements for identifying the potential risks arising from program investments, ascertaining existing institutional capacities to manage the risks arising and identifying areas of capacity building and mitigation measures to fill the gaps and inform the development of a robust Program Action Plan. Thereafter an assessment outlining the consistency of the program against the core principles of ESSA was presented.

The key findings of the ESSA were discussed. The overall social risks were found to be low and the key social risks identified were presented. Social impacts were found to be largely positive and the policy and regulatory framework of the state relating to the E&S management were found to be fairly robust and adequate to address the potential risks arising out of the program.

Mr. Bodhisatya Datta, Environmental Specialist from the World Bank Team outlined the key findings of the Environmental Systems assessment. The overall environmental risks were found to be low and the environmental systems were found to be adequate. It was also highlighted that in a scenario of environmental risks being exacerbated due to climate change or other factors and there is a need for environmental risk management expertise, being the nodal coordinating department, the Finance Department, GoWB will be in a position to leverage support from the State Disaster Management Authority, Department of Environment and other relevant departments to mitigate such externalities.

Mr. Pranav Priyadarshi presented the key challenges identified along with the corresponding risk management and mitigation strategies that would enable a robust response to these challenges and the potential risks outlined for the program.

Ms. Arijita Datta (Consultant, World Bank) then presented a detailed Program Action Plan covering the recommended action items, key stakeholders involved in its implementation, the timeline of implementation and the means for verification. The key action items encompassed, amongst others, the awareness building around the Jai Bangla scheme, algorithm based and prioritized selection of vulnerable groups along with the development of the relevant guidelines and state action plans for the provisioning of safeguards for the vulnerable groups.

The session was concluded with the presentation of the next steps in the finalization of the ESSA report (Please refer to Annexure 3 for the copy of ESSA workshop presentation). It was mentioned that ESSA is required to be disclosed to various stakeholders and today’s workshop is aimed at disclosing the ESSA to esteemed officials of the relevant state government departments. It must also be disclosed to other stakeholders particularly civil society organizations, the date for which is to be finalized. The ESSA will be finalized basis inputs from both

stakeholder workshops and final ESSA to be disclosed by the two lead departments of GoWB – Department of Finance and Department of Women and Child Welfare – on their websites and then subsequently on World Bank websites. Any relevant questions may be addressed to any of the team members at the World Bank.

The Principal Secretary opened the floor for discussion and requested all participants to share their questions or comments in the Q&A session (Please refer to Annexure 4 for the screenshots of the ESSA workshop with government stakeholders). He also suggested that the concerned departments may share their written comments with Dr. Sudip Kumar Sinha, Secretary, DoF for a final round of feedback/ observation before the DoF finalizes and discloses it on their website.

Q&A of the Environmental and Social ESSA technical sessions

Mr. Manoj Pant, Principal Secretary, Finance Department, GoWB: In light of the discussion on the pertinent need of scaling up the awareness around the social protection program and its intended benefits, Mr. Pant shared about the *Duare Sarkar* initiative by the GoWB. He remarked that *Duare Sarkar*, which is one of the biggest outreach programs that is also advancing social inclusion, would add immense value to the existing exercise being undertaken in collaboration with the World Bank, particularly towards augmenting transparency and the universalization of the social protection safeguards. He highlighted that through the *Duare Sarkar* initiative, GoWB has been successful in holistically delivering 12 key social benefit services to close to 4 Crore people. Mr. Pant proposed to explore the potential of incorporating the *Duare Sarkar* initiative into the overall framework of the existing program.

Ms. Sanghamitra Ghosh, Secretary Women & Child Development and Social Welfare (WCD&SW), GoWB: Ms. Ghosh appreciated the insights from the session. She remarked on the importance of certain plans and platforms that needs to be put in place and assured support on the efforts going forward. Ms. Ghosh iterated on the inclusion of the Labor Department as an extremely important participant in this program due to the aspect of enhancing the female labor force participation which would require certain changes in the existing laws and framework.

Mr. Onkar Singh Meena, Secretary, Agriculture, GoWB: Mr. Meena shared certain important observations with the group. Firstly, he shared his agreement with the Secretary, WCD&SW regarding the inclusion of the Labor Department in this process. Secondly, he pointed towards the need to strengthen the systems, especially those which have an interface with the citizens. He mentioned that though digital platforms are available for most services, there is a challenge in remote areas with a low connectivity and the lack of adequate digital platforms in the vernacular language also poses a challenge. Thirdly, he iterated that *Jai Bangla* is a pivotal scheme for enhancing the social protection ecosystem, but that there are also several other social safety and income support programs especially in the agriculture sector for farmers and their families, which could also be considered for the program.

Mr. Qaiser Khan (Lead Economist and Sector Leader Social Protection and Labour, World Bank), thanked the department officials for their participation and inputs. He emphasized that the ESSA was helpful in ensuring that no aspect is left out especially for a program that aims to enhance social welfare. He appreciated the efforts of the entire ESSA team for completing the process and looks forward to the program implementation going forward. The Principal Secretary concluded the workshop by thanking all officials for participating in the workshop.

2. Workshop with non-government stakeholders, 21 December 2021

The workshop was Chaired by Shri Manoj Pant, Principal Secretary, Finance Department, GoWB who welcomed all the participants and mentioned that the core objective of the workshop is to disclose and discuss the findings of the ESSA, along with seeking feedback and recommendations from participants towards the enrichment and the finalization of the ESSA report. The Task Team Leader from the World Bank Group, Ms. Shrayana Bhattacharya, along with other World Bank staff were present in the workshop. Mr. Pant then invited Ms. Shrayana Bhattacharya to take the session forward.

