

**PROJECT INFORMATION DOCUMENT (PID)
APPRAISAL STAGE**

Report No.: AB5024

Project Name	Kenya Youth Empowerment Program
Region	AFRICA
Sector	Other social services (100%)
Project ID	P111546
Borrower(s)	Office of the Deputy Prime Minister and Ministry of Finance - GOVERNMENT OF KENYA
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Implementing Agency	
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Environment Category	<input type="checkbox"/> A <input checked="" type="checkbox"/> B <input type="checkbox"/> C <input type="checkbox"/> FI <input type="checkbox"/> TBD (to be determined)
Date PID Prepared	February 22, 2009
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1. Country and Sector Background

1. **Kenya has recently experienced a turnaround in its economy, showing strong economic growth, but this growth began to slow in 2008, mainly due to the post-election violence and the global financial, food and fuel crisis.** Kenyan economic growth increased from 2.9 percent in 2003 to 7.1 percent in 2007, after a long period of stagnation. In 2007 economic growth reached 7.1 percent, before dropping to 1.7 percent in 2008. It is expected to be 3.1 percent in 2009. This contraction was due to a series of events. In 2008 the country suffered from an outbreak of violence after the disputed presidential elections in December 2007. Over 1,000 people were killed and more than 350,000 were internally displaced. In addition to the post-election violence, the recent global financial, food and fuel crises, in combination with droughts, have also had a negative impact on the economy. The droughts and high input prices in the agriculture sector led to a contraction and an increase in maize imports.

2. **Kenya still has many poor people (increasingly young people), and even though the economy has been growing for the last few years inequality continues to be a serious concern.** According to 2006 data, about 46 percent of Kenya's estimated 35.5 million people lived below the national poverty line, while 19 percent lived in extreme poverty. In addition to the economic slowdown in 2008, the crisis has had a direct impact on several dimensions that are

relevant to poverty and well-being. The economic slowdown and the series of different crises have negatively affected the population, and poverty levels are expected to start to increase again.

3. **Poverty has a predominantly young face in Kenya.** The incidence of poverty rises from 46 percent among all households to 55 percent for households with at least one unemployed youth. Youth represent almost one third of the Kenyan population, reaching around 11 million in 2006 (compared to 8.5 million in 1999). This age cohort is now at a historical high (in absolute and relative terms). Inequality in household consumption is also high with the consumption decile ratios of the top 10 percent to the bottom 10 percent standing at 20:1 in urban areas and 12:1 in rural areas.¹

4. **Unemployment has become a huge challenge for the country and the magnitude of the problem is especially large for youth.** Youth in Kenya face serious challenges, including high rates of unemployment and underemployment. The overall unemployment rate for youth is double the adult average, at about 21 percent. Statistics on joblessness suggest that the magnitude of the unemployment problem is larger for youth, with 38 percent of youth neither in school nor work (aggregating the rates of reported unemployment and inactivity). The share of youth among the unemployed rose significantly from 60 to 72 percent (15-29 years of age).

5. **The high unemployment rate could be attributed to many factors, some of which are not directly linked to youth themselves (like the lack of job creation in the economy and the investment climate).** Other explanations could be differentiated across skills groups. For the low educated, lack of skills (both technical and soft) and information could hamper their effort to find work. For the higher educated, besides skills mismatches and lack of information, a high reservation wage and possible discrimination are likely explanations. Finally, the lack of networks and knowledge of market suppliers and needs combined with difficulty accessing credit (despite recent initiatives that include the establishment of the Youth Enterprise Development Fund), and lack of entrepreneurship skills limit the ability of youth to start and grow successfully their own work.

6. **The social and economic costs of the failure to include the youth in Kenya's development are vast.** These costs are borne directly by young people themselves, in the guise of diminished health, well-being and income. However, they also profoundly affect the well-being of society as a whole. Left idle, this population represents a near-term risk to social stability and a long-term risk to development of the nation's economy and the welfare of Kenyan households. Ensuring that youth are successfully integrated into the economy and employment with skills will open the pathway to a demographic dividend for development that will improve Kenya's competitiveness, raise household incomes, reduce poverty and create a virtuous circle of investment and growth. The failure to achieve this integration raises the possibility of further social disruption and an economy unable to attract industries that are globally competitive in their use of modern technology. Evidence from recent analytical work² shows that lack of action on the challenges that affect youth will escalate both the social and economic costs of

¹ This compares to a national average of 5:1 in Tanzania and only 3.3:1 in Ethiopia.

