

**ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR THE
WEST AFRICA REGIONAL FISHERIES PROGRAM GLOBAL ENVIRONMENT
FACILITY ADDITIONAL FINANCING PROJECT IN SIERRA LEONE WARFP-
SL GEF AF)**

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ABBREVIATION AND ACRONYMS

ACRWC	African Charter on the Rights and Welfare of the Child
AT	Appraisal Team
CDAP	Community Development Action Plan
CESMP	Contractor Environmental and Social Management Plan
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CERC	Contingent Emergency Response Component
CPD	Continuous Professional Development
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
EPRP	Emergency Preparedness and Response Plan
E&S	Environmental and Social
EHS	Environment, Health and Safety
EIA	Environmental Impact Assessment
EPAA	Environment Protection Agency Act
EPASL	Environment Protection Agency, Sierra Leone
ESCP	Environmental and Social Commitment Plan
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESR	Environmental and Social Review
ESS	Environmental and Social Standards
GDP	Gross Domestic Product
GIIP	Good International Industry Practice
GoSL	Government of Sierra Leone
GRM	Grievance Response Mechanism
HCI	Human Capital Index
HR	Human Resources
IFC	International Finance Cooperation
IFB	Invitation for Bids
LDC	Less developed countries
MDA	Ministries, Department or Agencies
M&E	Monitoring and Evaluation
MFMR	Ministry of Fisheries and Marine Resources
MLHE	Ministry of Lands Housing and Environment
NBSAP	National Biodiversity Strategy and Action Plan
NDP	National Development Program
NEP	National Environment Policy

NEEP	National Economic Emergency Program
PAP	Project Affected Person
POP	Persistent Organic Pollutants
PIU	Project Implementation Unit
PS	Permanent Secretary
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
SEP	Stakeholder Engagement Plan
SEA	Sexual Exploitation and Abuse
SGBV	Sexual and Gender Based Violence
SLPP	Sierra Leone People's Party
STD	Sexually Transmitted Disease
STI	Sexually Transmitted Infection
UNFCCC	UN Framework Convention on Climate Change
WMP	Waste Management Plan

DEFINITIONS

Environment is the totality of components of the natural environment, natural, natural-anthropogenic, as well as anthropogenic objects.

Environmental Health and Safety (EHS) is a discipline and speciality involved in environmental protection, safety at work, occupational health and safety, compliance and best practices. EHS aims to prevent and reduce accidents, emergencies and health issues at work.

Environmental Monitoring is a system for observing the status of the environment and for valuating and predicting changes in the environment under natural and anthropogenic factors.

Environmental Protection (Environmental Protection Activity) is the activity of government bodies, public associations, other legal entities and individuals aimed at the preservation and restoration of the natural environment, rational (sustainable) use of natural resources and their reproduction, prevention of pollution, degradation, damage, depletion, destruction, elimination and other negative impacts on the environment from economic or other activities and remediation of their consequences.

Environmental and Social Impact Assessment (ESIA) is a comprehensive document of a Project's potential environmental and social risks and impacts (IFC, 2012). It is the determination of possible environmental impact, to be done during the development of pre-design/pre-investment or design documentation, from the implementation of design solutions, and of expected environmental changes, prediction of the status of the environment in future to decide whether it is possible or impossible to implement the design solutions and the identification of necessary activities aimed at environmental protection and rational use of natural resources.

Environmental and Social Management Plan (ESMP) describes how anticipated environmental and social risks and hazards will be mitigated. It identifies the responsible parties and discusses the monitoring and institutional measures required during project implementation and operation, with the goal of reducing adverse impacts and effects on the environment, workers and the community as a whole.

Negative Environmental Impact is any direct or indirect impact on the environment through economic or other activity with consequences leading to negative changes in the environment.

Rehabilitation (of buildings, installations, utility and transport systems) is a totality of works and activities associated with the improvement of operation properties of buildings, installations and utility systems, their parts and/or elements to make their operation parameters meet modern requirements within the existing dimensions. Rehabilitation is a type of reconstruction performed within the existing dimensions of buildings, installations and utility systems.

EXECUTIVE SUMMARY

The World Bank, through IDA and GEF, approved the West Africa Regional Fisheries Program (WARFP) in October 2009, with the overall development objective ‘to support countries to maintain or increase priority fish stocks and the benefits that they can provide to West Africa, with a focus on benefits for poverty reduction and food security’. To achieve the designed objectives in Sierra Leone, the Project would support a measured development of Monitoring, Control and Surveillance (MCS) capacity with an initial reduction of some industrial fishing and some form of fisheries management system being established early. Broad implementation of the management system covering most species and important fisheries would be developed systematically over 5 years. Management of fisheries inputs in industrial and small-scale fisheries induces a gradual increase in the net economic benefits for shrimp within 3 years and after some 15 years for coastal demersal fish depending on the effectiveness of the proposed Turf’s and the pace of stock rebuilding. Therefore, Program investments focus on the coastal demersal fisheries so as to improve MCS to enforce the exclusion of all trawling in the inshore exclusion zone and in depths of less than 15 metres; establishment of competent authority for sanitary control for exports of shrimp and fish to international markets; reduce inshore fish trawling and increase value of landed product by ensuring compliance with conservation measures.

The proposed Project will comprise of the following five components, each with sub-components, and the respective intervention packages:

- Component 1: Good Governance and Sustainable Management of the Fisheries
- Component 2: Reduction of Illegal Fishing
- Component 3: Increasing the Contribution of the Marine Fish Resources to Local Economies
- Component 4: Coordination, Monitoring, Evaluation and Program Management

It is estimated that the project will support the construction of a landing cluster under component 3, and this will include provision of (i) water and sanitation facilities in the Goderich neighborhood in Freetown, and Konakreedee and Mahela in Port Loko District, (ii) ice plants in Konakreedee and Mahela, and (iii) a raised platform in Konakreedee. The key environmental and social issues that can be anticipated are related to: (i) nuisances related to air and noise emissions; (ii) occupational and community health and safety during construction works; (iii) disposal and management of construction waste; (iv) traffic management; (v) occupational health and safety of workers; (vi) community health and safety, and; (vii) the risk of Gender Based Violence (GBV). Due to its environmental and social footprint, the Fisheries Project will comply with the World Bank Operational Policies (OPs). Since specific details on the project intervention are not available at this point, an ESMF is required. The ESMF will provide a general impact identification framework to assist project implementers to screen the projects and institute measures to address adverse E&S impacts. It sets out the principles and processes, within which the subprojects would be implemented, agreeable to all parties. Specifically, the ESMF will:

- i. Assess the potential adverse E&S impacts commonly associated with the sub-components and the way to avoid, minimize or mitigate them;
- ii. Establish clear procedures and methodologies for the E&S planning, review, approval and implementation of sub-components;
- iii. Develop an E&S assessment screening process; and
- iv. Specify the roles, responsibilities and the necessary reporting procedures for managing and monitoring sub-component E&S concerns.

Using the E&S screening tool the project will identify the potential risks of subprojects and determine which environmental assessment instrument such as may be required.

The Ministry of Fisheries and Marine Resources (MFMR) is the institution responsible for the management of marine and fisheries resources in Sierra Leone. The project coordination unit will be housed within the MFMR and work closely with local councils and communities in the implementation of the project.

The ESMF has been prepared in accordance with World Bank's OPs and applicable environmental assessment guidelines and policies of Sierra Leone as well as some international conventions.

Preparation of the ESMF consisted of a combination of desk reviews of available literature, background experience with primary and junior secondary school structures and environments in Sierra Leone, consultative meetings and report writing.

World Bank Operational Policies

The World Bank OPs applies to all projects commissioned before October 2018, and provide the guidelines for projects to be sustainable, non-discriminatory, transparent, participatory, environmentally and socially accountable as well as conform to good international practices. They are as follows:

Operational Policy	Category
OP 4.01	Environmental Assessment
OP 4.36	Forestry
OP 4.04,	Natural Habitats
OP 4.09	Pest Management
OP 4.37	Safety of Dams
OD 4.12	Involuntary Resettlement
OP 4.11	Cultural Property
OP 4.10	Indigenous Peoples

Of these, two policies namely, OP 4.01 (Environmental Assessment) and OP 4.04 (Natural Habitats) are applicable to the project.

Both national regulations and international conventions or protocols ratified and recognized by Sierra Leone also apply.

Project Background and Baseline Conditions: The Sierra Leone Environment

Administratively, Sierra Leone is divided into six distinct areas; the Northern Region with its the Northwest Region, the Southern Region, the Eastern Region the Western Rural Area, and the Western Urban Area, with Freetown as its Headquarters and the Capital of the country. The Regions are divided into Districts, with a total of 16 Districts in the entire country. Each District is divided into several chiefdoms, headed by traditional rulers called Paramount chiefs. There are a total of 190 chiefdoms in the entire country, as of 2017. The structure starting from the bottom to the top is village, section, chiefdom, district, province and country.

Human and Natural Resources

Sierra Leone's population doubled from around 2.5 million in 1970 to 5 million in 2004. It is estimated to have reached 6.4 million by 2012, and projected to grow moderately to 6.5 million by 2018. The country's small open economy is predominantly agricultural, and sustains about two-thirds of the population at a bare subsistence level. Agriculture accounts for 47.5 percent of GDP, but in terms of export earnings, the mining sector is more significant than agriculture. Diamonds remain the chief export earner, with significant reserves of other minerals such as gold, rutile, bauxite, chromite and iron ore, as well as a potential of only about 20% of GDP due to improper policies for the exploitation and utilization of the resources in the sector.

Gender-based Violence

Gender discrimination exists in customary law, with regards to property ownership and inheritance rights. It has been shown that the denial of inheritance rights, and the resulting economic vulnerability and tenure insecurity, often prevent women from leaving abusive situations in which they are subject to physical, sexual and/or psychological violence. With the increase in female headed households caused by male fatalities during the conflict, women and girls often lack either the legal means or the cultural community support with which to reclaim their property. Sierra Leone ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1990. To date, however, no reports have been submitted to CEDAW. The government of Sierra Leone has also enacted the “Three Gender Acts of 2007” and the “Sexual Offenses Act of 2012” to prevent sexual and domestic abuse against women and girls and to punish perpetrators.

Environmental screening of the Fisheries sub-components

Environmental screening is designed to make sure that the proposed projects and sub-components are evaluated in such a way that they are aptly classified into a category of Environmental Impact Assessment (EIA). It also helps to determine the type of EIA instruments necessary for an adequate evaluation based on the nature and scale of the project.

Based on the scale and nature of sub-components described in the project document, the screening procedure for the Fisheries project has been identified and classification done into the following suggested 4 levels: Level 0, Level 1, Level 2 and Level 3. If the proposed sub-component has severe, adverse, irreversible environmental impacts that cannot be mitigated and within a reasonable timeframe, then a Level III assessment is suggested. This level is akin to an Environmental Impact Assessment. The probability of any sub-component under the Fisheries project to fall in this category is marginal. The Level III assessment will be commissioned at the national level by the Project Implementation Unit (PIU) of MFMR in consultation with the regulator, Environment Protection Agency, Sierra Leone (EPASL).

EPASL’s Procedure for Environmental Impact Assessment

EPASL requires for the following seven stages to be followed to identify and manage environmental and social risks. It starts with the proponent or applicant for an ESIA License registering the project proposal, and filling out a screening form to determine whether an EIA license is required for the project. All projects which fall under the first schedule of the Environment Protection Agency Act, 2008 as amended in July 2010 require an environmental impact assessment. These projects are either large scale or small-scale projects which fall under categories A and B respectively. Projects that fall within category C do not need a detailed environmental impact assessment. However, a rapid environmental and social assessment will be undertaken to prepare an environmental and social management plan (ESMP), which will be submitted to the Environment Protection Agency for effective monitoring of the project activities during implementation. After the project has been classified and a determination is made that the activity requires an EIA license, the proponent will submit a scoping report on the project, detailing the scope or extent of the impact assessment to be carried out by the applicant and shall include a draft terms of reference which shall indicate the essential issues to be addressed in the environmental impact statement. The consultant then carries out the study and prepares an EIA report/ESMP for submission to the agency for review. Once approved, the client will then be requested to conduct public disclosure meetings with relevant stakeholders on the findings and recommendations of the study, and incorporate comments, suggestions and requests made during those meetings into a public consultation and disclosure report.

Environmental and Social Benefits of the Fisheries Project

Direct positive impacts of the project to target beneficiaries are as follows:

- (i) Institution of good governance and sustainable management of fisheries resources;
- (ii) Strengthening of policies and regulatory framework for marine resource use;

- (iii) Inventory of all fishing vessels and fish stocks for transparency and accountability;
- (iv) Establishment of sustainable catch for targeted fisheries;
- (v) Reduction in illegal fishing and increased revenue generation by MFMR, and;
- (vi) Construction of integrated landing clusters, including provision of water and, construction of landing platform and installation of ice plants;
- (vii) A key benefit of the project to the host community is employment. The construction phase of the project is expected to create employment directly and indirectly. These will include skilled labour like engineers, surveyors and administrators as well as semi structured semi-skilled labour such as drivers together with unskilled labour such as labourers.

Negative Impacts of Subcomponents with Environmental and Social Footprint

- (i) Threat to marine ecosystem from construction of the landing sites, and ancillary facilities. It must also be noted that the project sites are just outside of the marine protected areas, Konakreedee and Goderich are just outside of the Sierra Leone River Estuary (SLRE); Tombo is on the fringes of Yawri Bay. Both SLRE and Konakreedee are classified as an important birds' area (IBA), whilst SLRE is also a RAMSAR site. There is the risk of release of sediments from excavated materials and spoils, spills of oil/used oil into the mangrove or coastal environment, and their eventual release into the sea/ocean could have long term impact on marine biota and productivity. An ESIA should be conducted and a biodiversity action plan (BAP) be prepared to mitigate impact on these ecosystems, especially where sensitive ecosystems and species of conservation significance are noted.
- (ii) **Soil Erosion, Sedimentation and Ponding:** Manual or mechanical site clearing activities, including compaction and site preparation will remove topsoil, breakdown soil structure and expose soil surface.
- (iii) **Reduction in Ambient Air Quality:** The impact on air quality will be most felt if construction is done in the Dry Season (December to May). Particulates (dust) from site clearing and preparation, traffic and haulage of equipment and construction materials on community and access roads will cause deterioration in the quality of air on the site, its environs as well as along haulage routes. Emission of noxious fumes from vehicle exhaust systems cause respiratory problems, but also contribute to global warming.
- (iv) **Noise Pollution and Vibration:** Intermittent noise and vibration would be generated during the construction phase of the project.
- (v) Land acquisition issues: The project involves acquisition of land from the community and GoSL at all three locations of Konakreedee, Goderich and Tombo. Ideally, the project should avoid any form of involuntary land acquisition, but since this is not possible within the project context, OP 4.12 requires that the loss of land, and the use to which it is put, be mitigated. This will involve adequate consultations with the community and project affected persons, and the preparation and implementation of a resettlement policy framework (RPF), an (abbreviated) resettlement action plan (ARAP), and a grievance redress mechanism (GRM) to channel and handle complaints and concerns of aggrieved persons.
- (vi)
- (vii) **Community Health and Safety Risks:** Safety of the staff and pupils/students as well as the local population may be put at risk during constructional phase of the project. The movement of trucks to and from the school sites can cause accidents leading to injuries, loss of life and/or properties within the school premises and along haulage routes. Children and young people must be protected from potential sexual exploitation and abuse by contractors.
- (viii) **Potential Rise in Illicit Sexual Affairs and STIs:** During the construction phase of the project, workers with relatively higher incomes will be working in the project communities, some of which are deprived. This has the potential to increase illicit sexual affairs notably prostitution, rape, and defilement. Associated with the illicit sexual relationships is the rise in sexually transmitted diseases such as HIV/AIDs

- (ix) **Occupational Health and Safety Risks:** The operation of various equipment and machinery and the actual construction works will expose the site workers to work-related injuries such as falls, cuts and burns.
- (x) **Disruption of Utility Services:** The installation and connection of utility services such as water will cause temporary disruption of these services of the project communities.
- (xi) **Waste Generation:** Construction activities on the sites will produce waste such as excavated soils and redundant materials such as broken blocks and pieces of wood.
- (xii) **The Risk of Potential Spills:** There is the potential for oil, fuel, lubricants and paint spillage in transit or storage to accidentally spill during the construction phase of the project.
- (xiii) **Project Impact on Material Sources:** Material source can damage aquatic ecosystems through erosion, siltation and also can harm terrestrial ecosystems via harvesting of timber or other natural products.
- (xiv) **Labour Influx:** The Contractors will be hiring and mobilising various categories of labour, skilled, semi, skilled and unskilled, within the project communities as well as elsewhere. The contracting structure of the project is to mainly use local labor residing within the communities, and it is expected that there would not be a need for the establishment of workers' camps and international migrants. The likely labor risk may include health and safety of workers during the construction and operational phases, general labor working conditions, community grievances over recruitment process and selection, and protection of female workers, school children and local communities from GBV risks. There is the potential that contractors and their related suppliers may employ children under eighteen (18) directly or indirectly as errand boy/girls or labourers, if the right recruitment processes are not implemented
- (xv) **Rise in Gender Based Violence:** The proximity of workers to schools may give rise to potential incidence of sexual interaction between workers and minors and can add to GBV risk in the project area. Higher wages for workers in rural poor communities can increase the risk of transactional sex. It is also expected that search for jobs and procurement opportunities from the project could provide grounds for sexual harassment and exploitation of girls and women.

The highest degree of anticipated environmental impacts of the project has been ranked, 'Moderate', as the scale of the project on a case-by-case basis is small, and the risks can be managed using the appropriate mitigation measures. The ESMP that will be formulated to manage these risks will clearly spell out the details of the recommended mitigation measures as well as the mechanism of their implementation. MFMR shall ensure that the contractor (third party) strictly adheres to them to avoid any undesirable outcome.

Mitigation Measures

The following mitigation measures to minimize the negative environmental impacts are recommended:

- (i) Preparation of a comprehensive ESMP and a Contractor's EHS Plan by the contractor. These plans and procedures shall cover all categories of impact and mitigation to protect the community, construction workers and the environment. The ESMP will be updated and revised to reflect changing site-specific conditions for each work site to incorporate unique features of each construction site.
- (ii) In order to manage undue expectations from the community on project outcomes, project communities and other relevant stakeholders shall be notified on upcoming construction activities. Appropriate notification and warning signs shall be posted in each construction site. MFMR and the contractor shall agree on construction schedules and timelines for

activities, measures and procedures to be followed in case of emergency and other appropriate details with relevant state and local authorities.

- (iii) To minimize impact of the transport of sediments and spills into the Marine Ecosystems from during construction works, the implementation of the mitigation measures must be guided by a comprehensive ESMP, which includes spills management and protection of marine ecosystems. Construction work must be limited to the Dry Season.
- (iv) To minimize the potential for soil degradation and erosion, and contamination of surface water, the contractor shall minimize or avoid removal of vegetative cover for project work (including areas for storage of construction materials, temporary accumulation of waste, maintenance and storage of construction machinery and equipment).
- (v) The contractor shall adopt a Waste Management Plan in accordance with the ESMP. The contractor shall minimize waste generation, and separate recyclable and non-recyclable materials, recycle bottles and plastic containers, and separate out organic waste for composting. The local community can apply the compost or organic waste generated by the contractor to their vegetable gardens.
- (vi) To mitigate the loss of community land and livelihood to the project, the client must prepare and implement an abbreviated resettlement action plan (ARAP) and a stakeholder engagement plan, a livelihood restoration or management plan, compensation for loss of land, adoption of an appropriate communication channel and a workable grievance redress mechanism.
- (i) The contractor shall prevent incidents, accidents and fatalities in the project communities as a result of project activities, by strictly following a traffic management plan to be covered by the ESMP.
- (ii) To minimize the possibility of conflict, a Grievance Redress System (community based, and employee based) will be established to resolve localised conflicts.
- (iii) Measures to minimize and respond to GBV risks and impact from the construction will be done in accordance with the World Bank Good Practice Note on addressing GBV risk related to civil works. This will include (a) Assessing GBV risk as part of the project's Environmental and Social Impact Assessment (b) all bidding documents for works and procurement contracts will include clear requirements and expectation for a Code of Conduct (CoC) that prohibits sexual harassment and exploitation and training of workers on their obligations under the CoC.
- (iv) Clear understanding of what constitutes harassment, child labour and forced labour by all contractor's staff, and chain suppliers.
- (v) Upon completion of construction, the contractor shall follow a closure plan. The contractor shall restore the landscape as close to its original state as possible, after completion of construction works by using the stripped and stored topsoil. In areas where rehabilitation works have been completed and where no further disturbance would take place, re-vegetation should commence as soon as possible (progressive revegetation).

Monitoring Plan for the Construction and Rehabilitation activities of the Fisheries Project

MFMR, in its capacity as the implementing partner is responsible, inter alia, for monitoring the status of the physical infrastructure of education institutions and timely maintenance of all engineering systems of their buildings. Construction design plans should be submitted to the Ministry of Lands Housing and the Environment (MLHE) for review and approval. Hence, building design assessment should be coordinated with MLHE.

The Fisheries PIU shall perform on-site inspection (monitoring) of the facilities to verify compliance of the performed work with the ESMP practices and standards.

The PIU shall supervise the organization and undertaking of public hearings on individual school building designs under consideration and ensure access to information for public stakeholders as required by law.

Representatives of the World Bank will visit individual facilities to supervise the implementation of the Project.

The Bank, PIU and consultant shall monitor the work of the Contractor, to be able to detect, on a timely basis, any deviations during reconstruction and rehabilitation works. As needed, monitoring reports should be supplemented with graphic materials (photos of baseline conditions, general view of the facility prior to reconstruction works including the adjacent territory, and photos illustrating implemented measures and final work results etc.).

The contractor should develop key indicators (having a scope and evaluation scale) to determine the completeness of implementation of negative impact mitigation measures and control the implementation of the ESMP and compliance of the documentation developed.

After the successful contractor is selected, the contractor shall prepare site specific ESMPs and contractor EHS with due account of the contractor's equipment, technology, status of the facility etc. This document shall be included in the first monitoring report on the sub-component, and then the PIU is entitled to decide whether this document is in compliance with WB and ESMF requirements, and if differences from draft ESMPs/ESMP-CLs (from the bidding package) are substantial enough to trigger additional public hearings.

The most detailed and complete report shall be made at the initial stage and filed with the PIU, after all respective measures are taken (e.g.: containers for separate waste collection are installed, water supply is arranged, waste disposal is arranged, workers are instructed on safety rules/emergency rules and the use of PPE, etc.).

Further reports may be less detailed and limited to reflecting changes (if any) in the above-mentioned measures (e.g.: changes in the water supply system or waste collection and disposal, accident reports, complaints from local residents, etc.).

The final report shall include general outcomes of the sub-component implementation as compared to the baseline conditions (sub-component works completed, no unauthorized waste on the site, no harm to plant life or compensation planting/payments made, etc.).

ESMP and monitoring reports shall include photo reports and graphical material on the works completed: photos of baseline conditions and general view of the site before repair, layouts of the facility under reconstruction/retrofitting, photos of work, photos of final work results etc. The final report is to be filed with the PIU after all works at the facility are completed.

Roles and Responsibilities for implementation of ESMF/ESMP

Although MFMR, and their Regional Representatives, are solely responsible for the implementation of the ESMF/ESMP, other supporting institutions in the area of monitoring include: EPASL, Factories Inspectorate of the Ministry of Labour and Social Services, Ministry of Gender and Children's Affairs, Ministry of Lands, Housing and the Environment, Local Councils, Paramount Chiefs, District Environmental Officers, and Teaching Service Commission (including the Sierra Leone Teachers' Union).

Environmental and Social Management Plans

The ESMF provides the overall framework for the management of environmental and social impacts of the Fisheries Project and will be used to guide the capacity support and institutional development of project implementing parties. The ESMF is also supported by several policies and procedures identified based on the World Bank OPs triggered for the project. The management instruments will ensure that MFMR meets its environmental and social performance goals using such tools as a site-specific Environment and Social Management Plan (ESMP), a resettlement action plan (RAP), a Stakeholder

Engagement Plan (SEP), Community and Employee Grievance Redress Mechanism (GRM), an Emergency Preparedness and Response Plan (EPRP), and a Contractor Environment Health and Safety Plan (CESMP). These management instruments will be prepared and implemented jointly by the Bank, MFMR, consultants and contractors.

For individuals that will lose land to the project, an abbreviated RAP (or ARAP) should be prepared and implemented consistent in policy and context to the laws, regulations, and procedures adopted by the Government of Sierra Leone and the World Bank's operational policy on involuntary resettlement (OP4.12) covering displacement, resettlement, and livelihood restoration.

Organizational Structure for Implementation of the ESMF

The ESMF shall be implemented by a Project Implementation Unit (PIU) or Secretariat established within MFMR, and headed by the Fisheries Project Director (FEPD), to be nominated. S/he shall report to the Minister through the Permanent Secretary on E&S compliance during project implementation. The Secretariat shall consist of 4 personnel in addition to the FEPD, namely;

- E&S Manager
- Environmental Officer
- Social Officer
- Communications Officer, and;
- Monitoring and Evaluation (M&E) Officer

The PIU will serve as an interface between the MFMR and the Bank

The ESMF will be supervised by two committees and a number of personnel. An overarching E&S Management Review Committee headed by the Minister of MFMR, and a Local E&S Management Committee that operates at the field level.

Institutional Needs

The MFMR has a staff that is well-versed in community outreach and engagement, but it does not have an environment, health and safety (EHS) unit within its institution, neither does it have environment-related policy, or EHS as a core value. There are no documented protocols on protection of school environments, waste management and pollution control, or workplace safety.

MFMR is the implementing entity and will provide overall administrative oversight and coordination for the project. The technical aspects of several components of the project will be executed by other ministries and agencies especially the Local Councils (LCs). The organizational capacity and competency of the MFMR, Local Councils, and other relevant national institutions for environmental management and social protection systems are weak. The task team conducted a more structured institutional capacity assessment to support the Government team to support E&S capacity enhancement. The assessment revealed that the environmental and social officers and engineers at the local councils are not mobile enough to effectively supervise/monitor for compliance with the requirement of the OPs. There is the need to put in place standard E&S checklist for use by the Environment and Social Officers in the field for monitoring and supervision at the various project sites. In addition, high staff turnover was reported among the Councils surveyed as part of the capacity assessment. Therefore, the MFMR needs to build capacity around management of the environmental and social protection practices to be able to provide the oversight functions required under this project.

Capacity Building and Training

The projects and the Project Secretariat, together with the Bank must play a major role in building the capacities of these institutions in sound environmental management, health and safety, and good working conditions of their staff.

The project will recruit environmental and social officers to be based at the project secretariat and will be responsible for the project environmental and social safeguards implementation. The project will support the development of environmental and social management system for MFMR to comply with

OP 4.01 requirements. The project will also use an NGO to for the implementation of GBV mitigations measures.

Training for the safeguard's officers and the entire MFMR secretariat including implementing partners at the on the new ESF will be undertaken.

The E&S officers of the PIU/ or hired consultants and EPA will form the core group of trainers.

The training will involve an initial orientation workshop, a main training programme and refresher-training programmes.

Monitoring and Reporting

Monitoring and reporting on the implementation of the ESMF is part of MFMR's overall monitoring of the Fisheries Project. The M&E Plan to be developed will include ESMF monitoring indicators and tools. For implementation of institutional strengthening activities, the capacity of MFMR on environmental and social and health and safety will be built through the PIU. The development of this capacity and its effectiveness will be monitored and reported by the Project Director. In addition to the monitoring and oversight provided by the Fisheries Project Director and the PIU, the E&S consultant and the contractor will also be responsible for monitoring and reporting.

Review of Environmental and Social Requirements Compliance

MFMR is committed to reporting on the environmental and social performance of all the Project components, with ongoing evaluation of the implementation of all World Bank and EPASL environmental and social requirements as reflected in ESMPs, Contractor's EHS Plan and their checklists.

Environmental and social monitoring and reporting is a very important component of ESP management. It verifies effectiveness of proposed mitigation measures given in environmental and social plans during the implementation and operational phases of the project.

ESMF Review and Enhancement

The ESMF document will be adopted by MFMR (the Fisheries Project Director) following satisfactory review and approval by the World Bank. MFMR will be informed on the approval process. This document and all its approved annexes will be published on MFMR's webpage. It is anticipated that the ESMF will need to be updated and enhanced periodically, as needed, to address changing conditions, regulatory requirements or practical implementation issues. Management will use the information in the Annual reports to decide on needed improvements and direct the Secretariat to implement them.

1 INTRODUCTION

The fisheries sector is one of the main pillars of the Sierra Leone economy, but recent trends have demonstrated a threat to the sector. The trend in fisheries showed a significant increase in the small-scale catch, from a level consistently between 40,000 to 50,000 tons during the 1980s and 1990s, to a total of an estimated 120,000 tons in 2006. At the same time, the catch of the industrial fisheries declined significantly during the 1990s, from a peak of 150,000 tons in 1989 down to about 15,000 tons a few years thereafter, with estimates remaining consistently between 13,000 to 15,000 tons in recent years. However, as Sierra Leone is not certified by the European Union for exports (nor is there a dedicated fishing port), the volume of industrial fish caught in the country's waters is estimated to be much higher, as most is transhipped to Las Palmas for entry to the European markets. Local fishing companies buy the fish that the foreign and nationally registered fleets are obliged to sell locally, and distribute the frozen catch locally or regionally (Liberia, Ghana).

The small-scale fisheries are not actively managed, though recently government has made progress with removal of illegal fishing gear. The mostly foreign-owned industrial fleet is licensed by the Government (not including those who fish without a license). With license fees equivalent to less than 10 percent of the value of the reported industrial catch, actual catches can only be estimated.