Ms. Bhattacharya (Task Team Leader, World Bank) outlined the key components of the workshop and emphasized that the session will primarily focus on the findings of the ESSA, which have largely been found to be positive in view of the program components.

Mr. Anindo Chatterjee, from World Bank, provided an overview of the World Bank's 'Women Empowerment and Inclusive Social Protection Program' in West Bengal including its key objectives, core program components, key result areas along with how the program has been designed to align with the developmental and social welfare objectives of the GoWB. Mr. Chatterjee highlighted that the *Duare Sarkar* initiative by the GoWB has played an instrumental role in expanding the cover and reach of social protection programs, and the team is exploring the potential of integrating the initiative with the Jai Bangla scheme to augment its outreach and amplify its impact in a more targeted manner for the beneficiaries. Subsequently, Mr. Chatterjee gave a brief overview of the PforR lending operation (that links the disbursement of the funds to the achievement of the pre-determined outcomes across the result areas), and the Investment Project Financing (IPF) component of the program, including its specific focus areas (that include engagement and supervision of the Independent Verification Agency (IVA), Monitoring and Evaluation and Technical Support and Capacity Building).

Mr. Chatterjee then elaborated upon the key result areas envisaged to be achieved through the program followed by the long-term benefits encompassing- strengthened delivery of social protection schemes, increased interdepartmental convergence, and scaling up of the Female Labor Force Participation, that would accrue to the state in the social protection ecosystem. Following this, Mr. Chatterjee, provided a brief overview of the ESSA, the spectrum of stakeholders engaged for the discussions, and ESSA's core objectives as an integral part of all PforR lending engagements. He mentioned that the ESSA is instrumental in identifying the potential risks arising from program investments, assessing the program systems performance against the core principles of the PforR, ascertaining existing institutional capacities to manage the risks arising and identifying areas of capacity building and mitigation measures to fill the gaps and inform the development of a robust Program Action Plan. Thereafter, an assessment outlining the consistency of the program against the core principles of ESSA was presented.

The key findings of the ESSA were discussed. The overall social risks were found to be low, and the key social risks identified were presented. Social impacts were found to be largely positive and the policy and regulatory framework of the state relating to the E&S management were found to be fairly robust and adequate to address the potential risks arising out of the program. The overall environmental risks were found to be low since the program design does not include civil construction or procurement activities. The environmental systems were found to be adequate to manage relevant risks.

Mr. Chatterjee then elaborated on the key challenges identified along with the corresponding risk management and mitigation strategies that would enable a robust response to these challenges and the potential risks outlined for the program. Following this, a detailed Program Action Plan covering the recommended action items, key stakeholders involved in its implementation, the timeline of implementation and the means for verification was presented. The key action items encompassed, amongst others, the awareness building around the Jai Bangla scheme, an algorithm based and prioritized selection of vulnerable groups, establishment of a multi stakeholder platform to promote women's economic empowerment, along with the development of the relevant guidelines and state action plans for the provisioning of safeguards for the vulnerable groups.

Ms. Arijita Datta (Consultant, World Bank) mentioned that a vulnerability index can be created for individuals and based on which their access to social protection schemes can be prioritized. She also emphasized that the Female Labor Force Participation (FLFP) is an area of concern for the GoWB, and over the last decade, contrary to our expectations, the FLFP has declined, even amongst the urban educated females. The Jai Bangla scheme and Duare Sarkar initiative can thus be leveraged for encouraging and scaling up the FLFP, which in turn can play a pivotal role in enhancing the Gross State Domestic Product.

Ms. Shrayana Bhattacharya (Task Team Leader, World Bank) appreciated the points put forth by Ms. Arijita and mentioned that there is a Technical Assistance component in the program which would encompass the development of such algorithms by the program team and other experts. She stated that this would augment the capacities of the GoWB in ascertaining the best solution for addressing the issues and risks identified.

The session was concluded with the presentation of the next steps in the finalization of the ESSA report. The ESSA will be finalized basis inputs from both stakeholder workshops and final ESSA to be disclosed by the two lead departments of GoWB – Department of Finance and Department of Women and Child Welfare – on their websites and then subsequently on World Bank websites. Any relevant questions may be addressed to World Bank and GoWB.

Mr. Anindo Chatterjee then opened the floor for discussion and requested all participants to share their questions or comments in the Q&A session (Please refer to Annexure 5 for the screenshots of the ESSA workshop with non-government stakeholders).

Q&A of the Environmental and Social ESSA technical sessions

Mr. Kumar Rana (Independent Researcher and Activist): Mr. Rana stated that while West Bengal has a poor FLFP of 18% with a huge gender gap of 38%, the labour force participation amongst women belonging to the Scheduled Castes and Scheduled Tribes is found to be rather high. However, he mentioned that they are engaged in primarily low-quality agricultural work associated with low remuneration levels. He questioned if the program accounts for and addressed the contradiction that exists and suggested that this aspect be focused on.

