REPUBLIC OF THE GAMBIA

OFFICE OF THE VICE PRESIDENT

NATIONAL SOCIAL PROTECTION AGENCY

VULNERABLE YOUTH AND WOMEN SUPPORT PROJECT (VYWSP)

Vulnerable Youth and Women Support Project (VYWoSP) for

Environmental & Social Management Plan (ESMP) mandatorily annexed to the Financing Agreement (FA)

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General considerations

1. The Governments of Gambia Republic through the National Social Protection Agency (NSPA) is planning to the Vulnerable Youth and Women Support Project (VYWoSP) (the ***Project***). The Bank has agreed to provide financing, implementation support and monitoring for the Project.

2. The Governments of Gambia Republic (National Social Protection Agency (NSPA)) will implement measures and actions of this Environmental and Social Management Plan[1] (***ESMP***) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (***OS***) and the National policy and legal requirements.

3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.

4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. The Government of The Gambia (National Social Protection Agency (NSPA)) is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the National Social Protection Agency (NSPA).

5. The implementation of the measures and physical actions specified in this ESMP will be monitored and reported to the Bank by National Social Protection Agency (NSPA) as required by the ESMP and the terms of the legal agreement, and the Bank will monitor and evaluate the progress and completion of the measures and actions throughout the implementation of the Project.

6. As agreed by the Bank and The Governments of The Gambia, this ESMP may be revised from time to time during Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, The Governments of The Gambia (National Social Protection Agency (NSPA)) will propose and agree changes with the Bank and then update the ESMP to

reflect such changes.

[1] The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (***Section III.2.3 of Bank's ESP and section D of OS1***)

	Material Action[1][2] to Manage the Project's E&S Risks and Impacts	***Basis for Requirement***	***Key Performance Indicator***	***Indicative Timing/Deadline***
Periodic E&S implementation report to the Bank		Bank's ESP and OS1	Number of periodical reports produced	At the latest after the 05th day following the expired quarter
Annual E&S performance audit report		SO1	Number of audit reports produced	By the end of the first quarter of the following year at the latest
1	Recruitment of E and S specialists as part of the Project implementation unit	Disclosure of ESIA, OS1	E&S specialist in the PIU	By Project effectiveness date
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	Minutes or decision setting up local Grievance Redress Mechanism (GRM) implementation committees and posting/publication in the media. Evidence that a well-established and operational GRM, that satisfactorily meets both the client and Bank requirements is in place.	By Project effectiveness date and GRM available throughout project implementation
3	Payment of compensation and reinstallation of affected people	SO5	NA	NA
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	Specific E&S measures are included in bidding documents and validated by the AfDB.	Prior to publication of the tender notice
5	Submission of high-risk activity's Contractor ESMP (*C-ESMP*) to Bank clearance	Bank's ESP and OS1	NA	NA
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	ÓS1, OS2, SO10 and Bank's Disclosure and Access to Information Policy	Evidence of an established grievance mechanism provided and accessible for all subprojects workers to raise workplace concerns. Number of the Contractor's Grievance	prior to commencement of works

[2] Please add any relevant key actions and/or indicate "Not applicable" in the third column ("Basis for requirement") for actions that are not applicable to the project.

	Material Action[1][2] to Manage the Project's E&S Risks and Impacts	Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
			Mechanism (GM) installation notes and presentations at base camps/workshops	
7	Obtaining nationally required licenses prior commencement of subjected activities (excavations, tree-cutting, working at height, working in confined spaces, etc.)	OS1, OS2 and national labor laws	As applicable, nationally required relevant licenses obtained	As applicable, prior to commencement of the relevant activities
8	Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank	Bank's ESP, OS1, OS2 and national requirements,	The site-specific E&S documents prepared (by investees-NSPA), approved, and disclosed during project implementation	As applicable.
			Disclosure the 4 biomedical waste management plans	Before starting works
9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	documentation of the stakeholder engagement activities undertaken Implementation of SEP	As applicable before the start of works and continuously throughout project implementation
10	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national regulations on disasters and civil protection	As required	As required
11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Operational Project- Grievance Redress Mechanism (GRM) with grievance logs in place and logs submitted as part of quarterly E&S reports.	Throughout project implementation.
12	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	NA	NA
13	Capacity building of key project implementers	OS1	Reports of the capacity building activities conducted or undertaken	In accordance with the applicable reporting periods
14	Implementation of ESMS/ESAP[3]	OS1 and OS9, national requirements	NA	NA
14.1	*Approval of any required E&S management procedure*	Ditto	NA	NA
14.2	*Establishment of the E&S unit*	Ditto	Institutional capacity, demonstrated by a	Before first disbursement and

	Material Action[12] to Manage the Project's E&S Risks and Impacts	*Basis for Requirement*	*Key Performance Indicator*	*Indicative Timing/Deadline*
			clear E&S unit One E&S specialist in the PIU	during project implementation
14.3	*Capacity Building of the E&S Unit*	Ditto	NA	NA
14.4	*Processing the Value Chain E&S due diligence*	Ditto	As required	As required
15	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	Notification submitted to the Bank on a timely manner. Risk/accident information/suspension memos	Immediately and no later than 48 hours following the incident
16	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	RCAs, including CAP reports prepared by an external OHS consultant and submitted to the Bank for clearance.	30 days after fatal incident
17.	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Number of E&S reports available on the Bank's and Borrower's web portals	14 days after Bank approval

[3] Applies to non-sovereign operations and public sector projects implemented by permanent autonomous Agencies/Institutions.