



**GOVERNMENT OF SIERRA LEONE
MINISTRY OF AGRICULTURE AND FORESTRY**

Food System Resilience Program (FSRP2) – Sierra Leone

Phase 2 of the Multi-Phase Programmatic Approach

(P178132)

Environmental and Social Management Framework (ESMF)

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ABBREVIATIONS AND ACRONYMS

AfDB	African Development Bank
BDSP	Business Development Service Providers
EPA- SL	Sierra Leone Environmental Protection Agency
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
FAO	Food and Agriculture Organization
FBO	Farmer Based Organization
FNSEWS	Food and Nutrition Security Early Warning System
FSRP2	Food System Resilience Program
GIIP	Good International Industry Practice
GoSL	Government of Sierra Leone
GM	Grievance Mechanism
IA	Implementing Agency
MAF	Ministry of Agriculture and Forestry
NaFFSL	National Federation of Farmers of Sierra Leone
NARC	Njala Agricultural Research Centre
NCoS	National Centre of Specialization
NDPPCO	National Development Partners Program Coordinating Office
NGO	Non- Governmental Organization
PAD	Project Appraisal Document
PCO	Project Coordinating Office
PIU	Project Implementing Unit
PMP	Pest Management Plan
PPE	Personal Protective Equipment
RARC	Rokupr Agricultural Research Centre
RCoE	Regional Centre of Excellence
RPF	Resettlement Policy Framework
SCADeP	Smallholder Commercialization and Agribusiness Development Project
SEA/SH	Sexual Exploitation and Abuse/Sexual Harassment
SLARI	Sierra Leone Agricultural Research Institute
SLeCAD	Sierra Leone Chamber for Agribusiness Development
SLeWOFF	Sierra Leone Women Farmers Forum
WAAPP	West Africa Agricultural Productivity Programme
WAATP	West Africa Agricultural Transformation Programme
WB	World Bank

EXECUTIVE SUMMARY

The Government of Sierra Leone (GoSL) through the Project Coordinating Unit (PCU) of the Ministry of Agriculture and Forestry (MAF) has applied for a funding in the amount of US\$ 60.8 million to be used for implementation of Phase 2 of the Multi-Phase Programmatic Approach of the West Africa Food System Resilience Program (FSRP2) in Sierra Leone (P178132). Phase 2 countries include Sierra Leone, Ghana, and Chad, in addition to Phase 1 countries Burkina Faso, Mali, Niger and Togo, in addition to the following regional institutions: The Economic Community of West African States (ECOWAS), the Permanent Interstate Committee for Drought Control in the Sahel (CILSS), and the West and Central African Council for Agricultural Research (CORAF). The PCU coordinate the overall implementation of national subcomponents with national project objectives that are aligned with regional project's objectives.

The Food System Resilience Program (FSRP2) has five key components that are based on a shift from responding to the current food insecurity crisis towards more medium to longer-term investments aimed at building the resilience of the food systems and the country's productive base. The total investment allocation to Sierra Leone from the program is US\$ 60.8 million. These five core components are described below:

Component 1: Digital Advisory Services for Agriculture and Food Crisis Prevention & Management

The objective of this component is to improve agricultural and food crisis prevention and management using digital advisory services and will be implemented through two sub-components:

Sub-component 1.1: Upgrading Food Crisis Prevention & Monitoring Systems

The objective of this sub-component is to transform the regional food and agriculture risk management architecture (food security-relevant data collection, analysis, forecast and management) to provide relevant information and advisory services to support risk management decisions.

Sub-component 1.2: Strengthening Creation and Provision of Digital Hydromet and Agro-Advisory Services for Farmers

This sub-component aims to increase access to and use of hydro- and agro-met information and advisories as well as early warning information by decision-makers and farmers via multiple dissemination channels including the national agricultural extension systems.

Component 2: Sustainability and Adaptive Capacity of the Food System's Productive Base

The objective of this component is to enhance the resilience of food system's productive base in ways that enable small and medium producers (especially women and youth) to sustainably meet their nutritional needs and raise income levels from the sale of surpluses in local and regional markets.

Sub-component 2.1: Consolidating Regional Agriculture Innovation Systems

The objective of this sub-project is to consolidate the regional research and extension systems to deliver, in a sustainable manner, adaptive technological innovations for the region's food systems. Priority will be given to technologies that are climate-smart, nutrition-sensitive, gender-sensitive and women and youth friendly.

Sub-component 2.2: Strengthening Regional Food Security through Integrated Landscape Management

Through the implementation of the integrated landscape management approaches, this sub-component aims to improve household food security and their resilience to climate variability. The intended outcome is a more resilient food system that makes more-efficient use of already limited land and natural resources and produces a significantly lower environmental footprint.

Component 3: Regional Market Integration & Trade

The component aims to expand food trade in West Africa and to facilitate trade of agricultural goods and inputs within and across national borders. Activities in this component will seek to expand food trade between Sierra Leone and other West African countries in a bid to enabling the efficient distribution of surplus products to loss-making regions. The project will also facilitate the production and marketing of agricultural inputs and technologies within and across national borders.

Sub-component 3.1: Facilitate Trade Across Key Corridors and Consolidate Food Reserve System

The objective of this sub-component is to promote regional integration between ECOWAS member countries by stimulating and streamlining trade. Through this sub-component, the project will support the implementation of sound regional regulations and policies to strengthen agricultural and food input-output markets.

Sub-component 3.2: Support to Development of Strategic and Regional Value chains

The objective of this sub-component is to develop and improve the performance of priority value chains market participation of farmers. The program supports upstream and downstream segments of the two priority value chains (Rice, Cassava and Livestock), in which Sierra Leone has comparative advantage, in order to increase the availability of agricultural products and provide opportunities for value addition for sustainable food and nutrition security. This will have tangible long-term positive impacts on regional food security.

Component 4: Contingent Emergency Response Component (CERC)

This component will allow for a reallocation of credit proceeds from other components to provide immediate emergency recovery support following an eligible crisis or emergency. The contingent emergency response component will be deployed at the national level budget to the participating countries depending on the nature of the emergency which will follow approved criteria for accessing resources to support emergency response activities. The component will finance program activities, works, goods, consultancy services, training and capacity building, technical assistance, and studies.

Component 5: Project management

The overall management of the program will be carried out by the Ministry of Agriculture and Forestry's National Development Partners Program Coordinating Office (NDPPCO). NDPPCO is currently anchored within the MAF management and fiduciary structures. A Technical Unit made up of a designated project manager, a fiduciary expert, a safeguards specialist, a procurement specialist and additional technical experts in the areas of Monitoring and Evaluations and Agricultural Economics have been established within the NDPPCO to oversee the day-to-day implementation of the program's activities. Specifically, the activities under this component will include program

management; procurement arrangements; results monitoring and evaluation; financial management arrangements and recurring costs.

Purpose and Objective of the ESMF

The objective of this Environmental and Social Management Framework (ESMF) is to focus on key activities outlined under the project components within the national context, to provide the basis for assessing, analyzing and evaluating environmental and social impacts of research and development activities. Subsequently the ESMF sets out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts. It contains measures and plans to reduce, mitigate and/or offset adverse risks and impacts, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts. The ESMF further establishes provisions for estimating and budgeting the costs of any alternate measures as part of the implementation of the mitigation guidelines.

The specific project intervention areas are not known at the time of preparation and the ESMF will provide guidance for further screening and Environmental Assessment as may be determined from the screening results.

The report is in accordance with the Environmental Protection Agency Act, 2008 and the EPA (Amendment) Act, 2010 as well as the World Bank Environmental and Social Framework (ESF) which sets out the World Bank's commitment to sustainable development, through Bank Policies and a set of Environmental and Social Standards, the General Environment Health and Safety and another project specific ESHGs (ESHGs for perennial crop production, mammalian Livestock production, poultry production).

Approach to the ESMF Study

This ESMF has benefitted from lessons learnt from the implementation of the West Africa Agricultural Productivity Programme (WAAPP) and Smallholder Commercialization and Agribusiness Development Project (SCADEP) as elicited from the experiences of some of the key stakeholders who were consulted. In view of the target focus of the Food System Resilience Program (FSRP2) on women and youth, special effort was made to engage these groups at the community level to discuss their concerns and aspirations for the project. The range of stakeholders interacted with included:

- Public officials and others with influence on the project at Ministry of Agriculture and Forestry (MAF), SCADeP, Sierra Leone Chamber for Agribusiness Development (SLeCAD), Sierra Leone Agricultural Research Institute (SLARI), National Federation of Farmers of Sierra Leone (NaFFSL), Sierra Leone Women Farmers Forum (SLeWOFF) etc
- Provincial and District stakeholders (Port Loko District Agriculture Office)
- Communities and their leadership (Farmer Based Organizations or FBOs) etc.

In addition, reference has been made to the available relevant documents to describe and understand the project and to make suggestions to improve delivery.

National Policy and Regulatory Framework

The key Sierra Leonean agricultural policies as well as environmental and other statutory laws and regulations to guide the FSRP2 from conceptualization of the proposed project to implementation and monitoring as well as decommissioning include the following:

- Agricultural Policy
- The Land Policy, 2015
- National Gender Strategic Plan (2019- 2023)
- The National Mid-Term Development Plan (2019 – 2023)
- The National Agricultural Transformation Plan (2023)
- The National Agricultural Investment Plan
- The Food Crisis Management Prevention-Country Resilience Priorities;
- Strategic Private Sector-Led Policy Shifts (2020-2021)
- Environmental Protection Agency Act, 2008 and the EPA (Amendment) Act, 2010
- Sierra Leone Meteorological Agency Act ,2017
- The Local Government Act, 2004
- The Constitution of Sierra Leone, 1991
- The Employers and Employed Ordinance, 1960
- The National Water Resources Management Agency Act, 2017
- Forestry Act, 1988
- Child Act ,2007
- National Disaster Management Agency Act,2020
- National Biodiversity strategy Action Plan (2017-2026)
- Environmental Policy, 2004 revised 2013
- National Policy on Gender Mainstreaming, 2000

Potential Activities that can engender environmental and social risks

The following anticipated project activities may be associated with some environmental and social risks:

- land development and watershed restoration
- irrigation systems design, construction and operations (eg. water control structures)
- Infrastructural development including construction and rehabilitation of buildings (weather stations, laboratories etc) and upgrading of facilities
- pesticide usage
- construction of ranching facilities
- agricultural development and agri-business which will lead to increased production volumes and value-added processing and marketing capacity of agribusiness involved in commodity chains
- Access to funds and training

The social risks likely to be generated from the project activities highlighted above may comprise:

1. Permanent or temporary physical and/or economic displacement (loss of livelihoods, including traditional livelihoods) because of interventions on land and/or requiring land.
2. Loss of and/or impacts on access to cultural resources when feeder roads are upgraded (eg. cemeteries, shrines)

3. Labor risks, including child and forced labor risks
4. Community and occupational Health and safety risks related to the transmission of communicable diseases among project workers and in the community and as a result of the presence of project workers (including sexually transmitted disease, COVID-19, etc.)
5. exclusion risks of vulnerable individuals and groups including of project benefits and consultation
6. Sexual exploitation and abuse/sexual harassment (SEA/SH) risk
7. Social cohesion and social conflict risks (including due to impacts on lands, exclusion of women and livelihood groups, presence of project workers, lack of timely and/or accurate project information to impacted communities and beneficiaries, etc.)

Risks related to physical and/or economic displacement are addressed in the Resettlement Policy Framework (RPF) document prepared separately for the project likewise risks associated to labour addressed in the separate Labour Management Procedure.

The project is prepared under the World Bank's Environmental and Social Framework (ESF)¹. The following eight Environmental and Social Standards (ESSs) are relevant to this project:

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts
- ESS2: Labour and Working Conditions
- ESS3: Resource Efficiency and Pollution Prevention and Management
- ESS4: Community Health and Safety
- ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ESS 8: Cultural Heritage
- ESS10: Stakeholder Engagement and Information Disclosure

Based on the initial assessment carried out by the World Bank, this project has been rated Substantial risk for both environmental and social risks. Most of the risks and impacts will occur during implementation and in particular the construction works. These risks are however expected to be site-specific, localized and can be mitigated through the measures identified for the project and ESMP. In A more generic description of the E&S risks and proposed mitigation measures are highlighted below to outline the measures that will be implemented to minimize adverse environmental and social impacts. Detailed ESIA's, ESMP etc will be undertaken once specific site locations are identified during implementation

Environmental and social risks and Mitigation measures

These mitigation guidelines are given to address the significant environmental and social risks. The responsibilities for implementing these measures are described later in the report.

Environmental and social mitigation measures and responsible institutions

¹ See the Environmental and Social Framework (ESF) of the World Bank (2018)
<https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf>

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
Construction Phase		
Water Resources and pollution	<ul style="list-style-type: none"> • Works not to be executed under aggressive weather conditions such as rains or stormy conditions. • No solid waste, fuels, or oils to be discharged into any section of a waterway. • Construction to be done in phases to minimize impacts and exposure of soil. • Excavated materials and silt, which cannot be used will be disposed of at appropriate sites as per the Waste Management Plan prepared by contractor and approved by the relevant authority. • Temporary sediment barriers to be installed on slopes to prevent silt from entering water courses. • Maintenance, fuelling and cleaning of vehicles and equipment to take place at off-site workshop with adequate leakage prevention measures 	<ul style="list-style-type: none"> • <u>Contractors</u>
Air quality, Vibration and Noise	<ul style="list-style-type: none"> • The working times and construction schedule will be coordinated rationally for all the various construction and engineering companies which will be on site; • Neighbouring offices and communities will be duly informed early of all demolition/constructional activities. • The construction and other engineering firms will be selected for the project based on their ability to adopt acceptable engineering practices and their possession of suitable equipment holdings to ensure low noise and air quality emission; • Loading and transportation of demolition debris shall be done during daytime and will avoid relatively noisy equipment operating during the night; • Stockpiles of debris will be covered to prevent re-suspension of dust into the air; • On-site mixing of cement, sandstone and other constructional materials will be done in an enclosed space and these materials shall be stored in an enclosed yard or covered tightly; • Speed limit shall be set for construction and transportation vehicle both within and outside the project site to avoid re-entrainment of dust; and • A water bowser will be available on site for frequent dousing or sprinkling to suppress dust from earthworks. 	<ul style="list-style-type: none"> • <u>Contractor</u>

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
Generation and disposal of wastes	<ul style="list-style-type: none"> • Apply the principles of Reduce, Recycle, Reuse and Recover for waste management through the following actions: • Excavated earth materials will, as much as possible, be re-used for back filling purposes to reduce waste • Ensure that the required amounts of construction materials are delivered to site to reduce the incidence of excess material • Provide bins on site for temporary storage of garbage such as lubricant containers, drinking water sachets/ bottles and carrier bags/packaging materials. • Ensure judicious use of construction materials such as pipes, laterites, sand, etc. to reduce waste • All metal scrap waste will be disposed of at sites approved by the relevant authorities or sold to approved third party agents for use by metal dealers. • Contractor to work according to a prepared and agreed Solid Waste Management Plan. • Project management will ensure that as part of the bidding process, contractors clearly indicate a suitable and District Council approved dumpsite for disposal of debris; • Reusable building materials like roofing sheets, windows and doors, and cement blocks may be salvaged and given to the Centres for use. 	<ul style="list-style-type: none"> • <u>Contractor</u>
Resource efficiency	<ul style="list-style-type: none"> • Judicious use of resources (water, electricity, fuel) • Abstract water from sources that will not obstruct community use. • Ensure use of efficient equipment (vehicles, etc) • Instal measurement devices as much as possible to monitor resource use and r observations • Regular sensitization programs at all levels to discuss and disseminate information on resource use • Material purchases to be made in such a way as to avoid wastage as much as possible 	<ul style="list-style-type: none"> • Contractor
Soil pollution	<ul style="list-style-type: none"> • Follow good practices in order to minimize waste and pollution of soil. • <u>Topsoil will be preserved and reinstated at the end of the construction period.</u> 	<ul style="list-style-type: none"> • Contractor
Visual intrusion	<ul style="list-style-type: none"> • Public to be well informed of upcoming project using appropriate signages and display boards prior to contractor accessing sites; 	<ul style="list-style-type: none"> • Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • Construction activities to be done in sections to reduce impacts of change and visual intrusions to the general public. • The construction sites to be hoarded off from public view. • Good housekeeping measures, such as regular cleaning, to be maintained at the construction site. • Ensure an acceptable post-construction site as per provisions in the contract. • Facilities will be properly designed and constructed to blend with the existing environment 	
Land acquisition and compensation issues	<ul style="list-style-type: none"> • Be guided by the project Resettlement Framework • Prepare follow up Resettlement Action Plan • Consult affected property owners/users/ communities and seek their consent early in the project development process • Allow affected persons to salvage their properties (including crops) before mobilizing to site to start work • Ensure fair and adequate compensation is paid to all affected persons prior to commencement of construction activities as per the provisions of the RPF • Obtain the required developmental permits from the respective authorities before start of work • The RPF will assist to determine options, principles and approaches to follow to acquire land satisfactorily. • A formal Grievance Mechanism to be established and implemented 	<ul style="list-style-type: none"> • MAF- PCO
Community Health and Safety, and Security Housekeeping at work sites and Sanitation	<ul style="list-style-type: none"> • Works on exposed trenches and earth materials will, as much as possible, be completed before new earth dug and trenches are created. • Work areas to be hoarded off adequately to avoid inquisitive trespassers especially children • Warning signs to be posted around work areas to discourage trespassers • Contractors to Fence off construction sites and employ community security to avoid pilfering or vandalising of property • Visibility to be ensured in the night time by providing adequate lighting • Construction workers educated on personal and public health issues. Protection e.g., condoms provided against sexually transmitted diseases • Awareness raising among communities regarding HIV/AIDS, COVID-19 and other communicable diseases, 	<ul style="list-style-type: none"> • Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<p>malaria, SEA/SH measures including Code of Conducts and referral pathways.</p> <ul style="list-style-type: none"> • Contractor ESMP will include consultation requirement with surrounding communities on work schedule, risk mitigation etc • Ensure GM is accessible to community members • Facilitate signing of code of conduct by project workers to regulate proper behaviours with community members • On completion of the works, all temporary installations will be dismantled, all plant and equipment de-mobilized, waste and left over materials and debris removed by the contractor, and the site left clean and tidy • Bulldozer, hydraulic excavator, pumps, generator, vehicles and other equipment and machinery used for the project will be relocated to new or other project sites in the country managed by the contractor. • Construction workers will be provided separate sanitary facilities which will be kept clean at all times by the contractor. Free range urination/ defecation will not be allowed; • Covered dust bins will be provided on site for collection of domestic solid waste and shall be disposed of by the contractor at the identified waste dumps. 	
Traffic management	<ul style="list-style-type: none"> • Provide traffic management plans to be approved by relevant authorities and client • Adequate alternative arrangements to be made to minimize impact on motorist and pedestrians within academic environments • Works to be completed on time to minimize inconvenience to motorists and pedestrians 	<ul style="list-style-type: none"> • Contractor
Occupational health and safety	<ul style="list-style-type: none"> • The Contractor and supervising Engineer will establish an Environmental and Social Management System • The Contractor prepares and implements its own contractor ESMP (C-ESMP) and Contractor Occupation Health and Safety Plan. • The Contractor shall recruit an experienced and qualified Environmental Specialist certified in ISO45001:2018 and an experienced and qualified social specialist • Engage experienced artisans for construction works and all workers should be given proper induction/orientation on safety. • The contractors will have a Health & Safety Policy and procedures to guide the construction activities. 	<ul style="list-style-type: none"> • Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • Regularly service all equipment and machinery to ensure they are in good working condition. • Ensure there are first aid kits on site and a trained person to administer first aid. • Liaise with nearby health facilities and the national ambulance system for emergency evacuations. • Provide and enforce the use of appropriate personal protective equipment (PPE) such as safety boots, reflective jackets, hard hats, hand gloves, earplugs, nose masks, etc. • Hazardous substances are to be stored in a locked area with controlled access and adequate danger signage on a bunded surface to prevent leakage and seepage into the surrounding environment • Proof of competence for all equipment/machine operators will be required and established through inspection of valid drivers or operator’s license or documents. • Comply with all site rules and regulations, and apply sanctions where safety procedures are not adhered to. • Daily toolbox talks should create awareness on OHS. • Construction workers educated on personal and public health issues. Protection e.g., condoms provided against sexually transmitted diseases 	
Grievance from workers with respect to labour and working conditions	<ul style="list-style-type: none"> • Prepare a Labour Management Plan (LMP) to manage labour in accordance with ESS2 and national labour laws. • Contractor will establish a workplace grievance mechanism for raising workplace concerns • Workers to be trained on the availability of a Grievance Mechanism and its function • Follow and apply the national labour laws to ensure good wages and working conditions. • Provide workers clear and understandable documentation of their terms of conditions of employment • Follow well- laid out recruitment processes to engage experienced staff for all works. • Prohibit all forms of Child labour and forced labor • Protect all workers including vulnerable workers such as women, persons with disabilities, migrant workers etc. 	<ul style="list-style-type: none"> • MAF- PCO • Contractor
Sexual exploitation and Abuse/Sexual harassment	<ul style="list-style-type: none"> • SEA/SH would be strictly forbidden with appropriate signage at project locations. • An accountability framework will be prepared to define the response mechanism in a survivor centered manner and 	<ul style="list-style-type: none"> • MAF- PCO • Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
(SEA/SH) and Women Vulnerability	<p>punitive measures for perpetrators connected with the project.</p> <p>Code of conduct will be developed and signed by all type of workers including contractors and supervising Engineer staff and a copy will be present at the Contractor's office</p> <ul style="list-style-type: none"> • All sub-contractors, NGOs, consultants etc that will be engaged under the project will have provisions for signing the code of conduction and bound by the accountability framework • The contractor will be required to have a well costed SEA/SH action plan as part of the contractor ESMP. • Workers to be given regular training on the CoC, self-protection against violence, particularly for women and girls. • Due to the sensitive nature of sexual abuse cases and the need to respect the privacy and wishes of survivors, the resolution techniques should be prepared and considered differently by the PCO from the general GM methods. • A GBV specialist may be hired to carry out SEA/SH risk assessments to determine the level of attention and the mitigation options and techniques required. The WB guidelines on SEA/SH assessment should be followed. • The GBV specialist will also provide training to workers, Contractor and Supervising Engineer staff. • Workers educated on personal and public health issues. Protection, e.g., condoms provided against STDs 	
Lower participation of women and other vulnerable potential beneficiaries from project benefits	<ul style="list-style-type: none"> • Implement the quota for women beneficiaries proposed by the project and approved by the WB • PCO to work closely with organised local business entities to identify women groups for engagement and special support • Access to improved variety of seeds and seedlings as well as fertilizers and other chemicals needed to improve agricultural methods, should be enhanced by making them affordable to women farmers; • Women farmers would be educated on new variety of crops that are being introduced as well as on other new and improved methods of farming through extension services; • More women extension services workers would be allocated to districts and communities where women farmers predominate as this will enhance their interaction, especially in areas where married women are traditionally barred from being friendly with other men; 	<ul style="list-style-type: none"> • MAF- PCO • Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • Women's time constraints need to be taken into consideration when designing programmes for them, be it training or otherwise; • More women participation in consultations and separate women-only meetings to be established. Women- suitable timing for consultations so that attendance does not clash with other priorities. 	
Operational Phase		
Water Resources and pollution	<ul style="list-style-type: none"> • Follow good practices to minimize waste and pollution of water and will educate farmers through the agricultural extension officers 	<ul style="list-style-type: none"> • SLARI • SCADeP • Farmers
Generation and disposal of wastes	<ul style="list-style-type: none"> • Waste collection bins to be sited at vantage points to serve the public • Waste to be segregated with labelled bins to the extent possible. • Warning signs to be posted at suitable locations against littering with possible sanctions indicated • Proper arrangement with waste collection companies through the Councils to regularly collect and dispose of solid waste • Waste materials will be incinerated and chemicals will be collected and neutralized prior to disposal at a licenced facility. • Laboratory workers will use appropriate PPEs 	<ul style="list-style-type: none"> • SLARI • SCADeP
Soil pollution	<ul style="list-style-type: none"> • Follow good practices to minimize waste and pollution of soil and will educate farmers through agricultural extension officers. • <u>Topsoil will be preserved and reinstated at the end of the construction period.</u> 	<ul style="list-style-type: none"> • SLARI • SCADeP • Farmers
Maintaining Livelihoods	<ul style="list-style-type: none"> • Ensure appropriate compensations are paid to PAPs as defined in the RPF • Employment and other opportunities to be given to local communities as much as possible • Frequent on-the job training for laboratory staff will greatly reduce equipment down time and provide reliable results 	<ul style="list-style-type: none"> • PCO- MAF • SCADeP
Public Health and Safety, and Security Housekeeping and Sanitation	<ul style="list-style-type: none"> • Encourage community leadership to form watch committees to improve security • Contractor to fence off construction site. • First aid facilities to be available at all sites with suitable arrangements with local health facilities to deal with emergencies 	<ul style="list-style-type: none"> • SCADeP • SLARI • MAF- PCO

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
Pest management	<ul style="list-style-type: none"> • Pest management plan to be prepared to guide the project 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP
Occupational health and safety	<ul style="list-style-type: none"> • PPEs to be provided for all field workers and usage will be enforced to provide protection against chemicals and also reptiles. • Farmers will be educated on hazards and encouraged to use PPEs • All empty agrochemical containers to be physically destroyed and properly disposed of eg. Land burial or give them back to the providers. • New equipment to be introduced in the laboratories, engineering sections and for field work will represent current technology and are state of the art machines. These are expected to be safer to operate and workers will need to be sufficiently trained to master the operation of these machines. Appropriate PPEs will be provided to safeguard health of all workers. • Offenders will be appropriately sanctioned; • Regular training programs will be organized for staff on work place safety and health issues and effective use of equipment/machinery; • Management may will institute incentive packages for departments that record least accidents 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP
Grievance from workers with respect to labour and working conditions	<ul style="list-style-type: none"> • Prepare a Labour Management Plan (LMP) to manage labour challenges. • Follow and apply the national labour laws to ensure good wages and working conditions. • Follow well- laid out recruitment processes to engage experienced staff for all works. • Child labour will not be allowed. 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP
Sexual exploitation and Abuse (SEA)/Sexual harassment (SH) and Women Vulnerability	<ul style="list-style-type: none"> • SEA/SH would be strictly forbidden with appropriate signage at project locations. • An accountability framework will be prepared to define the response mechanism in a survivor centered manner and punitive measures for perpetrators connected with the project. • Code of conduct will be developed and signed by all type of workers. • All sub-contractors, NGOs, consultants etc that will be engaged under the project will have provisions for signing the code of conduction and bound by the accountability framework 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • The contractor will be required have a well costed SEA/SH action plan as part of the contractor ESMP. Due to the sensitive nature of sexual abuse cases and the need to respect the privacy and wishes of survivors, the resolution techniques should be prepared and considered differently by the PCO from the general GM methods. • A GBV specialist may be hired to carry out SEA/SH risk assessments to determine the level of attention and the mitigation options and techniques required. The WB guidelines on SEA/SH assessment should be followed. • 	
Lower participation of women and other vulnerable potential beneficiaries from project benefits	<ul style="list-style-type: none"> • Implement the quota for women beneficiaries proposed by the project and approved by the WB • PCO to work closely with organised local business entities to identify women groups for engagement and special support • Access to improved variety of seeds and seedlings as well as fertilizers and other chemicals needed to improve agricultural methods, should be enhanced by making them affordable to women farmers; • Women farmers would be educated on new variety of crops that are being introduced as well as on other new and improved methods of farming through extension services; • More women extension services workers would be allocated to districts and communities where women farmers predominate as this will enhance their interaction, especially in areas where married women are traditionally barred from being friendly with other men; • Women’s time constraints need to be taken into consideration when designing programmes for them, be it training or otherwise; • More women participation in consultations and separate women-only meetings to be established. Women- suitable timing for consultations so that attendance does not clash with other priorities. 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP
Cultural Heritage	<ul style="list-style-type: none"> • Traditional authority responsible for sanctity of local shrines properly identified and consulted • Necessary cultural rites agreed with community and performed prior to access to sites and at pre determined time periods • Include Cultural Heritage Chance find procedure into all construction contracts 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP

Procedures to address Environmental and Social Risks

The ESMF describes the procedures to:

1. screen proposed project interventions, identifying potential environmental and social impacts and management of project activities
2. design implementation arrangements for managing environmental and social risks by FSRP2 including institutional roles and responsibilities,
3. train and ensure adequate capacity of institutions to manage environmental and social risks
4. monitor the implementation of ESMF,
5. adequately identify and engage with stakeholders
6. determine the costs related to the implementation of the ESM

Environmental and Social Screening

The appointed environmental Specialist should be experienced and certified in ISO 45001:2018 or equivalent Health and safety and a social specialist for the project will be responsible for all safeguard activities and will therefore foremost carry out the preliminary environmental and social screening of proposed projects by using the prescribed checklist. The specialist will be assisted by appointed environmental and social focal persons in the collaborating institutions including SLARI. If significant impacts are anticipated, then the EPA- SL will be consulted and the procedures outlined in the ESMF and consistent with the national Environmental Assessment (EA) procedures will be followed.

The formal process of approval of environmental permits will also be guided by the SL EPA environmental procedures. All environmental assessments must be materially consistent with the applicable World Bank Environmental and Social Framework (ESF) which provides guidance on the environmental assessment procedures for WB funded projects.

Those projects requiring EPA clearance will only commence when an environmental license has been procured from the EPA- SL.

The environmental and social risks are expected to be substantial, site specific, and manageable through the implementation of mitigation measures to an acceptable level.

Environmental Registration of the Project

The PCO within MAF will be responsible for the registration of the projects with the EPA- SL using the prescribed form from the Agency. The registration will be carried out by the environmental and social specialist who will be appointed by MAF as part of the PCO.

The EPA- SL will screen the registration forms and determine the next course of action which may include any of the following:

- Objection to the project
- No objection to the project (equivalent to World Bank Category C Project)
- Preliminary Environmental Assessment (PEA) will be required (equivalent to World Bank Category B Project)
- Environmental and Social Impact Assessment (ESIA) required (equivalent to World Bank Category B or A Project)

The Screening will include especially GBV services mapping, SEA/SH risks and with special reference to the SEA/SH action plan developed for the project.

For project activities receiving the 'no objection' from the EPA (WB Category C project) and therefore have only minor environmental and social risks, the PIU may move to implementation in accordance with pre-approved standards or codes of practices or the pre-approved guidelines for environmental and social management.

Conduct of environmental and social assessment studies

For Project activities for which the decision is to conduct environmental impact assessment studies, standalone reports will be prepared.

The PIU Environmental and Social Specialist will prepare the Terms of Reference for the ESIA, and follow procurement rules for the recruitment of consultants for the ESIA. The ToR shall be prepared using issues identified during the screening exercise and the registration of the project with the EPA-SL. The impact mitigation measures provided in this ESMF may provide some basis for the design of the ToR.

Review and approval of the ESIA for the project, Publication / Dissemination of ESIA

The PCO will review the draft reports as prepared by the consultant and will submit same to the EPA-SL. The Agency will review the report and also share with relevant stakeholders for their comments. A public hearing may be required if the Agency considers that the activity could have extensive and far-reaching effects on the environment or has deep social implications.

Where the draft ESIA is found acceptable, the PCO will request the consultant to finalize the reports to obtain the license. The PCO shall pay processing and permitting fees prior to collection of the license. The fees are determined based on regulations and formula presented by the EPA-SL.

Consultation and disclosure

The ESMF instrument will be disclosed in compliance with World Bank Environmental and Social Standard 1 and 10 (ESS1 and ESS10),

The consultations and public disclosure of the ESMF will be undertaken by the project management unit within the MAF with assistance from SCADEP, and will be organized as follows (1) Circulation of the draft ESMF for comments to all relevant institutions (2) Communication of comments to the Consultant for incorporation into a final ESMF, together with World Bank comments; and (3) Public Disclosure of final ESMF (after reviewed and cleared by both GoSL & World Bank) both in-country and at the World Bank and MAF websites. Twenty-one (21) days will be allowed for the public to submit their comments if any, on the document.

Community consultation and participation will afford stakeholders an opportunity to contribute to both the design and implementation of the activities related to the sub-projects. In so doing, the likelihood for conflicts between the project beneficiaries and the project implementers will be reduced. In recognition of this, particular attention will be paid to public consultation with farmer-based umbrella organizations and communities.

The consultation process will encompass especially activities that involve irrigation and environmental rehabilitation through community work and consistent with the guidance provided in the LMP. Vulnerable groups that are likely to be excluded during consultation such as landless women, persons

with disability will be especially targeted for consultation through the assistance to be provided by groups such as the SL Women Farmers Forum and the MAF- Gender in Agriculture and Nutrition Unit.

Stakeholder Engagement

The ESMF is informed by results of consultations with wide range of stakeholders including relevant institutions and potential project beneficiaries such as farmers' organizations of youth and women. The stakeholders were engaged within their respective institutions and district during April 2021. The Port Loko District which is one of the beneficiary districts with specific interests in livestock and rice cultivation was sampled for consultation. The FBOs consulted were pleased with the project intention and are confident that, if provided with the necessary support to manage the potential adverse impacts, it will improve their living conditions significantly. The FBOs expressed their willingness to provide land for the project and other needed assistance to bring the project to fruition.

Stakeholder consultation or engagement is a process and the FSRP2 will be supported by SCADep to continue with the engagement throughout the project implementation phase in collaboration with the respective District Agricultural Offices as well as other state and non-state institutions.