² Youth and Development in Kenya (World Bank 2005); Inside Informality: Poverty, Jobs, Housing and Services in Nairobi Slums (World Bank 2006); Cross-Sectoral Assessment for At-Risk Youth in Kenya, November 2009.

development in Kenya. Further, youth unemployment is a major contributor to frustration and tension in the country, especially in urban areas.³ The situation has become even worse, due to the crisis that erupted after the disputed December 2007 elections, where the youth were substantially involved in the unrest and violence and they were recognized by both the Government of Kenya (GoK) and development partners (DP) as a high-priority target group for addressing some of the major challenges of the country.

7. **The Ministry of Youth Affairs and Sports (MoYAS) is a relatively newly established ministry with an important need of capacity strengthening.** The MoYAS was established in 2005 to better address youth concerns in Kenya. In 2006 the National Youth Policy was developed to guide and mainstream youth-related interventions in the country and a bill to create a National Youth Council was tabled in parliament for the first reading in May 2009. The GoK has thus recognized the importance of youth in the economic development of the country, and has introduced several important youth-related programs (such as vocational training through Youth Polytechnics), as well as the Youth Enterprise Development Fund (YEDF). In addition, last year the GoK, supported by the UK Department for International Development (DfID), initiated the development of a national strategy and policy framework for social protection, through the Ministry of Gender, Children and Social Development (MGCSO). Youth and jobs are probably the most clearly recurring themes in every plan drawn by the government. The MoYAS is however facing capacity constraints to ensure effective implementation and monitoring of youth-related policies and interventions and the staff often lack relevant experience to efficiently operate on the ground.

8. **The recent financial and economic crisis has prompted the GoK to renew its commitment to addressing youth issues and youth unemployment has emerged as a top priority.** The GoK developed a “Marshal Plan” for youth unemployment in 2007, emphasizing the importance of a coordinated and multi-sectoral approach to addressing the problem of youth unemployment and youth idleness. In April 2009 the Kazi Kwa Vijana (KKV)⁴ program was launched, aiming to employ youth in rural and urban areas in labor-intensive public works projects implemented by different line ministries. The KKV is a Social Safety Net (SSN) program being implemented under the overall supervision and guidance of a National Steering Committee, chaired by the Prime Minister and comprising Ministers and Permanent Secretaries of Ministries with KKV sub-projects. The Office of the Prime Minister (OPM) is in charge of the overall coordination and monitoring. Priority is given to sub-projects that can be implemented rapidly using labor-intensive techniques, such as road maintenance, small-scale water supply and sanitation, water harvesting, afforestation and waste collection. In addition to the KKV, the GoK continues to support the YEDF, established in 2006, providing youth with access to finance for self-employment activities and entrepreneurial skills development.

9. **Programs directly targeting youth in Kenya are generally fragmented with low coverage, but there is increasing interest from DPs to support youth programs.** There is general consensus among DPs that youth unemployment is a major concern in Kenya, and there is an increasing interest to support youth-related programs. The USAID recently undertook an assessment of youth in Kenya and is planning support based on outcomes from that assessment.

³ Kenya Country Social Assessment (World Bank 2007).

⁴ “Kazi kwa Vijana” means “Work for Youth” in Kiswahili.

The Dfid is preparing a project to support a new market development program in Kenya to improve the performance of market systems that are important for poor people in the country, including unemployed youth. The UNDP and the Italian Cooperation are providing capacity building support to the MoYAS. The International Youth Foundation (IYF) and the Youth Employment Network (YEN) are also supporting non-governmental organizations (NGOs) that are implementing youth programs. The design of the KYEP has been supported by the UNDP and the ILO, and discussions are ongoing with the IYF and the YEN on how to best collaborate on and coordinate youth-related activities in Kenya.