Habitat degradation (by trawling), destructive artisanal gear (driftnets and beach seines with illegal small mesh sizes that capture juveniles), mangrove cutting and coastal pollution are having an important negative impact on the fragile coastal areas that serve as nursery grounds for shrimp and fish species. Partially as a result, most valuable demersal fish species are estimated to be either fully- or overexploited (for example, most species of croakers). As an illustration of this, the trends in catch-per-unit-effort of both fish trawlers and shrimp trawlers are downward over the last decade.

The World Bank, through IDA and GEF, approved the West Africa Regional Fisheries Program (WARFP) in October 2009, with the overall development objective 'to support countries to maintain or increase priority fish stocks and the benefits that they can provide to West Africa, with a focus on benefits for poverty reduction and food security'.¹ This objective applies to all WARFP countries. To achieve the designed objectives in Sierra Leone, the Project would support a measured development of MCS capacity with an initial reduction of some industrial fishing and some form of fisheries management system being established early. Broad implementation of the management system covering most species and important fisheries would be developed systematically over 5 years. Management of fisheries inputs in industrial and small-scale fisheries induces a gradual increase in the net economic benefits for shrimp within 3 years and after some 15 years for coastal demersal fish depending on the effectiveness of the proposed Turf's and the pace of stock rebuilding.

Therefore, Program investments focus on the coastal demersal fisheries so as to improve MCS to enforce the exclusion of all trawling in the inshore exclusion zone and in depths of less than 15 metres; establishment of competent authority for sanitary control for exports of shrimp and fish to international markets; reduce inshore fish trawling and increase value of landed product by ensuring compliance with conservation measures. Stock assessment under component 1 would enable the development of coastal demersal fisheries management plans that sets a TAC and defines the allocation between industrial and small-scale fisheries thereby enabling small-scale fishers to better reach domestic and export markets

¹ The program objective has been elaborated since it was formulated in the original program approved in 2009. The original program objective was 'to sustainably increase the overall wealth generated by the exploitation of the marine fisheries resources of West Africa and the proportion of that wealth captured by West African countries'.

over time through the creation of MPAs/TURFs in the inshore exclusion zones. Quality improvements would be made possible by existing and new small-scale infrastructure investments, equipment supplied to encourage introduction and enforcement of better fisheries regulation, as well as the enabling environment for facilities at the airport and port to store and export high-value fish. Co-management activities would be concentrated initially around four marine protected areas; actual organization to be based on clusters of fishing communities coordinated at the TURF level.

Reforms and investments implemented (especially in the shrimp fisheries) would prepare management plans based on historic analyses and data, setting a total allowable catch (TAC) level, restrict coastal shrimp fishery to recover for period to be determined by resource analyses; strengthened MCS in the inshore exclusive zone and less than 15 m depth zone; develop institutions and regulations needed to support local shrimp and fin fish exports; auction licenses for shrimp fisheries outside the inshore exclusion zone. Benefits from such investment include a substantial increase in license fees for shrimp and eventually demersal fisheries, generating more public revenue; and increases in shrimp size, market values and profits and local value-added, as well as exports (see Annex 1). With fisheries management, artisanal fisheries will be enabled to return to legal fishing methods, reducing coastal environmental degradation.

As part of the process of project formulation, the preparation of the Environmental and Social Management Framework (ESMF) was commissioned. This ESMF was prepared by the Ministry of Fisheries and Marine Resources (MFMR), the project implementation partner in Sierra Leone. The recommendations will be adopted in the project and site-specific Environmental and Social Management Plans (ESMPs) for the project as required by the World Bank.

These targeted interventions will include the building of integrated landing site cluster comprising the provision of water and sanitation, ice plants and a raised platform.

1.1. Country Background

Sierra Leone has a 300-kilometer long coastline with a continental shelf (covering an area of over 25,000 square kilometres and a width of up to 140 kilometres in the north) that is fed by substantial rivers and rainfall, providing the basic elements for productive marine fisheries. As a result, the country has resources of: (i) shrimp, (ii) cephalopods (cuttlefish and octopus), (iii) lobster, (iv) demersal fish species (croakers, snappers, catfish, groupers), (v) small pelagic species (herring-like species, bonga) and (vi) large pelagics (tuna, barracudas) – all of which have well-established global markets. Based on these resources, the fisheries sector provides direct employment to an estimated 100,000 persons and indirect employment to some 500,000 persons (almost 10 percent of the population). More specifically, in coastal areas, about 25 percent of the male population of working age is reported to be involved in fishing at least part-time. According to the PRSP, the fisheries sector contributes almost 10 percent to the country's GDP.

1.2. Objectives and Scope of work for the preparation of the ESMF

The purpose of an ESMF is to provide a process to assess and manage the potential environmental and social impacts of the Fisheries. The process will address potential negative impacts of the project and propose relevant mitigation measures and strategies. The general framework for the assessment and management of environmental and social (E&S) risk under the project is provided in the Environmental Assessment (EA) Regulations of Sierra Leone as well as the World Bank Environmental policy. The policy requires that, in a project with a series of subprojects, the risks and impacts cannot be determined until the details of the subprojects have been identified and an ESMF be prepared.

The ESMF will provide a general impact identification framework to assist project implementers to screen the projects and institute measures to address adverse E&S impacts. It sets out the principles and processes within which the subprojects would be implemented agreeable to all parties. Specifically, the ESMF will:

- i. Assess the potential adverse E&S impacts commonly associated with the sub-components and the way to avoid, minimize or mitigate them;
- ii. Establish clear procedures and methodologies for the E&S planning, review, approval and implementation of sub-components;
- iii. Develop an E&S assessment screening process, and;
- iv. Specify the roles and responsibilities and the necessary reporting procedures for managing and monitoring sub-component E&S concerns.

2 PROJECT DESCRIPTION

2.1. Summary of the development objectives of the project

The development objective of the project is to strengthen the capacity of Sierra Leone to manage the nation's fisheries, reduce illegal fishing and increase local value added to fish products. Commercially important fisheries include, coastal demersal fish species (e.g., croakers, groupers, snappers, etc.), coastal shrimp and cephalopods (e.g., octopus and cuttlefish). Focusing the national and regional measures on these priority fisheries provides for increased benefits to society derived there from and enhances sustainable resource health.

In order to meet the development objective, the project will focus on achieving key outcomes in the first five years including:

- (i) **Improved Governance indicator:** That at least four (4) Territorial Use Rights Fisheries (TURFs) will be legally established in targeted coastal fisheries by closing date;
- (ii) **Reduction of Illegal Fishing indicator:** That the percentage of all licensed vessels that are observed fishing within the 6-mile Inshore Exclusion Zone and EEZ is reduced by 50% by the closing date², and;
- (iii) **Increased Local Value-Added indicator:** That the value of exports from the coastal demersal fisheries and from the shrimp fisheries increases by 10 percent from the baseline, by the closing date.

The cumulative outcomes of the development objective of the West Africa Regional Fisheries Program over 10 years (i.e., this first phase of 5 years and an indicated second phase of another 5 years if phase 1 meets targets set) will be:

- the initial recovery of the resource base of at least 7 overexploited fisheries in West Africa;
- at least a 25% increase in annual net economic benefits to Sierra Leone from the fisheries targeted by the project, and;
- an increase in the average household wealth status of fishing households in targeted communities (including comparisons to non-targeted community households).³

Key **outputs** of program-supported activities in Sierra Leone to achieve these outcomes include the following:

- i) **Improved Governance**
 - Clear principles and policies are established to increase the wealth from fisheries through

² Baseline to be established at start of MCS activities

³ As identified by WARFP preparation social study

strengthened rights and equitable allocation of these rights which balances economic efficiency and social benefits;

- Percentage of small-scale fishing vessels in targeted fisheries that are registered;
- Number of communities that are allocated fishing rights;
- Number of vessels reduced in targeted fisheries that are overexploited.

ii) **Reduced Illegal Fishing**

- Number of total patrol days at sea per year in targeted fisheries;
- JMC command centre operated 24 hours a day 7 days a week monitoring licensed vessels, maintaining contact with patrols and observers;
- A satellite-based fishing vessel monitoring system (VMS) is in place and functioning.

iii) **Increased Local Value-Addition**

- Pilot integrated fish landing site cluster at Konakreedee established by the Program and operating;
- A sanitary authority is accredited for certification of fish quality for consumer health and exports to the European Union, and;
- Fisheries harbour constructed for Freetown.

2.2. Fisheries Development Issues Identified by the Project

The key issues are (i) the fisheries sector is not well managed and provides substantially lower returns than it could, (ii) destructive fishing gear and practices (such as inshore shrimp trawling, beach seines and drift nets with small mesh sizes) are damaging sensitive nursery grounds and capturing juveniles species, (iii) reportedly substantial levels of illegal fishing, (iv) a majority of the fish caught by industrial vessels is transhipped at sea for export, with no local value added or export benefits, because there is not sufficient infrastructure nor EU-certified quality control, (v) the Ministry of Fisheries has a limited number of experienced staff, and organization/ management of its tasks are ineffective, (vi) the capacity and funding of fisheries research is limited, and (vii) the potential for increased fishing effort and catch presents a risk of boom and bust if more effective management conditions are not first in place, and (viii) limited participation by interested actors in stewardship coupled with inefficient allocation from free access in small-scale fisheries. More specifically, future licensing strategies for access to fisheries resources need to combine the need to rebuild the over-exploited shrimp stocks/coastal demersal resources, enhance the effectiveness of MCS, notably in the coastal inshore exclusion zone and the

availability and accessibility to landings sites/industrial fisheries jetty by a broader membership of domestic fishing companies (note: currently industrial fisheries jetty being rebuilt – will only be accessible to the vessels of a domestic fishing company).

2.3. General Description of project components and Interrelationships

To achieve the designed objectives in Sierra Leone the Project would support a measured development of MCS capacity with an initial reduction of some industrial fishing and some form of fisheries management system being established early. Broad implementation of the management system covering most species and important fisheries would be developed systematically over 5 years. Management of fisheries inputs in industrial and small-scale fisheries induces a gradual increase in the net economic benefits for shrimp within 3 years and after some 15 years for coastal demersal fish depending on the effectiveness of the proposed TURF (Territorial Use Rights in Fisheries) and the pace of stock rebuilding.

Therefore, Program investments focus on the coastal demersal fisheries so as to improve MCS to enforce the exclusion of all trawling in the inshore exclusion zone and in depths of less than 15 metres; establishment of competent authority for sanitary control for exports of shrimp and fish to international markets; reduce inshore fish trawling and increase value of landed product by ensuring compliance with conservation measures. Stock assessment under component 1 would enable the development of coastal demersal fisheries management plans that sets a total allowable catch (TAC) and defines the allocation between industrial and small-scale fisheries thereby enabling small-scale fishers to better reach domestic and export markets over time through the creation of Marine Protected Areas (MPAs) or TURF in the inshore exclusion zones. Quality improvements would be made possible by existing and new small-scale infrastructure investments, equipment supplied to encourage introduction and enforcement of better fisheries regulation, as well as the enabling environment for facilities at the airport and port to store and export high-value fish. Co-management activities would be concentrated initially around four marine protected areas; actual organization to be based on clusters of fishing communities coordinated at the TURF level.

Reforms and investments implemented (especially in the shrimp fisheries) would prepare management plans based on historic analyses and data, setting a TAC level, restrict coastal shrimp fishery to recover for period to be determined by resource analyses; strengthen MCS in the inshore exclusive zone and less than 15 –m depth zone; develop institutions and regulations needed to support local shrimp and fin fish exports; auction licenses for shrimp fisheries outside the inshore exclusion zone. Benefits from such investment include a substantial increase in license fees for shrimp and eventually demersal fisheries, generating more public revenue; increase in shrimp sizes, market values and profits and local value-added is increased, as well as exports (see Annex 1). With fisheries management artisanal fisheries will be enabled to return to legal fishing methods, reducing coastal environmental degradation.

2.4. Institutions Responsible for Project Implementation

The project is implemented by the Ministry of Fisheries and Marine Resources (MFMR) under a subsidiary agreement with the Ministry of Finance and Economic Development, the signatory of the financing agreement with the World Bank. Program management is to be by the Fisheries Management Coordination Office (FMCO) to be established with the MFMR comprising the project coordinator, deputy project coordinator, accountant, procurement officer, M & E Officer and support staff. The Joint Maritime Committee (JMC), which will be responsible to MFMR for fisheries MCS, was established by an MOU between the Office of National Security (ONS), Ministry of Defence, Sierra Leone Police, Ministry of Fisheries and Marine Resources (MFMR), Ministry of Finance and Economic Development, National Revenue Authority (NRA), Sierra Leone Maritime Administration (SLMA), Sierra Leone Ports Authority (SLPA) and Immigration Department with the final agreement on October 10, 2009.

A National Steering Committee is established to advise on the implementation of the project in Sierra Leone. The steering committee⁴ comprises representatives of:

1. Ministry of Fisheries and Marine Resources
2. Institute of Marine Biology and Oceanography (fisheries research)
3. Sierra Leone Agricultural Research Institute
4. Ministry of Finance and Economic Development
5. Ministry of the Environment
6. Sierra Leone Maritime Authority
7. District Council representative, Director decentralisation
8. Head of Joint Maritime Committee
9. SLAAFU
10. SLAFU (Fishing organisations)
11. Sierra Leone Industrial fishing company association
12. Ministry of Health, Competent Authority

The steering committee meets twice annually to review project progress and plans for the coming 6 months.

⁴ Quorum will be formed by any 5 established members and Chairman shall be the representative of MFMR. The Secretary to the meeting will be provided by FMCO.

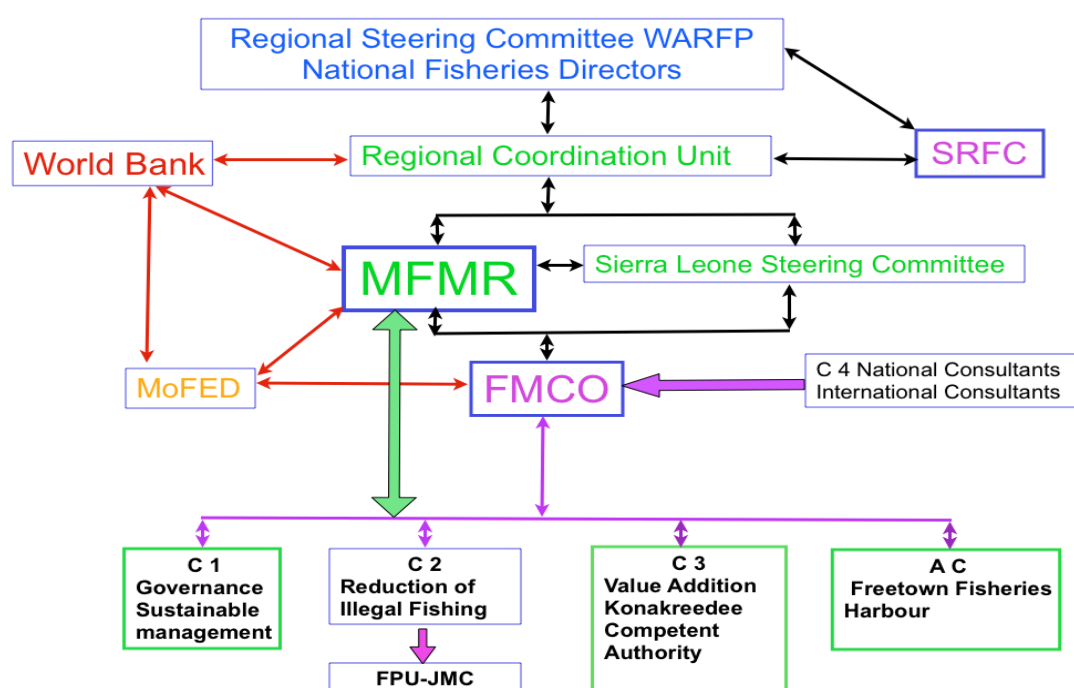


Figure 1. Institutional Arrangement for WARFP Fisheries Management and Coordination Office (FMCO) - Sierra Leone

The Sub-Regional Fisheries Commission (SRFC) will coordinate the project at the regional level and provide support and guidance.

2.5. Stakeholder organisations

The primary stakeholders are fishing communities due to the urgency of their concerns and the legitimacy of their interest. Currently, however, they hold no power in the policy and decision-making process in fisheries. An important objective of the project is to foster the more active and informed engagement of fishing communities in policies and laws that affect their livelihoods and futures. The introduction of MPAs/TURF and their management by fishing communities will directly empower communities in having an immediate and important say in resource management and policy formulation. Fishing communities will be represented by Community Management Associations (CMAs) to be created and trained under the project. The CMAs will have communication with formal institutions so as facilitate their full participation in project implementation. The CMAs will receive ongoing support and technical assistance from consultants to ensure that a partnership with these institutions (in fisheries resource stewardship) is forged and strengthened during the project. NGOs that are positioned to provide support and technical assistance to the communities and CMAs have been informed about the project and its objectives during the consultation stage of the preparation of this framework.

Producers' Organisations. Producers' Organizations have strong relationships with fishing communities and are important in relaying information both to and from the communities to project

management. The most active producers' organisation in artisanal fisheries is the Sierra Leone Artisanal Fishermen's Union (SLAFU) with its headquarters at Tombo. Formed on the 26th December, 2001, it aims to harmonise the concerns of fishermen and act as their collective representative. Its activities have been concentrated in the Western Area. The Sierra Leone Amalgamated Artisanal Fishermen's Union (SLAAFU) is another active organisation. The Association of Fish Marketers (AFM), comprising women engaged in the post-harvest sector, offers avenues to pursue the MDG of gender equity and women empowerment. The Sierra Leone Boat Owners Association (SLOBOA) is active in sea transportation and safety at sea activities. Organised producers will be important in an effective stewardship organisation. The project will provide some support for the further capacity development of these organisations in support of the project objectives.

Associated Occupations. FAO estimates the ratio of fishermen to support occupations in fisheries at 1:3. In the artisanal fisheries of Sierra Leone these occupations provide jobs for 100,000 people, encompassing wood cutters, basket makers, boat builders, machinists, input/material suppliers, transporters, fish processors, fish mongers, beach workers and net makers. The fish chain encompasses all these activities and their role in the effective functioning of the fisheries system is crucial. Stakeholders working in these occupations also have urgent concerns and legitimate interests in fisheries although they may hold limited power or influence in the system and are presently disorganised. The project will provide some support, specifically in the MPA/TURF localities, to enhance the contribution of these associated occupations to sustainable resource exploitation and poverty reduction. However, this support must, in each MPA/TURF locality, be supported by the local CMA and the support provided be directly linked to the CMAs' developmental objectives.

Non-Governmental Organisations (NGOs). NGOs have been well informed about project objectives for the provisions of services in the areas of, resource conservation and social marketing/education. Where specific NGOs are identified as having particular skills relevant to the organization and development of CMAs and their management of MPAs/TURFs, the project may provide resources to support institutional strengthening of those NGOs so they are better able to provide the necessary support to the CMAs and their constituent communities.

2.6. Formal and informal coordination

The FMCO, the centre of project activities, will be established with the MFMR and communications with MFMR, MCS staff and JMC officers, MFED will be established. The Fisheries Protection Unit (FPU) within JMC is established at JMC Murray Town Naval Base.

The annual work plan presented to the steering committee at the start of each year and reviewed at the mid-year meeting will form the basis for formal communication, in addition the Project Coordinator will report in summary each month reviewing progress against the annual plan, recording monthly activities, outstanding issues and outlining the plans for the coming month.

Systems of coordination (regular meetings/workshops) at the fishing community level will be developed with fishing communities, district government offices, MFMR regional offices and with organisations such as SLAFU, SLAAFU, SLOBOA, Association of Fish Marketers and established CMAs to provide enabling support for leadership and capacity building to participate in project implementation.

2.7. Role of the World Bank and co-financiers in project implementation

As the overall risk for implementation is high, the World Bank will support implementation of the project by conducting semi-annual reviews which will feature joint reviews; implementation supervision and joint budget and aid reviews. Specialists would be engaged by the Bank to provide technical assistance during the missions. The GEF is expected to share the findings of the Bank missions. Additionally, the Bank will provide on-call support services to the project by recruiting an implementation support specialist for informal advice in the interim between supervision missions. The Bank will play an oversight role during project implementation through its Prior Review and No-objection mechanisms so that covenants, threshold levels and agreements as well as procurement actions will be monitored. At the wider level, the Bank's on-going dialogue with other donor partners will facilitate the implementation of the much needed policy reforms expected to be undertaken during implementation of the project, especially on Monitoring, Control and Surveillance. Its convening power can bring stakeholders from local and national levels to reach consensus for resolving competing demands on the fish resources. Through the Regional Integration Department the World Bank will provide coordinated investments in both participating countries and at the regional level, towards the implementation of a collaborative approach to the shared resource enhancing good governance and sustainable management (component 1 of the project).

2.8. Methods of follow-up and reports to be submitted to FMCO

The LACI (Loan Administrative Change Initiative) by the bank requires all projects to prepare quarterly project management reports for finance, procurements, including contract details and project progress at the start of implementation, or put in place an action plan to ensure compliance in 12 to 18 months of commencement of implementation.

The quarterly project progress report consists of output monitoring report on contract management and on unit of output by project activity. The reports will include a table showing actual performance against targets set for selected key performance indicators and shall be furnished to IDA not later than 45 days after the end of the period covered by such report; also an action program will be prepared and submitted for the next fiscal year, at a joint annual review mission with IDA.

The quarterly financial report consists of sources of funds and their uses, statement of uses of funds by project activity, project cash withdrawals, special account reconciliation statement and six months project cash forecast.

The quarterly procurement management report consists of procurement process monitoring for goods,

works and consultants' services and expenditures on these. Finally the auditor's report on the project will be submitted to IDA in 'short form' and 'long form' not later than six months after the end of each fiscal year.

The annual planning documents which include: annual work plans, budgets, procurement plans and M & E reports should be approved by the national steering committee and then transmitted to the Regional Coordination Unit by November 15 each year.

3 DESCRIPTION OF PROJECT COMPONENTS

The West African Regional Fisheries Programme in Sierra Leone comprises four distinct (interrelated) components:

1. Good governance and sustainable management of the fisheries
2. Reduction of illegal fishing
3. Increasing the contribution of fisheries to the local economies
4. Programme coordination, monitoring and evaluation.

Component 1. Good Governance and Sustainable Management of the Fisheries

Towards increasing the economic profitability and environmental sustainability of the fisheries resources of Sierra Leone, investments under component 1 strengthen and modernise the regulatory framework for industrial fisheries by introducing total allowable catches and by increasing the level of license fees and penalties for infringements. The component also targets the small-scale fisheries by supporting full registration and licensing of all small-scale vessels and their fishing gear, as well as empowering communities to co-manage marine protected areas (MPAs) that would evolve into TURFs. In support of this strategy, Monitoring, Control and Surveillance (MCS) will be strengthened to reduce illegal fishing and ensure that industrial fishing operations are carried out within the provisions of the laws of Sierra Leone (especially ensuring that inshore exclusion zone is not violated). The component is therefore sub-divided into sub-components (and accompanying activities).

1. Sub-Component 1.1 Development of the Capacity, Rules, Procedure and Practices for Good Governance of the Fisheries (\$ 2.0m GEF)

1. Strengthening of policy and regulatory framework for use of the fish resources.

The lack of capacity in the fisheries sector to ensure that legislation is enforced and the absence of MCS infrastructure (and an access framework) are hindering the sector's ability to realise its full potential contribution to societal wellbeing. This situation has been exacerbated by the lack of fisheries policy until 2003 when the European Union, with support from FAO, funded the formulation of a fisheries policy completed in June 2010 together with the legal and regulatory framework for the sector. In the first quarter of 2010, technical assistance and support needed were provided through a consultancy to complete the regulatory framework for the sector and provide for its adoption. Legal drafting of fisheries regulations for both Industrial and Artisanal fisheries has been completed and new fisheries regulations approved at stakeholder conference in September 2010, gazetting is anticipated in November 2010. A new FAO TCP project is providing for the preparation of a replacement fisheries Act in line with the agreed fisheries policy.

Consultations in preparation of this manual revealed that the implementation activities of a Justice

Sector Development Programme (JSDP) include technical and logistical support to the Law Reform Commission. It also works closely with agencies such as Anti-Corruption Commission, Prisons and the Justice Sector with the object of identifying laws requiring reforms and supporting the process for effecting such reformatations. JSDP is a DfID sponsored programme administered by the British Council established in 2001 with a 3-year inception period before full implementation commenced in 2004. The inception phase was dedicated to research and background information gathering. Further consultations with the Law Reform Commission (LRC) indicated that the procedure for law reforms involves request from the line Ministry with guidelines on the necessary reforms. This is followed by setting up of a sub-committee to examine the request which includes consultations with stakeholders. As part of this fisheries policy and law reform activity, the Program will support consultations on policy implementation and technical and fisheries management training for staff of the Ministry of Fisheries and Marine Resources and other stakeholders, such as universities and research institutes. The technical assistance will be instrumental in providing such guidelines on the necessary/required reforms for the consideration of the LRC.

2. Registration of all fishing vessels

It is necessary to (firstly) determine the status of fishing capacity in a fishery and (secondly), to identify those eligible to participate in the fishery so as to eliminate illegal gears and manage resource allocation to the productive capacity of the environment. Moreover, legitimate fishing operators should be protected from the so-called free-riders. The capacity of District Councils will be developed (with the support of the Ministry of Fisheries and Marine Resources) to perform vessel registration/marketing and monitoring of all small-scale fishing vessels using databases developed for this purpose. There is the risk of rent-seeking for licensing decisions (at the national level or district level).⁵ An independent commission or board of stakeholders is often the best mechanism to make license or rights allocations decisions. This is to be addressed as it has not received the attention of policy provision. The design of the systems and operating costs of maintaining a vessel registry and its integration with management methods will also be completed.

3. Assessment of the status of key fish stocks

This is important because the introduction of use rights via allowable catches hinges on stock abundance estimates from which management plans are developed/monitored and strategies and tactics (e.g. gear and area restrictions, seasonal closures including MPAs etc.) are derived. For this purpose, the Program will support the Ministry of Fisheries and Marine Resources (MFMR), the fisheries research institute (IMBO) and other institutions in their stock assessment efforts currently being financed by the European

⁵ (as explained in Annex 2) there is evidence of rent-seeking in the artisanal fisheries (by local Councils) apparently due to underfunding of the Councils to effectively manage artisanal fisheries. The lack of professional staff at the Councils to manage the sub-sector exacerbates the ineffective management situation. Thus, it is true that the current system does not work for small-scale vessels because neither central Government, nor local Councils, currently manage them effectively.

Union Institutional Support to Fisheries Management (ISFM) project, which is extended to mid 2011. Support will be in the form of a tender of research packages – developing partnership with IMBO and other research institution and provide support for institutional development.

4. Transparency and Accessibility of Fisheries Management Information

Like many West African countries, Sierra Leone lacks the basic tools/infrastructure needed to control access and use of the marine fish resources (for example, registration of fishing vessels, transparency in the sale of fishing licenses, monitoring of fishing catch and effort at sea, statistical capacity and information to track resource use). Therefore, a fisheries management information ‘dashboard’ will be designed and installed in MFMR, linked to the regional information platform established at the Regional Coordination Unit and based on a web site to be designed and set up for MFMR with sections for WARFP and JMC. The ‘dashboard’ will include a section on which community (CMA) data and information gathered from local-level inshore marine and coastal monitoring can be posted. Financing for goods, consultancy services and operating costs to enhance the accessibility and sharing of fisheries management information locally and internationally will be provided.

5. Preparation and Implementation of Fisheries Management Plans

Sierra Leone’s fishery resources are concentrated on the continental shelf and productivity is influenced by runoff water rich in organic matter, river inflows and the estuarine ecosystems fringed by mangroves. Thus, the resources are readily accessible (for example, one of the most important shrimp and demersal fishing grounds around Banana Island is only about 35 NM from Cape Light House). This proximity means that the fisheries resources are vulnerable to over capitalisation/exploitation if actions are not taken to match allocation with the productive capacity of the ecosystems. Thus, the Program will finance technical assistance to support the Ministry of Fisheries and Marine Resources to work with stakeholders to finalize and implement a fisheries management plan for the coastal demersal fisheries for industrial vessels. Management plans will be realised through joint venture between IMBO or other appropriate institution and an overseas research institute, including MSC programmes, visiting scientists based on stock assessment activities carried-out by IMBO/MFMR under the ISFM project and research undertaken during the program. Management plans will set a total allowable catch (TAC) for each commercially important fishery, and an allocation mechanism for industrial vessels to tender bids for a portion of that TAC, potentially resulting in increased license fees (for long-term licenses).

2. Sub-Component 1.2 Introduction of Fishing Rights (\$1.2m GEF)

Introducing Fishing Rights through a System of Co-Management.

A de facto free access to fisheries resources obtains in the artisanal fisheries of Sierra Leone. With widespread unemployment and about 70% of the population living below the national poverty threshold, fisheries become a vital safety-net for many people with a net influx in fisheries. This is accompanied

by inefficiency in resource exploitation owing to the lack of ownership in a common resource pool – more so as customary use rights are not well developed in Sierra Leone. In order to restore efficiency in open access fisheries, the allocation of rights to fisheries resource flow will be pursued. This will be followed through the establishment of MPAs in fishing communities that will evolve into TURFs with the support of international and local consultants as required. The consultants will provide community mobilisation/organisation, resource conservation and social marketing/education services in forging community management associations (CMAs) that will co-manage the TURFs with government.