Ms. Shrayana Bhattacharya: Ms. Bhattacharya thanked Mr. Kumar for highlighting the pertinent issue. She also mentioned that this trend is not only true for West Bengal but has also been observed across the country at large. She highlighted that there has been a sharp drop in the employment rates for women, however there are women belonging to the tribes and some scheduled castes who are engaged in ad-hoc home-based work which is of inferior quality and they are not remunerated adequately or trained properly to earn higher remunerations in the same line of work. Ms. Bhattacharya emphasized that through the proposed platform, it is envisaged to first think through a policy document to identify the different mechanisms through which these different target groups can be reached. For this, a thorough exercise will have to be conducted as a preliminary step to identify the sectors where the women are engaged at present and those which want to employ women. Based on this some kind of mapping and innovation can be developed through the platform, for which the World Bank will be supporting the state government. She iterated that the program will certainly address the concerns raised by Mr. Rana.

She also added that the program has a special component for coastal regions and the vulnerable communities (caste based or tribe based) that are part of these regions. There is going to be a specific mention for looking at welfare schemes in these regions. Additionally, it is observed that telemedicine etc. are areas where women can actually gain jobs, and the resultant creation of more opportunities for women. She reiterated that the employment platform will focus on marginalized and vulnerable groups and ensure that enough opportunities are provided by policy measures and by means of the platform.

Mr. Manoj Pant: Mr. Pant iterated that the issue that has been raised is very important. He stated that the idea is to provide good jobs to everyone for which the program must reach out to them and understand each sector and then ascertain how an enabling environment can be created, which is also an important focus area of the Mission.

Mr. Anindo Chatterjee: Mr. Chatterjee also requested participants to share pertinent research and findings on these issues, basis their work in this area. He mentioned that there are a couple of other World Bank programs taking place in the state of West Bengal, specifically in the logistics sector and in the inland waterways sector wherein an in-depth analysis will be conducted on the potential of women entrepreneurs and use the institutional linkages to inform each of the programs. He suggested that to deal with the larger issue of improving FLFP, the approach needs to be guided at a much higher level where the Department of Finance, through the program, will be in the position to leverage the findings from these interventions and inform the targeted interventions to improve the participation.

Ms. Shrayana Bhattacharya: Ms. Bhattacharya added that as part of the project, one key activity being undertaken is to create a network of scholars, academicians, think tanks as well as different groups that are engaged with the female employment issue. The World Bank already has partnerships with different organizations in this domain, and through this it has been identified that one of the countries from which West Bengal can learn a lot on the female labor force issue is Bangladesh. She mentioned that being a neighboring country, there are many similarities, and they have also done very well on this issue. It was decided to discuss this aspect with the department to understand the kind of support that can be leveraged from existing partnerships to holistically address the issue.

Ms. Ananya Bhattacharya (Director, banglanatak.com): Ms. Ananya Bhattacharya raised a question on an observation from the presentation which highlighted that an increase in social protection being extended to women will increase Gender Based Violence (GBV). She mentioned that they have witnessed a contrary finding as per her organization's experience, wherein an increased social protection decreased GBV. In this regard, she

wanted the World Bank team to provide some background on this finding. She also shared that for the last 15 years, her organization has been working with close to 20,000 women engaged in traditional arts and crafts and they found that all these skills are not a part of the skill development matrix. Furthermore, with regard to the emphasis on resilience, she shared that there is a large cluster of flower making communities in the Sundarbans who have been able to survive crisis situations in the absence of agriculture as a consequence of the training and investments targeted towards them. She remarked that the skills that these Adivasi communities possess must be properly accounted for. She also shared that over the last 2 years, her organization has also been looking at the impact of COVID-19 on livelihoods and employment, and consultations were also conducted to ascertain the reason in the decline of the FLFP. She shared that one of the reasons was a lack of counselling, as the adverse impact on maintaining work life balance is a challenge for working women. She highlighted that in the context of designing and strengthening social security and social welfare measures, access to counselling is also very important. Ms. Bhattacharya also stated that a lot of discussions center around 'mothering', especially in the context of care giving and leave but there is a need to change the discourse to parenting and not mothering. When her organization conducted consultations with organizations in IT and those which have a high participation of females, it was found that the companies have a policy to recruit women and mentor them for leadership roles – a feminist leadership framework however, facilities for caregiving and creches are lacking in several organizations. She also added that the care economy can become a key source of opportunities for employment as well as supporting women in leadership positions. Ms. Bhattacharya concluded by highlighting that supply chains need to become gender responsive such that women led supply chains are encouraged.

Ms. Shrayana Bhattacharya: Ms. Bhattacharya appreciated the inputs and responded with two comments on the same. On the comment regarding gender based violence, she stated that there is an entire body of literature collated from several colleagues and economists including Dr. Naila Kabeer, Dr. Ashwini Deshpande amongst others, and though it is very unfortunate, it has been observed through several surveys that, as women get access to social protection and financial empowerment, the power dynamics within the household tends to shift and there is this apparent threat to the male prestige and the response unfortunately manifests in the form of violence. She also added that as rightly mentioned, as women become financially independent, the women seeking recourse also tends to be higher. It is essentially an interaction effect and there is a lot of literature around it. She reported that even when consulting with the national government on the COVID-19 response, the social safeguard experts at the World Bank had flagged that with an increase in the finances of women, incidents of violence get triggered. She highlighted that as a result it has also been flagged in the ESSA by the team, that one needs to think very carefully about grievance redressal mechanisms.