10. **Since governance issues have constrained the achievement of better results in many programs across the sectors in Kenya, the design of the KYEP assures strong governance features**, focusing on four principal areas: (i) results orientation; (ii) accountability; (iii) transparency; and (iv) participation. The results orientation activities ensures that solid arrangements are put in place for areas such as targeting and monitoring and evaluation. For accountability, the Project includes an institutional risk assessment where risks are identified and mitigated against, capacity building activities are supported, financial management is strengthened, and procurement monitoring and performance audits are carried out. For transparency, the Project addresses information dissemination and communication about program targeting and objectives, documentation, such as two comprehensive Operational Manuals (OMs), complaint mechanisms, and supervision and quality control of public works. For participation, it supports the consultation processes with the communities, decision-making processes, and social accountability.

2. Objectives

11. The proposed Project Development Objective (PDO) is to support GoK efforts to increase access to youth-targeted temporary employment programs and to improve youth employability.

12. The PDO will be achieved through three components:

- (i) Labor-intensive works and social services (US\$ 43 million);
- (ii) Private Sector Internships and Training (US\$ 15.5 million); and
- (iii) Capacity Building and Policy Development (US\$ 1.5 million).

Key Performance Indicators to Assess the Progress towards the PDO

Key Indicator	Baseline	Target
Number of additional KKV beneficiaries.	0	at least 190,000
Number of additional person days provided in KKV public works.	0	at least 10,000,000
Percentage of interns who complete the internship and are immediately employed by their internship employer or who have found employment with a new employer or are starting a business (disaggregated by gender).	0	35%

Percentage of interns employed or self-employed six months after internship completion (disaggregated by gender).	0	50%
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13. **The higher level objectives the Project addresses are:**

- Decreasing the vulnerability of young people by providing some of the most disadvantaged of the unemployed youth with income opportunities in the short term, as well as market-oriented skills that increase their employability in the medium and long term; and
- Enhancing the access of vulnerable groups to social infrastructure and services, by upgrading services in selected rural and urban areas in Kenya.

3. Rationale for Bank Involvement

14. **Addressing idleness of disadvantaged youth and building their human capital atops the GoK's priorities and is consistent with:** (i) the 2007 World Development Report that focuses on development and the next generation; (ii) the World Bank's Kenya Country Assistance Strategy (CAS) for 2004-2008, giving important attention to equity and investing in people. The Bank is now in the process of developing a new CAS and it is expected that social protection concerns, including disadvantaged youth, will be of increased priority; (iii) the inclusion of young people in mainstream society is further specified as a priority in the Social Development Strategy of the Africa Region of the Bank, and the Bank-wide Social Development Strategy highlights youth development as an important part of its thematic portfolio⁵; (iv) Kenya's Vision 2030 strives to reduce the number of people living in poverty and guarantee equality of opportunities; increase the opportunities for youth, women and disadvantaged groups; and improve the delivery of social services (including, water and education) among others; and (v) the National Youth Policy (NYP).

15. **This program complements other governmental programs that aim to help offset the risks and shocks faced by vulnerable groups in the population, and it supports the build-up of a comprehensive social protection strategy.** For example, in response to the risk of drought, there is a national drought contingency fund and a pilot cash transfer program for the chronically food insecure in the arid and semi-arid regions (Hunger Safety Net Program). About 2 million Kenyans (6 percent of the population) permanently rely on food relief, with higher numbers in drought years (e.g., 3.5 million in 2006). There are also some new policy instruments to directly tackle poverty and vulnerability, including in particular a cash transfer program for Orphans and Vulnerable Children (OVC). Community-driven initiatives are also recognized and encouraged by GoK policies. They are implemented fairly widely and increasingly (the Constituency Development Fund, part of the road maintenance funds, and the HIV/AIDS program). This program comes to support a different group of the population, the vulnerable and unemployed youth. The KKV, successfully launched in April 2009, is now in its phase two, and there is need to improve its effectiveness and efficiency. The Bank is well

⁵ World Bank 2003a

positioned to help the GoK do this. The Bank has worldwide experience of best practice operational features of public works programs (PWP) and will, together with the ILO, provide important technical assistance to improve the efficiency of the KKV. The support will assist the GoK in establishing a robust and comprehensive SSN project, by strengthening its institutional arrangements and further developing some key operational features. This includes improved targeting mechanisms, optimization of employment content of sub-projects, inclusion of services, and effective monitoring and evaluation. Given that employment programs, particularly labor-intensive public works programs for youth, are likely to be needed in the medium term, there is a need for the GoK to master the management of these programs and to develop a design that allows for flexibility based on demand, with possible scaling-up and down as necessary. The Bank support will ensure increased community participation in the sub-project selection, which will lead to greater ownership and stronger sustainability. The GoK allocated K.Shs. 6.6 billion to the KKV for FY10 (around US\$ 84 million). The Bank is well placed to respond quickly and seize the momentum given its long involvement in supporting Kenya tackling poverty issues.

