



ABSTRACT

Special Programme Implementation Department - Tamil Nadu Women's Employment and Safety Project (TNWeSafe) – Implementation of the Project for 5 years (2024-2029) with the World Bank Loan component of USD 150 Million - Orders - Issued.

SPECIAL PROGRAMME IMPLEMENTATION (OP) DEPARTMENT

G.O.(Ms.) No.33

Dated: 25.09.2024

குரோதி வருடம் புரட்டாசி-09

திருவள்ளுவர் ஆண்டு 2055

Read:

1. G.O.(Ms.) No.5, Special Programme Implementation Department, Dated 23.01.2024
2. The Project Director, Tamil Nadu Women's Employment and Safety Project (TNWeSafe), Lr.Rc.No.0002/HR-Admin/2024, dated: 29.07.2024.

ORDER:

In the Government Order first read above among other things, a Project Management Unit has been established to implement World Bank assisted Project viz., Tamil Nadu Women's Employment and Safety Project (TNWeSafe).

2. The Project Director, TNWeSafe in his letter 2nd read above has sent a detailed proposal on the Tamil Nadu Women's Employment and Safety (TNWeSafe) Project as follows:

(i) Background:

In the year 2021, the Hon'ble Chief Minister set an economic vision for Tamil Nadu to become a USD 1 Trillion economy by 2030. To achieve a trillion-dollar economic status, Tamil Nadu recognizes the criticality of Female Labour Force Participation. To achieve this, the State has framed a dual (Prosper and Protect) programmatic response to support women's aspirations to better quality jobs and to growing enterprises - involving skilling, employment, and enterprise support and simultaneous delivery of social protection measures to cater to the needs of vulnerable groups of women.

The State's policy and programmatic response supports industrial growth, particularly manufacturing, and the creation of a multi-faceted skilling and

entrepreneurial eco-system. Major initiatives include the Naan Mudhalvan Scheme, Pudhumai Penn (Higher Education Quality Assurance Scheme for cash-grants), Short Term Training (STT) and Recognition of Prior Learning (RPL), Tamil Nadu Private Jobs Portal, Startup TN, New Entrepreneur cum Enterprise Development Scheme (NEEDS), the Unemployed Youth Employment Generation Program (UYEGP), Tamil Nadu Startup Seed Fund (TANSEED), Entrepreneurship Development Program for Women, Working Women's Hostels, Sathiyavanimuthu Ammaiyan Ninaivu scheme (supplying sewing machine for women), Industrial Parks for Women-Owned Businesses, and programs to mitigate sexual harassment of women.

Complementing the State's economic vision, the approved Tamil Nadu Women's Policy (January 2024) puts forward a comprehensive plan for women's empowerment. It aims to "provide women with improved access to health, education, and employment, to create conducive conditions that allow gender norms to be restructured and behavior-linked changes to occur, to eliminate discrimination, abuse, and violence against women, and to empower women to break gender stereotypes, encourage them to take up more leadership and decision-making roles and excel in all fields." To deliver on this mandate, the Government intends to expand targeted investments in gender-sensitive education systems, health and nutrition services, business development support to women enterprises, digital literacy, financial inclusion, and skills.

Tamil Nadu Women's Employment and Safety Project (TNWeSAFE) will act as an implementation vehicle for the State's Women's Policy (2024) and design a medium-term, coordination mechanism to drive women's employment and planning for economic growth in Tamil Nadu. Delivering quality jobs in non-farm sectors requires an integrated, multi-sectoral strategy. Creating an ecosystem that enables women to access employment in non-farm sectors requires building public sector capacity, developing institutional cohesion within and among relevant departments, and forging partnerships. Engaging a broad base of state and non-state actors, particularly the private sector, will help accelerate both integration between demand and supply interventions, and job creation and access to quality jobs for women in Tamil Nadu. These initiatives would need to be harnessed around an overarching policy platform at the State and local levels, considering the State's specific context and allowing for required flexibility and adaptation. The Tamil Nadu Women's Employment and Safety Project (TNWeSafe) will support the State Government's effort to scale up initiatives to address barriers to quality jobs and improve labour market outcomes for women, contribute to scaling up the State's dual programmatic approach, and leverage the potential of women as economic agents.

The proposed Program will be financed through funding from the Government of Tamil Nadu (GoTN) including a loan from the World Bank. The World Bank brings technical expertise, innovation, and global experience to the female employment agenda. The proposed Program will build on the vast experience from ongoing Bank-financed programs on women's economic empowerment from across the world, including but not limited to Indonesia, Ethiopia, Ghana, Kenya, Uganda, and Nigeria. The Program will leverage the Bank's convening power and WeLEARN Knowledge Exchange Platform to continually engage with a slew of partners.

It will also build on lessons from existing Bank-supported programs across urban, transport, health, and agriculture sectors in Tamil Nadu.