Ms. Bhattacharya appreciated the useful suggestions on responsive supply chains specifically in the context of coastal communities and sectors and stated that this is precisely the kind of input envisaged from the employment platform that the state government sets up. She said that interventions will first be piloted and then depending on how those work, will be scaled. She concluded by saying that suggestions brought in are very helpful and they would be tested and scaled up through the platform. She iterated that the idea of the platform is to identify different policies and see what is feasible and identify a few concrete pilots and then start to scale them up through partner organizations.

Ms. Ananya Bhattacharya: Ms. Ananya Bhattacharya added that her organization has been working with workers across tea estates through their experience they learnt that the workers as well as employers are not aware of the rights and recourse available for prevention of gender based violence. She suggested that this aspect must also be incorporated because their organization received very positive results while working on this issue proactively.

Mr. Anindo Chatterjee: Mr. Chatterjee appreciated the important and pertinent point that was raised. He responded that in the context of awareness, it is important to consider what resources are available, where they are available, what is the speed of access, speed of response, whether systems exist to strengthen these response mechanisms and the existence of a database of individuals or institutional resources. He stated that answers to these questions exist in bits and pieces and one of the things the World Bank would like to do is to bring them in together and ensure that there is a rolling database which is dynamic and is updated on a real time basis.

Mr. Tinku Khanna (Director, Apne Aap) – Mr. Khanna mentioned that there is a need to carefully design the vulnerability index, as all programs have a tendency to reach out to the lowest hanging fruits. He emphasized that

the inclusion of hardest to reach communities is important.

The Principal Secretary and the World Bank Task Team Leader concluded the workshop by thanking all participants for joining the workshop and sharing their insights and inputs.

Annexure 1: State Disclosure and Stakeholder Consultation Workshop with government departments

- List of participants

S. No.	Name	Designation and Affiliation
Government of West Bengal		
1	Manoj Pant	Principal Secretary, Finance Department
2	Dr Sudip Kumar Sinha	Secretary, Finance Department
3	Jagdish Prasad Meena	Secretary, Finance Department
4	Amit Kumar Mondal	Joint Secretary, Finance Department
5	Amrita Singh	OSD, Finance Department
6	Sanghamitra Ghosh	Secretary, WCD&SW
7	Onkar Singh Meena	Secretary, Agriculture
8	Pijush Kanti Sarkar	Additional Director of Agriculture, Directorate of Agriculture
9	Arindam Roy	Additional Director & Director-In-Charge, Directorate of SHG & SE & Ex- Officio Joint Secretary
10	Biswajit Dutta	Commissioner, Panchayats, P&RD Department
11	Achintya Kumar Mondal	Joint Secretary, Backward Classes Welfare Department
12	Mrinal Kanti Rano	Joint Secretary, Disaster Management & Civil Defence Department
13	Abhishek Tiwary	Joint Secretary, Health and Family Welfare Department, GoWB
World Bank		
14	Qaiser Khan	Lead Economist and Sector Leader Social Protection and Labour, World Bank
15	Ambrish Shahi	Senior Social Protection Specialist, World Bank
16	Bodhisatya Dutta	Environment Expert, World Bank
17	Harsh Kothari	Social Protection Specialist, World Bank
18	Arijita Dutta	Consultant, World Bank
KPMG		
19	Pranav Priyadarshi	Associate Director, KPMG
20	Sayantani Raychaudhuri	Associate of KPMG
21	Aditi Sharma	Manager, KPMG
22	Nilay Pratap Singh	Consultant, KPMG

Annexure 2: State Disclosure and Stakeholder Consultation Workshop with non-government stakeholders - List of participants

S. No.	Name	Designation and Affiliation
Government of West Bengal		
1	Manoj Pant	Principal Secretary, Finance Department
2	Dr Sudip Kumar Sinha	Secretary, Finance Department
3	Jagdish Prasad Meena	Secretary, Finance Department
4	Amit Kumar Mondal	Joint Secretary, Finance Department
5	Amrita Singh	OSD, Finance Department
World Bank		
6	Shrayana Bhattacharya	Task Team Leader and Senior Social Protection Economist
7	Anindo Chatterjee	Senior Social Development Specialist
8	Ambrish Shahi	Senior Social Protection Specialist
9	Harsh Kothari	Social Protection Specialist, World Bank
10	Arijita Dutta	Consultant, World Bank
11	Neha Sharma	Consultant, World Bank
NGOs/CBOs/Academicians		
12	Ananya Bhattacharya	Director, Banglanatak.com
13	Achin Chakraborty	Professor & Director, IDSK
14	Kumar Rana	Independent researcher and Activist
15	Manabi Majumdar	Professor, Pratichi Institute
16	Tinku Khanna	Director, Apne Aap
KPMG		
17	Pranav Priyadarshi	Associate Director, KPMG
18	Aditi Sharma	Manager, KPMG
19	Nilay Pratap Singh	Consultant, KPMG

Annexure 3: Copy of ESSA Workshop presentation

ESSA Disclosure Workshop with GoWB

Via Google meet

25 November 2021



World Bank Program in West Bengal: An Overview

Objective: Support Government of West Bengal's initiatives on social protection and strengthen Women's economic empowerment

Program Components: (i) Expansion of coverage of social protection schemes to include elderly, widows and disabled,

(ii) Developing models of mobile social care for the elderly and disabled,

(iii) Technology solution for improving service delivery system through *Jai Bangla* platform

The 3 Key results:

- a. Empowering women through women's economic empowerment measures
- b. Addressing ageing and disability through improved targeting and coverage under social protection programs for the vulnerable
- c. Strengthening social protection delivery systems for efficiency and adaptive social protection during climate changes and other crises

The Investment Project Financing (IPF) component

Supporting overall program coordination to be implemented by Jai Bangla Technical Support Unit (TSU), Department of Finance, Government of West Bengal.