The key institutions and persons consulted during the preparation of this report include the following:

- Project Coordinating Office, Ministry of Agriculture and Forestry,
- Smallholder Commercialization and Agribusiness Development Project (SCADep)
- Sierra Leone Meteorological Agency (SLMA)
- National Water Resources Management Agency (NWRMA)
- Sierra Leone Chamber for Agribusiness Development (SLeCAD)
- National Federation of Farmers of Sierra Leone (NAFFSL)
- Sierra Leone Women Farmers Forum (SLeWOFF)
- District Agricultural Office, Port Loko
- Farmer based Organisation (Samati Women Farm Association, Port Loko)

The community engagement exercise was carried out at Sabatie in Port Loko district. Some women farmers were engaged and their farms were inspected. The local farmer-based organisation, Samati Women Farms Association was consulted, and their project sites were also visited to fully understand both their concerns and empowerment needs. The outcome of the consultation is summarised under Section 8 of this report. Local level consultation was however minimal owing to COVID-19 restrictions and limited virtual channels. Extensive consultations will be required during the ESIA process and prior to the start of project activities in line with the stakeholder engagement plan.

PROJECT IMPLEMENTATION ARRANGEMENTS, ROLES, AND RESPONSIBILITIES

Institutional and implementation arrangements

Project Steering Committee: To ensure proper coordination and supervision of all program components, a Project Implementation Unit (PIU) will be established within MAF to provide project guidance and oversight. The Ministry would constitute a steering committee comprising the major partners (SLARI, SLMA, NWRMA, SCADep) to provide policy and advisory role and would meet twice

a year. The Minister of Agriculture and Forestry, as the key sector ministry, will chair the Steering Committee.

Project Implementation Unit (PIU): The program will be implemented under the PCO and its functions will include ensuring the overall coordination of the program, making sure implementation of component activities complement each other. The PIU will therefore be in charge of day-to-day management and coordination, which will include a dedicated multidisciplinary team of project manager, technical, fiduciary and Environmental Specialist should be an experienced and ISO 45001:2018 or equivalent Health and Safety Specialist, Social and GBV Specialists with qualifications satisfactory to the Bank.

Roles and responsibilities

The respective roles and responsibilities of assigned environmental and social specialists are summarized below:

FSRP2 Environmental and Social Specialist: The specialist will be responsible for: among others, coordination of environmental and social risk management across all sub- projects and will provide leadership in implementation of environmental and social risk management across the project components and entire project sites.

Environmental and Social consultants: Consultants who are conversant with the WB Environmental and Social Standards and requirements will be hired periodically to prepare specific safeguard documents to complement the work of the safeguards specialists. The consultants' will also undertake capacity building activities and training on ESS.

Implementation Agencies safeguards focal persons: The various implementation agencies (SLMA, NWRMA, MAF District Offices, NAFFSL, SleWOFF) will be required to assign Environmental and Social Focal Points who will be trained on ESS and implementation of the environmental and social instruments, and will among others supervise the site- specific project activities to ensure that all environmental and social risks and mitigation measures are incorporated into contracting bids and contractor contacts and specifications documents for all sub project types. The implementation activities will be under the overall guidance of the PCO.

Contractors: The Contractor prepares and implements its own Contractor ESMP (CESMP) and Contractor Occupational Health and Safety Plan. (COHSP) For this purpose the Contractor recruits an experienced Environmental Specialist (certified ISO 45001:2018 or equivalent) and an experienced Social Specialist.

Supervising Engineer: The Supervising Engineer responsible for monitoring the quality and adequate implementation of the CESMP and COHSP. The Supervising Engineer recruits also an experienced Environmental Specialist (should be certified ISO 45001:2018 or equivalent) and an experienced Social Specialist.

These specialists need to be full-time present at the construction sites during working hours.

Grievance Mechanism (GM)

Grievances and disputes may arise from implementation processes regarding land acquisition and the granting of access to funds. Disagreements may arise from the selection of project beneficiaries. Many grievances derive from misunderstandings of project policy, which can usually be resolved through adequate mediation. Most grievances can be settled with additional explanation efforts and some mediation. The WB ESS 1 and 10 requires the project to establish a functioning **grievance mechanism (GM)** accessible to **all** project beneficiaries and **to** the public throughout the project duration. The **GM** will be designed to receive complaints from multiple channels and facilitate resolution in a timely, confidential, and free from retribution. **It must also be accessible considering the needs of vulnerable individuals and groups such as persons with disabilities, illiterate persons, remoteness, lack of electricity/information technology/digital services, language requirements, etc.**

Court cases are known to require long periods of time before settlements can be reached. Court cases are known to require long periods of time before settlements can be reached. It is the project will therefore establish a project wide GM before implementation. The GM will receive complaints on any aspects of the project including Environmental and Social. It will however leverage specialized service providers to respond to complaints of SEA/SH in a survivor centred manner. The GM will leverage existing systems from SCADeP but will be coordinated by the PIU. The grievance procedure will include the following steps:

- Receive, acknowledge receipt and transfer and register complaints
- Complaints and grievance register
- Screen and refer complaints
- Assessment/ investigation of the complaint
- Formulate an initial response
- Select a resolution approach
- Settle the issues (or further escalate the issues)
- Monitor and evaluate grievance process
- Feedback to complainant and other interested parties
- Public Communications Campaigns (PCC)
- Preparing timely reports to management on the nature and resolution of grievances
- Improving the GM

A complaint logbook and file will be opened for all complaints at the project level. The complainant's name, date of complaint, nature of complaint, follow-up actions and their dates will all be logged to track types of grievances that are incoming and ensure their resolution (See Annex 5).

Institutional strengthening and capacity building

The current capacity to implement the ESMF at the MAF and other collaborating institutions is limited. There is the need for capacity building training for environmental and social focal persons assigned by the relevant institutions to enable them to perform effectively. The capacity building will include training workshops and production of guidance reports and tools. A further capacity needs assessment will be prepared to identify other necessary training required for the selected environmental and social focal persons from the relevant institutions.

The participants at the training programmes will therefore range from the relevant staff of the MAF to selected FBOs and community members from site- specific project locations. For many of the FBOs and community members who will be invited to attend, the purpose will be towards creating

awareness of environmental and social risk issues as well as for grievance reporting and resolution procedures.

Budgetary provision

The awareness creation, capacity improvement and training workshops as well as some logistic support expenses for key stakeholders involved in the implementation of proposed interventions is estimated at **US\$320,000** over the 3- year project life.

1.0 INTRODUCTION

The Government of Sierra Leone (GoSL) through the Project Coordinating Unit (PCU) of the Ministry of Agriculture and Forestry (MAF) has applied for a funding in the amount of US\$ 60.8 million to be used for implementation of Phase 2 of the Multi-Phase Programmatic Approach of the West Africa Food System Resilience Program (FSRP2) in Sierra Leone (P178132). Phase 2 countries include Sierra Leone, Ghana and Chad, in addition to Phase 1 countries Burkina Faso, Mali, Niger and Togo, in addition to the following regional institutions: the Economic Community of West African States (ECOWAS), the Permanent Interstate Committee for Drought Control in the Sahel (CILSS), and the West and Central African Council for Agricultural Research (CORAF). The PCU coordinate the overall implementation of national subcomponents with national project objectives that are aligned with regional project's objectives.

The FSRP2 interventions will provide support to small and medium-scale farmers, women, youth, vulnerable groups and institutions accessing improved information services from hydromet and agro advisory services as well as Food and Nutrition Security Early Warning System (FNSEWS) and those involved in priority value chains. The FSRP2 will also contribute to the higher-level development objectives of Sierra Leone through the ***strengthening of the country's food systems to deal with different kinds of shocks***. The Project Development Objective (PDO) is to strengthen regional food system risk **management**, improve the sustainability of the productive base in targeted areas and to develop regional agricultural markets.

The agricultural sector in Sierra Leone, as with other West African countries, has experienced a progressive decline since 2014. This downward trend is driven by declining and more volatile food production per capita, which in turn is driven by complex interactions between climate change, population growth, an eroding natural resource base and an increasing incidence of conflict. The situation in Sierra Leone has been seriously affected first by the Ebola Virus Disease (EVD) epidemic in 2014-15 and currently, by the COVID-19 pandemic which has hampered movement and economic activities throughout the country. Food production and the agribusiness sub-sectors have been negatively impacted.

The FSRP2 focuses on building resilience to climate change in Africa's food security adapted in the context of the West African Region's specific set of insecurity drivers. The proposed intervention logic builds on the 2019 Africa Food Security Leadership Dialogue (AFSLD)². It hinges on three mutually reinforcing thematic pillars:

- Agriculture and food crisis prevention and management;
- Sustainability and adaptive capacity of the food system's productive base; and
- Market integration and trade.

² This dialogue was held in Kigali, Rwanda in August 2019 to catalyse collective efforts to deal with hunger and vulnerability to climate change in Africa. It was hosted by the Government of Rwanda and was organized by core partners that included the African Union Commission (AUC), the World Bank, Food and Agriculture Organization (FAO), the International Fund for Agricultural Development (IFAD), and African Development Bank Group (AfDB). The AFSLD process was started to help galvanize actions and financing to address Africa's food security challenges.

This program is expected to help solve Africa food security challenges by implementing existing commitment on agriculture and food security with key priorities for food system adaptation to climate change, including leveraging science and digital technology and scaling-up agriculture support through strengthened collaboration among development partners. Implementation of FSRP2 is particularly important for the country's food and nutrition security due to the uncertainty of the nature and severity of COVID-19 impacts across the agricultural value chains.

At the national level, the project will directly benefit at least 100,000 smallholder farmers of which 45% will women and 40% youth. The project will also benefit 10% of households directly affected by COVID-19. In addition to gender and youth empowerment being mainstreamed across all interventions, the project will also implement specific activities that target women's groups and youth groups for mainly components two and three of the project. The project will also benefit institutions involved in the Food and Nutrition Security Early Warning System (FNSEWS) in the form of training, infrastructure, relevant equipment, and operational costs. The project aims to also strengthen private sector actors involved in the three selected value chains. These private sector actors will benefit from capacity building and business opportunities through matching grant arrangements. Appropriate beneficiary selection criteria will be developed to ensure that all interventions reach the most marginalized persons in the community; conform to environmental and social safeguard protocols and benefiting private sector actors meet high performing standards. Other benefiting entities will include Farmers' Associations, the Sierra Leone Agricultural Research Institute (SLARI), Njala University (NU), agribusinesses and officials working in government and other institutions.

This project will be implemented in all districts in Sierra Leone. However, for respective value chains, the following districts will be targeted:

Rice: Bonthe, Port Loko, Tonkolili, Bo, Kenema and Kambia

Cassava: Bonthe, Bo, Moyamba and Pujehun

Livestock: Bo, Moyamba, Koinadugu, Falaba/ Large Runinants: Koinadugu, Falaba

As part of Project Preparation, the Government is required to develop a set of key environmental and social management instruments that will guide the effective identification, analysis and assessment of risks likely to negatively impact the implementation of the project, in accordance with the requirements of the World Bank's Environmental and Social Framework (ESF).

1.1 Purpose and Objectives of the ESMF

The objective of this Environmental and Social Management Framework (ESMF) is to focus on key activities outlined under the project components within the national context, to provide the basis for assessing, analyzing and evaluating environmental and social impacts of project activities. Subsequently the ESMF sets out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts. It contains measures and plans to reduce, mitigate and/or offset adverse risks and impacts, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts. The ESMF further establishes provisions for estimating and budgeting the costs of any alternate measures as part of the implementation of the mitigation guidelines.

The specific project intervention areas are not known at the time of preparation and the ESMF will provide guidance for further screening and Environmental Assessment as may be determined from the screening results.

The report is consistent with the Environmental Protection Agency Act, 2008 and the EPA (Amendment) Act, 2010 as well as the World Bank Environmental and Social Framework which sets out the World Bank's commitment to sustainable development through a Bank Policy and a set of Environmental and Social Standards.

1.2 Approach to the ESMF

This ESMF has benefitted from lessons learnt from the implementation of the regional agriculture program WAAPP (West Africa Agricultural Productivity Program) as elicited from the experiences of some of the key stakeholders who were consulted. In view of the target focus of the FSRP2 on women and youth, special effort was made to engage these groups at the community level to discuss their concerns and aspirations for the project. The range of stakeholders interacted with included:

- Public officials and others with influence on the project at MAF, SCADeP, SLeCAD, SLARI, NaFFSL, SLeWOFF etc
- Provincial and District stakeholders (Port Loko District Agriculture Office)
- Communities including women and youth groups and their leadership (FBOs etc.)

In addition, the following reference documents were available to describe and understand the project and to make suggestions to improve delivery.

- Mini Project Appraisal Document
- Gender Strategy and Action Plan developed under WAAPP
- Environmental and Social Management Framework for WAAPP
- Pest Management Plan for WAAPP
- Resettlement Policy Framework for WAAPP
- Gender Policy for WAAPP
- Environmental and Social Safeguards Management Plan and a Grievance Mechanism (developed under WAAPP-1C SL)
- Climate Change Action Plan (developed by ECOWAS to complement its Agriculture Development Policy (ECOWAP)
- Nutrition Enhancing Technologies and Recipes (developed by NCoS during the first phase of WAAPP)
- Information on Agricultural Market Information System (AMIS) in Sierra Leone
- CILSS road blocks observatory
- National Communication Action Plan (developed under WAAPP),
- World Bank Environmental and Social Framework, and
- World Bank Environmental Health and Safety Guidelines

Analysis of data and Content of report

The data gathered was analyzed to produce the ESMF document which has the following content:

1. Background
2. Project Description
3. Policy, Legal and Regulatory Framework
4. Environmental and Social Baselines

5. Potential Environment and Social Risks and Mitigation
6. Procedures to Address Environment and Social Issues
7. Consultation and Disclosure
8. Stakeholder Engagement Overview/summary
9. Project Implementation Arrangements, Responsibilities and Capacity Building
10. Annexes:
 - Screening Form for Potential Environment and Social Issues
 - Environmental and Social Impact Assessment (ESIA) Template
 - SEA/SH Prevention and Response Action Plan
 - Grievance Monitoring Log (for non-SEA/SH complaints)
 - COVID-19 Control Protocol

2.0 PROJECT DESCRIPTION

The FSRP2 has five key components that are based on a shift from responding to the current food insecurity crisis towards more medium to longer-term investments aimed at building the resilience of the food systems and the country's productive base. The total investment allocation to Sierra Leone from the program is US\$ 45.00 million. These five core components are described below:

Component 1: Digital Advisory Services for Agriculture and Food Crisis Prevention & Management

The objective of this component is to ***improve agricultural and food crisis prevention and management using digital advisory services*** and will be implemented through two sub-components:

Sub-component 1.1: Upgrading Food Crisis Prevention & Monitoring Systems

The objective of this sub-component is to *transform the regional food and agriculture risk management architecture (food security-relevant data collection, analysis, forecast and management) to provide relevant information and advisory services to support risk management decisions*. This would be done by strengthening the Food and Nutrition Security Early Warning System (FNSEWS) in partnership with the AGRHYMET Regional Centre and other institutions mandated to fulfill these functions at the national and regional levels as well as systematically engaging the private sector. Pest and disease surveillance systems will also be strengthened within MAF which will form an integral part of the FNSEWS. More specifically, this sub-component will be supporting the following categories of activities:

- a) ***Improve regional and national capacity to deliver reliable information services on vulnerability, nutrition and food security by:*** (i) strengthening of national institutional capacity for monitoring and delivering information services on food security including through the "Cadre Harmonisé" and the ECOWAS Agriculture Regional Information System (ECOAGRIS) to support decision-making and advisory services. Program support will include sustainable institutional capacity building and consulting services to all stakeholders involved in FNSEWS in the aspect of data collection, data processing and management, and dissemination of information; (ii) introducing innovative technologies to improve data collection, integration and analysis in ways that are consistent with the regional norms and standards to facilitate regional data sharing and collaboration; (iii) developing decision support tools and methods for improved and user-targeted advisory, food security early warning and response services. This will include developing customized information products for various end-users; and (iv) providing support to regional collaboration through facilitation of the regional harmonized approaches with regards to FNSEWS. This will include linking regional systems to national and district platforms, regional meetings/trainings to build capacity and validate results; making data available for all actors in the region, including by automating data feed-into regional food security and agriculture information systems.
- b) ***Reorganize and improve regional and national pest and disease monitoring and management mechanisms.*** This will include: (i) providing support for the enactment, popularization and operationalization of legislation related to pest and disease management that ties with the regional framework; (ii) strengthening the operationalization of the pest and disease early warning task force and convening quarterly meetings; (iii) strengthening of phytosanitary data

collection and making them available; and (iv) developing and operationalizing a harmonized phytosanitary data management and forecasting systems.

- c) ***Strengthen regional collaboration for food crisis prevention*** through harmonized approaches and promotion of collaborative public and private sector partnerships. This will be done through (i) promoting regional collaboration between regional and national entities to lay the foundation for sustaining the development and improvement of services, through the establishment of thematic regional working groups, and (ii) building data value by implementing data policies based on open access principles.

Sub-component 1.2: Strengthening Creation and Provision of Digital Hydromet and Agro-Advisory Services for Farmers

This sub-component aims to increase access to and use of hydro- and agro-met information and advisories as well as early warning information by decision-makers and farmers via multiple dissemination channels including the national agricultural extension systems. It will strengthen the technical and institutional capacities of and coordination between the Ministry of Agriculture and Forestry (MAF), the Sierra Leone Meteorological Agency (SLMA), National Water Resources Management Agency (NWRMA), Office of National Security (ONS) and the newly established National Disaster Management Authority (NDMA) in generating and providing digital advisory services, and is built on the ongoing Freetown Emergency Response Project and will be coordinating with the Resilient Urban Sierra Leone Project. This sub-component will also strengthen operational linkages between relevant MDAs, CILSS/Agrhymet and other key stakeholders such as the academic and private sectors. Specific activities will fall under the following categories:

- a) ***Improve production, dissemination and use of hydromet, climate, agromet and impact-based information by decision-makers, farmers, pastoralists and other actors in the food system.*** This will be done through: (i) establishing a user engagement platform and providing demand-driven information services to end-users, including impact-based forecasting, warning and agro-met advisory services provided services through collaboration between SLMA, NWRMA, MAF and ONS/NDMA as well as private sector service providers; (ii) upgrading and expanding meteorological and hydrological data collection infrastructure compatible with regional systems and contributing to global and regional data exchange as per WMO requirements and the regional agreements; (iii) enhancing digital and ICT equipment and software (including websites / portals) for data processing and management (iv) enhancing modeling and forecasting capability by ensuring the maximum leverage of the available global and regional products and services across time-scales with specific emphasis on the sub-seasonal to seasonal timescale; (v) strengthening disaster management and services to cater for agricultural specific warning and response systems; and (vi) supporting targeted capacity building in various forms including training and retraining (including capacity building for product development or product packaging, operations and maintenance of infrastructure and systems as well as for agricultural specific risk identification, mitigation and response measures).
- b) ***Support the timely delivery and use of essential agro-hydrometeorological information*** to farmers and pastoralists by developing multi-modal channels, including the development of partnership with mobile phone carriers, especially targeting the intervention geographical areas of Component 2 and for agricultural products from value-chains selected in Component 3; and

- c) **Strengthen the financial and institutional sustainability** of hydro- and agro-met information service providers such as SLMA and NWRMA by: (i) developing and implementing a strategy for long-term financial and institutional sustainability; (ii) creating a policy environment conducive to collaboration between public, private and academic sectors, (iii) facilitating open access to relevant hydrological and meteorological data and basic services; and (iv) leveraging state-of-the-art technologies and new business models.

Gender: This FSRP2 will mainstream gender in all activities listed in the sub-components 1.1 and 1.2 above. In sub-component 1.1, for the development of food crisis prevention and monitoring, the FSRP2 will follow closely the “*special protocol for gender mainstreaming into the CH analysis* that emphasizes the importance of including gender from the stage of data collection through dissemination and the inclusion of gender experts (and institutions) in the national and district level analysis task forces that will be developed. The FSRP2 will also develop FNSEWS products that address gender issues in local languages and targeting the needs of end-users. In sub-component 1.2, the FSRP2 will ensure that gender specific information needs, and communication modalities are duly considered in the designing and delivery of information services. (women are more likely to listen to radio in the evening than in the morning; etc.).

Component 2: Sustainability and Adaptive Capacity of the Food System’s Productive Base

The objective of this component is to **enhance the resilience of food system’s productive base** in ways that enable small and medium producers (especially women and youth) to sustainably meet their nutritional needs and raise income levels from the sale of surpluses in local and regional markets. This would be achieved through: (i) adapting and adopting technologies, innovation, and knowledge to counter the evolving challenges facing the food system; (ii) improving the natural capital base of the production systems; and (iii) building resilience in food insecurity priority areas through multi-sectoral interventions including better access to innovation and technologies. This component has two sub-components:

Sub-component 2.1: Consolidating Regional Agriculture Innovation Systems

The objective of this sub-component is to consolidate the regional research and extension systems to deliver, in a sustainable manner, adaptive technological innovations for the region’s food system. Priority will be given to technologies that are climate-smart, nutrition-sensitive, gender-sensitive and women and youth-friendly. This will be achieved by i) strengthening national and regional research centers, ii) modernizing national extension services and iii) promoting technology access and exchange. The sub-component will provide support to the activities of the following sub-components:

- a) **Strengthen National and Regional Research Centers:** The program will strengthen the agricultural research and innovation systems to support priority research programs in the generation, adaptation, and transfer of improved climate smart technologies and techniques in mangrove rice and cassava. Planned activities include: (i) strengthening linkages of national agricultural research innovation systems with the international (CGAIR systems) and regional agricultural research and development system under the facilitation of CORAF; (ii) enhancement of institutional capacity for adaptive research (including construction/rehabilitation and staff capacity development); (iii) financing adaptive research and introduction of improved climate smart planting materials for rice and cassava as well as hardy livestock ; and (iv) supporting the

production of basic and foundation seeds of priority crops. Support will be provided to private sector agro-dealers involved in local seed production.

- b) ***Deepen and Expand Regional Research and Development Networks:*** FSRP2 will accelerate national and regional R&D networking with CGIAR Centres and other international agriculture research centres (IARIs), under the coordinating role of CORAF through capacity building, exchange of knowledge and technologies, as well as regional collaborative R&D Grants. FSRP2 will also support upgrading/strengthening of adaptive research and networking for rice, cassava and livestock including R&D/studies/ surveys on agricultural resources (soil & water). Specifically, FSRP2 will Support adaptive research to rapidly test, adapt and introduce suitable high-yielding and climate resilient varieties for rice, cassava and livestock, and climate smart, and good agricultural practices for the three value chains.
- c) ***Modernize National Agricultural Advisory (extension) Services:*** FSRP2 will support modernizing national extension approaches, including digital agriculture and e-extension. FSRP2 will promote modernizing the agricultural advisory system through: (i) facilitating the review and adoption of the national agricultural export policy and action plan; (ii) promotion of new innovative approaches to extension delivery such as e-extension, e-voucher, e-wallet, etc. This will include technical assistance, study tours, equipment to scaling-up the use of ICT platforms to disseminate extension messages (including farmer audio library/IVR- interactive voice response systems) and enhancing information exchange with users (call centres). Capacity building of the actors on innovation approaches to agricultural extension services delivery; and (iv) support to establish E-field extension/E-learning and Resource Centers (including web-portal).
- d) ***Promote Technology Access and Exchange:*** The Program will promote technology access and exchange, including setting-up value chain innovation platforms, upgrading national seed systems, soil fertility management capacity (soil map preparation, soil testing, reformulating/updating fertilizer recommendations and soil fertility monitoring), and innovative mechanization services.

Sub-component 2.2: Strengthening Regional Food Security through Integrated Landscape Management

Through the implementation of the integrated landscape management approaches, this sub-component aims to improve household food security and their resilience to climate variability. The intended outcome is a more resilient food system that makes more-efficient use of already limited land and natural resources and produces a significantly lower environmental footprint. The activities planned under this sub-component include measures to improve carbon stock, prevent soil erosion and support ecosystem restoration to increase climate co-benefits of the investments.

- a) ***Establishing participatory integrated landscape management:*** In each target area, this sub-component will finance the elaboration of an action plan to ensure stakeholders mobilization and awareness raising for participatory integrated landscape planning and management. The expected results are the identification of the landscape, the elaboration of a shared development vision and ensuing integrated landscape development and management plan, the establishment or strengthening of the functioning of local committees to supervise program implementation. The development of this shared vision and ensuing planning and management of the landscapes – key for enhancing the resilience of eco- and food systems to climate change - will be based on

local and traditional knowledge overlaid with science and technology. This activity will continue to support stakeholders throughout the Program.

- b) ***Enhancing the Resilience of Ecosystems and Food Systems in Priority Landscapes:*** The priority actions / investments financed by this activity aim to restore the landscapes' physical, productive, and cultural functions and in turn, reinforce the resilience capacity of these ecosystems, including their productivity. Activities include land and watershed restoration, floodplains restoration, water harvesting/mobilization and irrigation development, delivery of farm/community level CSA packages of technologies, including stress (drought/flood)-tolerant technologies and specific techniques (such as "no-till" techniques and system of rice intensification) to help reduce water evaporation, and regenerative agricultural practices thus increasing adaptation benefits, scale up the adoption of climate smart techniques, and other interventions that contribute to the principles of integrated land management and enhance the resilience of these priority landscapes to climate change.
- c) ***Secure resilient eco- and food systems beyond priority landscapes:*** To improve access to markets, FSRP2 will support the formation of productive alliances (PAs), or groups of small producers of certain products in the targeted landscapes, and will help them develop their business plans and conclude contractual agreements with national and international buyers. Based on the specific contractual arrangements and business plans of each PA, support in terms of capacity building and / or equipment (including e.g., refrigerating systems) will be provided. This activity is very complementary with Sub-component 3.2 as it focuses on small local producers and helps them connect to markets which they cannot access on their own. In addition, Locust Control activities and GAFSP livelihood and nutrition improvement interventions will be supported by the program in Sierra Leone, Chad, and Burkina Faso respectively.

Crosscutting Services Through Public-Private Partnership (PPP): The FSRP2 will also support crosscutting public-private partnerships that contribute to the objectives of this sub-component. Below are two partnership initiatives that will be supported: 1) Form a PPP with Farmer Organizations through the National Federation of Farmers in Sierra Leone (NaFFSL) in a bid to strengthening the federation and improving on its coordination role for all farmer organizations in the country; 2) Forming a PPP with private sector entities providing extension services and ICT infrastructure. This partnership will lead to the establishment of the Agricultural Technology Information and Extension Services (ATIES). The key components of the e-extension-SL platform will include: 1) establishment of demonstration plots and the provision of starter packs for adoption; 2) supporting seed systems (upscaling) and 3) increasing access to financial services and mechanization services.

The component and its sub-component will be financing program activities, works, goods, consultancy services, trainings and capacity building, technical assistance and studies.

Gender: Components 2 focusses on building irrigation infrastructure, technology development and dissemination, building e-extension products and services and introducing several soil restoration and water management practices. In the implementation of these activities, there exists several challenges that limit women's inclusion and participation. The FSRP2 will implement gender-specific activities to mitigate these challenges. Overall, the project will mainstream gender in all activities listed above. In the area of research, the project will capacitate female research scientists within RARC and NARC on a 50 to 50 male-female ratio. In the area of technology development, varieties will be developed, and motorized weeding technologies introduced that reduce the drudgery that women

undergo during weeding. In the development and dissemination of e-extension products, gender-friendly products will be developed to address issues affecting women participation in agriculture. The Farmer Field Schools will be an integral part of this component. All farmer groups formed will have a 50-50 gender representation in addition to having at least 30% women groups (with 90% women representation). Topics covered in the FFS include issues addressing gender issues in their communities including: 1) Land Access, 2) Financial Independence; 3) Child Labor etc. In addition to developing gender-friendly products, women will also be represented in administering these services in the communities.

Component 3: Regional Market Integration & Trade

The component aims to expand food trade in West Africa and to facilitate trade of agricultural goods and inputs within and across national borders. Activities in this component will seek to expand food trade between Sierra Leone and other West African countries in a bid to enabling the efficient distribution of surplus products to loss-making regions. The project will also facilitate the production and marketing of agricultural inputs and technologies within and across national borders. This component will be implemented through two sub-components as described below:

Sub-component 3.1: Facilitate Trade Across Key Corridors and Consolidate Food Reserve System

The objective of this sub-component is to promote regional integration between ECOWAS member countries by stimulating and streamlining trade. Through this sub-component, the project will support the implementation of sound regional regulations and policies to strengthen agricultural and food input-output markets. The project will work towards extending and harmonizing rules and regulations, as well as removing all barriers to trade (physical barriers, illegal levies, systematic rackets, delays in the transport of goods between different member countries, etc.). This sub-component will also strengthen the national and regional (ECOWAS)' food reserve system. The activities under this sub-component include:

(a) Support Agricultural Regional Trade Policy Harmonization. The Program would support the ECOWAS' Interdepartmental Committee for Agriculture and Food, with respect to the regional harmonization of legislation, regional cooperation on Sanitary and Phytosanitary Standards (SPS) for enhanced food and trade standards, food safety and compliance, and implementation of the ECOWAS Trade Liberalization Scheme (ETLS) and ECOWAP; ECOWAS would finance the required analytical studies, consultations, technical assistance, diffusion and dissemination of regional legislations and policies, training of regional and national experts, communication and knowledge management.

At the national level, the FSRP2 will invest in harmonizing and domesticating the regional policies at country level, formalizing of informal cross-border trade and streamlining trade formalities and documentation procedures, strengthening the country's national institutions and relevant human resources, as well as information of private sector and professional organizations on SPS, ETLS, etc.

(b) Support ECOWAS Multi-Stakeholder Policy Dialogue and Consultation. The Program would support the facilitation capacity of ECOWAS to organize inclusive multi-actor dialogue and consultation mechanisms, negotiations related to continental free-trade area and WTO; at the level of ECOWAS, investments would mainly include specialized technical assistance, trainings, consultation events and communication. At the national level, this will also include undertaking advocacy campaigns and participating in multi-actor dialogue sessions, policy dialogue meetings

and discussions related to agriculture commodities and input trade at the national, regional and continental level, conducting trainings for public servants involved in agricultural commodities trade on ECOWAS regional trade regulations.

- (c) **Develop an ECOWAS Agriculture Trade and Market Scorecard Mechanism (EATM-Scorecard)** to track national implementation of regional policies and regulations; ECOWAS would invest in technical assistance, consultation and validation workshops, regional member states trainings, data quality control and reporting. The project will also support an annual peer learning workshop for experience sharing based on EATM-S findings. At the national level, Sierra Leone will fully participate in this process.
- (d) **Strengthen the West Africa Rice Observatory.** FSRP2 would support ECOWAS to strengthen and operationalize its West Africa Rice Observatory; the project will support through technical assistance ECOWAS capacity for coordination, data gathering and regular communication on rice value chain development.
- (e) **Improve Regional Food Reserve System Performance.** The focus of support to the Strategic Food Reserves would be on capacities to respond to food crises, the design of sustainable mechanisms for financing storage and crisis management systems in liaison with the financial sector, and direct support to the first line of defense (local and community storage), the second line of defense (national security stocks), and the third line of defense (the regional physical and financial reserves) The activities on the Regional Food Reserve would be (co-)financed by GRiF.

At the regional level, FSRP2 would mainly invest in technical assistance and training workshops to build the capacity of the Regional Food Reserve Initiative at the national levels. At the national level, Sierra Leone also proposes investments in storage infrastructure and equipment, Mali and Togo propose to invest in infrastructure and management of food stocks.

At the level of ECOWAS, the FSRP2 would mainly finance international technical assistance, workshops and capacity building events, policy instruments, knowledge management and communication. The participating countries would invest in the capacities of their public services and awareness creation of value chain stakeholders.

These activities will be jointly implemented with the Ministry of Trade and Industry (MTI). While MAF will serve as lead from an operational point of view, MTI will lead on a technical front.

Sub-component 3.2: Support to Development of Strategic and Regional Value chains

The objective of this sub-component is to develop and improve the performance of priority value chains market participation of farmers. The program supports upstream and downstream segments of the two priority value chains (Rice, Cassava and Livestock), in which Sierra Leone has comparative advantage, to increase the availability of agricultural products and provide opportunities for value addition for sustainable food and nutrition security. This will have tangible long-term positive impacts on regional food security. This sub-component will support:

- i. Deepening and development of priority agriculture value chains with focus on reducing post-harvest loss, enhancing value addition, and promoting competitiveness at the national and regional level. For the respective value chain crops, the program will focus on the following:

Rice (Mangrove): This program seeks to decrease post-harvest loss for rice by providing mini-combined harvesters and middle-of-the-road harvesting technologies that are labor-saving,

minimizes grain losses during harvest and are gender friendly. The Program will also provide support for commercial parboiling and drying technologies to enhance quality and meet standards. These technologies will be leveraged from other West African countries that were part of the WAAPP project or those participating in the FSRP2 and will be suitable for harvesting and adding value to improved mangrove varieties.

Cassava: The program aims to promote the production and marketing of cassava flour and its integration into local markets and sold to other ECOWAS countries. This will be done through PPP arrangements between SLARI (NARC) and private sector entities. The project will support the formation of these PPP arrangements through a matching grant scheme to PPPs in which NARC provides technical advice and share technologies developed under WAAPP that are suitable to produce cassava flour while the private sector entity will provide seed capital and management expertise. Improved technologies (varieties and machines) will also be leveraged from other ECOWAS countries or FSRP2 participating countries.