(ii) Total Estimated Budget, Payment Method, and Program Duration:

The Government of Tamil Nadu is estimated to spend approximately USD 832 million during the program period on associated relevant initiatives by various Departments such as the ones mentioned in the background above, out of which the Government of Tamil Nadu is likely to spend approximately USD 481 million in various existing women-centric initiatives that are under the TNWeSafe Program. In addition, under this program, there is a commitment of support from the International Bank for Reconstruction and Development (IBRD, World Bank) in the form of a total loan of around USD 150 million (about INR 1249 crores). This amount may be revised later as per requirement and with necessary clearances.

Out of the USD 150 million commitment from the World Bank loan, around USD 142.5 million dollars will be spent on achieving results through the implementation of various programs (Program for Results - PforR), and around USD 7.5 million is being provisioned to provide technical assistance and capacity building support (Investment Project Financing-IPF) to state-level institutions to achieve the results expected from them. Under the Program for Results (PforR), the budget will be received from the World Bank on the basis of the achievement of the results of the program. These results will be mutually decided by the GoTN and the World Bank. The achievement of results will be confirmed by an Independent Verification Agency (IVA) that is being established by the Government of Tamil Nadu, using verification protocols that will be mutually determined by the GoTN and the World Bank.

The Program commenced in 2024 and shall extend until June 2030. This term includes a provision for additional time required to complete all formalities associated with the closing of the Program. Appropriate revisions to the program duration may be made as per requirement after obtaining the necessary clearances. Preparatory work for the program, including defining the Program Results, has already been initiated and budgeted for.

(iii) Project Objectives:

The Project objective is to promote women's access to quality jobs in non-farm and emerging sectors. A loan component of USD 150 million is provided by the World Bank for the period 2024-2029 (5-year project). The Program will support the following result areas:

- i. EMPLOY: Improved labour market performance for women in emerging sectors;
- ii. ENABLE: Enhanced delivery of enabling services to promote women's employment; and
- iii. EMPOWER: Strengthened state capacities, technical partnerships, and institutional structures for women's employment.

(iv) Proposed Programs under TNWeSafe:

TNWeSafe program envisages to launch of the following nine flagship initiatives for women empowerment for the period of 5 years (2024-2029) at the total project cost of Rs.1186 crores (USD 142.5 Million).

- i. **Womenomics** - To have a statewide women's Quality Employment Plan (QEP) which is the first of its kind in our Country which will benefit women in terms of skills development, providing more employment and entrepreneurial opportunities, creating a better and safer workplace for them.
- ii. **Women Information Bank (WIB)** - To create a multisectoral platform that will serve as a one-stop-station for all the needs of women towards employment, entrepreneurship, mentorship, education, training, career counselling, psychological counselling, care services, infrastructure, etc.
- iii. **SHENERGY** - To disseminate knowledge about the prevailing facilities for better and safer employment and entrepreneurial opportunities through a flagship program.
- iv. **Thiranchudar (திறஞ்சூடர்)** – To provide support to students through skilling, Apprenticeship & Internship Drive (AID), more practical exposure initiatives for students across schools and colleges.
- v. **Kalangarai (கலங்கரை)** – To create a Talent Assessment Platform (TAP) for psychometric test for school students, "Oru Naal Ungal Kanavu," to facilitate shadowing successful professionals and mentorship across various fields, including Science, Technology, Engineering and Mathematics (STEM), finishing courses for Pudhumai Penn beneficiaries, thereby enhancing their skills and employability.
- vi. **Thozil Vidhai (தொழில்விதை)** - To provide training to women entrepreneurs across all stages of their business ideas, to establish regional incubation centers, and offer short-term courses in collaboration with MSME.
- vii. **Thozilanangu (தொழிலணங்கு)** – To setup region-wise hubs in pan-Tamil Nadu, to provide a one-stop place for training, mentoring, skilling, incubation, and acceleration support to budding women entrepreneurs.
- viii. **Care Cube (அன்புக்குடில்)** – To provide Creche and After-School Care Facilities, community-based elderly day care centers, and safe and affordable hostel for women.
- ix. **Kathioli (கதிரோளி)** – To promote behavior change communication programs and to empower women and create a more equitable society.

(V) Funding Details:

In the current structure, the total program activities amount to USD 631 million, with a contribution of USD 150 million (Rs.1249 crores) from the

World Bank. The rationale for Government financing is that the overall program intends to include the beneficiaries of Pudhumai Penn, Nan Mudhalvan, NEEDS, AABCS, and UYEGP, incorporating the budget lines of these schemes.

The inclusion of multiple schemes ensures that if a scheme's name changes or ceases to exist; its expenditures will not be excluded. These schemes are integrated into the overall program financing.