- a. Engagement and supervision of Independent Verification Agents (IVAs):** Financing engagement of credible verification agent(s) for verification of the achievement of Disbursement Linked Indicators (DLIs) across the results areas. The TSU, Dof, GoWB will help contract and supervise the IVAs
- b. Monitoring & Evaluation:** Support an overall monitoring and evaluation framework for the program. Development of a participatory monitoring and evaluation scheme with quantitative and qualitative data collection at the State level to measure performance. Periodic program performance reviews.
- c. Technical Support & Capacity Building:** TSU led sub-cell at the Department of Women and Child funded to assist the creation of the women's economic empowerment platform. Institutional strengthening and capacity building for key actors implementing the interventions at the state level. The IPF component will allow TSU to bring in relevant expertise and external support.



Expansion of coverage through scaled up cash transfers extended to vulnerable groups through social pensions. Improvement of delivery standards through a consolidated registry.



Facilitating and scaling up interventions that help women and vulnerable groups access targeted services for job support and social care respectively.



Creating a nodal agency to coordinate and monitor interventions for jobs support for women



Extended tele-consultations for elderly/disabled for care access.

Key Result Areas

PforR Program Benefits

5

Strengthened delivery
of SP Schemes

Increased
interdepartmental
coordination and
convergent actions

Increased female labor
force participation
through the Women's
economic
empowerment platform

Environment Social Systems Assessment: ESSA

Objectives

- Identify potential environmental and social benefits, risks and impacts applicable to the program interventions
- Review the policy and legal framework related to management of environmental and social impacts of the program interventions
- Assess the institutional capacity for environmental and social management system within the program system
- Assess the program system performance with respect to the core principles of the PforR instrument and identify gaps, if any
- Recommend actions to be taken to fill the gaps viz., mitigation measures that will be used as input/s to the Program Action Plan

Consistency with Core Principles

Core Principle	Applicability	Summary of Assessment
#1. Adequacy and appropriateness of Program E&S Management Systems	Yes	Program E&S management systems are adequate to (a) promote E&S sustainability in the Program design; (b) avoid, minimize, or mitigate adverse impacts; and (c) promote informed decision-making relating to a Program's E&S effects.
#2. Management of program impacts on natural habitats and physical cultural resources	No	The Program interventions will have no impacts on natural habitats and physical cultural resources.
#3. Protection of Public & Worker Safety	Yes	<ul style="list-style-type: none"> No activities related to construction and/or facilities or other operations involved that could pose a threat to the life and safety of workers Workers/program beneficiaries not likely to be exposed to any toxic chemicals/ hazardous wastes/ dangerous materials No reconstruction or rehabilitation envisaged GBV and SEA/H risks are the only risks applicable under some of the interventions proposed These risks can be managed through appropriate mitigations measures as recommended in the PAP

Consistency with Core Principles

Core Principle	Applicability	Summary of Assessment
#4. Management of Land Acquisition, Loss of Access to Natural Resources and Involuntary Resettlement	No	The Program interventions do not require any land acquisition and will not have any impacts related to loss of access to natural resources or involuntary resettlement.
#5. Cultural Appropriateness, Equitable Access to Program Benefits, Special Attention to Rights and Interests of Indigenous Peoples and Historically Underserved Communities	Yes	<ul style="list-style-type: none"> Program designed to provide social protection benefits to the poorest and most vulnerable communities Program design is culturally appropriate and have scheduled tribes as a key target beneficiary group Program is aligned to address needs of all target groups including the scheduled tribes.
#6. Program E&S systems avoid exacerbating social conflict, especially in fragile states, post-conflict areas, or areas subject to territorial disputes.	No	<ul style="list-style-type: none"> Program interventions will neither lead to, nor exacerbate social conflict. West Bengal is neither a fragile nor a conflict afflicted state. Districts or areas of the state are not subject to any territorial disputes While there are political tensions in some districts, program interventions will not exacerbate such tensions.

ESSA: Stakeholders Consulted

- ✓ Finance Department
- ✓ Department of Women and Child Development & Social Welfare
- ✓ Department of Panchayats & Rural Development
- ✓ WBSRLM
- ✓ Department of Labour
- ✓ Labour Commission
- ✓ Department of Industries Commerce & Enterprises
- ✓ Department of Technical Education Trainings & Skill Development
- ✓ Paschim Banga Society for Skill Development
- ✓ NGOs & CBOs

ESSA – Key Findings

- Existing policy and regulatory framework related to E&S risk management is fairly robust and adequate to address E&S risks of the program. Aligned to Bank's Core Principles for PforR Programs
- Social risks – low; social impacts – largely positive
- Key social risks –
 - a) Lack of awareness about government's program
 - b) Lack of digital and financial literacy of program beneficiaries adversely impacting their scheme access and increasing vulnerability to fraud
 - c) Increased social protection benefits to women beneficiaries could lead to increased vulnerabilities – primarily GBV and SEA / SH
 - d) Absence of an overarching State Action Plan for Women could impact program sustainability
- Some social risks might creep in if the selection of the beneficiary from the large pool of applicants is not guided by specific and objective criteria beyond the simple eligibility criteria.
- Environmental risks and impacts – Low.