- ii. Providing support for technical assistance (TA), and as appropriate, grant support for priority VCs business development service providers (BDSPs) operating in domestic and regional agricultural products and inputs trade. These services will be geared towards strengthening the capacity of value chain actors to take advantage of the gains from regional trade for the growth of their enterprises. These BDSP will provide services like private sector business formalization, creating linkages for private sector entities to smallholder farmers/producers, leveraging digital technologies for market/price discovery, facilitation/securing payments and transactions for companies and SMEs (agribusiness, agri-traders, agro-dealers, producer associations) operating in domestic and regional agricultural products and inputs trade.
- iii. Providing support for critical investments to leverage private financing along the two priority value chains. This support will be geared towards unlocking quality seed production systems, critical services to farmers, hard and soft investments to facilitate aggregation, haulage, processing, packaging, and domestic and cross-border commercialization. This will also include strengthening the Private Sector led agricultural input market and distribution system and through a matching grant scheme for input dealers.
- iv. The project will also build the capacities of line Ministries (MAF and Ministry of Trade and Industry (MTI)), departments (SLESCA and NFRA), and agencies (National Revenue Authority - NRA) for improving the intraregional and domestic agriculture products markets and trade.
- v. The project will also strengthen the capacity of national producers (including their organizations like NAFSL) and private sector organizations like SLeCAD to participate in policy and program development and implementation; and capacity building for civil society to conduct citizen engagement activities on matters that promote regional trade of agricultural commodities.

Component 4: Contingent Emergency Response Component (CERC)

This component will allow for a reallocation of credit proceeds from other components to provide immediate emergency recovery support following an eligible crisis or emergency. The contingent emergency response component will be deployed at the national level budget to the participating countries depending on the nature of the emergency which will follow approved criteria for accessing

resources to support emergency response activities. The component will finance program activities, works, goods, consultancy services, training and capacity building, technical assistance and studies.

Component 5: Project management

The overall management of the program will be carried out by the Ministry of Agriculture and Forestry's National Development Partners Program Coordinating Office (NDPPCO). NDPPCO is currently anchored within the MAF management and fiduciary structures. A Technical Unit made up of a designated project manager, a fiduciary expert, a safeguards specialist, a procurement specialist and additional technical experts in the areas of Monitoring and Evaluations and Agricultural Economics have been established within the NDPPCO to oversee the day-to-day implementation of the program's activities. Specifically, the activities under this component will include program management; procurement arrangements; results monitoring and evaluation; financial management arrangements and recurring costs.

3.0 POLICY, LEGAL AND REGULATORY FRAMEWORK

The relevant national and sector policies and plans, national legal and institutional frameworks and World Bank safeguards policies to guide the proposed projects are listed here and briefly described.

3.1 National Policy and Regulatory Framework

Agriculture in Sierra Leone is a significant part of its economy accounting for over 50 percent national Gross Domestic Product (GDP). Two-thirds of the population of Sierra Leone is involved in subsistence agriculture. The agricultural sector has been growing consistently though the country remains a net importer of food.

The key Sierra Leonean agricultural policies as well as environmental and other statutory laws and regulations to guide the FSRP2 from conceptualization of the proposed project to implementation and monitoring as well as decommissioning include the following:

- Agricultural Policy
- The Land Policy, 2015
- National Gender Strategic Plan (2019- 2023)
- The National Mid-Term Development Plan (2019 – 2023)
- The National Agricultural Transformation Plan (2023)
- The National Agricultural Investment Plan
- National Policy on Gender Mainstreaming,2000
- The Food Crisis Management Prevention-Country Resilience Priorities;
- Strategic Private Sector-Led Policy Shifts (2020-2021)
- Environmental Protection Agency Act, 2008 and the EPA (Amendment) Act, 2010;
- The Sierra Leone Meteorological Agency Act,2017
- The Local Government Act, 2004
- The Constitution of Sierra Leone, 1991
- The Employers and Employed Ordinance, 1960
- The National Water Resources Management Agency Act, 2017
- The Factory Act, 1974
- National Environmental Policy, 2004 revised 2013

Some of these are described as follows:

Agricultural Policy

Agricultural development is a priority for the Government of Sierra Leone and falls under the remit of the Ministry of Agriculture, Forestry and Food Security (MAFFS). On 22 September 2009 Sierra Leone signed the Comprehensive Africa Agricultural Development Programme (CAADP) compact, agreeing to raise the percentage of the budget spent and agriculture to 10%. In 2007 the percentage of the budget spent on agriculture was 1.7% but this had increased to 9.9% in recent years.

Food Security Policy (FSP)

The FSP is based on the following pillars: (a) Agricultural Intensification which underscores the need of cultivating improved varieties through appropriate agronomic practices, including the use of fertilizers and pesticides to ensure increased yields; (b) Crop Diversification which promotes the cultivation of improved varieties of other crops other than rice through sensitization and awareness raising of their nutrient value to reduce the dependence and demand for rice; (c) Natural Resource Conservation which encourages the prudent use of water and watershed resources in an effort to increase agricultural land resources; and (d) Food Safety Nets which provides food aid support to farmer and their dependants during hunger seasons to prevent them from eating seed rice and vulnerability to sicknesses. The specific objectives are to: increase diversified agricultural production and food availability, raise rural incomes and employment while ensuring adequate protection of the environment, maximize foreign exchange earnings from agriculture and ensure balance regional growth and equitable distribution of income.

These objectives are to be achieved through coordinated short- and medium-term strategies and measures in the key sectors that influence the various dimensions of the country's food problems. Interventions will include addressing availability and sustainability of food supply and accessibility at the household and national levels in the short to medium term. The short- and medium-term strategies will be combined with other sectoral interventions, including incentives and facilities to attract private sector investment in agricultural production, to ensure sustainability in increased food production, create rural jobs and income for growth in agriculture, livestock, and fisheries sectors. Further short-term government interventions are diversification of the crop mix in the uplands, and intensification of production from the small hectares cultivated in the lowlands. This will be achieved through the introduction of new technology, input provision through credible farmers' associations at the local level, and targeted extension support, especially to the unemployed youth and the small-scale farmers. Government will also continue to encourage private sector investment in agriculture, especially to produce food for the market, in the short term. Provision of inputs and appropriate farm machinery on a cost recovery basis or favourable credit terms as appropriate and extension support will be central to this strategy. Also, government will work through local authorities to facilitate access by the private sector to land for commercial cultivation and markets and storage facilities.

In the medium term, support to small-scale farmers will aim at increasing their capacity to produce enough to meet their own input needs directly or through established input and output markets. Emphasis will also be placed on increasing the stability and reliability of food supplies through a comprehensive feeder (farm-to-market) roads programme and the provision of market, storage and drying floor infrastructure in all chiefdoms in the country. Operations research and development, land development and use, and extensive training of extension staff and farmers will also be pursued.

The National Lands Policy, 2015

The specific objectives of this National Land Policy are:

- To clarify the complex and ambiguous constitutional and legal framework for sustainable management of land resources
- To promote law reforms that will further harmonize the two separate jurisdictions of the current land tenure systems
- To ensure the security of tenure and protection of land rights to all legitimate landholders, regardless of their form of land tenure
- To promote equitable access to land:

- To ensure equitable access to lands for all citizens regardless of sex or sexuality, race, colour, language, religion or conviction, political or other opinion, social origin, ethnicity, age, economic position, ownership of property, marital status, disability, birth or other status
 - To facilitate access to land for fair and responsible investment and development by citizens and non-citizens alike and so stimulate the contribution of the land sector to overall socio-economic development, wealth creation and poverty eradication in Sierra Leone
 - To rationalise and formalise all informal landholdings
 - To protect state lands and ensure the equitable access to these and their optimal utilisation
- To promote and enforce sound land use, regulation and management
 - To build capacity for and promote land use and country planning strategies for sustainable development in both urban and rural areas
 - To streamline and decentralise land administration to be more efficient, transparent and effective
 - To ensure the establishment of new institutional framework that will guarantee democratic and transparent administration of land
 - To eliminate corruption through transparency in processes and decision- making, making decision-makers accountable, and ensuring decisions are delivered promptly
 - To modernize and streamline land information system
 - To transform current registry system to a modern land registration and management systems based on (the registration of) title to ensure efficiency and transparency and minimise the number of land disputes
 - To initiate the making of comprehensive and centralised records for State/Government lands, private lands (including customary lands) and land information through cadastral mapping using modern survey technology
 - To promote the eradication and/or avoidance and efficient settlement of land disputes by rationalising and strengthening the capacity of traditional institutions, local and national courts in the speedy and effective resolution of land disputes
 - To ensure protection and security of Sierra Leone national boundaries in accordance with international conventions as enshrined in the International Law of the Sea, Anglo-Francophone Protocols and Joint Border Commissions
 - To build capacity for the effective monitoring and evaluation of the implementation and impact of the national land policy

The National Environmental Policy, 2004

The National Environmental Policy (NEP) was approved by cabinet since 1990 and was subsequently revised in 1994 (GOSL, 1994). The NEP aims at achieving sustainable development in Sierra Leone, through sound environmental and natural resources management. The policy objectives are to:

- Secure for all Sierra Leoneans a quality of environment adequate for their health and well-being;

- Conserve and use the environment and natural resources for the benefit of present and future generation; restore, maintain, and enhance the ecosystems and ecological processes essential for the functioning of the biosphere; to preserve biological diversity, and uphold the principle of optimum sustainable yield in the use of living natural resources and ecosystems;
- Raise public awareness and promote understanding of the essential linkages between the environment and development and to encourage individual and community participation in environmental improvement efforts

The NEP also contain among others sector policies on land tenure, land use and soil conservation; forests and wildlife; biological diversity and cultural heritage; mining and mineral resources; coastal and marine resources; settlements, recreational space and greenbelts and public participation. The policy goal for the land tenure, land use and soil conservation is to “use available land in such a way that its quality is conserved so as to enhance its potential for continuous productivity and to prevent degradation”. One of the major strategies which government is now pursuing to achieve the goals of the NEP is “to make as priority Environmental Impact Assessment (EIA) of proposed activities which may significantly affect the environment and the use of a resource.”(GOSL, 1994).

The NEP also has a specific goal and policy for water resource management which ensures adequate quantity and acceptable water quality to meet domestic, industrial, transportation, agricultural and fisheries by accelerating programmes for the utilization of water for the various uses and expending water quality management, monitoring, and assessment programmes. Although laws prohibiting pollution of water bodies exist they are hardly enforced.

Environmental Protection Agency Act, 2008 and the EPA (Amendment) Act, 2010

The Environmental Protection Agency Act, 2008 is an Act to establish the Sierra Leone Environmental Protection Agency (SLEPA), to provide for the effective protection of the environment and for other related matters. This Act mandates the EPA to amongst others;

- Advise the Minister on the formulation of policies on all aspects of the environment and in particular make recommendation for the protection of the environment.
- Issue environmental permits and pollution abatement notices for controlling the volume, types, constituents and effects of waste discharges, emissions, deposits, or other source of pollutants of substances which are hazardous or potentially dangerous to the quality of the environment or any segment of the environment.
- Prescribe standards and guidelines relating to ambient air, water and soil quality, the pollution of air, water, land and other forms of environmental pollution including the discharge of waste and the control of toxic substances.
- Ensure compliance with any laid down environmental impact assessment procedures in the planning and execution of development projects, including compliance in respect of existing projects.
- Impose and collect environmental protection levies in accordance with this Act or regulations made under this Act.

Sections 24 of the Act list project activities requiring an Environmental Impact Assessment license which includes infrastructural projects such as laying of transmission lines and pipelines. These may probably be considered to include offshore activities though the national authority may be limited to territorial waters only. Further site-specific information will be given in the ESIA report to be prepared for this project. Sections 25 and 26 of the Act describe factors for determining whether a project requires as environmental impact assessment and the contents of environmental impact assessment

respectively. The Act describes the procedures to be followed to obtain permits for both existing and proposed undertakings through the conduct of environmental impact assessments. The Environmental Protection Agency (Amendment) Act, 2010 sought to give executive powers to the Board.

National Policy on Gender Mainstreaming, 2000

The overall goal of this policy is to mainstream gender concerns in the national development process in order to improve the social, legal, civic, political, economic and cultural conditions of the people in Sierra Leone, in particular women. The specific objectives include:

- To provide policy makers and other key actors in the development field with reference guidelines for identifying and addressing gender concerns when taking development policy decision.
- To identify and establish an institutional framework with the mandate to initiate, coordinate, implement, monitor, and evaluate national gender-response development.
- To redress imbalances which arise from existing inequalities:
 - To ensure the participation of both women and men in all stages of the development process.
 - To promote equal access to and control over economically significant resources and benefits by men and women.
 - To promote recognition and value of women's roles and contributions as agents of change and beneficiaries of the development process.

The policy objectives are to be achieved through the following strategies:

- Sensitization on gender issues at all levels.
- Promoting a Gender and Development (GAD) approach that is needed on the understanding of gender roles and social relations of women and men as well as the Women in Development (WID) approach which focuses on women specifically.
- Ensuring that the Gender Mainstreaming Policy shall be translated, understood, disseminated, and implemented by all sections of Sierra Leone society.
- Promoting appropriate education, sensitization, and creation of awareness on the responsibility of all concerned parties in each sector to address the specific gender concerns within the sector. [This should entail consultation with both women and men in specific areas of relevance to identification of gender concerns].
- Ensuring gender-responsive development planning at the community, district and national levels.
- Promoting a holistic and integrated approach to development planning to ensure that gender issues common to different sectors are adequately identified, analyzed and addressed.
- Promoting and carrying out gender-oriented research to identify gender concerns.
- Promoting a gender-responsive monitoring and evaluation mechanisms for development.
- Promoting a gender-sensitive approach to technical co-operation among the various actors in the development arena.
- Advocating for gender equity at all levels.

The National Action Plan on Gender Based Violence, 2012 - 2016

The Ministry of Social Welfare, Gender and Children's Affairs published the Sierra Leone National Action Plan on Gender Based Violence, a 5-year strategic planning document covering the period 2012 – 2016. The NAP served as an overarching framework for the prevention, response, and prosecution

of acts of GBV and served as a guide to service providers and implementing bodies, including government ministries and NGOs, on how to provide coordinated, effective and sustainable protection and services to victims/survivors of GBV. Women are vulnerable to abuses especially in tourist areas because of the influx of all manner of persons. The Action Plan provides some level of protection and comfort for women living in these areas to go about their daily business freely.

The Sierra Leone National Action Plan 2016 - 2018

The Sierra Leone National Action Plan on UN Resolution 1320 and 1825 aims to protect, empower women and girls vulnerable to sexual violence, preventing sexual violence through the enactment and implementation of laws and above all ensure the active participation and representation of women in leadership positions. The SIL NAP also promotes coordination of the implementation of the document itself.

National Male Involvement Strategy for the Prevention of Sexual and Gender-Based Violence in Sierra Leone, 2019

The Government of Sierra Leone has demonstrated its commitment to addressing sexual and gender-based violence (SGBV) by amending the Sexual Offences Act in 2019. As a result, the Act now focuses on the protection of rights holders and offers strategic guidance to duty bearers. Drawing on the policy, The Ministry of Gender and Children's Affairs has developed the National Male Involvement Strategy for the Prevention of Sexual and Gender-Based Violence in Sierra Leone. The National Male Involvement Strategy adopts a socially transformative approach that seeks to accelerate implementation by encouraging the participation of men and boys as change agents and champions of women's and girls' rights, in their families, communities, schools and workplaces. It goes further to also encourage mitigating conflicts, sensitizing their peers, and ensuring survivors receive appropriate services.

The Local Government Act, 2004

The Act establishes the local council as the highest political authority in the locality and who shall have legislative and executive powers to be exercised in accordance with this Act. This Act in its First Schedule under section 2 establishes the localities namely: Districts, Towns, and Cities. The part II of this schedule also establishes the number of Paramount Chiefs in each local council. The Third Schedule establishes the functions devolved to the local councils. The Fourth and Fifth Schedules establish departments under each local council, and Valuation list and Rate Books respectively.

The Constitution of Sierra Leone, 1991

The Constitution includes some provisions to protect the right of individuals to private property, and also sets principles under which citizens may be deprived of their property in the public interest as described in Section 21 of the Constitution. It also makes provision for the prompt payment of adequate compensation and access to the court or other impartial and independent authority for the determination of the landowner's interest or right, and the amount of any compensation to which he is entitled and for the purpose of obtaining prompt payment of that compensation

The Employers and Employed Ordinance, 1960

The Act regulates relations between employers and employed, and safeguards health of the employed. Sets forth provisions relating to the formation and interpretation of contracts of service, the recruitment of native labour for foreign services, restrictions on the engagement of industrial workers, employment of women, adolescents, and children apprenticeship contracts. Also regulates the death,

insolvency and change of residence of employer; breaches of contract and disputes between employer and employed, provisions as to agents; advances by employers.

The Sierra Leone Local Content Agency Act, 2016

Provides for the development of Sierra Leone local content in a range of sectors of the economy such as industrial, manufacturing, mining, petroleum, marine resources, agriculture, transportation, maritime, aviation, hotel and tourism, procurement of goods and services; public works, construction and energy sectors; to promote the ownership and control of productive sectors in the economy by citizens of Sierra Leone; and to provide for other related matters.

The National Water Resources Management Agency Act, 2017

Provides for the equitable, beneficial, efficient, and sustainable use and management of the country's water resources; to establish a National Water Resources Management Agency; to provide a Water Basin Management Board and Water Catchment Area Management Committees for the management of the water resources and for other related matters.

The Public Private Partnership Act, 2014

Promotes, facilitates, and streamlines conclusion and implementation of public private partnership agreements by a contracting authority; to establish a Public Private Partnership Unit; to establish private partner selection procedures in PPP Agreements; and to provide for matters incidental thereto. *Amends the National Public Procurement Act, 2004.*

The Public Private Partnership, 2010

Promotes and facilitates the implementation of public-private partnership transactions for infrastructure projects and social sector service projects; to establish a Public-Private Partnership Council and a Public-Private Partnership Unit; and to provide for matters incidental thereto.

The National Protected Area Authority and Conservation Trust Fund Act, 2012

Provides for the establishment of the National Protected Area Authority and Conservation Trust Fund, to promote biodiversity conservation, wildlife management, research, to provide for the sale of ecosystems services in the National Protected Areas and to provide for other related matters.

The Child Rights Act, 2007

Provides for the promotion of the rights of the child compatible with the Convention on the Rights of the Child, adopted by the General Assembly of the United Nations on 20th November, 1989, and its Optional Protocols of 8th September, 2000; and the African Charter on the Rights and Welfare of the Child, and for other related matters.

- Repeals the Corporal Punishment Act. Amends the Protection of Women and Girls Act (Cap 30)
- Amends the Prevention of Cruelty to Children Act (Cap. 31). Amends the Children and Young Persons Act (Cap. 44). Amends the Muslim Marriage Act (Cap. 96). Amends the Armed Forces of Sierra Leone Act, 1961 (No. 34 of 1961). Amends the Interpretation Act, 1971 (No. 8 of 1971)

The Forestry Act, 1988

Section 18 of the Forestry Act stipulates that: The Chieftdom Authorities or Local Council of any chieftdom may conclude an agreement with the Chief Conservator of forests providing for the constitution as a community forest of any land within the chieftdom, subject to the approval of the District Officer for the District in which the land is situated.

National Biodiversity Strategy and Action Plan, 2017–2026

The NBSAP (2017–2026) for Sierra Leone has been developed based on national needs and priorities for the implementation of the United Nations Convention on Biological Diversity (CBD) objectives and Aichi Targets.

Key lessons learned from the development of the NBSAP 2004–2010 were fed into the review and development of the NBSAP 2017–2026. Additional priority thematic areas were identified and addressed, such as intellectual property rights and climate change, collaboration between stakeholders, the problem of overlapping mandates, and conflict of interest among government agencies.

The Sierra Leone Meteorological Agency Act, 2017

The act is aimed at establishing the Sierra Leone Meteorological Agency. The agency will be responsible for informing the public about weather patterns based on the recordings of credible and reliable weather data for agriculture, marine, and disaster preparedness relating to early warning signs. The act also emphasizes some functions of the agency as follows:

- Promote the use of meteorology in agriculture; food monitoring; and the monitoring of flood, drought, desertification, and other related activities.
- Establish, organize, and manage both surface and upper air observational station networks throughout Sierra Leone as approved by the board
- Collect, process, store, and disseminate meteorological and climatological information both nationally and internationally in accordance with rules and practices and procedures established under various conventions

Gender Empowerment Bill, 2021 (draft)

Being an Act to address the gender imbalances by making provision for elective and appointive public office positions through a minimum of 30% quota, to provide for the promotion of gender equality in employment and training, to provide for financial institutions to prescribe procedures for the improvement of women access to finance and to provide for other related matters.

3.2 Some relevant Institutions

Some of the relevant institutions include the following, and mandates and interest in project are subsequently described:

- Ministry of Agriculture and Forestry (MAF);
- Ministry of Lands and Country Planning;
- Ministry of Gender and Children Rights;

- National Federation of Farmers in Sierra Leone;
- Sierra Leone Agricultural Research Institute;
- Sierra Leone Environmental Protection Agency (EPA- SL);
- Non-Governmental Organisations (NGOs).

Ministry of Agriculture and Forestry

The Ministry of Agriculture and Forestry (MAF) has its mandate to improve and support the agricultural sector in Sierra Leone. The major objectives of the Ministry of Agriculture and Forestry are, among others:

- To increase and diversify domestic production and reduce importation of food with a view to achieving food self-reliance and food security in the medium to long term.
- To increase agriculture productivity, output, rural income, and employment while ensuring adequate protection of the environment;
- To secure balanced Regional Agricultural development and growth as well as equitable income distribution; and
- To maximize foreign exchange earnings from agricultural production.

Ministry of Lands and Country Planning

The Ministry is responsible for addressing land acquisition and transfers, land ownership and use, national development in a planning capacity and to provide advisory services to the public on land matters and is also responsible for physical planning and management of the forestry resources.

The Ministry of Land is empowered to carry out all land management and two important functions it performs are administration of all state and public lands and the acquisition of property and the payment of compensation.

Ministry of Gender and Children’s Affairs

The Ministry of Gender and Children’s Affairs is mandated to lead the development, implementation and monitoring of the policy and legal framework for issues relating to Women and Children below age 18. This includes addressing issues of violence against women and children

NGOs

There are few NGOs in Sierra Leone with interest in environmental and resource management. Some of these are interested in the natural conservation and monitoring of the country’s wildlife and natural habitats. Among the NGOs involved in environmental management are Conservation Society of Sierra Leone (CSSL), Environmental Foundation for Africa (EFA), and Royal Society for the Protection of Birds (RSPB).

Conservation Society of Sierra Leone (CSSL): The Conservation Society for Sierra Leone promotes the wise use and management of Sierra Leone’s Natural Resources through Education, Advocacy, Research and Site Action including mangroves protection.

3.3 World Bank Environmental and Social Framework (ESF) and other World Bank applicable guidance and guidelines

Eight of the ten Environmental and Social Standards (ESS)³ which are applicable for the Borrower to implement throughout the project life cycle are:

- ESS 1: Assessment and Management of Environmental and Social Risks and Impacts
- ESS 2: Labor and Working Conditions
- ESS 3: Resource Efficiency and Pollution Prevention and Management;
- ESS 4: Community Health and Safety
- ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ESS 8: Cultural Heritage
- ESS 10: Stakeholder Engagement and Information Disclosure

World Bank Environmental, Health, and Safety (EHS) Guidelines

The World Bank Environmental, Health, and Safety (EHS) Guidelines are technical reference documents with general and industry-specific examples of Good International Industry Practice (GIIP). The General EHS Guidelines are designed to be used together with the relevant Industry Sector EHS Guidelines which provide guidance to users on EHS issues in specific industry sectors. For complex projects, use of multiple industry-sector guidelines may be necessary. For instance, EHSGs for Annual and perennial crop product, Mammalia, and possibly aquaculture.

The World Bank COVID-19 Guidelines

The World Bank guidelines recommend assessing the current situation of projects, putting in place mitigation measures to avoid or minimize the chances of infection (coronavirus) and planning what to do if either project workers become infected or the work force including workers from proximate communities are affected by COVID-19.⁴

The guidelines acknowledge that national and local laws may impose social distancing and restriction on movement and large gatherings as measures to minimize the spread of COVID-19 together with the fact that the public may be averse to large gatherings as they protect themselves from COVID-19. It further acknowledges that these realities can adversely affect the extent to which borrowers can meet the requirements of ESS10. The guidelines go ahead to proffer strategies on how to manage stakeholder engagement and consultation amid these challenges. The guideline stipulates that public gatherings such as workshops should be avoided but small group meetings like focus group meetings can be carried out, if permitted by national and local laws. For details, see Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings.⁵

The Environmental and Social Standards described in the table below also confirms the Standards that are applicable to the FSRP2.

³ Please see the World Bank's Environmental and Social Framework (ESF)

<https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf>

⁴ ESF/Safeguards Interim Note: Covid-19 Considerations in Construction/Civil Works Projects (April 2020).

<https://worldbankgroup.sharepoint.com/sites/wbunits/opcs/Knowledge%20Base/ESF%20Safeguards%20Interim%20Note%20Construction%20Civil%20Works%20COVID.pdf>

⁵ Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings (March 2020).

<https://worldbankgroup.sharepoint.com/sites/wbunits/opcs/Knowledge%20Base/Public%20Consultations%20in%20WB%20Operations.pdf>

Table 3- 1: Summary of the Applicable World Bank Environmental and Social Framework (ESF)

World Bank Environmental and Social Standard (ESS)	Summary of core requirements	Potential for applicability under the FSRP2	Remarks or recommendation for proposed project
<p>ESS 1: Assessment and Management of Environmental and Social Risks and Impacts</p>	<p>ESS1 sets out the Borrower’s responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated with each stage of a project supported by the Bank through Investment Project Financing, in order to achieve environmental and social outcomes consistent with the Environmental and Social Standards (ESSs).</p> <p>The Borrower will carry out an environmental and social assessment of the project to assess the environmental and social risks and impacts of the project throughout the project life cycle. The assessment will be proportionate to the potential risks and impacts of the project, and will assess, in an integrated way, all relevant direct, indirect and cumulative environmental and social risks and impacts throughout the project life cycle, including those specifically identified in ESSs2–10.</p>	<p>Relevant</p>	<p>The project may have environmental and social consequences and may further require the preparation of ESIAAs and ESMPs</p>
<p>ESS 2: Labour and Working Conditions</p>	<p>ESS2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions.</p> <p>The Borrower will develop and implement written labor management procedures applicable to the project. These procedures will set out the way in which project workers will</p>	<p>Relevant</p>	<p>The project has implications for labour and working conditions and may require the preparation of Labour Management Procedures</p>

World Bank Environmental and Social Standard (ESS)	Summary of core requirements	Potential for applicability under the FSRP2	Remarks or recommendation for proposed project
	<p>be managed, in accordance with the requirements of national law and this ESS. The procedures will address the way in which this ESS will apply to different categories of project workers including direct workers, and the way in which the Borrower will require third parties to manage their workers.</p>		
<p>ESS 3: Resource Efficiency and Pollution Prevention and Management;</p>	<p>ESS3 recognizes that economic activity and urbanization often generate pollution to air, water, and land, and consume finite resources that may threaten people, ecosystem services and the environment at the local, regional, and global levels. The current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of current and future generations. At the same time, more efficient and effective resource use, pollution prevention and GHG emission avoidance, and mitigation technologies and practices have become more accessible and achievable.</p> <p>This ESS sets out the requirements to address resource efficiency and pollution1 prevention and management2 throughout the project life cycle consistent with GIIP.</p>	<p>Relevant</p>	<p>The project has implications for the Standard. It may require the preparation of a Pest Management Plan</p>
<p>ESS 4: Community Health and Safety;</p>	<p>ESS4 recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts. In addition, communities that are already subjected to impacts from climate change may also experience an acceleration or intensification of impacts due to project activities.</p> <p>The Borrower will evaluate the risks and impacts of the project on the health and safety of the affected</p>	<p>Relevant</p>	<p>The ESS will address potential risks and impacts on communities that may be affected by project activities.</p>

World Bank Environmental and Social Standard (ESS)	Summary of core requirements	Potential for applicability under the FSRP2	Remarks or recommendation for proposed project
	communities during the project life cycle, including those who, because of their particular circumstances, may be vulnerable. The Borrower will identify risks and impacts and propose mitigation measures in accordance with the mitigation hierarchy		
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement;	ESS5 recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons. Project-related land acquisition ¹ or restrictions on land use ² may cause physical displacement (relocation, loss of residential land or loss of shelter), economic displacement (loss of land, assets or access to assets, leading to loss of income sources or other means of livelihood), ³ or both. The term “involuntary resettlement” refers to these impacts. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in displacement.	Relevant	The permanent or temporary physical and economic displacement resulting from land acquisition or restrictions on land use undertaken or imposed in connection with project implementation: A RPF will be prepared
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources;	This Standard recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. This assessment considers threats to biodiversity, for example habitat loss, degradation and fragmentation, invasive alien species, overexploitation, hydrological changes, nutrient loading, pollution, and incidental take, as well as projected climate change impacts. It will determine the significance of biodiversity or habitats based on their vulnerability and irreplaceability at a global, regional or national level and will also take into account the differing	Applicable	During screening identify the presence of Natural Habitat and Critical Habitat and presence of IUCN Red list Species

World Bank Environmental and Social Standard (ESS)	Summary of core requirements	Potential for applicability under the FSRP2	Remarks or recommendation for proposed project
	values attached to biodiversity and habitats by project-affected parties and other interested parties.		
ESS 8: Cultural Heritage	ESS8 recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present, and future. People identify with cultural heritage as a reflection and expression of their constantly evolving values, beliefs, knowledge, and traditions. Cultural heritage, in its many manifestations, is important as a source of valuable scientific and historical information, as an economic and social asset for development, and as an integral part of people’s cultural identity and practice. ESS8 sets out measures designed to protect cultural heritage throughout the project life cycle	Potentially relevant	Impact on cultural heritage not foreseen. However, a chance finds procedure will be included in all construction contracts.
ESS 10: Stakeholder Engagement and Information Disclosure.	This ESS recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.	Relevant	The project will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design.

3.4 Regional Policies and Frameworks

Cadre Harmonisé Framework (2014)

The Cadre Harmonisé (CH) or Harmonized Framework (in English) is a regional framework developed by the World Food Programme (WFP) aimed to prevent food crisis by quickly identifying affected populations and proffering appropriate measures to improve their food and nutrition security. The CH is a set of functions and protocols for analysing the severity of acute food and nutrition insecurity to inform decision-making, and to provide appropriate urgent responses in particular. The CH helps to answer the key questions policy-makers face during food and/or nutrition crises. It fits into the overall framework of early warning and prevention of food and nutrition crises by answering the following questions:

- How severe is the situation?
- How many people are affected?
- When to intervene?
- Where to intervene first?
- What are the key drivers and limiting factors?
- For whom should we intervene? and
- Which action is needed?

Component 1 of FSRP2 will develop its early warning system in accordance with the function and protocols of the CH framework.

International Legal Framework

The international Conventions, to which Sierra Leone is a signatory and are relevant to this programme are presented in the following table are presented in Table 3-2.