16. Kenya has a long history in implementing PWPs and country-specific lessons learned have guided the design of this project. Kenya has a long and successful experience in implementing PWPs, going back to the late seventies with the Rural Roads Program and ending with the ongoing Roads 2000 Program. Local contractors, labor and local institutions are familiar with such an approach and a pool of trained personnel is available to support these programs. This includes international institutions like the ILO and UN-HABITAT who have been active on this front in Kenya for years and whose inputs have been consistently taken on board in the design of this project.

17. The Kenyan government faces a challenge from the large number of youth who are out of school and out of work. The Project through its work experience and training intervention offers an opportunity to learn about effective strategies for integrating youths into private sector employment and improving employability. The Bank brings substantial experience to the design and evaluation of these programs and will mobilize additional financial support and technical assistance to capturing the lessons from the Project.

4. Description

18. Component 1: Labor-intensive works and social services (US\$ 43 million equivalent). The main objective of this component is to support the GoK in reducing the vulnerability of unemployed young women and men by expanding and enhancing the effectiveness of the KKV program. The component finances labor-intensive projects that provide income opportunities to participating youth, and at the same time, enhance the communities' access to social and economic infrastructure. The target group of the component is unemployed youth in the 18-35 age bracket, which is the same bracket of the ongoing KKV. This will be achieved by:

- Creating employment opportunities for youth in labor intensive and social service projects as well as enhancing community access to social and economic infrastructure through training, provision of technical assistance, and other resources;

- Testing innovative methods on selected KKV sub-projects and mainstreaming the viable ones into the KKV program;
- Developing and implementing the Monitoring and Evaluation Framework and the Management Information System; and
- Improving the management and coordination capacity of the OPM, through provision of technical assistance and goods required for that purpose.

19. **Component 2: Private Sector Internships and Training (US\$ 15.5 million equivalent).** The main objective of this component is to improve youth employability, by providing youth with work experience and skills through the creation of internships and relevant training in the formal and informal sector (with priority given to the five growth sectors defined by the Vision 2030). This component is a pilot that addresses the lack of skills and work experience for unemployed young women and men. It will provide youth in the 15-29 age bracket who have at least eight years of schooling, have been out of school for at least a year and are not working with an opportunity to acquire relevant work experience and skills through a private sector internship and training program. The component will start implementation in Nairobi and Mombasa, and will expand to one rural area in Year 2 of the Project.

20. The component will support four activities: (i) developing and implementing a youth internship program; (ii) providing training and technical assistance to unemployed youth to obtain skills in potential growth sub-sectors identified in the Vision 2030; (iii) training and upgrading the skills of selected master craftsmen in areas aligned with or relevant to youth employment; and (iv) monitoring and evaluating lessons learnt from the pilot for integration into existing and future youth employment programs. All interns are expected to receive training related to their work during the course of the internship. Targets will be set to ensure that both young men and women will benefit from the activities.

21. Training will be entirely employer-driven. Employers will identify their skill needs and propose a training program for the selected youth, and the Project will pay the intern a stipend for up to six months. Thus, the youth will acquire work experience and skills through the private sector and gain an opportunity to find a regular job or start their own enterprise. In addition to technical skills, youths will be provided with life skills training. Training providers will develop modular, competency-based skill training for trainees; employers may also provide on-the-job training in the enterprise. The program will provide internships in the formal and informal sectors.

22. **Component 3: Capacity Building and Policy Development (US\$ 1.5 million equivalent).** The main objective of this component is to enhance the capacity of the MoYAS to implement the national youth policy and increase the institutional capacity for youth policy planning. This will be done through activities under the following main areas: (i) developing and implementing a training program for MoYAS staff (particularly district youth officers); (ii) developing and implementing social audits to improve the transparency and accountability in the implementation of component 1 and 2 of the Project; (iii) implementing communication activities to increase awareness of the Project amongst the youth; and (iv) supporting policy

development on youth, through provision of technical assistance to the National Youth Council and carrying out of analytical work.