Challenges

Need for a robust grievance redressal system – is the GRM operated out of CMO adequate?

Improving transparency and accountability through increased citizen's participation

Creating and strengthening a multi-stakeholder platform for promoting women labour force participation

Strengthening response & redressal mechanisms for GBV and SEA

Suggested Risk Management & Mitigation

Development of a unified grievance redressal system for Jai Bangla

Digital and financial literacy initiatives for beneficiaries

Efficient redressal frameworks, systems and mechanisms to address GBV and SEA

Developing a State Action Plan for Women

Capacity enhancement of implementing agencies on gender issues and gender responsive programming for consolidating program gains

Establishing effective and sustainable mechanisms for stakeholder engagement strengthening interdepartmental coordination and convergent actions

Sr. No.	Action	By Whom	Timeline	Means of Verification
Social Aspects				
1	Awareness building about the Jai Bangla scheme among key stakeholders and beneficiaries	DoF along with concerned departments	Year 1, 2 and 3 and thereafter as required	<ul style="list-style-type: none"> - Number of awareness building activities planned and implemented by different departments of the state government - Number of potential beneficiaries that were contacted at the grassroots level
2	Develop an algorithm for prioritized selection of most vulnerable among potential beneficiaries social protection schemes administered by DWCDWSW through the Jai Bangla portal	DWCDWSW	Year 2	<ul style="list-style-type: none"> - Algorithm developed - Relevant GO issued for use of algorithm for selection of beneficiaries - Improved beneficiary selection (ascertained through social audits and administrative data)
3	Establishment of multi stakeholder platform to promote women's economic empowerment and improve FLFP	DoF	Year 2	<ul style="list-style-type: none"> - Relevant Government Orders - Minutes of meetings
4	Development of guidelines and protocols for Social Audit of the Jai Bangla scheme	DoF along with concerned departments	Year 2	<ul style="list-style-type: none"> - Guidelines developed - Relevant GOs issued for undertaking social audits

Recommended Program Action Plan

5	Development of strategy for provision of home-based care through existing frontline workers developed	DoF, DWCDWSW, DoHFW	Year 3	<ul style="list-style-type: none"> - Strategy document - Action plan for implementation of strategy - Results of pilots from few districts - Relevant GOs
6	Undertake Social Audit of the Jai Bangla scheme	Social Audit Committees at the District Level; results validated by specialized agency and reported by DWCDWSW	Year 3 onwards	<ul style="list-style-type: none"> - Social Audit reports - GoWB's acceptance of finding of social audit reports
7	Development and acceptance of a State Action Plan for Women (SPAW)	DWCDWSW	Year 4	<ul style="list-style-type: none"> - State Action Plan for Women document - Relevant GOs for implementing the SPAW
8	Developing guidelines and an action plan for prevention and redressal of GBV and SEA/H under SPAW	DWCDWSW	Year 4	<ul style="list-style-type: none"> - Plan of Action document - Guidelines documents

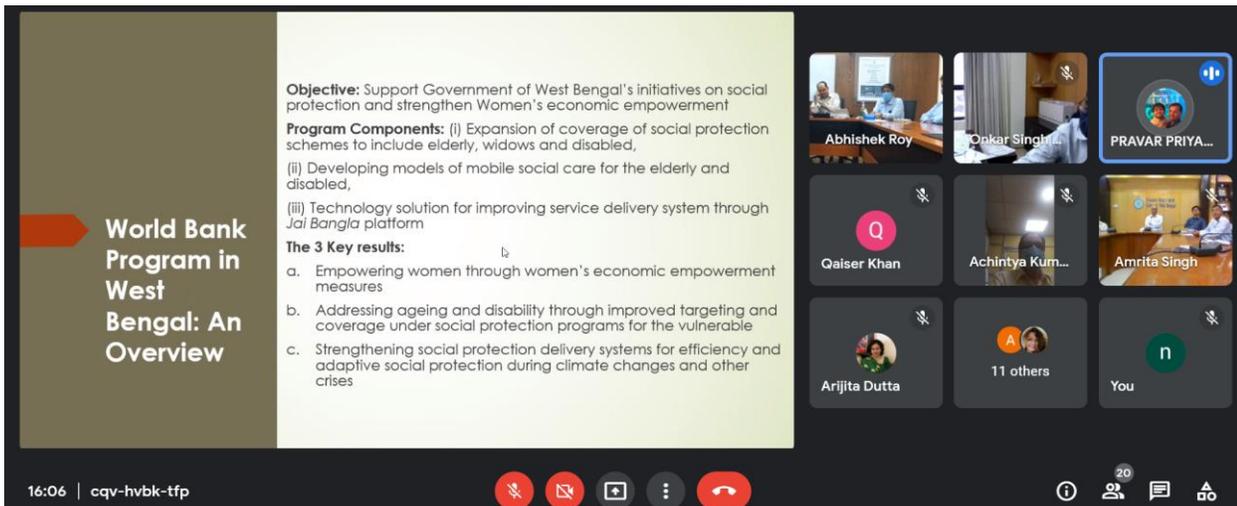
Recommended Program Action Plan contd.

