



GOVERNMENT OF GHANA

GHANA PRODUCTIVE SAFETY NETS PROJECT (GPSNP)

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

(FINAL)

APRIL, 2018

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FINAL REPORT

APRIL, 2018

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EXECUTIVE SUMMARY

Project Description

The Ghana Productive Safety Nets Project (GPSNP) is a successor project to the Ghana Social Opportunities Project (GSOP), which was implemented from 2010 to 2018. The Project Development Objective (PDO) of the GPSNP is to support the Government to improve livelihoods through a strengthened Safety Net system for poor households. The components of the project include; Social Protection Systems; Livelihood Empowerment Against Poverty (LEAP); Labor Intensive Public Works (LIPW); Productive and Financial Inclusion (P&FI); and Project Management, Coordination, and Capacity Building.

Out of the components outlined, activities of the Labour Intensive Public Works (LIPW) are the most likely to pose major environmental and social risks. These activities include;

(a) Rehabilitation and Maintenance of Small Earth Dams and Dugouts (SEDDs) with Accompanying Irrigation Facilities:

Small earth dams and dugouts are significant to improving access to irrigation and agricultural productivity in the Savannah belt of the country, where underground water sources are insufficient to provide for domestic and livestock needs through the dry season. Where dams allow for dry season irrigated agriculture, it has a dramatic impact on local livelihoods, greatly reducing the incentive to migrate away from the region during the dry season. The Project would select dams where the storage capacity does not exceed 250,000m³ and a height of 5m.

(b) Rehabilitation and Maintenance of Rural Feeder and Access Roads

These assets are particularly useful for connecting remote communities to larger, commercial/urban centres. This boosts access to markets and improves labor productivity. The Project would preferably rehabilitate feeder roads between 3 and 5 km.

(c) Climate Change Mitigation Interventions

This would include seedling production, cultivation of fruit trees and cash crops (such as cashew), and wood lots on degraded communal and public land (preferably between 5 and 40 hectares) to mitigate climate change, support catchment and watershed protection and biodiversity conservation.

The coverage of the GPSNP is national, with interventions targeted at extreme poor households and expected to be implemented between 2018 and 2022. The Labour Intensive Public Works Component is expected to scale up from the 60 DAs of predecessor GSOP to 120 DAs and eventually to cover all MMDAs in the country.

Major Environmental and Social Risks in Project Area

➤ *Baseline Conditions of Project Area*

Ghana is situated on the west coast of Africa and lies within longitudes 3°5'W and 1° 10'E and latitudes 4°35'N and 11°N, with a total area of 238 540 km². It shares borders with Côte d'Ivoire to the west, Burkina Faso to the north, Togo to the east and the Gulf of Guinea To the south. The country is divided into 10 administrative regions and 254 Metropolitan, Municipal and District Assemblies (Target Units).

The topography is predominantly undulating and of low relief with slopes of less than 1 percent. Despite the gentle slopes, about 70 percent of the country is subject to moderate to severe sheet and gully erosion. The highest elevation in Ghana, Mount Afadjato in the Akwapim-Togo Ranges, rises 880 metres above sea level. Ghana's water resources potential is divided into surface and groundwater sources. Surface water resources are mainly from three river systems that drain Ghana, namely: the Volta, South Western and Coastal river systems.

Ghana has a warm, humid climate. Mean annual rainfall of the country is estimated at 1187 mm. Mean annual temperatures range from 26.1 °C near the coast to 28.9 °C in the extreme north. There are six agro-ecological zones defined on the basis of climate, reflected by the natural vegetation and influenced by the soils. Rainfall distribution is bimodal in the forest, transitional and coastal zones, giving rise to a major and a minor growing season. In the remaining two agro-ecological zones, the unimodal rainfall distribution gives rise to only one growing season. The lean season would be targeted by the Project to engage the poor in the public works component.

Ghana's population as at 2010 stood at 24,658,823, comprising 12,024,845 (48.8%) males and 12,633,978 (51.2%) females, culminating into a sex ratio of 95.2. Currently in 2018, the county's population is estimated at 30,000,000. Of population aged 15 years and older, 71.1 percent are economically active and of these, most are employed (94.7%) (Ghana Statistical Service, 2012). According to Ghana Statistical Service, 2015, there is a high concentration of poverty in the North Western part of Ghana. Though incidence in the districts of the South Western parts is very low, there are however few districts with relatively high incidence. The concentration of poor persons is mainly observed in the northern than the southern districts of Ghana. In an effort to reduce poverty in Ghana, households in the poorest districts would be targeted for GPSNP.

➤ **Major Environmental and Social Risks and Stakes**

| Positive Risks | Negative Risks |
|---|---|
| <i>Environmental</i> | <i>Environmental</i> |
| Influence on Local Climate and Environment | Potential Failure of Small Earth Dams and Dugouts (SEDDs) |
| Extension of E&S Safeguards Applied to MTDP Projects | Low maintenance of Assets |
| | Erosion and Silting of Dams and Dugouts |
| | Loss of Vegetation |
| | Potential Flooding Downstream |
| | Land Degradation from Burrow Pits |
| <i>Social</i> | <i>Social</i> |
| Economic Benefits to Poor Communities | Upsetting the Spirit of Community Volunteerism |
| Mass Employment | Low expertise in Labour-based works at the local level |
| Community Protection for Facilities | Non-availability of Labor at Certain Times |
| Low Migrant-Worker Influx | Involuntary Resettlement and loss of livelihood |
| Enhanced Institutional Capacity to Support Decentralization | Possibility of Failure of Sub-projects due to Exclusion of Some Community Members |
| Skills Development | Social Conflict (Unclear Ownership of Resources) |
| Female Empowerment | Occupational Health and Safety Concerns |
| Financial Inclusion | |

General Policy, Legal and Administrative Frameworks

The policy, legislation and institutional procedures of Ghana and those of the World Bank, which are relevant to the GPSNP and therefore considered include:

- Ghana's Environmental Policy;
- The Environmental Protection Agency Act of 1994 (Act 490);
- The Environmental Assessment Regulations (LI 1652);
- The Fees and Charges Amendment Instrument of 2015, LI 2228;
- Ghana EIA procedures; and
- The World Bank's safeguard policies which include guidance on EA requirements - Environmental Assessment (OP4.01), and Involuntary Resettlement (OP/BP 4.12).

Other National and Sector Policy Frameworks and Legislations were also considered; The 1992 Republican Constitution of Ghana; Local Governance Act of 2016, Act 936; National Labour, Safety and Health Requirements, Ghana Shared Development and Growth Agenda II (2014 - 2017), among others. In case there is a disparity between the National EPA Regulations and the World Bank Policies the more stringent standard would apply.

Generic Risks and Impacts at Sub-project Level

This section provides the specific risks and impacts at the sub-project level. The sub-project level refers to the specific construction/rehabilitation/maintenance works of rural feeder roads, small earth dams or dugouts and degraded community lands (CCI activities) to be implemented in future, as distinct from the project level. These are provided to guide in the rapid screening/initial assessment of sub-project impacts for approval purposes by the EPA.

| Potential Risks and Impacts | | |
|--|--|--|
| <i>Small Earth Dams and Dugouts</i> | <i>Rural Feeder Roads</i> | <i>Small Earth Dams and Dugouts</i> |
| Siltation and modification of flow of water courses | Dust/Emissions | Pressure on existing water sources |
| Water quality degradation (surface and groundwater) | Noise and vibration | Pollution |
| Public and worker health and safety | Pits/trenches near road | Social conflicts |
| Ground water table modifications | Construction waste generation and disposal | Loss of fauna |
| Involuntary resettlement/ loss of property and livelihood. | Water contamination and flooding | Involuntary settlements or loss of livelihoods or productive lands |
| Disruption or destruction of wildlife | Disruption or destruction of wildlife | Pollution of groundwater and of surface waters |
| Risk of waterborne diseases | Increased road kills | Disruption of sites of cultural, religious or historical relevance |
| Conflicts over water use rights | Disturbance of historical or culturally important sites e.g. graveyards, monuments | |
| Disturbance to protected areas | Involuntary resettlement/ loss of property and livelihood. | |
| | Public health and safety | |
| | Workers safety/health accidents | |

Framework Environmental and Social Management Plan

➤ Generic Environmental and Social Measures at Sub-Project Level

| Potential Risks and Impacts | Possible Sources | Safeguards Measures |
|--|--|--|
| Rural Feeder Roads | | |
| Dust/Emissions | <ul style="list-style-type: none"> • Removal of top soil / clearing and site preparation • Dumping of spoil materials • Compaction (Manual) • Burrow pits and gravel winning • Haulage of materials | <ul style="list-style-type: none"> • Water dousing to minimize dust • Cover all heaped sand and flyable construction materials • Tarpaulin covering of haulage truck (for dust control) • Minimize area of ground clearance • Haulage speed limit in sensitive areas (40km/hr) • Regular Servicing of equipment/machinery • Work-site dust management (nose mask) |
| Noise and vibration | <ul style="list-style-type: none"> • Compaction with machinery • Burrow pits and gravel winning • Haulage of materials • Use of implements | <ul style="list-style-type: none"> • Noise-sensitive areas (include schools, hospitals/clinics, communities, wildlife sanctuary, reserves, etc) • Maintain equipment noise level (less than 75dBs) • Hours of operation (between 8.30 and 5.00pm) • Haulage speed limit in sensitive areas (40km/hr) • Work-site noise management (less than 65dBs, ear plugs) |
| Pits/trenches near road | <ul style="list-style-type: none"> • Landscape disturbance • Gravel removal • Trenching | <ul style="list-style-type: none"> • Restore topsoil and re-vegetate landscape after construction • Cover all pits and trenches • Reclaim borrow pits |
| Construction waste generation and disposal | <ul style="list-style-type: none"> • Over extended site preparation and unnecessary waste generation • Poor handling of cleared vegetation and top soil • Inappropriate disposal of spoil and other construction wastes | <ul style="list-style-type: none"> • Minimizing the area of ground clearance • Waste minimization measures • Work-site waste management (Plastics, scraps, waste wood, etc.) • Provision of waste bins for use by workers • Disposal of waste at approved locations |
| Water contamination and flooding | <ul style="list-style-type: none"> • Construction-related activities – land clearing, gravel removal, drain/culvert construction, etc. • Inappropriate disposal of waste • Blocking of drains and drainage/stream diversion | <ul style="list-style-type: none"> • Water crossings to be minimized, and buffer zones of undisturbed vegetation left between construction sites and watercourses. • Redesign of road/construction to accommodate flood prevention methods. • Disposal of waste materials at designated site • Provision of planned diversion routes • Flood control management |

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| Disruption or destruction of wildlife | <ul style="list-style-type: none"> • Land clearance | <ul style="list-style-type: none"> • Minimize loss of natural vegetation during construction |
| Increased road kills | <ul style="list-style-type: none"> • Higher speeds and traffic volume | <ul style="list-style-type: none"> • Introduction of safety design e.g signs and speed humps in market areas and village centres |
| Disturbance of historical or culturally important sites e.g. graveyards | <ul style="list-style-type: none"> • Land clearance • Sourcing of earth materials | <ul style="list-style-type: none"> • Consider alternative alignment • Special measures to protect cultural sites |
| Involuntary resettlement/ loss of property and livelihood. | <ul style="list-style-type: none"> • Establishment of Right- of -Way | <ul style="list-style-type: none"> • Resettlement and Compensation |
| Public health and safety | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work | <ul style="list-style-type: none"> • Regular servicing of construction equipment • Use of equipment with low operating noise levels (less than 65dBs) • Provision and use of appropriate PPEs • Restricting construction works to day time hours • Intensive public awareness campaigns • Open ditches and other hazard areas to be marked with visible tapes |
| Workers safety/health accidents | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work • Health and safety risks due to improper working gear and lack of monitoring | <ul style="list-style-type: none"> • Regular servicing of construction equipment • Use of equipment with low operating noise levels (less than 65dBs) • Provision and use of appropriate PPEs • Restricting construction works to day time hours • Intensive public awareness campaigns • Open ditches and other hazard areas to be marked with visible tapes |
| Small Earth Dams and Dugouts | | |
| Siltation and modification of flow of water courses | <ul style="list-style-type: none"> • Site preparation and clearing • Excavation, transportation of raw materials • Run-off from exposed surfaces • Stream diversion works | <ul style="list-style-type: none"> • Sourcing raw materials away from water sources • Minimize area of ground clearance • Vegetating upstream of SEDDS • Planning CCI activities as part of SEDD (to be close to SEDDs and prevent erosion) |
| Water quality degradation (surface and groundwater) | <ul style="list-style-type: none"> • Exposed soil surfaces • Sediment laden run-offs • Concentrating flows at certain points and, in some cases, increasing the speed of flow resulting in flooding, soil erosion, channel | <ul style="list-style-type: none"> • Minimize area of ground clearance • Introduce speed reduction measures e.g. grasses, riprap, and other devices in water channels and stream diversions, etc. • Provide settling basins to remove silt and debris from run-off before discharge to streams, etc |

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| | modification, and siltation of streams. | <ul style="list-style-type: none"> • Construction of runoff channels, contouring or other means of erosion control • Use clean fill materials for dams and around watercourses such as quarry fine sand; • Avoidance of increasing speed of water courses • Provide adequate spillways in dam constructions and other embankments; Provide reservations/buffer zones of undisturbed vegetation between construction sites and water bodies. (Minimum of 60m on both sides of Volta Rivers and 30m for other water bodies) • Re-vegetate the dam banks to ensure dam stability and safety • Annual community maintenance of dams with strong oversight by qualified engineers • Compliance with the dam safety plan in the PIM |
| Public and worker health and safety | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work • Health and safety risks due to improper working gear and lack of monitoring | <ul style="list-style-type: none"> • Regular servicing of construction equipment • Use of equipment with low operating noise levels (less than 65dBs) • Provision and use of appropriate PPEs • Restricting construction works to day time hours • Intensive public awareness campaigns • Open ditches and other hazard areas to be marked with visible tapes |
| Ground water table modifications | <ul style="list-style-type: none"> • Stream drainage excavation & embankments (restricting flow) • Sedimentation, changes in biological activity in streams and on their banks • Uncontrolled construction activities • Chemicals (agro-chemicals spillage) | <ul style="list-style-type: none"> • Introduce speed reduction measures e.g. grasses, riprap, and other devices in water channels, etc. • Provide settling basins to remove silt and debris from road runoff before discharge • Construct run-off channels, contouring or other means of erosion control • Pave sections of roads prone to erosion and sedimentation particularly near water crossings. • Compensate with provision of bore holes and wells for communities adversely affected Adopt enhancements measures in design such as water retention structures in dry areas, and raising inlets to drainage culverts in high water table areas, retarding basins in areas prone to flooding to |

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| | | reduce runoff peaks, spillways. |
| Involuntary resettlement/ loss of property and livelihood. | <ul style="list-style-type: none"> • Securing of reservoir area and adjoining lands upstream | <ul style="list-style-type: none"> • Resettlement and Compensation |
| Disruption or destruction of wildlife | <ul style="list-style-type: none"> • Land and vegetation clearance | <ul style="list-style-type: none"> • Provision of corridors for movement of wildlife |
| Risk of waterborne diseases | <ul style="list-style-type: none"> • Contaminated artificial water flows • Solid waste disposal | <ul style="list-style-type: none"> • Education on proper sanitation and health |
| Conflicts over water use rights | <ul style="list-style-type: none"> • Undefined water user rights | <ul style="list-style-type: none"> • Water use right to be clearly defined by recipient community |
| Disturbance to protected areas | <ul style="list-style-type: none"> • Sourcing of earth materials • Land and vegetation clearance | <ul style="list-style-type: none"> • Consideration of alternative sites |
| Climate Change Intervention Activities | | |
| Pressure on existing water sources | <ul style="list-style-type: none"> • Use of key community water sources to plant watering | <ul style="list-style-type: none"> • Locate sites close to water sources other than main local source of water (borehole, well). Provide additional water sources for watering (boreholes) if water sources (SEDDs) are not present |
| Pollution | <ul style="list-style-type: none"> • Waste generated from polyethylene bags during tree planting (for nurseries) | <ul style="list-style-type: none"> • Proper disposal of polythene bags. |
| Social conflicts | <ul style="list-style-type: none"> • Unclear ownership of resources after project implementation | <ul style="list-style-type: none"> • Ensure signing of enforceable benefit sharing agreements amongst stakeholders |
| Loss of fauna | <ul style="list-style-type: none"> • Clearing of existing vegetation to establish woodlots | <ul style="list-style-type: none"> • Avoid economic and value trees and sites with cultural significance |
| Involuntary settlements or loss of livelihoods or productive lands | <ul style="list-style-type: none"> • Land take for sub-project implementation | <ul style="list-style-type: none"> • Avoid the use of productive land/Prioritise the use of degraded lands. • Prioritise livelihood affected persons for employment as beneficiaries for sub-projects • Ensure proper documentation in instances of VLDs |
| Pollution of groundwater and of surface waters | <ul style="list-style-type: none"> • Use of fertilisers, weedicides and pesticides | <ul style="list-style-type: none"> • Avoid the use of weedicides by making provision for labour for weeding as part of the LIPW. • Controlled and recommended application pesticides and fertilisers if need arises (See Appendix F for Integrated Pest Management Plan Guidelines) |
| Disruption of sites of cultural, religious or historical relevance | <ul style="list-style-type: none"> • Land and vegetation clearance | <ul style="list-style-type: none"> • Consideration of alternative sites |

➤ ***Sub-projects Environmental and Social Management Procedure***

The successful implementation of the ESMF would depend on the commitment of the beneficiary Communities and DAs, the contractors, the RCOs and PIU (Safeguards Officer), as well as capacity within the institutions and the institutional arrangement to effectively use the framework.

All sub-project activities would be screened to identify any potential risks and impacts, which will determine the appropriate procedures to be followed to prevent, minimize and mitigate impacts arising from the implementation of the sub-project in accordance with the EPA permitting procedures and with subsequent clearance from the Bank. The E&S management procedure (Table 5.2) combined with Tables 5.1 and 5.4 would guide the supervision and monitoring of the implementation at sub-project level.

➤ ***Public Communication and Consultation Mechanism/Plan***

Public consultations have been carried extensively during the preparation of the ESMF as a follow up of the consultations that were undertaken during the preparation of the ESMF for GSOP (predecessor to GPSNP) in 2010. This round of consultation sought to build on it and this consultative process will continue throughout the lifecycle of the project. Consultations were held with key institutional stakeholders at the national, regional (Greater Accra and Upper East), district (Talensi, Bongo and Ajumako Enyan Esiam DAs) and local levels (Gaare, Gorogo, Enyan Abaasa and Breman Essiam) including LIPW beneficiaries and community members from 26th February – 15th March, 2018.

➤ ***Institutional Arrangements and Capacity Analysis and Building for Implementation of Framework ESMP***

The MLGRD, MoGCSP, EPA, the PIU, RCOs, the DAs and Communities are the main implementers of environmental and social safeguards in the project. The other institutions and agencies whose functions relate to the project in terms of oversight, project design and technical support include the National Project Steering Committee (NPSC), DFR and GIDA. Capacities of these main implementers have been assessed in the ESMF and gaps identified. Safeguards capacity at the district and local level is particularly weak. It is therefore recommended that safeguards training and clarification of roles be undertaken for the district staff and community actors.

➤ ***Estimated Budget for ESMF Implementation***

The estimated budget for capacity building for all actors for the implementation of the ESMF is USD 71,400.

➤ ***Roles and Responsibilities of PIU for Implementation of Framework ESMP***

The following technical team in the PIU would be responsible for the implementation of the Framework ESMP;

- a) National Coordinator (NC)

- b) Safeguards and Case Management Officer (SCMO)
- c) National Capacity Building Specialist (NCBS)
- d) National Infrastructure Engineer (NIE)
- e) Financial Controller (FC)
- f) Monitoring and Evaluation Specialist (M&E S)
- g) Management Information Systems Officer (MISO)

| No | Steps/Activities | Responsible | Collaboration | Service Provider | | |
|----|---|---|---|---|---|---|
| 1. | Identification and/or siting of the sub-project | DA | <ul style="list-style-type: none"> • Community | - | | |
| 2. | Screening, categorization and identification of the required instrument (use the national EIA procedure) | SCMO - PIU | <ul style="list-style-type: none"> • Community • DA • RC - PIU | - | | |
| 3. | Approval of the classification and the selected instrument by EPA | NC - PIU | <ul style="list-style-type: none"> • SCMO - PIU | <ul style="list-style-type: none"> • EPA • The World Bank | | |
| 4. | Preparation of the safeguard document/instrument (ESIA, ESMP, RAP/ARAP, and Safeguards Audit.) in accordance with the national legislation/procedure (taking into account the Bank policy requirements). | SCMO-PIU | <ul style="list-style-type: none"> • DA • RC - PIU | <ul style="list-style-type: none"> • The World Bank | | |
| | Preparation and approval of the ToRs | | | | <ul style="list-style-type: none"> • NIE – PIU • RCO – PIU • DA • Community | <ul style="list-style-type: none"> • Consultant |
| | Preparation of the report | | | | <ul style="list-style-type: none"> • NIE – PIU • RCO – PIU • DA | <ul style="list-style-type: none"> • EPA • The World Bank |
| | Report validation and issuance of the permit (when required) | | | | <ul style="list-style-type: none"> • NIE – PIU • RCO – PIU • DA | <ul style="list-style-type: none"> • EPA • The World Bank |
| | Disclosure of the document | | | | Project Coordinator | <ul style="list-style-type: none"> • Media • The World Bank |
| 5. | (i) Integrating the construction phase mitigation measures and E&S clauses in the bidding document prior advertisement; (ii) ensuring that the constructor prepares an ESMP (C-ESMP), gets it approved and integrates the relevant measures in the works breakdown structure (WBS) or execution plan. | Technical staff in charge of the sub-project (TS-PIU) | <ul style="list-style-type: none"> • SCMO - PIU • NIE - PIU • RIE – PIU • DE - DA | <ul style="list-style-type: none"> • EPA | | |
| | Implementation of the other | SCMO - PIU | <ul style="list-style-type: none"> • NIE - PIU | <ul style="list-style-type: none"> • Consultant | | |

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| 6. | safeguards measures, including environmental monitoring (when relevant) and sensitization activities | | <ul style="list-style-type: none"> •Financial Staff (FS PIU) •DA •Community | <ul style="list-style-type: none"> • NGOs • CSOs |
| 7. | Oversight of safeguards implementation (internal) | SCMO – PIU | <ul style="list-style-type: none"> • Monitoring and Evaluation specialist (M&E-PIU) •FS-PIU) •DA •Community | •Control Firm (Supervisor) |
| | Reporting on project safeguards performance and disclosure | NC - PIU | <ul style="list-style-type: none"> • SCMO - PIU •M&E-PIU •MISO - PIU | - |
| | External oversight of the project safeguards compliance/performance | EPA | <ul style="list-style-type: none"> •SCMO - PIU •M&E-PIE • NIE-PIU | - |
| 8. | Building stakeholders' capacity in safeguards management. | SCMO - PIU | <ul style="list-style-type: none"> •NCBS - PIU • NIE-PIU •RCO - PIU | <ul style="list-style-type: none"> • Consultant • EPA |
| 9. | Independent evaluation of the safeguards performance (Audit) | SCMO - PIU | <ul style="list-style-type: none"> •NIE-PIU • RCO – PIU •DA •Community | • Consultant |

➤ **Citizen Engagement and Social Accountability**

Citizen Engagement (CE) is a two way interaction between citizens and governments or the private sector, which give citizens a stake in decision-making with the objective to improve final development outcomes. It is purposely to inform, consult, collaborate and empower. CE in the Project would start with a sensitisation programme, where for every sub-project, the entire community is brought together and briefed on the project, its objectives, implementation arrangements and delivery mechanisms. CE would be a continuous activity between the community and the DA even when the sub-project is completed to ensure proper maintenance of the facilities.

The project would mainstream social accountability into its implementation processes and this would be intended to: ensure efficiency and beneficiary satisfaction with service delivery; promote transparency and accountability; encourage participation and citizen engagement; assist in reducing leakages; promote community management and ownership; and provide voice to the LIPW Beneficiaries who in most cases are voiceless. Social Accountability measures would include but not limited to; sensitization exercises to do a full disclosure on all relevant information on the Project; periodic community forums; installation of Transparency and Accountability Boards (TABs) at sub-project sites that would ensure the disclosure of critical project information; and the establishment and operation of “Hotlines” at DA, RCO and PIU levels for the receipt and redress of complaints.

➤ ***Grievance Redress Mechanism***

Structures for grievance redress would be established at the community, district, regional, and national levels. At the community level, a CF and a 3 – Member Case Management Committee would see to the resolution of cases/grievances. At the DA level, the LIPW Desk Officer would act as a focal point for Case Management and would be required to liaise with the statutory Public Relations and Complaints Committee to resolve all LIPW related grievances that would be referred to the DA level. At the regional level, there would be a Case Management Assistant at each RCO who would receive all LIPW cases and refer same to the Regional Co-ordinator, who would in turn refer the case to the Regional Community Animator to follow up to ensure the resolution of these complaints. At the national level, the Safeguards and Case Management Officer would be responsible for the overall Case Management process of the Project. The SCMO would also liaise with the MoGCSP Single Window Case Management System (Call Centre) and see to the resolution of all LIPW case through that outlet.

Grievances are expected to be submitted through walk-ins, letters, phone calls through “LIPW hotlines” and SP Call Centre toll free lines (0800 800 800 and 0800 900 900) and the LIPW Automated Case Management System (<http://case.gsop.gov.gh>).

➤ ***Environmental and Social Monitoring and Reporting***

In terms of monitoring, the District Engineer (DE) supported by the client supervisors and AEAs would be responsible for E&S oversight and monitoring. The DE would ensure that contractors adhere to the E&S safeguards. For the Contractor to successfully carry out his obligations on E&S safeguards, a designated supervisor/foreman would be employed to monitor and report progress on E&S compliance to the DA through the DE on monthly basis. The DA on its part would submit bi-monthly E&S monitoring reports to the EPA and copy RCO. The E&S monitoring reports of all participating districts would be collated by the RCO and submitted to the PIU. The PIU would then collate the regional E&S management reports for submission to MLGRD and NPSC. The PIU and RCOs would conduct annual or end of project environmental and social safeguards audit and report appropriately. Some of the key performance indicators for the monitoring of the F-ESMF would include; Acquisition of relevant permits from EPA, land agreements signed and disclosed, asset management agreements with DAs, environmental impacts (dust, noise, erosion), social impacts (skills development), OHS impacts (PPEs), grievance reporting and post-implementation asset management.

Other Project Safeguards Documentation

The following documents constitute other project safeguards documents on the Project, some of which were prepared in the predecessor project (GSOP);

- Ghana Productive Safety Nets Project; Resettlement Policy Framework, April, 2018.
- Ghana Social Opportunities Project – Labour Intensive Public Works; Environmental and Social Safeguards Audit of GSOP – LIPW Activities, January, 2018.

- Ghana Social Opportunities Project; Project Operational Manual (Section on Safeguards and Case Management), November, 2017.
- Ghana Social Opportunities Project - Labour Intensive Public Works; Environment and Social Management Plan; Rehabilitation of Small Earth Dam at Darebaateng, Wa West District – Upper West Region. May, 2017.
- Ghana Social Opportunities Project – Labour Intensive Public Works; A Practitioner’s Guide to Rehabilitation and Maintenance of Dams, Dugouts and Related Facilities (Section 14: Environmental and Social Safeguards Relating to Infrastructure Works)
- Ghana Social Opportunities Project – Labour Intensive Public Works; A Practitioner’s Guide to Rural Roads Improvement and Maintenance (Section 13: Environmental and Social Safeguards Related Issues)
- Ghana Social Opportunities Project – Labour Intensive Public Works; 3. A Practitioner’s Guide to Climate Change Mitigation and Adaptation Activities

ACRONYMS

| | |
|-----------|---|
| AEA | Agricultural Extension Agent |
| AER | Annual Environmental Report |
| CAP | Community Action Plan |
| CCI | Climate Change Intervention Activities |
| CLASS | Complementary Livelihoods and Asset Support Scheme |
| CE | Citizen Engagement |
| CF | Community Facilitator |
| CMA | Case Management Assistant |
| CSOs | Civil Society Organisation |
| CWSA | Community Water and Sanitation Agency |
| DA | District Assembly |
| DADU | District Agricultural Development Unit |
| DE | District Engineer |
| DFR | Department of Feeder Roads |
| DSW | Department of Social Welfare |
| EA | Environmental Assessment |
| EHS | Environment Health and Safety |
| EIA | Environmental Impact Assessment |
| EM | Environmental Management |
| EMP | Environmental Management Plan |
| EO | Environmental Officer |
| EP | Environmental Permit |
| EPA | Environmental Protection Agency |
| E&S | Environment and Social |
| ESM | Environmental and Social Management |
| ESMF | Environmental and Social Management Framework |
| FC | Financial Controller |
| FR | Feeder Roads |
| GIDA | Ghana Irrigation Development Authority |
| GLSS | Ghana Living Standards Survey |
| GoG | Government of Ghana |
| GNHR | Ghana National Household Registry |
| GPSNP | Ghana Productive Safety Nets Project |
| GRM | Grievance Redress Mechanism |
| GSGDA II | Ghana Shared Growth and Development Agenda |
| GSOP | Ghana Social Opportunities Project |
| GSS | Ghana Statistical Service |
| HIV/ AIDS | Human Immuno-Deficiency Virus / Acquired Immune Deficiency Syndrome |
| ILO | International Labor Organization |
| IPM | Integrated Pest Management Plan |
| LEAP | Livelihood Empowerment Against Poverty |
| LI | Legislative Instrument |
| LIPWs | Labour Intensive Public Works |
| M&E | Monitoring and Evaluation |

| | |
|-------|--|
| MDAs | Ministries, Departments and Agencies |
| M&E S | Monitoring and Evaluation Specialist |
| MESW | Ministry of Employment and Social Welfare |
| MISO | Management Information Systems Officer |
| MLGRD | Ministry of Local Government and Rural Development |
| MMDAs | Metropolitan, Municipal and District Assemblies |
| MoFA | Ministry of Food and Agriculture |
| MoF | Ministry of Finance |
| MTDP | Medium-Term Development Plan |
| NADMO | National Disaster Management Organization |
| NBSSI | National Boards for Small Scale Industries |
| NC | National Coordinator |
| NCBS | National Capacity Building Specialist |
| NCO | National Coordinating Office |
| NDPC | National Development Planning Commission |
| NEAP | National Environmental Action Plan |
| NGO | Non-Governmental Organisation |
| NIE | National Infrastructure Engineer |
| NMMB | National Museums and Monuments Board |
| NPSC | National Project Steering Committee |
| NSP | National Service Personnel |
| NYEP | National Youth Employment Program |
| OP | Operational Policy |
| OSH | Occupational Safety and Health |
| PEA | Preliminary Environmental Assessment |
| PIU | Project Implementation Unit |
| RC | Regional Coordinator |
| RCA | Regional Community Animator |
| RCC | Regional Coordinating Council |
| RCO | Regional Coordination Office |
| RIE | Regional Infrastructure Engineer |
| RoW | Right of Way |
| RPCU | Regional Planning Coordinating Unit |
| RPF | Resettlement Policy Framework |
| SA | Social Accountability |
| SCMO | Safeguards and Case Management Officer |
| SEA | Strategic Environmental Assessment |
| SEDD | Small Earth Dams and Dugouts |
| SMTDP | Sectoral Medium-Term Development Plan |
| TABs | Transparency and Accountability Boards |
| TOR | Terms of Reference |
| VLD | Voluntary Land Donation |
| VSLA | Village Savings and Loans Associations |

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1.0 PROJECT DESCRIPTION

1.1 Project Rationale and Objective

The Ghana Productive Safety Nets Project (GPSNP) is a successor project to the Ghana Social Opportunities Project (GSOP), which was implemented from 2010 to 2018, with a revised total IDA financing of US\$138.6 million. Its project development objective was to improve targeting of social protection programs and provide income support to poor households through LEAP grants and LIPW infrastructure in targeted districts. The project had four components namely; (i) Social Protection Policy and Systems Strengthening; (ii) LIPW implementation and Capacity Building; (iii) LEAP implementation and Capacity Building; and (iv) Project Management and Coordination.

The GPSNP directly contributes toward the goals of the Ghana's 'Coordinated Program of Economic and Social Development Policies (2017–2024)', which sets-out the Government's vision for 'a strong economy that expands opportunities, inspires people to start businesses, stimulates expansion of existing businesses, and ultimately leads to the creation of jobs, increased economic growth and aggregate incomes'. To this end, this policy document identifies four key goals towards building a prosperous country, namely; (a) creating opportunities for all Ghanaians; (b) safeguarding the natural environment; (c) ensuring a resiliently built environment and (d) maintaining a stable, united and safe country. Further to these commitments, the Coordinated Program identifies the role of social protection in reducing poverty, vulnerability, inequality, and enhancing shared growth and prosperity.