Table 3- 2: International Conventions relevant to the FSRP2

Convention	Main Characteristics
Atmospheric area	
UN Framework Convention on Climate Change (UNFCCC) (Rio, June 1992)and Paris Accord, 2015	To stabilize the concentration of greenhouse gases in the atmosphere at a level that would prevent dangerous anthropogenic (human induced) interference with the climate system. It states that "such a level should be achieved within a time-frame sufficient to allow ecosystems to adapt naturally to climate change, to ensure that food production is not threatened, and to enable economic development to proceed in a sustainable manner.
The Montreal Protocol (1987)	The Montreal Protocol is a global agreement to protect the stratospheric ozone layer by phasing out the production and consumption of ozone-depleting substances (ODS).
Biodiversity protection	
African Convention for the conservation of nature and natural resources (Algiers, September 15, 1968)	The African Convention on the Conservation of Nature and Natural Resources is the primary pan-African legal instrument for the conservation of the environment in general and biodiversity in particular, including birds. Its objective is to improve environmental

Convention	Main Characteristics
	<p>protection, promote conservation and sustainable natural resource use, as well as to synthesise and coordinate resident policies with an eye to develop policies and programs that are ecologically reasonable, economically sound and socially acceptable. The Convention provides measures to ensure conservation, use of soil, water, flora and fauna resources in accordance with scientific principles and taking into account the best interests of the people. These provisions illustrate a forward looking treaty which is well in tune with the wide conservation objectives of the Convention on Biological Diversity (CBD). The Contracting States shall ensure conservation, wise use and development of faunal resources and their environment, within the framework of land-use planning and of economic and social development.</p>
<p>UN Convention to Combat Desertification in Countries Experiencing Serious Drought and/or Desertification, Particularly in Africa (Paris, June 17, 1994)</p>	<p>Aims to fight desertification and eradicate the effects of drought in countries severely affected by the problem through national action programs that incorporate long-term strategies supported by international cooperation and partnership arrangements.</p>
<p>Convention on Biological Diversity (CBD, December 29th, 1993)</p>	<p>The Convention on Biological Diversity underlines that threats to biological diversity had increased everywhere in the world, mainly as a result of the continuing destruction of natural habitats. It has 3 main objectives: - The conservation of biological diversity; - The sustainable use of the components of biological diversity; - The fair and equitable sharing of the benefits arising out of the utilization of genetic resources.</p>
<p>Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), Washington, 1973</p>	<p>To regulate the trade of wildlife and flora species that is or may be threatened with extinction due to international commerce CITES is an international agreement between governments. Its aim is to ensure that international trade in specimens of wild animals and plants does not threaten their survival. Because the trade in wild animals and plants crosses borders between countries, the effort to regulate it requires international cooperation to safeguard certain species from over-exploitation. CITES was conceived in the spirit of such cooperation. Today, it accords varying degrees of protection to more than 35,000 species of animals and plants, whether they are traded as live specimens, fur coats or dried herbs.</p>
<p>Convention on Migratory Species of Wild Animals (CMS), Bonn, 1979</p>	<p>The CMS focuses its efforts on a list of migratory species, in particular, that are either endangered or threatened. It focuses on the protection of migratory species (not only birds, but also mammals and invertebrates) in recognition of the fact that protection is needed throughout every part of migratory ranges and that this requires international conservation agreements. Each party seeks to prohibit or restrict taking migratory species, to limit the degradation of habitats, the introduction of invasive species, and any other activity or condition that may block migration or disrupt</p>

Convention	Main Characteristics
	migratory species, and to enter into separate international agreements concerning certain specific migratory species or groups of species whose ranges or migration routes extend over areas under party jurisdiction.
International Plant Protection Convention	Aims to secure coordinated, effective action to prevent and to control the introduction and spread of pests of plants and plant products. The Convention extends beyond the protection of cultivated plants to the protection of natural flora and plant products. It takes into consideration both direct and indirect damage by pests, so it includes weeds.
Convention on Wetlands of International Importance especially as Waterfowl Habitat (Ramsar Convention, 1971)	To assure reasonable and sustainable use of resources in wetlands, particularly by designating wetlands of international importance, and guaranteeing resource conservation, now and in the future.
Cultural heritage	
Convention for the Safeguarding of the Intangible Cultural Heritage	A purpose to safeguard the uses, representations, expressions, knowledge and techniques that communities, groups and, in some cases, individuals, recognise as an integral part of their cultural heritage.
Social Inclusion/Risk and Respect for Human rights (International and Regional Conventions/Agreements)	
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)	Follows the basic principles of the United Nations who have proclaimed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women.
International Covenant on Civil and Political Rights (ICCPR) (1996)	<p>The CCPR protects numerous fundamental rights among them:</p> <ul style="list-style-type: none"> • Right to Life (Article 6) • Ban of torture or cruel, inhuman, or degrading treatment (Article 7) • Ban of slavery, slave trade and forced labour (Article 8) • Right to liberty and security of person, ban of arbitrary arrest or detention (Article 9) • Equality before the courts and tribunals (Article 14) • Right to freedom of thought, conscience and religion (Article 18) • Right to peaceful assembly (Article 21) <p>Cultural rights of ethnic, religious or linguistic minorities (Article 27)</p>
Convention on the Elimination of All Forms of Discrimination against Women (1998)	<p>Article 1 of the CEDAW says: “For the purpose of the present Convention, the term ‘discrimination against women’ shall mean at any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. The protected main rights include:</p> <ul style="list-style-type: none"> • Equality, non- discrimination (Article 2) • Prohibition of traffic and exploitation of women (Article 6)

Convention	Main Characteristics
	<ul style="list-style-type: none"> • Right to take part in the direction of public affairs (Articles 7 and 8) • Right to education (Article 10) • Right to employment (Article 11) • Right to health (Article 12) • Right to take part in the cultural life (Article 13) <p>Right to social security (Article 14)</p>
International Convention on the Elimination of All Forms of Racial Discrimination (1967)	<p>As indicated in the Article 1 of the CERD, the term ‘racial discrimination’ shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or natural or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.</p> <p>The States Parties ‘undertake to pursue by all appropriate means and without delay a policy of eliminating racial discrimination in all its forms and promoting understanding among all races.</p>
International Covenant on Economic, Social and Cultural Rights (ICESR) (1996)	<p>The CESCR protects numerous fundamental rights, among them:</p> <p>Right to work (Articles 6 and 7)</p> <p>Right to form trade unions and to join the trade unions of his choice (Article 8)</p> <p>Right to social security, including social insurance (Article 9)</p> <p>Protection of children and the family (Article 10)</p> <p>Right to an adequate standard of living (Article 11)</p> <p>Right to health (Article 12)</p> <p>Right to education (Article 13)</p> <p>Right to take part in cultural life, to enjoy the benefits of scientific progress and the right to intellectual property (Article 15)</p>
International Convention on the Rights of the Child	<p>In the Article 1, the CRC gives a clear definition of who is considered a ‘child’ when it comes to children’s rights. “For the purposes of the present Convention, a child means every human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier.</p> <p>The main rights protected by the CRC for all children include:</p> <ul style="list-style-type: none"> • Non- discrimination (Article 2) • Well- being of the child (Article 3) • Right to life and development (Article 6) • Right to a name and a nationality (Article 7) • Right not to be separated from the parents (Article 9) • Right to family reunification (Article 10) • Freedom of displacement (Article 11) • Freedom of expression (Article 13) • Freedom of thought, conscience and religion (Article 14) • Freedom of association (Article 15) • Protection of privacy (Article 16) • Right to information (Article 17)

Convention	Main Characteristics
	<ul style="list-style-type: none"> • Protection against maltreatment (Article 19) • Right to protection in the absence of family (Article 20) • Right to adoption (Article 21) • Equal rights for refugee children (Article 22) • Equal rights for children with disabilities (Article 23) • Right to health and medical services (Article 24) • Right to education (Article 28) • Right to protection against exploitation (Article 32 to 36) • Prohibition of the sale of children, child prostitution and child pornography • Prohibition of the participation of children in hostilities and armed conflict
<p>Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol)</p>	<p>The Maputo Protocol guarantees comprehensive rights to women including the right to take part in the political process, to social and political equality with men, improved autonomy in their reproductive health decisions, and an end to female genital mutilation.</p>
<p>Convention on the Rights of the Child, 1990</p>	<p>Commitment to defend and guarantee the rights of children and to meet these commitments before the international community. States which are members of the Convention are required to develop and implement measures and policies which take into account the best interests of the child.</p>
<p>Convention on the Rights of Persons with Disabilities, (CRPD), 2010</p>	<p>To promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms of persons with disabilities and to promote respect for their inherent dignity.</p> <ul style="list-style-type: none"> • Prohibition of discrimination on the basis of disability and guarantee of equal protection to persons with disabilities (Article 5) • Right to the full enjoyment of life on an equal basis with others (Article 10) • Equality of rights and advancement of women and girls with disabilities (Article 6) • Equal rights for children with disabilities: they shall not be separated from their parents against their will, except when competent authorities subject to judicial review determine, in accordance with applicable law and procedures, that such separation is necessary for the best interests of the child. In no case shall a child be separated from parents on the basis of disability of either the child or one or both of the parents (Article 23) • Equal rights for persons with disabilities to own or inherit property. To control their own financial affairs and to have equal access to bank loans, mortgages and other forms of financial credit (Article 12)

Convention	Main Characteristics
	<ul style="list-style-type: none"> • Prohibition of medical or scientific experimentation without the consent of the participating person (Article 15) • Equal access to primary and secondary education and to vocational training (Article 24), and • Right to employment and to gain a living (Article 27)
Labour and Workers' Rights	
Convention on Discrimination (Employment and Occupation), 1966	Enables legislation which prohibits all discrimination and exclusion on any basis including of race or colour, sex, religion, political opinion, national or social origin in employment and repeal legislation that is not based on equal opportunities.
International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families	Aims at protecting migrant workers and members of their families, sets a moral standard, and serves as a guide and stimulus for the promotion of migrant rights in each country
Conventions related to Hazardous Chemicals and Hazardous Waste	
International Code of Conduct for The Distribution and Use of FAO Pesticides	The code encourages voluntary standards of conduct for all public and private entities engaged in or associated with the distribution and use of pesticides, particularly where there is inadequate or no national legislation to regulate pesticides. To achieve this objective, it promote practices which reduce risks in the handling of pesticides, including minimizing adverse effects on humans and the environment and preventing accidental poisoning resulting from improper handling; ensure that pesticides are used effectively and efficiently for the improvement of agricultural production and of human, animal and plant health; adopt the "life-cycle" concept to address all major aspects related to the development, regulation, production, management, packaging, labelling, distribution, handling, application, use and control, including post registration activities and disposal of all types of pesticides, including used pesticide containers; and are designed to promote Integrated Pest Management (IPM) (including integrated vector management for public health pests).
Rotterdam Convention	The Rotterdam Convention provides Parties with a first line of defence against hazardous chemicals. It promotes international efforts to protect human health and the environment as well as enables countries to decide if they want to import hazardous chemicals and pesticides listed in the Convention. Together with the Stockholm and Basel conventions and FAO's voluntary Code of Conduct, the Rotterdam Convention promotes a life cycle approach and provides the necessary tools for managing pesticides.
Basel Convention	The Basel Convention was created to protect people and the environment from the negative effects of the inappropriate management of hazardous wastes worldwide. It is the most comprehensive global treaty dealing with hazardous wastes from its generation, transport to disposal.

Convention	Main Characteristics
Stockholm Convention	The Stockholm Convention is a global treaty to protect human health and the environment from highly dangerous, long-lasting chemicals by restricting and ultimately eliminating their production, use, trade, release and storage
International Standards for Phyto-sanitary Measures (ISPM) FAO	Promotes sanitary and phyto-sanitary measures that aims at the protection of human, animal or plant life or health from certain risks.
The International Treaty on Plant Genetic Resources for Food and Agriculture	The objective of the International Treaty on Plant Genetic Resources for Food and Agriculture are the conservation and sustainable use of all plant genetic resources for food and agriculture and equitable sharing of the benefits arising out of their use, in harmony with the Convention of Biological Diversity, for sustainable agriculture and food security.
African Convention on the Conservation of Nature and Natural Resources (Revised) Algier, 1968	The objectives of this convention is to enhance environmental protection, foster the conservation and sustainable and use of natural resources and harmonise and coordinate policies in these fields.
Trade	
African Continental Free Trade Agreement	The agreement will reduce tariffs among member countries and cover policy areas such as trade facilitation and services, as well as regulatory measures such as sanitary standards and technical barriers to trade. Full implementation of AfCFTA would reshape markets and economies across the region and boost output in the services, manufacturing and natural resources sectors. The African Continental Free Trade Area has the potential to increase employment opportunities and incomes, helping to expand opportunities for all Africans. The AfCFTA is expected to lift around 68 million people out of moderate poverty and make African countries more competitive.
ECOWAS Protocol on Free Movement of Peoples and Goods	The ECOWAS Protocol on the Free Movement of People and Goods ensures free mobility of the community citizens i.e. citizens of member states. The Protocol on free movement conferred on Community citizens the right to enter and reside in the territory of any member state, provided they possessed a valid travel document and international health certificate. However, it also allowed member states the right to refuse admission to any Community citizens who were inadmissible under the member state's own domestic law.

4.0 ENVIRONMENTAL AND SOCIAL BASELINE

Sierra Leone is located on the west coast of Africa and covers an area of about 72,000 square kilometres (28,000 square miles). It extends from latitude 7 degrees north to 10 degrees north, and from longitude 10 degrees west to 14 degrees west. The Republic of Guinea borders it on the north and northeast, and the Republic of Liberia borders it on the east and southeast. On the west and southwest, the Atlantic Ocean extends approximately 340 kilometres (211 miles). **Figure 4-1** shows the location map of Sierra Leone and its provinces.

The current system of government in Sierra Leone, established under the 1991 constitution, is modeled on the following structure of government: the Legislature, the Executive, and the Judiciary. Sierra Leone is a Republic with an Executive President and a multi-party system of government with a 124-seat parliament (112 elected members and 12 paramount chiefs). Administratively, Sierra Leone is divided into 4 provinces or administrative regions—the Western Area, and three provinces (Northern, Eastern, and Southern provinces). The Western Area includes the capital, Freetown. Northern Province is divided into five districts, Southern Province into four, and Eastern Province into three. Each district is headed by a district chairman who is elected.

The districts are also subdivided into constituencies and each constituency is represented by a member of parliament. The constituencies are divided into chiefdoms, which are controlled by paramount chiefs. The chiefdoms are further divided into wards represented by local government councilors. At the lowest level i.e. the community level, there are sections and villages. There are 149 chiefdoms and 394 wards in Sierra Leone. The chiefs are hereditary rulers who are elected for life. The representatives and councilors are all elected.

At the local level, there are 14 district councils and 6 city councils outside the Western Area. The six city councils are Bo City, Kenema City, Makeni City, Bonthe City, Portloko City and Koidu/New Sembehun City each headed by a Mayor. These are large urban settlements in the provinces. The Western Area has a rural area council and a city council for Freetown, the nation's capital. The Freetown City Council is headed by the Mayor of Freetown and as 49 councilors. There are 49 ward committees in the Freetown City Council, and each headed by a councilor. There are in addition to the councilors 10 selected residents.

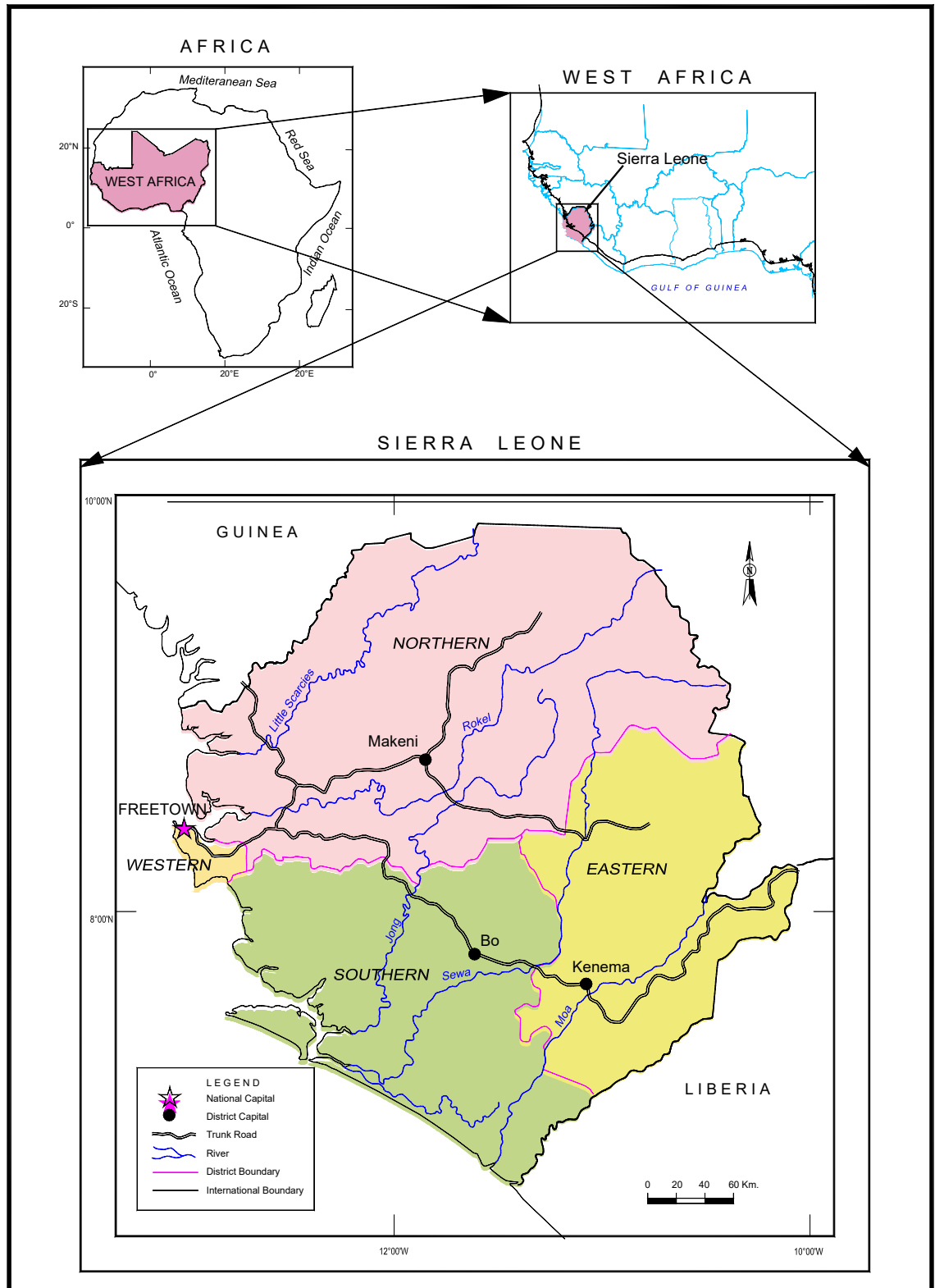


Figure 4- 1: Location Map of Sierra Leone and showing the Provinces

4.1 Geography, Topography and Climate

Land resources

Of the total land area of about 71,740km², some 60,650km², are classified as upland and 11,650km² are lowlands. Out of the total land area, 53,620km², (5.36mha) has been estimated as suitable for crop production. Non-arable land which includes hills, rocky land, roads, rivers and creeks account for the rest of the land resources of the country. Land in Sierra Leone is divided into arable agricultural land (60%), pastural (18%), mangrove and inland swamps (8%), forest under protection and management (4.5%) and others (9.75%). About 6.57mha (90%) of the land is owned privately by families, 360,000ha by communities and families and only 285,000ha (4%) are held by Government in the form of forest reserves. The lands belonging to families are small and fragmented, restricting effective planning and management.

Agro-Ecological Zones

The land resource of Sierra Leone has been classified into five distinct agroecological zones as follows:

- Uplands: moderately well to well-drained soils of varying depth. This covers about 6.1 m.ha or 84% of the land
- Inland Valley Swamps (IVS): flat, poorly drained depressions between adjacent uplands – 675,000 ha (9%)
- Mangrove Swamps: land adjacent to the coast or along estuarine rivers subject to inundation by tidal brackish water, 215, 000 ha (3%)
- Bolilands: low-lying inland depressions subject to flooding during the wet season -120,000 ha (2%)
- Flood plains: located along major rivers, flooded periodically during the wet season – 110,000 ha (2%)

Physiography

The country can simply be divided into three physiographic regions which run approximately north-east to south-west. These are the coastal plains, interior plains and interior plateaux regions. The coastal region is generally low-lying with swampy areas covering an area of 10,444km² and extending some 30 km inland from the coast. The Interior Plains region is approximately 80-100km wide and the topography is an old peneplain continental land mass. This region is the most extensive covering 31, 418 km² with altitude ranging from 40m in the west to 200m in the east. This is the region of depressions and low terraces known as bolilands which are flooded by rain during the wet season due to poor drainage of the clayey soils and water over flowing from rivers and streams. The Interior Plateau region rises rapidly above the interior plains to a height of 300 to 700 and covers an area of 30, 464 km².

Table 4- 1: Regional areas, km²

Region	Area, km ²	Percentage
Coastal Plain	10,444	15
Interior Plain	31,418	43
Interior Plateau	30,464	42
Total	72,326	100

Climate

The climate of Sierra Leone is largely determined by its geographical location on the south-west coast of West Africa, between latitudes 7o and 10o north of the equator. The climate is classified as humid

tropical. The climatic pattern is closely related to the general atmospheric circulation of air masses over the tropics, with the south-west monsoon winds dominant from May to October and the north-east trade winds dominant from November to April. The zone of convergence of these two air masses is known as the inter-tropical convergence zone (ITCZ) which oscillates north and south of the equator, imposing seasonality in the distribution of rainfall over the country. This results in two distinctive periods, the biologically active wet season, and the biologically dormant dry season.

The mean annual and seasonal rainfall distribution pattern is as follows:

- The coastal areas receive more than 3,000 mm rain per year with the Western Area recording up to 5000 mm.
- The north-central and south-eastern regions receive between 2500 and 3000 mm.
- The north receives from 2500 to less than 2000 mm.
- Distinctly higher rainfall values above 3000 mm are recorded around Makeni, Mabonto and Bumbuna areas presumably due to the relief influence of the Sula Mountain scarp in the east.

The duration of the wet season varies from nine months, beginning in March in the east, to seven months, starting in May in the north and west, and ending in November.

Temperature and Humidity

The mean annual temperature in the country is 27.0°C. The monthly average maximum is 30.0°C but during February and March, temperatures of up to 35.0°C have been recorded. The average minimum is 22.0°C.

The relative humidity varies considerably with the seasons and during the day. The mean wet season and dry season relative humidity is 90% and 70% respectively. During the day, relative humidity varies from 80% in the morning to 40% in the afternoon. In the dry season values can drop very low.

Evaporation and Water Balance

The annual amount of evapotranspiration in Sierra Leone ranges between 1300 and 1600mm. During the dry season, the high sunshine hours, high air temperatures and low moisture content help to increase the daily rates of evapotranspiration to 4.5mm per day. In the wet season, evapotranspiration values average at 3.5mm per day because of the high humidity values. The water balance calculations therefore indicate that during the wet season, there is “Water Surplus” ranging from about 1200 to 2600mm and during the dry season the “Water Deficit” ranging from 240 to 610mm above the assumed soil water storage of 100 mm.

Drainage and Hydrology

The river basins of Sierra Leone are relatively small. Five out of the nine major drainage basins originate in the country, namely Rokel, Pampana or Jong, Sewa, Waanje and the coastal rivers and creeks. The Great and Little Scarcies and the Moa rivers originate in the Fouta Djallon plateau in Guinea while the Mano River originates in Liberia. All the rivers flow an almost linear pattern from north-east to south-west. The respective total length of each river and the basin area within Sierra Leone are shown in the following table:

Table 4- 2: Characteristics of river basins

River Basin	Total Length (km)	Catchment area (km2)	Percentage area
Great Scarcies	160	3115	4.3
Little Scarcies	280	13,000	17.9
Rokel/ Seli	380	10,620	14.8
Pampana/ Jong	300	7,511	10.4
Sewa	430	14,140	19.7
Waanje	200	4,510	6.2
Moa	320	9,220	12.7
Mano	180	2,530	3.4
Coastal Streams/ Creeks	120	6,960	9.6
Peninsula and others	-	720	1.0
Total		72,326	100.0

Vegetation

Sierra Leone's predominant natural vegetation is the western extremity of the Upper Guinean Forest formation, though much of the forest is now degraded and occupied by agricultural land, savannas and other secondary vegetation. Approximately 70% of the country was formerly covered by forest, but less than 5% of original intact forest remains. Nevertheless the country contains rich indigenous flora and fauna including important endemic species, and internationally rare and threatened species. Indigenous flora and fauna exceeds 2000 species of vascular plants, 46 amphibians, 69 reptiles and 600 bird species. Almost 200 species of mammals includes 15 primates and 18 antelopes. Of these at least 27 vertebrate species and 47 vascular plant species are recognised as globally threatened. The Gola forest alone has 14 bird species of global conservation concern.

Currently 48 forest reserves and conservation areas cover about 4% of the land area of Sierra Leone. However, Outamba Kilimi National Park and Tiwai Island Wildlife Sanctuary are the only areas gazetted primarily for wildlife conservation (though other areas are informally designated as such), which combined comprise approximately 1.5% of the national land area. Currently there are no marine protected areas. The national Biodiversity Strategic Action Plan identified other priority areas for conservation: Gola Forest Reserves, the Western Area Peninsula Forest Reserve, Loma -Tingi Complex, Outamba Kilimi National Park, Mamuta Mayoso, Yawri Bay, Lakes Mape and Mabesi and Kangari Hills, which combined would bring the national wildlife conservation estate to about 2.5% of total land area, and which are projected to contain 80-90% of the country's terrestrial indigenous flora and fauna.

Closed Forests and Secondary Forests

These are primary and mature secondary forests presently found mainly on hill slopes and crests in the Sewa, Mano and Moa river watersheds and the Peninsula Mountains of the Western Area. The primary forests are mature, dense and moist with mixed stands of evergreen and semi-deciduous trees. Previously, they covered a greater part of the country, but presently account for less than 5% of the vegetation coverage.

Savanna Woodlands

This vegetation is an association of trees and grasses occurring mainly on hill slopes and undulating plains in the drier zones of the country. It comprises of a fairly high density of often gnarled trees and

tall grasses. The trees generally have large crowns and can grow up to about 15m tall. The grasses grow up to 3m tall above the lower undergrowth. This vegetation type is predominant within the central and northern parts of the Little and Great Scarries watershed.

Mangrove Swamp Forests

These are found in estuaries of the major rivers and creeks which line the west coast of the country. These comprise of salt tolerant, stilted shrubs and trees occurring on low mudflats of these estuaries along the edges of the creeks and the rivers and inland as far as the limit of the tidal influence. The forests are usually dense, comprising trees up to 20m tall. However, densities are generally high where tidal influence is most marked, and also where estuaries are protected.

Soils

Soils in Sierra Leone have been grouped into 12 soils associations by the Land and Water Development Division (LWDD) of the Ministry of Agriculture and Food Security. Each of the soil associations has different attributes. Most soils in Sierra Leone are acidic (pH 4-5), and like most tropical soils are ferrallitic and excessively leached as a result of the humid tropical conditions. This is particularly true of the upland soils, with such common mineral as Kaolinite, aluminium and iron. Organic matter content is low, making the soils less suitable for cropping. Top soils' organic carbon levels range between less than 1 percent in soils under annually burnt savanna in the north and 2-4 percent in the secondary regrowth and forest in the south, to 3.10 percent in the seasonally flooded swamps which are relatively fertile and suited for rice cultivation. Available plant nutrients are low. The most important soils are the Ultisols, Oxisols, Inceptisols and intergrades. The soils are generally infertile and there is lack of proper management practices. The estimated soil loss due to erosion varies from to 109 tons/ha/year depending on soil type, slope, vegetation and land use.

4.2 Socio-economic baseline

The Sierra Leone economy has always been based on the exploitation of natural resources, notably agricultural, marine, and mineral resources. Public sector influence has been dominant in the economic activity in the country. The economy is dominated by the agricultural sector which accounts for 44.1% of the Gross Domestic Product (GDP) (GOSL Econ Bull, Vol 9 # 2 March 2003). Agriculture has remained traditional and subsistence in character, incapable of satisfying the food needs of the country by a wide margin and improving the living standards of the broad mass of the population. Over 70% of the country's labour force is employed in agriculture. Since poverty is pervasive in the country, the GoSL is implementing several measures aimed at addressing the factors responsible for the difficulties identified in the economy.

The Government of Sierra Leone (GoSL) developed a post-Ebola emergency economic recovery programme that includes supporting key sectors, such as Agriculture, that are considered to be key drivers of economic growth and employment generation. Part of the strategy included the Rapid Ebola Seed Distribution support provided by GoSL and the World Bank through WAAPP. The support included the provision and dissemination of seed of improved varieties, with the aim of making improved planting materials available to communities and rapidly increasing productivity and production. This significantly cushioned the effect on farmers, who lost most of their seeds as a result of reduced farming activities as the Ebola forced them to abandon their communities and farms, and or placed restriction on their movement.

Population

The demographics of Sierra Leone constitutes of 4,223,000 women and 4,153,000 men, which means there are 983 men per 1000 women. As far as age distribution goes, 51.3% of population (4,298,563) is 19 or younger, 46.1% of population (3,861,336) is between age 20 and 64 and 2.6% of population (214,426) is over 65. The population of Sierra Leone is estimated to be growing at a rate of about 2.6 percent per year. The population density of about 58 persons/km² is relatively high as compared to other countries in Sub-Saharan Africa.

A Total Fertility Rate (TFR) of 2.1 represents the Replacement-Level Fertility, i.e. the average number of children per woman needed for each generation to exactly replace itself without needing international immigration. A value below 2.1 will cause the native population to decline. The TFR for Sierra Leone is 4.3 which far above the RLF.

The life expectancy at birth for both sexes combined in Sierra Leone is 55.9 years. For females, the figure is 56.8 and for males it is 55.0 years as at 2021.

The population is concentrated in some particular regions of the country including the Freetown peninsula, the Kono, Kenema and Bo districts. The northern part of the country is sparsely populated. A large section of the population is unemployed, especially among the youth. An estimated 68% live close to the forest or forest regrowth area on which they depend for their livelihood.

National average population density varies among the districts, chiefdoms, and towns. Generally, the regions, which have important economic activities tend to harbor larger populations. Areas with 80 persons per km² are the diamond areas or those with large-scale rice cultivation. These include Kono, Kenema and Bo (diamonds and trading) and Freetown (capital and industrial).

Areas with medium density (50-80 persons/ km²) are mainly in the arable alluvial soils and centres for rice, coffee and cocoa production. Areas with low density, i.e. below 30 persons/km² are mainly in the north, the southern coastal areas and the east.

Education

Access to quality education, retention and completion of school remain challenges for children in Sierra Leone. These factors are compounded by poverty, gender discrimination, long distances to schools, perceived low value placed on education, negative social norms practices such as Female Genital Mutilation (FGM – 86.1 per cent), early marriage (30 per cent of women are married before age 18), teenage pregnancy, an unsafe learning environment. According to UNICEF, the percentage of school age out-of-school children in primary, junior and senior secondary schools is as follows: primary school (18 per cent), Junior secondary school (19 per cent), Senior secondary school (36 per cent).

Due to the many of the factors listed above, many children in Sierra Leone fail to complete primary school or to make the transition from primary to Junior Secondary School (JSS). Completion rates stand at: primary: 64 per cent, JSS (lower secondary): 44 per cent, SSS (upper secondary): 22 per cent. Furthermore, few opportunities exist for alternative education for out-of-school boys and girls, which could help them to acquire functional literacy for sustainable livelihoods and economic empowerment, in order to realise their full potential and contribute meaningfully to nation building.

Health

In terms of available healthcare and health status Sierra Leone is not rated high. Globally, infant, and maternal mortality rates remain among the highest. The major causes of illness within the country are preventable with modern technology and medical advances. Most deaths within the country are attributed to nutritional deficiencies, lack of access to clean water, pneumonia, diarrheal diseases, anaemia, malaria, tuberculosis, and HIV/ AIDS.

It is estimated that there are about 450,000 disabled people in Sierra Leone, though number could be under-estimated. Common disabilities in Sierra Leone include blindness, deafness, war wounded, amputees and post- polio syndrome. Yellow fever and malaria are endemic to Sierra Leone.

Sierra Leone's entire population is vulnerable to malaria. Over two million outpatient visits are reported due to malaria annually, of which half are children under five years of age. The 2016 Malaria Indicator Survey demonstrated parasitemia ranges from 6 percent in Western Urban to 58% in Koinadugu district, among children 6–59 months of age. Malaria transmission has two peaks, during the rainy season in May and in October/November. Plasmodium falciparum causes the majority of infections

Of the 20 countries with the highest incidence of maternal mortality, 19 of them are in Sub-Saharan Africa, with the highest rates in the world occurring in Sierra Leone. One in seventeen women risks dying during pregnancy or childbirth.

The 2015 maternal mortality rate per 100,000 births for Sierra Leone is 1,360. This is compared with 970 in 2010 and 1032 in 2008. The under 5 mortality rate, per 1,000 births is 198 and the neonatal mortality as a percentage of under 5's mortality is 25. In Sierra Leone the number of midwives per 1,000 live births is 1 and the lifetime risk of death for pregnant women 1 in 21.

Sierra Leone suffers from epidemic outbreaks of diseases including cholera, Lassa fever and meningitis. Sierra Leone has a prevalence of HIV/AIDS in the population of 1.6 percent

The leading 10 causes of death in Sierra Leone are Malaria, Lower respiratory infections, neonatal disorders, diarrheal diseases, ischemic heart disease, tuberculosis, stroke, congenital defects, HIV/ AIDS, and meningitis.

Water supply and sanitation

A recent national survey found that 84% of the urban population and 32% of the rural population had access to an improved water source. Those with access in rural areas were served almost exclusively by protected wells. The 68% of the rural population without access to an improved water source relied on surface water (50%), unprotected wells (9%) and unprotected springs (9%).

About 20% of the urban population and 1% of the rural population had access to piped drinking water in their home. Access to an improved water source does not give an indication about whether water supply is continuous. For example, in Freetown taps were running dry for most of the year in 2009. People collected water in containers wherever they can and those who can afford it install water tanks on their houses.

Land Tenure

Land tenure in the Republic of Sierra Leone is characterized by a dual ownership structure. Land in the Western Area, which is the area originally settled by the Creole, the liberated slaves on their arrival in the country, is held under the English system of freehold interests. It is believed that the land was acquired through negotiation with the natives by the English and passed on to the settlers. This area includes the capital city, Freetown. It is also the area that has seen considerable growth and is clearly distinguishable from the rest of the country by the level and quality of development.

Land in the rest of the country is held in communal ownership under customary tenure and is controlled by traditional rulers who administer it on behalf of their communities in accordance with customary principles and usage. The result is a dichotomy between modernization and tradition. While in the Western Area interest in land can be assigned with little difficulty, in the provinces, the traditional authorities are unwilling to assign interests in land, which would connote any possibility of perpetual alienation such as freehold interests as this will deprive posterity of its ancestral heritage.

System of Land Holding in the Republic of Sierra Leone

The Western Area

Land tenure in the Western area traces its history from the British Colonial administration. The area settled by the freed slaves was declared a Colony of the British Empire, and the settlers, having lived in England, and having experienced the English way of life and system of governance, were more inclined to live their lives like the British. As a result of this and other socio-political considerations, British concepts of tenure were introduced in the colony (Western Area). Since the land on which the freed slaves were resettled was purchased in the name of the British monarch, the settlers were therefore tenants of the British Crown and the title passed on to them was the tenancy in fee simple or freehold. After independence in 1961 the Government of Sierra Leone replaced the crown as the "landlord" of the Western Area and the freehold system was allowed to persist.

