



Sustainable and Integrated Labor Services (SAILS) (P177240)

SOUTH ASIA | Maldives | Social Protection & Jobs Global Practice |
IBRD/IDA | Investment Project Financing | FY 2022 | Seq No: 4 | ARCHIVED on 25-Mar-2024 | ISR58631 |

Implementing Agencies: Maldives Pension Administration Office, Ministry of Higher Education, Labour and Skills Development, Republic of Maldives

Key Dates

Key Project Dates

Bank Approval Date: 27-May-2022

Effectiveness Date: 26-Sep-2022

Planned Mid Term Review Date: 28-Mar-2025

Actual Mid-Term Review Date:

Original Closing Date: 30-Jun-2027

Revised Closing Date: 30-Jun-2027

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

To improve social protection coverage and employability of Maldivian workers.

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

No

Components Table

Name

Integrated Labor Market Services:(Cost \$8.70 M)
Strengthening Social Insurance:(Cost \$14.30 M)
Project Management:(Cost \$1.00 M)
Contingent Emergency Response Component (CERC)

Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Moderately Satisfactory
Overall Implementation Progress (IP)	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Moderately Satisfactory
Overall Risk Rating	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate

Implementation Status and Key Decisions

A core activity of the project is the design and implementation of the Unemployment Insurance (UI) scheme. The UI Bill has not yet been approved and therefore all related activities are on hold, resulting in delayed implementation. The recruitment of key personnel is also on hold (CEO of Jobs Center and key staff for PMU) and expected to be appointed/recruited after elections in April/May 2024. The mandate of Labor has been shifted to the Ministry of Higher Education, Labor, and Skills Development (MOHELSD).



Risks

Systematic Operations Risk-rating Tool

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

Results

PDO Indicators by Objectives / Outcomes

Improved resilience against shocks				
▶ Coverage of the unemployment insurance program (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Percentage of labor force enrolled in and actively contributing to the UI program			
☐ Coverage of unemployment insurance program (female workers) (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Enhanced employability of workers				



▶ Job placement rate of ES program participants (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	55.00	0.00	0.00	70.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Former ES program participants employed within 6 months of commencing the ES program, expressed as a percentage of all ES program participants.			
□ Job placement rate of female ES program participants (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	50.00	0.00	0.00	65.00
▶ Number of partnerships established by Job Center with schemes promoting priority areas (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	9.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	The indicator will track the number of formal partnerships established by the Job Center with government or non-government programs. These partnerships will be directed at boosting employment in the specific area, and thereby increase both the opportunities available to job-seekers and the likelihood of these schemes succeeding in creating new jobs of strategic importance.			
□ Partnerships with programs promoting green and blue economy jobs (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	3.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
□ Partnerships with programs promoting local employment in the tourism sector (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	3.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
□ Partnerships with programs promoting female employment (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	3.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027

Intermediate Results Indicators by Components



Component 1. Integrated Labor Market Services				
▶ ES program established and functioning (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	ES program legislation approved by Parliament, required regulations are enacted and program is providing services as outlined in the Project Operations Manual.			
▶ Share of UI benefit claimants participating in the ES program (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Percentage of UI benefit claimants during the 12-month reference period who complied with the requirement of active participation in the ES as stated in the program rules			
▶ Share of atolls with local Job Center case manager (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	8.30	8.30	100.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Share of atolls with at least one local Job Center case manager performing prescribed ES program functions.			
☐ Share of Job Center case managers who are female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	100.00	83.00	30.00
▶ ES case managers per thousand beneficiaries (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	8.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Ratio of Job Center case managers to average number of ES active participants (in thousands)			

Component 2. Strengthening Social Insurance



► Unemployment insurance program established and functioning (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	UI program legislation passed by the People's Majlis, required regulations are enacted and program is providing services as outlined in the Project Operations Manual.			
► Share of MRPS beneficiaries with active UI accounts (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Share of MRPS participants registered for the UI program and holding an individual account with a positive balance			
► UI fund reserves (months of benefit payments) (Months, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	12.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Number of months' worth of UI benefits payable out of the solidarity fund and all individual accounts, if all claimants were to be paid simultaneously. This is a measure of the sustainability of the UI fund.			
► MPAO information management capacity enhanced (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	MPAO information management capacity enhanced by establishment of data warehouse and dedicated data analysis department.			
► Days between benefit claim and payment of benefits (Days, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	28.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Average time elapsed (in business days) from receipt of a valid UI benefit claim to first payment of benefits to the claimant.			