It also contributes directly to the Government's National Social Protection Policy, which aims to (a) reduce poverty by 50 percent through increased and improved effective and efficient social assistance for poor and vulnerable Ghanaians, (b) enhance employment opportunities through the promotion of productive inclusion and decent work to sustain families and communities, and (c) increase access to social security and social insurance for all Ghanaians. The Government recently formulated a ten-year program (Building a Functional Welfare System in Ghana) to guide programming in the sector. The objectives of the program are "to establish a functional and well-resourced welfare system that provides social protection and equal opportunities to meet the needs of the poor, weak, marginalized, vulnerably and socially excluded in society." The program encompasses ten sub-programs and has an estimated budget of US\$ 15.5 billion. The program document is currently in draft, awaiting submission to Cabinet.

The GPSNP will also directly contribute toward the World Bank Group's twin goals of ending extreme poverty by 2030 and boosting shared prosperity among the bottom 40 percent. It is also firmly aligned with the World Bank's draft Systematic Country Diagnostic (SCD), as well as pillar three of Ghana's Country Partnership Strategy (2013–2018) which aims to protect the poor and vulnerable and expand social protection through strengthening the relevant GoG institutions to increase efficiency in the use of resources designed for social protection, improve the mechanism by which individuals can take advantage of expanding opportunities, and withstand external shocks. Finally, the project is consistent with the World Bank's Social Protection Strategy (2012–2022), which promotes the development of a social protection

system that is equitable, fiscally sustainable, responsive, and scalable and the World Bank's Africa Social Protection Strategy (2012–2022).

The **Project Development Objective (PDO)** of the GPSNP is to support the Government to improve livelihoods through a strengthened Safety Net system for poor households. The project's performance in achieving its development objective will be measured through the following key outcome indicators:

- Percent of beneficiaries who initiated or expanded a household enterprise
- Percent of beneficiaries with a bank account
- Number of days of work created through the LIPW
- Percent of respondents reporting that the assets created through LIPW improved their livelihoods
- Percent of beneficiaries who are identified as extreme poor according to targeting criteria
- Percent of payments made to beneficiaries on time
- Number of beneficiaries of social safety net programs

1.2 Project Components

The proposed components of the GPSNP include;

1.2.1 Social Protection Systems

The objective of this component is to strengthen social protection delivery systems to improve the efficiency, effectiveness and transparency of the safety net interventions in Ghana. Progress has been made under GSOP in establishing the Ghana National Household Registry (GNHR), the Single Case Management Window and a draft M&E framework for the social protection sector has being formulated. GPSNP would further these investments. The introduction of a single payment service provider would be considered and a common approach to the development of management information systems (MISs), including ensuring interoperability of among MISs and databases, would be financed. Finally, the project would finance the activities to extend these core operational systems to communities.

1.2.2 Livelihood Empowerment Against Poverty (LEAP)

The objective of this component is to improve productivity among extremely poor households. The provision of LEAP grants to extremely poor households helps these households meet their basic needs. Securing the basic consumption of these households can enable them to engage in higher risk-higher return activities and invest in the human capital of their children thus breaking the intergenerational cycle of poverty. This would be achieved by supporting the Government's Livelihood Empowerment Against Poverty (LEAP), which is the Government's flagship cash transfer program. LEAP households have been progressively enrolled onto the program since its inception in 2008. Households were selected based on the presence of a vulnerable person in the households having pre-established categories and the poverty status of the household. Under this new phase of the program, the poverty status of the household alone would determine its eligibility. A national character for the Programme would be maintained, reaching the poorest communities within each region of the country. The geographical coverage and budget allocation would follow the GLSS poverty map and amended by GSS from

time to time. Communities and towns within those districts would be selected using the district poverty maps. Households within the communities would be selected on the basis of the GNHR data.

1.2.3 Labor Intensive Public Works (LIPW)

The objective of this component is to extend employment opportunities to poor households through the LIPW. This component would thus provide income earning opportunities during the lean season in a manner that rehabilitates or maintains productive community or public assets. It would, therefore, finance wages for beneficiaries in exchange for their work on community or public assets. These districts would be selected according to their poverty ranking, starting with the poorest districts (GLSS VI). The final number of districts would be determined based on the available budget. The wage rate would be set above the minimum wage but below the agricultural casual labor market rate in the selected areas. Each beneficiary household would work for at least 90 person-days per year during the agricultural off-season/dry season. To deepen impacts, households would work on LIPW sites for two consecutive dry seasons over a two-year period. This work would be provided through the larger subprojects that require multiyear investments, where possible. Where only smaller projects are feasible, households would be transitioned to productive inclusion activities (see component below).

1.2.4 Productive and Financial Inclusion (P&FI)

This would be made up of two sub-components: Complementary Livelihood and Asset Support Scheme (CLASS) and Linkages to Agriculture.

a. Complementary Livelihood and Asset Support Scheme (CLASS)

The objective of this subcomponent is to increase access to income-generating activities for extremely poor households. This subcomponent would finance: (i) life skills and microenterprise skills training, (ii) provision of start-up lump-sum cash grant, (iii) mentoring and coaching, and (iv) access to market opportunities. The implementation of this sub-component would be supported by a qualified service provider (private sector, CSO or NGO), which would be competitively selected.

b. Linkages to Agriculture

The majority LEAP and LIPW beneficiaries reside in rural areas and are engaged in agricultural activities. Improving the quality of support provided to these households through the agricultural extension system thus offers a means of improving the productivity of these households. This sub-component would establish a mechanism of referring LIPW and LEAP beneficiaries to a World-Bank supported project: the Ghana Commercial Agriculture Project (GCAP). The GCAP project, which aims to improve agricultural productivity and production of both smallholder and nucleus farms in selected project intervention areas, is implemented in areas where GPSNP beneficiaries reside. As such, this component would (i) provide information to extremely poor farmers participating in LEAP and LIPW to form farmer-based organizations; (ii) engage a service provider to build capacity through coaching and extension services of the farmer-based organizations to use improved methods of farming, which would make them viable for GCAP activities; (iii) identify beneficiaries who are interested to participate in labor-intensive activities as part of GCAP irrigation development schemes and refer these to the contractors for hiring; and (iv) refer GPSNP beneficiaries to participate in the GCAP project.

1.2.5 Project Management, Coordination, and Capacity Building

This component consists of two subcomponents.

a. MoGCSP Project Management.

The objective of this component is to finance project management, coordination, and capacity building of the GPSNP under the MoGCSP. This includes equipment, vehicles, fuel, rental of office space, communications costs, and incremental project-related operating costs under the MoGCSP for the implementation of LEAP and the social protection systems. This support will include the procurement of service providers to implement the operational aspects of the GNHR and LEAP, including data collection, electronic registration, payment mechanisms, and auditing. This component would also provide capacity building to key stakeholders at the central and local government levels. Specifically, the component would finance knowledge exchange events, including seminars at the central and local government levels, program and line ministry staff social protection training, line ministry staff travel costs and technical assistance support, and studies that would enhance the social protection dialogue in Ghana. This component would also strengthen coordination across relevant ministries and stakeholders, including providing relevant support to the national, regional, and district-level policy making, coordination, and implementation structures that are relevant to project implementation.

b. MLGRD Project Management.

The objective of this sub-component is to finance project management, coordination, and capacity building of the GPSNP under the MLGRD. This includes equipment, vehicles, fuel, communications costs, and incremental project-related operating costs under the MLGRD for the LIPW. This support would include the procurement of service providers to implement operational aspects of LIPW component. This component would also support capacity-building activities of regional project staff and DAs to ensure that frontline staff have the required tools to lead implementation, tracking, and reporting of subprojects. This would include on-the-job training for local government staff, small-scale contractors, and practical training at model sites for all category of persons who would be involved in the supervision of works. Training on the use and maintenance of technology would also be prioritized. This sub-component would also finance capacity building of the DA to monitor the quality of subproject implementation. Capacity building would be provided to the DA, facility management committees, and user associations as part of the hand-off procedures to ensure that the beneficiary districts and communities have the requisite knowledge to maintain the LIPW assets.

1.3 Major Project Activities

Out of the components outlined in Section 1.2, activities of the Labour Intensive Public Works (LIPW) are the most likely to pose major environmental and social risks. These activities include;

- (a) Rehabilitation and Maintenance of Small Earth Dams and Dugouts (SEDDs) with Accompanying Irrigation Facilities:

Small earth dams and dugouts are significant to improving access to irrigation and agricultural productivity in the Savannah belt of the country, where underground water sources are insufficient to provide for domestic and livestock needs through the dry season. Where dams allow for dry season irrigated agriculture, it has a dramatic impact on local livelihoods, greatly reducing the incentive to migrate away from the region during the dry season. The Project would select dams where the storage capacity does not exceed 250,000m³ and a height of 5m.

(b) Rehabilitation and Maintenance of Rural Feeder and Access Roads

These assets are particularly useful for connecting remote communities to larger, commercial/urban centres. This boosts access to markets and improves labor productivity. The Project would preferably rehabilitate feeder roads between 3 and 5 km.

(c) Climate Change Mitigation Interventions

This would include seedling production, cultivation of fruit trees and cash crops (such as cashew), and wood lots on degraded communal and public land (preferably between 5 and 40 hectares) to mitigate climate change, support catchment and watershed protection and biodiversity conservation.

1.4 Project Duration and Scope

The coverage of the GPSNP is national, with interventions targeted at extreme poor households and expected to be implemented between 2018 and 2022. The Labour Intensive Public Works Component is expected to scale up from the 60 DAs of predecessor GSOP to 120 DAs and eventually to cover all 254 MMDAs in the country.

2.0 MAJOR ENVIRONMENTAL AND SOCIAL RISKS IN PROJECT AREA

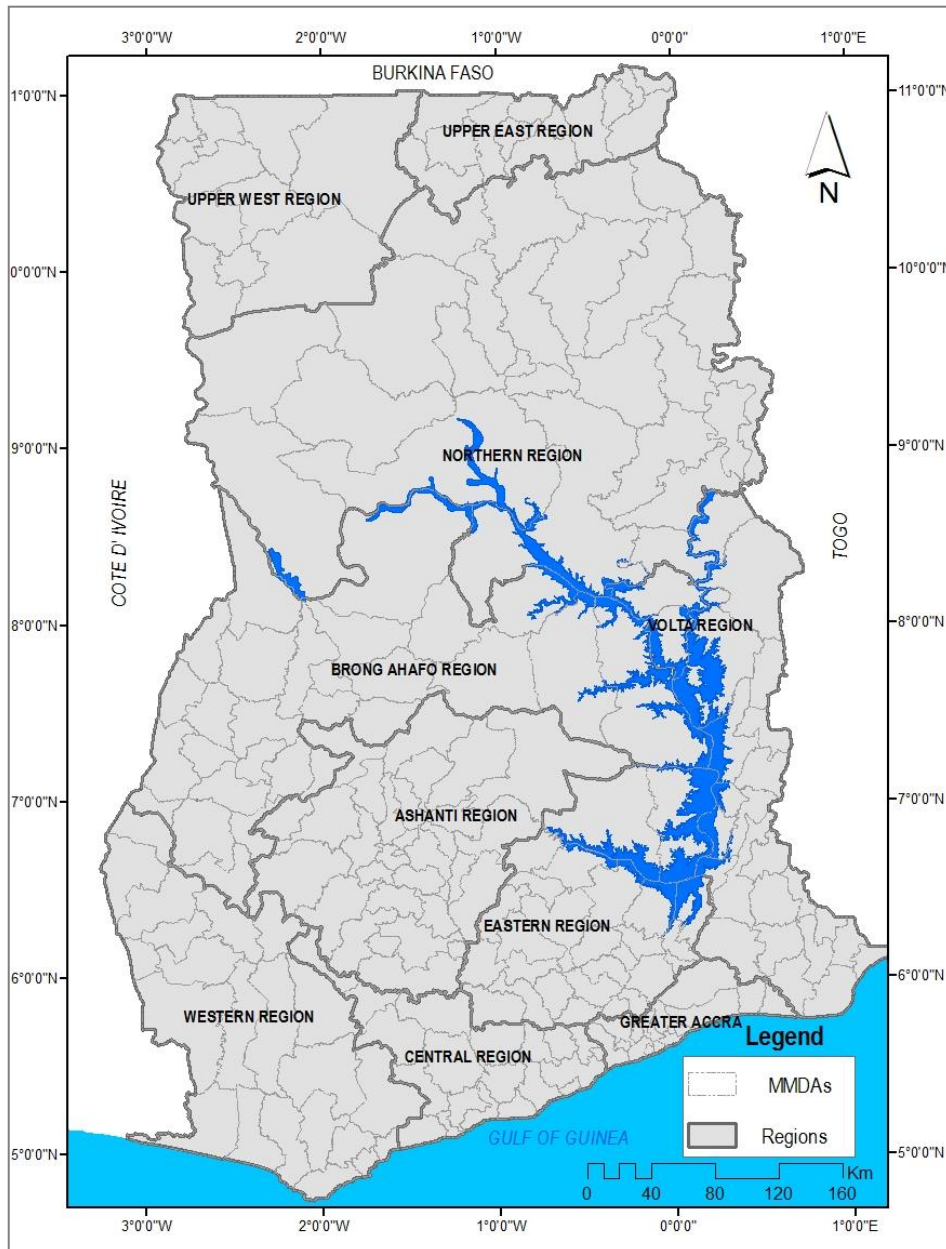
2.1 Baseline Conditions of Project Area

2.1.1 Physical and Natural Resources

a) Location and Size

Ghana is situated on the west coast of Africa and lies within longitudes 3°5'W and 1° 10'E and latitudes 4°35'N and 11°N, with a total area of 238 540 km². The country has a north-south extent of about 670 km and a maximum east-west extent of about 560 km. It shares borders with Côte d'Ivoire to the west, Burkina Faso to the north, and Togo to the east. To the south are the Gulf of Guinea and the Atlantic Ocean. The country is divided into 10 administrative regions and 254 Metropolitan, Municipal and District Assemblies (MMDAs), the target unit for the Project. (Figure 2.1).

Figure 2.1: Administrative Map of Ghana



b) Topography and Relief

The topography is predominantly undulating and of low relief with slopes of less than 1 percent. Despite the gentle slopes, about 70 percent of the country is subject to moderate to severe sheet and gully erosion. The highest elevation in Ghana, Mount Afadjato in the Akwapim-Togo Ranges, rises 880 metres above sea level. There are five distinct geographical regions:

- The low plains, stretching across the southern part of the country.
- The Ashanti Uplands, stretching from the Côte d'Ivoire border in the west to the elevated edge of the Volta Basin in the east.
- The Akwapim-Togo Ranges in the eastern part of the country consist of a generally rugged complex of folded strata, with many prominent heights composed of volcanic rock. The ranges begin west of Accra and continue in a north-easterly direction, finally crossing the border into Togo.
- The Volta Basin occupies the central part of Ghana and covers about 45 percent of the nation's total area. The basin is characterized by poor soil, generally of Voltaian sandstone.
- The high plains in the northern and north-western part of Ghana, outside the Volta Basin, consist of a dissected plateau. Soils in the high plains are more arable than those in the Volta Basin

The relief of Ghana has been influenced considerably by its geological history. The land is generally below 600m. A ridge and furrow topography is evident on Pre-Cambrian rocks reflecting the fold trends. The lowest lying areas occur in the middle Volta Basin and in a broad belt along the coast. Physiographic regions include the coastal plains, the Buem-Togo ranges, the forest dissected plateau, the southern Voltain Plateau, the Savanna High Plains and the Gambaga scarp. The topography will largely inform the design of physical component of the Project, especially the small earth dams and dugouts.

c) Drainage and Water Resources

Ghana's water resources potential is divided into surface and groundwater sources. Surface water resources are mainly from three river systems that drain Ghana, namely: the Volta, South Western and Coastal river systems. The Volta system is made up of the Red, Black and White Volta Rivers as well as the Oti River. The South-Western river system is made up of the Bia Tano, Ankobra and Pra rivers. The Tordzie/ Aka, Densu, Ayensu, Ochi-Nakwa and Ochi-Amisah comprise the Coastal river systems. These river systems make up 70%, 22% and 8% respectively of Ghana's total land area of about 240,000 km². In addition to these, the only significant natural freshwater lake in Ghana is Lake Bosomtwi. This is a meteoritic crater lake located in the forest zone, with a surface area of 50 km², and a maximum depth of 78m. (Ministry of Water Resources, Works and Housing, 2007).

d) Climate and Vegetation

Ghana has a warm, humid climate. Mean annual rainfall of the country is estimated at 1187 mm. Mean annual temperatures range from 26.1 °C near the coast to 28.9 °C in the extreme north (Figure 2.2). Annual potential open water evaporation has been estimated as ranging between 1350 mm in the south to about 2000 mm in the north. The actual amount of evaporation depends on a number of factors including water availability, vegetation cover and prevailing weather conditions among others.

There are six agro-ecological zones defined on the basis of climate, reflected by the natural vegetation and influenced by the soils (Figure 2.3). Rainfall distribution is bimodal in the forest, transitional and coastal zones, giving rise to a major and a minor growing season. In the remaining two agro-ecological zones, the unimodal rainfall distribution gives rise to only one growing season. Only in some parts of the country is the climate favourable for non-irrigated agriculture. Rainfall exceeds potential evaporation during relatively short periods. Even in the southern forest zone where rainfall is at its highest, irrigation is essential for short season crops during the dry period. The unreliability of rainfall is a cause of concern. Complete crop failures can be expected in most northern areas in about one in every five years. This risk can rise to one in every three years during low rainfall periods. The lean season would be targeted by the Project to engage the poor in the public works component.

Figure 2.2: Average Annual Temperature of Ghana

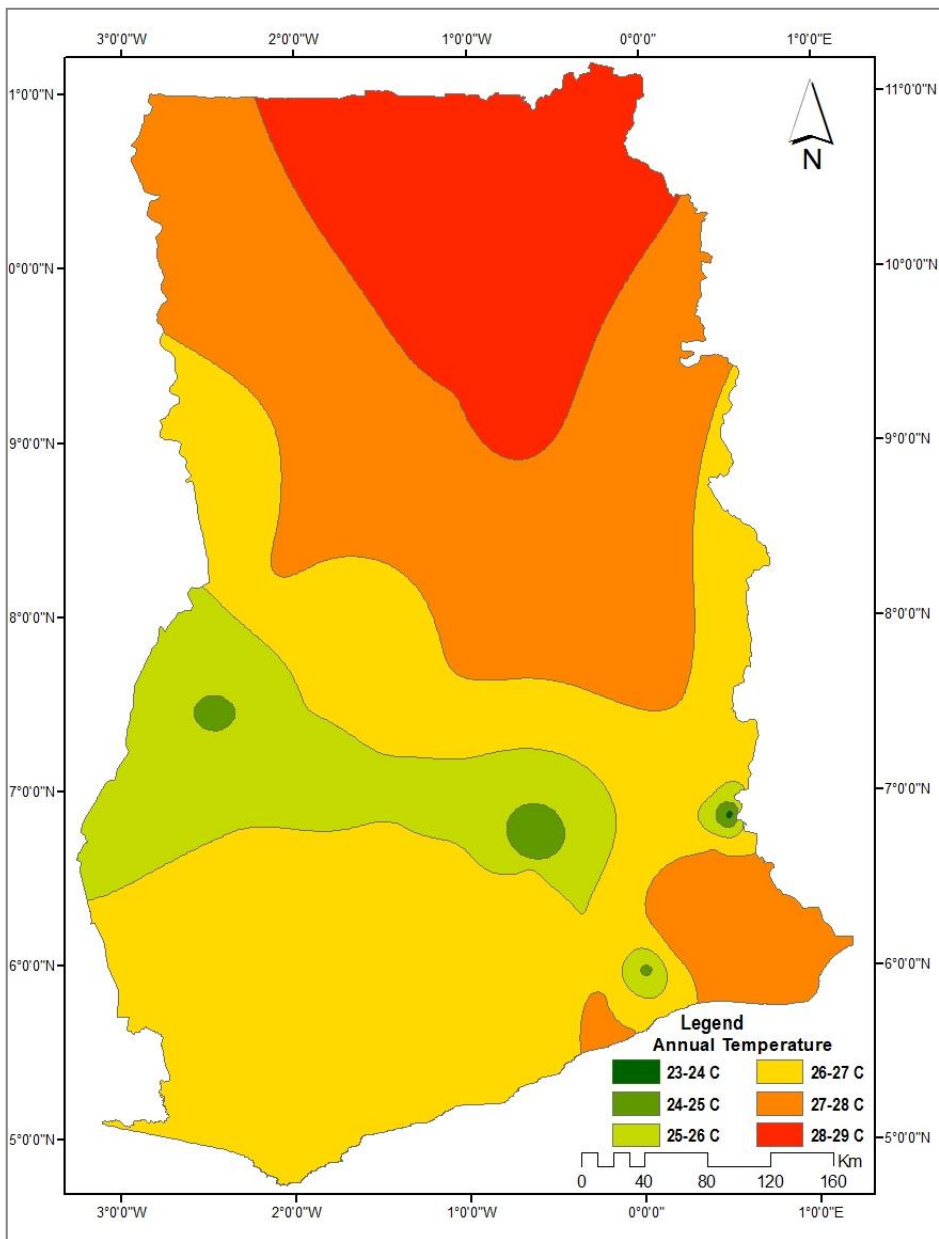
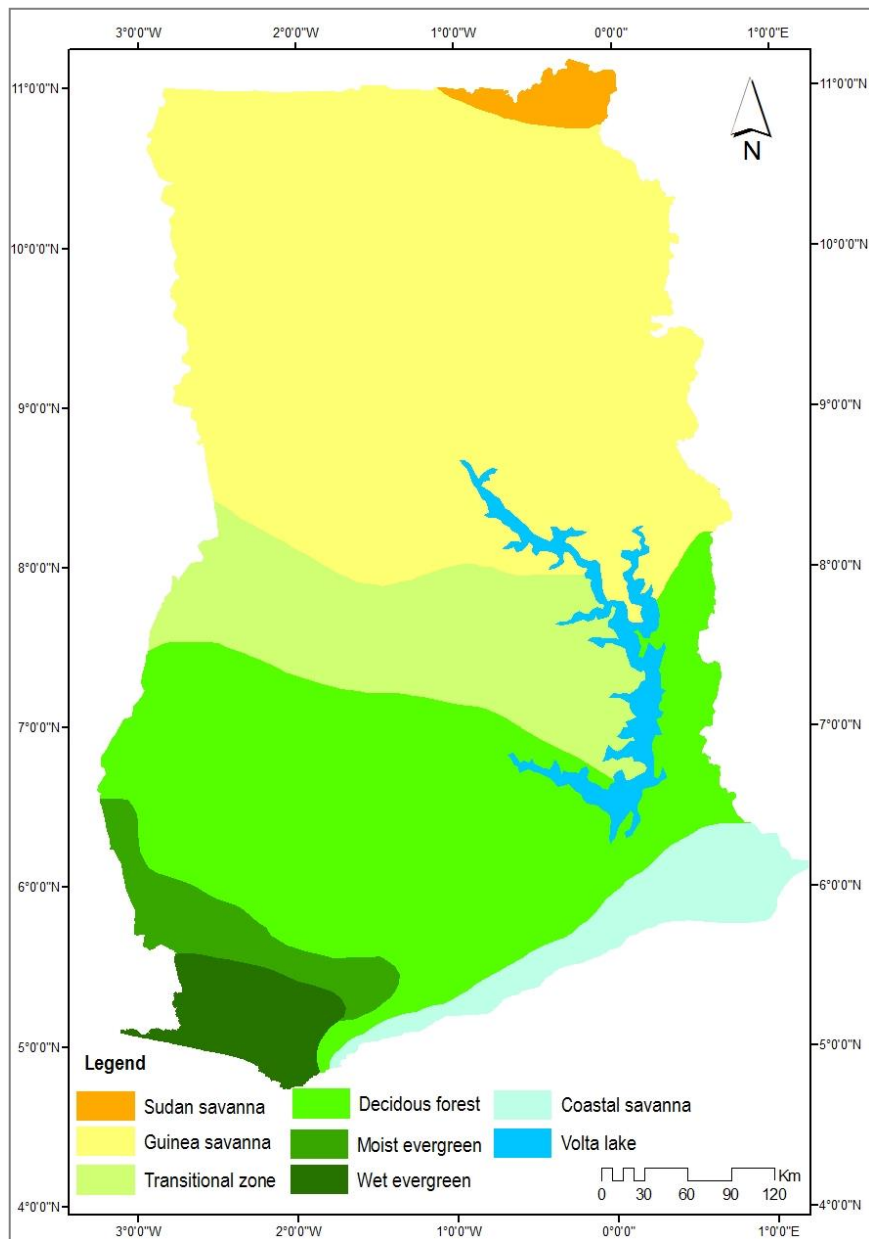


Figure 2.3: Agro-ecological Zones in Ghana



2.1.2 Socio-Economic Characteristics

a) Demographic Characteristics

Ghana's population as at 2010 stood at 24,658,823, comprising 12,024,845 (48.8%) males and 12,633,978 (51.2%) females, culminating into a sex ratio of 95.2. Currently in 2018, the country's population is estimated at 30,000,000. On regional basis, Ashanti Region is the most populous, with a population of 4,780,280, representing 19.4 percent of the country's total population followed by Greater Accra, with a population of 4,010,054 (16.3%). The least populous regions are Upper West with 702,110 persons constituting 2.8 percent of the total population and Upper East with 1,046,545 persons or 4.2 percent of Ghana's population. Population density stood at 103 persons per square kilometre in 2010. Average household size also stood at 4.4 (Ghana Statistical Service, 2012).

Ghana has a youthful population, thus consisting of a large proportion of children under 15 years, and a small proportion of elderly persons (65 years and older). The proportion of the population living in urban areas is 50.9 percent, with the level of urbanization varies from region to region

In terms of ethnicity, Akans are the predominant ethnic group in Ghana (47.5%), followed by the Mole Dagbani (16.6%), the Ewe (13.9%) and Ga-Dangme (7.4%). The Mande forms the smallest ethnic group (1.1%) in Ghana. For religion, 71.2 percent of the population profess the Christian faith, followed by Islam (17.6%). Only a small proportion of the population either adhere to traditional religion (5.2%) or are not affiliated to any religion (5.3%).

Literacy in Ghana is quite high, with majority (74.1%) of the population 11 years and older being literate. A large proportion (67.1%) of the population can read and write in English. About one-fifth (20.1%) can read and write in the English language only while 53.7 percent of the population can read and write in at least one Ghanaian language (Ghana Statistical Service, 2012).

b) Economic Characteristics

Of population aged 15 years and older, 71.1 percent are economically active and of these, most are employed (94.7%). Only 5.3 percent are unemployed. Females in this age group are more likely to be unemployed (5.8%) than males (4.8%). Most of the regions have relatively high proportions of economically active persons. However, the highest proportion of economically active persons is in the Brong-Ahafo Region (74.4%) and the lowest is in the Ashanti region (69.4%). The proportion of unemployed population is highest in Greater Accra (7.8%) and lowest in Upper East (2.8%).

About two-fifth (41.2%) of the economically active population aged 15 years and older are skilled agricultural, forestry and fishery workers. About 21 percent is also engaged as service and sales workers while 15.2 percent is craft and related trade workers. Skilled agricultural, forestry and fishery work remains the dominant occupation for both males (44.9%) and females (37.7%). However, a much higher proportion of females (31.7%) than males (10.2%) is engaged as service and sales work. This pattern is generally the same for most of the regions, with the three northern regions (Northern, 73.3%; Upper West, 72.3%; Upper

East, 70.1%) having relatively high proportions of the economically active population engaged as skilled agricultural, forestry and fishery workers.

According to Ghana Statistical Service, 2015, there is a high concentration of poverty in the North Western part of Ghana. Though incidence in the districts of the South Western parts is very low, there are however few districts with relatively high incidence. The concentration of poor persons is mainly observed in the northern than the southern districts of Ghana (Figures 2.4 and 2.5). Among the districts in Ghana, East Gonja in the Northern Region stands out as the district with most of the poor persons. Districts in the Southern Ghana on the other hand show very low concentration of poor persons, there are few districts with high number of poor persons, but these numbers cannot be compared to what pertains to districts in the northern part of Ghana.

Aside poverty incidence rate and number of poor persons, high depth of poverty is marked in districts in the northern half of the country as well. Across the country, inequality exists but follows no pattern. The poverty mapping exercise has revealed a striking pattern that would not have been apparent.

In an effort to reduce poverty in Ghana, households in the poorest districts would be targeted for GPSNP.

2.1.3 Disaster Risk Exposure

The country's risk sources range from erratic climatic conditions, limited opportunities for off-farm economic activities, to frequent incidence of bushfires, floods and droughts, especially in the north and poor planning and implementation of development policies, programmes and projects.

Figure 2.4: Incidence of Poverty in Ghana

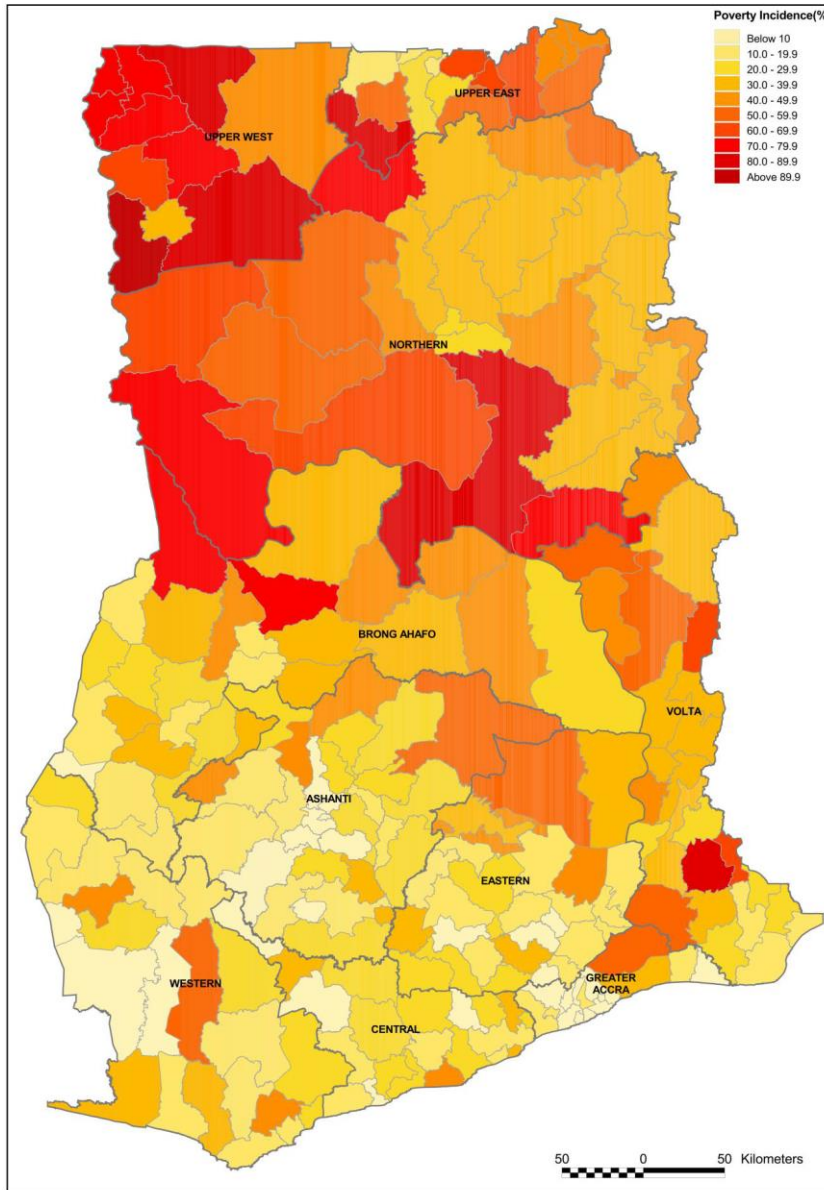
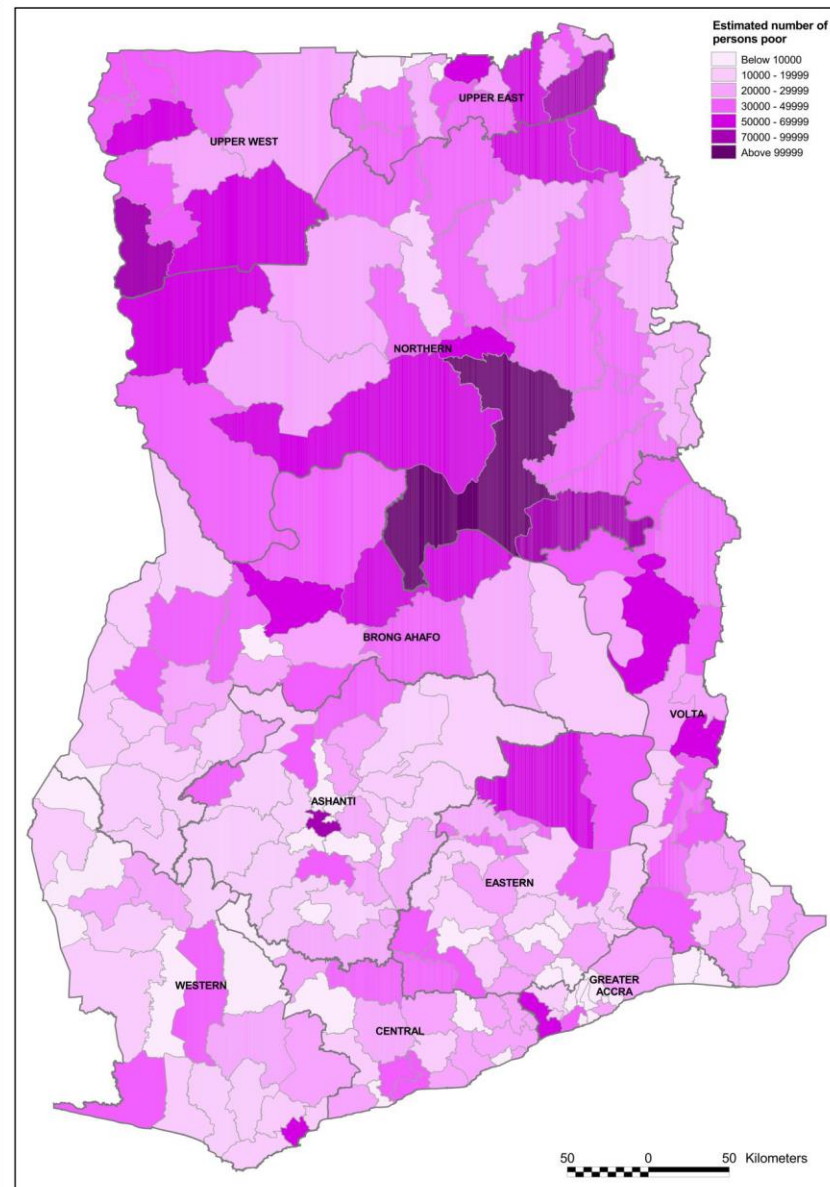


Figure 2.5: Estimated Number of Poor Persons in Ghana



Source: Ghana Statistical Service, 2015.