The Provinces: Land is communally held under customary tenure in the provinces though there are minor differences among the various ethnic communities, the general trend is that land is considered a divine heritage which the spirits of the departed ancestors expect to be preserved and handed down to future generations. This is because land is deemed to belong to a large family comprised of the departed ancestors, the living and the unborn generations. It is regarded as a heritage entrusted to the living with a responsibility to ensure its preservation and subsequent assignment to future generations.

Family Interests: The absolute interest in land is vested in families who have responsibility for their portion of the land. The paramount chief is regarded as the custodian of the land on behalf of the entire chiefdom but decisions regarding land are the preserve of heads of families. The administration of the community interest is vested in the head of the land-owning family who is aided by a council of elders. One very important consequence of the fact that absolute interest in land is vested in the family is that it invests every member of the family with an inherent right to the occupation and use of any part of the family land.

The Individual's Interest: Where a family member wishes to cultivate any part of the family land, he must obtain special permission from the family head that would normally allocate land to him. In some societies the individual has to pay some money, locally referred to as "kola" or "handshake", to the family head as acknowledgement of the land granted to him. The grant, however does not confer ownership of the land but only confers on him the right to use the land.

State or Public Lands: There are two types of State lands in Sierra Leone; they are Crown Lands and Government Reservations. Crown lands are found in the Western Area while Government Reservations are found in the provinces.

Crown Lands comprise of lands which have been acquired “for the service of the colony” under the Public Lands Ordinance, 1898.

Road Infrastructure

The public road network constitutes the most important transport infrastructure in the country, carrying about 80% of internal passenger and cargo traffic. The national road network totals about 11,000 km of which some 8,000 km have been functionally classified in the National Road System (NRS) and the remaining 3000 km as local networks and unclassified roads and tracks. Less than 1000 km of the entire network is now paved with at least half of these reported to be in poor condition. Many formerly paved roads have reverted to gravel due to neglect during the civil war. Of the unpaved portions, less than 30% is in fair to good condition (GoSL Vision 2025, August 2003).

Road construction and rehabilitation is now being given the priority it deserves. The Feeder Roads Department of the Ministry of Works, Housing and Technical Maintenance is undertaking the rehabilitation programme with the support of donors. The Government of Sierra Leone recognises the crucial link between the road network, especially feeder roads and food self- sufficiency. So far, the European Union (EU) and the Islamic Development Bank (IDB) have provided funds for road works in four Districts each.

The road rehabilitation programme does not involve the construction of new roads. It essentially deals with the rehabilitation of existing network through formation, regravelling and reconstruction of old bridges and culverts. A National Road Fund provides funding for the maintenance of the road networks, using light equipment from the Plan Pool. Concerns have been raised about the environmental impact of using laterite on the roads, and this will be addressed in the impact assessment section of this report.

Challenges and Constraints

Infrastructure: The poor state of roads in the countryside does not only have direct impacts on the marketing of agricultural produce, but also has indirect consequence on adding to the cost and difficulty of supplying food in the rural areas. Port facilities and costs may also constitute a major constraint on exports, especially food crops which need special handling.

Investment Environment: Long-term investments in agriculture are required if a diversified agricultural export base is to be established. Growth and diversification cannot rely only on the activities of rural small-scale farmers. It will require a new class of entrepreneurs who will invest in larger scale of production, coupled with processing and marketing in order to drive the agricultural sector forward. This is the major role of the private sector in the project.

Sustainability of Exports: The agricultural export market is very competitive and if Sierra Leonean producers are to maintain a place in the export business, then they must develop the culture of competition. This will require the following in all sectors:

- Efficiency of production, backed by strong extension service and availability of inputs including planting materials, fertilizers, and pesticides.
- Information on markets and consumer demand and capacity to respond
- Cooperation between all participants in the project – farmers groups as business units, private sector entrepreneurs and cooperatives.
- Innovation in research into new products and varieties.

Environmental Management Concerns

These have been identified as closely related to:

- traditional bush fallow – farming systems and changes;
- increased use of inland valley swamps (IVS) for agriculture and the effects on water management;
- degradation of mangrove and natural forest for fuel wood and timber;
- denuding of watersheds resulting in increased runoff and associated soil erosion and siltation of water ways.

Gender status in agricultural sector

Rural women farmers contribute significantly to the agriculture sector, and deserve better recognition and greater appreciation of their tangible contributions to agriculture and rural development and food security (FAO, 2018).

- About 70% of women are employed in agriculture and women provide 75% of the labour along the food value chain, from production, processing to marketing. Women's labour force participation in crop Sierra Leone recorded an increasing development progress over the last decade, farming and in trade and repairs stand at 65.8% and 21.9% respectively. 95% of women are self-employed and with a vulnerable employment against 85% of men. The dominance of women in the self-employed/informal sector with poor working conditions, low salaries and no social protection leaves them open to exploitation and increases their vulnerability to poverty (World bank gender data base, extracted from ILO database in November 2017).
- Rural women play a crucial role in achieving food and nutrition security. They are particularly vulnerable to nutritional and health problems due to frequent childbirth, coupled with their heavy farm and home workload. In the rural areas, women are the custodians of household food security and health. They typically engage in diversifying the household's farming to include vegetables and small ruminants, and they have primary responsibility for children's nutrition and health care, subsistence agriculture, manual food processing and water fetching.
- In rural communities, gender roles are usually rigid and place a heavy work burden on women who contribute to the family farm (notably along planting, weeding, harvesting), assist their husband in its cash crop production and are also tend to the subsistence farm, small scale animal production (poultry and small ruminant). Women are exclusively responsible for manually processing cassava and rice, which is a heavy burden and usually undertake small scale marketing as well. In addition to farm activities, women are responsible for most domestic and reproductive chores such as cooking, fetching water and fuelwood, clean and launder clothes, care of the sick, the elderly and children. Considering the lack of rural infrastructures (roads, less than 50% rural households have access to clean water (GOSL 2013 and MICS 2010), lack of access to energy etc.) and services (child care etc.), such activities take much time and limit women ability to perform their farming and other income generating activities Gender inequality is prevalent in access to and control over land, financial services, productive resources, and extension or market services and prevent women to achieve their whole potential.
- Women in agriculture and rural areas have less access than men to productive resources. If women are legally entitled to similar access to land, custom laws often prevail in rural areas. Society practices patrilineal inheritance, so land is generally passed down from father to son. Also, women face the risk of losing control over the land when their husband dies or if they divorce.
- Women have less access to extension services and technologies and finances. Gender difference is observed in literacy level with 59% and 76% registered for females and males respectively in 2015 (HDR, 2016). Extension systems tend to promote innovations that benefit farmers with more assets and higher level of education. They mainly target established farmers, predominantly men,

while poor women who desperately need the knowledge tend to be neglected. In addition to women's limited access to technology (tractors, power tillers and vehicle hire, for instance) for agriculture, they are often excluded from training programmes. This discrimination is justified and normalized by the gender stereotypes and traditional perceptions held by women, which teach them that they do not have the physical capability to undertake hard work or operate machines. Women also have very little or no access to credit and other financial services due to limited financial literacy, poor knowledge of administrative procedures, transportation difficulties and cultural barriers.

- Patriarchal norm and gender-based violence impact negatively women agency and their capacity to develop and benefit economic activities. In 2013, 31% of women do not participate in any household decisions which concern their welfare. 62.8% of women believed that a husband is justified in beating his wife for various reasons while 28.6% of women aged 15-49 had been subjected to physical and/or sexual violence in the last 12 months. However, women-led households demonstrate better resilience to poverty than male-led households (WB Poverty Profile 2013) do.
- Rural women are often underrepresented in rural organizations and institutions, largely due to time constraints from on and off farm activities and are generally poorly informed regarding their rights. This prevents them from having an equal say in decision-making processes, and reduces their ability to participate in collective activities, e.g., as members of agricultural cooperatives etc.

4.3 Project districts and beneficiaries

This program will be implemented in all districts in the country. However, for respective value chains, the following ten districts will be targeted:

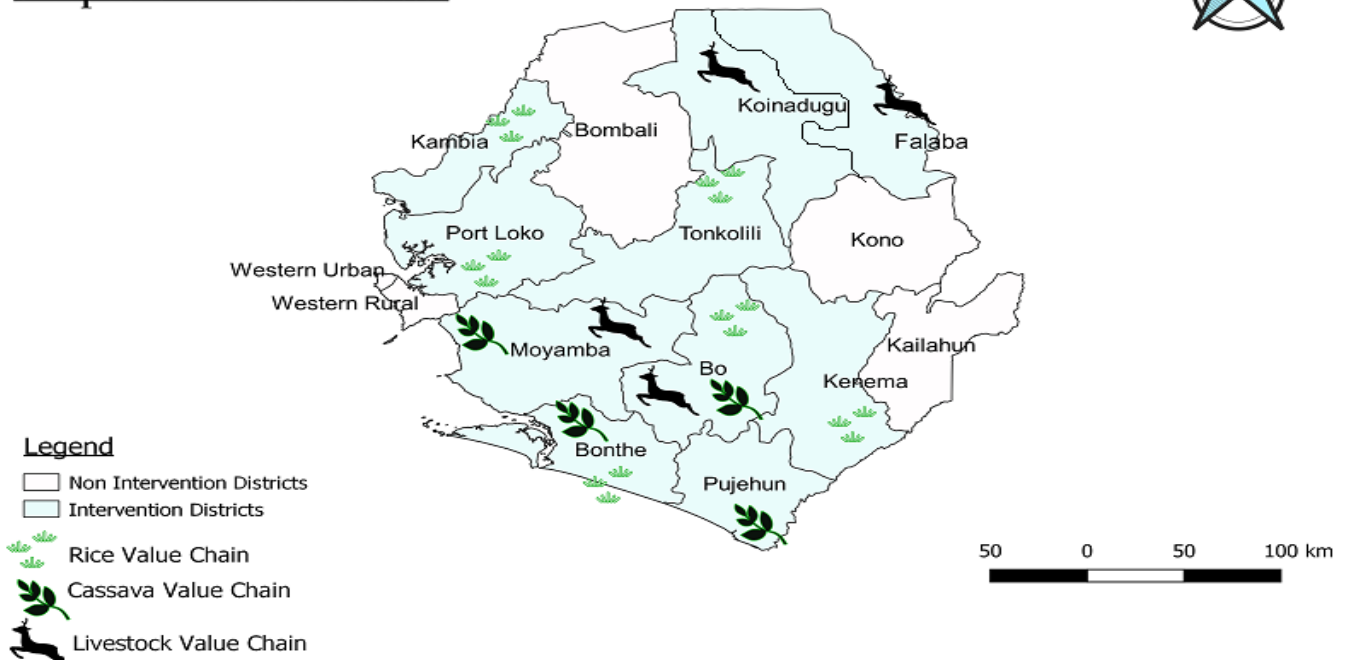
- **Rice:** Bonthe, Port Loko, Tonkolili, Bo, Kenema and Kambia
- **Cassava:** Bonthe, Bo, Moyamba, Tonkolili and Pujehun
- **Livestock:** Bo, Moyamba, Koinadugu, Falaba/ Large Ruminants: Koinadugu, Falaba

The FSRP2 interventions will provide support to small and medium-scale farmers, women, youth, vulnerable groups and institutions accessing improved information services from hydromet and agro-advisory services as well as Food and Nutrition Security Early Warning System (FNSEWS) and those involved in priority value chains. The selection criteria for the areas of intervention was based on the priorities of the country and aligned to the FSRP2 at the regional level. The MAF has developed a national farmer database with unique biometric identifiers and GPS precision of farm locations. This system will form the basis for the identification of beneficiaries. Furthermore, the MAF is currently moving towards a centralized farming model that brings together farmers in selected value chains to farm on well-developed, large-scale farms in centralized locations. The FSRP2 will target beneficiaries in ways that complement this model.

At the national level, the program will directly benefit 365,200 smallholder farmers of which at least 45% (164,340) will be women and 40% (146,080) youth and 5% (18,260) of the vulnerable groups. The project is expected to have spill over effects and regional benefits in terms of technology generation, dissemination, and adoption on the indirect beneficiaries as well as regional weather, climate and hydrological data exchange across all the project components. The program will also benefit 10% (36,520) of households directly affected by COVID-19. In addition to gender and youth empowerment being mainstreamed across all interventions, the program will also implement specific activities that target women's groups and youth groups for mainly components two and three of the program. These

activities will aim to fill major gaps that exists in the gender and youth spaces that excludes or limits equal access to agricultural inputs and services for all farmers. This will be done through the provision of Technical Assistance for business planning, grants to finance sub-programs and mentorship for start-ups or consolidation of existing women, youth and vulnerable-led businesses as individuals and group beneficiaries. The Program’s Monitoring and Evaluation system will have a gender tracker to ensure adequate documentation of support to women, youth and vulnerable groups. The program will also have a gender focal person that will ensure all interventions are viewed from a gender lens.

Sierra Leone Map Showing Intervention Districts and the Respective Value Chains



5.0 POTENTIAL ENVIRONMENT AND SOCIAL RISKS AND MITIGATION

Based on the initial assessment carried out by the World Bank, this project has been rated Substantial risk for both environmental and social risk.

5.1 Project Activities with Potential Environmental and Social Risks

The following anticipated project activities may be associated with some environmental and social risks:

- land development and watershed restoration
- irrigation systems design, construction, and operations (e.g. water control structures)
- Infrastructural development including construction and rehabilitation of buildings (weather stations, laboratories etc) and upgrading of facilities
- pesticide usage
- construction of ranching facilities
- agricultural development and agri-business which will lead to increased production volumes and value-added processing and marketing capacity of agribusiness involved in commodity chains
- Access to funds and training

The activities which may generate social challenges will include primarily land acquisition and access to funds, and the associated risks may comprise:

- Permanent or temporary physical and/or economic displacement (loss of livelihoods, including traditional livelihoods) as a result of interventions on land and/or requiring land.
- Loss of and/or impacts on access to cultural resources when feeder roads are upgraded (eg. cemeteries, shrines)
- Labor risks, including child and forced labor risks
- Community and occupational Health and safety risks related to the transmission of communicable diseases among project workers and in the community and as a result of the presence of project workers (including sexually transmitted disease, COVID-19, etc.)
- exclusion risks of vulnerable individuals and groups including of project benefits and consultation
- Sexual exploitation and abuse/sexual harassment (SEA/SH) risk
- Social cohesion and social conflict risks (including due to impacts on lands, exclusion of women and livelihood groups, presence of project workers, lack of timely and/or accurate project information to impacted communities and beneficiaries, etc.)

Risks related to physical and/or economic displacement are addressed in the Resettlement Policy Framework (RPF) document prepared separately for the project. Likewise, the labour related risks have been addressed in the Labour Management Plan (LMP) also prepared for the project.

5.2 Description of some potential environmental and social risks

This section identifies the specific risks to the social and physical environment from the implementation of the various project component activities listed above during both construction and operational phases.

ENVIRONMENT RISK ISSUES

Biodiversity losses

- Impacts on critical and Natural Habitat and on IUCN List species

Water resources and pollution

- Pollutant discharges into local water bodies both surface and groundwater
- Disposal of treated wastewater
- Exposure to agrochemicals including pesticides
- Sediment movement into water bodies from poor land clearing practices

Air quality

- Site clearing and excavation works
- Transport of construction materials and waste
- Exhaust emissions for equipment including heavy duty trucks

Vibration and Noise

- Site clearing and excavation works
- Concrete works
- Cutting of roads
- Disturbance to offices/ laboratory workers/local communities and general public

Visual intrusion

- Construction sites management

Generation and disposal of solid waste

- Construction waste management
- Disposal of Obsolete chemicals and unusable equipment/ materials
- Disposal of wastes generated from field trials and by laboratories
- Unsafe disposal of used pesticide containers

Pesticide management

- No integrated approach to limiting crop pests: elimination of the natural enemies of crop pests and consequent alteration of biological pest control methods.
- Development of resistance to pesticides, encouraging increases in and reliance on chemical pesticides.
- Weak institutional capacity for pesticide management (control import, sale and distribution of pesticides)

Public health and safety, and traffic issues

- Slip, trip and fall hazards

- Poor management of agrochemicals
- Waterborne diseases
- Poor traffic management at work sites

SOCIAL RISK ISSUES

Land and compensation issues

- Clear understanding of land use and occupancy
- Conflicts in land claims
- Land acquisition and compensation issues
- Discrimination, lack of grievance mechanisms for land owners and users
- Temporary and permanent properties affected by project

Loss of Livelihoods

Community acceptance of improved technologies and approaches

- Demand for alternative/ additional sites to carry out demonstration farms
- Adequate, documented, and transparent compensation for affected persons in order to vacate or release land for trials
- Disruption of work programs from rehabilitation and upgrading works

Worker Security and Safety

- Safety and security of laboratory and field workers
- Unavailability and poor use of personal protective equipment and limited/ no enforcement process

Occupational health and Safety

- Risks related to capacity deficiencies in biotechnology and biosafety.
- Lack of awareness creation programs on health and safety
- Unavailability and poor use of personal protective equipment and limited/ no enforcement process
- Use of pesticides and disposal of empty containers
- Exposure to snake bites
- Exposure to water related diseases
- Risks of occupational accidents and injuries to workers;
- Exposure to COVID-19 and other communicable diseases

Cultural Heritage

- Access to local shrines
- Preservation of local cultural identity and heritage
- Compensation issues

Resource Access and Possible Restriction

- Restriction of access for local communities on pastureland and fuel wood, logging
- Access to land for women farmers
- Loss of economic trees, medicinal herbs

Labour related issues and SEA/SH and vulnerability concerns

- Exclusion of women and other vulnerable groups
- Risk of SEA/SH due to the presence of project workers; backlash from community regarding access to project benefits, land benefits, etc.

The potential labour and gender issues that could be associated with the implementation of the programme will include:

1. Risk of child abuse;
2. Risk of sexual abuse by workers;
3. Women being side-tracked from the compensation and decision-making processes;
4. Disturbance of women's subsistence activities;
5. Marginalisation of women during the employment; and
6. Marginalisation of vulnerable groups.

Farmers to expand their operation and maximize the benefits of accurate and timely information related to weather conditions, disasters, longer-term climate trends, land use, environment, hydrology, conflict, agriculture production and market price data, etc. under the programme could exploit children from poor households or trafficked from other areas for such purposes.

The search for jobs and procurement opportunities from the project could also provide grounds for sexual harassment, and transactional sex including sexual exploitation of young girls. .

The impacts of the programme implementation on gender aspects are mostly related to employment opportunities and land use by women. Land loss and subsequent loss of livelihoods due to land take could affect women more than men as women are usually in charge of subsistence activities and struggle to provide for the household when crops are limited. The loss of livelihoods therefore could be severe or disproportionately high in such cases.

Also, compensation payment to PAP for loss of livelihood/asset could make some people more vulnerable (e.g., persons with disabilities or elderly persons) to social and family pressures that would reduce their ability to use the funds. Without proper monitoring, heads of households could mismanage the funds and leave their family in difficulty. Moreover, some heads of households could be more vulnerable (e.g., elderly person living alone) and may be subject to pressure from others regarding compensation received.

Furthermore, the impacts on livelihood benefits of vulnerable groups can be more severe, as these groups generally have less resources and have trouble using the services available for their condition.

Community security, health, and safety

- Potential Conflict among water users, shortage of water for domestic use, irrigation,
- Risk of communicable diseases (e.g., STD, HIV/AIDS, COVID-19) due to labor influx
- Invasion of privacy of host communities and their households

The COVID-19 infection could readily spread among all group of during the implementation of the programme once an infected worker is present at the workplace. An infected worker could also readily transmit the virus to family members and any others coming into contact.

Compliance with the known measures for containment and prevention has been a major challenge and a source of risk to increasing spikes of infection. Others risk factors include:

- Lack of knowledge and nonchalant attitude of people as it relates to its seriousness and virulence
- Unhygienic personal habits and practices promoting infection;
- Failure of business/industry to allocate budget and to invest in the COVID-19 protocols and other prevention measures; and
- Affected workers concealing infection due to possible stigmatization.
- Vaccine hesitancy and factual misinformation about vaccine safety and efficacy, and misinformation about how it spreads (i.e., assuming it spreads more in colder climates versus warmer climates)

The consequence is that the entire workforce could go down with the infection, be hospitalized or in confinement, with possible deaths. This could severely disrupt work. Any shortage because of COVID-19 infection could further reduce the number of workers. This could severely disrupt operations, which could lead to closure of the entire subproject, and the potential source of infection transmission as majority of workers may have been infected with the virus.

Not only workers would be affected, but their respective families and contacts through a chain of transmission. On the national scale, sliding into another lockdown is unimaginable, because industry cannot afford a shutdown and the magnitude of social and economic disruption that would occur. Furthermore, the healthcare infrastructure and services would be unable to contain and manage any large numbers of COVID-19 active cases. Persons with Disabilities are one group of persons who have been hit hard by the pandemic and would therefore be identified in the project areas and provided with targeted support.

5.5 Mitigation measures

These mitigation guidelines are given to address the significant impacts. The responsibilities for implementing these measures are described later in the report.

Table 5- 1: Environmental and social mitigation measures

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
Construction Phase		
Water Resources and pollution	<ul style="list-style-type: none"> • Works not to be executed under aggressive weather conditions such as rains or stormy conditions. • No solid waste, fuels, or oils to be discharged into any section of a waterway. • Construction to be done in phases to minimize impacts and exposure of soil. • Excavated materials and silt, which cannot be used will be disposed of at appropriate sites as per the Waste Management Plan prepared by contractor and approved by the relevant authority. • Temporary sediment barriers to be installed on slopes to prevent silt from entering water courses. • Maintenance, fuelling and cleaning of vehicles and equipment to take place at off-site workshop with adequate leakage prevention measures 	Contractors
Air quality, Vibration and Noise	<ul style="list-style-type: none"> • The working times and construction schedule will be coordinated rationally for all the various construction and engineering companies which will be on site; • Neighbouring offices and communities will be duly informed early of all demolition/constructional activities. • The construction and other engineering firms will be selected for the project based on their ability to adopt acceptable engineering practices and their possession of suitable equipment holdings to ensure low noise and air quality emission; • Loading and transportation of demolition debris shall be done during daytime and will avoid relatively noisy equipment operating during the night; • Stockpiles of debris will be covered to prevent re-suspension of dust into the air; • On-site mixing of cement, sandstone and other constructional materials will be done in an enclosed space and these materials shall be stored in an enclosed yard or covered tightly; • Speed limit shall be set for construction and transportation vehicle both within and outside the project site to avoid re- entrainment of dust; and • A water bowser will be available on site for frequent dousing or sprinkling to suppress dust 	Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
Generation and disposal of wastes	<p>Apply the principles of Reduce, Recycle, Reuse and Recover for waste management through these actions:</p> <ul style="list-style-type: none"> • Excavated earth materials will, as much as possible, be re-used for back filling purposes to reduce waste • Ensure that the required amounts of construction materials are delivered to site to reduce the incidence of excess material • Provide bins on site for temporary storage of garbage such as lubricant containers, drinking water sachets/ bottles and carrier bags/packaging materials. • Ensure judicious use of construction materials such as pipes, laterites, sand, etc. to reduce waste • All metal scrap waste will be disposed of at sites approved by the relevant authorities or sold to approved third party agents for use by metal dealers. • Contractor to work according to a prepared and agreed Solid Waste Management Plan. • Project management will ensure that as part of the bidding process, contractors clearly indicate a suitable and District Council approved dumpsite for disposal of debris; • Reusable building materials like roofing sheets, windows and doors, and cement blocks may be salvaged and given to the Centres for use. 	Contractor
Resource efficiency	<ul style="list-style-type: none"> • Judicious use of resources (water, electricity, fuel) • Abstract water from sources that will not obstruct community use. • Ensure use of efficient equipment (vehicles, etc) • Instal measurement devices as much as possible to monitor resource use and r observations • Regular sensitization programs at all levels to discuss and disseminate information on resource use • Material purchases to be made in such a way as to avoid wastage as much as possible 	Contractor
Soil pollution	<ul style="list-style-type: none"> • Follow good practices to minimize waste and pollution of soil • Topsoil will be preserved and reinstated at the end of the construction period 	Contractor
Visual intrusion	<ul style="list-style-type: none"> • Public to be well informed of upcoming project using appropriate signages and display boards prior to contractor accessing sites 	Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • Construction activities to be done in sections to reduce impacts of change and visual intrusions to the public • The construction sites to be hoarded off from public view • Good housekeeping measures, such as regular cleaning, to be maintained at the construction site • Ensure an acceptable post-construction site as per provisions in the contract • Facilities will be properly designed and constructed to blend with the existing environment 	
Land acquisition and compensation issues	<ul style="list-style-type: none"> • Be guided by the project Resettlement Policy Framework (RPF) • Prepare follow up Resettlement Action Plan (RAP) • Consult affected property owners/users/ communities and seek their consent early in the project development process • Allow affected persons to salvage their properties (including crops) before mobilizing to site to start work • Ensure fair and adequate compensation is paid to all affected persons prior to commencement of construction activities as per the provisions of the RAP • Obtain the required developmental permits from the respective authorities before start of work • The RPF will assist to determine options, principles, and approaches to follow to acquire land satisfactorily. • A formal Grievance Mechanism to be established and implemented 	MAF- PCO
Public Health and Safety, and Security Housekeeping and Sanitation	<ul style="list-style-type: none"> • Works on exposed trenches and earth materials will, as much as possible, be completed before new earth dug and trenches are created. • Work areas to be hoarded off adequately to avoid inquisitive trespassers especially children • Warning signs to be posted around work areas to discourage trespassers • Contractors to fence off construction sites to avoid pilfering or vandalising of property • Visibility to be ensured at night by providing adequate lighting • Contractor ESMP will include consultation requirement with surrounding communities on the work schedule, risk mitigation etc 	Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • Ensure GM is accessible to community members • Facilitate signing of code of conduct by project workers to regulate proper behaviours with community members • Construction workers educated on personal and public health issues. Protection eg., condoms provided against sexually transmitted diseases • Community awareness raising of communicable diseases such as HIV/AIDS and COVID-19, as well as non-communicable diseases like malaria, and SEA/SH risk and mitigation including CoC, GM and referral pathway • On completion of the works, all temporary installations will be dismantled, all plant and equipment de-mobilized, waste, and leftover materials and debris removed by the contractor, and the site left clean and tidy • Bulldozer, hydraulic excavator, pumps, generator, vehicles and other equipment and machinery used for the project will be relocated to new or other project sites in the country managed by the contractor • Construction workers will be provided separate sanitary facilities which will be always kept clean by the contractor. Free range urination/ defecation will not be allowed; • Covered dust bins will be provided on site for collection of domestic solid waste and shall be disposed of by the contractor at the identified waste dumps 	
Traffic management	<ul style="list-style-type: none"> • Provide traffic management plans to be approved by relevant authorities and client • Adequate alternative arrangements to be made to minimize impact on motorist and pedestrians within academic environments • Works to be completed on time to minimize inconvenience to motorists and pedestrians 	Contractor
Occupational health and safety	<ul style="list-style-type: none"> • Engage experienced artisans for construction works and all workers should be given proper induction/orientation on safety • The contractors will have a Health & Safety Policy and procedures to guide the construction activities. • Regularly service all equipment and machinery to ensure they are in good working condition. • Ensure there are first aid kits on site and a trained person to administer first aid 	Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • Provide and enforce the use of appropriate personal protective equipment (PPE) such as safety boots, reflective jackets, hard hats, hand gloves, earplugs, nose masks, etc. • Proof of competence for all equipment/machine operators will be required and established through inspection of valid drivers or operator’s license or documents • Comply with all site rules and regulations and apply sanctions where safety procedures are not adhered to • Site meetings should create awareness on OHS • Construction workers educated on personal and public health issues. Prophylaxis provided against sexually transmitted diseases notification of sanctions related to breaching the Code of Conduct 	
Labour risks	<p>A standalone Labour Management Procedure has been developed to guide management of risks and issues related to labour under the implementation of the FSRP2. This procedure among others prohibits forced labour, child labour and compulsory overtime; and provides guidance on salaries, wages, allowances and deductions. A comprehensive Labour Management Plan (LMP) consistent with local and international labour standards will be required of the contractors engaged under the FSRP2. The plan will be expected to hinge on the following principles:</p> <ul style="list-style-type: none"> • Payment of fair, realistic and adequate compensation/remuneration packages to especially local staff; • Promotion of collective bargaining; • Provision of safe working environment; • Prohibition of forced labour or child labour; and • Prohibition of excessive compulsory overtime duties. <p>A combination of tools will be employed to ensure effective operation of the principles. These tools will involve the following:</p> <ul style="list-style-type: none"> • Issuance of employment contract to all categories of workers including casual staff. As part of the requirement, the employer/contractor will sign to protect the human rights and 	Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<p>entitlements of the employees. Copies of each contract will be filed in individually kept folders to be made available for inspection periodically</p> <ul style="list-style-type: none"> • Extensive education on human rights protection will be provided to the contractor’s team during the kick-off meeting, while staff during operations of facilities will sign to a code of conduct incorporating human rights clauses • Cases of all human rights abuses will be filed with the offices of the Human Resource Department of various facilities during operations 	
<p>Sexual exploitation and Abuse (SEA) and Sexual harassment (SH) and Women Vulnerability</p>	<ul style="list-style-type: none"> • SEA/SH would be strictly forbidden with appropriate signage at project locations An accountability framework will be prepared to define the response mechanism in a survivor centered manner and punitive measures for perpetrators connected with the project. All sub-contractors, NGOs, consultants etc that will be engaged under the project will have provisions for signing the code of conduction and bound by the accountability framework • Code of conduct will be developed and signed by all type of workers • The contractor will be required to have a well costed SEA/SH action plan as part of the contractor ESMP. • Awareness programmes would be organised among workers and local community members on the gender-based violence and related consequences on culpability. • The ultimate responsibility for women and children’s safety from sexual abuse lies with the contractor • Workers to be given regular training on self-protection against violence, particularly for women and girls • Due to the sensitive nature of sexual exploitation and abuse cases and the need to respect the privacy and wishes of survivors, the resolution techniques should be prepared and considered differently by the PCO from the general GM methods • A GBV specialist may be hired to carry out SEA/SH risk assessments to determine the level of attention and the mitigation options and techniques required. The WB guidelines on SEA/SH assessment should be followed 	<ul style="list-style-type: none"> • MAF- PCO • Contractor

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • The GBV specialist will also train contractors and supervising Engineer staff and project staff including community awareness on SEA/SH risk and mitigation measures, CoC, GRM and referral pathway • Workers educated on personal and public health issues. Protection, e.g., condoms provided against STDs • The framework for grievance process including grievance channels and key roles, reporting and guidance for grievance management provided in the RPF will be followed 	
Lower participation of women and other vulnerable potential beneficiaries from project benefits	<ul style="list-style-type: none"> • Implement the quota for women beneficiaries proposed by the project and approved by the WB • PCO to work closely with organised local business entities to identify women groups for engagement and special support • Access to improved variety of seeds and seedlings as well as fertilizers and other chemicals needed to improve agricultural methods, should be enhanced by making them affordable to women farmers • Women farmers would be educated on new variety of crops that are being introduced as well as on other new and improved methods of farming through extension services; • More women extension services workers would be allocated to districts and communities where women farmers predominate as this will enhance their interaction, especially in areas where married women are traditionally barred from being friendly with other men • Women’s time constraints need to be taken into consideration when designing programmes for them, be it training or otherwise • More women participation in consultations and separate women-only meetings to be established. Women- suitable timing for consultations so that attendance does not clash with other priorities 	<ul style="list-style-type: none"> • MAF- PCO • Contractor
Operational Phase		
Water Resources and pollution	<ul style="list-style-type: none"> • Follow good practices to minimize waste and pollution of water and will educate farmers through the agricultural extension officers 	<ul style="list-style-type: none"> • SLARI • SCADeP • Farmers