The Government's program financing is depicted as notional, implying that the Government would spend the money through existing budget lines without requiring additional funding. At the program's conclusion, it has to be ensured that at least USD 150 million has been spent to achieve all the Disbursement Linked Indicators (DLI).

Details of the allocation of funds for each DLI, department wise over the Project's five-year duration, apart from an IPF Component of 7.5 million US dollars for 5 years are as follows:-

DLI Name.	Depart- ment	Allocation (US\$ Million)						
		Period 0	Period 1	Period 2	Period 3	Period 4	Period 5	Total
WOMENOMICS	SPID	0.00	3.00	1.60	2.40	2.40	1.60	11.00
THIRANCHUDAR (திறந் சட்டர்)	TNSDC	3.00	3.00	4.00	5.00	5.00	5.00	25.00
KALANGARAI (கலங்கரை)	TNSDC	2.00	0.00	4.00	4.00	4.00	4.00	18.00
THOZIL VIDHAI (தொழில்விதை)	MSME	0.00	4.00	6.00	6.00	6.00	0.00	22.00
THOZHILANANGU (தொழிலணங்கு)	TANSIM (MSME)	4.00	3.00	3.00	4.00	4.00	2.00	20.00
CARE CUBE (C3) (அன்புக்குடில்)	DSWWE	4.05	3.00	5.95	4.65	2.55	1.80	22.00
KATHIROLI (கதிரொளி)	DSWWE	1.04	1.20	1.20	1.32	1.44	1.80	8.00
SHENERGY	SPID	1.00	1.50	1.00	1.50	1.50	1.50	8.00
WESAFE Women Information Bank (WIB)	SPMU	1.00	1.50	1.50	1.50	1.50	1.50	8.50
Total		16.09	20.20	28.25	30.37	28.39	19.20	142.50

[Considering the fluctuating value of currency, a tentative conversion of amounts into crores has been provided: 1 USD = Rs.83.28, 142.5 Million USD = Rs.83.28 *142.5 = Rs.1186 Crores]

3. The Government after careful consideration accepts the proposal of the Project Director, TNWeSafe and accords in-principle approval for the implementation of Tamil Nadu Women's Employment and Safety Project (TNWeSafe) with World Bank loan assistance of USD 150 Million (USD 142.5 Million shall be earmarked for Program for Results (PforR) and USD 7.5 Million shall be earmarked for Investment Project Financing (IPF)) for a period of 5 years (2024-2029) to achieve the following objectives of the Disbursement Linked Indicators (DLIs):-

- i. At least 50% of districts have developed and approved the Women's Quality Employment Plan.
- ii. Skill Training for Beneficiary Women.
- iii. Annual Career Support for Beneficiary Women.
- iv. Eligible beneficiary women entrepreneurs who received entrepreneurship support activities in non-farm sectors.
- v. Setting up and enhancing of System for incubation, co-working spaces and acceleration services including marketing & branding services in non-farm sectors.
- vi. Enabling services including Child Care, Elderly Care, Hostel Services and other facilities to enhance women's workforce participation.
- vii. Developed a communication plan and implemented awareness activities in Districts using various mediums of communication.
- viii. Adoption and support for the implementation of Specific Policy and Regulatory framework at the State level and at least in 60% of districts for improved women's employment and safety measures.
- ix. Establishment of multi sector platform on women's employment at the State level and in at least 50% of districts.

4. The Government further directs that the proposal for any sanction of expenditure for achieving DLIs shall be sent to the Government separately and the total assistance approved by the World Bank under this project shall not be utilized for new Projects as it is meant to be a source of low-cost loan assistance from the Bank for the Government.

5. This order issues with the concurrence of Finance Department vide its U.O No. efile no.162/Finance Department / 2024, dated 18.09.2024.

(BY ORDER OF THE GOVERNOR)

**DAREZ AHAMED
SECRETARY TO GOVERNMENT**

To

The Project Director, Tamil Nadu Women's Employment and Safety Project (TNWeSafe), Guindy, Chennai-600 032.

The Accountant General (Audit / A&E), Chennai-18.

Copy to

The Principal Secretary to Government, Finance Department, Secretariat, Chennai-9.

The Secretary to Government,
Micro, Small and Medium Enterprises Department, Secretariat, Chennai-9.

The Secretary to Government,
Social Welfare and Women Empowerment Department, Secretariat, Chennai-9.

The Managing Director, Tamil Nadu skill Development Corporation, Chennai-35.

The Section Officer (Bills),
Special Programme Implementation Department, Secretariat, Chennai-9.

The Pay & Accounts Officer, Secretariat, Chennai-9.

The Finance (SW/BG/EAP) Department, Secretariat, Chennai-9.

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//FORWARDED BY ORDER//

G. A. R. Qureshi
25/09/2024
SECTION OFFICER