23. A Training Needs Assessment (TNA) will be undertaken prior to project effectiveness and training will be provided based on the findings of the TNA, mainly focusing on district youth officers, but also including some national level staff. The MoYAS is expected to recruit external support to undertake the TNA, which will be retroactively financed by the Project.

The social audits will be piloted in a few selected districts where the KKV and component 1 and 2 are being implemented. An organization will be selected on a competitive basis to develop relevant material and train community members to undertake the social audits. All key stakeholders will be required to cooperate with these social audits and make relevant information easily accessible for the groups who will undertake the social audits.

5. Financing

Source:	(\$m.)
BORROWER/RECIPIENT	85
International Development Association (IDA)	60
Total	145

6. Implementation

A. Partnership arrangements

24. **The Project was prepared in close collaboration with a number of development partners active in Kenya, some of whom are contributing to the preparation activities.** The UNDP supported Project preparation, by financing a consultant to conduct a quick assessment of the existing training providers in Nairobi. The ILO is contributing by providing technical assistance to PW activities. They financed international and local consultants to support the design of component 1 and conduct a review for the KKV in its first phase. The USAID has just finalized a review of youth issues that covers policy and program issues in Kenya. The report confirms the importance of the areas that this project is tackling and supports its design. To date, no parallel financing for the Project is agreed but efforts are being made to mobilize other DP funds.

B. Institutional and Implementation Arrangements

25. **The OPM will be the host of the Project and take responsibility of its overall coordination, oversight and M&E.** A small Project Coordination Unit (PCU) of dedicated staff is being established in the OPM to coordinate the program. This PCU will involve existing staff in the OPM (who can potentially be assigned full-time to the program), staff seconded from other ministries and new staff will be recruited to the unit as needed. The PCU will also coordinate component 1 (the KKV, which is already currently being coordinated by the OPM). The present KKV Operations Manual (OM) has been updated taking into consideration lessons learned from phase 1 and international experience on similar public works programs. The OM will be finalized before project presentation to the World Bank Board of Directors.³⁷

26. **Authority for implementation of component 2 will be delegated by the OPM (and its KYEP department) to the Kenya Private Sector Alliance (KEPSA), a private sector-led apex organization.** The KEPSA Secretariat, serving the Board of Governors, currently has five departments. It will create a sixth department for the KYEP, with a Project Manager and staff. A separate OM was drafted and is being finalized for this component to detail the roles and responsibilities of the different stakeholders in project implementation, lay down criteria for training providers, and set rules for the incentives to be provided for private sector enterprises providing internship opportunities for youth.

27. **Component 3 will be hosted in and implemented by the MoYAS, which in turn will involve a number of other stakeholders.** A project unit (PU) will be established within the MoYAS, consisting of a project coordinator, who will be fully assigned to the unit and be responsible for the oversight and implementation of the KYEP activities under component 3. In addition, a financial management officer, a procurement officer and a project accountant will all assist the project coordinator as necessary, but not be fully assigned to the PU. MoYAS will be recruiting training providers for the training activities to be financed by the component.

28. For the overall project coordination and oversight, the Project will seek to expand the existing KKV Project Steering Committee (PSC) to include private sector participants. The PSC will ensure intersectoral coordination and collaboration among the different parties involved, take policy-level decisions and follow up overall project development.

7. Sustainability

29. There are two types of sustainability concerns that the project design has tried to address: sustainability of the services and infrastructures supported under the Project, and sustainability of the provision of similar services to young people.

30. In terms of sustainability of the infrastructure built and services provided, the Project uses a participative approach that ensures the communities' ownership of the assets created. It also involves the different relevant governmental and non-governmental agencies in the development, execution and operation of these sub-projects. To ensure the sustainability of providing such services to more youth groups in the future, the main host and responsible agency in the Project is the OPM and the implementing agencies for the public works program are all mainstreamed agencies that can carry activities beyond the life of the Project.

31. The private sector-led internship program is a pilot testing new approaches to promote youth employability. Its lessons will guide future policy development by the MoYAS and possible scaling up of this program by government and private sector agencies. The Project includes activities that ensure the building of the institutional capacity and knowledge of the MoYAS, which is the body mandated with coordinating youth activities.