2.2 Major Environmental and Social Risks and Stakes

2.2.1 Screening of the PSNP and Sub-Projects

The GPSNP would be implemented over a four-year period with a geographical spread of 120 districts, with the potential of covering the entire nation. The scope of involvement includes various institutions at the national, regional and local levels with various responsibilities and coordination arrangements. The LIPW component of the Project at the least involves the rehabilitation of rural infrastructure (Feeder Roads and Small Earth Dams/Dugout) and degraded community lands. However, the sub-project numbers involved and the specific beneficiary districts are not known at this stage.

The above attributes indicate the GPSNP as a program for which the appropriate level of EA is the Strategic Environmental Assessment (SEA) and ESMF under the Ghana and the World Bank EA Procedures respectively. Due to the small to medium scale nature of the sub-projects, they are classified as Schedule 1 undertakings (i.e. projects which require registration and permit) under the Ghana system. Under the World Bank EA Procedures, however, the components and sub-projects are screened as Category B.

The potential impacts of the GPSNP are presented below. The beneficial impacts come first, followed by the adverse impacts and the corresponding mitigation measures.

2.2.2 Positive Risks and Stakes

a) Environmental Risks and Stakes

➤ Influence on Local Climate and Environment

The rehabilitation of community lands with fruit trees and woodlots would tremendously impact the local climate positively aside their nutritional and fuel wood needs respectively. They would influence the local climate and rainfall, prevent erosion, serve as windbreaks, improve local air quality and provide protection and shelter for local fauna.

➤ Extension of E&S Safeguards Applied to MTDP Projects

The skills and the culture developed by the DAs in applying E&S safeguards in the implementation of the GPSNP sub-projects, are most likely to be extended to other projects from the MTDPs. This would not only help the DAs meet the requirements of the LI 1652, but also adequately address E&S safeguards for sustainable district developments and investments. DAs would also enjoy benefits of assessments that require environment and social management of projects.

b) Social Risks and Stakes

➤ Economic Benefits to Poor Communities

The targeted DAs are expected to be the poorest in Ghana. Improved feeder road infrastructure through rehabilitation and maintenance provides such socio-economic benefits as accessibility, which will significantly enhance economic prospects and integration. Lack of access has been traditionally linked to poverty in Ghana. Aside providing temporarily employment, the earth dams delivered under the GSOP LIPW programme served the communities in diverse ways; promotion of dry season farming and livestock

rearing; provision of opportunity for aqua-culture and in most cases served as the main source water for household and domestic purpose, especially during the dry season.

➤ *Mass Employment*

Large numbers of people and households would be gainfully employed during the slack agricultural period. This would significantly discourage rural-urban drift during such periods. Part of the income received could also be invested in farm expansion during the farming season, among others.

➤ *Community Protection for Facilities*

Consultations with local communities revealed that community infrastructure constructed through labor-based methods tend to enjoy community interest, protection and attachment. The sub-projects are therefore expected to engender a feeling of ownership and invariably a responsibility towards protection of such facilities in the interest of their sustainability. Working together as community members also promotes community comradery, which is key for sub-project maintenance.

➤ *Low Migrant-Worker Influx*

The mass employment openings targeted at the community members presupposes that there would be very low migrant-worker influx into these rural communities. The attendant social and health risks of, for instance, HIV/AIDS spread, cultural insensitivity and conflicts, social inequalities, increased incidence of teenage pregnancy and dropout rates, etc. otherwise associated with influx of migrants would not arise.

➤ *Enhanced Institutional Capacity to Support Decentralization*

The project would offer an important contribution and legacy to the decentralization program by providing capacity-building opportunities to several institutions at the regional, district and local levels. The support to community institutions would particularly enhance community involvement in decision processes affecting their interests, gender issues and other environmental and social related activities in their immediate neighbourhoods.

➤ *Skills Development*

Through the Productive Inclusion sub-component of the Project, varied vocational skills would be imparted onto the beneficiaries to enable them earn sustainable incomes aside the temporary employment the rehabilitation of the facilities offer. Such skills include; shea-butter processing, livestock rearing, rice parboiling and basket and hat weaving etc.

➤ *Female Empowerment*

The predecessor Project had as one of its aim to employ more females and eventually ended up employing 61 percent of the participants as women. This would eventually lead to the economic empowerment of women, especially those that are household heads.

➤ *Financial Inclusion*

The Project would use electronic means (e-zwich) in the payment to beneficiaries, which would allow them to possess transaction accounts. Access to a transaction account is a first step toward broader financial inclusion since it allows people to save money and send and receive payments. A transaction account can also serve as a gateway to other financial services.

2.2.3 *Negative Risks and Stakes*

a) *Environmental Risks and Stakes*

➤ *Potential Failure of Small Earth Dams and Dugouts (SEDDs)*

Some SEDDs are known to have been affected by storm and floodwaters in the rainy seasons, based on consultation with some stakeholders. Others put the blame on the integrity of the structures. The effects include breaching, seepage and piping problems. The inability of the dams constructed previously to withstand the elements and to function optimally and sustainably is a loss to such communities whose livelihoods are tied to such facilities. The investments in dam rehabilitation and maintenance under the GPSNP must therefore be protected.

➤ *Low maintenance of Assets*

The Safeguards audit undertaken also identified the lack or low maintenance of the LIPW assets (Feeder Roads, SEDD and CCI) by the community and DAs. This in the long run would amount to loss of investments.

➤ *Erosion and Silting of Dams and Dugouts*

The safeguards audit undertaken identified erosion and siltation of some SEDDs from farming and grazing activities around the SEDDs. This has the tendency to reduce the reservoir capacity, adversely affect the quality of water and also the lifespan of SEDDs.

➤ *Loss of Vegetation*

From the consultations, vegetation clearance to implement sub-projects was identified, especially for the FR and CCI activities. In Northern Ghana, already degraded lands are used for CCI activities. In the south however, vegetation is normally cleared to make room for plantations. The FR activities also lead to the clearance of vegetation, including trees to create the Right of Way (RoW).

➤ *Potential Flooding Upstream*

Small earth dams and dugouts have the potential of over flowing its banks and causing flooding downstream especially during rainy peaks. This is likely to impact negatively on community assets especially settlements, farms and gardens.

➤ *Land Degradation from Burrow Pits*

Sourcing of earth material for feeder road and dam wall formations would result in the creation of burrow pits, which if left unattended would result in land degradation. This would lead to increased erosion, loss of life and ecosystem services, surface and groundwater contamination, loss of arable land, accident to man and other roaming animals.

b) *Social Risks and Stakes*

➤ *Occupational Health and Safety Concerns*

During sub-project implementation, beneficiaries face the risk of occupational health and safety such as exposure to dust, noise, work-related accidents and injuries, and other health risks as a result of other migrant workers.

➤ *Upsetting the Spirit of Community Volunteerism*

Many community projects are undertaken through communal (self-help) labor. Such regular free labor is regarded as community contribution towards improving livelihood through construction and maintenance of essential community infrastructure and facilities. The LIPW's approach is likely to diminish the communal spirit and the self-help practice commonly exhibited by the people.

It is however noted that the type of sub-projects – feeder roads and small dams involved in the Project are not the usual type of candidate projects for self-help labor. The 'money-for-community work' may therefore not significantly affect the willingness to contribute free labor in future for community services.

➤ *Low expertise in Labour-based works at the local level*

Though experience exists for labour based works for LIPW under GSOP, it is mostly at the regional or national level, with capacity at the district level lacking. Good numbers of experienced local labour based contractors are needed to enhance competition, which eventually would lead to quality of works. Local contractors would also have some level of commitment towards the work because they are locals themselves, as compared to others who might not feel so much obligated.

➤ *Potential Delays in Contract Completion Schedule*

In situations where work drags on for months, fatigue may set in, especially in cases where workers are subjected to long hours of work. Diminishing returns could reduce output and delay contracts beyond stipulated completion schedule, possibly extending to the farming season.

➤ *Non-availability of Labor at Certain Times*

Some community members may withdraw and resort to other activities, if they perceive such alternatives as more financially rewarding or less stressful than the project. Thus, the community could abandon a sub-project midstream disrupting the planned implementation schedule.

➤ *Concentration of Large Workforce at a Site*

Managing large numbers of people (as required in LIPWs) at a site will be a major challenge for contractors. Some of the sources of concern may include quarrels, fighting, lateness, laziness and cheating affecting output. Others include waste generation and disposal (e.g., food leftovers, plastic waste and human waste (excreta)).

➤ *Involuntary Resettlement and loss of livelihood*

Consultations revealed that though human settlements are not displaced in the Project, land is taken for some SEDD and CCI activities from the communities. In some instances land acquisition lead to loss of livelihoods of some community members (e.g hunters, palm wine tappers etc).

➤ *Failure of Sub-project Activities due to Political Interference*

The Consultations also revealed that sub-project activities have the possibility of failure due to political interference. Instances are cited with efforts to change beneficiaries on a project due to a change in government. Another is cited of completed sub-projects (FR) being destroyed in the wake of political campaigning.

➤ *Possibility of Failure of Sub-projects due to Exclusion of Some Community Members*

The consultations with the locals also revealed that sub-projects risk failure where some community members are exempted from work. This happens where excess labours are recorded.

➤ *Social Conflict (Unclear Ownership of Resources)*

Interactions with the DA and the communities revealed that ownership of completed resources could cause social conflict if proper measures are not put in place. This is particularly in the case of the CCI activities where yields can draw in some amount of money.

3.0 POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

The Environmental Policy and EA legislation and procedures of Ghana and those of the World Bank, which are relevant to the project, are outlined in this chapter. In principle the two sets of policies and procedures on environmental and social assessment are similar in many respects.

3.1 National Environmental Policies and Legislations

3.1.1 Ghana's Environmental Policy

The environmental policy of Ghana formulated in the National Environmental Action Plan (NEAP) of 1993 hinges strongly on 'prevention' as the most effective tool for environmental protection. The policy aims at a sound management of resources and environment, and the reconciliation between economic planning and environmental resource utilization for sustainable national development. It also seeks among others, to institute an environmental quality control and sustainable development programs by requiring prior EA of all developments, and to take appropriate measures to protect critical eco-systems, including the flora and fauna they contain against harmful effects, nuisance or destructive practices. The adoption of the NEAP led to the enactment of the EPA Act 1994 (Act 490); and subsequently the passing of the Ghana EIA Procedures into the EA Regulations, 1999 (LI 1652).

3.1.2 The Environmental Protection Agency Act, 1994 (Act 490)

The Environmental Protection Agency (EPA) Act, 1994 (Act 490) grants the EPA enforcement and standards-setting powers, and the power to ensure compliance with the Ghana EA requirements/procedures. Additionally, the Agency is required to create environmental awareness and build environmental capacity as relates all sectors, among others. The Agency (including its Regional and Zonal Offices) is also vested with the power to determine what constitutes an 'adverse effect on the environment' or an activity posing 'a serious threat to the environment or public health', to require EAs, EMPs, AERs, etc. of an 'undertaking', to regulate and serve an enforcement notice for any offending or non-complying undertaking.

The Agency is required to conduct monitoring to verify compliance with given approval/permit conditions, required environmental standards and mitigation commitments. Furthermore, a requirement by EPA for an EA precludes any authorising Ministry, Department and Agency (MDA) from licensing, permitting, approving or consenting such undertaking, unless notified otherwise.

3.1.3 EA Regulations and Procedures 1999, LI 1652

The EA Regulations combine both assessment and environmental management systems. The regulations prohibit commencing an undertaking/activity without prior registration and environmental permitting (EP). Undertakings are grouped into schedules for ease of screening and registration and for environmental permitting. The schedules include undertakings requiring registration and environmental permitting (Schedule 1), EIA mandatory undertakings (Schedule 2), as well as Schedule 5 - relevant undertakings (located in Environmentally Sensitive Areas).

The Regulations also define the relevant stages and actions, including: registration, screening, preliminary environmental assessment (PEA), scoping and terms of reference (ToR), environmental impact assessment (EIA), review of EA reports, public notices and hearings, environmental permitting and certification, fees payment, EMP, AER, suspension/revocation of permit, complaints/appeals etc.

3.1.4 Fees and Charges (Amendment) Instrument 2015, LI 2228

The Fees and Charges (Amendment) Instrument, 2015 (LI 2228) stipulates the fees and charges to be paid by proponents with respect to Environmental Permits and Certificates.

3.2 Other National and Sector Policy Frameworks and Legislations

Table 3.1 portrays a summary of other key non-environmental national and sector policy frameworks and legislations.

Table 3.1: Other National and Sector Policy Frameworks and Legislations

| Legal/Policy Framework | Relevance |
|--|--|
| Other National and Sector Policy Frameworks | |
| Ghana's Long Term Development Plan (2018 - 2057) | Framework for accelerated growth and actual reduction in poverty levels among Ghanaians. |
| Ghana Shared Development and Growth Agenda II (2014 - 2017) | Ensures and sustains macroeconomic stability, enhanced competitiveness of Ghana's private sector, accelerated agricultural modernisation and natural resource management, oil and gas development, infrastructure and human settlement development, human development, employment and productivity and transparent and accountable governance. |
| Occupational Safety and Health Policy of Ghana (Draft), 2004 | Prevents accidents and injuries arising out of or linked with or occurring in the course of work, by minimizing, as far as reasonably practicable, the cause of the hazards in the working environment and, therefore, the risk to which employees and the public may be exposed'. Derived from provisions of the International Labour Organization (ILO) Conventions 155 and 161. |
| National Workplace HIV/AIDS Policy, 2005 | Among others, provides protection from discrimination in the workplace to people living with HIV and AIDS; prevents HIV and AIDS spread amongst workers; and provides care, support and counselling for those infected and affected. |
| Forest and Wildlife Policy, 1994 | aims at conservation and sustainable development of the nation's forest and wildlife resources for maintenance of environmental quality and perpetual flow of optimum benefits to all segments of society. |
| National Land Policy 1999 | supportive of the Northern Savanna Biodiversity Conservation Project (NSBCP), providing a framework for most of the land conservation activities identified under the components of the project. The NLP provides for the full recognition of protected area systems (PAS) and lands outside PAS for ecosystem maintenance and biodiversity conservation. |

| | |
|---|---|
| National Climate Change Policy, 2012 | Provides strategic direction and co-ordinate issues of climate change in Ghana. The NCCP surpasses 'traditional' climate change policy areas of adaptation and mitigation. It emphasises that social development is of key concern and therefore cuts across both of these areas. |
| National Biodiversity Strategy and Action Plan of Ghana, 2002 | Ensure sustainable utilization of the country's biological resources and integrate biodiversity issues into national development planning programmes. |
| National Environmental Sanitation Policy, 2010 | Describes the objectives of environmental sanitation to include developing a clean, safe and pleasant physical environment in all human settlements, promoting the social, economic and physical well-being of all sections of the population. Comprises of various activities including the construction and maintenance of sanitary infrastructure, provision of services, public education, community and individual action, regulation and legislation. |
| Other National Legislations | |
| <i>The 1992 Republican Constitution of Ghana</i> | The Constitution makes provisions that protect the right to private property and sets principles under which citizens may be deprived of their property in the interest of the public. |
| <i>Local Governance Act of 2016, Act 936</i> | Empowers the MMDAs to establish Waste Management Departments to be responsible for the development and management of waste disposal sites within their areas of jurisdiction. |
| Factories, Offices and Shops Act, 1970, Act 328 | Mandates the Factories Inspectorate Department under the Ministry of Employment and Social Welfare to register factories and ensure that internationally accepted standards of providing safety, health and welfare of persons are adhered to. |
| Water Resources Commission Act 1996, Act 522 | Establishes and mandates the WRC as the sole agent responsible for the regulation, management and utilization of water resources and for the co-ordination of any policy in relation to them. The Commission does this through the granting of water rights to potential water users. |
| Pesticides Control and Management Act - 1996 Act 528 | Provide for the control, management and regulation of pesticides in Ghana and to provide for related matters |
| Control and Prevention of Bushfires Act, 1990. P.N.D.C.L.229 | Prohibits the starting of bushfires and to provide for related matters like the formation of bushfire sub-committee at the DA and fire volunteer squad in every town, area or unit. |
| The State Lands Act 1962, Act 125 | The State Lands Act 1962 (Act 125) has vested authority in the President of the Republic of Ghana to acquire land for the public interest via an executive instrument. |
| Labour Act, 2003 (Act 651) | Amends and consolidates existing laws relating to labour, employers, trade unions and industrial relations. Provides for the rights and duties of employers and workers; legal or illegal strikes; guarantees trade unions and freedom of associations, and establishes the Labour Commission to mediate and act in respect of all labour issues. |

3.3 Environment and Social Assessment in Ghana

The EPA Act 1994 (Act 490) provides for the establishment of an Environmental Protection Agency with functions among others, to 'advise the minister on the formulation of policies on all aspects of the environment and in particular make recommendations for the protection of the environment'. The other parts of the Act include Enforcement and Control which gives powers to the Agency to request for an ESIA; Part three establishes an Environment Fund and finally Part four describes the administration and general provisions of the Act.

Part 1 of the Environmental Assessment Regulations, 1999 LI 1652 on Environmental Permit describes undertakings requiring registration and issuance of environmental permit, as:

1. No person shall commence any of the undertakings specified in Schedule 1 to these Regulations or any undertaking to which a matter in the Schedule relates, unless prior to the commencement, the undertaking has been registered by the Agency and an environmental permit has been issued by the Agency in respect of the undertaking.
2. No person shall commence activities in respect of any undertaking which in the opinion of the Agency has or is likely to have adverse effect on the environment or public health unless, prior to the commencement, the undertaking has been registered by the Agency in respect of the undertaking.'

The procedures establish an ESIA process to among others, provide enough relevant information to enable the EPA to set an appropriate level of assessment of any proposed undertaking, investment or programme for the necessary review and to facilitate the decision-making process for the ESIA approval. The procedures comprise activities such as project Registration, Screening, Scoping, Environmental Impact Statement (EIS) preparation, and Public hearing. The administrative flow chart suggesting a total process time of 90 days is shown in the Appendix B. The procedures are statutorily recognized under the EPA Act 1994 (Act 490). The Fees and Charges (Amendment) Instrument, 2015 (LI 2228) is an amendment to LI 1652 and provides for the substitution of regulations relating to 'fees and charges for environmental permits and certificates'.

3.4 The World Bank Requirements

The Bank's ten safeguard policies are designed to help ensure that programs proposed for financing are environmentally and socially sustainable, and thus improve decision-making. The Bank's Operational Policies (OP) are meant to ensure that operations of the Bank do not lead to adverse impacts or cause any harm. They include guidance on EA requirements. The following two are relevant for considerations under the project;

- Environmental Assessment (OP 4.01);
- Involuntary Resettlement (OP/BP 4.12);

3.4.1 Environmental Assessment (OP 4.01)

The OP 4.01 requires among others that screening for potential impacts is carried out early, in order to determine the level of EA to assess and mitigate potential adverse impacts. The Bank's project screening criteria group projects into three categories:

- Category A – Detailed Environmental Assessment;
- Category B - Initial Environmental Examination; and
- Category C – Environmentally Friendly

The EA ensures that appropriate levels of environmental and social assessment are carried out as part of project design, including public consultation process, especially for Category A and B projects. The OP 4.01 is applicable to all components of the Bank's financed projects, even for co-financed components. This project is a Category B project.

3.4.2 Involuntary Resettlement (OP/BP 4.12)

The Policy on Involuntary Resettlement is intended to assist displaced people arising from development projects, in order not to impoverish any affected people within the area of influence of projects. An action plan that at least restores the standard of living must be instituted, in cases where resettlement is inevitable or loss of assets and impacts on livelihood occurs.

3.5 WB Safeguard Policies and Ghana Regulations

In case there is a disparity between the National EPA Regulations and the World Bank Policies, the more stringent standard of the two would apply.

4.0 GENERIC RISKS AND IMPACTS AT SUB-PROJECT LEVEL

This section provides the specific risks and impacts at the sub-project level. The sub-project level refers to the specific construction/rehabilitation/maintenance works of rural feeder roads, small earth dams or dugouts and degraded community lands (CCI activities) to be implemented in future, as distinct from the project level.

4.1 Rural Feeder Roads

The general risks and impacts associated with rural feeder roads are presented in Table 4.1. These are provided to guide in the rapid screening/initial assessment of sub-project impacts for approval purposes by the EPA.

Table 4.1: Risks and Impacts of Rural Feeder Roads

| Potential Risks and Impacts | Possible Sources |
|--|--|
| Dust/Emissions | <ul style="list-style-type: none"> • Removal of top soil / clearing and site preparation • Dumping of spoil materials • Compaction (Manual) • Burrow pits and gravel winning • Haulage of materials |
| Noise and vibration | <ul style="list-style-type: none"> • Compaction with machinery • Burrow pits and gravel winning • Haulage of materials • Use of implements |
| Pits/trenches near road | <ul style="list-style-type: none"> • Landscape disturbance • Gravel removal • Trenching |
| Construction waste generation and disposal | <ul style="list-style-type: none"> • Over extended site preparation and unnecessary waste generation • Poor handling of cleared vegetation and top soil • Inappropriate disposal of spoil and other construction wastes |
| Water contamination and flooding | <ul style="list-style-type: none"> • Construction-related activities – land clearing, gravel removal, drain/culvert construction, etc. • Inappropriate disposal of waste • Blocking of drains and drainage/stream diversion |
| Disruption or destruction of wildlife | <ul style="list-style-type: none"> • Land clearance |
| Increased road kills | <ul style="list-style-type: none"> • Higher speeds and traffic volume |
| Disturbance of historical or culturally important sites e.g. graveyards, monuments | <ul style="list-style-type: none"> • Land clearance • Sourcing of earth materials |
| Involuntary resettlement/ loss of property and livelihood. | <ul style="list-style-type: none"> • Establishment of Right- of -Way |

| | |
|---------------------------------|---|
| Public health and safety | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work |
| Workers safety/health accidents | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work • Health and safety risks due to improper working gear and lack of monitoring |

4.2 Small Earth Dams and Dugouts

The general risks and impacts associated with small earth dams and dugouts are presented in Table 4.2. These are provided to guide in the rapid screening/initial assessment of sub-project impacts for approval purposes by the EPA.

Table 4.2: Risks and Impacts of Small Earth Dams and Dugouts

| Potential Risks and Impacts | Possible Sources |
|--|---|
| Siltation and modification of flow of water courses | <ul style="list-style-type: none"> • Site preparation and clearing • Excavation, transportation of raw materials • Run-off from exposed surfaces • Stream diversion works |
| Water quality degradation (surface and groundwater) | <ul style="list-style-type: none"> • Exposed soil surfaces • Sediment laden run-offs • Concentrating flows at certain points and, in some cases, increasing the speed of flow resulting in flooding, soil erosion, channel modification, and siltation of streams. |
| Public and worker health and safety | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work • Health and safety risks due to improper working gear and lack of monitoring |
| Ground water table modifications | <ul style="list-style-type: none"> • Stream drainage excavation & embankments (restricting flow) • Sedimentation, changes in biological activity in streams and on their banks • Uncontrolled construction activities • Chemicals (agro-chemicals spillage) |
| Involuntary resettlement/ loss of property and livelihood. | <ul style="list-style-type: none"> • Securing of reservoir area and adjoining lands upstream |
| Disruption or destruction of wildlife | <ul style="list-style-type: none"> • Land and vegetation clearance |

| | |
|---------------------------------|--|
| Risk of waterborne diseases | <ul style="list-style-type: none"> • Contaminated artificial water flows • Solid waste disposal |
| Conflicts over water use rights | <ul style="list-style-type: none"> • Undefined water user rights |
| Disturbance to protected areas | <ul style="list-style-type: none"> • Sourcing of earth materials • Land and vegetation clearance |

4.3 Climatic Change Intervention

The general risks and impacts associated with rural feeder roads are presented in Table 4.3. These are provided to guide in the rapid screening/initial assessment of sub-project impacts for approval purposes by the EPA.

Table 4.3: Risks and Impacts of Climate Change Intervention Activities

| Potential Impacts | Sources |
|--|--|
| Pressure on existing water sources | <ul style="list-style-type: none"> • Use of key community water sources to plant watering |
| Pollution | <ul style="list-style-type: none"> • Waste generated from polyethylene bags during tree planting (for nurseries) • Use of fertilisers and pesticides |
| Social conflicts | <ul style="list-style-type: none"> • Unclear ownership of resources after project implementation |
| Loss of fauna | <ul style="list-style-type: none"> • Clearing of existing vegetation to establish woodlots |
| Involuntary settlements or loss of livelihoods or productive lands | <ul style="list-style-type: none"> • Land take for sub-project implementation |
| Pollution of groundwater and of surface waters | <ul style="list-style-type: none"> • Use of fertilisers, weedicides and pesticides |
| Disruption of sites of cultural, religious or historical relevance | <ul style="list-style-type: none"> • Land and vegetation clearance |

5.0 FRAMEWORK ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (FRAMEWORK ESMP)

5.1 Generic Environmental and Social Measures

5.1.1 General Environmental and Social Measures in Project Area

a) Environmental Impacts

Impact 1: *Potential Failure of Small Earth Dams and Dugouts (SEDDs)*

Mitigation 1: *Design CCI sub-projects as part of SEDDs*

The measures required to address the risk of dam failure include training of local consultants and contractors and also communities to design, rehabilitate, operate and maintain facilities more efficiently. The training must also include site selection, material testing for suitability and ascertaining compaction in order to ensure quality of works. These measures are contained in the dam safety plan in the Project Implementation Manual (PIM).

Impact 2: *Low maintenance of Assets*

Mitigation 2: *Enforceable Facility Management Agreements*

It is recommended as a pre-condition that the Project signs enforceable asset management agreements with the communities and DAs prior to the start of civil works in the various communities. The planned and continuous maintenance of the SEDDs would prevent deteriorations of the SEDDs and reduce the incidence of shistosomiasis, malaria and other water-borne diseases in the communities.

Impact 3: *Erosion and Silting of Dams and Dugouts*

Mitigation 3: *Upstream Reforestation and Use of Silt Retention Measures*

The immediate catchment area and embankment of dams and dugouts must be reforested. The banks of dams must be grassed progressively with the rehabilitation or maintenance works. It is important that bare areas on the embankment do not occur.

The design of sub-projects would also encourage the use of the immediate catchment area of the SEDD for CCI. This would require the need to secure the lands adjacent to the SEDDs. It is also recommended as part of the new design to provide a number of silt retention structures upstream of the SEDD to prevent siltation of the SEDDs. To compliment the engineering effort of preventing the siltation of the SEDDs, it is recommended for communities to be supported by the DAs to enact and enforce bye-laws of farming and grazing around the SEDDs. It is also recommended for the safety of the beneficiary communities to provide separate troughs for domestic use and watering of cattle to reduce direct contamination of SEDDs by people and livestock.

Impact 4: *Loss of Vegetation*

Mitigation 4: *Avoidance of Productive Vegetation*

It is important to avoid already productive agricultural lands in the wake of acquiring lands for CCI activities. The first option would be to target degraded lands in order to promote positive climatic conditions. In the event these are not readily available, especially in the south, economic and productive trees would be avoided.

Impact 5: Potential Flooding Upstream

Mitigation 5: Proper Design of Small Earth Dams

It is critical to properly design the spillway to effectively deal with overflows. It should especially be strategically situated to spill water away from assets of the community to reduce the impacts on assets and livelihoods. Dam walls should also be properly constructed with the required material and compaction to prevent dam breaches that would cause flooding.

Impact 6: Land Degradation from Burrow Pits

Mitigation 6: Reclamation of Burrow Pits

Reclamation of borrow pits would go by earth-moving; moving spoil heap and adjoining land area to fill the pit. This would be followed by compaction and in-situ and laboratory testing to achieve the original geotechnical ground condition. Contractors, host community and the DA must agree and enforce reclamation of borrow pits soon after use. Borrow pits would be properly sited, planned and designed by professionals (EPA etc), with provision of appropriate safety measures. Reclaiming a borrow pit should be as important as opening a borrow pit, towards sustainable engineering and environment.

b) Social Impacts

Impact 7: Occupational Health and Safety Concerns

Mitigation 7: Adherence to Tenets of Decent Work

The project would ensure that quality Personal Protective Equipment (PPEs) especially, nose masks, hand gloves, safety boots are provided for workers to keep them safe. Clean and safe drinking water, temporary latrines at environmentally acceptable locations and a well-stocked first aid kit would also be provided. Health education especially on HIV/AIDS and the common communicable diseases would also be carried out to safeguard locals from infections.

Impact 8 Upsetting the Spirit of Community Volunteerism

Mitigation 8: Retaining the Communal Spirit of Volunteerism

Effective sensitization of communities must precede implementation of all sub-projects to ensure understanding of the Project. Sensitisation would cover areas such as: the contract terms (between contractors and DAs); obligations of the contractor; obligations of the workers, purpose of the project; source of funding; mechanisms for addressing grievances; wages, as well as on the need to maintain the spirit of volunteerism.

Impact 9: Low expertise in Labour-based works at the local level

Mitigation 9: Building Capacity of a Pool of Local Contractors

There is the need to identify contractors in the districts to train on labor-based works. This would ensure that the greatest proportion of the project money is retained in the area. It would also promote competition and enhance quality of works.

Impact 10: Potential Delays in Contract Completion Schedule

Mitigation 10: Formation of Work Teams

In order to sustain output and increase the total number of people that benefit from employment, contractors must form work teams who may work for instance, every other fortnight. This can provide the workers enough time to regain energy in the hot and dry Harmattan Season (i.e., slack agricultural period).

Impact 11: Non-availability of Labor at Certain Times

Mitigation 11: Sourcing for Labor Elsewhere

The implementation of the project must be preceded by an awareness program of the communities involved for a good appreciation and for them to be able to identify with the objectives of project. In the event, however, that a community's grievances cannot be resolved by DA, leading to abandonment of the project, labor may be imported from other nearby communities by the contractor.

Impact 12: Concentration of Large Workforce at a Site

Mitigation 12: Building of Capacity of Contractors

The training for contractors, contractor supervisors and community facilitators must include management of large number of people (labor force) who will then be able to train their foremen to professionally handle the situations that will arise. Some of the specific areas may include worker behaviour, sanitation, etc.

Impact 13: Involuntary Resettlement and loss of livelihood

Mitigation 13: Voluntary Land Donations (VLDs)/Compensation

From the consultations, communities were willing to continue to voluntarily donate lands for sub-project implementation. The project however, has to establish clear procedures for VLDs, demonstrating that: (i) consultations are held with all relevant parties beyond the chiefs, (ii) proper E&S screening is undertaken to ensure sub-projects do not result in displacement or loss of assets or access, and (iii) there will be sufficient documentation to support the land donation consultations and agreement. OP 4.12 should be used to guide land acquisition where VLD cannot be established.

In the case of loss of livelihood through land take, affected persons should be exposed to alternative source of livelihoods, including giving priority in the targeting of beneficiaries for the public works.