Next Steps

- Multi stakeholder workshop for ESSA disclosure :
 - Workshop with GoWB: 25th November 2021
 - Workshop with Civil Society Organizations: date to be finalized. *Bank to provide support.*
- ESSA to be finalized after receiving inputs from multi stakeholder workshop.
- Final ESSA to be redisclosed in DoF & DWCD SW websites *first* and World Bank website *next*. *Between Appraisal and Negotiations.*
- For any additional questions/clarifications, please write to:
 - Shri. Sudip Kumar Sinha - sudipkumar.sinha@yahoo.in
 - Shri. Anindo Kumar Chatterjee - achatterjee2@worldbank.org
 - Shri. Siddharth Merchant - sidmerchant@worldbank.org

Thank You

Annexure 4: Screenshots of the State Disclosure and Stakeholder Consultation Workshop with government departments



The Investment Project Financing (IPF) component

Supporting overall program coordination to be implemented by Jai Bangla Technical Support Unit (TSU), Department of Finance, Government of West Bengal.

- a. **Engagement and supervision of Independent Verification Agents (IVAs):** Financing engagement of credible verification agent(s) for verification of the achievement of Disbursement Linked Indicators (DLIs) across the results areas. The TSU, DoF, GoWB will help contract and supervise the IVAs
- b. **Monitoring & Evaluation:** Support an overall monitoring and evaluation framework for the program. Development of a participatory monitoring and evaluation scheme with quantitative and qualitative data collection at the State level to measure performance. Periodic program performance reviews.
- c. **Technical Support & Capacity Building:** TSU led sub-cell at the Department of Women and Child funded to assist the creation of the women's economic empowerment platform. Institutional strengthening and capacity building for key actors implementing the interventions at the state level. The IPF component will allow TSU to bring in relevant expertise and external support.

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ESSA – Key Findings

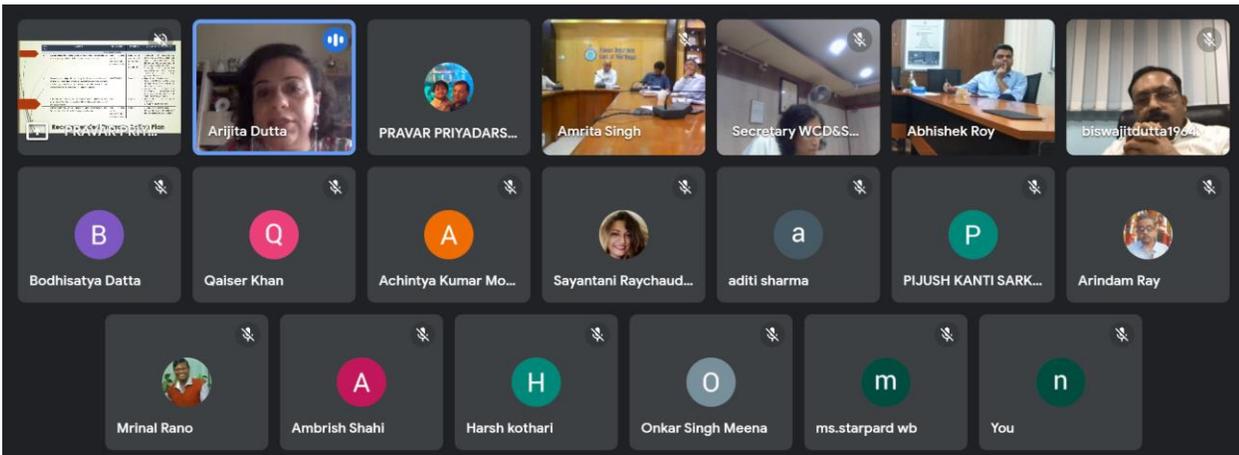
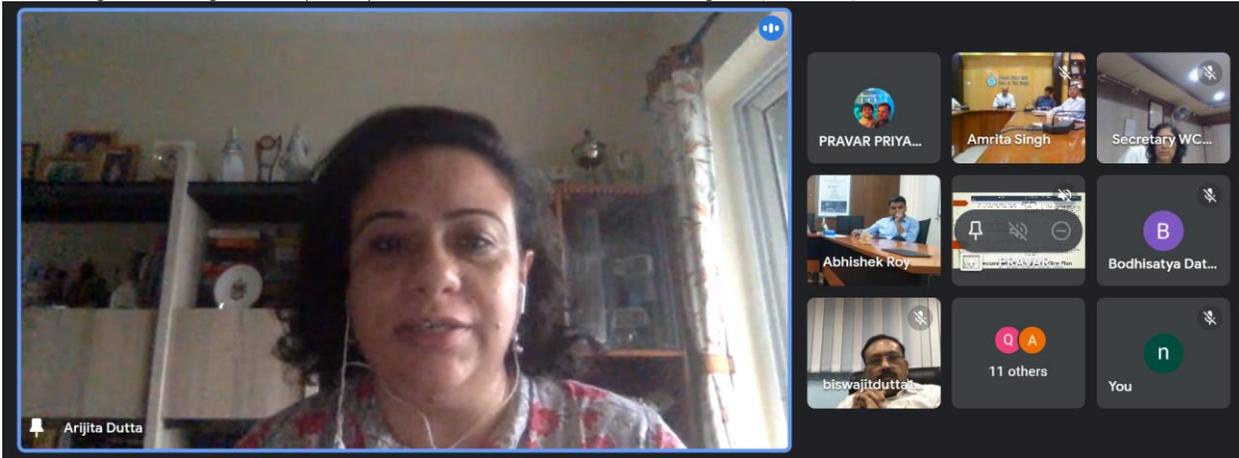
- Existing policy and regulatory framework related to E&S risk management is fairly robust and adequate to address E&S risks of the program. Aligned to Bank's Core Principles for PforR Programs
- Social risks – low; social impacts – largely positive
- Key social risks –
 - a) Lack of awareness about government's program
 - b) Lack of digital and financial literacy of program beneficiaries adversely impacting their scheme access and increasing vulnerability to fraud
 - c) Increased social protection benefits to women beneficiaries could lead to increased vulnerabilities – primarily GBV and SEA / SH
 - d) Absence of an overarching State Action Plan for Women could impact program sustainability
- Some social risks might creep in if the selection of the beneficiary from the large pool of applicants is not guided by specific and objective criteria beyond the simple eligibility criteria.
- Environmental risks and impacts – Low.