32. The government's commitment and ownership of the Project is clear from the high level of involvement during the preparation stage and the full participation in all details of the Project. The GoK's commitment to enhancing and expanding the social safety net in Kenya is also clear

from the increasing resources allocated to this area and the number of programs that have been introduced in the last few years.

8. Safeguard Policies (including public consultation)

Social

33. During Project preparation, it became clear that the Project might generate potential benefits to young indigenous people (considered a special and vulnerable group in the country). In response, the Project team, including a social development specialist held extensive discussions with the OPM to ensure that the role of the Borrower in addressing this issue was clearly understood and that an Indigenous People's Plan (OP 4.10) is triggered. During the discussions it was agreed that the Borrower prepares an indigenous people's policy framework (IPPF) to guide interventions in this area.

34. The IPPF has been prepared to ensure that the development process fully respects the dignity, rights, economies and cultures of these communities and that the Project is able to gain the broad community support of affected indigenous peoples and other vulnerable marginalized groups. Included in the IPPF is a Screening process and a Social Assessment (prior to the Action Plan) and the required implementation budget. These documents have been finalized by the borrower, cleared by the World Bank Safeguards unit for disclosure and the IPPF was disclosed in Kenya on December 11, 2009. These steps ensure that the World Bank disclosure requirements have been carefully implemented.

Environment

35. In accordance with the World Bank's Safeguard Policy on Environmental Assessment, the Project has been classified as a Category B project. It is expected to have limited and reversible adverse impacts on human populations or environmentally important areas which are site-specific, and which in most cases can be relatively easily mitigated. There will be numerous sector- and site-specific activities for this project necessitating an Environmental and Social Management framework (ESMF). A draft ESMF has been prepared by a consultant under the guidance of the KYEP Secretariat in the OPM, and will serve as the basis to provide an environmental and social screening process for implementation of sub-projects. This ESMF is currently being refined and finalized.

36. As project activities are sector- and site-specific under component 1, the ESMF is intended to be used as a practical tool during sub-project formulation, design, implementation and monitoring. It describes the steps involved in identifying and mitigating the potential environmental and social impacts of future sub-project activities. It also provides guidance in cases where the screening results indicate that a separate Environmental Management Plan (EMP) is required. A summary of the the ESMF was incorporated into the KKV Manual. The ESMF should be part of the Project Operational Manual. While still to be determined, it is likely that KKV projects supported by the Bank will involve unskilled and semi-skilled manual labor on road works and water and sanitation projects. Given the relatively simple and mostly manual

nature of most KKV work (with the exception of some drilling in the case of the sewage pipeline laying), environmental issues are limited.

37. Although the potential environmental and social impacts of KKV projects are likely to be minimal, and in most cases positive, potentially significant and localized negative impacts may occur, thus requiring appropriate mitigation. Potential adverse effects on the environment as a result of the KKV sub-projects may include increased noise, vibration and dust pollution levels due to construction and to a lesser extent, slope erosion, water flow obstruction, impairment of non-critical natural habitat, and minimal and temporary water pollution due to construction-related activities. No major contamination of soil or surface water is envisaged. Tree planting on degraded habitat will not trigger either OP 4.04 (Natural Habitats) or OP 4.36 (Forests). Construction waste management and occupational health and safety requirements (provision of safety gear and access to first aid) have been addressed in the ESMF. In most instances a separate EMP will not be required, as long as the screening checklists are completed before Project start and are subsequently monitored. In cases where an EMP will be required, it will be a simple one or two page document detailing impacts and mitigation of those impacts.

38. Environmental and Social Checklists, Appraisal and Report Forms and accompanying guidelines are included in the ESMF to assist in the environmental and social evaluation of planned sub-projects under the Project. The forms are designed to place information in the hands of line ministries and reviewers so that impacts and their mitigation measures, if any, can be identified.

39. The implementing Line Ministries; Ministry of Water and Irrigation (MoWI), Ministry of Regional Development Authorities (MoRDA), Ministry of Roads (MoR), Ministry of Forestry and Wildlife (MoFW), Ministry of Environment and Mineral Resources (MEMR), and Ministry of Local Government (MoLG), will be responsible for working with the local community chiefs and/or community supervisors in preparing the initial screening checklists, preparing Environmental Management Plans where necessary, and compiling Annual Reports of sub-projects under their mandate. A checklist for documenting consultations with communities, NGOs, civil society, etc will be added to the final ESMF. For the ESMF it is envisioned that the National Environmental Management Agency will be the "umbrella" agency overseeing the screening process, the preparation of Environmental Management Plans (EMPs) for sub-projects where necessary, and participation in general supervision through monitoring of Annual Reports for Line Ministries in each region.

