

PMR Public Report

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|-----------------------------|-----------------------------|---|----------|
| Operation Number | BH-L1037 | Chief of Operations Validation Date | 04/14/21 |
| Year- PMR Cycle | Second period Jan-Dec 2020 | Division Chief Validation Date | 04/14/21 |
| Last Update | 03/29/21 | Country Representative Validation Date | 04/19/21 |
| PMR Validation Stage | Validated by Representative | | |

Basic Data

Operation Profile

| | | | |
|---------------------------|---|---|---|
| Operation Name | Skills for Current and Future Jobs in the Bahamas | Loan Number | 3787/OC-BH, 3787/OC-BH-1, 3787/OC-BH-2 |
| Executing Agency | MINISTRY OF LABOUR AND NATIONAL INSURANCE | Sector/Subsector | SOCIAL INVESTMENT-VOCATIONAL AND WORKFORCE TRAINING |
| Team Leader | PAVON, FERNANDO YITZACK | Overall Stage | Disbursing (From eligibility until all the Operations are closed) |
| Operation Type | Loan Operation | Country | Bahamas |
| Lending Instrument | Investment Loan | Convergence related Operation(s) | |
| Borrower | THE COMMONWEALTH OF THE BAHAMAS | | |

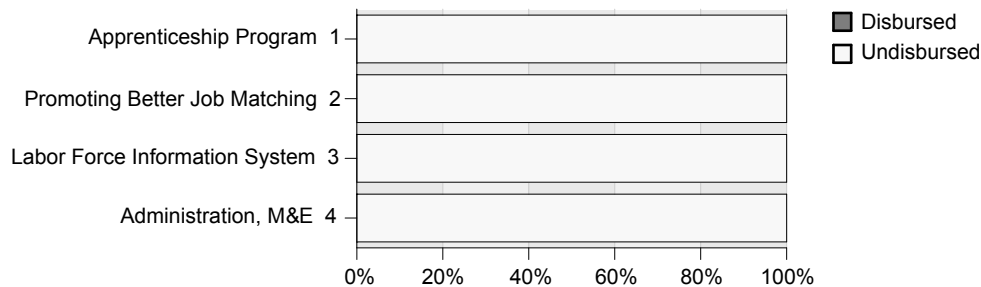
Environmental and Social Safeguards

| | | | |
|---|---|--|----------|
| Impacts Category | C | Was/Were the objective(s) of this operation reformulated? | YES |
| Safeguard Performance Rating | | Date of approval | 08/27/20 |
| Safeguard Performance Rating - Rationale | | | |

Financial Data

| Item | Total Cost and Source | | | | | Available Funds (US\$) | | | |
|------------|-----------------------|-------------|-------------------|------------------------|---------------------|------------------------|----------------------|--------|--------------------|
| | Original IDB | Current IDB | Local Counterpart | Co-Financing / Country | Total Original Cost | Current IDB | Disb. Amount to Date | % Disb | Undisbursed Amount |
| BH-L1037 | 25,000,000 | 20,000,000 | | 0 | 0 | 20,000,000 | 486,536 | 2.43% | 19,513,464 |
| Aggregated | 25,000,000 | 20,000,000 | | 0 | 0 | 20,000,000 | 486,536 | 2.43% | 19,513,464 |

Expense Categories by Loan Contract (cumulative values)



Please note that inactive indicators and outputs are not displayed; totals in the actual cost table may not match the sum of the cost of the outputs displayed, due to the cost of inactive outputs.

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RESULTS MATRIX

General Development Objectives

General Development Objectives Nbr. 1: To contribute to ensuring minimum levels of quality of life for formal workers amid the crisis caused by COVID19

Observation:

| | Indicator | Unit of Measure | Baseline | Baseline Year | Expected Year of Achievement | | Target |
|-----|--|-----------------|----------|---------------|------------------------------|---|--------|
| 1.0 | Postcrisis total employment at formal sector in the specific industries supported by the project compared with pre-crisis total employment at those industries | % | 103.00 | 2019 | 2020 | P | 80.10 |
| | | | | | | A | 80.10 |

Details

Means of verification: Follow up evaluation survey

Observations: Difference between employment rate of treatment versus control groups (in percentage points –pp–). The indicator for the treatment group versus the control group will be measured through the follow up survey. We expect that the impact will sustain until 2025 remaining constant. The programme will establish the required mechanisms to implement a National Apprenticeship Programme for the 1st time; therefore, there is no baseline. The Department of Statistics' definition of "Employment" will be used.