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
Generation and disposal of wastes	<ul style="list-style-type: none"> • Waste collection bins to be sited at vantage points to serve the general public • Warning signs to be posted at suitable locations against littering with possible sanctions indicated • Proper arrangement with waste collection companies through the Councils to regularly collect and dispose of solid waste • Waste materials will be incinerated, and chemicals will be collected and neutralized prior to disposal • Laboratory workers will use appropriate PPEs 	<ul style="list-style-type: none"> • SLARI • SCADeP
Soil pollution	<ul style="list-style-type: none"> • Follow good practices to minimize waste and pollution of soil and also will educate farmers through agricultural extension officers 	<ul style="list-style-type: none"> • SLARI • SCADeP • Farmers
Maintaining Livelihoods	<ul style="list-style-type: none"> • Ensure appropriate compensations are paid to PAPs as defined in the RPF; • Employment and other opportunities to be given to local communities as much as possible. • Frequent on-the job training for laboratory staff will greatly reduce equipment down time and provide reliable results. 	<ul style="list-style-type: none"> • PCO- MAF • SCADeP
Public Health and Safety, and Security Housekeeping and Sanitation	<ul style="list-style-type: none"> • Encourage community leadership to form watch committees to improve security • Work with police force to provide police posts at all major project areas • First aid facilities to be available at all sites with suitable arrangements with local health facilities to deal with emergencies 	<p>SCADeP SLARI MAF- PCO</p>
Pest management	<ul style="list-style-type: none"> • Pest management plan to be prepared to guide the project 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP
Occupational health and safety	<ul style="list-style-type: none"> • PPEs to be provided for all field workers and usage will be enforced to provide protection against chemicals and reptiles. • Farmers will be educated on hazards and encouraged to use PPEs • Empty agrochemical containers to be physically destroyed/ properly disposed of e.g. land burial 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • New equipment to be introduced in the laboratories, engineering sections and for field work will represent current technology and are state of the art machines. These are expected to be safer to operate and workers will need to be sufficiently trained to master the operation of these machines. Appropriate PPEs will be provided to safeguard health of all workers • Offenders will be appropriately sanctioned • Regular training programs will be organized for staff on workplace safety and health issues and effective use of equipment/machinery; • Management may will institute incentive packages for departments that record least accidents 	
Labour risks	<p>A standalone Labour Management Procedure has been developed to guide management of risks and issues related to labour under the implementation of the FSRP2. This procedure among others prohibit forced labour, child labour and compulsory overtime; and provides guidance on salaries, wages, allowances and deductions. A comprehensive Labour Management Plan (LMP) consistent with local and international labour standards will be required of the contractors engaged under the FSRP2. The plan will be expected to hinge on the following principles:</p> <ul style="list-style-type: none"> • Payment of fair, realistic, and adequate compensation/remuneration packages to especially local staff • Promotion of collective bargaining • Provision of safe working environment • Prohibition of forced labour or child labour • Prohibition of excessive compulsory overtime duties <p>A combination of tools will be employed to ensure effective operation of the principles. These tools will involve the following:</p> <ul style="list-style-type: none"> • Issuance of employment contract to all categories of workers including casual staff. As part of the requirement, the employer/contractor will sign to protect the human rights and entitlements of the employees. Copies of each contract will be filed in individually kept folders to be made available for inspection periodically. 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • Extensive education on human rights protection will be provided to the contractor’s team during the kick-off meeting, while staff during operations of facilities will sign to a code of conduct incorporating human rights clauses • Cases of all human rights abuses will be filed with the offices of the Human Resource Department of various facilities during operations. 	
Sexual exploitation and Abuse (SEA) and Sexual harassment (SH) and Women Vulnerability	<ul style="list-style-type: none"> • Workers to be given regular training on self-protection against violence, particularly for women and girls • Key messages will be posted at vantage points to prohibit SEA/SH • An accountability framework will be prepared to define the response mechanism in a survivor centered manner and punitive measures for perpetrators connected with the project • Code of conduct will be developed and signed by all type of workers • All sub-contractors, NGOs, consultants etc that will be engaged under the project will have provisions for signing the code of conduction and bound by the accountability framework • The contractor will be required to have a well costed SEA/SH action plan as part of the contractor ESMP • Due to the sensitive nature of sexual abuse cases and the need to respect the privacy and wishes of survivors, the resolution techniques should be prepared and considered differently by the PCO from the general GM methods • A GBV specialist may be hired to carry out SEA/SH risk assessments to determine the level of attention and the mitigation options and techniques required. The WB guidelines on SEA/SH assessment should be followed. • Workers educated on personal and public health issues. Protection, e.g., condoms provided against STDs • Awareness programmes would be organised among workers and local community members on the gender SEA/SH and related consequences on culpability. • Workers to be given regular training on self-protection against violence, particularly for women and girls 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • Due to the sensitive nature of sexual abuse cases and the need to respect the privacy and wishes of survivors, the resolution techniques should be prepared and considered differently by the PCO from the general GM methods • Workers educated on personal and public health issues. Protection, e.g., condoms provided against STDs • The framework for grievance process including grievance channels and key roles, reporting and guidance for grievance management provided in the RPF will be followed 	
<p>Lower participation of women and other vulnerable potential beneficiaries from project benefits</p>	<ul style="list-style-type: none"> • Sexual intercourse with underage community members and gender-based violence would be strictly forbidden and, in case of violation, determined actions would be taken. The procedure to be applied in such an event is the immediate suspension of involved workers. • The contractor will be required to collaborate with communities through the grievance resolution mechanism to investigate issues related to sexual intercourse with under aged community members, dismiss the workers at fault and report them to public authorities if accusations are indeed true • They will also be responsible for victim and community compensations through non-monetary mechanisms to be determined by common agreement • Implement the quota for women beneficiaries proposed by the project and approved by the WB • PCO to work closely with organised indigenous business entities to identify women groups for engagement and special support • Access to improved variety of seeds and seedlings as well as fertilizers and other chemicals needed to improve agricultural methods, should be enhanced by making them affordable to women farmers • Women farmers would be educated on new variety of crops that are being introduced as well as on other new and improved methods of farming through extension services • More women extension services workers would be allocated to districts and communities where women farmers predominate as this will enhance their interaction, especially in areas where married women are traditionally barred from being friendly with other men • Women’s time constraints need to be taken into consideration when designing programmes for them, be it training or otherwise 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP

Environment, Social and Health Impact Issue/ Concern	Proposed Mitigation Action/ Measures	Responsibility
	<ul style="list-style-type: none"> • More women participation in consultations and separate women-only meetings to be established. Women- suitable timing for consultations so that attendance does not clash with other priorities • Implement the quota for women beneficiaries proposed by the project and approved by the WB • PCO to work closely with organised local business entities to identify women groups for engagement and special support • Access to improved variety of seeds and seedlings as well as fertilizers and other chemicals needed to improve agricultural methods, should be enhanced by making them affordable to women farmers • Women farmers would be educated on new variety of crops that are being introduced as well as on other new and improved methods of farming through extension services • More women extension services workers would be allocated to districts and communities where women farmers predominate as this will enhance their interaction, especially in areas where married women are traditionally barred from being friendly with other men • Women’s time constraints need to be taken into consideration when designing programmes for them, be it training or otherwise • More women participation in consultations and separate women-only meetings to be established. Women- suitable timing for consultations so that attendance does not clash with other priorities 	
Cultural Heritage	<ul style="list-style-type: none"> • Traditional authority responsible for sanctity of local shrines properly identified and consulted • Necessary cultural rites agreed with community and performed prior to access to sites and at pre-determined time periods • Include Cultural Heritage Chance Finds procedure into all construction contracts 	<ul style="list-style-type: none"> • MAF- PCO • SLARI • SCADeP

6.0 PROCEDURES TO ADDRESS ENVIRONMENT AND SOCIAL RISKS

This document provides guidance to ensuring satisfactory design and implementation of all environmental and social actions relating to project activities. It describes the procedures to be followed which are consistent with national and World Bank environmental and social standards. Hence the ESMF provides the mechanism to be followed to:

- Screen proposed project interventions, identifying potential environmental and social impacts and management of project activities and their implications
- Design implementation arrangements by FSRP2 including institutional roles and responsibilities
- Train and ensure adequate capacity of institutions to carry out their desired functions
- Monitor the ESMF measures implementation
- Adequately identify and engage with Stakeholder
- Determine the costs related to the implementation of the ESMF

6.1 The Environmental and Social Screening

The main purpose of the preliminary screening exercise is to determine whether projects are likely to have significant potential negative environmental and social impacts and therefore to confirm the appropriate level of assessment required in consistency with the requirements of the EPA-SL and the World Bank provisions.

The recruited environmental and social specialists including the GBV specialist will be responsible for all environmental and social risk management activities and will therefore foremost carry out the preliminary environmental and social screening of proposed projects by using the checklist suggested in **Annex 1**. The GBV specialist may be engaged as a consultant or on part time basis. The specialists will be assisted by appointed environmental and social focal persons in the collaborating institutions including SLARI. If significant impacts are anticipated, then the EPA- SL must be consulted and the national Environmental Assessment (EA) procedures duly followed.

When there are minimal or no impacts (as determined using the checklist), the Environmental and Social specialists may proceed with the minimum reporting requirements as prescribed in the EPA-SL environmental and social Screening Form. Where there may be doubts concerning project risks and impacts, the PIU should consult the EPA- SL for guidance as provided by the Sierra Leonean EA procedures as well as the World Bank Environmental and Social risk management team to ensure consistency with the provisions of the applicable standards.

The formal environmental approval and permitting processes will also be guided by the EPA-SL environmental procedures. All environmental and social assessments must be materially consistent with the applicable World Bank Environmental and Social Standards which provides guidance on the environmental and social assessment procedures for WB funded projects. The SL procedures (EPA, 2008) have also established a process to screen and evaluate all developments, undertakings, projects and programmes which have the potential to give rise to significant environmental and social impacts. There is consistency with both provisions.

Those projects requiring EPA clearance will only commence when an environmental license has been procured from the EPA- SL. The Agency has provided the list of projects for which ESIA is mandatory as shown in the box below:

Environment Protection Agency Act, 2008
FIRST SCHEDULE (Section 24)

Projects requiring Environmental Impact Assessment Licenses

A license is required for the projects whose activities involve or include the following:

- (a) substantial changes in renewable resource use (e.g., conversion of land to agricultural production, forestry or to pastureland, rural development, timber production)
- (b) substantial changes in farming and fisheries practices (e.g., introduction of new crops, large scale mechanization or use of chemicals in agriculture)
- (c) exploitation of hydraulic resources (e.g., dams, drainage and irrigation projects, water basin development, water supply)
- (d) infrastructure (e.g., roads, bridges, airports, harbors, transmission lines, pipelines, railways)
- (e) industrial activities (e.g., metallurgical plants, wood processing plants, chemical plants, power plants, cement plants, refinery and petro-chemical plants, agro-industries).
- (f) extractive industries (e.g., mining, quarrying, extraction of sand, gravel, salt, peat, oil and gas)
- (g) waste management and disposal (e.g., sewerage systems and treatment plants, landfills, treatment plants for household and hazardous waste)
- (h) housing construction and development schemes
- (i) establishment of places of entertainment, motor repair garages and welding shops
- (j) importation of secondhand vehicles.

The EPA- SL procedures for environmental licensing will be followed to ensure compliance with national regulations and also to be consistent with the requirements of the WB policy on environmental assessment. However, as stated earlier, this is a WB category B project and environmental and social risks are expected to be moderate, site specific, and easily manageable through the implementation of mitigation measures to an acceptable level.

Environmental Registration of the Project

The PIU within MAF will be responsible for the registration of the projects with the EPA- SL using the prescribed form from the Agency. The registration will be carried out by the Environmental and Social specialist who will be appointed by MAF. All documents will be submitted through the PIU to the EPA- SL to ensure transparency and accuracy. The mitigation measures suggested in this ESMF as well as the checklist used in the screening exercise should assist MAF Environmental and Social specialist to complete this Form accurately.

The EPA- SL will screen the registration forms and determine the next course of action which may include any of the following:

- Objection to the project
- No objection to the project (equivalent to World Bank Category C Project)
- Preliminary Environmental Assessment (PEA) will be required (equivalent to World Bank Category B Project)
- Environmental and Social Impact Assessment (ESIA) required (equivalent to World Bank Category B or A Project)

For projects receiving the 'no objection' from the EPA (WB Category C project) and therefore have only minor environmental and social risks, the PIU may move to implementation in accordance with pre-approved standards or codes of practices or the pre-approved guidelines for environmental and social management.

Conduct of environmental and social assessment studies

For Projects for which the decision is to conduct environmental impact assessment studies, standalone reports will be prepared. The EPA- SL statutorily requires an EIA for projects in sensitive areas as listed in the box below.

<p>Environment Protection Agency Act, 2008 SECOND SCHEDULE (Section 25)</p> <p>Factors For Determining Whether A Project Requires An Environmental Impact Assessment</p> <p>(a) the environmental/ social impact on the community (b) the location of the project (c) whether the project transforms the locality (d) whether the project has or is likely to have substantial impact on the ecosystem of the locality (e) whether the project results in the diminution of the aesthetic, recreational, scientific, historical, cultural or other environmental quality of the locality (f) whether the project will endanger any species of flora or fauna or the habitat of the flora or fauna (g) the scale of the project (h) the extent of the degradation of the quality of the environment (i) whether the project will result in an increase in demand for natural resources in the locality (j) the cumulative impact of the project together with other activities or projects, on the environment</p>

The PIU Environmental and Social specialist will prepare the Terms of Reference (TOR) for the ESIA (and recruitment of consultants) for Bank review and No Objection and follow procurement rules for the recruitment of consultants for the ESIA. The ToR may be prepared using issues identified during the screening exercise and the registration of the project with the EPA-SL. The impact mitigation measures provided in this ESMF may provide some basis for the design of the ToR. The template for the preparation of the ESIA is provided in the Annex 4.

Review and approval of the ESIA for the project; Publication / Dissemination of ESIA

The PIU will review the draft reports as prepared by the consultant and will submit same to the EPA-SL. The Agency will review the report and share with relevant stakeholders for their comments. It may require a public hearing if the Agency considers that the activity could have extensive and far- reaching effects on the environment or has deep social implications.

Where the draft ESIA is found acceptable, the PIU will request the consultant to finalize the reports to obtain the license. The PIU shall pay processing and permitting fees prior to collection of the license. The fees are determined based on regulations and formula presented by the EPA- SL.

6.2 Monitoring and Evaluation

Monitoring plans will be developed to track environmental and social risk management progress. The proposed plans are presented in the table below. The table confirms the verifiable indicators as well as responsibilities for the various monitoring actions.

The monitoring issues will encompass instituting monitoring actions to, for example, confirm the Screening of projects, Preparation of the ESIA reports, Acquisition of environmental Permits etc.

Table 6- 1: ESMF monitoring indicators and responsibilities

Monitoring Issue	Monitoring indicators	Monitoring means	Responsibility
Screening of sub projects	Checklist completed	Reports	PIU environmental and social specialist, SCADeP
	No of checklists successfully completed	Reports	
Completion of EPA-SL registration forms	Completed Form submitted to the EPA-SL	Reports	PIU environmental and social specialist, SCADeP
	Number of projects successfully permitted by the EPA-SL	Permits	
Adequate mitigation measures provided to manage adverse impacts	ESIAs and ESMPs successfully prepared	Reports	PIU safeguard specialist, SCADeP EPA
Project satisfies statutory provisions	EPA-SL Permits issued for project	Permits	PIU environmental and social specialist, SCADeP, EPA
Post project monitoring and evaluation	Number of Monitoring reports, annual environmental reports	Reports	PIU environmental and social specialist, WB

7.0 CONSULTATION AND DISCLOSURE

The ESMF instrument will be disclosed in compliance with World Bank Environmental and Social Framework.

The consultations and public disclosure of the ESMF will be undertaken by the project management unit within the MAF with assistance from SCADeP, and will be organized as follows:

- Circulation of the draft ESMF for comments to all relevant institutions (e.g., relevant MAF departments and divisions including the Gender Desk, District Agricultural Offices involved with the FSRP2, SLARI, SLeCAD, SLeWOFF, Meteorological Agency, National Water Resources Management Agency, Environmental Protection Agency, and the World Bank);
- Communication of comments to the Consultant for incorporation into a final ESMF, together with World Bank comments; and
- Public Disclosure of final ESMF (after reviewed and cleared by both GoSL & World Bank) both in-country (e.g., hard copies to be sent relevant District Councils, District EPA offices, project communities, community libraries) and at the World Bank and MAF websites. Twenty- one (21) days will be allowed for the public to submit their comments if any, on the document. The local language will be used as much as possible, in all verbal communication, including local FM stations.

Community consultation and participation will afford stakeholders an opportunity to contribute to both the design and implementation of the activities related to the sub-projects. In so doing, the likelihood for conflicts between the project beneficiaries and the project implementers will be reduced. In recognition of this, particular attention will be paid to public consultation with farmer-based umbrella organizations and communities.

The consultation process will encompass especially activities that involve irrigation and environmental rehabilitation through community work and consistent with the guidance provided in the LMP. Vulnerable groups that are likely to be excluded during consultation such as landless women, persons with disability will be especially targeted for consultation through the assistance to be provided by groups such as the SL Women Farmers Forum and the MAF- Gender in Agriculture and Nutrition Unit.

As a matter of strategy, public consultation shall be an on-going activity taking place throughout the entire project cycle. Hence, community/ public consultation will take place at the following stages as described in the following Table: Project inception and planning, Screening process, Feasibility study, Preparation of project designs, Construction and operational phases and Decommissioning.

Table 7- 1: Stakeholder consultation and citizen’s engagement strategy

No.	Activity	Identified Stakeholders including project beneficiaries and affected parties	Focus of Consultation/ Engagement	Timelines/ Frequency	Forms of communication	Facilitator
1.	Preparation of ESMF/ project design and planning	<ul style="list-style-type: none"> • Ministry of Agriculture and Forestry (PCO) • SCADeP • Sierra Leone Meteorological Agency • National Water Resources Management Agency • SLARI • SLeWOFF • District Agricultural Officers • Women Farmers • FBOs 	<ul style="list-style-type: none"> • Scope of activities proposed for sub-components. • Institutional arrangements for project implementation (including roles and responsibilities) • Confirmation of project stakeholders (including beneficiaries). • Identification of activities from sub-components with potential environmental and social issues of concern. • Potential environmental and social issues of concern from implementation the proposed projects and sub-projects • Compliance with World Bank, EPA requirements for project sub-components • Strategies for mitigating the potential impacts and implementation of ESMF 	Throughout the ESMF study period/ project inception and planning	<ul style="list-style-type: none"> • One on one Interviews • Local meetings • Focus group meetings • Field visits • Sharing and review of relevant reports • Email and phone calls 	<ul style="list-style-type: none"> • MAF (PIU) • SCADeP • Environmental Consultant
2.	Screening process	<ul style="list-style-type: none"> • Ministry of Agriculture and Forestry- PCO • SLARI • SCADeP • Project Preparatory Committee • District Agricultural Offices 	<ul style="list-style-type: none"> • Confirmation of scope of activities proposed for sub-components. • Confirmation of institutional arrangements for project implementation (including roles and responsibilities) • Confirmation of project stakeholders (including beneficiaries). • Confirmation of activities from sub-components with potential environmental and social issues of concern. • Potential environmental and social issues of concern from implementation the proposed projects and sub-projects 	Throughout the screening study period	<ul style="list-style-type: none"> • One on one Interviews • Local meetings • Focus group meetings • Field visits • Sharing and review of relevant reports • Email and phone calls 	<ul style="list-style-type: none"> • MAF- PIU Environmental and Social specialists • GBV specialist • SCADeP • Environmental Consultant

No.	Activity	Identified Stakeholders including project beneficiaries and affected parties	Focus of Consultation/ Engagement	Timelines/ Frequency	Forms of communication	Facilitator
			<ul style="list-style-type: none"> Confirmation of project impacts and determination of the level of environmental assessment. Compliance with World Bank, EPA requirements for project sub-components Strategies for mitigating the potential impacts and implementation of RAP/ARAP 			
3.	Technical and financial feasibility study/ Preparation of project designs for sub-projects	<ul style="list-style-type: none"> Ministry of Agriculture and Forestry- PCO SCADeP Sierra Leone Meteorological Agency National Water Resources Management Agency SLARI 	<ul style="list-style-type: none"> Confirmation of scope of activities proposed for sub-components. Confirmation of institutional arrangements for project implementation (including roles and responsibilities) Confirmation of project stakeholders (including beneficiaries). Confirmation of activities from sub-components with potential environmental and social issues of concern. Potential environmental and social issues of concern from implementation the proposed projects and sub-projects Confirmation of project impacts and determination of the level of environmental assessment. Compliance with World Bank, EPA requirements for project sub-components Strategies for implementation of the ESMF/ ESIA Integration of ESIA into project scheduling. 	Throughout the design and feasibility period	<ul style="list-style-type: none"> One on one Interviews Project meetings. Focus group meetings Field visits Sharing and review of relevant reports Email and phone calls 	<ul style="list-style-type: none"> MAF- PIU Environmental and Social specialist GBV specialist SCADeP Consultants
4.	Environmental and Social Management Plan (ESMP)	<ul style="list-style-type: none"> Environmental and Social Safeguards Specialist (MAF- PCO) SCADeP 	<ul style="list-style-type: none"> Potential project impacts of concern Proposed mitigation measures Schedule and procedures for mitigation of negative impacts 	Prior to commencement of works	<ul style="list-style-type: none"> One on one Interviews General meeting 	<ul style="list-style-type: none"> MAF- PIU Environmental and Social specialist

No.	Activity	Identified Stakeholders including project beneficiaries and affected parties	Focus of Consultation/ Engagement	Timelines/ Frequency	Forms of communication	Facilitator
		<ul style="list-style-type: none"> • SLARI • District Agricultural Officers • Sierra Leone Meteorological Agency • National Water Resources Management Agency • District Councils • SLeWOFF • Traditional Authorities • FBOs 	<ul style="list-style-type: none"> • Institutional arrangement for ESIA implementation • Grievance Mechanism • Community awareness creation, notifications and support in the inventory of project impacts and mitigation measures. • Capacity building for stakeholders for the implementation of the ESIA 		<ul style="list-style-type: none"> • Radio discussion • Sharing and review of relevant reports • Newspaper publications 	<ul style="list-style-type: none"> • SLARI • EPA • Consultants/ NGOs
5.	Implementation of ESMP	<ul style="list-style-type: none"> • Environmental Safeguards Specialist (MAF- PCO) • SLARI • District Agricultural Officers • Sierra Leone Meteorological Agency • National Water Resources Management Agency • District Councils • Traditional Authorities • FBOs and Farmers 	<ul style="list-style-type: none"> • Project impacts • Mitigation measures and monitoring programmes • Institutional arrangement for ESMP implementation • Grievance Mechanism • Community awareness creation, notifications and support to implement management plans. • Capacity building for stakeholders for the implementation of the ESMP 	Prior to commencement of works	<ul style="list-style-type: none"> • One on one Interviews • General meeting • Complaints desk • Sharing and review of relevant reports • Newspaper publications • Radio discussion 	<ul style="list-style-type: none"> • MAF-PIU Environmental and Social specialist • SCADeP • District Offices • EPA • Consultants/ NGOs
6.	Implementation of after-project community support activities	<ul style="list-style-type: none"> • Environmental Safeguards Specialist (MAF- Project Office) • SLARI 	<ul style="list-style-type: none"> • Institutional arrangement for ESMP implementation • Grievance Mechanism • Capacity building for stakeholders for the implementation of the ESMP 	Project implementation period	<ul style="list-style-type: none"> • General meeting. • Workshops • Complaints desk 	<ul style="list-style-type: none"> • MAF-PIU E & S Specialist • SLARI • SLMA • NWRMA

No.	Activity	Identified Stakeholders including project beneficiaries and affected parties	Focus of Consultation/ Engagement	Timelines/ Frequency	Forms of communication	Facilitator
	(including monitoring)	<ul style="list-style-type: none"> • District Agricultural Officers • District Councils • Traditional Authorities • FBOs 			<ul style="list-style-type: none"> • Sharing and review of relevant reports 	<ul style="list-style-type: none"> • EPA • Consultants/ NGOs

8.0 STAKEHOLDER ENGAGEMENT OVERVIEW/ SUMMARY

The key stakeholders were engaged at various times and occasions to discuss possible environmental and social challenges that may be associated with the project and the capacity of the responsible institutions and other stakeholders to implement any proposed mitigation measures. A report on the consultation is summarised below which includes the concerns and issues raised by the various stakeholders. These have been incorporated in the report and mitigation measures have been included.

The stakeholders were engaged within their respective institutions and district during April 2021. The Port Loko District which is one of the beneficiary districts with specific interests in livestock and rice cultivation was sampled for consultation. The FBO executives who are also farmers were interacted with and were pleased with the project scope and intentions. They were confident that given the necessary support, they could manage the anticipated adverse impacts as purported by the project, to ensure an overall project success. Their living conditions would improve drastically. They are willing to provide land for the project and other needed assistance to bring the project to fruition.

Stakeholder consultation or engagement is a process and the FSRP2 will be supported by SCADeP to continue with the engagement throughout the project implementation phase in collaboration with the respective District Agricultural Offices as well as other state and non-state institutions.

The key institutions and persons consulted during the preparation of this report include the following:

- Project Coordinating Office, Ministry of Agriculture and Forestry,
- Smallholder Commercialization and Agribusiness Development Project (SCADeP)
- Sierra Leone Meteorological Agency (SLMA)
- National Water Resources Management Agency (NWRMA)
- Sierra Leone Chamber for Agribusiness Development (SLCAD)
- National Federation of Farmers of Sierra Leone (NAFFSL)
- Sierra Leone Women Farmers Forum (SLeWOFF)
- District Agricultural Office, Port Loko
- Farmer based Organisation (Samati Women Farm Association, Port Loko)
- Madam Fatimata Sittah, Woman Farmer, Sabatie community
- Mr Braimah Babo, Pastoralist

The community engagement exercise was carried out at Sabatie in Port Loko district. Some women farmers were engaged, and their farms were inspected. The local farmer-based organisation, Samati Women Farms Association was consulted, and their project sites were also visited to fully understand both their concerns and empowerment needs. Local level consultation was however minimal owing to COVID-19 restrictions and limited virtual channels. Extensive consultations will be required during the ESIA process.



Poultry shed



Land proposed for rice cultivation



Well being developed for livestock watering and other farming activities



Site for rehabilitation for aquaculture project



Photograph with community farmer, Madam Fatimata Sittah

Plate -: Some farming activities within Sabatie community inspected for the ESMF study

The outcome of the consultation is provided in the Annex and summarised in the bullets below:

- **Communication challenges:** The SLeCAD has not been provided with a comprehensive briefing on the objectives and design of the FSRP2 even though some discussions on the project have come up at some other meetings.
- **Access to credit** is one of the major challenges farmers and their associations face and some private bodies such as GTZ have been supportive.
- **EPA licensing charges:** The Chamber is worried about financial demands imposed by the EPA. Meanwhile, the Agency offers little or no technical support to farmers.
- **Agrochemical usage:** Some successes have been chalked on agrochemical usage from partnerships with MAF extension officers who however lack the numbers and sometimes expertise to adequately educate the farmers.
- **Collaboration among agencies:** there is some good collaboration among some key agencies notably SCADeP, NAFSSL and the Chamber with the aim of providing support to otherwise 'marginalised' farmers. MAF extension officers have severe logistical challenges hence not very visible. NAFSSL provides some assistance to fill in this gap. Both the SL Meteorological Agency and National Water Resources Management Agency have provided input for the FSRP2
- **Involvement of women:** it was alleged by the womens' leadership that the heavy involvement of women made SCADeP successful. Also, the strategy adopted by SCADeP to directly supervise some activities like training of farmers ensured that farmers benefitted fully from these exercises.
- **Land ownership by women:** This continues to be a challenge for women farmers as well as access to finance.
- **Gender Based Violence:** This is not perceived by the womens' group leaders and farmers as a major challenge for the women due to the stigma attached to men who may abuse their women in the community. These views were expressed by the women independently and in a safe enabling space but may be further interrogated, going forward.
- **Conflict between crops and livestock farmers** is a major challenge. Even though there is government policy seeking to regulate their activities, these are rarely observed in the communities. Livestock are usually roaming, and ranching may assist.
- **Bush fires** are prevalent and destroys fodder for livestock.
- **Medical support and supplies** for livestock farmers are inadequate. Quack doctors have created severe hardships for farmers.

9.0 GRIEVANCE MANAGEMENT AND GRIEVANCE MECHANISM (GM)

Management of non-SEA/SH complaints

Non sensitive and sensitive complaints may arise from implementation processes regarding land acquisition and the granting of access to funds. Disagreements may arise from the selection of project beneficiaries. Many grievances derive from misunderstandings of project policy, which can usually be resolved through adequate mediation. Most grievances can be settled with additional explanation efforts and some mediation. The WB ESS 1 and 10 requires the project to establish a functioning GM accessible to project beneficiaries and the public throughout the project duration. The GM will be designed to receive complaints from multiple channels and facilitate resolution in a timely, confidential, and free from. Court cases are known to require long periods of time before settlements can be reached It is the project will therefore establish a project wide GM before implementation. The GM will receive complaints on any aspects of the project including Environmental and Social. However, for sensitive complaints related to SEA/SH specific protocols will be followed leveraging specialized service providers to respond to complaints of SEA/SH in a survivor centred manner. The GM will leverage existing systems from SCADeP but will be coordinated by the PIU. The grievance procedures will include the following steps:

9.1 Proposed grievance management of potential grievances/ disputes

Grievance focal persons/ actors

- The Social Safeguards and environmental Specialist will constitute the GM officers at the PMU level and will liaise with stakeholders to identify Focal Persons at the district and community levels. Existing structures will be leveraged.
- Grievance Committees will be established at each level to support resolution decisions.
- An appeals committee will be instituted offer an independent view for grievances initially rejected at the various tiers.
- Specific to SEA/SH, service providers will be relied on to support SEA/SH prevention and response.

Establish complaints uptake channels

The PIU will use Multiple accessible channels including toll freeline for free phone call and messaging, verbal narration, letters, emails, community engagements etc. these channels will take into consideration literacy levels, language, distance and needs of vulnerable groups such as persons with disabilities.

The GM will have several tiers from the community level, district level, and PIU level. GM Focal Persons/ officers will be assigned at each level to receive and register complaints into a complaints and grievances register (**see Annex 5**). Public Communications campaigns (PCC) will be used to create awareness of the GM and knowledge of the focal persons.

Receive Acknowledgement and Registration of Grievances

Complaints received will be acknowledged and next steps in the resolution process and turnaround time outlined to the complainant through a customized text message, acknowledgement form or narration. Complaints received will ensure anonymity and confidentiality as appropriate.

A customized digital platform will be established to register complaints at the PIMU with access to GM focal persons to transmit complaints received at project sites and communities. This will be complemented with a simple manual complaint form for use at the local levels see Annex 5.

The PIU will establish a register of grievances and disputes. The existence and conditions of access to this register (where, when, how) will be widely disseminated among the project partners and stakeholders as part of the consultation undertaken for the project in general.

Screening and complaints referral

Once complaints are received, Focal Person will undertake preliminary assessment of the eligibility of complaints, categorize the grievance and assign priority (high, medium, and low severity). Depending on the nature of the complaints, the grievance officer will refer the complaint to the appropriate officers, institutions, grievance redress committees or service providers (for the purposes of SEA/SH). The focal person will assign timelines for investigating and track the resolution process to ensure timely feedback.

Assessment/ investigation of the complaint

the resolving officer or Grievance committee will undertake further assessment to establish the merits or demerits, undertake fact finding and outline options for resolving the complaint.

For SEA/SH cases, the service provider will do the referral and ensure access to adequate Psychosocial, medical and legal services while ensuring the safety and security of the survivor. The PIU will only commence investigation on the perpetrator if connected to the project to draw the punitive measures based on the project's accountability framework.

Formulate response

Once the assessment/ investigation is completed, focal person will receive the report and formulate a response and communicate to the complainant. The communication will state whether the grievance has been accepted or rejected, providing reasons for the decision, and indicate next steps.

Resolution and Feedback

The grievance officer will track GM the resolution decision and ensure the appropriate measures are being implemented in a timely manner. Once settled, the focal person records the complaint in the system as 'resolved' as to close the complaint and inform the complainant.

Where the complainant is not satisfied with the outcome, the complainant will be informed about the appeal process and the outcome recorded accordingly.

Public Communications Campaigns (PCC)

This will be used to raise awareness of the GM on where to submit complaints and the resolution process to project beneficiaries, stakeholders, and the public.

Reporting

The project will track and report on the types of complaints received, response times, offers of resolution, and acceptance and complaints resolved vs. appealed etc. For SEA/SH, the project will report on the number of SEA/Complaints (without any identifiers), whether complaints are related to the project workers, type and effectiveness of service provision.

Improving the GM system

Through annual surveys and community engagements, the project will assess the effectiveness of the GM and make changes as appropriate.

Table 9- 1: Proposed schedule for Grievance Resolution

Steps	Process	Description	Time frame	Other information
1	grievance uptake	Face to face; toll free phone; letter, messaging, e-mail; recorded during public/community interaction; others	1 Day	Email address; hotline number. Ensure options for anonymity and confidentiality
2	Grievance Receive Acknowledgement and Registration/logging	Grievance acknowledged, significance assessed, grievance recorded or logged (i.e., database or logbook, see Annex 5),	1-3 Days	Significance criteria Level 1 –one off event; Level 2 – complaint is widespread or repeated; Level 3- any complaint (one off or repeated) that indicates breach of law or policy
3	Screening and complaints referral	complaints categorized and referred to Grievance committee, appropriate persons, institutions, or service providers (in the case of SEA/SH).	2-4 Days	Include expected timelines
4	Assessment/ investigation	-fact-finding, fact-checking, follow up to complainant to understand their perspectives as relevant, determine merit and demerit. -	514 Days	Ensure members of grievance team are without conflict of interest Ensure appropriate handling of complaints with confidentiality. Ensure availability of logistics to conduct the assessment.
5	Formulate response	Response development with clear outline for resolution	1 day	
6	Resolution and feedback	Resolution action approved at appropriate levels. Communicate resolution to complainant. Implement agreed actions within the agreed timeline.	1 day 1-2 days TBD	
7	Implementation and communication of response	Track implementation of Resolution action and update of progress on resolution	Ongoing	

8	Complaints Response	Resolution action recorded in grievance database and Confirm with complainant that grievance can be closed or determine what follow up is necessary	1-3 Days	
9	Close grievance	Record final sign off of grievance. where complainant is not satisfied with resolution outcome, , return to step 4 or escalate to the appeals committee. the court of law will be the last option after the appeals committee	1-3Days	Final sign off on by Minister (MAF) Maintain an up to date of grievance database and supporting documentations
10	Reporting	Quarterly reporting of GM as part of project progress report.	Quarterly and as needed by the donor or relevant stakeholder	

9.3 Management of SEA/SH complaints

For sensitive complaints such as those related to SEA/SH, separate protocols will be developed to ensure that in the event of an incident a) the World Bank is immediately informed of such complaints with the following information: date of incident, date of incident report, age/sex/gender of survivor, age/sex/employer of alleged perpetrator, whether the survivor has stated that the incident was related to the project, and the services offered and accepted/received by the survivor; b) the survivor is referred to basic services (medical, psychosocial, legal if she agrees); c) confidentiality and guidelines to ensure that procedures are survivor-centred are respected at all stages of the process/accompaniment of survivors. These protocols should clearly describe who is responsible for managing SEA/SH cases at the GM level (e.g., a GBV focal point), the forms to be filled out (different from other forms of complaints), and the protocols for storing and sharing information to ensure confidentiality and non-disclosure of information about the survivor or the alleged perpetrator. These protocols will be developed by a consultant with expertise in GBV and included as an annex to the GM document.