Safeguard Policies

Safeguard Policies Triggered by the Project	Yes	No
Environmental Assessment (OP/BP 4.01)	[X]	[]
Natural Habitats (OP/BP 4.04)	[]	[X]
Pest Management (OP 4.09)	[]	[X]
Physical Cultural Resources (OP/BP 4.11)	[]	[X]
Involuntary Resettlement (OP/BP 4.12)	[]	[X]
Indigenous Peoples (OP/BP 4.10)	[X]	[]
Forests (OP/BP 4.36)	[]	[X]
Safety of Dams (OP/BP 4.37)	[]	[X]

Projects in Disputed Areas (OP/BP 7.60)*	[]	[X]
Projects on International Waterways (OP/BP 7.50)	[]	[X]

9. List of Factual Technical Documents

A. Government Documents

1. Kenya Vision 2030: Transforming National Development (2007)
2. Draft Social Protection Strategy (November 2008)
3. Draft Social Protection Policy (2009)
4. Kazi Kwa Vijana Program Manual (April 2009)
5. Environmental and Social Management Framework (2009)
6. Indigenous People Planning Framework (2009)
7. National Youth Policy (2006)
8. National Youth Council Act (December 2009)

World Bank Documents

9. Kenya Country Assistance Strategy Progress Report (March 2007)
10. Country Social Analysis (August 2007)
11. Kenya Human Development Strategy (draft June 2009)
12. Project Concept Note (July 2009)
13. Minutes from Concept Note Review Meeting (August 2009)
14. Aide Memoire from the Appraisal Mission o the KYEP (January 2010)
15. Aide Memoire from the Pre-appraisal Mission of the KYEP (December 2009)
16. Aide Memoire from Preparation Mission of the KYEP (October 2009)
17. Aide Memoire from Preparation Mission of the KYEP (June 2009)
18. Aide Memoire from Preparation Mission of the KYEP (September 2008)
19. Aide Memoire from Preparation Mission of the KYEP (August 2008)
20. Kenya Poverty and Inequality Assessment (April 2009)
21. Review of targeted programs in Kenya, Kiringai, (World Bank mimio, 2009)
22. How to make public works work: A review of the experiences, Carlo del Ninno, Kalandidhi Subbarao and Annamaria Milazzo, World Bank (2009)
24. Infrastructure Investment and Potential for Employment Generation. Tuck, L., Schwartz, J. and Andrea, L. Crisis in LAC. World Bank LCR Crisis Briefs (2009)

Studies and Assessments

25. Financial Management Assessment Report, including OPM, KEPSA and MoYAS
26. Procurement Assessment Report, including the OPM, KEPSA and MoYAS
27. Assessment of a sample of representative KKV projects, Eng. W.N Omari, (December, 2009)

* *By supporting the proposed project, the Bank does not intend to prejudice the final determination of the parties' claims on the disputed areas.*

28. Assessment of employment-intensive works in Kenya, Max and Partners Ltd., United Nations Development Program (February 2009)
29. Survey of Government and Non-Government Training Providers in Kenya (April 2008)
- Vocational Education Voucher Delivery and Labor Market Returns: A Randomized Evaluation among Kenyan Youth (April 2009)
30. Youth Assessment (USAID)
31. Evaluating the Impact of Job Training Programs in Latin America: Evidence from IDB funded operations, Ibarrarán Pablo, Rosas Shady David, Inter-American Development Bank (March 2008)
32. Impacts of Active Labor Market Programs: New Evidence from Evaluations with Particular Attention to Developing and Transition Countries, Betcherman, Olivad and Dar (2004)
33. Tools for Assessing the Labor Market Impacts of Infrastructure Investment. J. Bivens, J. Irons and E. Pollack, EPI Working Paper (April 2009)
- Effect of the Economic Crisis on Labor Industry 2009, Federation of Kenya Employers (2009)

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