The proposed co-managed marine protected areas are: (i) the Sierra Leone River Estuary (Western Area and Port Loko District), (ii) the Scarcies River (Kambia District), (iii) the Sherbro River System (Bonthe District), and (iv) Yawri Bay (Western Rural and Moyamba District). These marine protected areas are planned to be co-managed by communities who would be represented by a co-management association (CMA), and the Government. Fishing in these areas would be regulated by specific management rules developed and implemented by the communities together with the Government. As the communities develop more and more experience working with the Government to implement fisheries management measures in the marine protected areas, the Program would support the legal transition of these areas to full Territorial Use Right Fisheries (TURF), where the communities would manage the rights to fish in these areas. The boundaries of the TURFS could be defined along the borders of the marine protected areas, or one or each of these areas could be sub-divided into more TURFs.

To qualify for establishment of a co-managed marine protected area, and to benefit from Government surveillance support to keep illegal fishing vessels out of the areas (see Component 2), communities, represented by an elected, representative co-management association (CMA), would need to first provide written confirmation that 25 percent of fishers in that community would, at the initiative's outset, agree to stop using illegal fishing nets and practices that are currently causing significant ecological damage and degrading the value of the fisheries. The Program will support the establishment of a co-management community centre in each marine protected area to provide an office communications and general meeting place for the qualifying CMA and community fishers and fish processors. The Program will also support technical assistance and local community facilitators to assist with the establishment and ongoing operation of each of the co-management associations. Furthermore, co-management associations will receive technical assistance to develop and ensure community level discussion and dissemination of marine protected area management plans, as well as of local site monitoring. The Program will support local site monitoring of fish catch and effort, conditions of in-shore and tidal marine resources, water quality, beach sanitation and ecosystem health conditions. Through sub-component 1.3 and 1.4, the Program will support the communities in the marine protected areas to fish more sustainably, and Component 3 will provide pilot infrastructure in a marine protected area to support the communities to increase the local value added to fish products.

3. Sub-Component 1.3 Adjustment of Fishing Effort and Capacity to more Sustainable Levels, Introduction of Alternative Livelihoods (\$ 1.4m GEF)

Incentives for Change Program

Fisheries resource stewardship includes the development of strategies and methods for the implementation of management actions with which actors are expected to comply. Acceptability of these actions becomes an important (independent) variable for the compliance (dependent) variable that could be promoted by an “incentive-for-change-program”. Although such programs have been generally criticised as compensating rule violators (at the individual level), incentives for community cooperation stimulates collective action that may foster compliance. Therefore, the Program will support an “incentives-for-change program” for the communities within the four marine protected areas to encourage sustainable fisheries in these areas.

This activity will be structured in a multi-staged approach in which communities would be offered progressively larger incentives as they undertake increasingly more challenging changes in fishing practices, and as they continue to comply with those changes. The incentives include items that will immediately contribute to community development and community safety. Under phase 1 of the activity, a community in a marine protected area can be eligible for Program support if its Ward Committee, co-management association and local Facilitator each confirm that they have achieved an agreed signup rate of community fishers who have agreed to participate in the Government’s fishing net exchange program (whereby the Program will continue Government activities to sell legal nets to fishers at a 50 percent reduction in market price in exchange for illegal nets). Those in the net exchange would sign up publicly and commit to not reverting to use of illegal fishing nets (e.g. with small mesh sizes and monofilament that capture juveniles before they can reproduce). Upon qualifying for the Program, the community will qualify for support in the form they request to be negotiated, possibly an item from the priority list (see Annex 13).

After 6 months, communities could qualify for phase 2 of the activity, provided compliance with use of legal fishing nets has remained high. The community could then choose further social goods from a positive list for the community,⁶ such as pit latrines, wells, construction of a fish cleaning slab adjacent to the landing site, additional fishing net exchanges, additional Chorkor ovens, technical training for women in micro-enterprise management and growth, a certain number of fishers’ safety vests, mobile phones for reporting illegal fishing activity and additional safety at sea, etc. (see Annex 13). After a further period of compliance with legal fishing net use, communities could then qualify for phase 3 of the activity, and be eligible to select an additional social good from the positive list. Communities would also be supported in local level waste and hygiene management and monitoring, water quality and local

⁶ A positive list of social goods is suggested in Annex 13, community management facilitators will undertake participatory needs assessment in identifying the social goods actually required in each community as these would vary.

eco-system monitoring, and regular fish catch and effort monitoring within the marine protected area. Provision is made for the development of alternative livelihoods and safety nets for those adversely impacted by project activities.

Regular management of this activity will be the responsibility of the co-management association and the community facilitator, together with the engagement of the Ward Committee, the FMCO will undertake financial management and procurement while training in financial management and procurement procedures is offered to build the capacity of CMAs over time. The co-management association would work with communities to obtain the level of sign-up needed to enter the incentives for change program initially, and reach consensus with the communities on which incentive will be chosen when they reach the next qualifying Phase. The co-management association will be most immediately responsible for monitoring compliance by the communities with the requirements of each Phase, the community facilitator and Ward Committee will also play a role. Additionally, the two fishing unions (SLAFU and SLAAFU) will also monitor community compliance with the above requirements. They will do this by drawing on their Branch, Zonal and National Executive memberships. Lastly, the FMCO in the Ministry will monitor compliance, through engagement of their local staff in each marine protected area and through site visits and audits.

To ensure transparency in the marine protected areas, and particularly in the selection and allocation of incentives, the co-management association will maintain a current posting of fishing net exchanges on a public notice board, as well as violations and remedial actions and agreements. Incentives available to communities at each phase will be posted at all times, including the community's selection of social goods once consensus is reached. Additionally, the notice boards will be used to assign responsibilities in the communities, and report on results of local level monitoring of fish stocks, eco-system health, water quality, beach sanitation, etc. Notice boards will also be used to post useful information on fishing regulations and also on consultative citizen report card outcomes.

To support management of the marine protected areas (and future TURFs), as well as implementation of the incentives-for-change program, the Program will support the rehabilitation or construction of local fisheries offices as meeting places for co-management associations, and where possible combined with coastal fisheries surveillance outposts (Bailor, Sulima, Goderich, Old Wharf, Tombo, Shenge and Bonthe).

4. Sub-Component 1.4 Social Marketing, Communication and Transparency (\$ 0.2m GEF)

Social Marketing and Communication

The vision for contemporary fisheries resources stewardship (amongst other factors) is one in which fisher's and other stakeholder's contribution to sustainable development is fully recognised; their capacity enhanced to participate in policy formulation and implementation; and poverty reduction may

be expected to follow. This brings social marketing and communication to the fore as necessary enabling action.⁷ Therefore, the Program will finance (i) stakeholder consultations and (ii) development and implementation of a coast-wide communication strategy. For stakeholder consultations, the Program will support a series of consultations undertaken at community, regional and national levels, to inform all groups of stakeholders and ensure there is, among them, a common understanding of the challenges of the sector, and the new fisheries management policies being supported under the Program. The stakeholder consultation process will draw on information from the Consultative Citizens' Report Card survey and discussions will be guided by findings from the survey. The Program will also support the design of a communication strategy that will ensure information regarding the Program is well disseminated among all parties during implementation. In order to ensure the media will report effectively on the progress of the Program, this activity will also support the formation of a network of journalists interested in fisheries management issues, and build their capacity.

The project, with the help of a specialist marketing firm, will develop strategies to support initiatives using different local languages and a mix of media channels, including community radio, television, posters, etc. The Program may also build on existing channels of social marketing such as "traditional theatre" groups to ensure that illiterate persons can effectively access the information. The role of the network of journalists is critical to build transparency around the project, mainly regarding the allocation of fishing rights, the safety nets initiatives, grievances around allocation of fishing rights, etc. The network of journalists will have ready access to "user-friendly" information derived from the Citizens' Report Card Survey process.

Combined yearly action plans and budget which outlines the actions foreseen, the actors involved, the expected outputs, and the distribution of cost involved over the project life are provided in Annex 12.

Component 2. Reduction of Illegal Fishing

Illegal fishing is one of the most important sources of revenue loss to the people of Sierra Leone (estimated at about US\$30 million annually). To deal with illegal unreported and unregulated (IUU) fishing and help those responsible to make the necessary changes (by understanding the broad range of activities requiring attention), it will be helpful to appreciate IUU fishing as part of corruption in fisheries which could be traced starting from within fisheries institutions until it reaches the fishing waters. Corruption in fisheries occurs at multiple levels (e.g., at the international level, corruption can occur through bribery; the negotiation of access agreements between rich and poor countries, and by countries failing to meet their obligations under international agreements). But of great concern to Sierra Leone is corruption at the national level from fishing operations and institutional corruption. Though

⁷ In recognition of the importance of participatory resource stewardship (to acceptability and compliance), the consultative process was kick-started (during the preparation of this operations manual) by visiting and consulting all coastal district councils (8) of Sierra Leone so as to solicit and elicit their concerns with the aim of reflecting the aspirations of local actors in the overall program design and operations manual (see Annex 2).

the impacts of corruption occur most directly on the sea, corrupt institutions facilitate illegal fishing, which undermines the management of the resource. Fisheries legislation may be adequate but intermittently enforced, as enforcement can be undermined by corruption at a political level. Where laws are difficult to enforce (due to e.g. convoluted prosecution procedures, paucity of prosecutors or discretionary provisions that could be exploited as a conduit to perpetrate corruption), the task of curbing or reducing illegal fishing become even more intractable, especially when MCS plans and strategies are underdeveloped. It is against this backdrop that investment is directed towards enabling environments and mounting a robust MCS programme for reducing illegal fishing.

Sub-Component 2.1 Enabling Environment for Reducing Illegal Fishing (\$ 0.1m IDA)

Technical assistance to support an enabling legal and judiciary environment for combating illegal fishing, and developing MCS plans and strategies.

The judiciary system of Sierra Leone lacks the capacity to prosecute fisheries offences due to the paucity of prosecutors trained in specialist areas such as maritime and fisheries law. Thus, the Program will support the judiciary system to develop the capacity for the prosecution of fisheries infractions, through provision of training to prosecutors. The Program will support training and technical assistance to the Fisheries Protection Unit to be established by the Ministry of Fisheries and Marine Resources (under the 1994 Fisheries Act) and operated through the Joint Maritime Committee (JMC), to develop a surveillance plan/strategy, including procedures for monitoring the cost effectiveness, results and benefits achieved from surveillance operations.

Sub-Component 2.2 Monitoring, Control and Surveillance (MCS) Systems (\$ 7.8m IDA)

Implementing sustainable surveillance systems.

MCS of industrial fisheries of Sierra Leone is weak because of the lack of harbour facilities or functional infrastructure for industrial product processing, and Illegal, Unreported and Unregulated (IUU) fishing has been extensive. Historically, the Sierra Leone Navy has been active in MCS because it is conceived as a policing exercise, and thus the surveillance dimension is disproportionately dominant. But monitoring duties (fisheries management information collection) and the control components (developing and ascertaining the efficacy of regulatory conditions) of MCS go far beyond surveillance (the task of observation to ensure compliance).

Therefore to provide for a sustainable MCS system, the Program will provide additional support to the Fisheries Monitoring Centre within the JMC facility at Murray Town naval base, to be managed by the Fisheries Protection Unit of the JMC, with equipment to collect and manage information systems on registered and licensed vessels. The Fisheries Monitoring Centre established by JMC would be equipped with communication systems, a simple satellite-based vessel monitoring system (VMS) data reception platform (industrial vessels would be required to install transponders to participate in the

system as a condition of their license), computers and office automation material. Some infrastructure improvements at Murray Town would be financed in coordination with inputs from other sources to bring the JMC base up to full operational status for implementation of fisheries MCS.

Based on a cost-efficiency analysis, the Program will support the development of patrol capacity at sea, through purchase of a patrol craft to include officers and maintenance provisions to conduct surveillance of first the inshore exclusion zone later the whole EEZ Provision will be made for operating costs for the current US Cutter patrol vessel(s). The program would support harmonization and development of curriculum and training for fisheries inspectors and observers, as well as other personnel directly involved in fisheries surveillance operations. It would include the development of surveillance modus operandi and subsequent operational manuals.

MCS plans and strategies acceptable to the World Bank is a precondition for expenditure on the JMC.

Component 3. Increasing the Contribution of the Marine Fish Resources to the Local Economies

Fish products from Sierra Leone are not certified to health standards for the international fish market (particularly) in Europe because of lack of a quality standards institutional capacity and lack of fish landing facilities that would be compliant with health standards. Therefore, the participation of Sierra Leone in international fish trade is limited. Moreover, the lack of landing sites with basic infrastructure for prevention of contamination and adding value to fish products means that the potential to increase the contribution of the marine fisheries resources to local economies has not started. In addressing this situation, investment activities under component 3 will provide a fish landing site cluster with value addition facilities that would attract private sector investment⁸. The Programme will support existing EU initiatives to establish a certified public laboratory and competent sanitary authority in Sierra Leone to facilitate the process of gaining access to the international fish market.

Sub-Component 3.1 Fish Landing Site Cluster (\$ 4.8m IDA)

Building the integrated landing site cluster

Value addition (in situ) increases the value of fish as net income. Thus, for the purpose of increasing the contribution of the marine fish resources to the local economies, an important investment under component 3 is the establishment of an integrated landing site cluster at Konakree Dee (in the Sierra Leone River Estuary, Western Area and Port Loko District). This would be the nucleus and the pole of a network of prospective landing site clusters to be gradually developed in the vicinity of the TURFs areas following the strengthening of resource management supported by sub-component 1.2 in these

⁸ The Sierra Leone Investment and Export Promotion Agency (SLIEPA) www.sliepa.org, www.investinsierraleone.org (OAU Drive, Tower Hill, Freetown) coordinate and facilitates local and international private investment in the Sierra Leone economy of which fisheries is a strong component.

areas. Basic infrastructure on the landing site cluster such as water and electricity supplies refuse recycling systems, rehabilitation of access roads and other minimum spatial development activities to attract private sector operations in the cluster will be supported by the Program. In particular, the Program would support reconstruction of the road from Lungi, repairs to the water pipe, a fish sorting shed and hygiene block.

The Konakreedee Integrated Landing Site Cluster is to be managed as a private enterprise. To this end, credit proceeds will finance the construction of the basic infrastructure, while funds would be planned to catalyze the involvement of the private sector in setting-up and managing common services centres, boat repair industry and storage facilities. Additional facilities (such as storage and ice plant) will be subject to public-private-partnership models, if private sector is not yet ready to engage. In such cases, government intervention could be catalytic, with clear entry-exit plans. The program would be supported by capacity development efforts aimed at strengthening good governance through improving post-harvest losses and selective/targeted fishing. The existence of the landing site will create the conditions for common resource management for sustainable fishery-based growth. To this end, the program will support the development of minimum infrastructure (common services) around the TURFs areas. This approach could be replicated to other areas in the national territory, depending on road conditions, access, and economic appraisal.

Sub-Component 3.2 Fish Product Trade Infrastructure, Information and Systems – Regional Minimum Integrated Trade Expansion Platform (MITEP) (\$ 0.2 IDA)

Quality, standards, metrology and testing (QSTM) infrastructure and technical assistance.

A basic requirement in international fish trade is certification by an accredited competent authority that fish products meet quality and health standards. That Sierra Leone lacks the basic infrastructure and facilities to meet this requirement so that no fisheries products can be exported, limiting the fisheries sectors earning capacity. The Program will contribute to the establishment of a certified public laboratory and competent sanitary authority in Sierra Leone,⁹ as well as more broadly the development of relevant protocols and standards for quality and traceability, including training. The Program will also benefit from the regional minimum integrated trade expansion platforms (MITEP). The entrepreneurship development approach offers an infrastructure base, relevant software drivers and technical assistance that will help existing and newly created private enterprises access relevant trade information for product adaptation, product development and market expansion. It also supports the development of local expertise to help small and medium enterprises (SMEs) access vital functions (e.g. product development, market access, planning of production lines, etc.).

⁹ It is not definite (at this point) as to where the competent authority should be housed and discussions are ongoing between the concerned Ministries (Ministry of Fisheries and Marine Resources, Ministry of Health and Ministry of Trade, Industry and State Enterprises) on the issue.

Component 4. Coordination, Monitoring, Evaluation and Program Management

The West African Regional Fisheries Program in Sierra Leone will be coordinated, monitored, evaluated and managed from the Fisheries Management Coordination Office (FMCO) in the MFMR.

Sub-Component 4.1 National Implementation (\$1.0m IDA; 0.2m GEF)

Program implementation will be undertaken by national and international consultants who will provide management services to the program through the FMCO. The FMCO will report each six months to the national program implementation Steering Committee

The FMCO will prepare an annual work program, budget, update of the monitoring and evaluation indicators and procurement plan that would be reviewed with the Steering Committee and transmitted to the Regional Coordination Unit. FMCO has the following positions:

1. National Coordinator
2. Assistant Coordinator
3. Procurement Specialist
4. Accountant
5. Monitoring and Evaluation specialist
6. Support Staff

Changes to policies and laws planned by project

The European Union, with support from FAO, has completed the review of the 2003 national fisheries policy, and concluded replacement fisheries regulations to be empowered by the existing 1994 Fisheries Management and Development Act. Gazetting is due in November 2010.

The Fisheries (Management and Development) Act, 1994 has been found to be well drafted with provisions required to conduct effective fisheries management and to control related activities. But the major concern is most of the provisions of the fisheries Act are not enforced and there is limited resource management and planning of fisheries, without management plans for any fisheries ever having been developed. The flouting of laws (including international agreements) is widespread and prosecution or the imposition of penalties has been generally unsuccessful. Enforcement is also undermined by arcane prosecution procedures, paucity of prosecutors or discretionary provisions that have been used as a conduit to perpetrate corruption. Licenses and royalties are low and fines for violations of laws are in urgent need of revision. Fisheries observer's remunerations are paid by industrial fisheries operators thereby rendering the MCS system vulnerable to collusion/corruption. Moreover, fisheries observers do not have the necessary training or status to use the evidence to support prosecutions in the courts.

With the Fisheries Policy and new Fisheries Regulations in place corrections/revisions to the Act will be carried out by FAO/TCP with support from the project as required, taking the following into account:

- Developments in international fisheries management (e.g. the FAO Compliance Agreement and other global principles)
- Irregularity in the Act
- Changes in other related legislation in Sierra Leone (e.g. Local Government Act 2004) to ensure coherence
- Development of straight forward prosecution procedures
- Revision of licence fees, royalties and fines
- Changes in institutional structural arrangement to reflect the need for effective interaction between central government and other stakeholders.
- Community management and establishment of MPAs/TURFs
- Sustainability of MCS financing.

In case policy reforms or regulations are going to be supported under the additional financing, strategic environmental and social assessment (SESA) for those policy components shall be prepared.

International Fisheries Management

The fisheries of Sierra Leone are intended to operate in the context of global principles/agreements such as, e.g., the FAO code of conduct for responsible fishing (CCRF), the Convention on Biodiversity (CBD), Johannesburg Plan of Implementation (JPOI), EU Port State measures and FAO Compliance Agreement, to mention a few. For example, the FAO Compliance Agreement promotes compliance with international conservation and management measures by fishing vessels on the high seas. The essence is to prevent vessel operators from violating compliance with internationally agreed conservation and management measures by reflagging their vessels to non-parties to global or regional management arrangements. An important element in the agreement is the concept of flag State responsibility and that of the role of classification societies.

Irregularities

Technical assistance is required to assist the MFMR and the Law Reform Commission with necessary amendments to the Act with agreement and final regulations Gazetted. Irregularities in the Act as identified in the review and analysis of existing fisheries laws and regulation and recommendations on legislative and institutional changes therefrom (undertaken by the European Union in 2001) – could serve as a guide/background information for the exercise of identifying necessary amendments.

Related Legislation

The Local Government Act (LGA) of 2004 specified a list of functions/activities that are to be devolved

by line ministries and agencies to local councils by 2008 (GoSL, 2004). The MFMR was mandated to transfer the management of artisanal fisheries to local government (in the form of the elected local councils). Thus, LGA 2004 marked a change from centrally planned management to the semblance of a decentralised framework. The decentralization process did not devolve specific fisheries management functions allowing the development of compatible institutions/principles and building stakeholder capacity to share and assume identified roles. Instead, decentralisation is limited to the devolution of licensing small canoes (and attendant fishing gear), and the establishment of fish ponds and inland lakes. Funding for the decentralisation process is limited and a rent extraction drive was sanctioned by the LGA 2004 to expedite the implementation of the Act as it relates to local fisheries management. Transitional provisions in section 126 of LGA 2004 empowered the Minister of Local Government to ‘specify the first functions that are to be devolved to Local Councils and use statutory instrument to implement the devolution programme within six months after the Act is in force’. Such a fast paced implementation calendar saw local actors too ill prepared to assume responsibility. The LGA also supplants the fisheries policy provisions with incoherence. A review is necessary to empower District Councils to build capacity and assume more responsibility as a way of involving small scale stakeholders in policy and management at the national level. Moreover, neither traditional fisheries management techniques nor customary fisheries tenure are common in Sierra Leone but there is potential through the MPA and TURF sub-component of the programme for small stakeholders to be involved in the establishment and enforcement of management decisions at the local level. Support is required to link the formal and informal management regimes.

Prosecution Procedures

There is a paucity of lawyers trained in maritime law and thus prosecutors in this area. Therefore, efforts in training legal specialist in this area are needed. But of vital importance is the need to streamline the prosecution procedures of offenders under the Fisheries Act and develop realistic fines for effective deterrence.

Revision of Licences fees and fines: has been completed in the 2010 Fisheries Regulations bringing costs of fishing more up to date based on the original system until the revisions expected under the proposed replacement Act to be supported by FAO TCP with WARFP support. Access to the artisanal fisheries resources of Sierra Leone is free with no limit on entry or catch quantity in place. Token fees are charged according to vessel category although they have no bearing on either the investment cost or output value. There is the need to revise license fees in accordance with the current realities and enable efficiency in the artisanal fisheries via MPAs and TURFs.

Changes in institutional structural arrangement

The fisheries of Sierra Leone historically conforms to the hierarchical stewardship framework – the equivalent of the so-called top–bottom approach with steering, planning and control instruments (such as laws and policies) organised according to super-ordinate and sub-ordinate responsibility. The logic

underpinning such an approach emanates from viewing fish as a biological organism and state government as the custodian of state resources. Thus, goals are set by personnel with formal training in resource biology at the Department of Fisheries who exercise exclusive rights over fisheries resources via an enduring and rigid top-bottom organogram. But such arrangements are at variance with contemporary vision for fisheries resource stewardship that advocates for the recognition of stakeholder's contribution, the enhancement of their full participation in policy formulation and implementation and the reduction of poverty in a sustainable manner. Although the fisheries policy of 2010 adopts the strategy of "promoting decentralised organizational structure of MFMR for a rapid rational and consistent decision making" – as provided in vision section 2 there are no modalities in place for the implementation and realisation of such provisions. Reforms should reflect the need for effective interaction between central government and other stakeholders in the resource stewardship process.

Community management and the establishment of MPAs and TURFs

Even though neither traditional fisheries management techniques nor customary fisheries tenure are common in Sierra Leone, there is potential to introduce efficiency in artisanal fisheries resource allocation and operations (through the MPAs and TURF sub-component of the programme) with the full participation small stakeholders in the establishment and enforcement of management decisions at the local level. Provisions to enable this process to be included in the new Fisheries Act.

Sustainable MCS financing

MCS is central to sustainable fisheries management and it is therefore crucial that funding is sustained. In this regard, the use of the MCS Fund provided for in the Act (which could be generated by a percentage of licence fees and administrative penalties) will be evaluated as a means of finance. This fund could be used for:

- MCS activities/fisheries observers' remuneration
- Operating costs for MCS patrol vessels
- Training of staff
- Communications costs, internet access
- Fisheries research grants for IMBO/development of plans and strategies
- Fisheries extension activities and support for the participation of small-scale stakeholders in the planning and management of the fisheries sector.

Project benefits and identification of target groups

The benefits arising from the program include both market (measured in monetary terms) and non-market benefits (such as from conservation of coastal and marine biodiversity and healthy ecosystems). These benefits as described according to project components include:

Components 1 & 2: Good Governance and Sustainable Management of the Fisheries; Reduction of Illegal Fishing

- Sustained income from fisheries due to reduced overexploitation of fish stocks, with positive externality effects on neighbouring countries where stocks are shared/migratory.
- Increased catch per unit effort, due to recovering stocks, and therefore reduced costs per unit catch.
- Income from alternative livelihoods of individuals who exit the sector.
- Strengthened social cohesion within communities and among various stakeholder groups including government agencies (non-monetary).
- Coastal and marine biodiversity conserved, with positive effects on ecosystem resilience and functioning (significant value, although no direct monetary measure).
- Increased government revenue from fisheries licenses/permits from currently unlicensed vessels which continue to fish under the new improved regime.
- Provision for development of new investment and employment in sustainable fisheries.

Component 3: Increasing the Contribution of the Marine Fish Resources to the Local Economies

- Redistribution of existing benefits from foreign beneficiaries to in-country beneficiaries, for the portion of total catch, currently transhipped at sea, that will be landed in-country.
- Increased income (value added) and employment from processing, export and related activities arising from the increased proportion of catches landed in-country.
- Reduced losses from less spoilage of fish that currently do not reach markets in saleable condition.

Component 4: Coordination, Monitoring and Evaluation, and Program Management

This component will work to achieve the full range of benefits from Components 1, 2 and 3 and

contribute towards the overall long-term sustainable management of shared coastal and marine resources in the country/region.

Component 1. Strengthening Good Governance and Sustainable Management of the Fisheries (GEF: US\$1.50 million)

1. The project will help build the institutional and human capacity to develop and implement policies and systems for environmentally sustainable, socially equitable, and economically profitable use of fishery resources, through the provision of consultants' services, training, and the financing of operating costs required for the following activities.

2. Activity 1.1. Improving the national legal and regulatory framework governing rights and responsibilities of individuals, entities, and communities operating in the fisheries sector. The project will support Sierra Leone's legal department with revision of the legal framework ensuring (a) separation of functions, in particular planning function (preparation of fisheries management plans), and regular fisheries management and enforcement functions; (b) sustainable financing of regular fisheries management functions; (c) allocation of fishing rights to CMA, including the ability to limit the number of fishing licenses provided within the CMA areas and a clear surveillance role; and (d) transparency of fisheries management data through regular publication of relevant fisheries management information, including list of licenses, list of infraction, fees collected from licenses, and fees paid from infractions. The project will also support finalization of the Fisheries and Aquaculture Bill.

3. Activity 1.2. The Public Sector Reform Unit will pilot the implementation of the institutional reform of the ministry responsible for the fisheries sector and of other supporting institutions that support the ministry for informed decision making and effective implementation of fisheries management policies through capacity development and training. This activity will be started by a consultancy to update the 2013 MFR to incorporate recent changes, agree on the components of a new institutional structure, and define its establishment and operating costs. Then the project will support the implementation of the MFR, including training and consultancy.

4. Activity 1.3. Harmonizing fisheries policies and regulatory frameworks at the regional level and mobilization of high-level expertise to support the national reform process of fisheries policies, regulatory, and institutional frameworks. The CSRP will support Sierra Leone (a) to harmonize the license fees through the coordination meeting; (b) to provide CSRP with reliable data for the regional dashboard ; (c) in negotiations for foreign fishing agreements, including Port State Measure Agreement, other international frameworks (through CSRP support) by providing technical assistance; and (d) in training to harmonize the policies and regulations, through technical assistance.

5. Activity 1.4. Coordinating participation of diverse stakeholders for effective implementation of the

strategic vision of the program. The project will support (a) awareness raising and reporting by the SLAFU and the SLIAFU, the CMAs, and other nongovernmental organizations and (b) the consultation on Fisheries Management Plans based on scientific recommendations (annually).

6. Activity 1.5. Carrying out relevant scientific research and activities to inform operational planning and management policies, in particular stock assessment campaigns to measure fish resources, and provision of the goods required for the campaigns. The project will support (a) the Institute of Marine Biology and Oceanography and MFMR research units for training, data collection and analysis, and developing fisheries management plans, and (b) a system to monitor and capture time series catch data through a scientific observer program.

7. Activity 1.6. Introducing new fisheries management schemes in target fisheries or communities to align fishing capacity and effort to sustainable catch levels. Specifically, the project will support the MFMR with: (a) the operating costs of implementation of scientific recommendations on the sustainable level of industrial fishing effort and other fisheries management measures; (b) implementation of the Fisheries Management Plan with an adjustment of the fishing capacity in the industrial sector (annually); (c) management of the artisanal registry (entry/exit modality); and (d) incentives for fishermen to register (insurance, safety at sea).

Component 2. Reducing Illegal, Unreported, and Unregulated (IUU) Fishing (GEF: US\$1.22 million)

8. Strengthening fisheries MCS systems, to reduce IUU fishing activities, through the provision of consultants' services, training, and the financing of operating costs required for the activities listed below.

9. Activity 2.1. Developing implementation of agreements regarding combating IUU fishing with neighboring countries. The project will support regional integration in surveillance and regional capacity building for MCS. Guinea, Sierra Leone, and Liberia are members of the Mano River Union and are seeking methods to upgrade each nation's ability to combat IUU fishing. The proposed plan is to establish protocols to share information, resources, and staff. The project will support (a) the facilitation of the process of MCS cooperation through developments of the dashboard process for shared information on industrial fishing vessels, licensing, and activities; (b) the upgradation of vessels monitoring and communications systems to enable regional integration of information sharing and opportunities for joint actions through sharing of vessel assets; and (c) regional training for MCS staff to bring officers together in the technical environment to facilitate relationship building, joint skills development, and sharing of onboard vessel observers.