Impact 14: Failure of Sub-project Activities due to Political Interference

Mitigation 14: Sensitisation of Beneficiaries and Local Level Political Actors

It is imperative to include in sensitisations contents of non-political character of the Project to prevent possible altercations during sub-project execution. Local level political actors would also be sensitised on the objectives and frameworks within which LIPW operates to reduce biases on the non-quality of LIPW assets.

Impact 15: Possibility of Failure of Sub-projects due to Exclusion of Some Community Members

Mitigation 15: Household Targeting Vis-à-vis Individual Targeting

The project would adopt a household targeting approach instead of the individual approach used in GSOP. This would extend the benefits to cover majority of the community and diffuse tensions that might arise. It is

also recommended to register an additional person from each household to work on behalf of the household if the principal beneficiary is absent.

Impact 16: Social Conflict (Unclear Ownership of Resources)

Mitigation 16: Benefit Sharing Agreements

As part of the sensitisation programme, communities and DAs would be advised to sign enforceable benefit sharing agreements even before the project commences. This would involve thorough consultation with the landowners, traditional authority, other community leadership and the DA. Considerations should be given to using proceeds for community development projects and general maintenance of facility. Resources should also be set aside for DA technical assistance (at least travel costs), traditional authority and remuneration for maintenance.

5.1.2 Environmental and Social Measures at Sub-Project Level

The environmental and social measures by sub-project type have been enumerated in Table 5.1.

Table 5.1: Environmental and Social Measures at Sub-Project Level

| Potential Risks and Impacts | Possible Sources | Safeguards Measures |
|--|--|--|
| Rural Feeder Roads | | |
| Dust/Emissions | <ul style="list-style-type: none"> • Removal of top soil / clearing and site preparation • Dumping of spoil materials • Compaction (Manual) • Burrow pits and gravel winning • Haulage of materials | <ul style="list-style-type: none"> • Water dousing to minimize dust • Cover all heaped sand and flyable construction materials • Tarpaulin covering of haulage truck (for dust control) • Minimize area of ground clearance • Haulage speed limit in sensitive areas (40km/hr) • Regular Servicing of equipment/machinery <p>Work-site dust management (nose mask)</p> |
| Noise and vibration | <ul style="list-style-type: none"> • Compaction with machinery • Burrow pits and gravel winning • Haulage of materials • Use of implements | <p>Noise-sensitive areas (include schools, hospitals/clinics, communities, wildlife sanctuary, reserves, etc)</p> <ul style="list-style-type: none"> • Maintain equipment noise level (less than 75dBs) • Hours of operation (between 8.30 and 5.00pm) • Haulage speed limit in sensitive areas (40km/hr) <p>Work-site noise management (less than 65dBs, ear plugs)</p> |
| Pits/trenches near road | <ul style="list-style-type: none"> • Landscape disturbance • Gravel removal • Trenching | <ul style="list-style-type: none"> • Restore topsoil and re-vegetate landscape after construction • Cover all pits and trenches <p>Reclaim borrow pits</p> |
| Construction waste generation and disposal | <ul style="list-style-type: none"> • Over extended site preparation and unnecessary waste generation • Poor handling of cleared vegetation and top soil • Inappropriate disposal of spoil and other construction wastes | <ul style="list-style-type: none"> • Minimizing the area of ground clearance • Waste minimization measures • Work-site waste management (Plastics, scraps, waste wood, etc.) • Provision of waste bins for use by workers <p>Disposal of waste at approved locations</p> |
| Water contamination and flooding | <ul style="list-style-type: none"> • Construction-related activities – land clearing, gravel removal, drain/culvert construction, etc. • Inappropriate disposal of waste • Blocking of drains and drainage/stream diversion | <ul style="list-style-type: none"> • Water crossings to be minimized, and buffer zones of undisturbed vegetation left between construction sites and watercourses. • Redesign of road/construction to accommodate flood prevention methods. • Disposal of waste materials at designated site • Provision of planned diversion routes |

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| | | Flood control management |
| Disruption or destruction of wildlife | <ul style="list-style-type: none"> • Land clearance | <ul style="list-style-type: none"> • Minimize loss of natural vegetation during construction |
| Increased road kills | <ul style="list-style-type: none"> • Higher speeds and traffic volume | <ul style="list-style-type: none"> • Introduction of safety design e.g signs and speed humps in market areas and village centres |
| Disturbance of historical or culturally important sites e.g. graveyards, monuments | <ul style="list-style-type: none"> • Land clearance • Sourcing of earth materials | <ul style="list-style-type: none"> • Consider alternative alignment • Special measures to protect cultural sites |
| Involuntary resettlement/ loss of property and livelihood. | <ul style="list-style-type: none"> • Establishment of Right- of -Way | <ul style="list-style-type: none"> • Resettlement and Compensation |
| Public health and safety | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work | <ul style="list-style-type: none"> • Regular servicing of construction equipment • Use of equipment with low operating noise levels (less than 65dBs) • Provision and use of appropriate PPEs • Restricting construction works to day time hours • Intensive public awareness campaigns • Open ditches and other hazard areas to be marked with visible tapes |
| Workers safety/health accidents | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work • Health and safety risks due to improper working gear and lack of monitoring | <ul style="list-style-type: none"> • Regular servicing of construction equipment • Use of equipment with low operating noise levels (less than 65dBs) • Provision and use of appropriate PPEs • Restricting construction works to day time hours • Intensive public awareness campaigns • Open ditches and other hazard areas to be marked with visible tapes |
| Small Earth Dams and Dugouts | | |
| Siltation and modification of flow of water courses | <ul style="list-style-type: none"> • Site preparation and clearing • Excavation, transportation of raw materials • Run-off from exposed surfaces | <ul style="list-style-type: none"> • Sourcing raw materials away from water sources • Minimize area of ground clearance • Vegetating upstream of SEDDS |

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| | <ul style="list-style-type: none"> • Stream diversion works | <ul style="list-style-type: none"> • Planning CCI activities as part of SEDD (to be close to SEDDs and prevent erosion) |
| Water quality degradation (surface and groundwater) | <ul style="list-style-type: none"> • Exposed soil surfaces • Sediment laden run-offs • Concentrating flows at certain points and, in some cases, increasing the speed of flow resulting in flooding, soil erosion, channel modification, and siltation of streams. | <ul style="list-style-type: none"> • Minimize area of ground clearance • Introduce speed reduction measures e.g. grasses, riprap, and other devices in water channels and stream diversions, etc. • Provide settling basins to remove silt and debris from run-off before discharge to streams, etc • Construction of runoff channels, contouring or other means of erosion control • Use clean fill materials for dams and around watercourses such as quarry fine sand; • Avoidance of increasing speed of water courses • Provide adequate spillways in dam constructions and other embankments; Provide reservations/buffer zones of undisturbed vegetation between construction sites and water bodies. (Minimum of 60m on both sides of Volta Rivers and 30m for other water bodies) • Re-vegetate the dam banks to ensure dam stability and safety • Annual community maintenance of dams with strong oversight by qualified engineers Compliance with the dam safety plan in the PIM |
| Public and worker health and safety | <ul style="list-style-type: none"> • Exposure to atmospheric emissions from construction equipment • Exposure to excessive and continuous noise and vibration from construction activities • Lack of warning sign and safeguards • Excessive manual work • Health and safety risks due to improper working gear and lack of monitoring | <ul style="list-style-type: none"> • Regular servicing of construction equipment • Use of equipment with low operating noise levels (less than 65dBs) • Provision and use of appropriate PPEs • Restricting construction works to day time hours • Intensive public awareness campaigns Open ditches and other hazard areas to be marked with visible tapes |
| Ground water table modifications | <ul style="list-style-type: none"> • Stream drainage excavation & embankments (restricting flow) • Sedimentation, changes in biological activity in streams and on their banks • Uncontrolled construction activities • Chemicals (agro-chemicals spillage) | <ul style="list-style-type: none"> • Introduce speed reduction measures e.g. grasses, riprap, and other devices in water channels, etc. • Provide settling basins to remove silt and debris from road runoff before discharge • Construct run-off channels, contouring or other means of erosion control |

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| | | <ul style="list-style-type: none"> • Pave sections of roads prone to erosion and sedimentation particularly near water crossings. • Compensate with provision of bore holes and wells for communities adversely affected <p>Adopt enhancements measures in design such as water retention structures in dry areas, and raising inlets to drainage culverts in high water table areas, retarding basins in areas prone to flooding to reduce runoff peaks, spillways.</p> |
| Involuntary resettlement/ loss of property and livelihood. | <ul style="list-style-type: none"> • Securing of reservoir area and adjoining lands upstream | <ul style="list-style-type: none"> • Resettlement and Compensation |
| Disruption or destruction of wildlife | <ul style="list-style-type: none"> • Land and vegetation clearance | <ul style="list-style-type: none"> • Provision of corridors for movement of wildlife |
| Risk of waterborne diseases | <ul style="list-style-type: none"> • Contaminated artificial water flows • Solid waste disposal | <ul style="list-style-type: none"> • Education on proper sanitation and health |
| Conflicts over water use rights | <ul style="list-style-type: none"> • Undefined water user rights | <ul style="list-style-type: none"> • Water use right to be clearly defined by recipient community |
| Disturbance to protected areas | <ul style="list-style-type: none"> • Sourcing of earth materials • Land and vegetation clearance | <ul style="list-style-type: none"> • Consideration of alternative sites |
| Climate Change Intervention Activities | | |
| Pressure on existing water sources | <ul style="list-style-type: none"> • Use of key community water sources to plant watering | <ul style="list-style-type: none"> • Locate sites close to water sources other than main local source of water (borehole, well). • Provide additional water sources for watering (boreholes) if water sources (SEDDs) are not present |
| Pollution | <ul style="list-style-type: none"> • Waste generated from polyethylene bags during tree planting (for nurseries) | <ul style="list-style-type: none"> • Proper disposal of polythene bags. |
| Social conflicts | <ul style="list-style-type: none"> • Unclear ownership of resources after project implementation | <ul style="list-style-type: none"> • Ensure signing of enforceable benefit sharing agreements amongst stakeholders |
| Loss of fauna | <ul style="list-style-type: none"> • Clearing of existing vegetation to establish woodlots | <ul style="list-style-type: none"> • Avoid economic and value trees and sites with cultural significance |
| Involuntary settlements or loss of livelihoods or productive lands | <ul style="list-style-type: none"> • Land take for sub-project implementation | <ul style="list-style-type: none"> • Avoid the use of productive land/Prioritise the use of degraded lands. • Prioritise livelihood affected persons for employment as beneficiaries for sub-projects • Ensure proper documentation in instances of VLDs |

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| Pollution of groundwater and of surface waters | <ul style="list-style-type: none"> • Use of fertilisers, weedicides and pesticides | <ul style="list-style-type: none"> • Avoid the use of weedicides by making provision for labour for weeding as part of the LIPW. • Controlled and recommended application pesticides and fertilisers if need arises (See Appendix F for Integrated Pest Management Plan Guidelines) |
| Disruption of sites of cultural, religious or historical relevance | <ul style="list-style-type: none"> • Land and vegetation clearance | <ul style="list-style-type: none"> • Consideration of alternative sites |

5.1.3 Other Mitigation and Safeguard Principles of Sub-projects

➤ Principles for Good Employment Practices

To ensure recruitment terms are streamlined for the protection of the rights of community members the following principles would be observed:

- Sensitization of the people prior to commencement of sub-projects on their roles, contract specifications, mechanisms for addressing grievances, etc;
- Specification of work-hours
- Formation of work teams and use shift systems (to address fatigue and maximize benefits);
- Payment of wages to be supervised by the DAs and also verified in E&M;
- Training of contractors (at the district levels) in labor-based methods.

➤ Particulate Emission Abatement Principles

Implementation of sub-projects would factor the following principles in controlling air pollution (on feeder road works, dams and dugout development, etc):

- Enclosing all construction sites and activities, especially close to communities in order to limit exposure to dust generation;
- Ensuring effective use of water (dousing) to control or minimize dust emission;
- Mounting speed control signals and ramps;
- Contract specifications to include dust control measures;
- Covering of sand heaps (or hauling trucks carrying sand) to avoid dust emission; and
- Planting tall, leafy and dense species between feeder roads and settlements to filter pollutants.

➤ Cultural Resources Preservation Principles

- Feeder roads and other sub-projects would avoid areas that cut through known cultural sites;
- Cultural resources uncovered during works would be handed over to the National Museums and Monuments Board (NMMB) for preservation and/or preservation of the site;
- Salvage excavation and relocation of artefacts or ruins from a cultural site;
- Collaboration between the DAs and the NMMB in determining and avoiding damage to cultural sites and resources; and
- Marking and fencing important cultural sites during works period.

➤ Waste Generation and Management Principles

Waste management mitigation principles would include:

- Disposal of construction and related waste materials at designated/approved dump site;
- Adoption of waste minimization measures;
- Incorporation of waste management plan in contract specifications;
- DAs to enforce appropriate sanitation and related bye laws; and

- Worker awareness program to observe proper waste management measures.

➤ Work Place HIV/AIDS Prevention Principles

Highlights of the principles to be followed by contractors are set out below, based on ILO guidelines and those of the Ghana AIDS Commission:

- HIV/AIDS prevention clauses would be incorporated into works contracts;
- Ethical principles in handling persons with medical conditions will apply;
- Relations with infected/potential workers would be governed by the basic human rights as enshrined in the Constitution of Ghana;
- Refusal of employment or dismissals would not be based on HIV status;
- HIV/AIDS prevention and treatment guidelines for community/workplace would be prepared;
- Due care and confidentiality would be exercised in handling information on HIV status of workers;
- Prevention programs on HIV by contractors would include education and information provision, peer counselling, condom use promotion and distribution, and facilitation of voluntary counselling and testing

➤ Landscape Improvement Principles

A number of management principles to protect the soil and landscape would include:

- Minimizing the area of ground clearance along the construction corridor;
- Avoiding sensitive alignments, including steep slopes;
- Prompt reclamation of degraded lands (e.g. burrow pits).
- Progressive replanting of disturbed areas during construction;
- Specifying as contractors' obligation - erosion control, spillage prevention and effective re-vegetation;
- Erection of intercepting ditches at the tops and bottoms of slopes, with gutters and spillways used to control the flow of water down a slope; and
- Emergency response procedures for spillages.

➤ Water Resource Protection Principles

Mitigation principles to prevent, minimize and manage impacts on water resources would include:

- Avoiding alignments which are susceptible to erosion (as much as possible);
- Minimizing the number of water crossings through alternative route surveys;
- Using clean fill materials around watercourses such as quarried rock containing no fine soil;
- Providing settling basins to remove silt, pollutants, and debris from road and other construction run-off before discharge to adjoining streams or rivers;
- Constructing run-off channels, contouring or other means of erosion control;

- Paving sections of feeder roads susceptible to erosion and sedimentation; and
- Compensating by providing alternative source of water such as bore holes for communities adversely affected.

➤ **Habitat Protection Principles**

Mitigation principles to address habitat destruction and disruption would include:

- Avoiding environmentally sensitive areas to prevent severe impacts on flora and fauna;
- Replanting in road rights-of-way and adjacent areas to accelerate re-vegetation and succession;
- Re-engineering road cross-section designs by using narrower widths, lower vertical alignments, smaller cuts and fills, flatter side slopes, and less clearing of existing vegetation;
- Providing “aquatic crossings” with culverts designed with the needs of migratory aquatic species in mind;
- Installing roadside reflectors to scare animals away from the roadway when vehicles approach at night.

5.2 Sub-projects Environmental and Social Management Procedure

The successful implementation of the ESMF depends on the commitment of the beneficiary Communities and DAs, the contractors, the RCOs and PIU, as well as capacity within the institutions and the institutional arrangement to effectively use the framework.

The DAs would be responsible for E&S assessment and for securing the required permits for the sub-projects under the LIPWs, with the help of the RCOs. The District Engineer (DE Works Department) would take custody of this ESMF and would play a lead role under the guidance of the RCO in conducting the initial sub-project E&S assessment. The DE would liaise with the EPA for submission of the completed assessment forms, for inspection and other processes leading to granting of the permit for sub-projects.

The Project Environmental and Social Management (ESM) is linked to the project implementation activities. The ESM commitment originates from the requirement in Section 5 of the Initial Assessment/EA Screening Form. The ESM phase comprises monitoring, management (of E&S impacts and mitigations) and reporting during implementation activities such as rehabilitation, maintenance, decommissioning of sites, etc. The ESM process will verify:

- Effectiveness of mitigation measures being implemented;
- Compliance with mitigation and other environmental and social requirements;
- Unanticipated or residual impacts that have arisen requiring remedial action;
- How far contractors are meeting or adhering to required environmental and social principles, standards and commitments; and
- Extent to which project monitoring and reporting requirements are met.

The E&S management procedure (Table 5.2) combined with Tables 5.1 and 5.4 would guide the supervision and monitoring of the implementation at sub-project level.

Table 5.2: Guidelines for Environmental and Social Safeguard Management at Sub-project Level

| Subproject phase | Environmental and Social safeguards Compliance requirements | Documentation required | Responsibility |
|---|--|---|-----------------------------|
| 1.Sub-project Identification, Appraisal and Design | 1.1 In-house E&S screening of sub-projects | E&S Screening Checklist (Appendix D) | SCMO/RC/DA Schedule Officer |
| | 1.2 Register subproject with EPA for environmental screening and clearance | Copy of forwarding letter and EPA EIA form 1 | RC/DA Schedule Officer |
| | 1.3 Obtain environmental permits for subprojects screened by EPA but need permits to implement | Copy of permit and environmental compliance schedule for subproject implementation | SCMO/ RC |
| | 1.4 Incorporate EPA screening and permit recommendations into subproject formulation and design | Copy of contract specifications | RIE/DA Engineer |
| | 1.5 Screen subproject for social safeguards issues using GSOP social safeguards screening form | Filled and properly signed social safeguards screening form | SCMO/RCA |
| | 1.6 Undertake field validation/verification on any land acquisition and crop/livelihood displacement and compensation issues identified during social safeguards screening | Completed guidelines for validating communal lands , pictures of meetings and signed list and addresses of people consulted during validation | SCMO/RCA |
| | 1.7 Fully settle and properly document all land acquisition, crop and livelihood compensation issues before commencing subproject execution | GSOP Crop/ livelihood resettlement form and MOU for land acquisition and benefit sharing completed and signed Pictures and signed list of affected persons | SCMO/RCA/RIE |
| | 1.8 Incorporate social safeguards issues identified during subproject appraisal and their mitigation measures as clauses in contract | Contracts and contract award letters | SCMO/RIE |
| 2.Sub-project Execution | 2.1 Community/key stakeholders engagement and sensitisation | Sensitisation Reports | RCA |
| | 2.2 Communicate environmental and social | GSOP community sensitisation guidelines/ | SCMO/RCA/RIE |

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| | <p>safeguards compliance requirements for subproject implementation to:</p> <p>a) Contractors/ client supervisors during training meetings</p> <p>b) Include safeguards issues on the agenda for community pre- commencement meetings</p> | reports/ pictures | |
| | <p>2.3 Put in measures for handling grievances/ complaints and accountability and widely publicise them</p> <p>a) Make available hotlines for receipt of grievances and complaints</p> <p>b) Install Community Accountability boards</p> <p>c) Provide Community Grievance/ compliance register and create awareness on its existence</p> <p>d) constitute Community Grievance/complaints Committee and train them</p> <p>e) Appoint and train Community Grievance/Complaints Liaison Officer</p> | Hotlines, Transparency and Accountability Boards(TABs), community complaints notebooks, district complaints file and records, RCO complaints file and records | SCMO/RCA/CMA |
| | <p>2.4 Institute and publicise measures for handling community exposure to diseases (IE malaria, guinea worm, Ebola, HIV/AIDS)</p> | Education Flyers/posters | SCMO/RCA |
| | <p>2.5 Labour and Working conditions</p> | | |

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| | <p>2.5.1 Enforce the under-listed safeguards mitigation measures</p> <p>a) Provision of temporary latrines at environmentally acceptable locations by contractors</p> <p>b) Contractors to make adequate portable water available to workforce</p> <p>c) Ensure contractors provide well stocked first aid kit</p> <p>d) Ensure subproject implementers provide children care area and put attendants in place</p> | Site inspection reports/pictures | SCMO/RIE | |
| 3. Post Execution | Subproject | 3.1 Constitute Community Facility Management Teams and train them | Training reports | SCMO/RCA |
| | | Prepare and implement District Facility Management Plans | Facility Management Plans | DA Engineer/RCA/RC |

5.3 Institutional Arrangements and Capacity Analysis for Implementation of Framework ESP

The MLGRD, MoGCSP, EPA, the PIU, RCOs, the DAs and Communities are the main implementers of environmental and social safeguards in the project. The other institutions and agencies whose functions relate to the project in terms of oversight, project design and technical support include the National Project Steering Committee (NPSC), DFR and GIDA.

5.3.1 Ministry of Local Government and Rural Development (MLGRD)

The MLGRD has oversight responsibility for the implementation of the Labour Intensive Public Works component of the Project. The Project, just like other World Bank/Donor Supported Projects are coordinated under the Policy Planning, Budget, and Monitoring & Evaluation Division. There exist a number of Safeguards Specialists under the various projects under this division, of which GPSNP can fall on for technical backstopping if the need arises. The Ministry is also a co-chair to the NPSC, which has general oversight over the Project together with MoGCSP. An assessment of the Ministry on safeguards capacity is captured in Table 5.3 and Appendix C2.

5.3.2 Ministry of Gender, Children and Social Protection

The MoGCSP is responsible for the other components of the GPSNP; Social Protection Systems Strengthening, LEAP, GNHR, School Feeding and Productive Inclusion. The Ministry is also a co-chair to the NPSC. Environmental and Social Safeguards capacity at the Ministry is however generally low, especially that LEAP and the Productive Inclusion components will trigger safeguards. It however has a good case management system in the Single Window Case Management System. Further assessment is captured in Table 5.3 and Appendix C3.

5.3.3 Environmental Protection Agency

The EPA is responsible for ensuring compliance with laid down ESIA procedures in Ghana in accordance with the EPA Act 1994 (Act 490) and its amendment, and the Agency is expected to give environmental approval for Projects. The ESIA is being applied in Ghana to development projects as well as other undertakings as an environmental permitting prerequisite and a major environmental management tool. The EPA is represented in all the ten (10) regions of the country and will support the project by exercising its permitting and monitoring powers. Though the Agency's technical capacity may be adequate there are issues with regard to logistics especially transport which therefore limits its monitoring and enforcement functions (Table 5.3; Appendix C1).

5.3.4 Project Implementation Unit (PIU)

The PIU operates directly under the NPSC and the MLGRD and would spearhead project implementation and coordination. The PIU has a dedicated Safeguards and Case Management Officer who has oversight responsibility for the implementation of environmental and social safeguards in the Project. (Table 5.3; Appendix C4).

5.3.5 Regional Coordinating Office

The Project would have 5 no. Regional Coordinating Offices in Wa, Bolgatanga, Tamale, Kumasi and Accra. These would work with the Regional Coordinating Councils to provide technical backstopping and monitoring to the implementing DAs and Communities. In terms of environment and social safeguards implementation, various specialists share the responsibilities (Table 5.1). Further assessment of the RCOs safeguards capacity is captured in Table 5.3 and Appendix C5.

5.3.6 District Assemblies

The DAs have full responsibility for the project implementation in collaboration with the beneficiary communities. The District Engineer and the Project Schedule Officer are the key environmental and social safeguards officers at the DA level. The Client Supervisors (mostly GIDA staff) and Agric Extension Agents (AEA), who also work for the DAs play key safeguards roles to ensure quality of facilities, are ensured. The key safeguards roles of the DA are also captured in Table 5.1. Though safeguards might not be new to the DAs since the predecessor project and other donor supported projects have trained capacities in safeguards, it is still low (Table 5.3 and Appendix C6).

5.3.7 Communities

The beneficiary communities are particularly the most important institution when it comes environmental and social safeguards implementation, since the benefits or otherwise are borne by the community. Various actors at the community level that play safeguards role include; the community facilitator (case management), 3-member case management committee (case management) and 5 – member community facility management committee (post sub-project maintenance). Safeguards capacity is however very low at this level (Table 5.3)

Table 5.3: Environmental and Social Safeguards Institutional Capacity Assessment

| No. | Aspects | Criteria | Key Implementing Agencies | | | | | | |
|-----|--|---|---|--|-------------------------|--------------------------|-------------------------|-------------------------|-----------|
| | | | EPA | MLGRD | MOGCSP | PIU | RCOs | DA | Community |
| 1 | Operational Structure and Staff Organogram | <i>Safeguard(SG) role explicit in organizational structure</i> | Yes, Organogram attached | Yes, Organogram attached | No, Organogram attached | Yes, Organogram attached | No, Organogram attached | No, Organogram attached | No |
| | | <i>Adequacy of staff compared to geographic area of jurisdiction</i> | Yes, staff in placed at the national, regional and district | Not Adequate, 1 National level ES officer and Focal officers at the district | No | Yes, Adequate | Yes, Adequate | Yes | No |
| 2 | Budgetary Resources and Inventory | <i>Budget allocation for safeguards administration</i> | Yes but medium | Yes but medium | No | Yes and High | Yes and High | Yes but low | No |
| | | <i>Vehicles and equipment for monitoring</i> | Yes but medium | Yes but medium | No | Yes and High | Yes and High | Yes but low | No |
| 3 | Relevant Skills and Experience | <i>Competence for scoping environmental and social risks, selecting appropriate safeguards instruments, drafting TORs, procuring consultant services)</i> | Yes and High | Yes and High | No | Yes and High | Yes and Low | Yes and low | No |
| | | <i>Sufficient technical competency of good international industry practice)</i> | Yes and High | Yes and High | No | Yes and High | Yes and Low | Yes and Low | No |
| | | <i>Practical experience in prescribing ESS requirements in contractor bidding documents, determining whether contractors have assigned sufficient resources in ESS assessment and management.</i> | NA | Low | No | Medium | Low | Low | No |

| | | | | | | | | | |
|---|--|---|----|--------|--------|--------|--------|--------|-----|
| 4 | Monitoring | <i>Practical experience to monitor, assess and supervise work of contractors in the field.</i> | NA | Medium | No | Low | Low | No | No |
| | | <i>IA control over contractors and other parties in the project (e.g Suspension of works, withhold payments and cancel contracts)</i> | NA | Low | No | Low | Low | Low | No |
| 5 | Stakeholder Engagement, Grievance Redress and Disclosure of Information. | <i>Extent of stakeholder engagement on an informed and on-going basis</i> | NA | Medium | Medium | Medium | Medium | Medium | Low |
| | | <i>Expertise in Stakeholder Engagement (Sociologists/anthropologists)</i> | NA | Medium | Medium | Medium | Medium | Low | No |
| | | <i>Grievance redress (dedicated staff with expertise and experience)</i> | NA | Low | Medium | High | High | Low | Low |
| | | <i>Environmental and social information disclosure to stakeholders at all levels.</i> | NA | Low | No | Medium | Low | Low | No |

5.4 Roles and Responsibilities of PIU for Implementation of Framework ESMP

Under LIPW, the following technical team in the PIU would be responsible for the implementation of the Framework ESMP. Table 5.4 summarises their roles and responsibilities.

h) National Coordinator (NC)

The NC is the head of the PIU and provides strategic direction for the overall management of the Project. The NC oversees the implementation of the safeguards requirements of the project in accordance with National and World Bank systems and guidelines as well as other aspects of the project; procurement, financial management, monitoring and evaluation and management information systems.

i) Safeguards and Case Management Officer (SCMO)

The SCMO leads the establishment of procedures and standard practices for environment and social safeguard compliance in LIPW delivery and ensures Project's compliance with Country and World Bank's Safeguard requirements. The SCMO also among others provide technical guidance in the implementation of Environmental and Social Management Framework (ESMF) and the Resettlement Policy Framework (RPF) and on Case Management/Grievance Redress Issues.

j) National Capacity Building Specialist (NCBS)

The NCBS provides leadership and direction for institutional strengthening and capacity building as regards activities within the Project, including environmental and social safeguards capacity building. The NCBS also ensures the development of manuals and programming the training sessions for all project related training activities in collaboration with the appropriate training institutions and consultants.

k) National Infrastructure Engineer (NIE)

The NIE leads the procurement of works, goods and services at all levels of the project implementation, including environment and social safeguards consultancy for the preparation of ESMPs, RAPs, ARAPs, Audits etc. The NIE also assists in establishing procedures for achieving set targets, and also ensuring compliance with proper codes of conduct and standards in technical transactions. The NIE also ensures the integration of mitigation measures and E&S clauses in the sub-project bidding document.

l) Financial Controller (FC)

The FC maintain all projects accounts by developing appropriate accounting/reporting/auditing systems, and the prompt collation of accounting information from all units for reporting purposes. The FC also provides sound Financial Management and accounting advisory services to all Project units and accounting staff.

m) Monitoring and Evaluation Specialist (M&E S)

The M&E Specialist lead the development of the Monitoring and Evaluation System of the project and ensuring that appropriate monitoring and evaluation procedures are established, implemented and co-ordinated, including safeguards monitoring and evaluation. The Specialist also assists in the preparation,

co-ordination, and collation of Annual Workplans/Budgets by the project implementing units and also prepares project progress reports, briefs, and status updates.

n) Management Information Systems Officer (MISO)

The MISO develops functional specifications for MIS implementation and updates, including safeguards. The MISO also generates LIPW reports from the MIS software for: the preparation of periodic reports, work-plans and budget, website update, exhibitions, studies and surveys and in response to requests from implementing agencies, committees and implementing partners.

Table 5.4: Role and Responsibilities of PIU on Framework ESMP Implementation

| No | Steps/Activities | Responsible | Collaboration | Service Provider |
|----|--|---|---|---|
| 1. | Identification and/or siting of the sub-project | DA | <ul style="list-style-type: none"> • Community | - |
| 2. | Screening, categorization and identification of the required instrument (use the national EIA procedure) | SCMO - PIU | <ul style="list-style-type: none"> • Community • DA • RC - PIU | - |
| 3. | Approval of the classification and the selected instrument by EPA | NC - PIU | <ul style="list-style-type: none"> • SCMO - PIU | <ul style="list-style-type: none"> • EPA • The World Bank |
| 4. | Preparation of the safeguard document/instrument (ESIA, ESMP, RAP/ARAP, and Safeguards Audit.) in accordance with the national legislation/procedure (taking into account the Bank policy requirements). | SCMO-PIU | <ul style="list-style-type: none"> • DA • RC - PIU | • The World Bank |
| | Preparation and approval of the ToRs | | | • Consultant |
| | Preparation of the report | | | <ul style="list-style-type: none"> • NIE – PIU • RCO – PIU • DA • Community |
| | Report validation and issuance of the permit (when required) | | | <ul style="list-style-type: none"> • EPA • The World Bank |
| | Disclosure of the document | | | <ul style="list-style-type: none"> • Media • The World Bank |
| 5. | (i) Integrating the construction phase mitigation measures and E&S clauses in the bidding document prior advertisement; (ii) ensuring that the constructor prepares an ESMP (C- | Technical staff in charge of the sub-project (TS-PIU) | <ul style="list-style-type: none"> • SCMO - PIU • NIE - PIU • RIE – PIU • DE - DA | <ul style="list-style-type: none"> • EPA |

| | | | | |
|----|--|------------|---|--|
| | ESMP), gets it approved and integrates the relevant measures in the works breakdown structure (WBS) or execution plan. | | | |
| 6. | Implementation of the other safeguards measures, including environmental monitoring (when relevant) and sensitization activities | SCMO - PIU | <ul style="list-style-type: none"> •NIE - PIU •Financial Staff (FS PIU) •DA •Community | <ul style="list-style-type: none"> • Consultant • NGOs • CSOs |
| 7. | Oversight of safeguards implementation (internal) | SCMO – PIU | <ul style="list-style-type: none"> • Monitoring and Evaluation specialist (M&E-PIU) •FS-PIU) •DA •Community | •Control Firm (Supervisor) |
| | Reporting on project safeguards performance and disclosure | NC - PIU | <ul style="list-style-type: none"> • SCMO - PIU •M&E-PIU •MISO - PIU | - |
| | External oversight of the project safeguards compliance/performance | EPA | <ul style="list-style-type: none"> •SCMO - PIU •M&E-PIE • NIE-PIU | - |
| 8. | Building stakeholders' capacity in safeguards management. | SCMO - PIU | <ul style="list-style-type: none"> •NCBS - PIU • NIE-PIU •RCO - PIU | <ul style="list-style-type: none"> • Consultant • EPA |
| 9. | Independent evaluation of the safeguards performance (Audit) | SCMO - PIU | <ul style="list-style-type: none"> •NIE-PIU • RCO – PIU •DA •Community | • Consultant |

5.5 E&S Capacity Building

Capacity building in E&S assessment and management is essential for the ESMF implementation. The institutions need to understand the purpose of the ESMF, their expected roles and the extent to which the ESMF would facilitate the respective statutory functions. This would engender the required collaboration for the ESMF implementation.

The objectives of the capacity building efforts would be to:

- Support the PIU to mainstream E&S issues in the sub-projects; and

- Strengthen the RCOs and other stakeholders (DFR, GIDA, etc.) to support DAs and Communities in E&S and other aspects of the implementation of sub-projects.