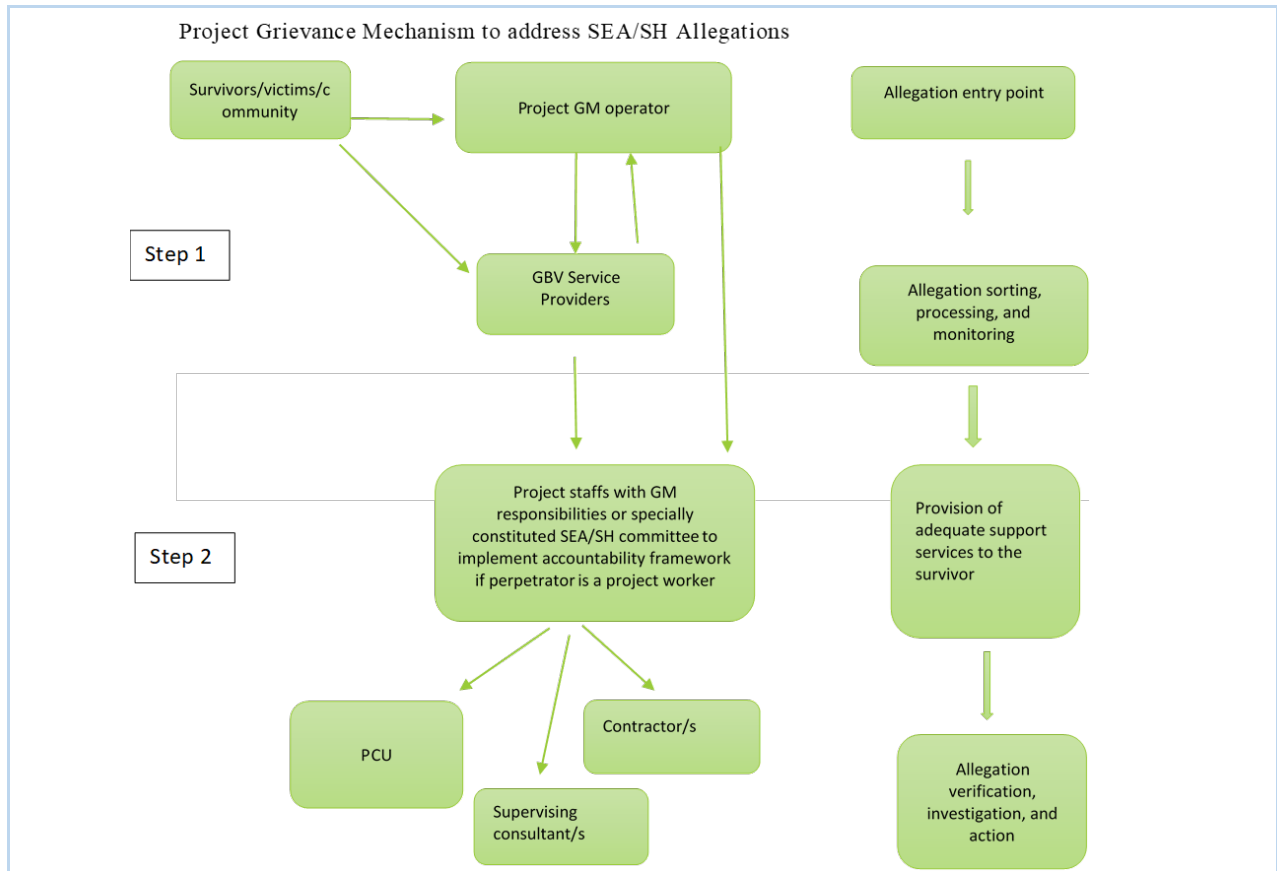
The PCU will set up specific three-tier Grievance Mechanism (GM) encompassing the IA and field sites at district level, and PCU head office to support SEA/ SH complaints response. Under this model the following are considered:

- Complaints about gender-based violence or sexual exploitation and abuse, sexual harassment will be treated with the strictest confidentiality, and according to special protocols to ensure protection and assistance to complainants.
- Complaints will be treated confidentially and security. For example, these complaints will be stored in separate lockable cabinets with access limited to a few people. Also, when complainants

come forward, they should be able to talk to someone trained in basic non-judgmental empathic listening skills with a good knowledge of managing SEA/SH. The main channels for filing complaints will be to the project GRM with referral to service providers or directly to service providers. These will be discussed further with women groups. Reports from the Project's complaint management mechanism will only indicate that a complaint has been made about gender-based violence and that it has been resolved or referred to GBV services. The PIU will only commence investigation on the perpetrator if connected to the project to draw the punitive measures based on the project's accountability framework.

- Complaint mechanisms should not attempt to determine who the real survivor is. When complainants come forward, they should be able to talk to someone trained in basic non-judgmental empathic listening skills. Complainants will then be referred to service providers (e.g. medical, psychosocial, legal/security, livelihoods and other support) who can assist them. Grievance mechanisms can then refer cases (but only if survivors have given their consent) to law enforcement agencies to investigate and substantiate who the alleged perpetrators might be.

Below is a graph depicting the SEA/SH reporting procedure



10.0 PROJECT IMPLEMENTATION ARRANGEMENTS, RESPONSIBILITIES AND CAPACITY BUILDING

10.1 Institutional and Implementation Arrangements

Project Steering Committee

To ensure proper coordination and supervision of all program components, a Project Coordinating Office (PCO) will be established within MAF to provide project guidance and oversight. The Ministry would constitute a steering committee comprising the major partners (SLARI, SLMA, NWRMA, SCADeP) to provide policy and advisory role and would meet twice a year.

The Steering Committee will be responsible for:

- approving the annual work plans
- approving the annual procurement plan
- reviewing progress in the implementation of the work plans and other aspects of program performance, including taking responsibility on fiduciary oversight responsibilities following World Bank procedures on financial management and procurement
- ensuring that there are policy and implementation coordination, not only between sub-components of the program but also among all the program implementing institutions. The tenure of the Steering Committee will be consistent with the program implementation period

The Minister of Agriculture and Forestry, as the key sector ministry, will chair the Steering Committee.

Project Implementation Unit

The program will be implemented under the PIU and its functions will include:

- ensure the overall coordination of the program, make sure implementation of component activities complement each other
- manage program funds on behalf of the executing agencies, keep financial records according to international standards, implement internal management control, and ensure regular external audit (in collaboration with the Audit Authority in the country)
- prepare and implement Annual Work Plans and Budgets aggregating the needs of all program implementing institutions
- identify potential implementing agencies/goods and service providers, organize their procurement activities, negotiate, and sign contracts, and carry out all procurement work related to the program as per the approved procurement plans
- prepare quarterly, semi-annual, and annual program progress and monitoring and evaluation (M&E) reports.

The PIU will therefore oversee day-to-day management and coordination, which will include a dedicated multidisciplinary team of project manager, technical, fiduciary and Environmental and Social Specialists with qualifications satisfactory to the Bank.

10.2 Roles and responsibilities

The respective roles and responsibilities of assigned environmental and social specialists are summarized below:

PIU Environmental and Social specialist

The safeguard specialist will be responsible for:

- Coordination of environment health and safety and social actions across all sub- projects

- Provide leadership in environmental and social management across the project components and entire project sites
- Providing guidance and project level information and tools on environmental and social risk management for all stakeholders
- Identify potential SEA/SH risks and confirm the need for specialist’s assistance to manage/ implement risks
- Assist to manage the environmental and social experts (consultants)
- Responsible for coordinating all environmental and social activities with the EPA- SL, WB and implementing agencies
- Oversee all environmental and social training and capacity building activities
- Any other activities/ responsibilities that may emerge

Environmental and Social Consultants

Consultants who are conversant with the WB environmental and social framework and standards and their application will be hired periodically as and when required to prepare specific environmental and social instruments (i.e. ESIA, ESMPs and RAPS) to complement the work of the Environmental and Social specialist. The consultants’ level of understanding will be adequate to facilitate training and other capacity related activities on environmental and social risks and their management especially for SEA/SH activities.

Implementation Agencies Social and Environmental focal persons

The various implementation agencies (SLMA, NWRMA, MAF District Offices, NAFFSL, SleWOFF) will be required to provide Environmental and Social Focal Points to be given training to be competent in environmental and social risks management and implementation, and will

- Supervise the site- specific project activities to ensure that all environmental and social risks and management are incorporated into Bid and specifications documents for all sub project types.
- Ensure that environmental and social issues are included as part of the training at the project level and contractors invited to participate.
- Draft environmental and social reports based on collated documents and reports from project activities as part of usual reporting on the project.
- Be the first point of contact for the project in case of any challenging issues on project-related environmental and social risks - land, environmental, safety and health and draw the FSRP2 Environmental and Social specialists’ attention in case of lack of resolution
- Collaborate with relevant authorities including the community (traditional authority) and other community members and facilitate the implementation of subprojects and implementation of any other environmental and social risks related activity.
- Perform any other related activities that may be assigned by the FSRP2 environmental and social specialist to whom s/he will report.

The implementation activities will be under the overall guidance of the PCO. The responsibilities of the various institutions are presented in the table below.

Table 10- 1: Institutional responsibilities

No.	Institution	Responsibility
1.0	Project Implementation Unit	<ul style="list-style-type: none"> • Overall supervision of the ESMF.

		<ul style="list-style-type: none"> • Trigger the process through application of the environmental and social screening checklist
2.0	MAF – District Agricultural Offices, SLMA, NWRMA, NAFFSL, SLeWOff	<ul style="list-style-type: none"> • Assist with environmental and social screening of subprojects and initial identification of impact issues • To assist in grievance resolution matters
3.0	Environmental Protection Agency (EPA)	<ul style="list-style-type: none"> • Review screening reports and advise on level of environmental assessment if necessary • Assist with training and capacity building of other institutions
4.0	FBOs, District Council, Traditional authorities	<ul style="list-style-type: none"> • To assist with community awareness creation • To assist in grievance resolution matters
5.0	Consultants/NGO	<ul style="list-style-type: none"> • Prepare ESIA if necessary and assist with implementation and capacity building.

10.3 Institutional Strengthening and Capacity Building

Based on the consultations carried out during the preparation of this report, the current capacity available to implement the ESMF at the MAF and other collaborating institutions appears to be limited. There is the need to equip identified persons with the understanding, skills and access to information, knowledge and training to enable them to perform effectively as environmental and social focal persons.

The capacity building will include training workshops and production of guidance reports and tools. The following training programmes specific to the requirements of the institutions and project persons will be carried out, listed in the Table below. A further capacity needs assessment will be prepared to identify other necessary training required for the selected safeguards focal persons from the relevant institutions.

Table 10- 2: Training modules and proposed participants

No	Training content	Participants
1.	<ul style="list-style-type: none"> • World Bank Environmental and Social Standards • EPA- SL Environmental Assessment Regulations • ESMF/ RPF • SEA/SH risks and mitigation measures • Grievance mechanism • COVID-19 transmission mitigation protocols • Inclusive stakeholder engagement and Grievance Mechanism and participatory approaches • Ensuring non-discrimination and exclusion in project benefits especially of vulnerable groups like pastoralists, women, women/pastoralist organizations, youth, persons with disabilities, etc. 	PIU PIU Environmental and Social specialist, MAF- Extension Services, Crop Services, Livestock etc Implementing agencies- SLARI, SLMA, NWRMA, SCADeP, NAFFSL, SLeWOff etc

2.	<ul style="list-style-type: none"> • Screening Checklist including for SEA/SH, • ToR for PCO safeguard specialist • ToR for RC/ MAFFS Safeguard focal persons 	PIU Environmental and Social specialist, Implementing agencies
3.	<ul style="list-style-type: none"> • Preparation of Terms of Reference for ESIA and ARAPs/ RAPs • COVID- 19 protocols 	PIU Environmental and Social specialist,
4.	<ul style="list-style-type: none"> • Environmental and Social Management Plans • Grievance registration and resolution • Safeguard reporting formats 	PIU Environmental and Social specialist, Contractors, Supervising engineers, Implementing agencies FBOs, NAFFSL Community persons

The participants at the training programmes will therefore range from the relevant staff of the MAF to selected community members from site- specific project locations. For many of the community members who will be invited to attend, the purpose will be towards creating awareness of environmental and social standards as well as for grievance reporting and resolution procedures. As much as possible, these training and awareness creation workshops will be decentralized to project locations and the content of the discussions will then focus on site- specific issues. As a result, large numbers of participants at specific meetings will be avoided. Training manuals and environmental and social reporting formats will be prepared to assist focal points to carry out their functions. Consultants may be hired to produce manuals and checklists as and when required by the project.

10.4 Budgetary provisions

The awareness creation, capacity improvement and training workshops as well as some logistic support expenses for key stakeholders involved in the implementation of proposed interventions is estimated at **US\$401,000** over the 3- year project life as explained in the **Table** below:

Table 10- 3: Budget provisions

#	Item	Unit	Unit Cost US\$	No	Total Cost US\$	Source of financing
1	Preparation of specific ESIA	No of ESIA and ESMP reports/ research site (for 4 sites)	40,000	4	160,000	Project funds
2	Capacity Building	No of training workshops/ year for 3 years	20,000	3	60,000	Project funds
		Cost of meetings/ year	10,000	3 years	30,000	Project funds
4.	Implementation of grievance mechanism/	No of training workshops/ year for 3 years	20,000	1 year	20,000	Project funds
			15000	2 nd Yr	15000	
			10 000	3 rd Yr	10000	

	Recruitment of SEA/SH service provider	An NGO			40,000	Project Funds
4	Mid-term audit of ES performance	No	30,000	1	30,000	Project funds
5	Completion audit of ES performance	No	40,000	1	40,000	Project funds
	Total				401,000	

11.0 ANNEXES

ANNEX 1 - ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

A PROJECT NAME:				
1	Project Location (Province, District, Town)			
2	Safeguard officer filling Form			
3	Date of Screening			
B DESCRIPTION OF ACTIVITY				
1	Type of Activity (including objectives and outputs)			
2	Land area to be taken by project activity, in ha			
3	Any existing property to be affected, and by how much (total, partial demolition etc.)			
4	Any plans for construction, movement of earth, changes in land cover			
5	Date of commencement and expected completion date and estimated cost			
C PRELIMINARY ENVIRONMENTAL INFORMATION				
		YES	NO	COMMENT
1	Is there adjacent/nearby critical natural habitat or IUCN Red-Listed species?			
2	Are there activities at the project site?			
3	What is the current land use			
4	Will the proposed activities have any impact on any ecosystem services, biodiversity issues or natural habitats?			
5	Will there be restrictions or loss of access to public facilities or resources?			
6	Will there be restrictions or loss of access to public facilities or resources?			
7	Will there be water resource impacts?			
8	Will there be vegetation and soil impacts?			
9	Will the air quality or noise impacts?			
0	Are there any new or changing river basin management planning or activities?			

1	Any cultural heritage/sacred sites in project area?			
D	PRELIMINARY SOCIAL INFORMATION			
		YES	NO	COMMENT
1	Has there been litigation or complaints of any environmental nature directed against the proponent or subproject?			
2	Will the subproject require the acquisition of land?			
3	What is the status of the land holding required by the project (customary, lease, community lands, etc.)?			
4	Is there evidence of land tenure status of landowners and/or occupants (affidavit, other documentation)?			
5	Are there outstanding land disputes?			
6	Has there been proper consultation with stakeholders?			
7	Is there a grievance process identified for PAPs and is this easily accessible to these groups/individuals?			
8	Will there be any changes to livelihoods?			
9	What are the main issues associated with community benefits?			
0	Will any restoration or compensation be required with Affected persons?			
E	GENDER BASED VIOLENCE/ SEA and SH ISSUES			
1	Any reported cases of GBV in the community			
2	When was the last reported case			
3	Will there be an influx of migrant workers which may engender SEA/ SH risks?			
4	Will land acquisition deprive women of their livelihood sources hence make them vulnerable to abuse			
3	Is there any community support for survivors			
F	IMPACT IDENTIFICATION AND CLASSIFICATION			

		Choose L, M or H	COMMENT
1	Natural habitats	LOW (No natural habitats present of any kind)	
		MEDIUM (No critical natural habitats; other natural habitats occur)	
		HIGH (Critical natural habitats present; within declared protected areas including presence of IUCN Red List species)	
2	Water Resources	LOW (Water flows exceed any existing demand; low intensity of water use; potential water use conflicts expected to be low; no potential water quality issues)	
		MEDIUM (Medium intensity of water use; multiple water users; water quality issues are important)	
		HIGH (Intensive water use; multiple water users; potential for conflicts is high; water quality issues are important)	
3	Natural hazards	LOW (Flat terrain; no potential stability/ erosion problems; no known flood risks)	
		MEDIUM (Medium slopes; some erosion potential; medium risks from floods)	
		HIGH (Mountainous terrain; steep slopes; unstable soils; high erosion potential; flood risks)	
4	Land tenure	LOW (No conflicts, disagreements around use of land)	
		MEDIUM (Process of land regularization and rights to natural resources being worked out with clear communication and grievance process in place)	
		HIGH (Land conflicts historically unresolved, community/ persons being evicted, settlers losing rights and no transparency or grievance resolution available)	
5	Gender Based Violence/ SEA/ SH	LOW (No known case in the community, No migrant workers expected and land will not be acquired)	
		MEDIUM (Few cases but with adequate structures in place to assist survivors both legally and medically; few migrant workers expected; not much land to be	

		acquired)		
		HIGH (Cases abound, migrant workers expected and land to be acquired for project; and no structures in place to assist survivors)		
G	SUMMARY OF SITE SENSITIVITY			
			Tick appropriately	Comment
	[A]	HIGH		
	[B]	MEDIUM		
	[C]	LOW		
H	IMPACT MITIGATION			
	Impact Identified			
	Mitigation options			
I	DETERMINATION OF ENVIRONMENTAL CATEGORY BASED ON SCREENING			
			Tick appropriately	COMMENT
	[A]	Requires an ESIA		
	[B]	Requires preparation of additional E&S information to support ESMF e.g. ESMPs		
	[C]	Does not require further environmental or social due diligence – refer to ESMF		
	PREPARED BY:			
	DATE:			

ANNEX 2 REPORT ON THE STAKEHOLDER CONSULTATION

Annex 2.1 Institutional engagements

	Name	Position and Contact	Institution	Comments
	Dr Mohamed A. Shariff	Agricultural Economist, FSRP2 Project Coordinator	Ministry of Agriculture and Forestry, Project Coordinating Office	<p>The project is currently at the design stage and anticipates that it will be hosted by the same project office with the Ministry. Other relevant institutions responsible for meteorological and hydrological data collection will be integral parts of the project team. The project office is well aware of the need to have three safeguard instruments ready to facilitate the successful implementation of the project. The project may hire safeguard specialists but currently relying on expertise within SCADeP. The project understands that the potential environmental and social impacts may arise from the infrastructural development associated with the project especially construction and rehabilitation of buildings and roads, irrigation facilities, landscape management, ranching facilities and pest management. The three (3) safeguard instruments being prepared namely, ESMF, RPF and PMP should provide adequate guidance to management of all potential adverse impacts.</p> <p>The three (3) value chains comprising rice, cassava and livestock are particularly relevant to Sierra Leone since the crops are staples and offer opportunity to save the country foreign exchange if produced locally, and potentially benefit from their export. The proposed early warning systems will support the farmers to be efficient and minimize frustrations and social challenges. Major challenges with land acquisition are not foreseen. The national policies on pesticide importation and use are relevant and applicable to the project.</p> <p>The linkages with the WAAPP were noted especially at RARC which will be developed to be the Center of Excellence for rice research.</p>
	Mr Kepifri Lakoh	Agricultural Economist, Member of Project Team		
	Moses Senesie	Project Accountant		
	Mr Ahmed Nanoh	Chief Executive Officer	Sierra Leone Chamber for Agribusiness Development (SLeCAD)	<p>The Chamber has not been provided with a comprehensive briefing on the objectives and design of the FSRP2 even though it has come up at some other meetings. The Chamber is serious about its business development services unit to support small farmers grow into big time agricultural businesses which can support the national economy. Access to credit is one of the major challenges the members face and some private bodies such as GTZ have been supportive. The Chamber is</p>

	Name	Position and Contact	Institution	Comments
				worried about financial demands imposed by the EPA even though the Agency offers little or no technical support to farmers. The Chamber has been offering technical training to members but to date not much emphasis on environmental and social issues. Some successes have been chalked on agrochemical usage. Their efforts complement those of the MAF extension officers who lack the numbers and sometimes expertise to adequately educate the farmers. Currently, SLeCAD has strong presence in five districts comprising Kenema, Bo, Makeni, Port Loko and Kono
	Sulaiman Sesay Aminata Mackie	Project Coordinator Environmental Safeguards Specialist	Smallholder Commercialization and Agribusiness Development Project (SCADeP)	The Project has been active since 2016 and its mandate expires in 2023. The project is currently managing a range of World Bank funded agricultural and infrastructural projects. It is assisting with the preparatory activities for the FSRP2. Will continue to provide environmental oversight while waiting for FSRP2 to recruit dedicated staff.
	Mr Braimah Babo Mad Manawa Keita	National Coordinator National Womens' Leader	National Federation of Farmers of Sierra Leone (NAFFSL)	This is the umbrella organization for small scale farmers. Provides advocacy and support to these otherwise 'marginalised' farmers. It has extensive collaboration with SCADeP to provide information and training for farmers. It also collaborates with the MAF extension officers to provide competent technical advice to farmers in the face of serious logistical challenges faced by MAF. Otherwise, it seems MAF extension officers are hardly visible within the communities. The Federation recognizes the need for farmers' associations to participate in policy formulation and projects' design and implementation planning such as the FSRP2. Unfortunately, in this case the MAF is yet to share any project document with the Federation. Nevertheless, the group is willing and available to participate in the project for the benefit of all the small scale farmers in the country. NAFFSL enjoys subvention from government even though this seems inadequate. The national womens' leader asserted that the heavy involvement of women made SCADeP successful. Also, the strategy adopted by SCADeP to directly supervise some activities like training of farmers ensured that farmers benefitted fully from these exercises.

	Name	Position and Contact	Institution	Comments
				Women still suffer from lack of financing. She bemoaned the lack of support from MAF extension officers hence knowledge transfer opportunities are few. Women still have issues with land ownership
	Gabriel Kpaka	Deputy Director-General and UNFCCC National Focal Point	Sierra Leone Meteorological Agency Ministry of Transport and Aviation	Meteorology was established 1827 in the country as part of the British meteorology services. Was nationalized in 1961 and in 2017 it was transformed from Department to Agency under the Ministry of Environment. Its operations include agromet services, aviation and maritime and climate change. The Agency had 150 agromet stations but these were looted during the war. In 2013, IFAD supported and installed 8 Agromet stations. Presently 4 functional and 4 need major maintenance. The Aviation department has -Back up stations (Auto and Manual weather stations), Synoptic stations, Cloud base recorder and Vision meter, Barometer and anemometer Aware of the FSRP2 from MAF and has provided their input to assist in developing early warning systems
	Mr. Mohamed Juana	Director of Water Resources. +23279912171.	National Water Resources Management Agency	Support from the UNDP with about 8 hydro stations. Existing departments include maritime and aviation services as well as agriculture. The marine stations are at Government wharf, Lungi airport terminal, Bonthe and Shenge etc. Will require 35- 50 agro met stations with automatic and manual Plans to link weather forecasting models and software's to the weather stations. Centralized servers will save data from different weather stations. Challenges with respect to capacity building for staff, adequate office space at each station to enable easy access to farmers, transport etc Aware of the FSRP2 and has made available their input to the program
	Mariama Turay	Head, Gender Desk National Coordinator for SL Women Farmers Forum National President	MAF- Gender in Agriculture and Nutrition Unit SLeWOFF	The desk is yet to receive detailed information on the design of the project since it has had little opportunity to participate in the planning. The Forum is funded by the government and resources are very limited. They have special interest in 'marginalised' farmers especially the women. The Forum has few male members to assist the women with some of the hard work on the farms. The Forum recognizes that 65% of work done on farms are by women. Land ownership challenges continue to plague them and may wish to have legal support to overcome some of these challenges. Most social challenges faced among the women are in respect of petty squabbles which are usually settled with the

	Name	Position and Contact	Institution	Comments
	Oya Josephine Kargbo			assistance of the district officers. Gender based violence is not a major worry or issue for the Forum.
	Sheku Jusu Idriss .M.Kamara	Deputy District Agricultural Officer District Monitoring and Evaluation Officer	Port Loko District Agricultural Office	Conflict between crops and livestock farmers is a major challenge in the district. Even though there is government policy seeking to regulate their activities, these are rarely observed in the communities. Livestock are usually roaming and ranching may assist. There is usually no compensation for farmers whose crops are destroyed by livestock. Bush fires are prevalent and destroys fodder for livestock. There is little medical support and supplies for livestock farmers. Quack doctors have created severe hardships to farmers. The district has over 70 workers. Enjoys good relationship with the NAFFSL who have about 5 workers in the district. They provide advocacy for farmers. There are monthly sector meetings to discuss agricultural challenges and progress within the district. This involves all agencies and groups in the agricultural sector within the district.

Annex 2.2 Community engagement at Sabatie, Port Loko

The community engagement exercise was carried out at Sabatie in Port Loko district during the preparation of the ESMF. Owing to COVID-19 restrictions and limited virtual channels, Local level consultation was however minimal. Extensive consultations will be required during the ESIA process and prior to the start of project activities in line with the stakeholder engagement plan. Notwithstanding, the Port Loko District which is one of the beneficiary districts with specific interests in livestock and rice cultivation was sampled for consultation. The local farmer-based organisation, Samati Women Farms Association was consulted, and their project sites were also visited to fully understand both Environment and social concerns and empowerment needs. The FBOs were pleased with the project intention and are confident that, if provided with the necessary support to manage the potential adverse impacts, it will improve their living conditions significantly. The FBOs expressed their willingness to provide land for the project and other needed assistance to bring the project to fruition. The table below summarizes the outcome of the community consultations further.

	Name	Position and Contact	Community	Comments
1.	Fatimata Sittah and other local farmers	Chairlady/ Sabatie Womens' Farming Association- Farmer based Organization (FBO)	Sabatie, Port Loko	The Association comprises 25 women and 5 Males. The men are the brawn of the group. Executives include Chairlady, Deputy chairlady, Secretary, Treasurer, PRO etc. Regular meetings held on Sundays and these are rotated using member's homes. Dues are paid and there is an arrangement in place for members to benefit in terms of loans to invest in their private farming business or for welfare. The group owns between 5 and 6 acres of land used for various purposes including rice cultivation, aquaculture, livestock rearing. The Association is yet to get any assistance from NAFFSL but has obtained support from OXFAM. Challenges are mostly with respect to high cost of labour, lack of capital, lack of training and absence of rights for women to acquire land.

				
2.	Mr Braimah Babo	Pastoralist	Sabatie, Port Loko	Livestock mostly not confined. There are on going skirmishes between crops and livestock farmers. Livestock farmers have urgent challenges with inadequate veterinary services and have been losing livestock regularly. NAFFSL has been providing support but very limited.

ANNEX 3: GENERAL TEMPLATE OF AN ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA)

A. PROJECT CONTEXT AND JUSTIFICATION

Project Context

1. [In this section you need to describe the context and the project, including the project development objectives and project components]

Justification

2. [In this section, you need to include the project justification]

B. ESIA REQUIREMENTS

3. The Borrower will carry out an Environmental and Social Impact Assessment (ESIA) of the project to assess its environmental and social risks and impacts of the project throughout the project life cycle.⁶ The assessment will be proportionate to the potential risks and impacts of the project, and will assess, in an integrated way, all relevant direct,⁷ indirect⁸ and cumulative⁹ environmental and social risks and impacts throughout the project life cycle, including those specifically identified in the Environmental and Social Standards (ESSs) 2–10 of the World Bank’s Environmental and Social Framework (ESF) as well as the applicable World Bank Group Environmental, Health and Safety Guidelines
4. The ESIA will be based on current information, including an accurate description and delineation of the project and any associated aspects, and environmental and social baseline data at an appropriate level of detail sufficient to inform characterization and identification of risks and impacts and mitigation measures. The ESIA will evaluate the project’s potential environmental and social risks and impacts; examine project alternatives; identify ways of improving project selection, siting, planning, design and implementation in order to apply the mitigation hierarchy¹⁰ for adverse environmental and social impacts and seek opportunities to enhance the positive impacts of the project. The ESIA will include stakeholder engagement as an integral part of the assessment, in accordance with ESS 10.
5. The ESIA will be an adequate, accurate, and objective evaluation and presentation of the known risks and impacts, prepared by qualified and experienced persons.
6. The Borrower will ensure that the ESIA considers in an appropriate manner all issues relevant to the project, including:

⁶This may include preconstruction, construction, operation, decommissioning, closure, and Reinstatement/restoration.

⁷ A direct impact is an impact which is caused by the project and occurs contemporaneously in the location of the project.

⁸ An indirect impact is an impact which is caused by the project and is later in time or farther removed in distance than a direct impact, but is still reasonably foreseeable, and will not include induced impacts.

⁹ The cumulative impact of the project is the incremental impact of the project when added to impacts from other relevant past, present and reasonably foreseeable developments as well as unplanned but predictable activities enabled by the project that may occur later or at a different location. Cumulative impacts can result from individually minor but collectively significant activities taking place over time. The environmental and social assessment will consider cumulative impacts that are recognized as important based on scientific concerns and/or reflect the concerns of project-affected parties. The potential cumulative impacts will be determined as early as possible, ideally as part of project scoping.

¹⁰ See paragraph 7, which explains the mitigation hierarchy.

- the country’s applicable policy framework, national laws and regulations, and institutional capabilities (including implementation) relating to environment and social issues; variations in country conditions and project context; country environmental or social studies; national environmental or social action plans; and obligations of the country directly applicable to the project under relevant international treaties and agreements;
 - applicable requirements under the ESSs; and
 - the Environmental and Health Safety Guidelines (EHSs), and other relevant Good International Industry Practice (GIIP).¹¹
7. The ESIA will set out and apply a mitigation hierarchy, which will:
- i. Anticipate and avoid risks and impacts;
 - ii. Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels;
 - iii. Once risks and impacts have been minimized or reduced, mitigate;¹² and
 - iv. Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible.¹³
8. The ESIA, informed by the scoping of the issues, will take into account all relevant environmental and social risks and impacts of the project, including:
9. **Environmental risks and impacts, including:** (i) those defined by the EHSs; (ii) those related to community safety (including dam safety and safe use of pesticides); (iii) those related to climate change and other transboundary or global risks and impacts; (iv) any material threat to the protection, conservation, maintenance and restoration of natural habitats and biodiversity; and (v) those related to ecosystem services¹⁴ and the use of living natural resources, such as fisheries and forests

¹¹ Good International Industry Practice (GIIP) is defined as the exercise of professional skill, diligence, prudence, and foresight that would reasonably be expected from skilled and experienced professionals engaged in the same type of undertaking under the same or similar circumstances globally or regionally. The outcome of such exercise should be that the project employs the most appropriate technologies in the project-specific circumstances.

¹² The requirement to mitigate impacts may include measures to assist project-affected parties to improve or at least restore their livelihoods as relevant in a particular project setting.

¹³ The Borrower will make reasonable efforts to incorporate the costs of compensating and/or offsetting for the significant residual impacts as part of project costs. The environmental and social assessment will consider the significance of such residual impacts, the long-term effect of these on the environment and project-affected people, and the extent to which they are considered reasonable in the context of the project. Where it is determined that it is not technically or financially feasible to compensate or offset for such residual impacts, the rationale for this determination (including the options that were considered) will be set out in the environmental and social assessment.

¹⁴ Ecosystem services are the benefits that people derive from ecosystems. Ecosystem services are organized into four types: (i) provisioning services, which are the products people obtain from ecosystems and which may include food, freshwater, timbers, fibers, and medicinal plants; (ii) regulating services, which are the benefits people obtain from the regulation of ecosystem processes and which may include surface water purification, carbon storage and sequestration, climate regulation, protection from natural hazards; (iii) cultural services, which are the nonmaterial benefits people obtain from ecosystems and which may include natural areas that are sacred sites and areas of importance for recreations and aesthetic enjoyment; and (iv) supporting services, which are the natural processes that maintain the other services and which may include soil formation, nutrient cycling and primary production.

10. **Social risks and impacts, including:** (i) threats to human security through the escalation of personal, communal or inter-state conflict, crime or violence¹⁵; (ii) risks that project impacts fall disproportionately on individuals and groups who, because of their particular circumstances, may be disadvantaged or vulnerable;¹⁶ (iii) any prejudice or discrimination toward individuals or groups in providing access to development resources and project benefits, particularly in the case of those who may be disadvantaged or vulnerable; (iv) negative economic and social impacts relating to the involuntary taking of land or restrictions on land use; (v) risks or impacts associated with land and natural resource tenure and use,¹⁷ including (as relevant) potential project impacts on local land use patterns and tenurial arrangements, land access and availability, food security and land values, and any corresponding risks related to conflict or contestation over land and natural resources; (vi) impacts on the health, safety and well-being of workers and project-affected communities; and (vii) risks to cultural heritage.
11. Where the ESIA identifies specific individuals or groups as disadvantaged or vulnerable, the Borrower will propose and implement differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing any development benefits and opportunities resulting from the project.
12. For projects involving multiple small subprojects,¹⁸ that are identified, prepared and implemented during the course of the project, the Borrower will carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects, as follows: (a) High Risk subprojects, in accordance with the ESSs; (b) Substantial Risk, Moderate Risk and Low Risk subprojects, in accordance with national law and any requirements of the ESSs that the Bank deems relevant to such subprojects.¹⁹
13. If the risk rating of a subproject increases to a higher risk rating, the Borrower will apply the relevant requirements of the ESSs and the project Environmental and Social Commitment Plan (ESCP) will be updated as appropriate.
14. The ESIA will also identify and assess, to the extent appropriate, the potential environmental and social risks and impacts of Associated Facilities. The Borrower will address the risks and impacts of

¹⁵ This includes Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH).