10. Activity 2.2. Conducting participatory MCS activities, including training. The project will (a) fund operating costs for patrol operations, including pilot of drones; (b) support the operating cost for CMA surveillance and licensing activities; and (c) help establish the observer program and ensure its

functioning (coupled with the scientific observer program).

11. Activity 2.3. Enhancing the effectiveness of fisheries surveillance and strengthening the management of violations. The project will support recruitment of a legal adviser to support management of violations and prosecution and raise capacity within the MFMR.

12. Activity 2.4. Developing and implementing surveillance strategies. The project will ensure that the JMC is fully operational by (a) supporting an accountant for JMC; (2) supporting

a JMC adviser for training of JMC administrative staff; and (c) developing a JMC operation plan for the future.

Component 3: Increasing Contribution of the Fish Resources to the Local Economy (GEF: US\$0.83 million)

13. Activity 3.1. Expanding the piloting of fishing rights allocation by working on community-led fisheries management initiatives in coastal communities, including the provision of consultants' services and training. The project will support the operationalization of the existing CMAs by supporting the operating cost of implementation of the CMA bylaws, dissemination and enforcement of the bylaws, and adoption of CMA management plans.

14. Activity 3.2. Developing and adopting fisheries management plans and implementing and monitoring them with local communities and user groups, including the provision of goods, consultants' services, and training. The project will support the technical assistance in preparing and adopting CMA fisheries management plan and implementation of fisheries management plan, including net replacement program.

15. Activity 3.3. Strengthening capacity of local communities to implement and monitor fisheries management plans, including cost-effective environmental information gathering and environmental education through the provision of consultants' services and training. The project will support the activity of expanding the community science program by developing local volunteers in fishing communities; financing the training of CMAs/professional organizations in Safety of Life at Sea and coordination. The project will also support the establishment of artisanal fisheries data collection system through CMAs supported by MFMR in fishing communities.

16. Activity 3.4. To compensate for transitional loss of revenues (while the resources rebuild through the implementation of the local fisheries management plan, the project will support a gender balanced livelihood package, including microfinance through the provision of consultants' services, training, and the financing of micro-grants.

Component 4: Project Management, Monitoring and Evaluation, and Regional Coordination (GEF:

US\$0.45 million)

17. All these AF-funded activities will be coordinated through the FMCO established by the WARFP and maintained since the closure by funding partners. FMCO has retained equipment from the WARFP SOP A1, including vehicles, offices, and office equipment.

18. Activity 4.1. Strengthening the capacity of the PIU for management and coordination of project activities, M&E of the project, communication of project activities, fiduciary (procurement and financial) management, and management of the social and environmental aspects of the project, including the provision of consultants' services and training. This project will (a) finance the project management through the existing FMCO, which includes a coordinator and support staff; (b) support applying FPIs to measure the targeted fisheries once every two years and the GEF tracking tool filled at mid-project and project closure; and (c) finance utilization of IW-LEARN to share results, attendance of IW conference, and project websites for knowledge exchange (minimum of 1 percent of overall grant to be used for participation in IW-Learn)

19. Activity 4.2. Strengthening the CSRP RCU for effective coordination of the project activities at the regional level. The project will support CSRP so that they can provide: (a) access to an independent panel of experts to provide guidance to the recipient in the implementation of MCS activities under Component 2 of the project; (b) linkages to the regional fishing vessel register and dashboard maintained by the CSRP under the program; (c) exchange visits and study tours with the other countries under the program; and (d) recruitment and coordination of the independent verifiers.

After the first phase of five years of the WARFP ended in 2014, an Additional Financing (AF) of \$10 million from the Global Environmental Facility was provided for Guinea, Sierra Leone and Liberia, approved in February 2017 and effectiveness in February 2017.

The AF is in response to requests from the recipient countries for further targeted support for the fisheries sector in view of achievements made so far under the WARFP and in response to the impact of the 2014-2015 Ebola outbreak on fishermen communities, livelihoods and food security.

The activities under the AF will scale up the impact of the projects in Guinea, Liberia, and Sierra Leone. In Guinea, the US\$5 million grant will be used to deepen the institutional (national, regional, communal) and legal reforms that the IDA grant is currently supporting, build local fishing communities physical and human capacity to manage and monitor assigned fisheries areas and local businesses, and further invest in surveillance capacities. In Liberia, the US\$1 million grant will advance existing management efforts for targeted fisheries, further build up the Community Management Association (CMA) model, and strengthen local monitoring and surveillance. In Sierra Leone, the US\$4 million grant will support community-led fisheries management, regulatory and institutional reform, and improved fisheries monitoring. At the regional level, the AF will enhance the coordination between the

WARFP countries and support the utilization of the GEF International Waters Learning Exchange and Resource Network (IW-LEARN) as a platform for sharing results and knowledge. These activities will be carried out through subsidiary agreements between Guinea, Liberia, and Sierra Leone with the Sub-Regional Fisheries Commission (CSRP, *Commission Sous Régionale des Pêches*).

Changes in the Implementation Arrangements for the GEF AF Project in Sierra Leone

Country procurement environment. The GoSL enacted the Public Procurement Act (PPA) of 2004, which incorporates many of the major features that meet international best practices in public procurement. The PPA contains for example, procurement and complaints procedures and also focuses on decentralization. It subsequently created the Independent Procurement Review Panel ('the Review Panel'), which was formed pursuant to the PPA and has passed and published various judgments on cases referred to it by aggrieved bidders. A National Public Procurement Authority (NPPA) was also created after the adoption of the PPA and is the main body in Sierra Leone that manages the public procurement function. It sets policies, creates regulations, and monitors the implementation of procurement plans within the ministries and agencies of the Government.

The NPPA has made several significant strides in advancing the reform of the national public procurement system. For example, it has created all the regulations to support the implementation of the PPA, as well as all accompanying standard bidding documents and request for proposals. It created user manuals for these latter regulations and documents. (Sierra Leone country procurement assessment report, May 2012). In December 2009, the NPPA started to prepare amendments to the laws and regulations, and invited comments from civil society, the private sector, and development partners, and the PPA was enacted in April 2016.

Adequacy of the national procurement procedure. The GoSL has standard bidding documents for National Competitive Bidding and the PPA provides for adequate time from the advertising date to the submission deadline. It also allows public opening of bids and allows foreign bidders to participate in the National Competitive Bidding.

IPAU (now PFMU) procurement arrangements. Procurement under the IPAU is arranged in such a way that they work with a technical component manager to extract procurable items from an approved annual work plan and make a procurement plan. All technical inputs to procurement as well as contract management are provided by technical component managers. The IPAU forms an ad hoc evaluation panel, which is composed of professional staff in the subject area and has the procurement staff as the secretary to evaluate. After evaluation, the recommendations are submitted to a procurement committee comprising the directors of beneficiary units or their representatives, as well as the IPAU's heads of finance unit, procurement unit, and coordinator for review and approval. Award and contracts are signed by the coordinator of IPAU who is the budget manager.

Project implementation arrangements. From a technical standpoint, the WARFP will be implemented by a Technical Committee of the MFMR and MoFED that should meet at least every three months to give technical support and ensure coordination with all relevant services and agencies. The Technical Committee will instruct the FMCO on the technical implementation. All fiduciary activities will be managed by the IPAU in close coordination with the FMCO.

(a) Description of the IPAU (Now PFMU)

The IPAU (now PFMU) was set up in the MoFED to oversee and coordinate activities of donor-funded project on behalf of the government ministries, departments, and agencies (MDAs), which do not have the required capacity. The IPAU is made up of five units which are finance, procurement, administration, M&E, and information, education, and communications units. The IPAU is responsible for ensuring quality FM, timely procurement, and efficient monitoring, as well as accountability on donor-funded projects. The IPAU reports to the minister through the financial secretary. The IPAU is currently managing other World Bank- funded projects, which are Reproductive and Child Health Project with a technical component in the Ministry of Health and Sanitation and the Decentralized Service Delivery Program (DSDP II) with technical components in the Ministry of Local Government and Rural Development.

(b) Description of FMCO

The WARFP was a regional project planned as a series of phases. It had a PIU called FMCO with both technical and fiduciary teams during phase one of the project that came to an end in December 2014 because of misprocurement and slow progress in the implementation of project activities. Currently there is a coordinator, an accountant, and support staff managing funds from United Kingdom, consultants managing community development, and government employees performing the technical aspects.

(c) Adequacy of the capacity of implementing agency

The procurement under the AF is implemented by the PFMU in the MoFED. Currently the implementing agency has five procurement staff, including a head of the unit and four procurement officers. The head of the unit holds an M.Sc. in development management and a B.Sc. in civil engineering with seven years of experience in procurement. He has attended a short course on procurement at the Ghana Institute of Management and Public Administration and is currently enrolled in the Certified Institute of Purchase and Supplies course. Among the four procurement officers, one has a master's degree with experience of twelve years and three have bachelor's degrees with experiences ranging from four to eight years in procurement. All of them have attended at least one short-course training on procurement.

(d) Procurement and capacity risk

Though the PFMU is implementing other World Bank-funded projects, the procurement risk for the WARFP project is considered to be substantial because there are two different implementing agencies and one of them has a record of misprocurement. Unless the collaboration and communication is effective, there is a risk of delays in procurement processing. The filing system is not appropriate and will need to be improved during project implementation. The complaint mechanism requires that the first line of complaint is to the head of procurement who shall suspend the procurement process, make a review, and issue a written decision stating the reason and if the complaint is upheld, indicate the corrective measures to be taken. Such a system is not in place and this implies that the complaints will go directly to the Independent Procurement Review Panel.

4 METHODOLOGY

This exercise consisted of a combination of desk review of available data, consultative meetings and preparation of the ESMF.

4.1. Desktop review

A comprehensive review of existing and relevant environmental and social management frameworks, safeguards and plans documents was undertaken.

4.2. Stakeholder Engagement

Stakeholder consultations were held countrywide at strategic locations during the project planning phase. These consultations included coastal community level group meetings, and interviews with local experts in fisheries management. At the national level, three consultative workshops were organized from which a project Management Steering Committee was formed.

4.3. Consultative Meetings

Consultative meetings were held to solicit stakeholders' perception of the project and sub-components and their environmental and social ramifications. Consultative meetings were organized with the EPA-SL to assess their capacity and track record in implementing and independently monitoring environmental and social impacts and compliance.

4.4. Preparation of ESMF

After the review of all relevant documents, and consultation of national and World Bank guidelines and performance standards and local legislations, regulations and policies in formulating the plan, the draft plan was submitted to the Ministry of Fisheries and Marine for reviews and comments.

4.5. Deliverables

Outputs of this work are:

- Environmental and Social Management Framework
- Suggestion Public consultations process and grievance redress mechanism

5 OVERVIEW OF THE PROJECT AREA: THE SIERRA LEONE ENVIRONMENT

The Sierra Leone marine fisheries is operational all along the 560 km long coastline. There are about 650 landing sites with variable number of fishing canoes landing in them. The largest of them is the Tombo fish landing site with close to 500 canoes (both resident and non-resident) landing fish there. The second and third largest are Goderich and Yeliboya, each with more than 150 canoes landing fish on them. Another strategic landing site is the Konakridee landing site in Northern Sierra Leone about 12 km from the Freetown International airport.

The proximity from Konakridee to the airport makes it ideal for the construction of an integrated fish landing site cluster, so that fresh fish landed at this site can be quickly transported to the airport for shipment to Europe.

The integrated fish landing site cluster at Konakridee will be designed to land and handle fresh fish in a hygienic manner for transport to Lungi by road. The single building will include hygiene services, liquid waste treatment, office space, seawater piped system and solar-powered lighting and pumping. No fish processing in the form of drying, salting or smoking) is envisaged at this facility under the GEF AF Project. However, there are plans under the Iceland project to construct an improved smoke oven, but these smoke ovens and other traditional fish processing facilities, water and sanitation can be located elsewhere at some distance from this landing site cluster.

Some space with services would be created for ice making and chill storage by the private sector.

A. Administrative and Political structure

Administratively, Sierra Leone is divided into four regions, and 14 districts, comprising 19 Local Councils. These Local Councils are elected locally and oversee 149 chiefdoms. The structure starting from the bottom to the top is village, chiefdom, Local Council/district, province and country.

B. Government and Administration

Freetown is the capital city where most of the Government Ministries are located. District councils were established in the year 2000, with the appointment of management committees. The Government is committed to decentralization. The elected councils constitute representative bodies with delegated powers and funds for local governance.

Councils are operating and the government is slowly devolving power and functions of various Ministries to these bodies.

The responsibility for provincial administrative matters is within the purview of the Ministry of Local Government and Rural Development, which is responsible for Provincial Administration. The Minister is assisted in his duty by a Resident Minister in each of the three provinces whose offices are in the respective provincial headquarters towns. The Resident Ministers are assisted by Provincial Secretaries at the provincial level.

The Ministry of Local Government and Rural Development, in consultation with the respective Paramount Chiefs, appoints local court chairmen in the 190 chiefdoms in the country. The local court houses are known as *court barries*, of which there are 287 throughout the country. The Native Administration utilizes the services of the Chiefdom Police and “lock ups” for law enforcement purposes.

The Local and or Town Council is the highest political authority in the locality, with legislative and executive powers, and responsible for promoting the development of the locality and the welfare of the people in the locality with the resources at its disposal (The Local Government Act 2004). The Local Council is responsible among other things, for:

- The mobilization of human and material resources necessary for overall development and welfare of the people of the locality;
- Promoting and supporting productive activity and social development;
- Initiating and maintaining programs for the development of basic infrastructure and providing works and services;
- Initiating, drawing up and executing development plans for the locality;
- Overseeing Chiefdom Councils in the performance of functions delegated to them by the local councils;
- Determining the rates of local taxes, approving the annual budgets of Chiefdom Councils and overseeing the implementation of the budget; and
- The local council is also responsible for the formation of committees. The Council has a major stake in all development programs and collection of licenses and taxes within their localities.

Before the Local Government Act 2004, chiefdom administration was centralized mainly in the District Offices. The Local Government Act 2004 splits the administration of the eleven chiefdoms in the Port Loko District between the Port Loko District Council (that oversees and supervises the chiefdom budgets) and the Provincial Secretary's Office (that oversees and supervises chieftaincy elections and land disputes). The Port Loko District Council is one of the nineteen local councils established by the Local Government Act (LGA) of 2004 to be "the highest political authority in the locality" with "Legislative and executive powers," and with powers to "generally promote the development of the locality and the welfare of the people in the locality with the resources at its disposal and with the resources and capacity as it can mobilize from the central government and its agencies, national and international organizations, and the private sector."

5.1. Social, Political and Economic Aspects

The long-term perspective studies (NPTLS) for Sierra Leone which culminated in the Sierra Leone vision 2025 took a critical look at the past and current performance on peace and development, and evaluates the economic, social, political, technological and environmental situation of the country.

The Medium-Term National Development Plan, Cluster Two: Diversifying the Economy And Promoting Growth

Policy Cluster 2.2 of the MTNDP talks about improving the productivity and sustainable management of fisheries and the marine sector. The fisheries subsector continues to play a significant role in the national economy and food security of the country. It contributes about 12 percent of GDP, and it is the most important economic activity along the coastline of Sierra Leone. Fish is the largest source of animal protein for the majority of Sierra Leoneans, supplying about 80 percent of total animal protein consumption. Over 500,000 people are directly or indirectly employed in the fisheries sector.

Gains made over the years are important achievements to build upon to address remaining and emerging challenges for better delivery of results in the sector. Some of the milestones achieved include the following:

- A steady increase in sectoral revenue generation, mainly from fines, licenses, and royalties, from 30.4 billion Leones in 2014 to 71.3 billion Leones in 2017. As of 22 August 2018, the sector had generated a total of 63.5 billion Leones in 2018, exceeding the amount generated in 2017.
- In collaboration with the Institute of Marine Biology and Oceanography, the Ministry of Fisheries and Marine Resources has established a new database system, and data entry is ongoing to ascertain the fish stocks in Sierra Leone's Exclusive Economic Zone. Under the European Union-funded Institutional Support for Fisheries Management Project, an assessment of major fish stocks was carried out in Sierra Leonean waters from 2008 to 2010 and registered an estimated fish biomass of 450,000 metric tons and a shrimp biomass of around 2,000 metric tons.
- Building the capacity of the Ministry of Fisheries and Marine Resources and the Institute of Marine Biology and Oceanography to conduct fish stock assessment has is ongoing.
- A proposal for the construction of a fish harbour complex, under a public-private partnership, has been developed. The proposed fish harbour complex will have a transshipment quay capable of berthing over 14 vessels at a time, as well as a reefer quay. The complex will provide cold storage facilities, bonded stores for fish export, and ice sales to fishing vessels and fish processing plants. It will also undertake the purchase and processing of fish and fish products for export and the construction and maintenance of fishing and patrol craft. The Chinese government is working with the Sierra Leone government to realise this project proposal.
- With support from the Embassy of the United States of America in Freetown, a radar system has been installed and is fully operational at the Joint Marine Committee Office to aid the surveillance and monitoring of Sierra Leone's waters. Furthermore, the embassy conducted feasibility studies to install other radar systems around Bailer and Yelibuya in the North and Bonthe and Sulima in the South. Other related efforts were undertaken, including the procurement of a multi-purpose, fast surveillance and patrol vessel, which can be used to police the entire exclusive economic zone (200 nautical miles).
- Furthermore, the Ministry of Fisheries and Marine Resources has worked with local councils to register over 13,000 fishing canoes in the country. Appropriate fishing nets were provided in exchange for illegal fishing nets at affordable and subsidized rates.

The following are the identified challenges in the sector: no comprehensive fish stock assessment has been done for an extended period, which means the government lacks credible data and information to determine the number of fishing vessels that can fish sustainably in certain areas; no food safety authority has been established to certify seafood using international standards such as the European Union Export Market Certification; there is no fishing harbour complex to accommodate shore-based fish processing and dry-docking activities in the fish value chain; and the Ministry of Fisheries and Marine Resources is unable to meet its commitments in the payment of subscription fees to international organizations such as the International Commission for the Conservation of Atlantic Tunas, the Sub-regional Fisheries Commission, INFOPECHE, and the Ministerial Conference on Fisheries Cooperation among African States Bordering the Atlantic Ocean.

Strategic objectives

The strategic objectives are to begin the industrial processing of marine products and to promote responsible, environmentally sound, and sustainable fishing and aquaculture practices through good governance, while contributing to poverty reduction and wealth creation in Sierra Leone.

Key targets

- By 2023, the fisheries sector generates at least US\$ 15–20 million in government revenue and contributes at least 16 percent of the country's GDP.

- By 2023, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.
- By 2023, effectively regulate harvesting; end overfishing and illegal, unreported, and unregulated fishing; stop destructive fishing practices; and implement science-based management plans in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yields as determined by their biological characteristics.

Key policy actions

- Undertake fish stock assessments to establish the abundance and distribution of the country's fish stocks and to set up a quota management system, where licensing of industrial fishing vessels will be based on the quantity of fish caught by vessels instead of the size of the vessels.
- Construct cold room facilities for the preservation of fish and fishery products in every headquarter town throughout the country.
- Develop commercialized fish farming in ponds and in the wild, in order to buoy up fish production and enhance diversified growth in the fisheries sector, including the promotion of commercial aquaculture investment.
- Combat illegal, unregulated, and unreported fishing through continued installation of vessel monitoring systems in all licensed fishing vessels.
- Enhance collaboration with the United States, the Sub-regional Fisheries Commission, and the African Maritime Law Enforcement Partnership to undertake regional fishery surveillance patrols and enforcement of fishery regulations and laws.
- Harmonize laws and improve the legal framework.
- Secure European market certification for fish exports.
- Construct fish harbor complexes, promote the use of technology in the value addition chain, and mobilize the private sector to invest in fisheries and the marine sector.

5.2. Macro-Economic Environment

The country's small open economy is predominantly agricultural and sustain about two-thirds the population at a bare subsistence level. Agriculture accounts for 47.5 percent of GDP, but in terms of export earnings, the mining sector is more significant than agriculture. Diamond remain the chief export earner, with significant reserves of other minerals such as gold, rutile, bauxite, chromite and iron ore, as well as a potential of only about 20% of GDP due to improper policies for the exploitation and utilization of the resources in the sector. More particularly, the trade in diamonds as the principal mineral resource suffers from smuggling and other related illegal activities. The agricultural and mining sectors co-exist with a small modern sector that provides services accounting for about 25.2 percent of GDP. Sierra Leone attained independence in 1961 with the immediate post-independent era showing encouraging signs of steady economic growth of around 4 percent a year during the first decade. The fiscal and foreign exchange position was healthy and single-digit inflation was manageable. The prospects for sustained growth were doomed by the decade of the 1970s, mainly as a result of the first external oil price shock during that period. During the first half of the 1970s, GDP growth averaged around 3 percent per annum, and during 1975-1980 it slowed down around an average of 1 percent a year, mainly due to falling earnings from the mining sector. In the wake of the second oil shock, rising import costs compounded the expansionary budgetary policies, with government expenditures exceeding 30 percent of GDP. This trend resulted in worsening fiscal and current account deficits towards the end of decade. The consequences of inadequate development efforts, ill-conceived economic policies, and generally the oil price shocks of the 1970s all counted for the speedy deterioration of the economic structure.

Sierra Leone's economy suffered a major stagnation in the decade leading to the civil war and thereafter. Over two-thirds of the population lives in rural areas with subsistence farming as their main activity. Many people live below the poverty line. The economy is largely dependent on the extraction of minerals (such as diamond, rutile, bauxite and gold) and subsistence agricultural practices. Industrial development is still in the formative period, with import substitution comprising the major industrial activity (Richards 1988). Development in the country stagnated for too long, with Sierra Leone being frequently ranked as the least developed country.

Macroeconomic framework to guide plan implementation 2019–2023

The government is determined to maintain a stable macroeconomic environment, and to this end will pursue key macroeconomic targets during the 2019 to 2023 period. These include the following:

- Maintaining single-digit inflation
- Reducing the budget deficit (including grants) to not more than 3 percent of GDP, with domestic revenue collection of at least 20 percent, while public expenditures are kept within budgetary limits of around 24 percent of GDP
- The wage bill not to exceed 6 percent
- Reducing the current account deficit (including official grants) to an average of around 11.5 percent
- Foreign exchange reserves built to a minimum of three months of import cover
- Public debt maintained at a sustainable threshold of not more than 70 percent in nominal terms and 55 percent in present-value terms, while external debt will not exceed 40 percent of GDP in present-value terms

Policies and actions to achieve these targets include pursuing stringent short- to medium- term revenue mobilization measures; expenditure management and control; measures to manage and control domestic capital expenditure; monetary and exchange rate policy management; financial sector policy advancement; and public debt management.

5.3. Fisheries

Sierra Leone has considerable fish resources that have the potential of contributing significantly to food security, income and employment in the country. Over 200 different marine species and 150 freshwater species have been identified. About 100 marine species are commercially valuable. The marine fish species are classified into four main categories: (i) pelagics, (ii) demersals, (iii) crustaceans, and (iv) others (mostly molluscs).

The Pelagic fish stocks

The pelagic fish stocks are classified into true pelagics, semi-pelagics and large pelagics. The clupeids (*Ethmalosa fimbriata*, *Sardinella maderensis*, *Sardinella aurita*, *Illisha Africana*, *Caranx hippos*) are the most important of the small pelagics.

The Demersal fish and Shellfish

The most dominant demersal fish resources are broadly classified into the following families:

- Sciaenidae which comprise of croakers, principally *Pseudotolithus senegalensis*, etc.,
- Haemulidae, which comprise chiefly of the *Pomadasys jubelini*, etc.,
- The Sparidae are dominated by *Sparus caeruleostictus*, *Pagellus bellotii*, *Dentex canariensis*, etc.,

- The Polynemidae of which the dominant species are *Galeiodes decadactylus*, and;
- The Lutjanids, dominated by *Lutjanus goreensis*.

The shellfish resources are dominated by the crustaceans (shrimps, crabs and Lobsters), Cephalopods (cuttlefish) and Molluscs (gastropods and bivalves).

The fisheries sector plays a significant role in the national economy contributing about 12% to the GDP and is the most important economic activity along the coastline of Sierra Leone.

The Sierra Leone fishery waters contain about 450,000 metric tons of fish value at around US\$500 million. The sector has the potential to contribute over USD 30 Million annually through improved investment and with improved monitoring control and surveillance (MCS).

Fisheries Sector Policy Goals and Objectives

Government Policy objectives in the Fisheries Development Programmes is as follows:

1. To improve national nutrition and food security through responsible fishing and the reduction of spoilage and wastage;
2. To increase employment opportunities and diversify incomes in the rural sector with an adequate extension services for the artisanal fishermen;
3. To raise socio economic status of the people in the fisheries sector including the women with an adequate surveillance capability and improvement of fisheries infrastructure for value addition;
4. To improve the skills of the fishing communities and increase export earnings in the industrial fisheries for the access to EU and International markets;
5. Promote rational management of the fisheries based on scientific information and increased participation, and;
6. Strengthen regional and international collaboration in the sustainable exploitation, management and conservation of shared stocks and shared water bodies.

Management Classification of the Sierra Leone fisheries

The fishery of Sierra Leone is broadly classified into three subsectors:

- The highly mechanized industrial fishery;
- The low technology small-scale artisanal fishery, and;
- The under-developed aquaculture and inland fisheries.

The Industrial fishery

This subsector is highly capital intensive and foreign dominated but constitutes the mainstay for revenue generation from the fishery. It is estimated that the industrial fisheries activity currently employs about 1000 people and contributes between 15-20 % of total fish production in the country.

The Artisanal fishery

The artisanal fishery is a significant source of employment, rural income and fish protein to the vast majority of Sierra Leoneans. Over 100,000 mt of fish is landed yearly in this sector. It is characterized by diverse fishing gear and craft and is a major activity in the coastal districts of Western Area, Port Loko, Kambia, Moyamba, Bonthe and Pujehun.

The artisanal fishers land their catch in 640 fish landing sites along the 560 km long coastline and creates direct employment for about 36,000 fishermen and an estimated 500,000 additional jobs are provided by ancillary activities like fish processing, marketing, boat-building and engineering, with women playing major roles in the fish distribution and marketing.

Inland Fisheries and Aquaculture

Inland fisheries is practiced in lakes, rivers and floodplains. Estimates from inland fishery production is around 20,000 tonnes with 5,000 tonnes coming from lakes and 15,000 tonnes from rivers and flood plains.

Aquaculture is practised in the interior of the country, in ponds created in inland valley swamps and stocked with Nile tilapia (*Oreochromis niloticus*) as the main species. A few ponds are stocked with fresh water catfish (*Clarias spp*).

5.4. Land Tenure

Land tenure in the Republic of Sierra Leone is characterized by a dual system: “western” and “native”. In the Western Area, land is held under the English system of freehold interests and in the rest of the country is held in communal ownership under customary tenure. The result is a dichotomy between modernization and tradition. While in the Western Area, interest in land can be assigned with little difficulty, in the Provinces, the traditional authorities are unwilling to assign interests in land, which would connote any possibility of perpetual alienation such as freehold interests as this will deprive posterity of its ancestral heritage.

5.5. Land tenure in the Western Area

Some of the settlers, having lived in England, and experienced the English way of life and system of governance, were more inclined to live their lives like the British. As a result of this and other socio-political considerations, British concepts of tenure were introduced in the colony (Western Area).

Since the land on which the freed slaves were resettled was purchased in the name of the British monarch, the settlers were therefore tenants of the British Crown and the title passed on to them was the tenancy in fee or freehold. After independence in 1961 the Government of Sierra Leone replaced the crown as the “landlord” of the Western Area and the freehold system was allowed to continue (GOSL 2005).

5.6. Land tenure in the Provinces

In the provinces, land is communally held under customary tenure with minor differences among the various ethnic communities. Generally, land in rural Sierra Leone is considered a divine heritage which the spirits of the departed ancestors expect to be preserved and handed down to future generations. It is regarded as a heritage entrusted to the living with a responsibility to ensure its preservation and subsequent assignment to future generations.

The paramount chief is regarded as the custodian of the land on behalf of the entire chiefdom but decisions regarding land are preserved by the heads of the families. The administration of the community interest is vested in the head of the land-owning family who is aided by a council of elders. One very important consequence of the fact that absolute interest in land is vested in the family is that

it invests every member of the family with an inherent right to the occupation and use of any part of the family land.

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

Access to land by women is by far more difficult than men irrespective of their economic situation. In the provinces a woman who wants to lease, borrow or hold land in trust often must have a man guarantee her. By the existing cultural practices of property transfer, women hardly ever inherit landed property or houses from their fathers. When a woman’s husband dies either her adult sons or the brother of the deceased inherit his property of which the wife is a part.

5.7. Population

Sierra Leone has had five population censuses since independence in 1961. The first census was in 1963 and it showed that there were 2,118,355 persons in the country. The 1974 census put the population at 2,735,159 and the 1985 census indicated that there were 3.5 million people in Sierra Leone. There are about 7.5 million people in the country based on the 2015 population census.

Population figures generally show that there are more women than men in the world. In Sierra Leone there are about 98 males to every 100 females countrywide. In terms of the age structure, about 41 percent of the population are under 15 years of age; and 53 percent from 15 and above.