The target groups for training include:

- Project coordinators;
- Project teams;
- Contractors;
- District Coordinating Office staff (including the Planning officers);
- Decentralized Departments of the DAs;
- EPA staff in Project Zones;
- Regional Coordinating Office staff
- Community actors (CFs and Committee members)

The broad areas for capacity building would include the following:

- Project screening/initial assessment techniques, screening tools, legislation and procedures;
- General project planning and management inter-faced with E&S assessment and management;
- E&S Assessment (in PEA, EIA, SEA/ESMF);
- Review techniques;
- Environmental (and social) management (including monitoring, environmental audit, etc.)
- Environmental report preparation and other reporting requirements;
- Environmental and Social Clauses in Contractors' contract and bidding documents
- Public participation techniques and procedures;
- Public awareness creation/educational techniques (on environmental, social and health issues); and
- Climate change (vulnerability assessment and adaptations in MTDPs).
- Grievance Redress/Case Management
- Adherence to Decent Work
- Emergency response preparedness

Table 5.5 indicates the estimated budget for capacity building

Table 5.5: Estimated Budget for Capacity Building

| No. | Institution | Capacity Gaps Identified | Capacity Building Measures | Rate | Estimated Cost (\$) |
|--------------|--|---|--|-----------------|---------------------|
| 1 | MLGRD | Inadequate capacity in environmental and social safeguards issues | Training course in environmental and social safeguards compliance for staff of the Ministry (5 days for 2 person) | \$ 70/p/d | 700 |
| 2 | MoGCSP | Inadequate capacity in social safeguards issues | Training course in social safeguards (5 days for 2 person) | \$ 70/p/d | 700 |
| 3 | Environmental Protection Agency (EPA) | Inadequate logistics and human resource in EPA Regional and Zonal Offices | Facilitation of screening process for 4 small 'impact scale' sub-project in 120 districts and monitoring | \$50 per site | 24,000 |
| 4 | Department of Feeder Roads (DFR) | Inadequate knowledge of staff in environmental safeguard principles for LIPWs | Two -day Training course for 30no Engineers on safeguards adherence in relation to design and supervision of LIPW Feeder Road intervention based on content of Safeguards Module in LIPW Practitioner's Manual | \$ 120 per head | 3,600 |
| 5 | Ghana Irrigation Development Authority | Inadequate knowledge of staff in environmental safeguard principles for LIPWs | Two-day Training course for 20no Engineers on safeguards adherence in relation to design and supervision of LIPW Small Earth Dams-based on content of Safeguards Module in LIPW Practitioner's Manual | \$ 120 per head | 2,400 |
| 6 | District Assembly (DA) | Inadequate capacity in Safeguard adherence/compliance and monitoring | Identify a dedicated staff as Safeguards Focal Person. Organize 2-day training programme for dedicated Safeguard Officer and one other key staff from 120 DAs in Safeguard compliance and monitoring | \$80 per head | 19,200 |
| 7 | Community | Weak capacity in Safeguard adherence/compliance and monitoring at the community level | 1-day training programme for 3 Community members (1 Community Facilitator and 2 other members of Facility Management Teams) in 240 Communities. | \$ 20 per head | 14,400 |
| 8 | Contractors | Inadequate capacity in safeguards management of LIPWs | 2-day technical training in safeguards management as part Standard LIPW training for 160 contractor supervisors –based on Safeguard Module in LIPW Practitioner's Manual | \$ 40 per head | 6,400 |
| TOTAL | | | | | 71,400 |

5.6 Citizen Engagement and Social Accountability

5.6.1 Citizens Engagement

Citizen Engagement (CE) is a two way interaction between citizens and governments or the private sector, which give citizens a stake in decision-making with the objective to improve final development outcomes. It is purposely to inform, consult, collaborate and empower.

CE in the Project would start with a sensitisation programme, where for every sub-project, the entire community is brought together and briefed on the project, its objectives, implementation arrangements and delivery mechanisms. This process is led by the DA sensitization team/community facilitator under the guidance of the RCOs using the Project's "Guidelines for Community Sensitization, Targeting and Enrolment". Key among the issues to be discussed during the programme include; employment being for a limited number of days, importance of community participation and some common forms of fraud to empower them.

Another layer of engagement would be that after all the actors in project delivery have been identified and adequately prepared (trained), the DA with technical backstopping from the RCO would hold pre-commencement meeting(s) involving all key actors relevant to the sub-project where at least the following issues would be discussed and feedback taken for improvement; the nature of the contract; roles and responsibilities of stakeholders; expected start date of the work; final work schedule; labor requirements; payment arrangements; safeguard compliance requirements; issues on social accountability; and grievance redress mechanisms. This would have to be followed with site possession during which the sub-project site is handed over to the contractor in the full glare of the beneficiary community and an interface organized during which the opportunity is used to sensitize all stakeholders on the sub-projects and accountabilities (roles) properly defined and the entitlements well communicated to the beneficiaries.

CE would be a continuous activity between the community and the DA even when the sub-project is completed to ensure proper maintenance of the facilities.

5.6.2 Social Accountability

The project would mainstream Social Accountability (SA) into its implementation processes and this would be intended to: ensure efficiency and beneficiary satisfaction with service delivery; promote transparency and accountability; encourage participation and citizen engagement; assist in reducing leakages; promote community management and ownership; and provide voice to the LIPW Beneficiaries who in most cases are voiceless.

In view of the rural nature of the activities that are carried out under the LIPW components of the project, the accountability tools that would be employed would be simple and less sophisticated.

- a) The starting point of Social Accountability under the project would be at the community entry and sensitization stage where managers take the opportunity of the sensitization exercise to do a full disclosure on all relevant information on the Project i.e. Contract Sum, percentage to be paid out as wages, frequency of wage payment, the mode and means of payment, the role of various

stakeholders in the delivery process and other entitlements such as the asset that will eventually result from the intervention. This sensitization effort would transcend the entire duration of the sub-project as way of reinforcing the message on entitlement i.e. at project pre commencement meetings, site meetings and other outreach programs.

- b) Subsequently, gang leaders and community facilitators would be empowered to monitor the implementation process and provide early warning on anomalies that may occur along the line.

A key activity of the project's social accountability efforts would be the creation of platforms in the form of community forums (at least once within a sub-project duration) during which all interested parties would be brought together to review the implementation process. The specific features of the interface which would be facilitated by the DA and Community Facilitator under the guidance of the RCC/RCO include:

- a) An account of resources released towards the execution of the sub-project
- b) A Report on Fiscal Disbursement and Progress by DA and or Contractor
- c) Feedback from beneficiaries on their satisfaction with Service delivery; and
- d) An interface (dialogue) aimed at improving the delivery process.
- e) Major concerns resulting from the "dialogue" would be identified for possible redress and then accountabilities. Timelines for their resolution would be agreed upon in a participatory manner.
- f) The RCC/RCO would be expected to follow up on these issues to ensure that they are addressed.

To further deepen accountability in LIPW delivery the Project would insist that, where sub-projects are to be executed through contracts, the contract agreements would have to be signed within the beneficiary community. As a further step towards deepening accountability, the project would institutionalize innovations such as installation of Transparency and Accountability Boards (TABs) at sub-project sites that would ensure the disclosure of critical project information such as, beneficiary entitlements; expenditure to date, proportion of expenditure paid as wages and signed payment vouchers for beneficiary verification.

As a further step towards deepening transparency and accountability, "Hotlines" would be established and operated at DA, RCO and PIU levels for the receipt and redress of complaints. These lines which would be disseminated widely and indicated on the TABs would be manned by dedicated staff who receive complaints from the various sites and bring these to the attention of responsible officers at the various units for possible redress. Once an issue has been dealt with the records of the said complaint and the action taken are documented and kept for future reference.

The project team would also facilitate the process of identifying and empowering community level actors such as retired educationists and health workers to work as agents of accountability (Peer Mentors). Targeted capacity building programs would also be designed and rolled for relevant DA officers and the community Peer-Mentors for the purpose. This would include the provision of a tailor made SA manual to guide the process. The project would also explore the possibility of empowering RCCs and non-state actors like Civil Society Organisations (CSOs) to carry-out social audits within beneficiary DAs and communities.

5.7. Grievance Redress Mechanism

5.7.1 Rationale

The Project would have multiple stakeholders and implementing agencies and would use a combination of approaches in the delivery of services and benefits. These processes could lead to complaints, misunderstandings, conflicts and disputes with respect to appraisal and site selection, targeting, registration, work, payments, key safeguards issues and post implementation concerns. There would therefore be a grievance mechanism that would provide all direct and indirect beneficiaries, service providers and other stakeholders to raise their concerns. These stakeholders would be informed of the grievance mechanism in place during sensitisations and other interactions as well as the measures put in place to protect them against any reprisal for its use.

5.7.2 Institutional Framework for Grievance Redress

a) Community Level

- i. The appointment of Community Facilitators (CFs) at all LIPW sites as focal points for all LIPW-related grievances (CFs are to be provided with files and copies of Form "A" to record and document all cases).
- ii. Provision for a 3 - member Case Management Committee at the Community level comprising;
 - The Chief's Representative
 - A women's Representative
 - A male Opinion Leader, preferably a member of the Unit Committee/Assembly member or Leader of the dominant religious sect.

The membership of this Committee would be validated by the Beneficiary Group/workforce). CFs are required to submit monthly reports on all cases that were recorded at the respective sites.

b) District Level

At the DA level, the LIPW Desk Officer would act as a focal point for Case Management and would be required to liaise with the statutory Public Relations and Complaints Committee to resolve all LIPW related grievances that would be referred to the DA level.

c) Regional Level

There would be assigned to each regional office a Case Management Assistant who would receive all LIPW cases and refer same to the Regional Co-ordinator who would in turn refer the case to the Regional Community Animator, who would follow up to ensure the resolution of these complaints.

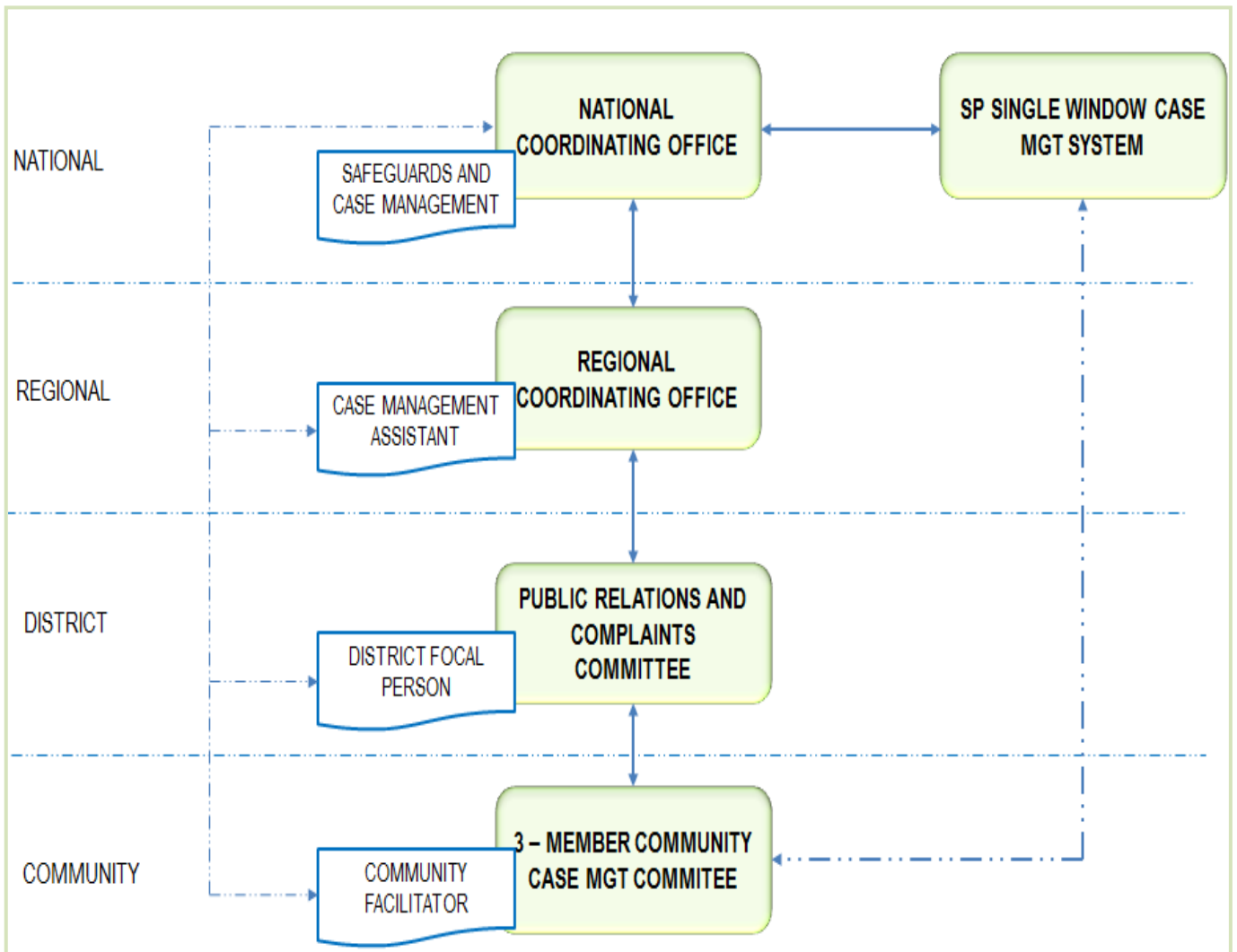
d) National Level

There would be a Safeguards and Case Management Officer (SCMO) at the national office who would be responsible for the overall Case Management process of the Project (Figure 5.1). The SCMO would also liaise with the MoGCSP Single Window Case Management System (Call Centre) and see to the resolution

of all LIPW case through that outlet. In the event that a PAP is still not satisfied with a resolution, the grievance would be sent to the MLGRD and subsequently to a court of law for redress.

Grievances are expected to be submitted through walk-ins, letters, phone calls through “LIPW hotlines” and SP Call Centre toll free lines (0800 800 800 and 0800 900 900) and the LIPW Automated Case Management System (<http://case.gsop.gov.gh>).

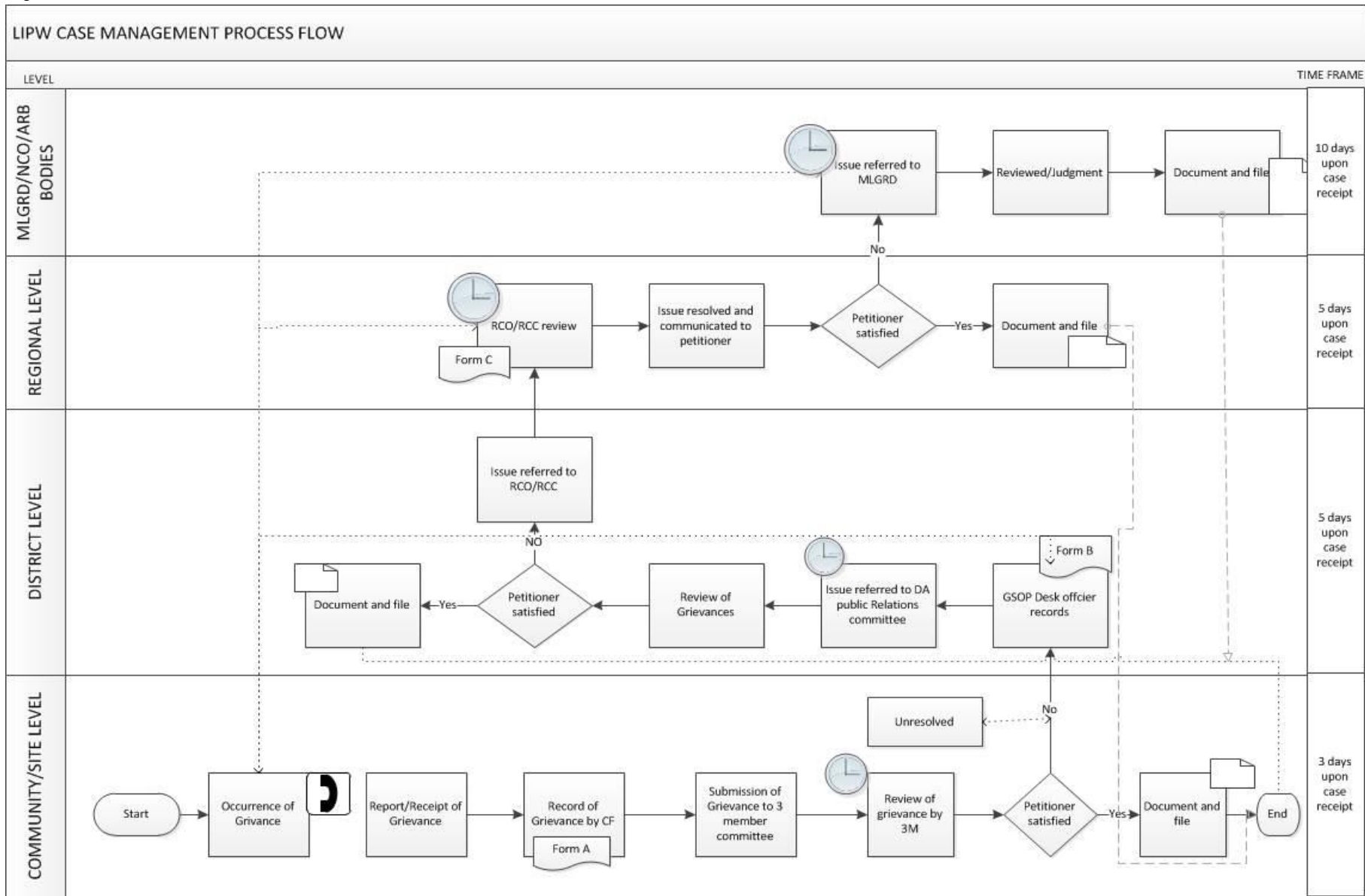
Figure 5.1: Institutional Framework for Grievance Redress



5.7.3 Grievance Redress Process

The Grievance Redress process indicates the process and levels of reporting, resolution and feedback response to a case or grievance. It explicitly shows the timelines for the resolution of a grievance at each level of the institutional framework (Figure 5.2).

Figure 5.2: LIPW GRM Flow Process



5.7.4 Grievance Documentation and Reporting

Resolved and Escalated grievances/cases would be documented daily (as tickets) into the LIPW Automated Case Management System (See Appendix G) by the CMAs at the Regional Offices from the DAs and Communities and the SCMO, with the escalated grievances assigned appropriately for resolution. The SCMO would exercise an oversight over the system and tracks the resolution of all grievances/cases.

Monthly case/grievance reports would be generated from the system by the SCMO and report to the National Coordinator to inform management decisions. Quarterly reports would also be generated and reported to the MLGRD as part of the Project's Progress Reporting as well as the World Bank. Periodic reports would also be generated for stakeholders upon request irrespective of the period (e.g bi-annual, annual etc.)

5.8 Environmental and Social Monitoring and Reporting

Monitoring is a key component of the ESMF during project implementation. It is essential that the basis for the choices and decisions made in the sub-project design and other E&S safeguard measures implemented are verified. Monitoring would verify the effectiveness of impact management, including the extent to which mitigation measures are successfully implemented.

Monitoring of the general project and the specific sub-project activities would help to:

- Improve environmental and social management practices;
- Check the effectiveness of the DAs' E&S oversight responsibility; and
- Provide the opportunity to report the results on safeguards, impacts and mitigation measures implementation.

The District Engineer (DE), supported by the Client Supervisors and AEAs would be responsible for E&S oversight and monitoring. The DE would ensure that contractors adhere to the E&S safeguards.

For the Contractor to successfully carry out his obligations on E&S safeguards, a designated supervisor/foreman would be employed to monitor and report progress on E&S compliance to the DA through the DE on monthly basis. The DA on its part would submit bi-monthly E&S monitoring reports to the EPA and copy the RCO. The E&S monitoring reports of all participating districts would be collated by the RCO and submitted to the PIU. The PIU would then collate the regional E&S management reports for submission to MLGRD and NPSC. The PIU and RCOs would conduct annual or end of project environmental and social safeguards audits and report appropriately. Table 5.4 presents a comprehensive monitoring plan for the ESMF.

Table 5.6: ESMF Monitoring Plan

| Phase | What <i>(parameter is to be monitored)</i> | Where <i>(Is the parameter to be monitored)</i> | How <i>(Is the parameter to be monitored)</i> | When <i>(Is the parameter to be monitored)</i> | Why <i>(Is the parameter being monitored)</i> | Cost | Who <i>(Is responsible for monitoring)</i> |
|----------------------------|--|---|---|--|---|--------------------------|--|
| Sub-project Preparation | All relevant permits (EPA, etc.) | Prior to start of works | Check documentation | Once at start of project | Ensure compliance with ESMF & OP4.01 | Part of sub-project cost | PIU/RCOs/DAs |
| | Land Agreements | Prior to start of works | Check documentation | Once at start of project | Ensure compliance with ESMF, RPF, OP4.01 & OP 4.12 | Part of sub-project cost | PIU/RCOs/DAs |
| | Asset Management Agreement with DAs | Prior to start of works | Check documentation | Once at start of project | Ensure compliance with ESMF & OP 4.01 | Part of sub-project cost | PIU/RCOs |
| Sub-project Implementation | Environmental impacts (dust, noise, erosion, etc.) | Construction Site | Observation | Daily | Minimize environmental impacts and ensure compliance with ESMF & OP4.01 | Part of sub-project cost | RCOs/DAs/Dist. Eng/Community Facilitators |
| | Social impacts (skill development, female empowerment, etc.) | Construction Site | Observation | Daily | Minimize social impacts and ensure compliance with ESMF & OP4.01 | Part of sub-project cost | RCOs/DAs/Dist. Eng/Community Facilitators |
| | OHS impacts (accidents, PPEs, etc.) | Construction Site | Observation | Daily | Minimize OHS impacts and ensure compliance with | Part of sub-project cost | RCOs/DAs/Dist. Eng/Community Facilitators |

| | | | | | | | |
|-------------------------------------|--|-------------------------------------|--------------------|------------------------|---|------------------------------|--|
| | | | | | ESMF & OP4.01 | | |
| | Burrow pit reclamation | Prior to the end of Construction | Observation | End of Construction | Ensure compliance with ESMF & OP4.01 | Part of sub- project cost | RCOs/DAs/Dist. Eng/Community Facilitators |
| | Accident & Grievance reporting | Construction Site | Observation | Daily | Ensure compliance with ESMF and RPF, OP4.01 & OP 4.12 | Part of sub- project cost | RCOs/DAs/Dist. Eng/Community Facilitators |
| Sub-project Operational Phase | Asset management (maintenance, erosion, siltation, flooding, etc.) | Operational site | Site visit, audits | Quarterly | Ensure compliance with ESMF & OP4.01 | Part of sub- project cost | DAs/Dist. Eng/Community Facility Management Teams/Community Facilitators |

6. ESMF PREPARATION AND DISCLOSURE

This ESMF has been prepared in accordance with Ghana environmental assessment guidelines and applicable World Bank safeguards policies, which involved the following activities:

- Review of Environmental and Social Safeguards Audit of GSOP LIPW Activities
- Review of Safeguards Related Documents
- Public Consultations
- ESMF Disclosure

6.1 Review of Environmental and Social Safeguards Audit of GSOP LIPW Activities.

A Safeguards Audit was commissioned by the Project Implementation Unit (PIU) and completed in January, 2018. A sample of 10 out of 60 beneficiary districts were selected for the audit, 5 each from Northern and Southern sectors to reflect a national picture. In terms of sub-projects, a total of 32 sub-projects (at various levels of completion); 12 Feeder Roads (FR), 10 Small Earth Dams and Dugouts (SEDD) and 10 Climate Change Intervention (CCI) sub-projects were selected and assessed. The major findings of the audit have been incorporated into the preparation of this ESMF.

6.2 Review of Safeguards Related Documents

The main National and the World Bank reference documents reviewed included: Environmental and Social Management Framework, Ghana Social Opportunities Project, Environmental Protection Agency Act, 1994 (Act 490); Environmental Assessment Regulations, 1999 (LI 1652); National Environmental Action Plan; Ghana EIA Procedures; other national policies and legislations; and World Bank's Environmental and Social Safeguards Policies (OP 4.01, OP 4.12, OP 4.37 and OP 7.50) and World Bank's Environmental and Social Framework, 2017.

6.3 Public Consultations

Public consultations were also held with key representative stakeholders at the national, regional, district and local levels.

The national and regional level institutions consulted in the form of workshops in Bolgatanga and Accra included the Environment Protection Agency (EPA), Ghana Irrigation Development Authority (GIDA), Ghana Feeder Roads Authority (DFR), Regional Co-ordinating Council, Forestry Services Division, Ministry of Food and Agriculture, Labour Department, Ghana Health Service, Department of Community Development, Department of Social Welfare, Department of Co-operatives, Department of Gender, Environmental Health Department, Wildlife Services Division, Ministry of Trade and Industry (NBSSI), Representative of Regional House of Chiefs, Lands Commission, Contractors' Association Representative and Ghana National Fire Service.

The District Assemblies (DAs) consulted included Talensi and Bongo DAs in Upper East Region and Ajumako Enyan Esiam DA in Central Region. At the community level, Area Council and Unit Committee members, Traditional Authority, LIPW beneficiaries and community members were consulted. The

communities consulted included; Gaare (Talensi DA) and Gorogo (Bongo DA), both in Upper East Region and Enyan Abaasa and Breman Essiam under Ajumako Enyan Esiam DA in Central Region.

Sets of stakeholder participatory questionnaires were prepared for the ESMF process; general environmental and social issues and institutional capacity assessment in safeguards administration. Minutes of the consultations are presented in Appendix A.

6.4 ESMF Disclosure

The EPA and World Bank policies require that environmental reports/ESIA documents for projects are made available to project affected groups, local NGOs, and the public at large. Following clearance from the World Bank, district and regional disclosure sessions would be held in Talensi, Bongo and Ajumako Enyan Esiam DAs and for Bolgatanga and Accra (regional consultations). Copies of the ESMF would be made available in selected public places for information and comments. The notification would be done through a newspaper or radio announcement or both. The notification would provide:

- a brief description of the Project;
- a list of venues where the ESMF report is on display and available for viewing;
- duration of the display period; and
- contact information for comments

The ESMF would finally be disclosed on PIU's website and the World Bank's Info Shop.

7. OTHER PROJECT SAFEGUARDS DOCUMENTATION

The following documents constitute other project safeguards documents on the Project, some of which were prepared in the predecessor project (GSOP);

- Ghana Productive Safety Nets Project; Resettlement Policy Framework, April, 2018.
- Ghana Social Opportunities Project – Labour Intensive Public Works; Environmental and Social Safeguards Audit of GSOP – LIPW Activities, January, 2018.
- Ghana Social Opportunities Project; Project Operational Manual (Section on Safeguards and Case Management), November, 2017.
- Ghana Social Opportunities Project - Labour Intensive Public Works; Environment and Social Management Plan; Rehabilitation of Small Earth Dam at Darebaateng, Wa West District – Upper West Region. May, 2017.
- Ghana Social Opportunities Project – Labour Intensive Public Works; A Practitioner’s Guide to Rehabilitation and Maintenance of Dams, Dugouts and Related Facilities (Section 14: Environmental and Social Safeguards Relating to Infrastructure Works)
- Ghana Social Opportunities Project – Labour Intensive Public Works; A Practitioner’s Guide to Rural Roads Improvement and Maintenance (Section 13: Environmental and Social Safeguards Related Issues)
- Ghana Social Opportunities Project – Labour Intensive Public Works; 3. A Practitioner’s Guide to Climate Change Mitigation and Adaptation Activities

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APPENDICES

Appendix A: Public Consultations

| 1. Minutes of a Meeting Held on Monday 26th February, 2018 with World Bank Safeguards Team for GSOP at the World Bank. | | | |
|--|---|----------------|-----------------------|
| <i>Attendance</i> | | | |
| <i>Name</i> | <i>Designation</i> | <i>Contact</i> | <i>Email</i> |
| Desmond Duametu | National Capacity Building Specialist (NCBS) - GSOP | 0244459175 | desduam@yahoo.com |
| Abdul-Rahim Abdulai | Safeguards and Case Management Officer - GSOP | 0245544143 | mingo8876@gmail.com |
| Franklin Kuma Kwasi Gavu | Environmental Safeguards, World Bank | 0264594566 | fgavu@worldbank.org |
| Gloria Malia Mahama | Social Safeguards, World Bank | 0504716994 | gmahama@worldbank.org |
| <i>Main Issues Discussed</i> | | | |
| <i>Issue Raised</i> | <i>Resolutions</i> | | |
| Safeguards for new Project | <ol style="list-style-type: none"> 1. In-house preparation of Environment and Social Management Framework and Resettlement Policy Framework for new project 2. Frameworks to be submitted to World Bank GSOP Safeguards Team on 19th March, 2018, with disclosure set on 5th April, 2018 by the Government side and 9th April, 2018 by the World Bank. 3. Frameworks to be part appraisal documents to be submitted for approval by World Bank Executive Directors on 13th July, 2018. | | |
| Considerations for New Frameworks | <ol style="list-style-type: none"> 1. New thinking of Project to reflect new scope (especially in cases of new small earth dams and dugouts) 2. Land acquisition under the Project, especially LIPW should be critically explored. <ul style="list-style-type: none"> • Voluntary land donations should be proven to be true voluntary and not forced voluntary. • Benefit sharing arrangements should also be critically delineated after extensive consultation with the necessary stakeholders 3. Ownership and maintenance of assets should be a focus the new project through empowerment of communities. 4. A good social accountability mechanism. Level of consultation should be high and ensure feedback to community members. 5. Establish a good Grievance Redress Mechanism 6. Gender and vulnerability (gender mainstreaming) 7. Dams to be designed with full complement of ancillaries to support locals in livelihood sustenance | | |
| Further Studies | Gender Assessment Study to be commissioned by the World Bank | | |



Recorded and Signed By:

Abdul-Rahim Abdulai
(SCMO - GSOP)

2. Minutes of a Meeting Held on Wednesday 7th March, 2018 with District Staff of Talensi DA, Upper East Region at the Conference Hall of the DA.

Attendance

| <i>Name</i> | <i>Designation</i> | <i>Contact</i> | <i>Email</i> |
|---------------------------|--|----------------|----------------------------|
| Christopher Boatbil (Phd) | District Chief Executive | 0244229324 | csboatil@yahoo.com |
| Alhaj. M. Issahaku | District Coordinating Director | 0244154842 | - |
| Martina Awuni | Head Social Welfare & Community Development | 0244804952 | martinaazure@gmail.com |
| Stephanie Mosoro | Director of Education | 0208179970 | stefmos14@gmail.com |
| Agyeyoma t. Juliana | Planning Officer | 0209991133 | cnspalta@gmail.com |
| Sule Mana Shamhuna | Budget Officer | 0247776688 | shamhunasulemana@yahoo.com |
| Benedict b. Yindol | PNL .TDA. Assembly | 0246461945 | - |
| Christopher Amonzem | Physical Planning Officer | 0202508243 | - |
| Hellen Akanaba | AA. Business Advisory Centre | 0206662155 | hellenakanaba@yahoo.com |
| Mahama Ken Kazar | District NADMO Officer | 0245371682 | Kenkazar@yahoo.com |
| Felix Yeboah | Snr Technical Engineer | 0246687612 | kayarthorony@yahoo.com.uk |
| Desmond Duametu | National Capacity Building Specialist (NCBS) – GSOP, NCO | 0244459175 | desduam@yahoo.com |
| Abdul-Rahim Abdulai | Safeguards and Case Management Officer – GSOP, NCO | 0245544143 | mingo8876@gmail.com |
| Adwoa Boakye | Regional Coordinator, BRCO - GSOP | 0202503766 | adwoabee@yahoo.co.uk |

Main Issues Discussed

| <i>Issue Raised</i> | <i>Resolutions</i> |
|--------------------------------------|---|
| Household as target for intervention | DA staff lauded the idea especially with the accommodation of alternative participant from the household. This is anticipated to reduce tensions in the community by excluded households. |
| Anticipated Positive Impacts | 1. Improved consumption 2. Positive impact on health and education of community members 3. As a vehicle to improve decentralization |
| Anticipated Negative Impacts | 1. Worker complains on severity of work 2. Risk of abandoning work due to delayed payments 3. Possible challenges in sub-project execution due to non-involvement of all stakeholders especially assembly members. 4. Exclusion of some community members may lead to agitation and possible failure of sub-projects |
| Mitigation | 1. Worker task rate re-examined to suit conditions of locality 2. Ensuring prompt payment 3. Involvement of all stakeholders especially at the community level. 4. Preference for household targeting instead of individual targeting |
| EPA Permitting of sub-projects | 1. Permitting under GSOP I has been a plus to the DA in DDF assessments 2. Delay in issuance of permits 3. Recommendation for regional issuance of permits |
| Land Acquisition | 1. Preference for Voluntary Land Donation from communities 2. Proper land documentation by DAs in consultation with communities and landowners to be set as a pre-requisite for DA suitability for sub-projects requiring land. |

| | |
|--|--|
| | 3. Benefit sharing to be determined after extensive engagement among stakeholders as part of MoU signing. |
| Community Engagement and Social Accountability | 1. Involvement of assembly members of various communities in sub-project implementation process. 2. Installation of Transparency and Accountability Boards at DAs to enhance accountability. |
| Labour and Working Conditions | 1. Inadequate supply of PPEs by contractors 2. Low enforcement of PPE usage 3. Recommendation for DAs to supply PPEs to ensure adequacy 4. Recommendation for usage of PPEs by beneficiaries as a criteria to allow for working and marking of attendance. 5. Recommendation on continues sensitization of beneficiaries on the relevance for the use of PPEs. |
| Insurance | 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. |
| Safeguards Capacity | Low safeguards capacity (no explicit safeguards role in organogram, low budget, low competence in scoping among others) |



Recorded and Signed By:

Abdul-Rahim Abdulai
(SCMO - GSOP)

3. Minutes of a Meeting Held on Thursday 8th March, 2018 with District Staff of Bongo DA, Upper East Region at the Office of the DCE.