Component 3. Support for Project Implementation				
► Beneficiary satisfaction with UI program (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	70.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Share of UI program benefit claimants expressing that they are satisfied with the program 12 months after first applying for benefits			
► Beneficiary satisfaction with the ES program (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	70.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Share of ES program enrollees expressing that they are satisfied with the program 12 months after enrollment, expressed as percentage of beneficiary feedback survey respondents			
► Employer satisfaction with the ES program (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	70.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Share of employers registered with Job Center expressing that they are satisfied with the service, expressed as percentage of employer feedback survey respondents.			
► Grievances addressed within two weeks (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
Date	30-Jun-2022	13-Jul-2023	16-Feb-2024	30-Jun-2027
Comments:	Share of grievances registered in the Job Center or online portal which are given an initial response within two weeks of submission			

Performance-Based Conditions

Data on Financial Performance

Disbursements (by loan)

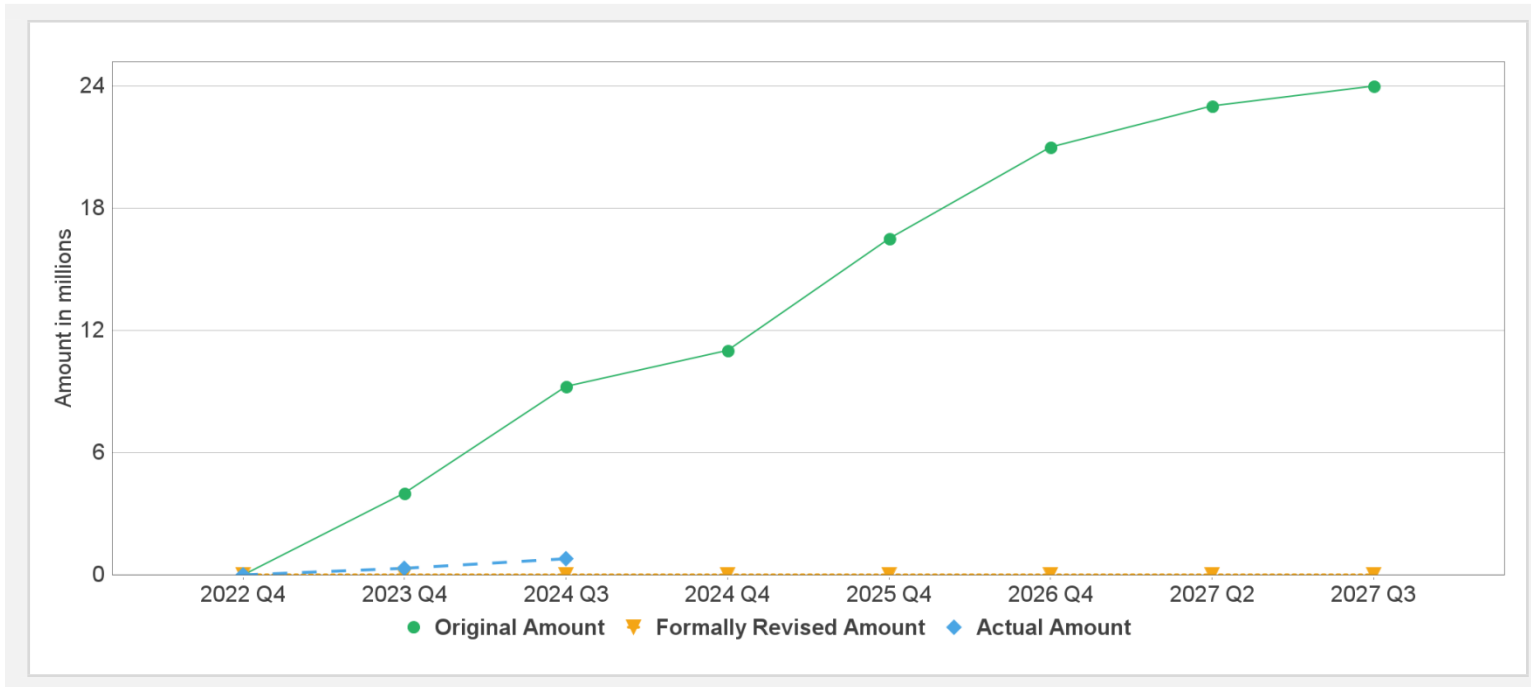


Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P177240	IDA-E0460	Effective	USD	24.00	24.00	0.00	0.79	22.23	3.4%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P177240	IDA-E0460	Effective	27-May-2022	04-Jul-2022	26-Sep-2022	30-Jun-2027	30-Jun-2027

Cumulative Disbursements



Restructuring History

There has been no restructuring to date.

Related Project(s)

There are no related projects.