The population is not evenly spread across the country. About 68 percent of the population lives in rural areas and more than 80 per cent live close to the forest or forest regrowth and depend on it for their livelihood. The national average population density increased from 38 persons per km² in 1974 to 49 per km² in 1985 and in 1992 it increased to about 58 per km². It was projected to increase to 80 per km² by the year 2000 and now to over 100 per km² based on the 2015 population census. The national average density varies considerably among the districts, chiefdoms and towns. Generally, these regions which have important economic activities tend to have larger (dense) populations. According to ESCG (1988) areas with high population of above 100 persons per km² are mostly those which contain diamond mines or are mainly engaged in rice cultivation and other economic activities. These regions include Kono, Kenema and Bo (diamond, trading, etc.) and Freetown (capital city and main industrial town). Areas with medium density (between 50 – 80 persons per km²) are mainly found in the arable alluvial soils and are centers for rice, coffee and cocoa production. Areas with low density (below 50 persons per km², are mainly in the north, the southern coastal areas and the east. Those areas like Pujehun, Bonthe and Koinadugu districts have fewer arable lands, no economic minerals and generally have a high, closed forest cover.

The total population in Sierra Leone was estimated at 7.8 million people in 2019, according to the latest 2015 census figures and projections from Trading Economics.

5.8. Employment and Poverty

No reliable statistics are available on employment and underemployment, but it is estimated that between 50-60% of the labour force is without access to productive employment. The lack of employment opportunities prevents a large segment of the population, particularly among the youth and women who constitute about 70%, from actively participating in the growth process and benefiting from it. In 1990, an annual growth rate of 2.6% in the labour was envisaged, with an estimate 50,000 jobs that needed to be created per annum. However, the Government policy of retrenchment and freezing employment in the early 1990s, in the public service during the initial phases of the structural adjustment program, forestalled the creation of new jobs. This policy—together with the disruption of productive

activities in mining, manufacturing business and commerce during the war—resulted in large-scale unemployment and underemployment. Most of the able-bodied youths turned to the natural resources for survival. The high level of unemployment and underemployment, declining real incomes and the civil conflicts, among others, all accounted for the pervasive poverty in the country. For the past years Sierra Leone has consistently been ranked the poorest and least developed country in the world according to the UNDP Human Development Index.

5.9. Marine Ecosystem

Sierra Leone's wetlands cover a land area of about 4,838 km², categorized into two main types – the inland wetlands (floodplains, lakes and rivers) with vegetation typical of freshwater swamp forests, riparian zones and bolilands; and the coastal/marine wetlands, mainly associated with mangroves, sand flats and mud flats. The total mangrove estate is ca. 172,000 hectares and extends to about 825 km of coastline and 30 to 50 kilometres inland. The coastal resources also include sandy beaches, mud flats, cliffs, wildlife, cultural and historical sites and attractive landscape.

Four main estuarine systems in the country; namely, Scarcies River Estuary, Sierra Leone River Estuary, Yawri Bay and Sherbro River Estuary were designated marine protected areas (MPA) in 2016. These are areas of intertidal or subtidal terrain, overlying water and associated flora and fauna and historical and cultural features, that have been reserved by law or other effective means to protect part or all of the enclosed environment. Sierra Leone became the 108th member of the RAMSAR Convention in 1999, and the Sierra Leone River Estuary (SLRE) is the 1014th designated RAMSAR site in the world and one of two important birds' area (IBA) in the country; the other is the Yawri Bay. These two coastal wetlands support seven and nine such species, respectively. The sites also support 20,000 or more individual waterbirds on a regular basis (IBA Criterion A4iii). after. RAMSAR designations are given to wetland sites that hold significant proportions of the biogeographic population of migratory waterbirds, among other ecological reasons. Nearly all of these protected areas suffer from inadequate protection due to lack of manpower, technical support and financial resources. (Lebbie 1998, Garnette and Utas 2000).

6 LEGISLATIVE AND REGULATORY FRAMEWORK

It is important that the planned components and sub-components are in concert with the legal and regulatory framework of Sierra Leone as well as the World Bank's Operational Policy. This section reviews the existing legislative, policy and institutional frameworks that will guide the implementation and operation of the project.

6.1. World Bank Operational Policy

The Bank Operational policy (OP) on environmental and social safeguards requires that projects proposed for WB financing are carried out in a manner that ensures that they are environmentally sound and sustainable. The policy covers a project's potential environmental risks and impacts in its area of influence, examines project alternatives, identifies ways of improving project selection, siting, planning design, and implementation by preventing, minimizing, mitigating, or compensating for adverse environmental impacts and enhancing positive impacts. It takes into account the natural environment (air, water, and land); human health and safety; and social aspects (involuntary resettlement, indigenous peoples and cultural property);³ and transboundary and global environmental aspects⁴, in an integrated way. The key policies, OP 4.01 (Environmental Assessment), OP 4.36, Forestry, OP 4.04, Natural Habitats, OP 4.09, Pest Management; OP 4.37, Safety of Dams and OP 4.12, Involuntary resettlement are discussed in the following sections:

1) OP 4.01 Environmental Assessment

The Bank requires environmental assessment (EA) of projects proposed for Bank financing to ensure that they are environmentally sound and sustainable, in order to incorporate environmental sustainability into decision making.

2) OP 4.36 Forests

In forest areas of high ecological value, the Bank finances only preservation and light, non-extractive use of forest resources. In areas where retaining the natural forest cover and the associated soil, water, biological diversity, and carbon sequestration values is the object, the Bank may finance controlled sustained-yield forest management.

3) OP 4.04 Natural Habitats

Wherever feasible, Bank-financed projects are sited on lands already converted. The Bank does not support projects involving the significant conversion of natural habitats unless there are no feasible alternatives for the project and its siting, and comprehensive analysis demonstrates that overall benefits from the project substantially outweigh the environmental costs.

If the environmental assessment indicates that a project would significantly convert or degrade natural habitats, the project includes mitigation measures acceptable to the Bank.

Such mitigation measures include, as appropriate, minimizing habitat loss and establishing and maintaining an ecologically similar protected area. The Bank accepts other forms of mitigation measures only when they are technically justified.

In deciding whether to support a project with potential adverse impacts on a natural habitat, the Bank considers the borrower's ability to implement the appropriate conservation and mitigation measures. If there are potential institutional capacity problems, the project includes components that develop the capacity of national and local institutions for effective environmental planning and management. The mitigation measures specified for the project may be used to enhance the practical field capacity of national and local institutions.

In projects with natural habitat components, project preparation, appraisal, and supervision arrangement include appropriate environmental expertise to ensure adequate design and implementation of mitigation measures.

Natural habitats are land and water areas where (i) the ecosystems' biological communities are formed largely by native plant and animal species, and (ii) human activity has not essentially modified the area's primary ecological functions.

Critical natural habitats include existing protected areas and areas officially proposed by governments as protected areas and those recognized as protected by traditional local communities (e.g., sacred groves).

4) OP 4.09 Pest Management

In Bank-financed agriculture operations, pest populations are normally controlled through IPM approaches, such as biological control, cultural practices, and the development and use of crop varieties that are resistant or tolerant to the pest. The Bank may finance the purchase of pesticides when their use is justified under an Integrated Pest Management (IPM) approach.

In Bank-financed public health projects, the Bank supports controlling pests primarily through environmental methods. Where environmental methods alone are not effective, the Bank may finance the use of pesticides for control of disease vectors.

The procurement of any pesticide in a Bank-financed project is contingent on an assessment of the nature and degree of associated risks, taking into account the proposed use and the intended users. With respect to the classification of pesticides and their specific formulations, the Bank refers to the World Health Organization's '*Recommended Classification of Pesticides by Hazard and Guidelines to Classification*' (Geneva: WHO 1994-95).

The following criteria apply to the selection and use of pesticides in Bank-financed projects:

- a. They must have negligible adverse human health effects.
- b. They must be shown to be effective against the target species.
- c. They must have minimal effect on non-target species and the natural environment. The methods, timing, and frequency of pesticide application are aimed to minimize damage to natural enemies. Pesticides used in public health programs must be demonstrated to be safe for inhabitants and domestic animals in the treated areas, as well as for personnel applying them.
- d. Their use must take into account the need to prevent the development of resistance in pests.

5) OP 4.37 Safety of Dams

The Bank distinguishes between small and large dams.

- a) Small dams are normally less than 15 meters in height. This category includes, for example, farm ponds, local silt retention dams, and low embankment tanks.
- b) Large dams are 15 meters or more in height. Dams that are between 10 and 15 meters in height are treated as large dams if they present special design complexities—for example, an unusually large flood-handling requirement, location in a zone of high seismicity, foundations that are complex and difficult to prepare, or retention of toxic materials. Dams under 10 meters in height are treated as large dams if they are expected to become large dams during the operation of the facility.

6) OP 4.12 Involuntary Resettlement

This policy relates to direct social and economic impacts that could result from Bank-financed investment resulting from (i) physical loss of asset or shelter, (ii) the involuntary loss of land to the project, and (iii) the loss of means of livelihood or sources of income. It also covers the involuntary restriction of access to legally designated parks and protected areas resulting in adverse impacts on the livelihoods of the displaced persons.

The project could trigger this policy, as it would involve land acquisition from the community or government, and loss of access to the land for both economic and recreational activities. As such, the planning of resettlement activities should form an integral part of preparation for project.

Involuntary resettlement should be avoided or minimized where feasible, exploring all viable alternative project designs.

Discussions on project sub-components and the respective OP is shown in **Error! Reference source not found..**

Table 2 World Bank OPs and their relevance to the project

Environmental OP	Relevance	Remarks/Comments
OP 4.01 Environmental Assessment	Relevant	<ul style="list-style-type: none"> Sub-component 3.1: the establishment of an integrated landing site cluster at Konakree Dee (in the Sierra Leone River Estuary, Western Area and Port Loko District). Basic infrastructure on the landing site cluster such as water and beach sanitation at Konakreedee, Mahela and Goderich, ice plant at Konakreedee and Mahela, and a raised platform at Konakreedee. Construction activities such as clearing, digging of foundations and roofing are associated with positive and negative impacts and risks such as occupational and community health and safety, elevated noise and dust levels, noxious emissions from construction equipment, erosion and pollution of marine environment, generation of construction, liquid and solid waste during both the construction and operation phases of the project. These impacts/risks should be identified and assessed in a structured manner and the mitigation hierarchy applied to deal with the adverse impacts/risks. Environmental and Social Assessments will be undertaken to ensure environmental and social sustainability of the project intervention. The project implementation team will have to manage the mitigation measures throughout the construction and operational phase. These require that organizational structure be put in place. The implementation of mitigation measures will have to be monitored throughout the construction and operational phase of the project.
OP 4.36 Forests	Irrelevant	<ul style="list-style-type: none"> Projects will not take place in a forested area. Much of the construction will be done either in brownfield land or mangrove area.
OP 4.04 Natural Habitats	Relevant	<ul style="list-style-type: none"> The proposed sites are on a beach posing a threat to coastal ecosystems, but also in mangrove/riverine area with risk of causing damage to the wetland, which is invaluable environmental asset. The risks of carrying out construction work in these ecosystems will be screened during the site selection stage of the project, prior to commencement of works.
OP 4.09 Pest Management	Irrelevant	<ul style="list-style-type: none"> There will be no application, handling or use of pesticides or associated items in this project.
OP 4.37 Safety of Dams	Irrelevant	<ul style="list-style-type: none"> This project shall not involve the construction or operation of dams.
OP 4.12 Involuntary Resettlement	Relevant	<ul style="list-style-type: none"> The project will lead to acquisition of land from the community or government entity, loss of livelihood and access to the affected portion of the marine environment, and the wetland.

6.2. World Bank Group EHS Guidelines, 2007

The EHS Guidelines are technical reference documents with general and industry-specific examples of Good International Industry Practice (GIIP), as defined in IFC's Performance Standard 3: Resource Efficiency and Pollution Prevention. The EHS Guidelines contain the performance levels and measures that are normally acceptable to IFC and are generally considered to be achievable in new facilities at reasonable costs by existing technology. For projects financed by the World Bank Group, application of the EHS Guidelines to existing facilities may involve the establishment of site-specific targets with an appropriate timetable for achieving them. The environmental assessment process may recommend alternative (higher or lower) levels or measures, which, if acceptable to World Bank, becomes project- or site-specific requirements.

When host country regulations differ from the levels and measures presented in the EHS Guidelines, projects will be required to achieve whichever is more stringent. If less stringent levels or measures than those provided in the EHS Guidelines are appropriate in view of specific project circumstances, a full and detailed justification must be provided for any proposed alternatives through the environmental and social risks and impacts identification and assessment process.

The General Guidelines as well as Water and Sanitation Guidelines will be referenced in this project.

6.3. International Conventions, Policies and Protocols

Sierra Leone is a party to many international agreements, conventions, and protocols that seek to protect the environment and ensure sustainable development. The project will be implemented with recognition of the following conventions:

- RAMSAR Convention for the Internationally Important Wetlands Especially as Waterfowl Habitats (1971) – signed in 1999

Sierra Leone identified and listed one wetland site located along the Sierra Leone River Estuary near Freetown. This non-contiguous wetland is located along the Sierra Leone River Estuary near Freetown. The three areas making up the wetland have a combined area of approximately 295,000 hectares (ha) and include mangrove swamps and upland coastal plains. The mangrove swamp included in this wetland makes up approximately 19% of all the mangrove swamp in Sierra Leone.

This estuary flanks Freetown to the North, and parts of Port Loko District, receiving effluents from factories, offices and settlements. Therefore, any contamination/pollution of the estuary that could result from the Fisheries construction activities would have a cumulative effect. It is recommended that no work should be done within 100 m of the coast to minimize the occurrence of runoff and sediment transport into the estuary.

- The Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal adopted in 1989 and came into force in 1992.

Also known as the Basel Convention, this international treaty was designed to reduce the movements of hazardous waste between nations, and specifically to prevent transfer of hazardous waste from developed to less developed countries (LDCs). The Convention is also intended to minimize the amount and toxicity of wastes generated, to ensure their environmentally sound management as closely as possible to the source of generation, and to assist LDCs in environmentally sound management of the hazardous and other wastes they generate. This convention was ratified by Sierra Leone in 2016.

The contractor would strictly adhere to the stipulations of the ESMP which will cover, waste management, and the handling of hazardous wastes, such as used oil and batteries from machines, generators and vehicles. No work vehicle/machine servicing or maintenance will be done within 100 m of any wetland, protected forest, animal sanctuary or locations that have been flagged as sensitive ecosystems. The contractor shall ensure that used oil and batteries are handled by a certified firm or supplier.

- Rio Declaration on Environment and Development (UN Conference, 1992)

This convention, with its main objectives being to preserve biological diversity and rehabilitate all degraded areas, was ratified by Sierra Leone on 12th December, 1994.

The contractor would ensure their activities pose no threat to ecosystems and biodiversity in the country. No work will be done within 100 m of any wetland, protected forest, animal sanctuary or locations that have been flagged as sensitive ecosystems. Workers shall not be involved in activities considered illegal under biodiversity conservation, such as hunting, poaching, trapping, timber logging or illicit mining.

- The UN Framework Convention on Climate Change, UNFCCC (New York, 1992)

The UNFCCC is a “Rio Convention”, one of three adopted at the “Rio Earth Summit” in 1992. Its sister Rio Conventions are the UN Convention on Biological Diversity and the Convention to Combat Desertification. It now also incorporates the RAMSAR Convention on Wetlands. Preventing “dangerous” human interference with the climate system is the aim of the UNFCCC. Sierra Leone has been ranked as the third most vulnerable nation after Bangladesh and Guinea Bissau to adverse effects of climate change.

The Project recognizes the cumulative contribution of CO₂ emissions from project vehicles, ice plants and equipment/machines on climate change. The ESMP to be developed will address climate change mitigation and adaptation strategies to be adopted and implemented by all parties involved in the project.

- The Kyoto Protocol (Kyoto, December 1997)

The Kyoto Protocol is an international agreement linked to the United Nations Framework Convention on Climate Change, which commits its Parties by setting internationally binding emission reduction targets. Recognizing that developed countries are principally responsible for the current high levels of GHG emissions in the atmosphere as a result of more than 150 years of industrial activity, the Protocol places a heavier burden on developed nations under the principle of "common but differentiated responsibilities." Poorer countries insist on their ‘right to develop’, and greenhouse gas constraints are seen as an obstacle to development. It is a common understanding that limiting global warming to avoid the worst of the potential negative impacts will require a drastic change in the emissions trajectories from both rich and poor countries.

The Project recognizes the collective responsibility to reduce greenhouse gas emission and will ensure that project activities are consistent with this perspective. As with the UNFCCC, the ESMP to be developed will address climate change mitigation and adaptation strategies to be adopted and implemented by all parties involved in the project.

- Stockholm Convention on Persistent Organic Pollutants (2004);

The Stockholm Convention on Persistent Organic Pollutants was adopted by the Conference of Plenipotentiaries on 22 May 2001 in Stockholm, Sweden. The Convention entered into force on 17 May 2004.

The Stockholm Convention on Persistent Organic Pollutants is a global treaty to protect human health and the environment from chemicals that remain intact in the environment for long periods, become widely distributed geographically, accumulate in the fatty tissue of humans and wildlife, and have harmful impacts on human health or on the environment.

Exposure to Persistent Organic Pollutants (POPs) can lead to serious health effects including certain cancers, birth defects, dysfunctional immune and reproductive systems, greater susceptibility to disease and damages to the central and peripheral nervous systems.

Given their long-range transport, no one government acting alone can protect its citizens or its environment from POPs.

In response to this global problem, the Stockholm Convention, which was adopted in 2001 and entered into force in 2004, requires its parties to take measures to eliminate or reduce the release of POPs into the environment.

The Project will clearly follow a waste management plan (WMP) to be incorporated into the ESMP. Minimal use of plastics bottles and bags, no litter policy, etc. The ESMP to be developed will address persistent organic pollutants (POPs).

- UN Convention on the Rights of the Child (1990), and ILO Convention 182 (1999)

The Conventions define a child as anyone under 18. "Harmful Child Labor consists of the employment of children that is economically exploitative or is likely to be hazardous to or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral or social development." Sierra Leone's Child Rights Act, passed in 2007, sets the minimum age for employment at 15. The Act also states that children must either be age 15 or have completed basic education (whichever is later) before entering into an apprenticeship in either the formal or informal sector.

The Project has been developed to meet WB OPs, which in turn recognize ILO as the international establishment dealing with Child Labor. The cut-off age for Child Labor according to ILO is 18. The contractor shall therefore not employ any persons below the age of 18. The contractor will be required to develop a company policy in line with national and local laws, which prohibits Child Labor in the workplace and the workplaces of any suppliers doing business with the contractor. The contractor shall include a clause in their agreement and procurement protocols with their suppliers prohibiting child labor.

- The African Charter on the Rights and Welfare of the Child (ACRWC) (2007)

The African Charter on the Rights and Welfare of the Child (also called the ACRWC or Children's Charter) was adopted by the Organisation of African Unity (OAU) in 1990 (in 2001, the OAU legally became the African Union) and was entered into force in 1999. Like the United Nations Convention on the Rights of the Child (CRC), the Children's Charter is a comprehensive instrument that sets out rights and defines universal principles and norms for the status of children.

The fundamental principles guiding implementation of these rights include:

- i) Non-discrimination;
- ii) The best interests of the child;
- iii) The life, survival and development of the child;
- iv) Child participation;
- v) Providing for the responsibilities that every child has with regard to their and society, the state and the international community

The safety and protection of children from abuse, hazards will be addressed under the community health and safety aspect of the ESMP.

- The Convention on the Rights of the Child (CRC) (1990)

The United Nations Convention on the Rights of the Child (commonly abbreviated as the CRC or UNCRC) is a human rights treaty which sets out the civil, political, economic, social, health and cultural rights of children. The Convention defines a child as any human being under the age of eighteen, unless the age of majority is attained earlier under national legislation. Article 19 of the Convention states that state parties must "take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence.

The safety and protection of children from abuse, hazards will be addressed under the community health and safety aspect of the ESMP.

- Convention Concerning Forced or Compulsory Labour, 1930 (No.29)

This Convention is one of eight ILO fundamental conventions of the International Labor Organization. Its object and purpose is to suppress the use of forced labor in all its forms irrespective of the nature of the work or the sector of activity in which it may be performed. The Convention defines forced labor as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily", with few exceptions like compulsory military service.

The contractor will be required to develop a company policy in line with national and local laws, which prohibits Forced Labor in the workplace and the workplaces of any suppliers doing business with the contractor. The contractor shall include a clause in their agreement and procurement protocols with their suppliers prohibiting Forced Labor.

- Convention on the Rights of Persons with Disabilities (CRPD) (2012)

Parties undertake to ensure and promote the full realization of all human rights and fundamental freedoms for all persons with disabilities without discrimination of any kind on the basis of disability. With regard to economic, social and cultural rights, each State Party undertakes to take measures to the maximum of its available resources and, where needed, within the framework of international cooperation, with a view to achieving progressively the full realization of these rights, without prejudice to those obligations contained in the present Convention that are immediately applicable according to international law.

The Project has been designed to incorporate the disabled in all stakeholder consultations using an inclusive approach. The contractor will be required to develop a company policy in line with national and local laws, which prohibits discrimination against the disabled. The concerns of disabled and physically challenged persons have been identified through stakeholder meetings for incorporation into the project design.

- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1984)

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. The Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."

The Project has as one of its core values, the principle of equality of men and women. The contractor shall adopt an equal opportunities policy, starting with employment and subcontracts. The contractor will be required to develop a company policy in line with national and local laws, which prohibits discrimination, of any form, against women.

6.4. National Regulations and Legislation

It is imperative that the planned sub-components are in concert with the legal and regulatory framework of Sierra Leone. The existing laws and regulations that pertain to environmental conservation could restrict specific projects or sub-components or the method of implementation. On the other hand, they may also create opportunities for an improved environmental management within the context of the sub-component. This section covers the potentially policies, laws and regulations applicable to the project's sub-component context.

It is important that the ESMF remain adaptive to evolving legislative framework, by incorporating mechanisms for regular monitoring and revision of project components and sub-components. A mechanism to achieve such environmental monitoring is included in this ESMF.

The following laws, regulations and policies have been reviewed in this chapter for their applicability to the project/sub-components:

6.5. List of regulations, legislation and policies

Policy	Regulation	Law	Plan, Protocol, and Convention
National Environmental Policy, 1994	Fisheries regulations, 1988, 1990, 1994, and 2007	Environment Protection Agency Act, 2008	National Biodiversity Strategy and Action Plan, 2003
National Lands Policy	Wildlife regulation, 1997	Forestry Act, 1988	Guidance Note and Protocols: Sierra Leone Operating Safe and Protective Learning Environments in Ebola Outbreak Contexts, 2015
Forestry and Wildlife Sector Policy (draft), 2003	Forestry regulations, 1990	Fisheries Act, 1988, 2007	Integrated National Waste Management Strategic Plan, 2011
Integrated National Waste Management Policy, 2011		Factories Act, 1974	United Nations Convention on Biological Diversity, 1994
		Wildlife Conservation Act, 1972	Convention on Wetlands of International Importance, 1999
		Local Government Act, 2004	

6.5.1. National Environmental Policy, 1994

This National Environmental Policy seeks to achieve sustainable development in Sierra Leone through the implementation of sound environmental management systems which will encourage productivity and harmony between man and his environment. It also promotes efforts which will prevent or eliminate damage to the environment and biosphere and stimulate the health and welfare of nationals, and serves to enrich the understanding of ecological systems and natural resources important to the Nation. Thus the key objective of the policy is to secure for all Sierra Leoneans a quality environment that can adequately provide for their health and well-being.

The policy indicates intersectoral synergies in major areas for policy formulation. It takes into consideration major sector goals and policies for enhancing sustainability in environmental management systems. The following sectoral policies are highlighted within the National Environmental Policy:

- Land Tenure, Land Use and Soil Conservation
- Water Resources Management
- Forestry and Wildlife
- Biodiversity and Cultural Heritage
- Air Quality and Noise
- Sanitation and Waste Management
- Toxic and Hazardous Substances
- Mining and Mineral Resources
- Coastal and Marine Resources

- Working Environment (Occupational Health and Safety)
 - Energy Production and Use
 - Settlements, Recreational Space and Greenbelts
 - Public Participation
 - Quality of Life
 - Gender Issues and the Environment
 - Institutional and Government Arrangements
 - Legal Arrangement
- Subsequent to this policy is the Environmental Protection Act of 2008

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction fish landing site cluster at Konakreedee, Mahela and Goderich. The nature of the project area of choice would determine the extent to which this policy is applicable.

6.5.2. National Lands Policy

The Land Policy of Sierra Leone aims at the judicious use of the nation's land and all its natural resources by all sections of the Sierra Leone society in support of various socio-economic activities undertaken in accordance with sustainable resource management principles and in maintaining viable ecosystems.

In specific terms, the objectives of this policy are to:-

- Ensure that every socio-economic activity is consistent with sound land use practices through sustainable land use planning in the long-term national interest;
- Facilitate equitable access to and security of tenure based on available registered land;
- Ensure the payment, within reasonable time of fair and adequate compensation for land acquired by government;
- Provide laws that will protect citizen's right to land against Government; and
- Instill order and discipline into the land market to curb the incidence of land encroachment, unauthorized development schemes, multiple or illegal land sales, falsification and multiple registration of land documents, land speculation and other forms of land racketeering.

For the purpose of sustainability of land use, it is stipulated in the following subsections of section 4.4 that:

- Land categories outside Sierra Leone's permanent forest and wildlife estates are available for such uses as agriculture, timber, mining and other extractive industries, and human settlement within the context of a national land use plan;
- Inland and coastal wetlands are environmental conservation areas and the following uses considered incompatible with their ecosystem maintenance and natural productivity are strictly prohibited;
- All land and water resources development activities must conform to the environmental laws in the country and where Environmental Impact Assessment report is required this must be provided. Environmental protection within the 'polluter pays' principle will be enforced'; and
- Provided that payment of adequate compensation in reasonable time will be made, government may acquire land wherever and whenever appropriate to, among other things:
 - Secure and control areas of urban expansion;
 - Facilitate urban renewal and redevelopment programs;
 - Implement any rural or urban improvement program;
 - Provide social infrastructure;

- Supply promptly serviced or un-serviced lands at prices, which can secure socially and economically acceptable patterns of economic development;
- Provide for the purpose of national defense, national security, national health and conflict-resolution, and;
- Protect areas of historical, cultural or ecological interest.

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction of the fish landing site cluster at Konakreedee, Mahela and Goderich. The specific aspect of the subcomponent is the construction work, as this could require development in previously untouched areas or acquisition of land.

6.5.3. National Biodiversity Strategy and Action Plan, NBSAP 2017

The action plan proposed in the Sierra Leone Biodiversity Strategy and Action Plan comprises a series of measures and mechanisms intended to conserve and promote the sustainable use of the different components of the country's biodiversity. The action proposed cover several key thematic areas under: terrestrial biodiversity, inland water ecosystems, forest biodiversity, marine and coastal biodiversity and agricultural biodiversity. In addition, actions are also proposed for key cross cutting issues affecting the sustainable utilization of biodiversity, including: policy, legislation and institutional review, capacity building, identification and monitoring, sustainable use, incentive measures, research and training, public education and awareness, regulation of access to genetic resources, protection of indigenous knowledge and intellectual property rights of local communities, technology transfer and handling of biotechnology and exchange of information and technical cooperation.

The actions proposed in this plan are diverse. The time frame that will ensure the maintenance of biodiversity is estimated to be between 5-10 years if the measures proposed are undertaken. Some of the actions proposed will either serve to protect, restore or lead to the sustainable utilization of biodiversity. Other actions will focus on assessments and research, the provision of policy and institutional framework, etc. Below, each major theme and cross cutting sub-components are summarized, including actors and lead agencies needed for implementation, financial cost and timeframe needed for successful implementation.

This Action Plan is intended to:

- Provide a framework for setting priority policies and actions for the conservation and sustainable use of biological diversity in Sierra Leone;
- Catalyze and provide guidance for legal policy and institutional reforms necessary to achieve effective conservation and sustainable use of biological diversity;
- Enhance the planning and co-ordination of national efforts aimed at the conservation and sustainable use of biological diversity;
- Guide the investment and capacity building programs for the conservation and sustainable use of bio-diversity; and
- Facilitate information sharing and coordinated action among the various stakeholders at the national level and foster scientific and technical cooperation with other countries and international organisation.

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction of the fish landing site cluster at Konakreedee, Mahela and Goderich. The nature of the project area indicates that there could environmental risks associated with development in a wetland or coastal area. mitigation measures shall be put in place to protect ecosystems, habitats and populations in accordance with the NBSAP.

6.5.4. Wildlife Sector Policy

The Draft Forestry and Wildlife Sector Policy for Sierra Leone, 2003

This draft policy document is still under review and awaiting parliament approval. The goal of the document is to support the development and exploitation of forests and wildlife of Sierra Leone in a sustainable manner for the material, cultural and aesthetic benefit of the people of Sierra Leone in particular and mankind in general.

The main general forestry policy objectives of Government are to:

- Promote best practices in forest management so as to develop an environmentally friendly, self-sustaining forestry sector that is sensitive and responsive to the economic, social and cultural needs of those who live in the forest;
- Foster enabling environments for supervised production of sustainable volumes and quality of forest products that will create national wealth and contribute to food security, and;
- To encourage the private sector to create employment opportunities for local populations thereby reducing rural poverty.

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction of the fish landing site cluster at Konakreedee, Mahela and Goderich. The nature of the project area indicates that there could environmental risks associated with development in a wetland or coastal area. mitigation measures shall be put in place to protect ecosystems, habitats and populations in accordance with the NBSAP.

6.5.5. Land Tenure and Ownership

Land administration in Sierra Leone is governed by a dual system of law, dispersed in about twenty statutes and regulations.

- In the Western Area of Sierra Leone, land tenure is governed by Property Statutes. Land is either State (publicly) owned or privately owned. The right of the state to public land is inalienable and indefeasible. Rights of occupation over public land may be granted under warrant. The state has the power, conferred by the Unoccupied Lands Act, Cap 117, to take possession of unoccupied land.