¹⁶ Disadvantaged or vulnerable refers to those who may be more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project's benefits. Such an individual/group is also more likely to be excluded from/unable to participate fully in the mainstream consultation process and as such may require specific measures and/or assistance to do so. This will take into account considerations relating to age, including the elderly and minors, and including in circumstances where they may be separated from their family, the community or other individuals upon which they depend.

¹⁷ Due to the complexity of tenure issues in many contexts, and the importance of secure tenure for livelihoods, careful assessment and design is needed to help ensure that projects do not inadvertently compromise existing legitimate rights (including collective rights, subsidiary rights and the rights of women) or have other unintended consequences, particularly where the project supports land titling and related issues. In such circumstances, the Borrower will at a minimum demonstrate to the Bank's satisfaction that applicable laws and procedures, along with project design features (a) provide clear and adequate rules for the recognition of relevant land tenure rights; (b) establish fair criteria and functioning, transparent and participatory processes for resolving competing tenure claims; and (c) include genuine efforts to inform affected people about their rights and provide access to impartial advice.

¹⁸ For example, a Bank-supported project with multiple small subprojects, as in the case of community-driven development projects, projects involving matching grant schemes, or similar projects designated by the Bank.

¹⁹ Where subprojects are likely to have minimal or no adverse environmental or social risks and impacts, such subprojects do not require further environmental and social assessment following the initial scoping.

Associated Facilities in a manner proportionate to its control or influence over the Associated Facilities. To the extent that the Borrower cannot control or influence the Associated Activities to meet the requirements of the ESSs, the environmental and social assessment will also identify the risks and impacts the Associated Facilities may present to the project.

15. For projects that are High Risk or contentious or that involve serious multidimensional environmental or social risks or impacts, the Borrower may be required to engage one or more internationally recognized independent experts. Such experts may, depending on the project, form part of an advisory panel or be otherwise employed by the Borrower, and will provide independent advice and oversight to the project.²⁰
16. The ESIA will also consider risks and impacts associated with the primary suppliers²¹ as required by ESS 2 and ESS 6. The Borrower will address such risks and impacts in a manner proportionate to the Borrower's control or influence over its primary suppliers as set out in ESS2 and ESS6.
17. The ESIA will consider potentially significant project-related transboundary and global risks and impacts, such as impacts from effluents and emissions, increased use or contamination of international waterways, emissions of short- and long-lived climate pollutants,²² climate change mitigation, adaptation and resilience issues, and impacts on threatened or depleted migratory species and their habitats. This must include an analysis of alternatives and cumulative impacts.

C. STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

18. As set out in ESS 10, the Borrower will continue to engage with, and provide sufficient information to stakeholders throughout the life cycle of the project, in a manner appropriate to the nature of their interests and the potential environmental and social risks and impacts of the project.
19. The ESIA must include a description of how the Borrower will propose and implement a grievance mechanism (GM) to address these concerns and receive complaints and facilitate their resolution. This description would be derived from the Stakeholder Engagement Plan (SEP). The ESIA will clearly define roles, responsibilities and accountabilities and designate the persons who will be responsible for implementing and monitoring stakeholder engagement activities and ensuring compliance with national laws and regulations, as well as the requirements of the World Bank ESF.
20. For High Risk and Substantial Risk projects, the Borrower will provide to the Bank and disclose documentation, as agreed with the Bank, relating to the environmental and social risks and impacts of the project prior to project appraisal. The documentation will address, in an adequate manner, the key risks and impacts of the project, and will provide sufficient detail to inform stakeholder engagement and Bank decision making. The Borrower will provide to the Bank and disclose final or updated documentation as specified in the ESCP.
21. If there are significant changes to the project that result in additional risks and impacts, particularly where these will impact project-affected parties, the Borrower will provide information on such

²⁰ This requirement relates to the independent advice and oversight of such projects and is not related to circumstances in which the Borrower will be required to retain independent specialists to carry out environmental and social assessment.

²¹ Primary suppliers are those suppliers who, on an ongoing basis, provide directly to the project goods or materials essential for the core functions of the project. Core functions of a project constitute those production and/or service processes essential for a specific project activity without which the project cannot continue.

²² This includes all greenhouse gases (GHGs) and black carbon (BC).

risks and impacts and consult with project-affected parties as to how these risks and impacts will be mitigated. The Borrower will disclose an updated ESCP, setting out the mitigation measures.

D. PROJECT MONITORING AND REPORTING

22. The Borrower will monitor the environmental and social performance of the project in accordance with the legal agreement (including the ESCP). The extent and mode of monitoring will be agreed upon with the Bank and will be proportionate to the nature of the project, the project's environmental and social risks and impacts, and compliance requirements. The Borrower will ensure that adequate institutional arrangements, systems, resources and personnel are in place to carry out monitoring. Where appropriate and as set out in the ESCP, the Borrower will engage stakeholders and third parties, such as independent experts, local communities or NGOs, to complement or verify its own monitoring activities. Where other agencies or third parties are responsible for managing specific risks and impacts and implementing mitigation measures, the Borrower will collaborate with such agencies and third parties to establish and monitor such mitigation measures.
23. Monitoring will normally include recording information to track performance and establishing relevant operational controls to verify and compare compliance and progress. Monitoring will be adjusted according to performance experience, as well as actions requested by relevant regulatory authorities and feedback from stakeholders such as community members. The Borrower will document monitoring results.
24. The Borrower will provide regular reports as set out in the ESCP (in any event, no less than annually) to the Bank of the results of the monitoring. Such reports will provide an accurate and objective record of project implementation, including compliance with the ESCP and the requirements of the ESSs. Such reports will include information on stakeholder engagement conducted during project implementation in accordance with ESS10. The Borrower, and the agencies implementing the project, will designate senior officials to be responsible for reviewing the reports.
25. Based on the results of the monitoring, the Borrower will identify any necessary corrective and preventive actions and will incorporate these in an amended ESCP or the relevant management tool, in a manner acceptable to the Bank. The Borrower will implement the agreed corrective and preventive actions in accordance with the amended ESCP or relevant management tool and monitor and report on these actions.
26. The Borrower will facilitate site visits by Bank staff or consultants acting on the Bank's behalf. The Borrower will notify the Bank promptly of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. The notification will provide sufficient detail regarding such incident or accident, including any fatalities or serious injuries. The Borrower will take immediate measures to address the incident or accident and to prevent any recurrence, in accordance with national law and the ESSs.

E. KEY PRINCIPLES AND TASKS OF THE ESIA

27. The ESIA will provide more precisely the following:

- explicit methodological procedures and approaches for consideration of environmental and social aspects, standard mitigation measures and tools needed to identify impacts and mitigation measures.
 - The roles and responsibilities of the different structures involved in the implementation and monitoring of the Project.
 - The training, capacity building and other technical assistance needs necessary for the implementation of the ESIA.
 - An estimate of the budget needed to carry out ESIA activities (which will subsequently be included in the project budget and related investments).
28. The Environmental and Social Management Framework (ESIA) of the project will also have to comply with the country's environmental legislation.
29. Because of the potential negative impacts of some project developments on the socio-economic and natural resource base of countries, these safeguards, in addition to understanding positive impacts, provide an operational framework for the identification, analysis of negative impacts and appropriate mitigation measures by avoiding or eliminating negative environmental and social impacts or reducing them to an acceptable level.
30. The main tasks and associated results or deliverables are described below:
- a) Describe the biophysical environment and the environmental and social situation in the Project intervention area, which represent the baseline of the Project;
 - b) Describe and provide baseline data for the social environment;
 - c) The political, legal and institutional framework for environmental management and assessment of impacts relevant to the nature of the project;
 - d) The procedures of [COUNTRY] in the Environmental and Social Assessment process;
 - e) Institutional modalities for consideration of environmental and social aspects in the implementation of sub-projects / activities at the community level;
 - f) Identify, evaluate and measure the extent of positive and negative impacts and direct and indirect and cumulative environmental risks in the Project's areas of intervention;
 - include the impact on people by the specific activities of the project, including public health (malaria, schistosomiasis, other forms of water-related diseases and pesticide misuse) and proposed appropriate mitigation measures
 - g) Identify, evaluate and measure the extent of positive and negative impacts and direct and indirect social risks in the Project's areas of intervention;
 - include differentiated mitigation/social inclusion measures for vulnerable/disadvantaged groups and individuals (including women, ethnic groups including pastoralists, persons with disabilities, youth, illiterate persons, etc). for project benefits, GM, SEP (and ensure accessible disclosure)
 - include sexual exploitation and abuse/sexual harassment (SEA/SH) risk assessment and risks to children, labor practices, especially those in vulnerable situations
 - ensure the stakeholder engagement plan includes disadvantaged/vulnerable groups and individuals and has differentiated measures to enhance participation/engagement and share in project benefits (strengthen opportunities for citizen engagement especially at local level to foster social cohesion, service delivery, and accessible GM)

- incorporate where appropriate, traditional forms of GMs but also must also balance with ensuring accessibility/inclusion of disadvantaged and marginalized individuals and groups
 - consider access to land/natural resources especially for its potential to exacerbate tensions, deepen poverty and inequality (especially among women, certain forms of livelihoods such as pastoralism)
 - incorporate culturally appropriate measures when assessing risks and impacts and project benefits, especially as they relate to vulnerable livelihoods, persons and groups (include impacts on local cultures, languages and customs)
 - consider social fragility/conflict risks including poverty as a driver of fragility, inter-community dynamics between differences in access to services (i.e. water, food, land), differences in land and resource uses, livelihoods, unemployment, etc.
- h) Provide a checklist of types of impacts and corrective actions to avoid and/or mitigate them. The consultant will present, in annex, a table containing the types of impacts and the appropriate mitigation measures taking into account the typology of irrigated systems given above, and social issues/risks above. They must also propose, as far as possible, actions for the improvement of the environmental and social conditions in the areas of intervention of the project;
- i) Develop a framework for participatory monitoring and evaluation of programs as set out above to ensure effective and efficient implementation of the environmental and social issues highlighted in the ESIA;
- j) Describe the mechanism and institutional arrangements for the implementation of the ESIA and preparation of the ESMPs, specifying the roles and responsibilities of the agencies and all actors (central, regional / local, municipal and village) involved in the implementation (this includes Contractor ESMP and Contractor OHS Plan are the Contractors and the Supervising Engineers);
- k) Evaluate the capacities of the governmental and local implementing agencies involved in the implementation of the ESIA and sensitization on the environmental and social issues of the project and propose appropriate measures for sensitization, institutional strengthening and/or technical capacity building different actors;²³
- l) Develop a public consultation and participation program involving all project stakeholders including key beneficiaries and those directly affected by the project, including women, youth and vulnerable groups. A separate Stakeholder Engagement Plan needs to be prepared and it should be summarized in the ESIA annex;
- m) Develop a monitoring and evaluation mechanism to ensure systematic and effective monitoring of the main ESIA recommendations;

²³ Environmental and social assessment can provide opportunities for coordinating environmental and social-related responsibilities and actions in the host country in a way that goes beyond project boundaries/responsibilities and, as a result, where feasible should be linked to other environmental and social strategies and action plans, and free-standing projects. The ESIA for a specific project can thereby help strengthen environmental and social management capability in the country and both Borrowers and the Bank are encouraged to take advantage of opportunities to use it for that purpose. The Borrower may include components in the project to strengthen its legal or technical capacity to carry out key environmental and social assessment functions. If the Bank concludes that the Borrower has inadequate legal or technical capacity to carry out such functions, the Bank may require strengthening programs to be included as part of the project. If the project includes one or more elements of capacity strengthening, these elements will be subject to periodic monitoring and evaluation as required by ESS 1.

- n) The preparation of standard detailed terms of reference for the strategic, regional or sectoral impact assessment to accompany the preparation of ideas for new investment projects and related technical analyses/studies.

F. OUTLINE OF THE ESIA

(a) Executive Summary

- Concisely discusses significant findings and recommended actions.

(b) Legal and Institutional Framework

- Analyzes the legal and institutional framework for the project, within which the environmental and social assessment is carried out.
- Compares the Borrower's existing environmental and social framework and the ESSs and identifies the gaps between them.
- Identifies and assesses the environmental and social requirements of any co-financiers.

(c) Project Description

- Concisely describes the proposed project and its geographic, environmental, social, and temporal context, including any offsite investments that may be required (e.g., dedicated pipelines, access roads, power supply, water supply, housing, and raw material and product storage facilities), as well as the project's primary suppliers.
- Through consideration of the details of the project, indicates the need for any plan to meet the requirements of national law and the ESF.
- Includes a map of sufficient detail, showing the project site and the area that may be affected by the project's direct, indirect, and cumulative impacts.

(d) Baseline Data

- Sets out in detail the baseline data that is relevant to decisions about project location, design, operation, or mitigation measures. This should include a discussion of the accuracy, reliability, and sources of the data as well as information about dates surrounding project identification, planning and implementation.
- Identifies and estimates the extent and quality of available data, key data gaps, and uncertainties associated with predictions.
- Based on current information, assesses the scope of the area to be studied and describes relevant physical, biological, and socioeconomic conditions, including any changes anticipated before the project commences.
- Takes into account current and proposed development activities within the project area but not directly connected to the project.

(e) Environmental and Social Risks and Impacts

- Takes into account all relevant environmental and social risks and impacts of the project. This will include the environmental and social risks and impacts specifically identified in the ESF and any other environmental and social risks and impacts arising as a consequence of the specific nature and context of the project.

(f) Mitigation Measures

- Identifies mitigation measures and significant residual negative impacts that cannot be mitigated and, to the extent possible, assesses the acceptability of those residual negative impacts.
- Identifies differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable.
- Assesses the feasibility of mitigating the environmental and social impacts; the capital and recurrent costs of proposed mitigation measures, and their suitability under local conditions; and the institutional, training, and monitoring requirements for the proposed mitigation measures.

- Specifies issues that do not require further attention, providing the basis for this determination.

(g) Analysis of Alternatives

- Systematically compares feasible alternatives to the proposed project site, technology, design, and operation—including the “without project” situation—in terms of their potential environmental and social impacts.
- Assesses the alternatives’ feasibility of mitigating the environmental and social impacts; the capital and recurrent costs of alternative mitigation measures, and their suitability under local conditions; and the institutional, training, and monitoring requirements for the alternative mitigation measures.
- Cumulative impacts should be identified and adequately assessed
- For each of the alternatives, quantifies the environmental and social impacts to the extent possible, and attaches economic values where feasible.

(h) Design Measures

- Sets out the basis for selecting the particular project design proposed and specifies the applicable ESHGs or if the ESHGs are determined to be inapplicable, justifies recommended emission levels and approaches to pollution prevention and abatement that are consistent with GIIP.

(i) Key Measures and Actions for the Environmental and Social Commitment Plan (ESCP)

- Summarizes key measures and actions and the timeframe required for the project to meet the requirements of the ESSs. This will be used in developing the (ESCP).

(j) Appendices

- List of the individuals or organizations that prepared or contributed to the environmental and social assessment.
- References—setting out the written materials both published and unpublished, that have been used.
- Record of meetings, consultations and surveys with stakeholders, including those with affected people and other interested parties. The record specifies the means of such stakeholder engagement that were used to obtain the views of affected people and other interested parties.
- Tables presenting the relevant data referred to or summarized in the main text.
- List of associated reports or plans.

G. INDICATIVE OUTLINE OF AN ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

An ESMP consists of the set of mitigation, monitoring, and institutional measures to be taken during implementation and operation of a project to eliminate adverse environmental and social risks and impacts, offset them, or reduce them to acceptable levels. The ESMP also includes the measures and actions needed to implement these measures. The Borrower will:

- (i) identify the set of responses to potentially adverse impacts;
- (ii) determine requirements for ensuring that those responses are made effectively and in a timely manner; and
- (iii) describe the means for meeting those requirements.

Depending on the project, an ESMP may be prepared as a stand-alone document²⁴ or the content may be incorporated directly into the ESCP. The content of the ESMP will include the following:

²⁴ This may be particularly relevant where the Borrower is engaging contractors, and the ESMP sets out the requirements to be followed by contractors. In this case, the ESMP should be incorporated as part of the contract between the Borrower and the contractor, together with appropriate monitoring and enforcement provisions.

(a) Mitigation

- The Contractor will prepare and adequately implement a Contractor ESMP and a Contractor OHS plan
- The ESMP identifies measures and actions in accordance with the mitigation hierarchy that reduce potentially adverse environmental and social impacts to acceptable levels.
- The plan will include compensatory measures, if applicable. Specifically, the ESMP:
 - (i) identifies and summarizes all anticipated adverse environmental and social impacts (including those involving Indigenous Peoples, involuntary resettlement, labor and working conditions, SEA/SH, stakeholder engagement and grievance resolution, etc.);
 - (ii) describes—with technical details—each mitigation measure, including the type of impact to which it relates and the conditions under which it is required (e.g., continuously or in the event of contingencies), together with designs, equipment descriptions, and operating procedures, as appropriate;
 - (iii) estimates any potential environmental and social impacts of these measures; and
 - (iv) takes into account, and is consistent with, other mitigation plans required for the project (e.g., for involuntary resettlement, indigenous peoples, or cultural heritage).

(b) Monitoring

- The Supervising Engineer will monitor the quality and adequate implementation of the CESMP and COHSP
-
- The ESMP identifies monitoring objectives and specifies the type of monitoring, with linkages to the impacts assessed in the environmental and social assessment and the mitigation measures described in the ESMP.²⁵
- Specifically, the monitoring section of the ESMP provides (a) a specific description, and technical details, of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, detection limits (where appropriate), and definition of thresholds that will signal the need for corrective actions; and (b) monitoring and reporting procedures to: (i) ensure early detection of conditions that necessitate particular mitigation measures, and (ii) furnish information on the progress and results of mitigation.

(c) Capacity Development and Training

- To support timely and effective implementation of environmental and social project components and mitigation measures, the ESMP draws on the environmental and social assessment of the existence, role, and capability of responsible parties on site or at the agency and ministry level.
- Specifically, the ESMP provides a specific description of institutional arrangements, identifying which party is responsible for carrying out the mitigation and monitoring measures (e.g., for operation, supervision, enforcement, monitoring of implementation, remedial action, financing, reporting, and staff training).
- To strengthen environmental and social management capability in the agencies responsible for implementation, the ESMP recommends the establishment or expansion of the parties responsible, the training of staff and any additional measures that may be necessary to support implementation of mitigation measures and any other recommendations of the environmental and social assessment.

²⁵ Monitoring during project implementation provides information about key environmental and social aspects of the project, particularly the environmental and social impacts of the project and the effectiveness of mitigation measures. Such information enables the Borrower and the Bank to evaluate the success of mitigation as part of project supervision, and allows corrective action to be taken when needed.

(d) Implementation Schedule and Cost Estimates

- For all three aspects (mitigation, monitoring, and capacity development), the ESMP provides (a) an implementation schedule for measures that must be carried out as part of the project, showing phasing and coordination with overall project implementation plans; and (b) the capital and recurrent cost estimates and sources of funds for implementing the ESMP. These figures are also integrated into the total project cost tables.

(e) Integration of ESMP with Project

- The Borrower's decision to proceed with a project, and the Bank's decision to support it, are predicated in part on the expectation that the ESMP (either stand alone or as incorporated into the ESCP) will be executed effectively. Consequently, each of the measures and actions to be implemented will be clearly specified, including the individual mitigation and monitoring measures and actions and the institutional responsibilities relating to each, and the costs of so doing will be integrated into the project's overall planning, design, budget and implementation.

ANNEX 4: FRAMEWORK TO GUIDE GENDER ASSESSMENTS AND SEXUAL EXPLOITATION AND ABUSE (SEA) ACTION PLAN

Violent behavior towards women is rampant globally with more than one out of three women having experienced some kind of physical or sexual violence in their lives. This includes intimate partner violence such as physical, sexual and/or emotional violence. The case is no different in Ghana where an estimated 13% to 61% of every partnered women having experienced some violence from current or previous partners; strangers, teachers, schoolboys, other family members and acquaintances. Social (negative norms), economic (poor economic empowerment) and legal factors have been found to render women powerless and unable to reject inappropriate advances without facing intimidation or violence.

Risk Assessment

In appraising project-related risk of exacerbating SEA/SH, the country and/or regional context the potential risks (low, medium or high) that the project may bring should be considered carefully. Assessment must be conducted throughout project implementation by monitoring the situation, assessing the effectiveness of risk mitigation measures, and adapting them accordingly.

Projects under the FSRP2 could increase the risk of SEA/SH in different ways including:

- Influx of workers (during construction works) increasing promiscuity, sex work, human trafficking, enticement of minors, forced early marriage etc.
- Male jealousy on the part of local men on suspicion that migrant workers are receiving more attention from community women.
- Land acquisition for project purposes taking away the livelihood of women who may not necessarily receive compensation and have to depend on their male partners.

Mitigation, Management and Monitoring

As prescribed by the World Bank Good Practice Note on Gender Based Violence (2018), mitigation measures, management and monitoring arrangements for the risks identified are presented in Table 1.

SEA/SH Risks Management Plan

When	Action to Address SEA/SH Risks	Timing for Action	Who is Responsible for Action	Ongoing Risk Management
Identification / Appraisal	Sensitize the IA as to the importance of addressing GBV on the project, and the mechanisms that will be implemented.	<ul style="list-style-type: none"> • Preparation. • Implementation. 	<ul style="list-style-type: none"> • PIU. 	<ul style="list-style-type: none"> • PIU to monitor and provide additional guidance as necessary.
	The project’s social assessment to include assessment of the underlying SEA/SH risks and social situation, using the SEA/SH risk assessment tool to provide guidance and keeping to safety and ethical considerations related to SEA/SH data collection. No prevalence data or baseline data should be collected as part of risk assessments.	<ul style="list-style-type: none"> • Preparation. • Implementation 	<ul style="list-style-type: none"> • IA for social assessment and ESMP • Contractor for C-ESMP. • PIU for GBV Risk Assessment 	<ul style="list-style-type: none"> • Ongoing review during implementation support missions. • Update project ESMP and Contractor’s ESMP (C-ESMP) if risk situation changes.
	Map out GBV prevention and response actors in project adjoining communities. This should incorporate an assessment of the capabilities of the service providers to provide quality survivor centered services including SEA/SH case management, acting as a victim advocate, providing referral services to link to other services not provided by the organization itself.	<ul style="list-style-type: none"> • Preparation • Implementation 	<ul style="list-style-type: none"> • IA 	<ul style="list-style-type: none"> • Update mapping as appropriate
	Have SEA/SH risks adequately reflected in all safeguards instruments (i.e., Project ESMP, C-ESMP)—particularly as part of the assessment in the ESIA. Include the GBV mapping in these instruments.	<ul style="list-style-type: none"> • Preparation • Implementation (before civil works commence). 	<ul style="list-style-type: none"> • IA for social assessment and ESMP • Contractor for C-ESMP. 	<ul style="list-style-type: none"> • Ongoing review during implementation support missions. • Update project ESMP and Contractor’s ESMP (C-ESMP) if risk situation changes.
	Develop a SEA/SH Action plan including the Accountability and Response Framework as part of the ESMP. The contractor/consultant’s response to	<ul style="list-style-type: none"> • Preparation • Implementation (before civil 	<ul style="list-style-type: none"> • IA 	<ul style="list-style-type: none"> • Ongoing review during implementation

When	Action to Address SEA/SH Risks	Timing for Action	Who is Responsible for Action	Ongoing Risk Management
	these requirements will be required to be reflected in their C-ESMP.	works commence)		
	Review the IA's capacity to prevent and respond to SEA/SH as part of Safeguard Preparation.	<ul style="list-style-type: none"> • Preparation. • Implementation. 	<ul style="list-style-type: none"> • PIU 	<ul style="list-style-type: none"> • Ongoing review during implementation support missions. • Update project ESMP if risk situation changes.
	As part of the project's stakeholder consultations, those affected by the project should be properly informed of GBV risks and project activities to get their feedback on project design and safeguard issues. Consultations need to engage with a variety of stakeholders (political, cultural or religious leaders, health teams, local councils, social workers, women's organizations and groups working with children) and should occur at the start and continuously throughout the implementation of the project.	<ul style="list-style-type: none"> • Consultations need to be continuous throughout the project cycle, not just during preparation. 	<ul style="list-style-type: none"> • IA 	<ul style="list-style-type: none"> • Monitoring of implementation of Stakeholder Engagement Plan. • Ongoing consultations, particularly when C-ESMP is updated.
	The Stakeholder Engagement Plan of the project, which will be implemented over the life of the project to keep the local communities and other stakeholders informed about the project's activities, to specifically address GBV related issues.	<ul style="list-style-type: none"> • Consultations need to be continuous throughout the project cycle, not just during preparation. 	<ul style="list-style-type: none"> • IA. 	<ul style="list-style-type: none"> • Monitoring of implementation of Stakeholder Engagement Plan. • Ongoing consultations, particularly when C-ESMP is updated.
	Make certain the availability of an effective grievance mechanism (GM) with multiple channels to initiate a complaint. It should have specific procedures for GBV including confidential reporting with safe and ethical documenting of GBV cases.	<ul style="list-style-type: none"> • Prior to contractor mobilizing. 	<ul style="list-style-type: none"> • IA, but discussed and agreed upon with the PIU. 	<ul style="list-style-type: none"> • Ongoing monitoring and reporting on GM to verify it is working as intended.

When	Action to Address SEA/SH Risks	Timing for Action	Who is Responsible for Action	Ongoing Risk Management
	Parallel GM outside of the project GM may be warranted for substantial to high risk situations.			
	Projects which do not use loan/credit/grant proceeds to hire GBV service providers at the start of project implementation encourage Borrowers include an escalation clause in the Environmental & Social Commitment Plan (ESCP) should GBV risks become apparent over the course of the project implementation.	<ul style="list-style-type: none"> Preparation. 	<ul style="list-style-type: none"> PIU. 	<ul style="list-style-type: none"> PIU.
Procurement	Clearly define the GBV requirements and expectations in the bid documents.	<ul style="list-style-type: none"> Procurement. 	<ul style="list-style-type: none"> IA. 	<ul style="list-style-type: none"> Review by PIU.
	Based on the project's needs, the Bank's Standard Procurement Documents (SPDs), and the IA's policies and goals, define the requirements to be included in the bidding documents for a CoC which addresses GBV.	<ul style="list-style-type: none"> Procurement. 	<ul style="list-style-type: none"> IA. 	<ul style="list-style-type: none"> Review by PIU.
	For National Competitive Bidding (NCB) procurement, consider integrating the ICB SPD requirements for addressing GBV risks.	<ul style="list-style-type: none"> Procurement. 	<ul style="list-style-type: none"> IA. 	<ul style="list-style-type: none"> IA with review by PIU.
	The procurement documents should set out clearly how adequate GBV costs will be paid for in the contract. This could be, for example, by including: (i) line items in bill of quantities for clearly defined GBV activities (such as preparation of relevant plans) or (ii) specified provisional sums for activities that cannot be defined in advance (such as for implementation of relevant plan/s, engaging GBV service providers, if necessary)	<ul style="list-style-type: none"> Procurement. 	<ul style="list-style-type: none"> IA. 	<ul style="list-style-type: none"> Review by PIU.

When	Action to Address SEA/SH Risks	Timing for Action	Who is Responsible for Action	Ongoing Risk Management
	Clearly explain and define the requirements of the bidders CoC to bidders before submission of the bids.	<ul style="list-style-type: none"> Procurement. 	<ul style="list-style-type: none"> IA. 	<ul style="list-style-type: none"> Review by PIU.
	Evaluate the contractor's GBV response proposal in the C-ESMP and confirm prior to finalizing the contract the contractor's ability to meet the project's GBV requirements	<ul style="list-style-type: none"> Procurement. 	<ul style="list-style-type: none"> IA. 	<ul style="list-style-type: none"> Review by PIU.
Implementation	Review C-ESMP to verify that appropriate mitigation actions are included.	<ul style="list-style-type: none"> Implementation. 	<ul style="list-style-type: none"> IA. 	<ul style="list-style-type: none"> Review by IA. Review by PIU.
	Review that the GM receives and processes complaints to ensure that the protocols are being followed in a timely manner, referring complaints to an established mechanism to review and address SEA/SH complaints.	<ul style="list-style-type: none"> Implementation. 	<ul style="list-style-type: none"> PIU. IA 	<ul style="list-style-type: none"> Ongoing reporting. Monitoring of complaints and their resolution.
	Codes of Conduct signed and understood Ensure requirements in CoCs are clearly understood by those signing. Have CoCs signed by all those with a physical presence at the project site. Train project-related staff on the behavior obligations under the CoCs. Disseminate CoCs (including visual illustrations) and discuss with employees and surrounding communities.	<ul style="list-style-type: none"> Initiated prior to contractor mobilization and continued during implementation. 	<ul style="list-style-type: none"> Contractor, Consultant, IA. 	<ul style="list-style-type: none"> Review of GBV risks during project supervision (e.g., Mid-term Review) to assess any changes in risk. Supervision consultant reporting that CoCs are signed and that workers have been trained and understand their obligations. Monitoring of GM for GBV complaints. Discussion at public consultations.
	Have project workers and local community undergo training on SEA and SH.	<ul style="list-style-type: none"> Implementation. 	<ul style="list-style-type: none"> IA, Contractors, Consultants 	<ul style="list-style-type: none"> Ongoing reporting.

When	Action to Address SEA/SH Risks	Timing for Action	Who is Responsible for Action	Ongoing Risk Management
	Undertake regular M&E of progress on GBV activities, including reassessment of risks as appropriate.	<ul style="list-style-type: none"> • Implementation. 	<ul style="list-style-type: none"> • IA, Contractors, Consultants. 	<ul style="list-style-type: none"> • Monitoring of GM. • Ongoing reporting.
	<p>Implement appropriate project-level activities to reduce GBV risks prior to civil works commencing such as:</p> <p>Have separate, safe and easily accessible facilities for women and men working on the site. Locker rooms and/or latrines should be located in separate areas, well-lit and include the ability to be locked from the inside.</p> <p>Visibly display signs around the project site (if applicable) that signal to workers and the community that the project site is an area where GBV is prohibited.</p> <p>As appropriate, public spaces around the project grounds should be well-lit.</p>	<ul style="list-style-type: none"> • Prior to works commencing. 	<ul style="list-style-type: none"> • Contractor/ Supervision Consultant • PIU. 	<ul style="list-style-type: none"> • Ongoing reporting. • Reviews during implementation support missions.

ANNEX 5: GRIEVANCE LOG (FOR NON-SEA/SH COMPLAINTS)

Case no.	Date Claim Received	Name of Person Receiving Complaint	Where/how the complaint was received	Name & contact details of complainant (if known)	Type of Claim Add content of the claim (include all grievances, suggestions, inquiries) *please note if the complaint was related to the project. If not, note it	Was Receipt of Complaint Acknowledged to the Complainant? (Y/N – if yes, include date, method of communication & by whom)	Expected Decision Date	Decision Outcome (include names of participants and date of decision)	Was Decision communicated to complainant? Y/N If yes, state when, by whom and via what method of communication	Was the complainant satisfied with the decision? Y/N State the decision. If no, explain why and if known, will pursue appeals procedure	Any follow up action (and by whom, by what date)?

ANNEX 6: COVID- 19 PREVENTION OF TRANSMISSION MEASURES

The programme implementation (both at construction and operation phases of subcomponents) will respond appropriately to the Government directives on COVID-19 to contain infections and prevent transmission of the disease. The project would make the required budgetary allocation for implementing the COVID-19 protocols as follows:

- Entry logbook for workers and visitors
- Space for personnel entry record taking
- Infrared thermometer for temperature recording
- Water storage tank for constant supply of water
- Nose/face masks supplies will be provided to all workers with ability to frequently change them
- Workplace physical distancing arrangement
- Veronica bucket, liquid soap, and tissue paper supplies and hand washing area
- Hand sanitizer stands and area
- Poster/signage on COVID-19 protocols
- Disposal of used tissues and hand washed water
- Dust bins and wastewater containers
- Designated security personnel responsible for COVID-19 protocol

Furthermore, awareness campaign will be continuously mounted on the following to lend support to further reducing the fatality rate in Sierra Leone:

- Dangers of COVID-19 with evidence of sick patients in a hospital
- Risk of spreading infection to family members and socio-economic burden
- Personal and workplace hygienic practices
- Protection in complying with COVID-19 protocol
- Stigmatization.

The availability of the required equipment and logistics, and investment in COVID-19 prevention measures as well as awareness campaign on the dangers of the disease will facilitate the following at the workplace:

- Physical workplace arrangement to achieve social distancing, etc.
- Disinfecting objects and surfaces routinely at the workplace
- Requiring workers to:
 - Cover mouth and nose when coughing or sneezing
 - Stay at home if sick and report
 - Avoid crowds and contact with others if sick

Also, any worker not complying with COVID-19 protocols would be cautioned, if this happens outside the workplace, but outright dismissal if at the workplace. Any infected worker who reports, would be entitled to a welfare relief package/support.