Attendance

| <i>Name</i> | <i>Designation</i> | <i>Contact</i> | <i>Email</i> |
|-----------------------|--|--------------------------|----------------------------|
| Ayinbisa A. Peter | DCE | 0244940509 | peterayinbisa@gmail.com |
| Issifu Mohammed Fawei | DCD | 0243645512 | issifu105@gmail.com |
| Michael Atareyoo | DDCO GHS | 0204848292 | atereyoomichael@gmail.com |
| Mbela Padmore | GES (Planning) | 0203866786 | mblanyaabila@yahoo.com |
| Asampana Paul | SW & CD | 0206101036 | asamana@gmail.com |
| Edgar Drah | HOD - Agric | 0242363988 0201829380 | edgardrah@yahoo.com |
| Rose Nana Menash | A.H.E.N.U | 0209381992 | naana@gmail.com |
| Faustina Achana | Dept of Coops. District Director | 0244541251 | achanaf@yahoo.com |
| Sibaway Ahmed | DA- DBA | 0244458910 | sibamed09@gmail.com |
| Asongo Emmanuel | Rep. PM | 0206138735 | alenumemmanuel@gmail.com |
| Agunguma-Gaara Puis | Civic Union (Coordinator) | 0206430281 | bongocivicunion@yahoo.com |
| Abubakar Wabila | DPO - Bongo | 0243768724 | billaabubakar@gmail.com |
| David Aruk | HDWD-Bongo | 0208163705 | arukdavid65@gmail.com |
| Issaka Mohammed | DIR - Bonja | 0200330607 | issakamohammed82@yahoo.com |
| Mabarack Mohammed | Snr P. O. | 0244011002 | mmubarack25@gmail.com |
| Daniel K. Gbologa | HRM | 0242297661 | quabladan23@gmail.com |
| Atiibo Moses | Accountant | 0242071945 | matiiibo@yahoo.co |
| Anaba James | D.F.O | 0208503363 | jawonye@yahoo.com |
| Nyaaba Henry | BAC REP | 0246565283 | holyzion2001@yahoo.com |
| Issa Safia Sunmana | ABA | 0208384190 | issahseho@gmail.com |
| Ayishetu Haruna | T & CP | 0208726200 | |
| Akoigo Gifty | NADMO | 0203838410 | akolgogifty@gmail.com |
| John Azam | DSW/CD | 0209256801 | azaamsf@yahoo.com |
| Desmond Duametu | National Capacity Building Specialist (NCBS) – GSOP, NCO | 0244459175 | desduam@yahoo.com |
| Abdul-Rahim Abdulai | Safeguards and Case Management Officer – GSOP, NCO | 0245544143 | mingo8876@gmail.com |
| Adwoa Boakye | Regional Coordinator, BRCO - GSOP | 0202503766 | adwoabee@yahoo.co.uk |

Main Issues Discussed

| <i>Issue Raised</i> | <i>Resolutions</i> |
|---|---|
| Household as target for intervention | DA staff lauded the idea especially with the accommodation of alternative participant from the household. This is anticipated to reduce tensions in the community by excluded households. |
| Social Protection Committee vis-a-via DPCU/Social Services Sub-committee as a vehicle to drive Social Protection in the DA. | Preference for Expanded DPCU (including Traditional Authority) as the vehicle for SP in the DA. |
| Coverage and qualification of a well-resourced CF (Community/Electoral Area/Area Council....etc) | 1. Electoral Areas would be appropriate (54 Electoral Areas in Bongo DA) 2. HND as minimum qualification |
| Anticipated Positive Impacts | 1. Positive impact on health and education of community members 2. Deepening of decentralization 3. Reduction in out migration leading to stabilization of families. |
| Anticipated Negative Impacts | 1. Poor quality of works, which could have attendant environmental impacts |

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| | <p>and financial loss</p> <ol style="list-style-type: none"> 2. Delayed payments leading to low interest of workers 3. Low skills of beneficiaries in labour intensive techniques. |
| Mitigation | <ol style="list-style-type: none"> 1. Continuous Training of Contractors and improved monitoring to achieve quality assurance. 2. Explore the use of plants (that can repel stray animals) as fencing material. 3. Design of project to deliberately impact skills in local people 4. Preference on the use of trained local contractors (who would have higher responsibility towards the community) |
| EPA Permitting of sub-projects | <ol style="list-style-type: none"> 1. Delay in issuance of permits 2. Recommendation for regional issuance of permits |
| Land Acquisition | <ol style="list-style-type: none"> 1. Preference for Voluntary Land Donation from communities 2. Proper land documentation by DAs in consultation with communities and landowners to be set as a pre-requisite for DA suitability for sub-projects requiring land. 3. Benefit sharing to be determined after extensive engagement among stakeholders as part of MoU signing. |
| Community Engagement, Social Accountability and Grievance Redress | <ol style="list-style-type: none"> 1. Inadequate knowledge on grievance redress processes 2. Recommendation to increase sensitization with the inclusion of all DA staff and Assembly Members 3. Recommendation for the adoption of toll free lines 4. Recommendation to involve Gender Desk Officer in sensitization programmes. |
| Labour and Working Conditions | <ol style="list-style-type: none"> 1. Inadequate supply of PPEs by contractors 2. Low enforcement of PPE usage 3. Recommendation for Contractors to account for PPEs as a precondition to mobilisation on site. 4. Recommendation for DAs to supply PPEs to ensure adequacy 5. Recommendation for usage of PPEs by beneficiaries as a criteria to allow for working and marking of attendance 6. Recommendation on continues sensitization of beneficiaries on the relevance for the use of PPEs. 7. Recommendation for supplied PPEs to be user and location friendly. |
| Insurance | <ol style="list-style-type: none"> 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. |
| Safeguards Capacity | <p>Low safeguards capacity (no explicit safeguards role in organogram, low budget, low competence in scoping among others and low technical competence of good international industry practice)</p> |



Recorded and Signed By:

A handwritten signature in black ink, appearing to read 'Abdul-Rahim Abdulai'.

Abdul-Rahim Abdulai
(SCMO - GSOP)

4. Minutes of a Meeting Held on Thursday 8th March, 2018 with Gorogo Community (SEDD & CC) of Bongo DA, Upper East Region.

| <i>Attendance</i> | | |
|--------------------|--------------------|----------------|
| <i>Name</i> | <i>Designation</i> | <i>Contact</i> |
| Anebolga Teni | Community member | 0545081642 |
| Apusiga Portia | Community member | 0203143246 |
| Apika Mma | Community member | - |
| Anamoo Angelina | Community member | - |
| Asaane Akamkonge | Community member | - |
| Haruna Maria | Community member | - |
| Ananga Apogpika | Community member | - |
| Nyaaba Adongo | Community member | - |
| Ndoor Ayambila | Community member | - |
| Azaaga Abongo | Community member | - |
| Atoge Ananga | Community member | - |
| Azure Ernest | Community member | - |
| Akugre Azubila | Community member | - |
| Abalungo Asilga | Community member | - |
| Agombire Ayamga | Community member | 0241893240 |
| Nsoh Amoah | Community member | - |
| Apana Abigail | Community member | 0547843772 |
| Ayambulgo Akataaba | Community member | - |
| Awinduko Awurema | Community member | |
| Asagbe Lariba | Community member | 0559754801 |
| Awine Patricia | Community member | 0506966477 |
| Ayamga Assibi | Community member | - |
| Amalibia Azure | Community member | 0246167738 |
| Azure Philomina | Community member | 0500357283 |
| Ayambire Esther | Community member | 0547189774 |
| Amalbia Rita | Community member | 0541276474 |
| Azure Aguzele | Community member | - |
| Ayamga Aguripoka | Community member | 0556136210 |
| Awine Atampoka | Community member | - |
| Akasoba Aduko | Community member | - |
| Ayamga Mmalebna | Community member | - |

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|-------------------|------------------|------------|
| Agongo Gifty | Community member | 0543992144 |
| Awaliga Susaana | Community member | - |
| Azure Mark | Community member | 0209979457 |
| Aduko Talata | Community member | - |
| Akansobe Akua | Community member | - |
| Ayeriga Elijah | Community member | 0504198256 |
| Abelyinga Matina | Community member | - |
| Akolgo Azaaga | Community member | - |
| Aduko Azumah | Community member | - |
| Asankeno David | Community member | - |
| Ayamga Akuribire | Community member | |
| Dasmani Sarifa | Community member | 0543912997 |
| Azure Ernestina | Community member | 0203447478 |
| Akugre Esther | Community member | |
| Awinlooya Nkoo | Community member | 0503882651 |
| Asaah Mary | Community member | 0248845355 |
| Anafo Abugbire | Community member | 0204223019 |
| Haruna Memuna | Community member | - |
| Anafo Azure | Community member | - |
| Anafo Anna | Community member | 0502000855 |
| Akolbire Janet | Community member | - |
| Apika Akayane | Community member | - |
| Awunee Atampoka | Community member | - |
| Asaah Ayoka | Community member | - |
| Mmaa Nbeere | Community member | - |
| Adongo Ayelaganya | Community member | - |
| Akugre Abambila | Community member | - |
| Asampana Paulina | Community member | - |
| Akugre Akateri | Community member | - |
| Atiah Suzzy | Community member | - |
| Aviriba Atintone | Community member | - |
| Ayehase Mmaa | Community member | - |
| Azure Akansobe | Community member | - |
| Asaah Mbo | Community member | - |
| Ayamga Abane | Community member | - |
| Ibrahim Hawa | Community member | 0557944615 |

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| Alahire Aniah | Community member | - |
| Anyaaba Adongo | Community member | - |
| Atanga Awindenaba | Community member | - |
| Azure Daniel | Community member | 0249688020 |
| Azure ALEX | Community member | 0246073343 |
| Ayamga John | Community member | 0553315112 |
| Azure Akolbire | Community member | - |
| Awaligabuno Asaah | Community member | 0247576797 |
| Atiah Atule | Community member | - |
| Ayeliwine Atiah | Community member | - |
| Atanga Victoria | Community member | - |
| Ayoko Apogbila | Community member | - |
| Alenyurige Assibi | Community member | - |
| Apaazire Diana | Community member | 0209891876 |
| Baba Victoria | Community member | 0549796662 |
| Abugre Mmabila | Community member | - |
| Akanyange Azumah | Community member | 0247132658 |
| Nyaaba Jennifer | Community member | 0504176431 |
| Azure Jennifer | Community member | 0240894874 |
| Ayambulgo Alenyurige | Community member | - |
| Atanga Akolgo | Community member | - |
| Asampana Alberta | Community member | 0549746907 |
| Aye Felicia | Community member | 0247627730 |
| Aviriba Joel | Community member | 0540617327 |
| Anafo Eric | Community member | 0504202312 |
| Anafo Stephen | Community member | 0509863159 |
| Akaribo Solomon | Community member | 0201638475 |
| Afaaba Ibrahim | Community member | - |
| Abole Agurigo | Community member | - |
| Ae-Ra Adamkuure | Community member | - |
| Atanga Ndole | Community member | - |
| Ayamga Agatha | Community member | - |
| Ayamga Gideon | Community member | 0504862089 |
| Akalga Adongo | Community member | 0240126984 |
| Anafa John | Community member | 0246259477 |
| Sulemana Salamata | Community member | - |

| | | |
|---|---|------------|
| Asoko Ernest | Community member | 0546130992 |
| Agurigo Akaribila | Community member | 0542095601 |
| Awine Akasoba | Community member | 0544562796 |
| Desmond Duametu | National Capacity Building Specialist (NCBS) – GSOP, NCO | 0244459175 |
| Abdul-Rahim Abdulai | Safeguards and Case Management Officer – GSOP, NCO | 0245544143 |
| Adwoa Boakye | Regional Coordinator, BRCO - GSOP | 0202503766 |
| <i>Main Issues Discussed</i> | | |
| <i>Issue Raised</i> | <i>Resolutions</i> | |
| Anticipated Positive Impacts | <ol style="list-style-type: none"> 1. Temporary employment 2. Promotes community unity 3. Access to other social services (Health and Education) 4. Livestock watering 5. Skills development | |
| Anticipated Negative Impacts | <ol style="list-style-type: none"> 1. Reduction in community voluntarism 2. Possibility of failure of sub-projects due to exclusion of some community members from the project. 3. Delayed payments leading to low interest of workers | |
| Mitigation | <ol style="list-style-type: none"> 1. Continuous sensitization of beneficiaries to ensure the need for volunteerism. 2. Use of household approach as a means of targeting 3. Full automation of all processes to enhance prompt payment. | |
| Land Acquisition | <ol style="list-style-type: none"> 1. Readiness to voluntarily donate land because of the community benefit. 2. Readiness to partner with DA to properly document lands and agree on benefit sharing arrangements as part of MoUs. 3. Recommendation for further employment opportunities for landowners. | |
| Community Engagement, Social Accountability and Grievance Redress | <ol style="list-style-type: none"> 1. Inadequate knowledge on grievance redress processes 2. Recommendation to deepen sensitization on case management (most especially the SP Single Window Case Management System) 3. Recommendation for the adoption of toll free lines 4. Recommendation for continuous training of Community Facilitators to effectively handle case management at the community level | |
| Labour and Working Conditions | <ol style="list-style-type: none"> 1. Inadequate supply of PPEs by contractors 2. Low usage of PPE usage 3. Recommendation for DAs to supply PPEs to ensure adequacy instead of contractor 4. Recommendation for usage of PPEs by beneficiaries to be tied to participation in work session. 5. Recommendation on continues sensitization of beneficiaries on the relevance for the use of PPEs. | |
| Maintenance of facilities | <ol style="list-style-type: none"> 1. No community mechanism for maintenance of facility 2. Recommendation for continuous sensitization on the need for maintenance and training of maintenance committees 3. Recommendation for a binding document on maintenance between DAs and Communities as a precondition for continued support. | |
| Insurance | <ol style="list-style-type: none"> 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. | |

Safeguards Capacity

No capacity (No safeguards related committees)



Recorded and Signed By:

A handwritten signature in black ink, appearing to read 'Abdul-Rahim Abdulai'.

Abdul-Rahim Abdulai
(SCMO)

5. Minutes of a Meeting Held on Friday 9th March, 2018 with Gaare Community (SEDD and JSDF) of Talensi DA, Upper East Region.

| <i>Attendance</i> | | |
|--------------------|--------------------|----------------|
| <i>Name</i> | <i>Designation</i> | <i>Contact</i> |
| Samson Duon | Community member | 0200552195 |
| Williams Bantung | Community member | 0542853870 |
| Zanore Pang | Community member | - |
| Danloshba Gbandaan | Community member | - |
| Zeyaabah Nsoug | Community member | 0241724476 |
| Roare Pang | Community member | - |
| Baba Wuniah | Community member | - |
| Yinnamya Nsoug | Community member | 0544253300 |
| Abena Mban-Nyel | Community member | - |
| Paadeni Buyaabil | Community member | - |
| Diung Miteeb | Community member | - |
| Baan Napaabie | Community member | - |
| Azumah Zonaab | Community member | - |
| Tomtia Soribon | Community member | - |
| Malebna Mbemyire | Community member | - |
| Azumah Touh | Community member | - |
| Booh Naasaana | Community member | - |
| Laviba Tisabelile | Community member | - |
| Kuruug Zuut | Community member | - |
| Kodoog Sakyelihim | Community member | - |
| Bayaamave Zuut | Community member | - |
| Punyemani Man-Mave | Community member | - |
| Bayelim Paalyam | Community member | - |
| Yinvolima Zuog | Community member | - |
| Appial E-Tebameng | Community member | - |
| Guene Damologbon | Community member | - |
| Baarebon Teng | Community member | - |
| Nsohyin Puyang | Community member | - |
| Doamam Bafamde | Community member | - |
| Yinbil Duuh | Community member | - |
| Putewoola Balebwol | Community member | - |

| | | |
|---------------------|------------------|------------|
| Dantohba Kugeema | Community member | - |
| Baan Wuniah | Community member | 0249590402 |
| Boazoo Sinwon | Community member | - |
| Koare Wuniah | Community member | 0242524585 |
| Yinzee Yidaan | Community member | - |
| Yenbey Komaa | Community member | 054886287 |
| Sikooleg Taa-Eya | Community member | - |
| Yidaan Pii | Community member | 0553132058 |
| Biire Malebna | Community member | 0244856993 |
| Billa Sapanzie | Community member | - |
| Kojo Denduug | Community member | - |
| Saate Barkela | Community member | - |
| Zuure Baleregmare | Community member | - |
| Sanwaa Felicia | Community member | - |
| Pihinemeya Danaabma | Community member | - |
| Apana Fausty | Community member | 0559466788 |
| Puzooteba Ba-Amme | Community member | - |
| Zuurema Daa | Community member | - |
| Sapak Zong | Community member | - |
| Sapaabil Yidanbil | Community member | - |
| Christie Kolog | Community member | - |
| Lakamoya Sandoog | Community member | - |
| Naazie Tembil | Community member | - |
| Azumah Mwaegre | Community member | - |
| Kolog Yebil | Community member | 0241123291 |
| Sampana Yelsabelik | Community member | 0248989405 |
| Batemba Zongdaan | Community member | - |
| Bluhig Boka | Community member | - |
| Yinoya Pilugtoh | Community member | - |
| Gaamutug Sorbil | Community member | - |
| Yinpoka Nabil | Community member | - |
| Noah landolba | Community member | - |
| Kpa-agre Galing | Community member | - |
| Ommire Yen | Community member | - |
| Gusiimah Mbanboat | Community member | - |
| Yidanbil Boare | Community member | - |

| | | |
|------------------------|------------------|------------|
| Kolbire Saab | Community member | 0544556105 |
| Mbangya Zonaab | Community member | 0549127175 |
| Kuruug Yin-nyeya | Community member | - |
| Yen Tobire | Community member | 0500346641 |
| Tii Yinbon | Community member | - |
| Yinvoalmah-Duue | Community member | - |
| Kolpok Moses | Community member | 0559758269 |
| Dok Mbamah | Community member | - |
| Naybila Gifty | Community member | - |
| Punantaaba Sapanpok | Community member | - |
| Nayzie Mary | Community member | 0542983556 |
| Naab Doguriba | Community member | - |
| Batehimzaa Buyare | Community member | - |
| Yinyelob Yinmah | Community member | 0543879053 |
| Fawan Ndaan | Community member | - |
| Batuoma Levigya | Community member | - |
| Apana Labre | Community member | 0248424563 |
| Doughbon Puzeh | Community member | - |
| Mbayeu Tempok | Community member | - |
| Naybil Putoasoart | Community member | 0554073303 |
| Yellateamya Bapaabimdi | Community member | - |
| Gaayiih Daaban | Community member | - |
| Mavis Tabil | Community member | 0554284310 |
| Fidos Mubarak | Community member | 0207791909 |
| Poanyangbil Koare | Community member | - |
| Yin Yidaan | Community member | - |
| Zuurebon Mwenko | Community member | - |
| Yinguut Saamere | Community member | - |
| Tisabelik Sangolik | Community member | - |
| Landolba Paahukzoya | Community member | - |
| Gbong Naamzaaya | Community member | - |
| Hanna Billa | Community member | - |
| Pii Ladameng | Community member | 0544549148 |
| Labgariya Moses | Community member | - |
| David Nazure | Community member | 0542846331 |
| Mbebo Kolsabelik | Community member | - |

| | | |
|---|---|------------|
| Nyaaba Sandoog | Community member | - |
| Naya Bembil | Community member | 0246039193 |
| Desmond Duametu | National Capacity Building Specialist (NCBS) – GSOP, NCO | 0244459175 |
| Abdul-Rahim Abdulai | Safeguards and Case Management Officer – GSOP, NCO | 0245544143 |
| Adwoa Boakye | Regional Coordinator, BRCO - GSOP | 0202503766 |
| <i>Main Issues Discussed</i> | | |
| <i>Issue Raised</i> | <i>Resolutions</i> | |
| Anticipated Positive Impacts | <ol style="list-style-type: none"> 1. Animal rearing 2. Irrigation farming (dry season gardening) 3. Temporary employment 4. Access to other social services (Health and Education) 5. Promotes the culture of savings (with the use of e-zwich) | |
| Anticipated Negative Impacts | <ol style="list-style-type: none"> 1. Severity of work leading to health problems 2. Increased dependency on aid 3. Effects of work times on family lives (especially women taking care of children from school) | |
| Mitigation | <ol style="list-style-type: none"> 1. Revisiting the task rates to reflect local circumstances 2. Continuous sensitization of beneficiaries on dependence and project support for graduation. 3. Work times to reflect prevailing local and cultural situations | |
| Land Acquisition | <ol style="list-style-type: none"> 1. Readiness to voluntarily donate land because of the community benefit. 2. Readiness to partner with DA to properly document lands and agree on benefit sharing arrangements as part of MoUs. 3. Recommendation for further employment opportunities for landowners. | |
| Community Engagement, Social Accountability and Grievance Redress | <ol style="list-style-type: none"> 1. Inadequate knowledge on grievance redress processes 2. Recommendation to deepen sensitization on case management (most especially the SP Single Window Case Management System) 3. Recommendation for the adoption of toll free lines 4. Recommendation for continuous training of Community Facilitators to effectively handle case management at the community level 5. Recommendation for further sensitization on environmental and health education. | |
| Labour and Working Conditions | <ol style="list-style-type: none"> 1. Inadequate supply of PPEs by contractors 2. Low usage of PPE usage 3. Recommendation for DAs to supply PPEs to ensure adequacy instead of contractor 4. Recommendation for usage of PPEs by beneficiaries to be tied to participation in work session. 5. Recommendation on continues sensitization of beneficiaries on the relevance for the use of PPEs. | |
| Maintenance of facilities | <ol style="list-style-type: none"> 1. Active community mechanism for maintenance of facility 2. Recommendation for continuous sensitization on the need for maintenance and training of maintenance committees 3. Recommendation for a binding document on maintenance between DAs and Communities as a precondition for continued support. | |
| Insurance | <ol style="list-style-type: none"> 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. | |
| Safeguards Capacity | No capacity (No safeguards related committees) | |



Recorded and Signed By:

Abdul-Rahim Abdulai
(SCMO)

6. Minutes of a Meeting Held on Friday 9th March, 2018 with Regional Officers, Upper East Region at the Conference Room of the Regional Coordinating Council.

Attendance

| <i>Name</i> | <i>Organisation</i> | <i>Designation</i> | <i>Contact</i> | <i>Email</i> |
|------------------------|-----------------------------|--|----------------|----------------------------|
| Thomas Kugoriba | RCC | DPO | 0209413998 | kugoribathom95@yahoo.com |
| Salifu Abelulai | Labour Dept. | Reg. Labour Officer | 0201735701 | ba.salifu@yahoo.com |
| Yvonne W. Wonchus | RCC | AD II A | 0208159053 | wonchuo@yahoo.com |
| Acto Douglas D. Koyiri | Fire Service | Reg. Fire Com. | 0208284332 | koyirid@yahoo.com |
| Adoi Nathan Theophilus | Fire Service | Fire Safety Officer | 0542382333 | spyk2g12@gmail.com |
| Stephen Quainoo | Dept. of Feeder Roads | Deputy Manager Reg. | 0247800918 | stevequab@yahoo.com |
| Aduku Matthew | Dept. Community Development | SSDA | 0246141010 | adukumatthew1960@gmail.com |
| Hamidu Abdulai | EPA | SPO | 0501301586 | abdlaihamid@yahoo.com |
| Paul Wooma | NADMO | Deputy Director | 0206381927 | pidimwooma@yahoo.com |
| Francis Ennor | Dep't of Agric | Director | 0201318269 | kojoennor7062@gmail.com |
| James A. Ayesake | Dept of Social Welfare | Ag. Reg. Director | 0208295399 | jimmyagambila@gmail.com |
| Philemon Yankson | GIDA | Reg. Manager | 0246949393 | philyankson@yahoo.com |
| John Naada Majam | Wildlife Division | Regional Manager | 0244167419 | jnaadamjan9@hotmail.com |
| David Yidama | FSD | Office Manager | 509869050 | nyaba_david@yahoo.com |
| Mana Bana | MOTI | A.I.P.O | 0207389141 | awontem.8@yahoo.com |
| James Twere | DOG | Director | 0244840779 | jamestwere1991@gmail.com |
| Roland Anyansu | Coops | Director | 0244519859 | anyanaroland@gmail.com |
| Iddi Musah | RCC | ADIIB | 0208708001 | iddimusah@gmail.com |
| Prince G. Osei-Yeboah | FSD | District Manager | 0244818120 | sirpogy12gmail.com |
| Nii Lante Lamptey | NBSSI | Project Officer | 0242023402 | nii2005@yahoo.com |
| Desmond Duametu | GSOP | National Capacity Building Specialist (NCBS) – NCO | 0244459175 | desduam@yahoo.com |
| Abdul-Rahim Abdulai | GSOP | Safeguards and Case Mgt Officer - NCO | 0245544143 | mingo8876@gmail.com |
| Adwoa Boakye | GSOP | Regional Coordinator, BRCO | 0202503766 | adwoabee@yahoo.co.uk |

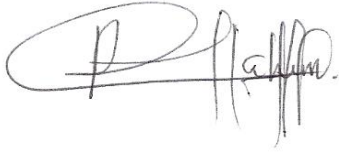
Main Issues Discussed

| <i>Issue Raised</i> | <i>Resolutions</i> |
|--|--|
| Other environment related policy and Legislations to be considered | <ol style="list-style-type: none"> 1. Climate Change Policy, 2012 2. Desertification Policy 3. Pesticides Control and Management Act, 1996 Act 528 4. Forest and Wildlife Policy, 1994 5. Fertilizer and Seed Policy 6. Control and Prevention of Bushfires Act, 1990. P.N.D.C.L.229 |
| Anticipated Positive Impacts | <ol style="list-style-type: none"> 1. Employment 2. Promotion of financial inclusion 3. Local food production to support lean season 4. Skills acquisition |
| Anticipated Negative Impacts | <ol style="list-style-type: none"> 1. Creation to burrow pits |

| | |
|-------------------------------|---|
| | <ul style="list-style-type: none"> 2. Risk of having plantations burnt by bush fires 3. Increased dependency on aid |
| Mitigation | <ul style="list-style-type: none"> 1. Tying of contractors last certificate to reclamation 2. Effective creation of fire belts/adoption of some resistant plants as fire breaks 3. Support beneficiaries to have sustainable incomes through graduation. 4. Use of the Department of Cooperatives to support beneficiaries sustain income through the cooperative concept. 5. Adoption of Community Resource Management Areas by the Forestry Services Division to control bush fires. 6. Use of fire volunteers already existing in most DAs to fight fire especially on climate change sites. |
| Land Acquisition | <ul style="list-style-type: none"> 1. Avoid the acquisition of lands with sacred grooves or land with “emotional” attachment. |
| Labour and Working Conditions | <ul style="list-style-type: none"> 1. Request by Labour department to monitor LIPW sites to ensure adherence to decent work. 2. Recommendation on continues sensitization of beneficiaries on the relevance for the use of PPEs. |
| Maintenance of facilities | <ul style="list-style-type: none"> 1. Recommendation for continuous sensitization on the need for maintenance and training of maintenance committees and DA Engineers. |
| Insurance | <ul style="list-style-type: none"> 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. |
| Other Issues | <p>Reclamation of degraded ‘galamsey’ lands through refilling and the planting of trees can be a source of labour intensive work for the community</p> |



Recorded and Signed By:

A handwritten signature in black ink, appearing to read 'Abdul-Rahim Abdulai', enclosed within a rectangular box.

Abdul-Rahim Abdulai
(SCMO - GSOP)

7. Minutes of a Meeting Held on Sunday 11th March, 2018 with District Staff of Ajumako Enyan Esiam DA, Central Region at the Office of the DCE.

| <i>Attendance</i> | | | |
|--------------------------------------|---|----------------|------------------------------|
| <i>Name</i> | <i>Designation</i> | <i>Contact</i> | <i>Email</i> |
| Ransford K. Nyarko | District Chief Executive (DCE) | 0243914941 | honourableransford@gmail.com |
| Abdulai Mohammed K. | District Co-ordinating Director (DCD) | 0244170509 | alala6622@yahoo.com |
| Yahaya Muniru | Human Resource Manager (HRM) | 0243806205 | bignaros1@gmail.com |
| Kelvin Nkansah | Aid to DCE | 0541237061 | - |
| Ben K. Odum | - | 0243975665 | - |
| Osei-Asenso Noah | Assembly Member | 0242715114 | kromaim-assembly@gmail.com |
| Samuel Kobina Forson | Regional Coordinator - ARCO | 0242319115 | kobinaforson@yahoo.com |
| Abdul-Rahim Abdulai | Safeguards and Case Management Officer – GSOP, NCO | 0245544143 | mingo8876@gmail.com |
| <i>Main Issues Discussed</i> | | | |
| <i>Issue Raised</i> | <i>Resolutions</i> | | |
| Household as target for intervention | DA staff lauded the idea especially with the accommodation of alternative participant from the household. This is anticipated to reduce tensions in the community by excluded households. | | |
| Anticipated Positive Impacts | <ol style="list-style-type: none"> 1. Skills training 2. Increased household consumption 3. Positive effect on access to other social services | | |
| Anticipated Negative Impacts | <ol style="list-style-type: none"> 1. Unsustainable approach to reducing poverty 2. Aid dependency | | |
| Mitigation | <ol style="list-style-type: none"> 1. Skills training should be core of the next project (Linkages with Rural Enterprises Project) 2. Increased sensitization on judicious use of wages and efforts geared towards productive inclusion activities. | | |
| Land Acquisition | <ol style="list-style-type: none"> 1. Preference for voluntary donation as practiced under current GSOP 2. Would require the engagement of the traditional authorities 3. Proper land documentation by DAs in consultation with communities and landowners to be set as a pre-requisite for DA suitability for sub-projects requiring land. 4. Benefit sharing to be determined after extensive engagement among stakeholders as part of MoU signing. | | |
| Insurance | <ol style="list-style-type: none"> 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. | | |
| Safeguards Capacity | Low safeguards capacity (no explicit safeguards role in organogram, low budget, low competence in scoping among others and low technical competence of good international industry practice) | | |



Recorded and Signed By:

Abdul-Rahim Abdulai
(SCMO - GSOP)

8. Minutes of a Meeting Held on Sunday 11th March, 2018 with Enyan Abaasa Community CC) of Ajumako Enyan Esiam DA, Central Region.