- In the provinces, customary Law co-exists with statute. The recognition of the force of customary law in the provinces is established by section 76 (1) of the Courts Act 1965.
- Through customary law, ownership of land is vested in the chiefdoms and communities; and can never be owned freehold. Land always belongs to the communities under the different forms of tenure under customary law. This principle is established by the Chiefdom Councils Act as well as by Section 28 (d) of the Local Government Act 1994.

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction of the fish landing site cluster at Konakreedee, Mahela and Goderich. The specific aspect of the subproject is the construction work, as this could require development in previously untouched areas or acquisition of land.

Legislations governing environment issues are found as Acts enacted in parliament. The legislations of the various government line ministries or institutions includes:

6.5.6. Environmental Protection Agency Act, 2008

The EPAA, 2008 is the government of Sierra Leone's overarching legislation that deals with the protection of the environment. The Environment Protection Agency was established with a Board of Directors set up as its governing body. This Board consists of a Chairman and representatives from the various line Ministries and a Unit as stated in section 3 of part II of the Act.

Subject to this Act, the control and supervision of the Agency is the responsibility of the Board, which acts in liaison and co-operation with other government agencies.

The general administrative functions of the Board as stipulated by the EPAA, 2008 include the following:

- Promoting effective planning and the management of the environment;
- Coordinating and monitoring the implementation of national environmental policies relating to Sierra Leone;
- Providing policy guidance and advice to ensure the efficient implementation of the functions of the Agency so as to enhance its overall performance;
- Facilitating cooperation and collaboration among Government Ministries, local authorities and other governmental agencies, in all areas relating to environmental protection; and
- Coordinating environmentally related activities as well as serving as the focal point of national and international environmental matters, relating to Sierra Leone.

Part IV of the EPAA, 2008 exclusively deals with the activities and requirements of an EIA. This part of the Act emphasizes the processes and procedures leading to the acquisition of an environmental license with respect to the conduct of fully acceptable EIA studies. It further stipulates the duties and obligations of both the environmental licenses' holder and the Board of Directors if an environmental license is granted.

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction of the fish landing site cluster at Konakreedee, Mahela and Goderich. The specific aspect of the subproject is the construction work, as this could environmental footprints.

6.5.7. Forestry Act, 1998

This Act came into operation on 1st July, 1988 and the Chief Conservator of Forest, with the directives of the Minister, is responsible for the implementation of its regulations. He therefore has the role of preserving the forest environment, promoting the practice of forestry in all use of forestland, to ensure sustainability of forest products, and the protection of the soil and water resources that constitute the environment.

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction of the fish landing site cluster at Konakreedee, Mahela and Goderich. Whilst the project would not involve the removal of forests, it will involve construction work in a wetland, which falls under the purview of the National Protected Area Authority, an arm of the Ministry of Agriculture and Forestry.

6.5.8. The Fisheries Act

The major drawback of the 1988 Fisheries Act however, was that it had very little or no specific conservation provisions. The Fisheries Act of 2007 provides protection for both fresh and marine species as classified by IUCN with the Sierra Leone water. It defines clearly where commercial vessels could harvest-Exclusive Economic Zone (EEZ) and where artisanal fisheries operations could exploit – Inshore Exclusive Zone (IEZ).

6.5.9. The Fisheries Regulations

National Fisheries Regulations such as the Fisheries Act 1988 and Fisheries Amendment Act 1990 respectively, have evolved over time in order to address specific matters relating to the conservation and management of natural resources within the marine environment.

The 1994 Decree further established sufficient provisions for the conservation of Marine Resources. These range from monitoring, control and surveillance provisions, as well as those relating to enforcement.

The Maritime Zone (Establishment) Decree of 1996 sets the limits of the sovereignty of Sierra Leone's maritime for which the government has absolute jurisdiction, in conformity with the United Nations Convention on the Law of the Sea. Such jurisdictions may be extended over the establishment and use of installations and other structures.

Section 9 (1&2) of the Decree gives the government sovereign right over the Economic Exclusion Zone. They include rights for the exploitation, exploration, conservation and management of its natural resources. It further stresses the requirement for a written consent to

be provided by government for any form of activities to be undertaken within this zone by states, international organizations or persons.

Other forms of empowerment as provided by the decree include controls necessary to prevent infringement as well as maintaining sanitary and environmental regulations.

The Decree also provides for specific punishments to be meted out for any breach of the regulations.

The Fisheries Act of 2007 provides protection for both freshwater and marine species as classified by the International Union for Conservation of Nature and Natural resources (IUCN) within the Sierra Leone waters. It clearly defines where commercial vessels are to harvest that is the Exclusive Economic Zone (EEZ) and where artisanal fishing is to exploit, that is the Inshore Exclusive Zone (IEZ). It also stipulates the gears tolerable in Sierra Leone and even the quality and quantity to be harvested is stated in this Act.

Applicability to the Project sub-component context:

This policy is relevant to the entire project as it involves development of the fisheries sector.

6.5.10. The Factories Act – 1974

This Act became effective on the 30th May, 1974. It basically deals with health and safety measures as they concern the factory worker. It protects the worker through demands for all aspects of cleanliness, reports of all injuries, accidents, diseases and death.

A Factories Appeal Board is in operation and has the duty of hearing and determining any appeal submitted by factory owners, thus giving right where it is due. Going by the interpretation of the word factory, as stipulated in this Act, mining companies are factory-based companies, and are therefore covered by any legislation pertaining to this aspect. The necessary environment conditions of the Act are therefore stated or highlighted below.

Powers of Inspectors

Section 14 of part IV of this Act states that an inspector shall, in executing this Act, have the power to do the following:

- To enter, inspect and examine a factory and its environs at any time, as long as he has reasonable cause to believe that explosives or any highly inflammable materials are stored or used;
- To take with him during an inspection, a police officer, if he has reasonable cause to expect any serious obstruction during the execution of his duty;
- To require the production of all documents and to examine and copy them in pursuance of this Act;
- To make necessary inquiries and examinations to ascertain whether the provisions of the Act are complied with; and
- To prohibit the use of any machinery, if he is reasonably of the opinion after examination, that it is not in good and safe condition.

If anyone willfully delays or obstructs the Inspector in the exercise of any of his duties under this Act, then such a person shall be guilty of an offence and be liable to a fine not exceeding

twenty Leones or to imprisonment for a term not exceeding one month or both. The occupier of the factory shall also be guilty of such an offence and be liable to punishment in like manner, even though he has not personally caused the obstruction.

As stated in section 16, the Minister may make rules for the effective implementation of this Act and such rules may provide:

- For the safety of persons employed in such trades and occupations as may be declared to be dangerous trades;
- For imposing obligations for the better safeguarding of persons against accidents from dangerous parts of any machinery;
- For the construction and maintenance of fencing to the dangerous parts of any machinery;
- For the proper maintenance and safe-working of raising and lowering machinery;
- For prescribing the duties of inspectors appointed for the purpose of this Act;
- For prescribing the qualifications to be possessed by engineers and other persons, for them to be placed in charge of, or entrusted with the care or management of any specified machinery;
- For the reporting of any occurrences at any works arising from, or in connection with, the use, maintenance or repair of any machinery;
- For the appointment of persons to hold enquiries under this Act, and prescribing powers and duties of such persons; and
- For the fixing of penalties not exceeding a fine of one hundred Leones or imprisonment for a term of six months or both such fine and imprisonment, for the contravention of any rule.

Safety, Security and Welfare of Employees

Part V of this Act, deals with the aspect of health and stipulates that every factory shall be kept in a clean state and free from effluent arising from any drain, sanitary convenience or nuisance. This part of the Act also states that for overall safety of all employees, the factory must not be overcrowded, must be effectively ventilated, and provided with suitable lighting systems. Every care must be taken by the factory holder, to secure the health, safety and welfare of all employees.

Applicability to the Project sub-component context:

This policy is applicable to only one of the sub-components, subcomponent 3.1, involving the construction of the fish landing site cluster at Konakreedee, Mahela and Goderich. Occupational health and safety is critical in construction works and guided by the stipulations of the Act.

6.5.11. The Wildlife Conservation Act, 1972

The Wildlife Conservation Act, 1972 and the Forestry Act, 1988 are the main legislations that deal with issues of Biodiversity Conservation in Sierra Leone. It provides for the establishment, conservation and management of National Parks, Game Reserves and other forms of Natural Reserves.

As in the case of the Forestry Act of 1988, this Act clearly defines the roles and responsibilities of various personnel in administering the Act.

It gives the Chief Conservation of Forest the authority to execute the directives of the Minister of Agriculture in establishing a Strict Natural Reserve, a National Park and a Game Reserve. It also stipulates that in the process of establishing a reserve or a national park, the Minister should appoint a Reserve Settlement Officer who will investigate claims and rights issues of affected communities.

Specific provisions dealing with the protection, management and conservation of these areas and the limitations therein are highlighted in Part II of the Act and include the following:

- Prohibition of all forms of hunting, capture and other activities leading to the injury of wild animals;
- Destruction of any plant form by any means including fire;
- Fishing within these protected areas;
- Erection of structures, construction of dams, forestry, agriculture, mining or prospecting activities; and
- Introduction of species from outside of the boundaries of the reserve.

The Act however gives Chiefdom Councils the authority, albeit with approval from the Minister, to declare an area a Game Sanctuary or reverse the declaration of a Game Sanctuary. Further modifications to the legalese relating to the hunting of animals are made in the Act, to include any willful disturbance, molestation and intent to kill.

Part III puts strict limitations on hunting of species generally (not limited to reserves and parks), and the categories of animals as prescribed in the schedules.

They range from those which can be prohibited from any forms of hunting, to those which can be hunted with strict control and to those which can be hunted as pest control measures.

The Wildlife Conservation Act of 1972 saw minor amendment in 1990 (known as the Wildlife Conservation Amendment Act), which included redefinition of terms, and other modifications and qualifications. For example, the prohibition of hunting of elephants which was limited to protected areas in the 1972 Act was extended to include all forests. The 1990 Amendment Act provided for change of name from Forestry Department to Forestry Division. Despite the minor amendment the Wildlife Conservation Act of 1972 along with the Forestry Act of 1988 continue to be the main legislature for biodiversity conservation in Sierra Leone.

The Wildlife Regulations of 1997 however makes provision for the acquisition of licenses or permits for hunting in such designated areas and for other purpose as may be prescribed.

6.5.12. The Draft Wildlife Regulation

The Wildlife Regulation came in to force in 1997. It describes Wildlife Conservation Estate as areas described under the 1972 Wildlife Conservation Act as a National Park, Game Reserve, Strict Natural Reserve, Game Sanctuary or Non-hunting Forest Reserve. The regulation prohibits all unlicensed hunting with a Wildlife Conservation Estate to include the removal of honey. It prohibits the hunting of young and immature wild animal or bird; female wild animal accompanied by its young; and birds which are apparently breeding. It also prohibits dazzling of birds and animals.

The regulation stipulates that a license or permit should be sought before any form of hunting of game and bird can be done as required by Section 33 and 34 of the Act. The regulation also

states that such licenses and permits can be revoked by the Chief Conservator of Forest if the holder fails to comply with the provisions of the regulations.

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction of the fish landing site cluster at Konakreedee, Mahela and Goderich. The project will involve construction work in a wetland, a critical habitat for both terrestrial and aquatic wildlife.

6.5.13. Local Government Act, 2004

This Act deals with the establishment and operation of local councils around the country to enable meaningful decentralization and devolution of Government functions. It stipulates that a local council shall be the highest political authority in the locality and shall have legislative and executive powers to be exercised in accordance with this Act or any other enactment. It shall be responsible, generally for promoting the development of the locality and the welfare of the people in the locality with the resources at its disposal and with such resources and capacity as it can mobilize from the central government and its agencies, national and international organizations, and the private sector. The local council should initiate and maintain programs for the development of basic infrastructure and provide works and services in the locality. A local council shall cause to be prepared a development plan which shall guide the development of the locality.

Many companies are bound to operate within areas controlled by one local council or another. There is also a relationship between the local council and the Chieftdom within which a mine operates. It is advisable for mining companies involve local councils in their development work. The schedules to the Local Government Act outline the activities of various MDAs that have been devolved to local councils.

Applicability to the Project sub-component context:

This policy could only affect one of the sub-components, subcomponent 3.1, involving the construction and operation of the fish landing site cluster at Konakreedee, Mahela and Goderich. The local council and authority will be involved in the project implementation.

7 ENVIRONMENTAL SCREENING OF PROJECT ACTIVITIES BY THE GOVERNMENT AND PUI

7.1. Background

The screening procedure is adopted from that developed for and applied in the Revitalizing Education Development in Sierra Leone (REDISL) for consistency across government entities.

The purpose of the Environmental and Social Management Framework is to ensure that development activities do not compromise the health and integrity of the environment or the socio-economic conditions of local communities. It serves to explore possibilities of increasing the standard of living and welfare of people and communities in a complementary manner with the environment, as a result of the project and sub-component activities proposed.

The objectives of the ESMF are to:

- Prevent and/or mitigate any negative environmental impacts of the sub-components
- Ensure the long-term sustainability of benefits from sub-components by securing the environmental resource base to which they are linked;
- Execute sub-components in a manner that can be expected to lead to increased throughput and improved management

With respect to national and international regulations, the Project has some predictable environmental and social risks and benefits, though the actual scale of the risks and benefits can only be determined by an environmental and social scoping assessment. The assessment will comply with both the World Bank OPs and the Environmental Protection Agency, Sierra Leone (EPA-SL) requirements.

7.2. Screening for Decision on Level of Environmental Assessment

Environmental screening is designed to make sure that the proposed projects and sub-components are evaluated in such a way that they are aptly classified into a category of Environmental Impact Assessment (EIA). It also helps to determine the type of EIA instruments necessary for an adequate evaluation based on the nature and scale of the project.

Based on the *scale* and *nature* of sub-components described in the project document, the screening procedure for the project has been identified and classification done into the following suggested 4 levels: Level 0, Level 1, Level 2 and Level 3.

Sub-components that will irreversibly damage cultural property; those that will involve procurement of illegally logged forest products or working in forests areas of high ecological significance; and those that involve the significant conversion or degradation of critical natural habitats will be categorized in a NEGATIVE List that cannot and will not be supported by the Project. However, the Environmental Assessment process will be conducted in such a manner as to assist the design of the sub-components and not as an obstacle to their implementation.

As specifics on the sub-component details, such as selected project sites and recipients, have not been provided by the Fisheries project developer, opportunities do exist and could be explored for regular update and review

Criteria for LEVEL 0

If a proposed sub-component does not directly interact with and adversely impact any natural resource, it then falls under this level, and detailed environmental assessment is not required. However, some proactive environmental initiatives may be included.

Criteria for LEVEL 1

If a proposed sub-component has marginal or short-term impact on the natural resources or environment, then an environmental review is necessary.

Criteria for LEVEL 2

If the proposed project has a significant, irreversible or long-term negative impact, such as on pristine water sources, then a Level II assessment or rapid environmental assessment is triggered.

Furthermore,

- If sub-components involve relocation of a cultural property or heritage, it falls in a level 2 assessment.
- Training and institutional-building required for the preservation of the cultural property should form a part of the mitigation/enhancement measures to be implemented.
- Infrastructure sub-components within protected forest areas will invariably require a Level 2 assessment.
- In this level of assessment, no sub-components resulting in the significant transformation of natural habitats are permitted.
- This level of assessment requires stakeholder engagement and expert scientific investigation through field surveys and desk reviews. Stakeholder involvement should span the planning, designing, implementing, monitoring, and evaluation stages of the sub-components.
- It is imperative that the developer of the sub-component has the capacity to implement recommended mitigation measures. If there are potential institutional capacity problems, then the sub-component will not be approved, until training and resources for capacity building are provided.

Criteria for LEVEL 3

If the proposed sub-component has severe adverse, irreversible environmental impacts that cannot be mitigated using best available technology not entailing excessive cost (BATNEEC) and within a reasonable timeframe, then a Level III assessment is suggested. This level is akin to an Environmental Impact Assessment. The probability of any sub-component under the Fisheries project to fall in this category is marginal.

Furthermore,

- If initial assessment requires further investigation, then a Level 3 assessment should be done.
- This level of assessment requires stakeholder engagement and expert scientific investigation through field surveys and desk reviews. Stakeholder involvement should span the planning, designing, implementing, monitoring, and evaluation stages of the sub-components.
- If the sub-component is located in a protected forest area and the Level 2 assessment indicates that the sub-component requires removal of the forest resource and that the forest areas are ecologically significant, then a Level 3 assessment should be embarked upon.
- If forest removal is unavoidable, adequate compensation should be made in the form of forest and bio-diversity conservation projects; and to ensure the right of use by local communities.
- In rare cases, if there are no feasible alternatives for the siting and implementation of a sub-component that requires a significant transformation of natural habitats, such as wetlands, the sub-component will be upgraded to a Level 3 assessment.
- It is imperative that the developer of the sub-component has the capacity to implement recommended mitigation measures. If there are potential institutional capacity problems, then the sub-component will not be approved, until training and resources for capacity building are provided.
- The Level 3 assessment will involve a biophysical and socio-economic assessment that demonstrates that the overall project benefits considerably outweighs the environmental costs.

7.3. Responsible parties

- The Level I assessment will be done by the Fisheries Officers and the chiefdom or ward development committee;
- The Level II assessment will be done by the Deputy Director with inputs from a local environmental consulting firm;
- The Level III assessment will be commissioned at the national level by the Project Implementation Unit (PIU) of the MFMR in consultation with the regulator, the Environment Protection Agency, Sierra Leone.

Reference to Appendices

Table 3 Reference to Appendices

Instruments/tools	Appendix
Sub-components that fall into each of these categories is presented as 'Sub-component Classification Table'	1
'Criteria for Decision on Level of Environmental Assessment'	2
'General Guidelines for Screening of Sub-components'	3

7.4. Assessment of Potential Impacts of Sub-components

The predicted biophysical and social impacts of the components and sub-components have been listed in Chapters 6 and 7 along with the applicable mitigation measures. It could be safe to presume that only one sub-component, involving construction, will require significant environmental and social evaluation, beyond this point, for its impacts as the project continues to evolve. The impact for this sub-component will be integrated in the tools that will be developed for Level 1 and Level 2 assessments, and a future environmental management and monitoring plan. Expediency and efficient use of resources requires that focus is placed on the impacts resulting from the implementation of these sub-components. Impacts are likely to evolve as decisions on specific sub-component sites are made. In another vein, whilst the restriction on fishing could have environmental benefits, it could negatively impact on the livelihood of the fishing communities. Mitigation measures will therefore include considerations for alternative livelihood, capacity building and training, and the provision of the requisite resources.

Level I: If the screening indicates that a Level I assessment is required, the Fisheries Officers and the ward committee are to refer to Level 1 EA tools to determine whether to proceed with the sub-component, as is, or modify with plausible alternatives to improve its acceptability. The mitigation measures are described.

For those sub-components for which the sub-component specific tools are not available, the responsible Level 1 personnel will go by the 'General Guidelines for Environmental Assessment of Sub-components' for assessing impact (Appendix 3).

Level 2: If the screening indicates that a Level 2 assessment is required, the assessment should be referred to the Deputy Director. These personnel will solicit technical input from consultants in the form of Level 2 assessment involving field investigations. The consultants will refer to Level II tools to determine whether to proceed with the as is, or modify. Mitigation measures are discussed if it is decided to proceed with the sub-component. See

Figure and Figure 2.

The Deputy Director will refer it to the PIU of MFMR for Level 2 assessment. This will also require consultants' input using Level II tools. For sub-components for which the sub-component specific tools are not available, the consultants can use the 'General Guidelines for Environmental Assessment of Sub-components' (Appendix 3) and conduct the assessment.

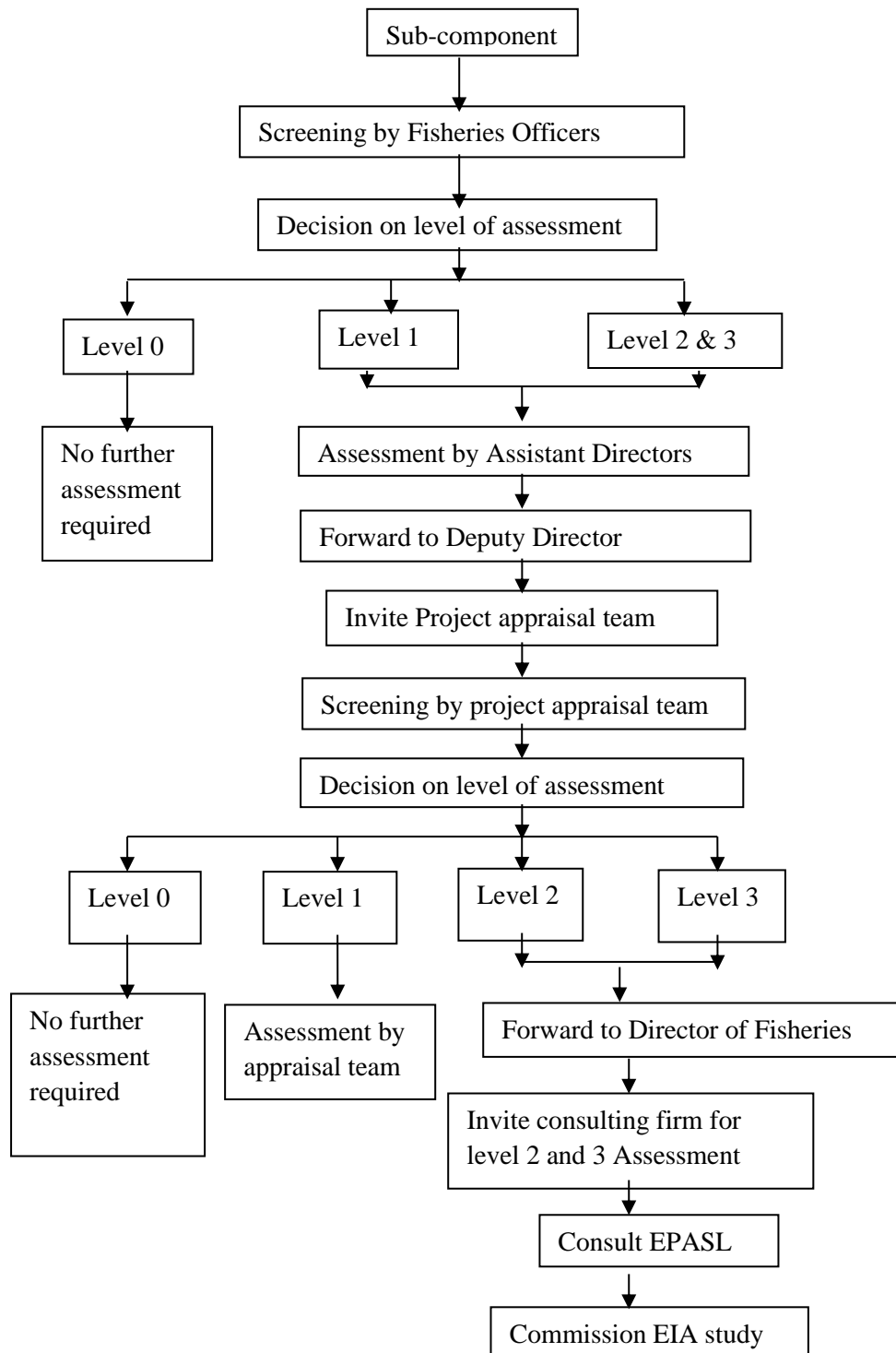


Figure 1: Environmental Assessment Process

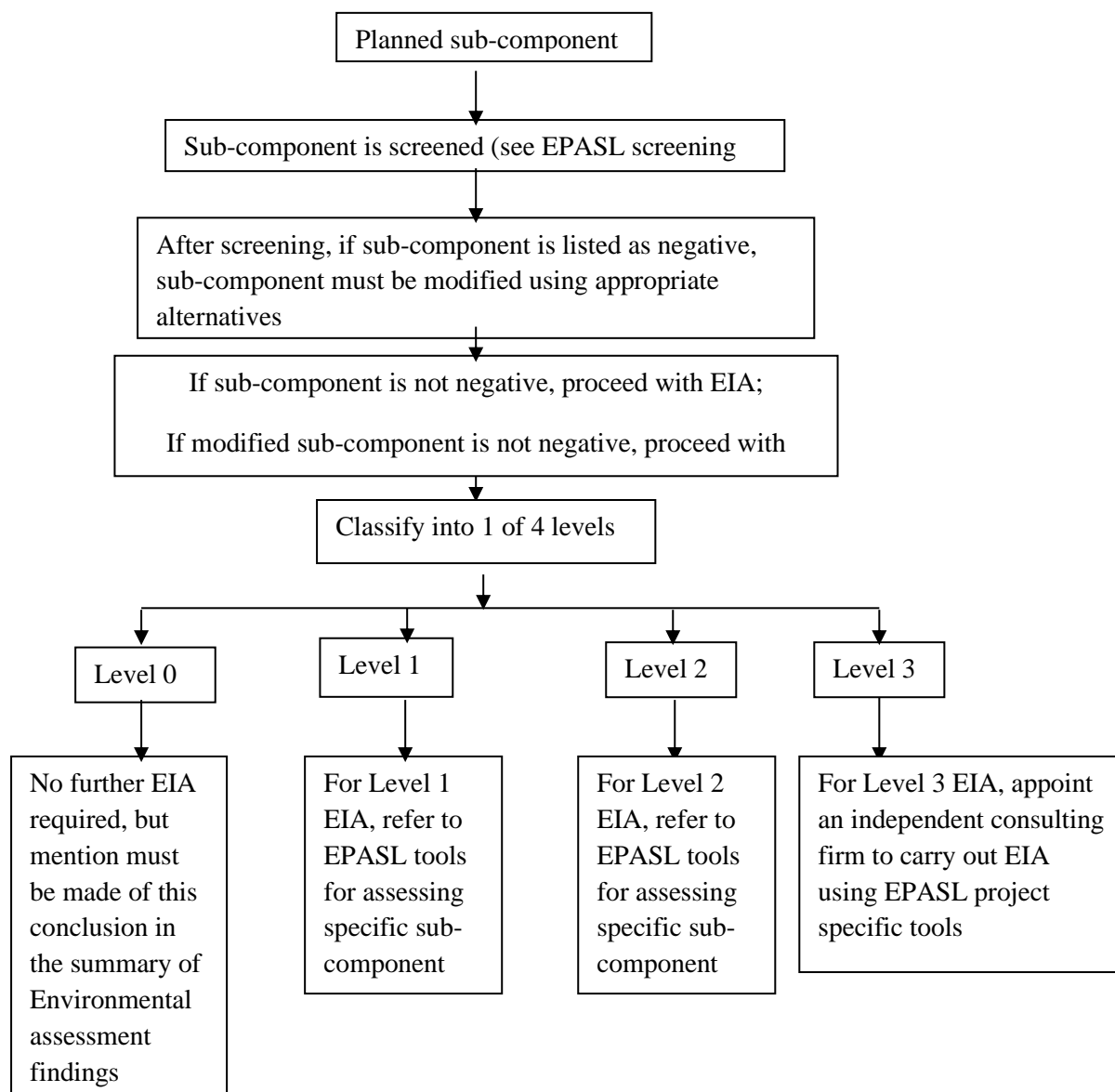


Figure 2: Guidelines for use of Tools for Environmental Assessment

8 EPASL'S PROCEDURE FOR ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT

Although the World Bank has conducted an Environmental and Social Review (ESR), the WB OPs recommend that the environmental and social impact assessment (ESIA) conforms to the host country's environmental assessment laws and regulations, and at the same time follow good international industry practice (GIIP).

EPASL requires the following seven stages are followed to identify and manage environmental and social risks:

1. Registration Stage

Whereby the proponent or applicant for an ESIA License is required to register the project proposal. The Proponent will procure and submit the completed Screening form to register the project.

2. Screening

The principal institution mandated by the laws of Sierra Leone to protect the country's environment is the Environment Protection Agency, Sierra Leone (EPASL). They are responsible for monitoring the implementation of national environmental policies relating to Sierra Leone and deal with all activities and requirements of an EIA.

Prior to commencement of a project that may affect the environment and communities, the Sierra Leone Environmental Protection Agency Act, (SLEPAA) 2008 and its supplementary 2010 Act stipulate that an environmental impact assessment (EIA) license be obtained by the project developer. Both Acts describe the requirements for securing the EIA license. The process for obtaining the license is described in a "checklist" prepared by EPASL. In short, the client first applies to the local regulatory body EPASL for an EIA license. EPASL requires that a screening form be completed and submitted with the application letter; this is followed by a scoping report.

The form is screened to determine whether the development proposal should be subject to an EIA and, if so, the level of detail required. All projects which fall under the first schedule of the Environment Protection Agency Act, 2008 as amended in July 2010 require an environmental impact assessment. These projects are either large scale or small-scale projects which fall under categories A and B respectively. Projects that fall within category C do not need a detailed environmental impact assessment (

Table 4: Categories of environmental and social assessment for a project according to EPASL

6). However, a rapid environmental and social assessment will be undertaken to prepare an environmental and social management plan (ESMP), which will be submitted to the Environment Protection Agency for effective monitoring of the project activities during implementation.

After the screening, the report shall be communicated to the applicant within twenty-one days from the date of receipt of the application and screening forms.