16:08 | cqy-hvbk-tfp

Sr. No.	Action	By Whom	Timeline	Means of Verification
Social Aspects				
1	Awareness building about the Jai Bangla scheme among key stakeholders and beneficiaries	DoF along with concerned departments	Year 1, 2 and 3 and thereafter as required	- Number of awareness building activities planned and implemented by different departments of the state government - Number of potential beneficiaries that were contacted at the grassroots level
2	Develop an algorithm for prioritized selection of most vulnerable among potential beneficiaries social protection schemes administered by DWCDSW through the Jai Bangla portal	DWCDSW	Year 2	- Algorithm developed - Relevant GO issued for use of algorithm for selection of beneficiaries - Improved beneficiary selection (ascertained through social audits and administrative data)
3	Establishment of multi stakeholder platform to promote women's economic empowerment and improve FLFP	DoF	Year 2	- Relevant Government Orders - Minutes of meetings
4	Development of guidelines and protocols for Social Audit of the Jai Bangla scheme	DoF along with concerned departments	Year 2	- Guidelines developed - Relevant GOs issued for undertaking social audits

Recommended Program Action Plan

16:27 | cqy-hvbk-tfp



Annexure 5: Screenshots of the State Disclosure and Stakeholder Consultation Workshop with non-government stakeholders

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WORLD BANK PROGRAM IN WEST BENGAL: AN OVERVIEW

Objective: Support Government of West Bengal's initiatives on social protection and strengthen Women's economic empowerment

Program Components: (i) Expansion of coverage of social protection schemes to include elderly, widows and disabled, (ii) Developing models of mobile social care for the elderly and disabled, (iii) Technology solution for improving service delivery system through *Jai Bangla* platform

The 3 Key results:

- a. Empowering women through women's economic empowerment measures
- b. Addressing ageing and disability through improved targeting and coverage under social protection programs for the vulnerable
- c. Strengthening social protection delivery systems for efficiency and adaptive social protection during climate changes and other crises



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Anindo Kumar Chatterjee

ENVIRONMENT SOCIAL SYSTEMS ASSESSMENT: ESSA

Objectives

- Identify potential environmental and social benefits, risks and impacts applicable to the program interventions
- Review the policy and legal framework related to management of environmental and social impacts of the program interventions
- Assess the institutional capacity for environmental and social management system within the program system
- Assess the program system performance with respect to the core principles of the PforR instrument and identify gaps, if any
- Recommend actions to be taken to fill the gaps viz., mitigation measures that will be used as input/s to the Program Action Plan



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Anindo Kumar Chatterjee

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CHALLENGES

Need for a robust grievance redressal system – is the GRM operated out of CMO adequate?

Improving transparency and accountability through increased citizen's participation

Creating and strengthening a multi-stakeholder platform for promoting women labour force participation

Strengthening response & redressal mechanisms for GBV and SEA

Dismiss

Participants

Invite someone or dial a number

Share invite

In this meeting (12)

- Sharma, Aditi
- achin Chatterborty (Guest)
- Ananya Bhattacharya
- Anindo Kumar Chatterjee
- Arijita (Guest)
- FINANCE DEPARTMENT, GOVT...
- Kumar Rana (Guest)
- manabi (Guest)
- Neha Sharma
- Priyadarshi, Pranav
- Singh, Nilay
- tinku (Guest)
- Others invited (1)
- Mathur, Tina

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Anindo Kumar Chatterjee

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NEXT STEPS

- Multi stakeholder workshop for ESSA disclosure :
 - Workshop with GoWB: 25th November 2021 ✓
 - Workshop with Civil Society Organizations: 21st December 2021 ✓
- ESSA to be finalized after receiving inputs from multi stakeholder workshop – by 23rd December 2021
- Final ESSA to be redisclosed in the World Bank website and DoF & DWCD SW websites – by 24th December 2021.
- For any additional questions/clarifications, please write to:
 - Shri. Sudip Kumar Sinha - sudipkumar.sinha@yahoo.in
 - Shri. Anindo Kumar Chatterjee - achatterjee2@worldbank.org
 - Shri. Siddharth Merchant - sidmerchant@worldbank.org

Dismiss

Participants

Invite someone or dial a number

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In this meeting (12)

- manabi (Guest)
- Kumar Rana...
- AB
- NS
- Ananya Bha...
- Neha Sharma
- AC
- +5
- Anindo Ku...

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Sync to Presenter - Slide 16