Pro-Gender No

The General Development objective indicator target is expected to be observed by the operation's "Fully Justified" date in Convergence (CO) No

Pro-Ethnicity No

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RESULTS MATRIX

Specific Development Objectives

Specific Development Objectives Nbr. 0: Support employment levels in selected industries in the formal sector for those affected by the coronavirus in the immediate period and during the recovery

Observation:

| Indicator | | Unit of Measure | Baseline | Baseline Year | | 2024 | EOP 2024 |
|--|---|-----------------|----------|---------------|---|------|----------|
| 0.0 | Number of unemployment claims filed from individuals previously working in the participating industries during a period of twelve months. | number | 0.00 | 2019 | P | | 4,421.00 |
| | | | | | A | | 4,421.00 |
| Details | | | | | | | |
| Means of verification: Follow up evaluation survey | | | | | | | |
| Observations: The programme will establish the required mechanisms to implement a National Apprenticeship Programme for the 1st time; therefore, there is no baseline. | | | | | | | |
| Pro-Gender | | No | | Pro-Ethnicity | | No | |

| Indicator | | Unit of Measure | Baseline | Baseline Year | | 2024 | EOP 2024 |
|--|---|-----------------|----------|---------------|---|------|----------|
| 0.1 | Total (short-term) employment three months after the social distancing period at formal sector enterprises supported by the project compared with precrisis total employment at those enterprises | % | 0.00 | 2020 | P | | 80.00 |
| | | | | | A | | 80.00 |
| Details | | | | | | | |
| Means of verification: Follow up evaluation survey | | | | | | | |
| Observations: This indicator will use the legal definition of formality as the probability of having a written contract. 49.36% of the occupied have a written contract (LFS, 2014). | | | | | | | |
| Pro-Gender | | No | | Pro-Ethnicity | | No | |

| Indicator | | Unit of Measure | Baseline | Baseline Year | | 2024 | EOP 2024 |
|---|--|-----------------|---------------|---------------|----|------|----------|
| 0.2 | Total (medium-term) employment twelve months after the social distancing period at formal sector enterprises supported by the project compared with precrisis total employment at those enterprise | % | 0.00 | 2020 | P | | 64.00 |
| | | | | | A | | 64.00 |
| Details | | | | | | | |
| Means of verification: Follow up evaluation survey | | | | | | | |
| Observations: The earnings differential of the treatment group versus the control group. Average wage for the apprentices is B\$1,510. This information is based on the LFS, for the current apprenticeship scheme. | | | | | | | |
| Pro-Gender | | No | Pro-Ethnicity | | No | | |

RESULTS MATRIX

OUTPUTS: ANNUAL PHYSICAL AND FINANCIAL PROGRESS

Component Nbr. 1 1: Protection for the vulnerable population not on the rolls of transfer programs, working in the formal sector

| | Output | Unit of Measure | | PHYSICAL PROGRESS | | FINANCIAL PROGRESS | |
|-----|--|-----------------|------|-------------------|----------|--------------------|------------|
| | | | | 2020 | EOP 2024 | 2020 | EOP 2024 |
| 1.1 | Companies that receive workforce subsidies to workers during the IDB project | number | P | 53 | 53 | 19,358,464 | 19,358,464 |
| | | | P(a) | 53 | 58 | 19,358,464 | 19,358,464 |
| | | | A | 58 | 58 | 19,358,464 | 19,358,464 |
| 1.2 | Average of the staff levels of the participating enterprises in October 31st, 2020 as compared to the staff levels reported when selected in the program | percentage | P | 80 | 80 | 0 | 0 |
| | | | P(a) | 80 | 86 | 0 | 0 |
| | | | A | 86 | 86 | 0 | 0 |

Other Cost

| | | | | | | |
|--|---------------------|------|--|--|---------|---------|
| | Audits | P | | | 15,000 | 15,000 |
| | | P(a) | | | 15,000 | 15,000 |
| | | A | | | 0 | 0 |
| | Project Management | P | | | 35,000 | 35,000 |
| | | P(a) | | | 35,000 | 35,000 |
| | | A | | | 0 | 0 |
| | Labour Force Survey | P | | | 100,000 | 100,000 |
| | | P(a) | | | 100,000 | 100,000 |
| | | A | | | 0 | 0 |
| | Contingencies | P | | | 5,000 | 5,000 |
| | | P(a) | | | 5,000 | 5,000 |
| | | A | | | 0 | 0 |

Total Cost

| | | | | | | |
|--|------------|------|--|--|------------|------------|
| | Total Cost | P | | | 19,513,464 | 19,513,464 |
| | | P(a) | | | 19,513,464 | 19,513,464 |
| | | A | | | 19,358,464 | 19,358,464 |

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CHANGES TO THE MATRIX

| Section | Name | Type of Change | Subtype | Modified By | Entered in the System |
|---------|--|----------------|---|-------------|-----------------------|
| Output | Average of the staff levels of the participating enterprises in October 31st, 2020 as compared to the staff levels reported when selected in the program | Modify Output | Modify Physical EOP P(a) value - caused by a change in the Physical P(a). | TIMYKAD | 03/18/2021 |
| | Companies that receive workforce subsidies to workers during the IDB project | Modify Output | Modify Physical EOP P(a) value - caused by a change in the Physical P(a). | TIMYKAD | 03/18/2021 |

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IMPLEMENTATION STATUS AND LEARNING

Lesson Learned - Categories

Others - Organizational and Managerial Dimensions