Attendance

| <i>Name</i> | <i>Designation</i> | <i>Contact</i> |
|-----------------------------|--|----------------|
| Osagyefo Kwame Akonu X | Omanhene, Enyan Abaasa Traditional. Area | 0533104273 |
| Nana Baam Ohembaa Akowa III | Nana BaamU III | 0242064504 |
| Ebus. Kofi Amponsah | Wereph Ebusuapanyin | 0240963885 |
| Nana Amba Nkrumah III | Knkyidom Obaahemba | 0545716519 |
| Nana Esi Nkrumah III | Kontsihemba | 0543029762 |
| Nana Barimba Ananse Benpong | Akyerempem | - |
| Nana Ostiwah VII | Obatan | 0242069340 |
| Nana Kojo Okyere IV | Gyaasehene | 0246810921 |
| Nana Aban Eduamkoma | Saanahen | 0245764868 |
| Nana Domfo Ebiasa V | Nyimfahen | 0244080099 |
| Nana Abena Baduwa | Amankora Hembra | 0543208379 |
| Adabo II | Tufohen | 0244678276 |
| Kwesi Edumadze | Okyeame | 0541576150 |
| Kofi Mensah | Okyeame | 0544467580 |
| Rashid Jawula Alhassan | Assembly Member Brofo | 0243748845 |
| Emmanuel Mensah | Assembly Member Opantsil | 0246338937 |
| Stephen Dadzie | Unit Committee | 0243969868 |
| Emmanuel Gyabi | Unit Committee | 0245211453 |
| Samuel Otchere | Time Keeper/Unit Committee | 0244277808 |
| Noan Quainoo | Community Facilitator/Unit Committee | 0249535667 |
| Charles B. Hammong | Unit Committee | 0242507812 |
| Kofi Essuman | Unit Committee | 0243480784 |
| Openyi Ekor Seisi | Area Council | 0245961308 |
| Francis Mintah Nyarkoh | Events Committee Member | 0241071712 |
| Kojo Ashun | Events Committee Member | 0243625686 |
| Kojo Abban | Events Committee Member | 0547672666 |
| Samuel K. Adoko | Events Committee Member | 0545716445 |
| Abraham Saah | Events Committee Member | 0245218276 |
| Solomon Wilson | Drummer | 0240838959 |
| Sabina Amoh | Beneficiary | 0272738107 |
| Emmanuel Otchere | Beneficiary | 0554359048 |
| Kojo Kwan | Beneficiary | 0271072523 |
| Abena Nyanfuah | Beneficiary | - |
| Martha Asemah | Beneficiary | - |
| Abena Sekyiwa | Beneficiary | - |
| Kobena Ekwam | Beneficiary | - |
| Kweku Atta | Beneficiary | 0249073960 |
| Samuel Ampiah | Beneficiary | 0240364081 |
| John Kweku Koomson | Nana Sanahene/Client Supervisor | 0555058156 |
| Phylis Obeng | Events Committee Member | 0576928451 |
| Samson Nkrumah | The Chief's convoy | - |
| Henritta Acquah | Town Member | 0543209421 |
| Ransford K. Nyarko | District Chief Executive (DCE) | 0243914941 |
| Abdulai Mohammed K. | District Co-ordinating Director (DCD) | 0244170509 |
| Yahaya Muniru | Human Resource Manager (HRM) | 0243806205 |
| Kelvin Nkansah | Aid to DCE | 0541237061 |
| Ben K. Odum | - | 0243975665 |

| | | |
|---|---|------------|
| Osei-Asenso Noah | Assembly Member | 0242715114 |
| Samuel Kobina Forson | Regional Coordinator - ARCO | 0242319115 |
| Abdul-Rahim Abdulai | Safeguards and Case Management Officer – GSOP, NCO | 0245544143 |
| <i>Main Issues Discussed</i> | | |
| <i>Issue Raised</i> | <i>Resolutions</i> | |
| Anticipated Positive Impacts | <ol style="list-style-type: none"> 1. Improved livelihoods of beneficiaries (construction of homes) 2. Access to other social services (Health and Education) 3. Increased household consumption | |
| Anticipated Negative Impacts | <ol style="list-style-type: none"> 1. Long term effects of pesticides 2. Increased expectation of support from government and donors 3. Diminishes community volunteerism 4. Clearance of vegetation 5. Disruption of livelihoods (land take for plantations) | |
| Mitigation | <ol style="list-style-type: none"> 1. Use of improved and recommended amounts of pesticides 2. Project support geared towards graduation and productive inclusion activities 3. Minimize the felling of economic and valuable trees 4. Provision of employment for affected persons under programme. | |
| Land Acquisition | <ol style="list-style-type: none"> 1. Readiness to voluntarily donate land because of the community benefit. 2. Readiness to partner with DA to properly document lands and agree on benefit sharing arrangements as part of MoUs. | |
| Community Engagement, Social Accountability and Grievance Redress | <ol style="list-style-type: none"> 1. Inadequate knowledge on grievance redress processes 2. Recommendation to deepen sensitization on case management (most especially the SP Single Window Case Management System) 3. Recommendation for the adoption of toll free lines 4. Recommendation for continuous training of Community Facilitators to effectively handle case management at the community level 5. Recommendation for further sensitization on environmental and health education. | |
| Labour and Working Conditions | <ol style="list-style-type: none"> 1. Inadequate supply of PPEs (Wellington boots) 2. Provision of first aid on next phase of project 3. Provision of water source for watering of plants (in cases water source is not close) 4. Recommendation for usage of PPEs by beneficiaries to be tied to participation in work sessions. | |
| Maintenance of facilities | <ol style="list-style-type: none"> 1. Active community mechanism for maintenance of facility 2. Recommendation for continuous sensitization on the need for maintenance and training of maintenance committees 3. Recommendation for a binding document on maintenance between DAs and Communities as a precondition for continued support. | |
| Insurance | <ol style="list-style-type: none"> 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. | |
| Safeguards Capacity | No safeguards capacity (No safeguards related committee in place) | |



Recorded and Signed By:

Abdul-Rahim Abdulai
(SCMO)

9. Minutes of a Meeting Held on Sunday 11th March, 2018 with Breman Essiam Community (CC) of Ajumako Enyan Essiam DA, Central Region.

Attendance

| <i>Name</i> | <i>Designation</i> | <i>Contract</i> |
|-------------------------|--|-----------------|
| Odeefo Afankora III | Omanhen, Breman Essiam Traditional Area | 0201376281 |
| Nana Efua Esiwaa II | Obaaheneba, Breman Essiam Trad. Area | 0244248066 |
| Nana Odum V | Obaatan Breman Essiam Trad. Area | 0551573030 |
| Ebusupayin Dede | Ebusupayin | 0244081778 |
| Ebusupayin Ebo | Ebusupayin | - |
| Ebusupayin Agepa | Ebusupayin | 0209873670 |
| Opanyin Kwesi Kakraba | Gyasa Hwefo | 0274597636 |
| Mt. Thomas Frimpong | Worker | 0277633269 |
| Mr. Samuel Appiah | Worker | 0276671600 |
| Saint Peter Kui Assan | Opinion Leader | 0249314606 |
| Ibrahim Issakah | Opinion Leader | 0541340430 |
| Mr. Prince Ankomah | Opinion Leader | 0558777174 |
| Mr. David Odom | Worker | - |
| Miss Mavis Ankrah | Worker | - |
| Mr. John S. Mensah | Opinion Leader | 0276012021 |
| Mr. Kojo Koranteng | Opinion Leader | 0546467114 |
| Mr. Kofi Saasi | Opinion Leader | 0555889770 |
| Mr. Nana Antwi | Opinion Leader | 0275845519 |
| Okyemea Obonbi | Ebusupayin Kofi Fosu | 0279141169 |
| Miss Rebecca Abaido | Worker | 0541564846 |
| Miss Sarah Newton | Worker | 0240576929 |
| Obapayin Essimaa | Worker | 0548231633 |
| Okyeame Asante | Omanhen Kyeame | 0240838493 |
| Okyeame Abuushor | Omanhen Kyeame | 0548054172 |
| Mr. Benjamin Baah | Opinion Leader | 0274896152 |
| Hon. Christopher Mensah | Assembly Member | 0245261804 |
| Hon. Kaleen Abdul | Assembly Member | 0247022059 |
| Hon. Vivian Eduful | Assembly Member | 0241659925 |
| Hon. Mathias B. Forson | Assembly Member | 0249356314 |
| Ransford K. Nyarko | District Chief Executive (DCE) | 0243914941 |
| Abdulai Mohammed K. | District Co-ordinating Director (DCD) | 0244170509 |
| Yahaya Muniru | Human Resource Manager (HRM) | 0243806205 |
| Kelvin Nkansah | Aid to DCE | 0541237061 |
| Ben K. Odum | - | 0243975665 |
| Osei-Asenso Noah | Assembly Member | 0242715114 |
| Samuel Kobina Forson | Regional Coordinator - ARCO | 0242319115 |
| Abdul-Rahim Abdulai | Safeguards and Case Management Officer – GSOP, NCO | 0245544143 |

Main Issues Discussed

| <i>Issue Raised</i> | <i>Resolutions</i> |
|------------------------------|--|
| Anticipated Positive Impacts | <ol style="list-style-type: none"> 1. Access to social services (education and health) 2. Skills development (Resource persons developed through sub-project execution) 3. Improved livelihoods of beneficiaries (construction of homes) 4. Increased enthusiasm in community development 5. Involvement of traditional authority has promoted their participation in local development |
| Anticipated Negative Impacts | <ol style="list-style-type: none"> 1. Exclusion of some poor community members can lead to community tensions if not properly managed. |

| | |
|---|---|
| | <ul style="list-style-type: none"> 2. Long term effects of pesticides 3. Political interference can lead to failure of project (e.g change of participants as a result of change in government, politicians meddling with completed sub-projects) 4. Clearance of vegetation 5. Disruption of livelihoods (land take for plantations) |
| Mitigation | <ul style="list-style-type: none"> 1. Use of household as targeting unit and not individuals. 2. Use of improved and recommended amounts of pesticides 3. Sensitization of community on non-political nature of project. 4. Minimize the felling of economic and valuable trees 5. Provision of employment for affected persons under programme. |
| Land Acquisition | <ul style="list-style-type: none"> 1. Readiness to voluntarily donate land because of the community benefit. 2. Readiness to partner with DA to properly document lands and agree on benefit sharing arrangements as part of MoUs. |
| Community Engagement, Social Accountability and Grievance Redress | <ul style="list-style-type: none"> 1. Inadequate knowledge on grievance redress processes 2. Recommendation to deepen sensitization on case management (most especially the SP Single Window Case Management System) 3. Recommendation for the adoption of toll free lines 4. Recommendation for continuous training of Community Facilitators to effectively handle case management at the community level 5. Recommendation for further sensitization on environmental and health education. |
| Labour and Working Conditions | <ul style="list-style-type: none"> 1. Inadequate supply of PPEs (Wellington boots) 2. Provision of first aid on next phase of project 3. Provision of water source for watering of plants (in cases water source is not close) 4. Recommendation for usage of PPEs by beneficiaries to be tied to participation in work sessions. |
| Maintenance of facilities | <ul style="list-style-type: none"> 1. Active community mechanism for maintenance of facility 2. Practice of inter-crop planting and proceeds used to maintain plantations 3. Recommendation for continuous sensitization on the need for maintenance and training of maintenance committees 4. Recommendation for a binding document on maintenance between DAs and Communities as a precondition for continued support. |
| Insurance | <ul style="list-style-type: none"> 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. |
| Safeguards Capacity | Very low safeguards capacity (Grievance Committee and Community Facility Management Committee in place without documentation) |



Recorded and Signed By:

A handwritten signature in black ink, appearing to read 'Abdul-Rahim Abdulai'.

Abdul-Rahim Abdulai
(SCMO)

10. Minutes of a Meeting Held on Thursday 15th March, 2018 with Regional Officers, Greater Accra Region at the Conference Room of the Regional Coordinating Council.

Attendance

| <i>Name</i> | <i>Organisation</i> | <i>Designation</i> | <i>Contact</i> | <i>Email</i> |
|----------------------|---------------------------------------|--|----------------|-------------------------------|
| Ernest Nyagbe | RCC, GAR | Chief Director | 0208980789 | - |
| George G. Ackah | RCC, GAR | REPO | 0243601321 | ggackah@yahoo.com |
| DO1 Ofori-Adjei | GNFS, Accra | Reg. Opts. Officer | 0244625239 | e.oforiadjei@yahoo.com |
| Samson Asare-Boadu | REH&SD GAR | Regional Officer | 0241841029 | boaduasare42@gmail.com |
| Memunatu Issah | RCC, GAR | Assistant Planning Officer | 0243553704 | memunakeda@gmail.com |
| Naa Botwe Nartey | Dept. of Children | Assistant Programme Officer | 0271607157 | naabotwe91@yahoo.com |
| Grace Sowah | Dept. of Community Dev't | Social Dev. Officer | 0542348199 | sowah-grace@yahoo.com |
| Mohammed Munzamil | Land Use & Spatial Planning Authority | Spatial Planner | 0249481997 | mmunzamil@gmail.com |
| Phyllis Senyo | Social Welfare | Reg. Director | 0243228362 | emefaseny@yahoo.com |
| Lena Alae | Dept. of Gender | Reg. Director | 0244015704 | alaiaqua@gmail.com |
| Michael Ntow Ayeh | Reg. Education Officer | Reg. PE. Co-ord | 0244280099 | micaryeh@yahoo.com |
| Marian M. Dompey | Reg. Dept. of Agric | Deputy Director | 0244687479 | mariankwaku@gmail.com |
| Joseph E. Miezah | Dept. of Feeder Road | Reg. Manager | 0244741652 | kmiezah@gmail.com |
| Caleb Hayford | Labour Dept | Reg. Labour Officer | 0243257130 | |
| Pamela E. Oddaye | NADMO | Administrator | 0242866166 | pamelaevelynnoddoye@yahoo.com |
| Sophia N. Vanderpuge | EPA | Prin. Programme Officer | 0244503098 | vanpee30@yahoo.com |
| Dr. Charity Sarpong | GHS | RDHS | 2028140751 | c_brako@yahoo.com |
| Mary Kaade Kafui | Dept. of Com. | Snr. Co-ord. Dev | 0208926630 | kafuimey@gmail.com |
| Samuel Kobina Forson | GSOP | Regional Coordinator -ARCO | 0242319115 | kobinaforson@yahoo.com |
| Abdul-Rahim Abdulai | GSOP | Safeguards and Case Management Officer – NCO | 0245544143 | mingo8876@gmail.com |
| Dorothy Quist | GSOP | Secretary - ARCO | | dmkayissah@yahoo.co.uk |

Main Issues Discussed

| <i>Issue Raised</i> | <i>Resolutions</i> |
|--|--|
| Other environment related policy and Legislations to be considered | 1. Land Use and Spatial Planning Act, Act 925 |
| Anticipated Positive Impacts | 1. Employment 2. Provision of facilities that would propel local economic development 3. Skills acquisition 4. Health education for beneficiaries |
| Anticipated Negative Impacts | 1. Impacts on the use of pesticides on the environment (chemical residue) 2. Payment delays can lead to low level of commitment 3. Creation to borrow pits 4. High expectation after project, due to its consumption nature (psychological effects of hand-outs). |
| Mitigation | 1. Application of pesticides on recommended rates and under the guidance of technical staff |

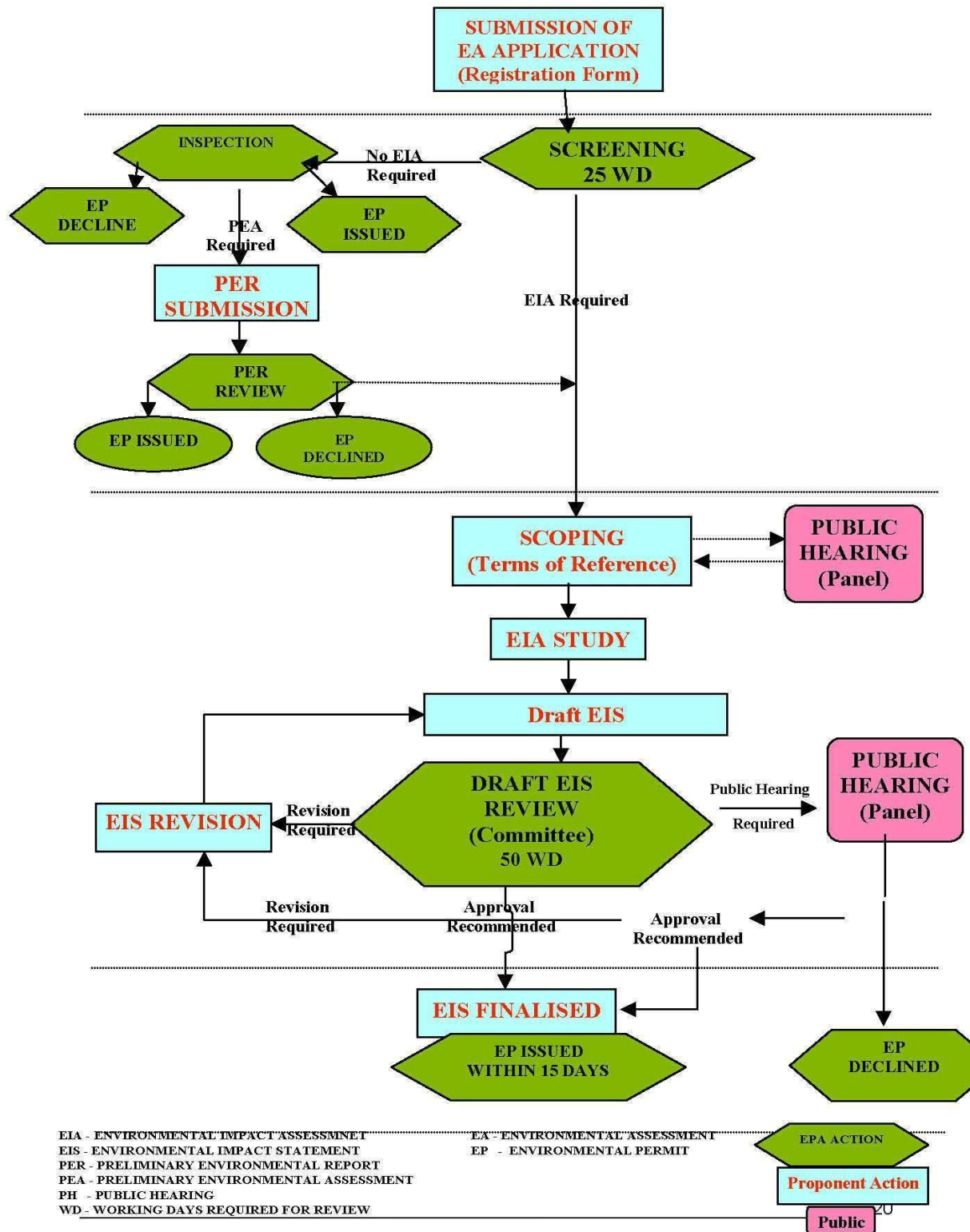
| | |
|-------------------------------|--|
| | <ol style="list-style-type: none"> 2. Embarking on mechanisms to ensure prompt payment 3. Tying of contractors last certificate to reclamation 4. Support beneficiaries to have sustainable incomes through graduation. |
| Land Acquisition | <ol style="list-style-type: none"> 1. Avoid coercion in the acquisition of land. 2. Engage all the necessary stakeholders and ensure proper documentation of land |
| Labour and Working Conditions | <ol style="list-style-type: none"> 1. Provision of PPEs that suits the local environment. 2. Recommendation on continues sensitization of beneficiaries on the relevance for the use of PPEs. 3. Incorporation of the CHIPPS system to provide health education and other health services in community (even after project completion) 4. Adopt a practical welfare system |
| Maintenance of facilities | <ol style="list-style-type: none"> 1. Recommendation for continuous sensitization on the need for maintenance and training of maintenance committees and DA Engineers. 2. Support to Department of Feeder roads to continue maintenance of sub-projects |
| Insurance | <ol style="list-style-type: none"> 1. Agreement for all beneficiaries to be enrolled onto NHIS after 2 rounds of monthly payments. 2. Proposal to save part of beneficiary wages per month and paid after project duration to serve as capital to enhance graduation. |



Recorded and Signed By:

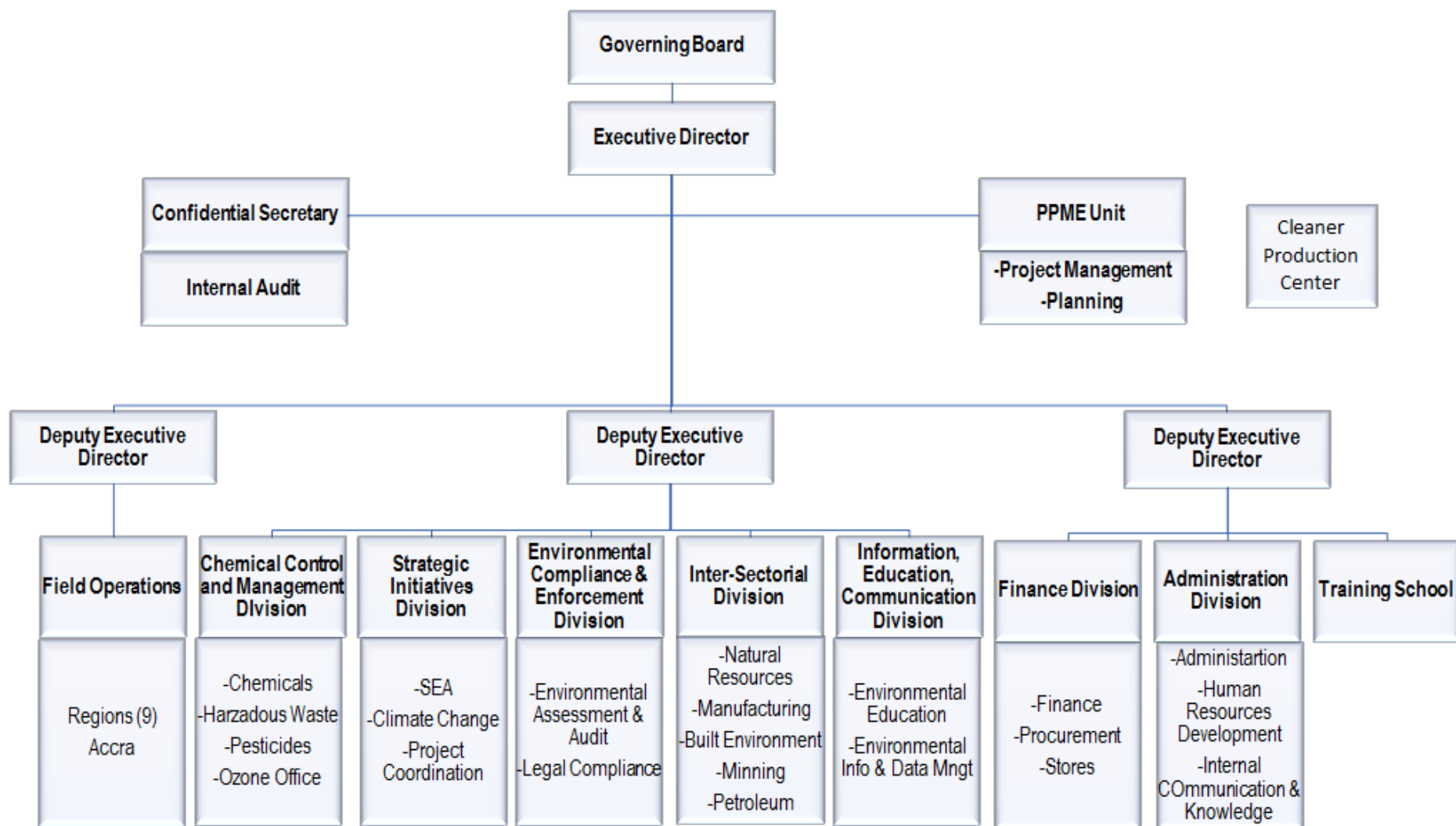
Abdul-Rahim Abdulai
(SCMO - GSOP)

Appendix B: Administrative Flowchart for Ghana ESIA Procedures

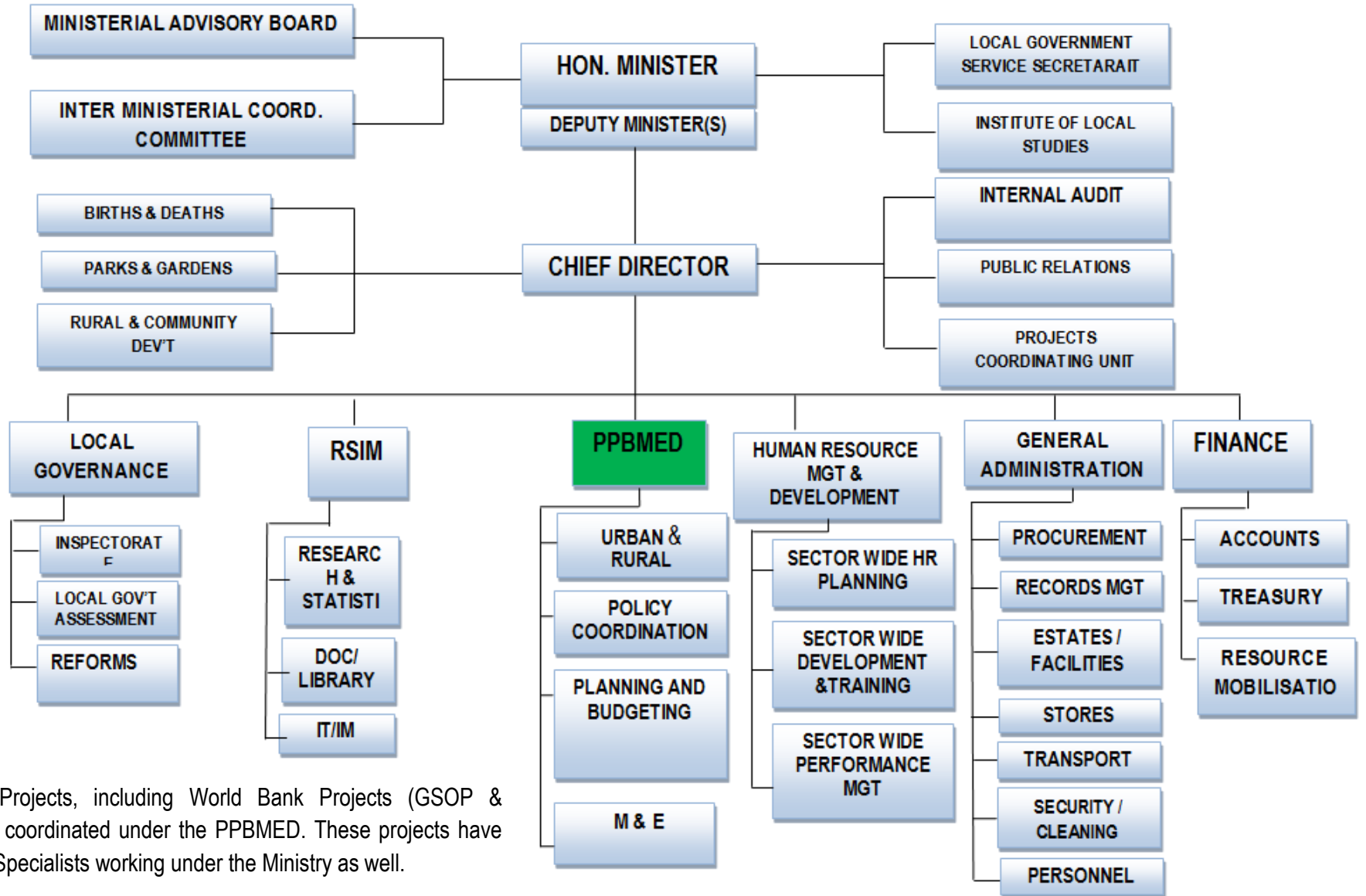


Appendix C: Institutional Assessment for Safeguards - Organograms of Key Institutions

C1: Environmental Protection Agency

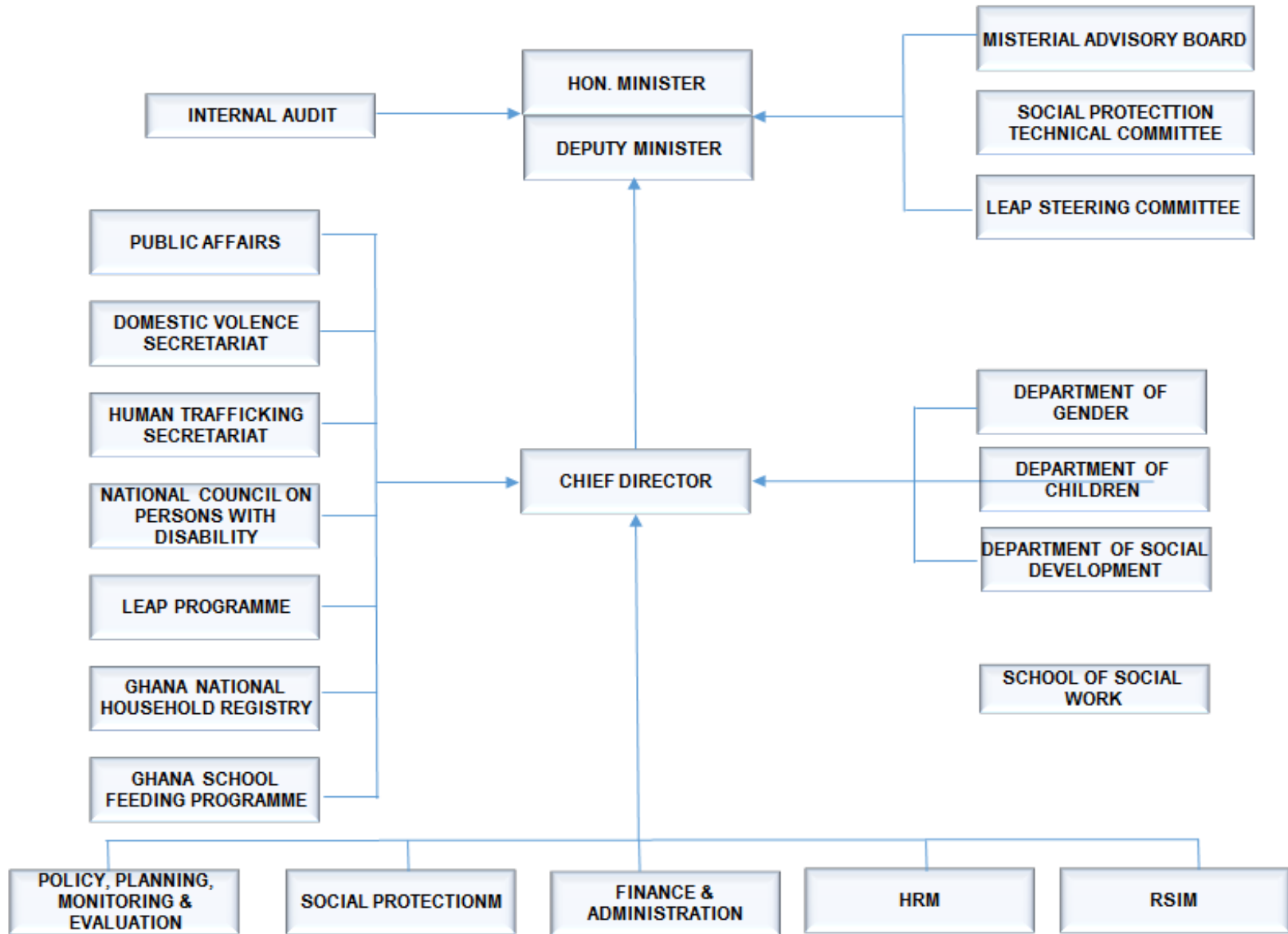


C2: Ministry of Local Government and Rural Development (MLGRD)

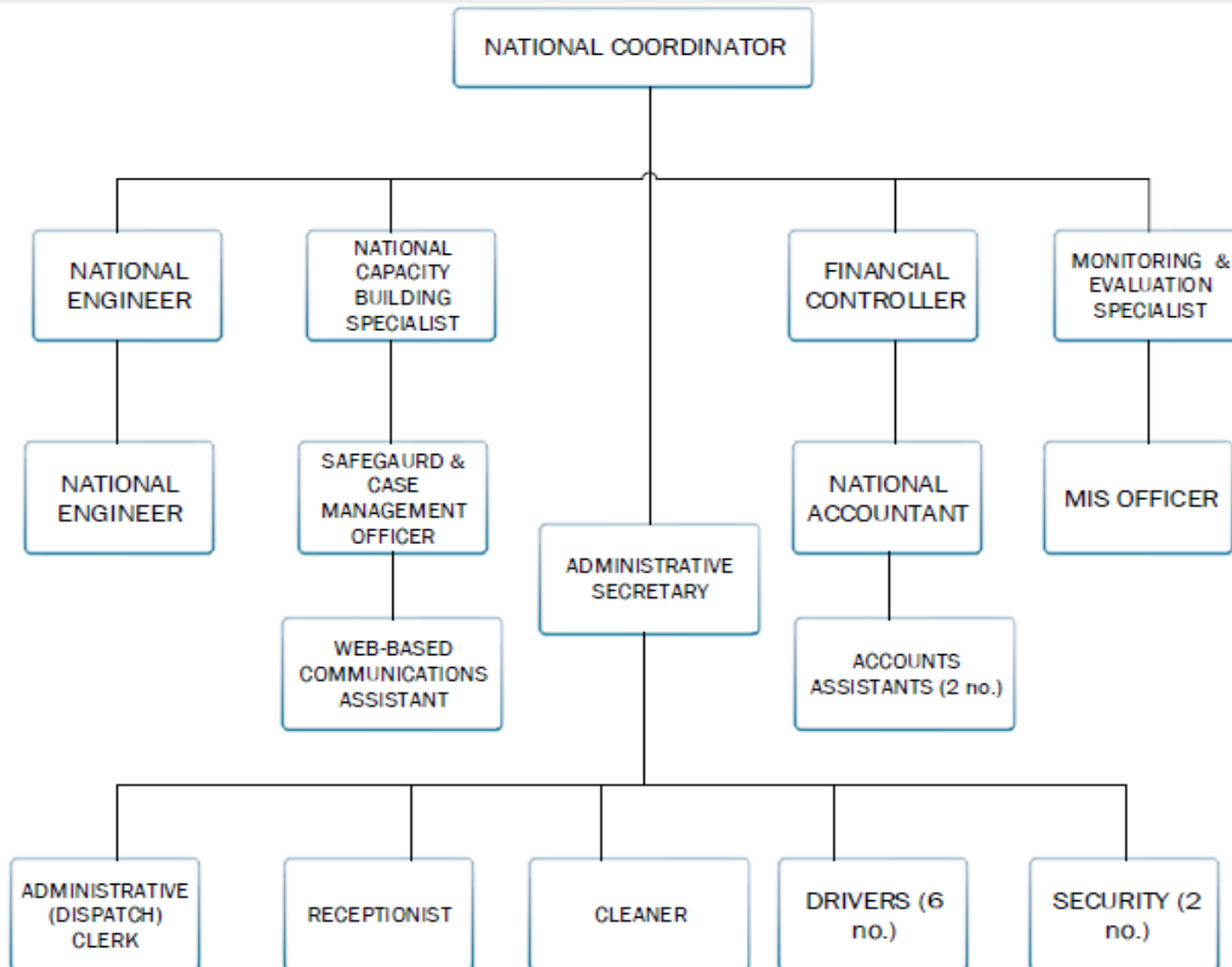


NOTE: All Projects, including World Bank Projects (GSOP & LGCSP) are coordinated under the PPBMED. These projects have Safeguards Specialists working under the Ministry as well.