Table 4: Categories of environmental and social assessment for a project according to EPASL

Category	Nature of assessment required by EPASL	Conditionality
A	Full-scale ESIA study	If the project has the potential to have significant adverse environmental and social impacts that are sensitive, diverse or unprecedented. These impacts may affect an area broader than the sites of facilities subject to physical works.
B	Small-scale ESIA study	If the potential environmental and social impacts are less adverse than those of Category A projects. Typically, these impacts are site-specific; few, if any, are irreversible, and mitigation measures are more readily available.
C	Environmental and Social Management Plan	If the project is unlikely to have adverse environmental and social impacts.

(Source: EPASL regulations)

3. Scoping

After the project has been classified and a determination is made that the activity requires an environmental impact assessment license the proponent will be required to submit a scoping report on the project. The scoping report shall set out the scope or extent of the environmental impact assessment to be carried out by the applicant and shall include a draft terms of reference which shall indicate the essential issues to be addressed in the environmental impact statement on the proposed/current undertaking. The process and various phases through the environmental impact assessment will also be indicated in the scoping report.

The Agency shall upon receipt of a scoping report examine it and inform the applicant within twenty one days of the receipt of the report whether it is acceptable or require submission of additional information before commencement of the impact studies.

Staff of the Agency will visit the location of the project before the scoping report is accepted or not accepted by the Agency. EPASL will then decide on the terms of reference (TOR) of the environmental and social assessment drafted by the client or an independent consultant hired by the client, and on the category of the project. This initial stage of the process may last at least a month.

4. ESIA Studies and Preparation of the Report

On the approval of the agency, the consultant prepares the Environmental and Social Management Plan (ESMP) for submission to the local regulatory body, EPASL, for review. If approved, the client will then be requested to conduct public disclosure meetings with relevant stakeholders on the findings and recommendations of the study, and incorporate comments, suggestions and requests made during those

meetings into a public consultation and disclosure report. Finally, all reports are then forwarded to the Board of EPASL for a decision to be made on the issue of a license. Essential components of the EIA report are a Community Development Action Plan (CDAP), an Environmental Management and Monitoring Plan (EMP) and a closure plan or strategy.

Before undertaking the public disclosure workshop, the applicant shall have the responsibility to:

- Give notice of the proposal undertaking to the relevant ministries, government departments and organizations and the relevant local council;
- Advertise in at least two national newspapers and a newspaper, of any circulating in the locality where the proposed undertaking is to be situated; and
- Make available for inspection by the general public in the locality of the proposed undertaking, copies of the scoping report.

Upon completion of the impact studies, the applicant should submit eighteen hard and soft copies of the ESHIA report to the Agency for circulation to Board members, professional bodies and the public for comments.

5. Public Hearing and Review of the ESIA Report

The applicant shall hold two or more public hearing meetings in respect of the environmental impact statement (environmental impact assessment document) for public participation in the decision-making process. The applicant should choose the date(s) and venue(s) of the public hearings. The applicant should also choose to pay for the publication of dates and venues of the public disclosure in at least two national newspapers. The Agency has no objection to this. The report will be gazetted and circulated to the general public for comments. Depending on the location of the project the applicant will be required to make announcements over the media in the local languages. Staff of the Agency will also visit the site or operational areas of the project to ascertain the components and content of the ESHIA Report in the review stage.

A draft environmental impact statement shall be reviewed by the Agency after receipt of recommendations following a public hearing. Where after review, the draft environmental impact statement is found unacceptable by the Agency, the applicant shall be notified of this in writing and shall be required

- To submit a revised environmental impact statement within twenty-one days of the date of reference failing which the application lapses, or
- To conduct such further studies as the Agency considers necessary.

6. Decision Making

This is the stage where the ESHIA report is approved or rejected. The Board of the EPA is vested with the power to approve or reject an application for an EIA. Where an environmental impact assessment is acceptable to the Agency, an EIA license is granted which shall be valid for twelve months or a term determined by the Board effective from the date of the issue of the License. The EIA License will be subject to terms and conditions, and renewal.

Failure to commence operation of the undertaking within the twelve months as provided in the EPA Act, 2008 as amended in 2010 shall render the EIA License invalid after the period. When an application has been rejected by the EPA Board, the applicant has a right to seek legal redress.

7. Compliance and Enforcement

This is the implementation stage, environmental monitoring and auditing of the project activities is undertaken to ensure that the terms and conditions of the Environment Impact Assessment license issued are met in accordance with the Environment Protection Agency Act, 2008 as amended in 2010.

It is important to note that EPA-SL should be involved through all these stages for guidance and compliance with the provisions of the EPA Act, 2008.

The process is summarized in the checklist in Appendix 4.

9 POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS

Although the project and sub-components mainly take the form of socially beneficial undertakings, such as strengthening of policy and regulatory framework for use of fish resources, introduction of fishing rights, enhancement of the sustainability of fishing efforts, a subcomponent relating to construction activities have triggered the need to assess environmental and social impacts. This subcomponent has been assessed in this document for its potential impacts, followed by suggested mitigation measures, where applicable. The impacts and mitigation measures of these projects will provide a fair understanding of what may be expected in the Fisheries project.

Any new developmental activity has the potential to impact the environment. The impact may be significant or insignificant, positive or negative, direct or indirect, short term or long term, reversible or irreversible.

With respect to the construction activities, project details are not available at this point. Hence the impacts discussed here are more generic than specific to ensure that safeguards are put in place for various scenarios, as may be encountered following the selection.

9.1. Positive Impacts of the Project

Direct positive impacts of the project to target beneficiaries are as follows:

- (viii) Institution of good governance and sustainable management of fisheries resources;
- (ix) Strengthening of policies and regulatory framework for marine resource use;
- (x) Inventory of all fishing vessels and fish stocks for transparency and accountability;
- (xi) Establishment of sustainable catch for targeted fisheries;
- (xii) Reduction in illegal fishing and increased revenue generation by MFMR, and;
- (xiii) Construction of integrated landing clusters, including provision of water and, construction of landing platform and installation of ice plants;

A key benefit of the project to the host community is employment generation. The construction phase of the project is expected to create employment for about 40 persons directly and indirectly. These will include skilled labour like engineers, surveyors and administrators as well as semi structured semi-skilled labour such as drivers together with unskilled labour. There will also be room for indirect job opportunities for ancillary service providers such as food vendors, transport operators and third-party suppliers of construction materials.

9.2. Negative Impacts of Subcomponents with Environmental and Social Footprint

The main purpose of this section is to present the impact of the project. The ESMF examines the way in which the Project will interact with the environment and society to generate impacts. It sets out to predict the effects, issues or risks that have the potential to be significant on the receptors.

a) Threat to marine ecosystem

Whilst the project sites are on the periphery of the marine protected areas, the fluid nature of the ecosystem implies that extra caution be taken for work carried out at the project sites. Konakreedee and Goderich are just outside of the Sierra Leone River Estuary (SLRE); Tombo is on the fringes of Yawri Bay. Both SLRE and Konakreedee are classified as an important birds' area (IBA), whilst SLRE is also a RAMSAR site. There is the risk of release of sediments from excavated materials and spoils into the sea/ocean, with the situation worsened, if work is done in the Wet Season. Spills of oil/used oil into the mangrove or coastal environment, may be washed out into the sea accumulating in marine biota, with long term impact on productivity. Humans consuming fish and other marine life are at risk as the hazardous material is taken up the food web. Turbulence in the water column can lead to suspension of particulate matter, and turbidity, which could block solar radiation, that is much needed by phytoplankton for nutrient and energy production. Long term turbidity can also reduce dissolved oxygen levels and exert a biochemical oxygen demand, cumulatively leading to declining species distribution and population abundance. Elevated noise levels affect sensitive marine and coastal fauna. Although the impact of noise may be short-term, and may not significantly affect resilient organisms, consideration must be given to keeping noise levels to within acceptable levels. An ESIA should be conducted and a biodiversity action plan (BAP) be prepared to mitigate impact on these ecosystems, especially where sensitive ecosystems and species of conservation significance are noted.

b) Potential for coastal Erosion, Sedimentation and Ponding during construction

Manual or mechanical site clearing activities, including compaction and site preparation will remove topsoil, beach sand and wetland spoils. If project activities are carried out in the Wet Season, loose soils and beach/coastal sand will be significantly eroded depending on the intensity of the rain. The period from June to October, which is the wettest time of the year, is the most critical. In wetlands, rills and gullies could quickly form from sections to construct footing for the platform. Ponds provide additional breeding ground for mosquitos and malaria. Pits dug and left unattended on the beach front pose a health and safety hazard, especially at night. Children, women and the elderly are most at risk from trips, slips and falls.

c) Reduction in Ambient Air Quality

Whilst dust emissions from the project sites are expected to be minimal in the Dry Season (December to May) by virtue of the wet nature of the environment, there are other causes of dust generation. Particulates (dust) from site clearing and preparation, traffic and haulage of equipment and construction materials on community and access roads will cause deterioration in the quality of air on the site, its environs as well as along haulage routes. Other sources of dust pollution will be excavation and filling of foundations and the delivery of sand, cement and coarse aggregate.

Emissions from construction equipment and haulage trucks will also be a source of air pollution on the site and its environs as well as along the haulage routes. This can cause respiratory track and other diseases among site workers and residents living along the haulage routes. The impact is therefore of minor significance, localized and short term.

d) Noise Pollution and Vibration

Intermittent noise and vibration would be generated during the construction phase of the project. The background noise level and ground vibration at the site will increase as a result of the movement of delivery vehicles and the use of machinery such as concrete mixer during construction.

e) Land acquisition issues

The project involves acquisition of land from the community and GoSL at all three locations of Konakreedee, Goderich and Tombo. Ideally, the project should avoid any form of involuntary land acquisition, but since this is not possible within the project context, OP 4.12 requires that the loss of land, and the use to which it is put, be mitigated. This will involve adequate consultations with the community and project affected persons, and the preparation and implementation of a resettlement policy framework (RPF), an (abbreviated) resettlement action plan (ARAP), and a grievance redress mechanism (GRM) to channel and handle complaints and concerns of aggrieved persons.

f) Community Health and Safety Risks

Safety of the staff and pupils/students as well as the local population may be threatened during constructional phase of the project. The movement of trucks to and from the sites can cause accidents leading to injuries, loss of life and/or properties. Broken down haulage trucks may also cause short term traffic disruption and delays in travelling along the haulage routes.

Petty traders, women and children may fall into uncovered trenches or pits created as part of the construction work leading to fractures and other injuries or fatalities. Such category of persons may also be hit by falling or flying objects or may get cuts/pricks from sharp objects like nails used for the construction work that may be littering on site.

Vibration and noise in the pristine wetland environment could scare wildlife away, albeit temporarily.

g) Potential Rise in Illicit Sexual Affairs and STIs

During the construction phase of the project, workers with relatively higher incomes will be working in the project communities, some of which are deprived. This has the potential to increase illicit sexual affairs notably prostitution, rape, and defilement. Associated with the illicit sexual relationships could lead to an increase in sexually transmitted diseases such as HIV/AIDs.

h) Occupational Health and Safety Risks

The operation of various equipment and machinery and the actual construction works will expose the site workers to work-related injuries such as falls, cuts and burns. These may be due to human errors, workers not wearing PPEs and mechanical faults on equipment or improper fixing, handling or operation of equipment such as scaffold and concrete mixers. Another source of occupational health and safety risk is exposure to toxic chemicals such as glyphosate during the treatment of wood without the appropriate PPEs. Workers who are not medically fit to undertake certain construction

activities may unknowingly engage in the activities. Occupational health and safety risks are rated significant because they lead to mortality and long-term morbidity.

i) Disruption of Utility Services

The installation and connection of utility services such as water will cause temporary disruption of this service for fishermen, petty traders and women visiting the wharf.

j) Waste Generation

Construction activities on the sites will produce waste such as excavated soils and redundant materials such as broken blocks and pieces of wood. The haphazard disposal of constructional waste could obstruct the movement of the workers, construction equipment and trucks as well as cause accidents. Workers on site will also generate human waste and refuse. The waste if not promptly collected and disposed of can clog drainage channels leading to flooding as well as facilitate the outbreak and spread of sanitary related diseases

k) Project Impact on Material Sources

Material source can damage aquatic ecosystems through erosion, siltation and can harm terrestrial ecosystems via harvesting of timber or other natural products. Material source can spread vector-borne diseases when stagnant water accumulates in active or abandoned quarries or borrow pits and breeds insect vectors. The excavated trenches and pits could serve as death trap for animals and human beings in the vicinity of the sand and burrow pits.

l) Labour Influx

The Contractors will be hiring and mobilizing various categories of labor, skilled, semi, skilled and unskilled, within the project communities as well as elsewhere. These will include drivers, masons, steel binders, foremen, laborers and electricians. If proper background checks are not undertaken under aged persons, persons with questionable character, who lack the qualification and experience to work on such projects will be employed and deployed into the selected communities during the construction phase. Poor recruitment policy and lack of training in community relations during the pre-construction phase may also lay the foundation for conflicts between beneficiary communities and employees of contractors during the construction phase of the project.

m) Rise in Gender Based Violence

There is the potential that contractors and their related suppliers may employ children under eighteen (18) directly or indirectly as errand boy/girls or laborers, if the right recruitment processes are not implemented. This constitute child labor. Workers on the project may also be involved in prostitution, sexual harassment and rape as well as defilement involving school children and other persons in the project communities. Other forms of gender-based violence and discriminatory practices that workers may engage in threats, insults, beating, using employment opportunities as bait to elicit sexual favors from potential employees and other forms of abuse on girls, women, children and other vulnerable groups within the within the project communities. These criminal acts may incur during the pre-construction (mobilization) and construction phase of the project.

1. Identification of Impacts and risks

Potentially significant impacts and effects were identified by examining (a) the nature of the project activities and the impacts they will give rise to; (b) general assessment of the project's environmental and social setting and its aspects which are likely to be most sensitive/vulnerable to impacts from the project; (c) applying professional understanding gained from the evidence base, and; (d) considering inputs from stakeholders through consultation. The nature of the project and the fact that construction will take place either in congested wharfs or pristine wetlands provided a background for a sound generic assessment. Impacts were identified by estimating the magnitude of impact, recommending mitigation measures and evaluating the level of significance as discussed below:

2. Prediction of the Magnitude of impact

Prediction of magnitude of impact was mostly qualitative. The risks were assessed in terms of the potential changes in the following factors as a result of activities in the project cycle:

- Potential change in environmental factors, such as sedimentation, erosion, runoff, impact on sensitive ecosystem etc.,
- Change in social cultural and socio-economic conditions, living conditions, livelihoods etc.,
- Community and occupational health, such as community safety, water-related diseases, safety of contractor's personnel etc.

The magnitude of the risks was entirely nominal, and not compared against some numerical standards or criteria. Magnitude was expressed on a small, medium or large scale based on the following:

- The nature of change i.e., the inherent value of what is affected;
- Size, scale or intensity of change;
- Duration, frequency or reversibility

Prediction of the magnitude of impact was judged by the scale of the planned construction/intervention activities, which generally involve construction or renovation of a classroom block and the use of basic construction equipment.

3. Recommendation of mitigation measures

Practical and affordable measures were recommended to mitigate negative impacts.

4. Evaluation of significance

The risks were evaluated by relating the magnitude of impact to the degree of difficulty of implementation of mitigation measures. Impacts were classified into the following categories: Extreme, High, Moderate and Low (Table 5: Categories of Impacts

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Table 5: Categories of Impacts

Risk	Description
Extreme	Very significant action would be required to minimize these risks. In certain instances, such risks would prevent the action or option concerned from being taken or approved; and alternatives would have to be considered.
High	These risks are significant, meaning that if effective mitigation measures are not taken, a project may be hindered from commencing or continuing. Such option would require effective management and monitoring, or abandoned altogether for other options.
Moderate	These risks though important, are of less serious nature; in such a case, the Best Available Technology (or Practice) Not Entailing Excessive Cost (BATNEEC) should be employed. Such risks alone are usually not significant enough to prevent a project from commencing or proceeding.
Low	These risks fall within the acceptable limits of the impact of a project on the environment, and mitigation is desirable but not necessary. This does not preclude 'Best Practice' as a means of avoiding cumulative impacts.

Whilst the rating of the impacts by this document may change with the availability of project details, the final assessment in a future ESMP is not likely to deviate significantly from the assessment in this ESMF. The identified risks/effects/impacts that are associated with the project based on the degree of significance of the risks and the degree of difficulty of implementation of mitigation measures are shown in Table 6 List of identified risks and the respective World Bank OPs.

Table 6 List of identified risks and the respective World Bank OPs

World Bank OP	Risks	Project Sub-component affected	Level of Significance
OP 4.01 Environmental Assessment Fish Landing Site Cluster		Component 3.1	Low - moderate
<u>Environmental: Positive Impacts</u>	<p>Institution of good governance and sustainable management of fisheries resources;</p> <p>Strengthening of policies and regulatory framework for marine resource use;</p> <p>Inventory of all fishing vessels and fish stocks for transparency and accountability;</p> <p>Establishment of sustainable catch for targeted fisheries, and;</p> <p>Reduction in illegal fishing and increased revenue generation by MFMR.</p>		
<u>Environmental: Negative Impacts</u>	<p>Air pollution, dust and suspended particulate matter;</p> <p>Water contamination and pollution;</p> <p>Noise</p> <p>Greenhouse gas emissions</p> <p>Waste generate (hazardous wastes)</p>		Low
	<p>Coastal erosion, wetlands destruction;</p> <p>Waste generate (construction wastes and spoils);</p> <p>Spills and leaks from hazardous substances or materials</p>		Moderate
<u>Social: Positive Impacts:</u>	<p>Construction of integrated landing clusters, including provision of water and, construction of landing platform and installation of ice plants;</p>	Entire Project	High
<u>Social: Negative Impacts:</u>	<p>Inadequate stakeholder engagement leading to conflict</p>	Component 3.1	Moderate

	<p>Absence of or incomprehensive grievance redress mechanism</p> <p>Sexual harassment</p> <p>Proliferation of sex workers in the project environment</p> <p>Elevated level of crime, theft and vandalism</p> <p>Public awareness and perception of project not aligned with project objectives and goals; tensions from unrealistic expectations over project benefits</p> <p>Visual and aesthetic issues arising from mobilization of contractor's equipment</p>		
<p><u>Occupational and community health and safety risks</u></p>	<p>Trips, falls, slips,</p> <p>Fatalities</p> <p>Issues relating to recruitment and hiring of non-locals by contractor;</p> <p>Unfavorable work conditions and employment terms;</p> <p>Sanitation issues;</p> <p>Security of contractor's personnel during construction</p> <p>Child labour and forced labor</p> <p>Delayed response by contractor to address grievances and complaints</p> <p>Communicable diseases/epidemic from interaction of infected temporary or permanent contractor workers with community during construction or interaction amongst community people during project implementation (especially, vulnerable group such as children);</p> <p>Operational incidents involving structural damage, structure collapse etc.</p> <p>Fatalities resulting from project activities</p>	<p>Component 3.1</p>	<p>Moderate</p>

OP 4.36 Forests	The project activities will not involve forest loss or tree removal	Component 3.1	Insignificant
OP 4.04 Natural Habitats	Threat to protected entities (species, populations, habitats and ecosystems), such as wetlands, protected forest reserve, riverine areas etc., as a result of project activities;	Component 3.1	Low
OP 4.09 Pest Management	The project activities will not involve the use of pesticides or removal of pests		NA
OP 4.37 Safety of Dams	The project activities will not involve the construction or operation of dams		NA
OP 4.12 Involuntary Resettlement	The project will involve acquisition of community and government owned land, and a small-scale economic displacement attributable to the size of land required, and the current land use.	Component 3.1	Moderate

Analysis of Impact

The highest degree of anticipated impact in the above table falls in the category, 'Moderate', as the scale of the project on a case-by-case basis is small, and the risks can be managed with the appropriate mitigation measures. The ESMP that will be formulated to manage these risks will therefore clearly spell out the details of the recommended mitigation measures as well as the mechanism of their implementation. MFMR shall ensure that the contractor (third party) strictly adheres to them to avoid any undesirable outcome.

10 MITIGATION MEASURES

In accordance with the World Bank Operational Policy, a mitigation hierarchy should be adopted to address identified risks and impacts. This hierarchical approach favors the avoidance of risks over minimization/mitigation, and, where residual impacts remain, compensation/offset, wherever technically and financially feasible.

In other words, Avoidance > Minimization > Mitigation > Compensate / Offset.

The recommended mitigation measures will be integrated into a future Environmental and Social Management Plan (ESMP). The mitigation measures to be implemented at each stage of the project lifecycle are listed in **Error! Reference source not found..**

Table 7 Environmental and Social Mitigation Plan

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
Inadequate planning to implement the mitigation measures, leading to potential conflict with the community, stakeholders and relevant MDAs (EPASL, MLHE, MAF, NPAA, local councils), CSOs and NGOs	Preparation of a comprehensive ESMP and a Contractor's EHS Plan and Labour Management Procedure for updating for adoption by the contractor as part of the site-specific C-ESMP.	Contractor/MFMR's Consultant	During project design
	<p>Appoint and mobilize Site Manager and EHS officer and other staff, as necessary. Review design documents, get acquainted with project documentation and local conditions before mobilization.</p> <p>Inception meeting between MFMR's Consultant and the contractor's Site Manager and EHS officer to discuss ESMP and the Contractor's EHS Plan; Emphasis on the importance of strict adherence to the E&S documents and procedures;</p> <p>Impart on all Contractor's staff that the responsibility for protecting the environment, other staff and the community rests with all staff.</p>	Contractor, supervised by MFMR	Prior to Construction Contractor mobilization, prior to commencement of construction works
	Update/revise ESMP and parallel plans and procedures to reflect site-specific conditions for each works site to incorporate unique features of each construction site. Submit site-specific Annexes to ESMP or contractor's EHS Plan (or project execution plan) and revisions to MFMR for review and endorsement, and to WB for review and approval.	Contractor/MFMR's Consultant	Prior to Construction Contractor mobilization, prior to commencement of construction works
	Obtain an EIA license from EPASL, and no objection from local authorities prior to commencement of construction work	MFMR and Consultant	Prior to Contractor mobilization

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
	Prepare all appropriate and relevant training program materials. Orientation and training are to be provided in the dominant language used by the construction work force.		
	Develop and implement an orientation, site induction and training program for Contractor's workers to ensure adequate awareness and knowledge of environmental, social, health & safety procedures and measures.	MFMR's Consultant	During Construction Contractor mobilization, prior to commencement of construction works; training and induction can continue throughout the life of the project depending on their appropriateness
	Ensure availability of appropriate environmental, social, health & safety documents and guidelines in all construction sites. Install appropriate warning signs in each construction site. These include Basic Health & safety Practices and Traffic Management .	MFMR's Consultant	During Construction Contractor mobilization, prior to commencement of construction works
	Install waste receptacles, and sanitation prior to mobilization of staff to the construction sites.	Contractor	Immediately prior to Construction contractor mobilization, prior to commencement of construction works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
Impact on Marine Ecosystems from sediment release into the marine environment as a result of clearing, grubbing and the removal of spoils; from spills and seepage of used oil and other hazardous materials into the coastal environment and the sea	The implementation of the mitigation measures must be guided by an ESMP, which includes spills management and protection of marine ecosystems. Construction work must be limited to the Dry Season.	Contractor and MFMR	Prior to and during construction
Impact on Material Sources	Cost of re-instatement of material sources is implicit in the unit cost of the various materials (sand, gravel and quarry products); Procure materials from EPA-SL recognized suppliers	Contractor and MFMR	Prior to and during construction
Lack of awareness on project activities, environmental and social measures	Notify project communities and other relevant stakeholders on upcoming construction activities, post appropriate notification and warning signs in each construction site. Agree construction schedules and timelines for activities, measures and procedures to be followed in case of emergency and other appropriate details with relevant state and local authorities.	Contractor/MFMR's Consultant	During Construction Contractor mobilization, prior to commencement of construction works
Disturbance of the local social environment	Hold meetings with house and property owners that will be affected as a result of the project activities, such as noise, excavation, vibration, restricted access to homes and private/public facility etc. Agree on timetable of construction work and seek their permission to operate near to or in front of their property	Contractor/MFMR's Consultant	During Construction Contractor mobilization, prior to commencement of construction works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
Soil degradation, alteration of Landscape and soil erosion	For this category of impact, see Water Management; Site Rehabilitation and Management The contractor shall minimize or avoid removal of vegetative cover for project work (including areas for storage of construction materials, temporary accumulation of wastes, maintenance and storage of construction machinery and equipment). However, if use of vegetated areas is unavoidable, the topsoil layer (approximately 20cm) shall be removed, kept at specifically designated sites in piles not exceeding 1m for future revegetation. Revegetation is part of a closure or rehabilitation plan.	Contractor supervised by MFMR's Consultant	During construction phase
	Soils that may have been compacted by project vehicles and machines during transportation of materials and site work shall be loosened.	Contractor supervised by MFMR's Consultant	During construction phase; more especially, at Construction Closure Phase
	Restore landscape as close to its original state as possible, after completion of construction works by using the stripped and stored topsoil. In areas where rehabilitation works have been completed and where no further disturbance would take place, re-vegetation should commence as soon as possible (progressive revegetation).	Contractor supervised by MFMR's Consultant	During construction phase, after completion of construction works
	Construct bunds around worksite, where possible, to contain soil and prevent it from being washed away in the rain.	Contractor supervised by MFMR's Consultant	During construction phase, after completion of construction works
Pollution of surface water, wetlands and groundwater from sediment runoff, spill	Establish areas for storage of construction materials and temporary accumulation of wastes; clearly delineate and mark such areas to prevent uncontrolled and excessive dumping.	Contractor supervised by MFMR's Consultant	During construction works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
and release of hazardous substances and unsafe wastes handling practices	Maintain requirements for operation of storage facilities for fuel, lubricants, oil, construction materials and chemicals. Locate such materials away from drains, and within a bund (110% the capacity of the containing vessel) as a spill containment measure. The containment area shall be on an impermeable surface to be approved by a Supervising Consultant.	Contractor supervised by MFMR's Consultant	During construction works
	Arrange transportation and disposal of wastes with established procedures and in the approved sites designated for the specific purpose. Ensure timely and regular removal of accumulated waste to approved disposal site to prevent accumulation of wastes on construction sites.	Contractor supervised by MFMR's Consultant	During construction phase
	Maintain a buffer zone between construction wastes or excavated earth and drains or wetlands (swamps).	Contractor supervised by MFMR's Consultant	During construction works
	Minimize waste generation, separate recyclable and non-recyclable materials. Recycle bottles and plastic containers, separate out organic waste for composting. The local community can apply the compost or organic waste to their vegetable gardens.	Contractor supervised by MFMR's Consultant	After obtaining of permit, during construction works
	Maintain appropriate operating rules for the construction site, including safe handling, control of access, adequate drainage, etc.	Contractor supervised by MFMR's Consultant	During construction phase
	Ensure involvement of specially trained workers.	Contractor supervised by MFMR's Consultant	During construction works
	Establish areas for temporary accumulation of hazardous waste; clearly delineate and mark such areas, restrict access to authorized personnel only.	Contractor supervised by MFMR's Consultant	During construction works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
Increase in Conflicts	<p>Grievance Redress Systems (community based and employee based) will be established to resolve localized conflicts</p> <p>Crimes such as theft, rape and defilement will be reported to the nearest police station directly or through the grievance redress committee or elected councilor</p> <p>Summary dismissal of employees who engage in criminal activities</p>	Contractor supervised by MFMR's Consultant	During construction works
Community health & safety	<p>Prevent incidents, accidents and fatalities in the project communities as a result of project activities, by strictly following Traffic management Plan to be covered by the ESMP;</p> <p>Prevent or minimize the risk of community exposure to water-borne, water-related, vector-borne disease, and other communicable diseases that could result from project activities.</p> <p>Ensure that delivery trucks and construction vehicles drive below the 20km/hr speed limit</p> <p>Delivery/haulage trucks should avoid sensitive areas such as dormitories, classrooms as much as possible</p>	Contractor supervised by MFMR's Consultant	During construction works
HIV/AIDS and STDs	<p>Sensitize contractors' employees on the dangers associated with illicit sexual affairs, rape and defilement e.g. risk of catching STI and criminality</p> <p>Crimes such as theft, rape and defilement will be reported to the nearest police station directly or through the grievance redress committee,</p> <p>Organize HIV/AIDS awareness for employees of the Contractor</p>	Contractor supervised by MFMR's Consultant	During construction works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
	Distribute packets of condoms to contractor's employees		
Harassment, child labor, and Gender Based Violence,	<p>The bidding documents will include specific requirements that minimize the use of workers from outside the vicinity.</p> <p>The contract documents for works as well as for monitoring consultants require explicit Codes of Conduct to be signed by all workers</p> <p>Periodic mandatory training of all workers on SEA issues and Code of Conduct</p> <p>Contractors will be required to develop a comprehensive GBV Action Plan for implementation</p> <p>The contractor to partner NGO who will support implementation of the GBV action plan, lead community awareness raising and ensure accompaniment to service providers.</p> <p>MFMR will establish a GRM that will be GBV sensitive for complaints.</p> <p>Providing alternative work schedules or shifts to accommodate the hiring of more local female workers.</p>	Contractor supervised by MFMR's Consultant	During construction works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
Noise, vibration, dust and noxious fumes from contractor's machines	<p>Apply mitigation measures under Basic Health & safety Practices to be covered in the ESMP;</p> <p>Suppress dust by regularly wetting exposed surfaces;</p> <p>Avoid the use of old and poorly maintained equipment</p> <p>Limit work to daytime;</p> <p>Ensuring that the Contractor adheres to manufacturer's servicing and routine maintenance schedules for all construction equipment or services equipment once a month</p> <p>Concentrate noisiest types of work into as short a period as possible, and during least disruptive times of the day and on weekends</p> <p>Screen facility with trees or fencing to control noise</p> <p>Turn off equipment and vehicles when not in use</p> <p>Debagging of cement should be done in an enclosed area by workers wearing appropriate Personal Protective Equipment (PPE) such as hard hats, reflector jackets, overalls and others such as nose masks, hand gloves and ear plugs.</p> <p>Limiting speeds for haulage and delivery trucks as well as equipment on access roads within the neighborhood should not exceed 20km/h</p> <p>Cover haulage trucks with tarpaulin</p>	Contractor supervised by MFMR's Consultant	During construction works
Liquid Waste/ Solid Generation	<p>Provision of disinfectant for toilets used by contractor workers</p> <p>Provision of refuse bins to be collected daily and sent to an approved landfill site.</p>	Contractor supervised by MFMR's Consultant	During construction works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
Construction Waste	Install oil/grease traps or interceptors on drains from material storage areas and work zones where activities that can cause potential oil spillage will be occurring	Contractor supervised by MFMR's Consultant	During construction works
Disruption of Utility Services	The Contractor will be required to announce periods of disruptions one day ahead of time so that residents can plan their activities accordingly.	Contractor supervised by MFMR's Consultant	During construction works
Employment/ Income Generation	Give preference to local communities in terms of employment	Contractor supervised by MFMR's Consultant	During construction works
Pollution of surface waters, wetlands and groundwater by hazardous substances from closed/abandoned site (sediments, spill, used oil, used batteries, containers etc.)	This phase will benefit from mitigation measures taken at the construction phase. Artefacts from spills, leaks and abandonment would have been handled at the construction phase, and not transferred to closure	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works
	Used oil and hazardous substances generated by the closure activities shall be collected for safe disposal through a certified or approved vendor	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works
	Soils shall be stabilized by revegetation and compacted soils loosened to allow for infiltration and to reduce surface runoff and sediment transport into surface waters.	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
Abandoned project created artificial ponds serving as breeding grounds for mosquitoes and other disease carrying vectors	Stagnant water shall be drained, and exposed areas will be regraded to blend with the surrounding topography.	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works
Visual (aesthetic) impacts due to abandoned structures	Dismantling of the facility will then be done systematically; Consultations will be held with local stakeholders to ensure that innocuous materials/structures needed by the community will be left intact or transformed into a more usable form; Following salvage, demolition and disposal activities, exposed areas will be graded to create a near pre-construction topographic relief	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works
Loss of community land and livelihood to the project	Preparation and implementation of an abbreviated resettlement action plan (ARAP) Alternative livelihood options for economic displacement; Compensation for land loss, with preference to land replacement; Comprehensive stakeholder engagement, appropriate communication channel; workable GRM;	MFMR	Prior to project implementation
Issues with health & safety of workers (incidents, accidents, fatalities) as a result of the hurried nature of closure activities	Mitigation measures are covered in Basic Health & safety Practices, and Handling of Chemicals in the Workplace to be included in the ESMP; Containers of left-over reagents should be appropriately and adequately labelled to communicate information to the	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
	<p>workers and community on the risks and hazards in handling chemicals;</p> <p>All Safety Data Sheets (SDS) shall remain at the site until closure has been completed;</p> <p>Contractor's workers shall continue to wear activity-specific PPEs; and apply appropriate precautions when working at heights, in confined spaces, etc.</p>		
Issues of community health & safety resulting from potential pilferage of equipment or reagent at the closure phase	<p>Barriers shall be erected around construction facilities planned to be decommissioned to exclude community from accessing the sites and carting away with materials;</p> <p>Security officers shall be put on a high alert; where possible, the SL Police shall be brought in to provide extra security;</p> <p>The cooperation of the local authority shall be sought to communicate hazards to community by coming in contact with hazardous substances;</p> <p>All containers intended to be donated to the community shall first be detoxified;</p> <p>The community shall not be allowed on the site until the property has been handed over to MFMR;</p>	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works
Harassment, child labor, trafficking in persons,	Same as at the construction phase	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works