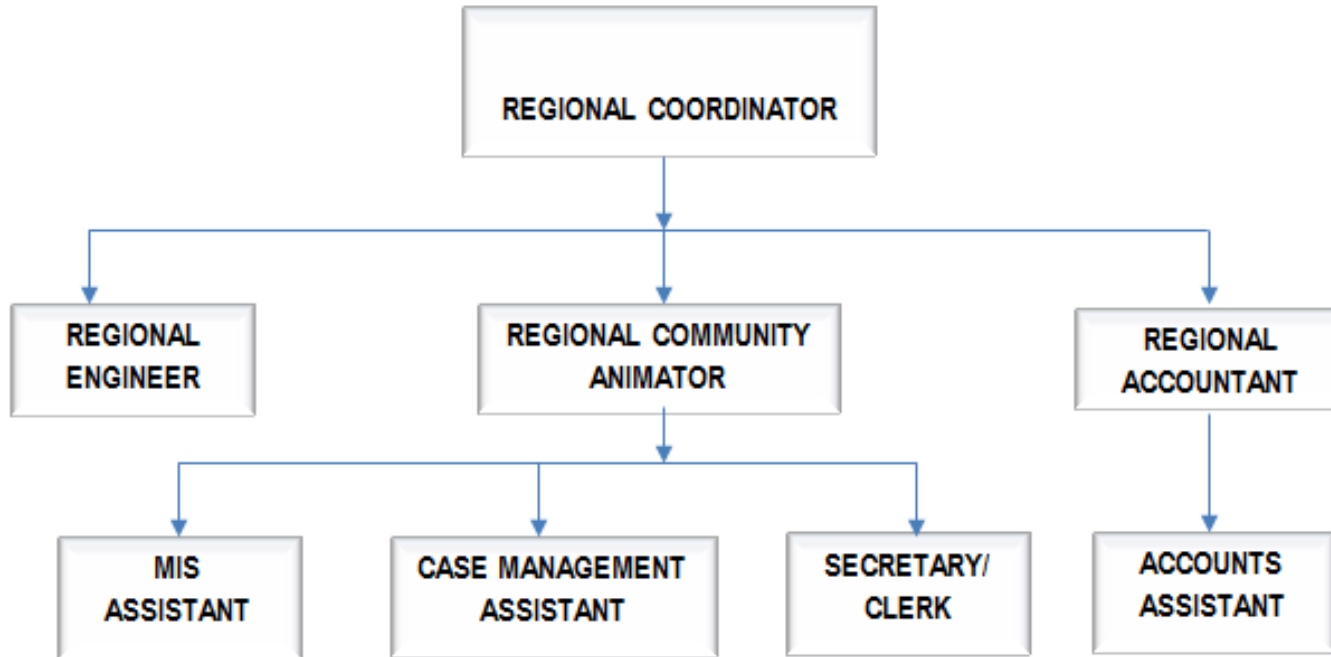
C3: Ministry of Gender, Children and Social Protection (MoGCSP)



C4: Project Implementation Unit



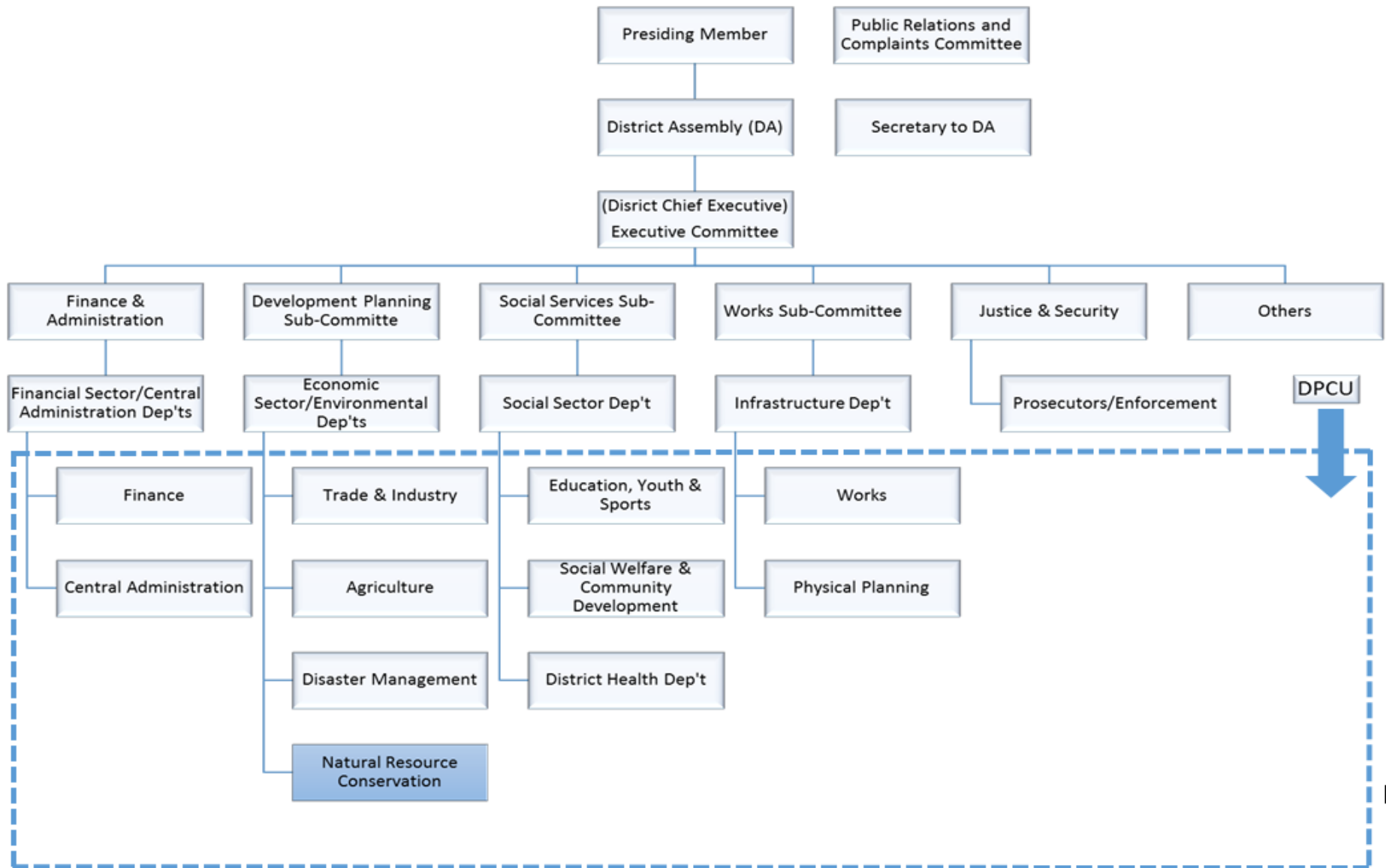
C5: Regional Coordinating Offices



Note:

Various Safeguards Roles are played by the Regional Coordinator/Engineer/Animator and Case Management Assistant

C6: District Assembly



Appendix D – Environmental and Social Screening Checklist

**Environmental and Social Screening Form (ESSF)
Ghana Productive Safety Net Project (GPSNP)**

1. Project Information: Name and Contact Details:

| | | | |
|--|---------------------------------------|---------------------------|--|
| Project Name | Location: (region/district/Community) | | |
| | If other, explain: | | |
| DA (District Engineer) | | Date of screening: | |
| Name of reviewer: (Regional Coordinator) | | Date of reviewing | |
| Name of Approver: National Safeguard Specialist | | Date of approval: | |

2. Site Selection Data:

Attach Location Map

| | |
|--|----------|
| 2. Physical Data: | Comments |
| (longitude – latitude coordinates (GPS reading) if available): | |
| Subproject Site area in ha | |
| Extension of or changes to existing land use | |
| Any existing property? | |
| Any plans for construction, movement of earth, changes in land cover | |

3. Impact identification and classification:

When considering the location of the sub-project, rate the sensitivity of the proposed site in the following table according to the given criteria. Higher ratings do not necessarily mean that a site is unsuitable. They do indicate a real risk of causing undesirable adverse environmental and social effects, and that more substantial environmental and/or social planning may be required to adequately avoid, mitigate or manage potential effects. The following table should be used as a reference.

IMPACT IDENTIFICATION AND CLASSIFICATION

| Issues | Site Sensitivity | | |
|--|---|---|--|
| | Low | Medium | High |
| Natural habitats | No natural habitats present of any kind | No critical natural habitats; other natural habitats occur | Critical natural habitats present |
| Water quality and water resource availability and use | 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 intensity of water use; multiple water users; water quality issues are important | Intensive water use; multiple water users; potential for conflicts is high; water quality issues are important |
| Natural hazards vulnerability, floods, soil stability/ erosion | Flat terrain; no potential stability/erosion problems; no known volcanic/seismic/ flood risks | Medium slopes; some erosion potential; medium risks from volcanic/ seismic/ flood/ hurricanes | Mountainous terrain; steep slopes; unstable soils; high erosion potential; volcanic, seismic or flood risks |
| Cultural property | No known or suspected cultural heritage sites | Suspected cultural heritage sites; known heritage sites in broader area of influence | Known heritage sites in project area |
| Involuntary resettlement | Low population density; dispersed population; legal tenure is well-defined; well-defined water rights | Medium population density; mixed ownership and land tenure; well-defined water rights | High population density; major towns and villages; low-income families and/or illegal ownership of land; communal properties; unclear water rights |
| Land Tenure | No conflicts, disagreements around use of land, | Process of land regularization and rights to natural resources being worked out with clear communication and grievance process in place | Land conflicts historically unresolved, and no transparency or grievance redress available |

4. Checklist of Environmental impacts

| | Potential for Adverse Impacts | | | | |
|---|-------------------------------|-----|-----|------|--|
| | None | Low | Med | High | Remarks (Specify closest resource or site in question) |
| Wildlife habitats or populations disturbed | | | | | |
| Sensitive ecosystems downstream disrupted | | | | | |
| Environmentally sensitive areas disturbed | | | | | |
| Number of stream crossings or disturbances | | | | | |
| Existing water sources supply/yield depletion | | | | | |
| Existing water users disrupted | | | | | |
| Downstream water users disrupted | | | | | |
| Potential Soil erosion concerns (e.g., due to highly erodable soils or steep gradients) | | | | | |
| Potential flooding concerns | | | | | |
| Wet season excavation | | | | | |
| Creation of quarry sites or borrow pits | | | | | |
| Significant vegetation removal | | | | | |
| Solid or liquid waste generate | | | | | |
| Dust generation | | | | | |
| Noise generation | | | | | |
| Physical Cultural or religious sites disturbed | | | | | |
| Other (specify): | | | | | |

5. Checklist of Social impacts

| | Potential for Adverse Impacts | | | | |
|---|-------------------------------|-----|-----|------|--|
| | None | Low | Med | High | Remarks (Specify closest resource or site in question) |
| Land tenure issues on site/ Community | | | | | |
| Land acquisition concerns | | | | | |
| Resettlement | | | | | |
| Changes to livelihoods from land acquisition | | | | | |
| permanent or temporary loss of crops, fruit trees | | | | | |
| Impact on vulnerable (Women, children, etc.) | | | | | |
| Other (specify): | | | | | |

6. Summary Impact Evaluation:

The summary of the impact identification and evaluation presented below is based on the screening findings under section 3, 4 and 5. The highest rating in all five areas will be chosen in all cases.

| Summary of Site Sensitivity (Rate as Low/Medium/High for the site and provide comments) | | | | | | |
|---|------------------|---|---|--------------------------|-------------|----------|
| Site Characteristics | Natural habitats | Water quality and water resource availability and use | Natural hazards vulnerability, floods, soil stability/erosion | Involuntary resettlement | Land Tenure | Comments |
| Evaluation Criteria: (None, Low, Medium & High) | | | | | | |

7. Categorization and Recommendations*

Determination of the environmental category is based on final evaluation findings under section 6 the screening checklist.

| Tick as appropriate | Category | Rating | Recommendation |
|---------------------|----------|----------|---|
| | A | High | Requires registration with the EPA and additional environmental or social instruments (ESMP, ESIA, ARAP, RAP, etc.) to support the ESMF/RPF |
| | B | Medium | Requires additional environmental or social instruments to support the ESMF/RPF. In case the sub-project is registered with EPA and no further documentation is required, the PIU would prepare a site-specific Environmental and Social Management Plan Checklist (ESMP Checklist). Find attached ESMP Checklist (Appendix E) |
| | C | Low/None | Does not require additional environmental or social due diligence than what is provided in the ESMF/RPF. Refer to ESMF /RPF Sub-projects will however be registered with EPA in accordance with LI 1652 |

Approval's

Name:

Signature:

Date:

Appendix E – Environmental and Social Management Plan Checklist

ESMP Checklist for Rehabilitation and Construction Sub-project

Activities

General Guidelines for use of ESMP checklist:

The ESMP checklist-type format attempts to cover typical core mitigation approaches to civil works contracts with small, localized impacts. It is accepted that this format provides the key elements of an Environmental and Social Management Plan (ESMP) to meet World Bank Environmental Assessment requirements under OP 4.01. The intention of this checklist is that it would be applicable as guidelines for the small works contractors and constitute an integral part of bidding documents for contractors carrying out small civil works under Bank-financed projects.

The checklist has three sections:

Part 1 includes a descriptive part that characterizes the project and specifies in terms the institutional and legislative aspects, the technical project content, the potential need for capacity building program and description of the public consultation process. This section could be up to two pages long. Attachments for additional information can be supplemented when needed.

Part 2 includes an environmental and social screening checklist, where activities and potential environmental issues can be checked in a simple Yes/No format. If any given activity/issue is triggered by checking “yes”, a reference is made to the appropriate section in the following table, which contains clearly formulated management and mitigation measures.

Part 3 represents the monitoring plan for activities during project construction and implementation. It retains the same format required for EMPs proposed under normal Bank requirements for Category B projects. It is the intent of this checklist that Part 2 and Part 3 be included into the bidding documents for contractors, priced during the bidding process and diligent implementation supervised during works execution.

CONTENTS

- A) **General Project and Site Information**
- B) **Safeguards Information**
- C) **Mitigation Measures**
- D) **Monitoring Plan**

PART 1: GENERAL PROJECT AND SITE INFORMATION

| INSTITUTIONAL & ADMINISTRATIVE | | | | |
|--|--|-------------------------------|------------------------------------|------------------------------------|
| Country | | | | |
| Project title | | | | |
| Scope of project and activity | | | | |
| Institutional arrangements (Name and contacts) | WB (Project Team Leader) | Project Management | Local Counterpart and/or Recipient | |
| Implementation arrangements (Name and contacts) | Safeguard Supervision | Local Counterpart Supervision | Local Inspectorate Supervision | Contactors |
| SITE DESCRIPTION | | | | |
| Name of site | | | | |
| Describe site location | | | | Attachment 1: Site Map [] Y [] N |
| Who owns the land? | | | | |
| Description of geographic, physical, biological, geological, hydrographic and socio-economic context | | | | |
| Locations and distance for material sourcing, especially aggregates, water, stones? | | | | |
| LEGISLATION | | | | |
| Identify national & local legislation & permits that apply to project activity | | | | |
| PUBLIC CONSULTATION | | | | |
| Identify when / where the public consultation process took place | | | | |
| INSTITUTIONAL CAPACITY BUILDING | | | | |
| Will there be any capacity building? | [] N or [] Y if Yes, Attachment 2 includes the capacity building program | | | |

PART 2: SAFEGUARDS INFORMATION

| ENVIRONMENTAL /SOCIAL SCREENING | | | |
|--|--|---|----------------------------|
| | Activity | Status | Triggered Actions |
| Will the site activity include/involve any of the following? | A. Rehabilitation | <input type="checkbox"/> Yes <input type="checkbox"/> No | See Section A below |
| | B. Minor new construction | <input type="checkbox"/> Yes <input type="checkbox"/> No | See Section A below |
| | C. Individual wastewater treatment system | <input type="checkbox"/> Yes <input type="checkbox"/> No | See Section B below |
| | D. Historic building(s) and districts | <input type="checkbox"/> Yes <input type="checkbox"/> No ?? | See Section C below |
| | E. Acquisition of land ¹ | <input type="checkbox"/> Yes <input type="checkbox"/> No | See Section D below |
| | F. Hazardous or toxic materials ² | <input type="checkbox"/> Yes <input type="checkbox"/> No | See Section E below |
| | G. Impacts on forests and/or protected areas | <input type="checkbox"/> Yes <input type="checkbox"/> No | See Section F below |
| | H. Handling / management of medical waste | <input type="checkbox"/> Yes <input type="checkbox"/> No | See Section G below |
| | I. Traffic and Pedestrian Safety | <input type="checkbox"/> Yes <input type="checkbox"/> No | See Section H below |

¹ Land acquisitions includes displacement of people, change of livelihood encroachment on private property this is to land that is purchased/transferred and affects people who are living and/or squatters and/or operate a business (kiosks) on land that is being acquired.

² Toxic / hazardous material includes but is not limited to asbestos, toxic paints, noxious solvents, removal of lead paint, etc.

PART 3: MITIGATION MEASURES

| ACTIVITY | PARAMETER | MITIGATION MEASURES CHECKLIST |
|---|--------------------------------|--|
| 0. General Conditions | Notification and Worker Safety | <ul style="list-style-type: none"> (a) The local construction and environment inspectorates and communities have been notified of upcoming activities (b) The public has been notified of the works through appropriate notification in the media and/or at publicly accessible sites (including the site of the works) (c) All legally required permits have been acquired for construction and/or rehabilitation (d) The Contractor formally agrees that all work will be carried out in a safe and disciplined manner designed to minimize impacts on neighboring residents and environment. (e) Workers' PPE will comply with international good practice (always hardhats, as needed masks and safety glasses, harnesses and safety boots) (f) Appropriate signposting of the sites will inform workers of key rules and regulations to follow. |
| A. General Rehabilitation and /or Construction Activities | Air Quality | <ul style="list-style-type: none"> (a) During interior demolition debris-chutes shall be used above the first floor (b) Demolition debris shall be kept in controlled area and sprayed with water mist to reduce debris dust (c) During pneumatic drilling/wall destruction dust shall be suppressed by ongoing water spraying and/or installing dust screen enclosures at site (d) The surrounding environment (side walks, roads) shall be kept free of debris to minimize dust (e) There will be no open burning of construction / waste material at the site (f) There will be no excessive idling of construction vehicles at sites |
| | Noise | <ul style="list-style-type: none"> (a) Construction noise will be limited to restricted times agreed to in the permit (b) During operations the engine covers of generators, air compressors and other powered mechanical equipment shall be closed, and equipment placed as far away from residential areas as possible |
| | Water Quality | <ul style="list-style-type: none"> (a) The site will establish appropriate erosion and sediment control measures such as e.g. hay bales and / or silt fences to prevent sediment from moving off site and causing excessive turbidity in nearby streams and rivers. |
| | Waste management | <ul style="list-style-type: none"> (a) Waste collection and disposal pathways and sites will be identified for all major waste types expected from demolition and construction activities. (b) Mineral construction and demolition wastes will be separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. (c) Construction waste will be collected and disposed properly by licensed collectors (d) The records of waste disposal will be maintained as proof for proper management as designed. (e) Whenever feasible the contractor will reuse and recycle appropriate and viable materials (except asbestos) |
| B. Individual wastewater treatment system | Water Quality | <ul style="list-style-type: none"> (a) The approach to handling sanitary wastes and wastewater from building sites (installation or reconstruction) must be approved by the local authorities (b) Before being discharged into receiving waters, effluents from individual wastewater systems must be treated in order to meet the minimal quality criteria set out by national guidelines on effluent quality and wastewater treatment (c) Monitoring of new wastewater systems (before/after) will be carried out (d) Construction vehicles and machinery will be washed only in designated areas where runoff will not pollute natural surface water bodies. |
| C. Historic building(s) | Cultural Heritage | <ul style="list-style-type: none"> (a) If the building is a designated historic structure, very close to such a structure, or located in a designated historic district, notification shall be made and approvals/permits be obtained from local authorities and all construction activities planned and carried out in line with local and national legislation. (b) It shall be ensured that provisions are put in place so that artifacts or other possible "chance finds" encountered in excavation or construction are noted and registered, responsible officials contacted, and works activities delayed or modified to account for such finds. |

| ACTIVITY | PARAMETER | MITIGATION MEASURES CHECKLIST |
|--|---|---|
| D. Acquisition of land | Land Acquisition Plan/Framework | (a) If expropriation of land was not expected but is required, or if loss of access to income of legal or illegal users of land was not expected but may occur, that the Bank's Task Team Leader shall be immediately consulted. (b) The approved Land Acquisition Plan/Framework (if required by the project) will be implemented |
| E. Toxic Materials | Asbestos management | (a) If asbestos is located on the project site, it shall be marked clearly as hazardous material (b) When possible, the asbestos will be appropriately contained and sealed to minimize exposure (c) The asbestos prior to removal (if removal is necessary) will be treated with a wetting agent to minimize asbestos dust (d) Asbestos will be handled and disposed by skilled & experienced professionals (e) If asbestos material is to be stored temporarily, the wastes should be securely enclosed inside closed containments and marked appropriately. Security measures will be taken against unauthorized removal from the site. (f) The removed asbestos will not be reused |
| | Toxic / hazardous waste management | (a) Temporary storage on site of all hazardous or toxic substances will be in safe containers labeled with details of composition, properties and handling information (b) The containers of hazardous substances shall be placed in a leak-proof container to prevent spillage and leaching (c) The wastes shall be transported by specially licensed carriers and disposed in a licensed facility. (d) Paints with toxic ingredients or solvents or lead-based paints will not be used |
| F. Affected forests, wetlands and/or protected areas | Protection | (a) All recognized natural habitats, wetlands and protected areas in the immediate vicinity of the activity will not be damaged or exploited, all staff will be strictly prohibited from hunting, foraging, logging or other damaging activities. (b) A survey and an inventory shall be made of large trees in the vicinity of the construction activity, large trees shall be marked and cordoned off with fencing, their root system protected, and any damage to the trees avoided (c) Adjacent wetlands and streams shall be protected from construction site run-off with appropriate erosion and sediment control features to include but not limited to hay bales and silt fences (d) There will be no unlicensed borrow pits, quarries or waste dumps in adjacent areas, especially not in protected areas. |
| G. Disposal of medical waste | Infrastructure for medical waste management | (a) In compliance with national regulations the contractor will insure that newly constructed and/or rehabilitated health care facilities include sufficient infrastructure for medical waste handling and disposal; this includes and not limited to: <ul style="list-style-type: none"> ▪ Special facilities for segregated healthcare waste (including soiled instruments "sharps", and human tissue or fluids) from other waste disposal; and ▪ Appropriate storage facilities for medical waste are in place; and ▪ If the activity includes facility-based treatment, appropriate disposal options are in place and operational |
| H Traffic and Pedestrian Safety | Direct or indirect hazards to public traffic and pedestrians by construction activities | (b) In compliance with national regulations the contractor will insure that the construction site is properly secured and construction related traffic regulated. This includes but is not limited to <ul style="list-style-type: none"> ▪ Signposting, warning signs, barriers and traffic diversions: site will be clearly visible and the public warned of all potential hazards ▪ Traffic management system and staff training, especially for site access and near-site heavy traffic. Provision of safe passages and crossings for pedestrians where construction traffic interferes. ▪ Adjustment of working hours to local traffic patterns, e.g. avoiding major transport activities during rush hours or times of livestock movement ▪ Active traffic management by trained and visible staff at the site, if required for safe and convenient passage for the public. ▪ Ensuring safe and continuous access to office facilities, shops and residences during renovation activities, if the buildings stay open for the public. |

PART 4: MONITORING PLAN

| Phase | What (Is the parameter to be monitored?) | Where (Is the parameter to be monitored?) | How (Is the parameter to be monitored?) | When (Define the frequency / or continuous?) | Why (Is the parameter being monitored?) | Cost (if not included in project budget) | Who (Is responsible for monitoring?) |
|---------------------------------------|--|---|---|--|---|--|--|
| During activity preparation | | | | | | | |
| During activity implementation | | | | | | | |
| During activity supervision | | | | | | | |

Monthly Field Environmental Monitoring Checklist

| | | | | | |
|--|--------|-----------|----|-----|----------|
| Site location | | | | | |
| Name of contractor | | | | | |
| Name of supervisor | | | | | |
| Date of site visit | | | | | |
| Status of civil works | | | | | |
| Documents and activities to be examined | Status | | | | Comments |
| | Yes | Partially | No | N/A | |
| Contractor holds license for extraction of natural resources | | | | | |
| Contractor holds permit for operating concrete/asphalt plant | | | | | |
| Contractor holds agreement for final disposal of waste | | | | | |
| Contractor holds agreement with service provider for removal of household waste from site | | | | | |
| Work site is fenced and warning signs installed | | | | | |
| Works do not impede pedestrian access and motor traffic, or temporary alternative access is provided | | | | | |
| Working hours are observed | | | | | |
| Construction machinery and equipment is in standard technical condition (no excessive exhaust and noise, no leakage of fuels and lubricants) | | | | | |
| Construction materials and waste are transported under the covered hood | | | | | |
| Construction site is watered in case of excessively dusty works | | | | | |
| Contractor's camp or work base is fenced; sites for temporary storage of waste and for vehicle/equipment servicing are designated | | | | | |
| Contractor's camp is supplied with water and sanitation is provided | | | | | |
| Contractor's camp or work base is equipped with first medical aid and fire fighting kits | | | | | |

| | | | | | |
|---|--|--|--|--|--|
| Workers wear uniforms and protective gear adequate for technological processes (gloves, helmets, respirators, eye-glasses, etc.) | | | | | |
| Servicing and fuelling of vehicles and machinery is undertaken on an impermeable surface in a confined space which can contain operational and emergency spills | | | | | |
| Vehicles and machinery are washed away from natural water bodies in the way preventing direct discharge of runoff into the water bodies | | | | | |
| Construction waste is being disposed exclusively in the designated locations | | | | | |
| Extraction of natural construction material takes place strictly under conditions specified in the license | | | | | |
| Excess material and topsoil generated from soil excavation are stored separately and used for backfilling / site reinstatement as required | | | | | |
| Works taken on hold if chance find encountered and communication made to the State agencies responsible for cultural heritage preservation | | | | | |
| Upon completion of physical activity on site, the site and contractor's camp/base cleared of any remaining left-over from works and harmonized with surrounding landscape | | | | | |

Appendix F - Integrated Pest Management (IPM) Plan

1. Objective

1.1 General objective

To strengthen CCI Sub-project pest protection at the local levels by improving on the efficiency of protection through enhanced cultural practices and reduced pesticides usage that is free or minimized from human health or environmental hazards.

1.2 Specific Objectives

- Support the crop protection unit of the MOFA/DADU in strengthening pest management approaches and encourage minimum pesticides usage in accordance with the National Action Plan on food hygiene and safety, food security, adaptation to climate change and other approved international conventions.
- Strengthening the capacity for IPM in the country through the MOFA/DADU.
- Strengthening environmental protection and safety through enhanced roles for natural enemies such as parasites, predators and pathogens that are safe for human interactions.
- Packing pest management practices that will be effective and at the same times ensure reduced pesticide residues in food and environmental pollution (i.e. air, water and soil).

2. IPM Approach and Definition

This approach focuses on the reduction of the risks of abuse and excessive use of chemicals for plant and livestock pest protection and emphasizes community knowledge on pest identification and monitoring, cultural practices used in the farming activities and farm sanitation/diversification. IPM is thus defined in this specific context of the environmental management as a 'pest management system utilizing the combined approach of the population dynamics of the species causing damage and all possible appropriate techniques and measures to maintain the density of the pests below those causing economic damages.

3. The Basic Principle of the IPM Framework

The following principles will be applied in the implementation of the project in terms of chemical pesticides and fertilizers usage.

- The prohibited list of banned pesticides will be prepared and used to inform purchase (if needed)
- The IPM strategy for the project will be designed in conformity to the Government policies on food safety and security, sustainable land use, environmental safety emphasizing reduced chemical pesticides and increased fertilizer use.
- Improvement in the community knowledge and experience in the use of chemicals through research surveys and farmers field training courses will be emphasized.
- Integration of all possible measures/practices will be utilized for effective and cost efficient control of the selected crops.

4. The Contents of the IPM Model

- Collection of Information and Selection of Solutions.

Before implementing the IPM programme, investigation must be mounted and discussion entered to with local stakeholders to solicit necessary information such as:

- ✓ Pest identification and their status on the selected crops and livestock.

- ✓ Damage levels and impacts.
- ✓ Control measures in use.
- ✓ Knowledge about and the experience gained using the control measures.

On the basis of these findings, IPM protocols will be designed and evaluated for the specific crops or livestock utilizing one or more of the following:

- ✓ Land preparation methods.
- ✓ Cultivation methods.
- ✓ Planting materials or poultry stock.
- ✓ Biological control measures.
- ✓ Determination of levels of harm and thresholds for triggering protection interventions.
- ✓ Development of IPM models for demonstration, coaching and training of field officers, farmers and other staff.

Each sub project will organise workshops and staff training on IPM. The contents and preparation of the training would include:


- ✓ IPM approach and its benefits.
- ✓ Distinguishing between the major and minor pests and their damages.
- ✓ Identifying the natural enemies in the field.
- ✓ Identifying the components for IPM, for examples:
 - ✓ Type of land preparation
 - ✓ Seed or stock selection (resistant/tolerant variety)
 - ✓ Time of seeding, densities, weeding regimes etc.
 - ✓ Pesticides selection (levels, safety concerns, application schedules etc.
 - ✓ Damage threshold
 - ✓ Development of model IPM plots for practical demonstration/classes.
 - ✓ Development of IPM manual guide for teaching and as a reference text

5. Expected Results

The expected results would be:

- ✓ Effective pest control measures in place.
- ✓ Enhanced food safety achieved.
- ✓ Reduction in environmental hazards.
- ✓ Human health safety considered and hence maximized.
- ✓ Awareness of pests and their control measures facilitated within communities.
- ✓ National pests control programmes strengthened and capacitated.


Appendix G: Interface of LIPW Automated Case Management System



GSOP
CASE MANAGEMENT SYSTEM


Guest User | [Sign In](#)

[Support Center Home](#)
[Open a New Case](#)
[Check Case Status](#)



[Welcome to the Support Center](#)


In order to streamline support requests and better serve you, we utilize a support ticket system. Every support request is assigned a unique ticket number which you can use to track the progress and responses online. For your reference we provide complete archives and history of all your support requests. A valid email address is required to submit a ticket.



Report a new case

Please provide as much detail as possible so we can best assist you. To update a previously reported case, please login.


Report a case



Check Case Status

We provide archives and history of all your current and past reported cases complete with responses.

Check Case Status



GSOP
CASE MANAGEMENT SYSTEM

Welcome, **Abdul**. | [Admin Panel](#) | [Profile](#) | [Log Out](#)

Dashboard
Users
Tasks
Tickets
Knowledgebase

[Open \(3\)](#)
[Overdue \(3\)](#)
[Closed](#)
[New Ticket](#)

Q [advanced]
Sort

Open Tickets

| Number | Last Updated | Subject | From | Priority | Assigned To |
|---------------------------------|------------------|-------------------------------------|--------------------------|----------|---------------|
| <input type="checkbox"/> 394183 | 10/26/17 8:45 AM | Underpayment of IPC | Safeguards and Case M... | High | Kwame Sarfo |
| <input type="checkbox"/> 911152 | 1/4/18 11:22 AM | CF monthly allowance delayed for... | Safeguards and Case M... | Normal | Samuel Mensah |
| <input type="checkbox"/> 115214 | 1/4/18 11:15 AM | CF monthly allowance delayed for... | Safeguards and Case M... | Normal | Samuel Mensah |

Select: All None Toggle

Page: [1] Export

Showing 1 - 3 of 3

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