POTENTIAL RISK/NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	RESPONSIBLE ENTITY	TIMING
Noise, vibration, dust and noxious fumes from contractor's machines	Same as at the Construction phase	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works
Ponding and Flooding	Backfilling trenches immediately after trenching Pump out stagnant water after the day's work	Contractor supervised by MFMR's Consultant	At closure and termination of construction/rehabilitation works

11 ENVIRONMENTAL AND SOCIAL MANAGEMENT PROGRAM

This section provides an overview of the relevant policies, procedures, plans, legal agreements and so on that are designed to achieve the objectives of the Fisheries Project and to manage risks and impacts and enhance benefits. Most importantly, it refers to the clear and documented guidance on the permitting process with EPA.

The ESMF provides the overall framework for the management of environmental and social impacts of the Fisheries Project and will be used to guide the capacity support and institutional development of project implementing parties. The ESMF is also supported by several policies and procedures identified based on the World Bank OPs triggered for the project as described in Chapter 5. The management instruments will ensure that MFMR meets its environmental and social performance goals using such tools as a site-specific Environment and Social Management Plan (ESMP), a resettlement action plan (RAP), a Stakeholder Engagement Plan (SEP), Community and Employee Grievance Redress Mechanism (GRM), an Emergency Preparedness and Response Plan (EPRP), and a Contractor Environment Health and Safety (EHS) Plan. These management instruments will be prepared and implemented jointly by the Bank, MFMR, consultants and contractors. Below provides a description of each of these management instruments.

An Environmental and Social Management Plan (ESMP), to be developed, will describe the mitigation, monitoring and institutional measures to be taken during implementation of the Projects to eliminate adverse impacts, offset them, or reduce them to acceptable levels and identify the parties responsible for carrying out mitigation and monitoring activities. It will further describe mitigation to be undertaken at the project design stage, construction, and construction closure stages. It may contain a schedule and budget; if it does not, the Invitation for Bids (IFB) of the corresponding project or activity will require the bidders to include the costs of the mitigation in their bids and to ensure that the mitigation measures are scheduled within the project work program.

For the development of the ESMP, it is recommended that an E&S Consultant would develop an overall plan to manage the risks and impacts, as advised by EPASL following the site selection and scoping stages. An ESMP will include health and safety and waste management, amongst others. In addition, the consultant will develop a Contractor Environmental, Health and Safety (EHS) Plan, commensurate to the scope of the proposed project, and will be responsible to carry out day-to-day risk management of environmental and social impacts.

For individuals that will lose land to the project, an abbreviated RAP (or ARAP) should be prepared and implemented consistent in policy and context to the laws, regulations, and procedures adopted by the Government of Sierra Leone and the World Bank's operational policy on involuntary resettlement (OP4.12) covering displacement, resettlement, and livelihood restoration.

Mitigation of Impacts

MFMR PIU, the Design Consultant, E&S Consultant and the Contractor of the physical works will be responsible for implementation of environmental and social procedures, especially the ESMP. Based on the ESMP prepared by the E&S Consultant and the requirements included in the IFBs for the construction works, the Consultant will be further contracted to develop the EHS Plan for adoption or modification and implementation by the Contractor. This plan will include any required auxiliary plans (such as Site Management Plan, Waste Management Plan, Emergency Preparedness and Response Plan, Health & Safety Plan, etc.), in order to incorporate appropriate mitigation measures into the construction process. The EHS Plan will include checklists that identify and facilitate the contractor's implementation and monitoring of all applicable social, environmental and health and safety responsibilities. A section on gender integration should be included in the EHS Plan, including performance indicators, and showing any required coordination with the actions emanating from the Gender Integration Plan.

Monitoring and Reporting

Throughout project implementation environmental, social and health and safety monitoring will be carried out to ensure compliance with the requirements and provisions of the EHS Plan produced by the Consultant and approved by the MFMR and the World Bank. Contractor's environmental, social and health and safety specialists will be responsible for the first level of monitoring. Compliance with all items on the checklists and the effectiveness of the Contractor's internal monitoring will be monitored by the E&S and Design Consultants. MFMR (or consultant) and the World Bank will also make use of the EHS Plan checklists for periodic monitoring of the Contractor's compliance and the effectiveness of the supervision. If and when those responsible for monitoring identify modifications in the EHS Plan that are necessary to ensure compliance with the ESMP and other environmental and social requirements, they will instruct the Contractor to modify the checklists accordingly. Reports from all levels of monitoring will be produced.

Construction Closure

Prior to completion of construction activity, a site-specific closure plan based on a generic Closure Plan to be prepared by the Consultant and approved by MFMR and the Bank will be required to ensure sustainability and to resolve any outstanding environmental, social, gender and H&S issues related to the project. These plans could include operations and maintenance manuals for infrastructure and operations stage waste management plans, amongst others. Fulfilment of the site-specific closure plan will be required prior to the handing over of the constructed facilities to MFMR. The closure plan can be prepared by an E&S consultant contracted by MFMR.

Stakeholder Engagement Plan (SEP)

The SEP accompanies this document. It aims to achieve the following strategic objectives:

- Ensure open and transparent communication between the THP and project stakeholders, through the following:
- Ensure activities are designed and delivered in collaboration with relevant stakeholders and provide outcomes that meet the objections of the THP, specifically:
- Prompt identification and resolution of complaints and encourage feedback from stakeholders on project activities and outcomes, through the following the Grievance Redress Mechanism

The Stakeholder Engagement Plan (SEP) provides information on the responsibilities of MFMR, the relevant institutions, and project interested and affected parties in the development and implementation of stakeholder engagement plans and identifies and categorizes stakeholders for each project and sub-activities. The document also provides direction on how engagement should be planned, conducted and documented to facilitate learning and develop strong and positive relations with stakeholders. Stakeholder engagement will continue during the development and implementation of the ESMP and related documents.

Community Engagement as a component of the SEP, is a specific on-going process involving MFMR and its consultants and contractors' disclosure of information and their approach for seeking input from the community on the project. The purpose of community engagement is to build and maintain over time a constructive relationship with neighboring communities. The nature and frequency of this engagement will reflect risks associated with each subcomponent and its potential adverse impacts on the affected communities. Community engagement will be free of external manipulation, interference, or coercion, and intimidation, and conducted based on timely, relevant, understandable and accessible information.

Awareness Building among Vulnerable Groups and Women

As mandated by the World Bank position on gender, the MFMR will ensure that both women and men have opportunities for meaningful participation throughout the consultative processes and consultations and will provide evidence of women's and men's equal benefits from community engagement work.

Awareness building on environmental and social issues (including gender) shall be part of the community engagement process. Awareness building for women's groups should always include the legal identity and ownership issues that are generally important for women when dealing with development programs. The awareness building is to ensure that the affected community will have a good understanding of the project, that all members of the community have access to its benefits, and that the community understands the complaint mechanism for various environment, social and gender issues.

Disclosure

Disclosure of relevant project information helps stakeholders understand the risks, impacts and opportunities of a project. Where neighboring communities may be affected by risks or adverse impacts from the project, MFMR, consultants, and contractors will provide such communities with access to information on the purpose, nature and scale of the project, the duration of proposed project activities, and any associated risks and potential impacts. Disclosure will occur upon completion of the ESMP and related documents, and before the project construction commences, and continue on an on-going basis.

Grievance Redress Mechanism

Together with the Stakeholder Engagement Plan, MFMR has developed a Grievance Redress Mechanism (GRM) that shall be applied in the case of a complaint or grievance that is related to or results from implementation of the Fisheries Project activities as well as by all project staff and contractors. The GRM is intended to support traditional local-level mechanisms for complaint resolution and legal administrative approaches to complaint resolution at all levels. It will also document complaints or grievances from the public or other stakeholders, and how these are resolved. This umbrella GRM is to be complemented with a GRM for Contractor's workers, and any activity-specific GRM, where necessary.

The GRM is intended to assist in resolving grievances or complaints raised regarding environmental and/or social issues arising from the projects/investments, and does not apply to the following complaints even if they are related to project activities:

- Internal MFMR human resources complaints which are to be resolved as per the Ministry's standing HR policy and Internal regulations,
- Procurement and contractual complaints between MFMR and its vendors or contractors. This should be handled by the Ministry's Procurement Department;
- Lawsuits which fall under the mandate of the Ministry.

The Fisheries Project will require the development of only one overall Stakeholder Engagement Management Process and Grievance Redress Mechanism, to cover E&S issues and resettlement-related activity. These have been developed by the consultant, with support and advice from MFMR and the World Bank.

Government Emergency Preparedness and Response Plan

The Emergency Preparedness and Response Plan to be developed, is intended to encompass all potential hazards and emergency situations that may take place during the implementation of the Project. The plan will consist of two sections. The first section provides general guidelines for emergency planning and preparedness procedures for Consultants and Contractors. It provides the main objectives and identifies key possible hazards during the implementation of the Project which should be considered in the development of the Contractors' plans. It also serves as a guiding document for the E&S Consultant while overseeing compliance of Contractor activities. The second section represents MFMR's own Emergency Preparedness and Response Plan. It also serves as a template structure for Contractor's planning. The emergency preparedness and response activities will be periodically reviewed and revised, as necessary, to reflect changing conditions.

Contractor Emergency Preparedness and Response Plan

In addition to the Contractor's EHS Plan, the Consultant will also be required to prepare an Emergency Preparedness and Response Plan for adoption or modification for implementation by the contractor. This Plan will incorporate appropriate emergency preparedness and response mitigation measures into the construction process.

Contractor's Human Resources (HR) Policy

The HR Policy of the contractor provides a guide to their workers on the procedures, regulations, standards of proper conduct, grievance recourse mechanism etc. Specifically, it is designed to:

- Provide orientation to employees on HR matters;
- Provide guidelines, operational rules, and procedures;
- Establish clear expectations between employer and employees, and;
- Explain the regulations that govern the conditions of employment, and duties and rights of employees and the employer according to the Labour laws of Sierra Leone and the Governing documents guiding the implementation of the project.

12 PROJECT IMPLEMENTATION AND INSTITUTIONAL ARRANGEMENTS

12.1. Project Implementation

Organizational Structure for Implementation of the ESMF

The ESMF shall be implemented by a Project Implementation Unit (PIU) or Secretariat established within MFMR, and headed by the Fisheries Project Director (FPD), to be nominated. S/he shall report to the Minister through the Permanent Secretary on E&S compliance during project implementation. The Secretariat shall consist of 4 personnel in addition to the FPD, namely;

- E&S Manager;
- Environmental & Social Officer;
- Communications Officer, and;
- Monitoring and Evaluation (M&E) Officer

The PIU will serve as an interface between the MFMR and the Bank. The Organizational chart for the implementation of EHS is illustrated in

Figure 3.

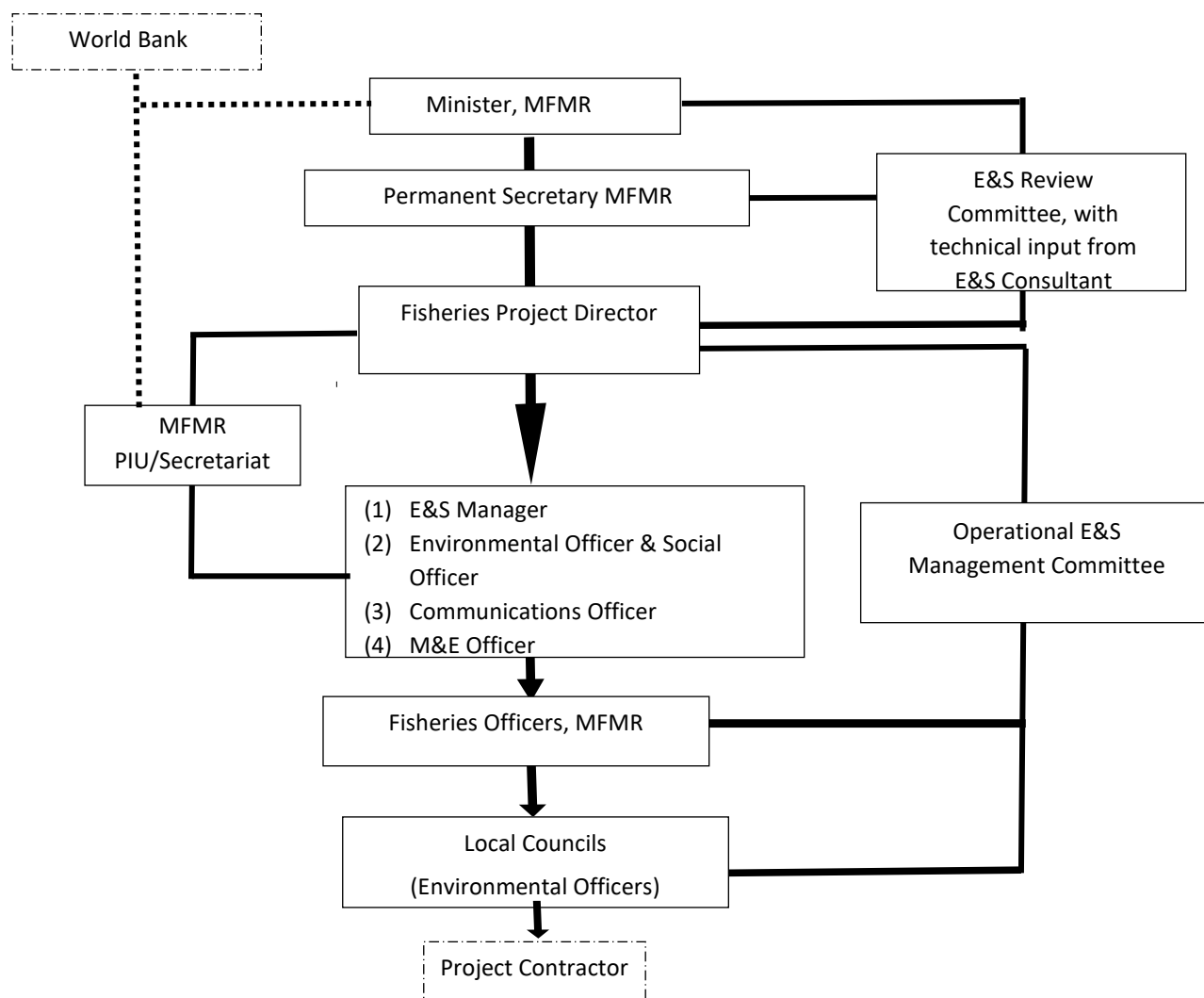


Figure 3: The Organizational chart for the implementation of the ESMF/ESMP

Establishment and role of E&S Committees

The ESMF will be supervised by two committees and a number of personnel. An overarching E&S Management Review Committee headed by the Minister of MFMR, and a Local E&S Management Committee that operates at the field level.

a) E&S Management Review Committee

The Minister, Permanent Secretary, and FPD, with the help of an E&S consultant shall review the progress in ESMF implementation on a quarterly basis to ensure its suitability, adequacy and effectiveness, and determine if there is need for any necessary modification.

b) Local E&S Management Committee

This committee shall comprise the FPD, the Deputy Fisheries Directors, Local Councils and Chiefdoms. Their primary role is monitoring of the implementation of the ESMF at the field level. They shall also play the following roles:

- a. Ensuring the effective implementation of environmentally-related operational controls and programs;
- b. The internal communication of environmental matters between the PIU and contractor and employees; and working with the E&S Consultant to promote environmental awareness among contractor staff;
- c. Assist with the review of complaint records, nonconformity, corrective action and preventive action reports and the adoption of preventive actions as necessary;
- d. Any other E&S activities that are assigned by the PIU;
- e. Holding regular meetings with the contractor (at approximately *monthly* intervals).

Roles and Responsibilities for Implementation of the ESMF

The roles and responsibilities of the Bank, PIU Secretariat of the MFMR, E&S Consultant and Project Contractor relative to implementation of the ESMF/ESMP are defined in Table 8. The responsibilities identified in the following table are not inclusive of all responsibilities, but highlight key elements related to environmental and social performance that each entity is responsible for.

Table 8: Key Environmental and Social Roles and Responsibilities

Entity	Responsibilities
Project Implementation Unit	
1. MFMR	
Minister, MFMR	<ul style="list-style-type: none">• Project Oversight, management and endorsement. Serves as the link between the project and GoSL
Permanent Secretary	<ul style="list-style-type: none">• Accountable for upholding the Environmental and Social Commitment Plan and ensure that Fisheries Project is implemented as per the ESMF;• Regularly update the Minister on E&S compliance by the project
2. MFMR PIU	
<ul style="list-style-type: none">• MFMR is the main project partner for the Fisheries Project.• Leads the political coordination within government agencies, in general and for any environmental and social issues that arise.	

Entity	Responsibilities
	<ul style="list-style-type: none"> • The Secretariat will also work with the Bank, MFMR, consultants and contractors, as well as respective project stakeholders. The Secretariat shall also lead the coordination of the development of the ESMF and management plans for all areas targeted for the Fisheries Project. It shall receive support from the Bank, and the E&S Consultant. • The Secretariat has overall responsibility for managing environmental and social performance issues for all Fisheries Project activities and monitors the implementation of all projects to ensure compliance of MFMR, the contractor and consultants with this ESMF • Day-to-Day custodian of the World Bank E&S OPs. • Day to day management and responsibility for the oversight of environmental and social implementation for the Project and ensuring compliance with World Bank OPs. • Designate a Program Implementation Team consisting of individuals who will lead MFMR's engagement with Project activities, including regular communication and proactive coordination with the World Bank and with the consultants engaged by MFMR. • In coordination with World Bank, develop project work plans that establish tasks, time lines and the roles and responsibilities of MFMR, World Bank staff, and MFMR consultants. • Support the procurement and management of contractors including preparation of draft terms of reference and to finalize procurement documents. • Participate on evaluation panels to select consultants. • Identify and establish the targeted beneficiaries. Stakeholder engagement and communication. as well as land acquisition and resettlement efforts, (where applicable) are activities to be supervised by MFMR. • Provide the World Bank with feedback on consultant performance in order to support the Bank's initiatives to track contractor performance across its portfolio. • Responsible for taking part in joint communications and outreach activities associated with the Project to both solicit and receive feedback from the public on Project implementation. • Provide data through regular and ad hoc reports to the World Bank, as necessary to meet the requirements of the Bank's Monitoring and Evaluation Plan. • The MFMR shall constitute the following personnel:
a) Fisheries Project Director	<p>Development and day to day management of ESMF, which includes</p> <ul style="list-style-type: none"> • ESMF Commitment Plan • Identification of environmental and social risks and impacts • Development of management programs (ESMP, CEMP, ERP, etc.) • Preparation and implementation of a GRM. Existing grievance redress platform will provide the basis for the project GRM. • ESMF Coordination <p>Given the small scale of the project, and its associated E&S impacts, the Fisheries Project Director will supervise the activities of the E&S officers. The Fisheries Project Director (FPD) has responsibility for oversight of environmental and social issues, working with other teams to ensure that environmental and social issues are incorporated into all aspects of the contractor's operations, and that required resources are made available for environmental and social management. The FPD could hire the services of an E&S consultant to prepare the E&S documents as necessary.</p>
b) Environmental and Social Officer	<ul style="list-style-type: none"> • E&S Monitoring and compliance • Screening of sub projects guided by environmental and social screening checklist list • Contribute to the identification of environmental and social risks; management plans and ERP; • Incorporate ESMF/ESMP guidelines in contractors' agreement;

Entity	Responsibilities
	<ul style="list-style-type: none"> Assist in supervising the activities of the contractor to ensure compliance; working closely with the Regional E&S Officer; Contribute to implementation of stakeholders Engagement Plan (SEP), monitoring and mitigation of GBV and SEA.
c) Communications Officer	<ul style="list-style-type: none"> Project plan and activity communication Responsible for developing tools for communicating planned project activities to all stakeholders; tools that would messages easily comprehensible (e.g. radio and media, use of town criers, etc.)
d) M&E Officer	<ul style="list-style-type: none"> An officer from the M&E unit of the MFMR could serve the M&E officer for this project; Monitoring, evaluation, data processing and analysis Responsible for tracking implementation of all project activities and progress made on each of the Project's PDO-level and intermediate results indicators as laid out in the Project's Results Framework; Lead the development and implementation of the ESMF monitoring plan
Regional Coordinators	
a) MFMR Deputy Director or ESMF Field Coordinator	<p>Works closely with the Fisheries Project Manager in the review, update and day-to-day management of ESMF, which includes-</p> <ul style="list-style-type: none"> ESMF Commitment Plan Identification of environmental and social risks and impacts Development of management programs (ESMP, CEMP, ERP, etc.) E&S compliance supervision
b) Local Council and chieftdom (Environmental Officers)	<ul style="list-style-type: none"> E&S Compliance implementation and monitoring Work closely with the Secretariat's E&S Officer; Contribute to the identification of environmental and social risks; management plans and ERP; Assisting the Environmental Consultant with E&S monitoring for capacity building purposes; s/he is expected to learn by doing; assist in supervising the activities of the contractor to ensure compliance; working closely with the Regional E&S Officer; Contribute to implementation of stakeholders Engagement Plan (SEP), monitoring and mitigation of GBV and SE.
Supervising Consultant	<ul style="list-style-type: none"> Oversight, management and technical support of implementation of commitments at the Project, including environmental and social commitments and mitigation measures as set out in the relevant impact evaluations and in accordance with ESMP. Oversight and technical support of Project-level responsibility for environmental and social risk management and program implementation on-site during construction works. Oversight of all Contractor training. Ensure construction works and activities are carried out in accordance with the Bank's expectations, OPs, and all relevant Project commitments. Implement E&S monitoring during construction. Ensure that health and safety requirements are adhered to. Identify and define environmental and social roles, responsibility and authorities within MFMR. Ensure that human, technical and financial resources are provided where essential to the implementation and control of the environmental and social management. Ensure environmental and social plans, procedures and control mechanisms are prepared, implemented, evaluated and improved on a continued basis,

Entity	Responsibilities
	<p>including planning, risk assessment and risk response measures, monitoring and evaluation, etc.</p> <ul style="list-style-type: none"> • Report environmental and social performance to the Bank on a periodic basis, in accordance with the Bank's requirements. • Conducts EHS assessments and evaluations and participate in external/internal audits, to ensure any non-conformities are identified, managed and closed out effectively. • Ensure development of accident reports and track accident statistics. • Co-ordinate investigation of incidents and accidents, as well as other EHS-related concerns and complaints. • Ensure the environmental and social competency of all Project personnel through co-ordination of critical personnel, appropriate training, and communication and awareness initiatives. • Ensure all relevant documentation is managed in accordance with Program Standards, including legal requirements.
Project Contractors	<ul style="list-style-type: none"> • Accountable for implementation of commitments of the Project, including environmental and social commitments and mitigation measures as set out in the relevant impact assessments and in accordance with this ESMF and the ESMPs once prepared. • Has overall Project-level responsibility for environmental and social risk management and program implementation on-site during construction works. • Develop for approval by the Consultant and the Bank all training material and conduct training under oversight of Consultant. Where the contractor does not the competence to conduct training, the Consultant shall provide the requisite training to contractor's workers. • Ensure construction works and activities are carried out in accordance with the Bank's expectations, the E&S Framework and OPs, and all relevant Project commitments. • Ensure that monitoring to be undertaken during construction is implemented. • Ensure that health and safety requirements are adhered to. • Conduct health and safety inductions for all visitors to work site including identification of risk. Maintain visitors' log. • Identify and define environmental and social roles, responsibility and authorities within their organization. • Ensure that human, technical and financial resources are provided where essential to the implementation and control of the environmental and social management. • Ensure environmental and social plans, procedures and control mechanisms are prepared, implemented, evaluated and improved on a continued basis, including planning, risk assessment and risk response measures, monitoring and evaluation, etc. • Report environmental and social performance to the Consultant, in accordance with requirements. • Conducts EHS assessments and evaluations and participates in external/internal audits, to ensure any non-conformities are identified, managed and closed out effectively. • Ensure development of accident reports and track accident statistics. • Co-ordinate investigation of incidents and accidents, as well as other EHS-related concerns and complaints. • Ensure the environmental and social competency of all Project personnel through co-ordination of critical personnel, appropriate training, communication and awareness initiatives.

Entity	Responsibilities
	<ul style="list-style-type: none"> • Ensure all relevant documentation is managed in accordance with Program Standards, including legal requirements.

12.2. Institutional Needs

Organization capacity and competency of this ESMF is discussed under the following categories:

- MFMR ESMF organizational capacity and competency
- Organizational capacity and competency of national institutions and beneficiary entities relevant to the implementation of the Fisheries Project.

MFMR's ESMF Competencies

This Ministry is implementing the World Bank-funded Fisheries Project, and will therefore benefit from some of the capacity building program of the project. For it to be able to provide the oversight functions, the MFMR needs to build capacity around management of the environmental and social protection practices. This will help the ministry to undertake sector monitoring of its divisions and facilities.

The MFMR has a staff that is versed in community outreach and engagement, but it does not have an environment, health and safety (EHS) unit within its institution, nor does it have environment-related policy, or EHS as a core value. There are no documented protocols on waste management and pollution control, or workplace safety.

This could have negative implications for the ministry's image and public perception, safety of staff, teachers and pupils in general, and the ability to implement the ESMF/ESMP to be developed.

There is an existing PIU for the WB funding fisheries project, which is responsible for overseeing the implementation of the project with support from the Directorate of Planning and carrying out day-to-day management of the project, with the support of each of the three component leads. The PIU also undertakes coordination activities related to project implementation, ensuring alignment with DP activities and ensuring involvement of key stakeholders in the education sectors as appropriate.

Local Council's ESMF Competencies

Local councils were established to enable meaningful decentralization and devolution of Government functions. In accordance with the 2004 Local Government Act, local councils are the highest political authority in the districts, with legislative and executive powers. They however suffer from incomplete devolution and resource availability. Training and capacity building can be provided from sub-units within these councils responsible for environmental management. This can be done in collaboration with EPASL.

12.3. ESMF Resources

The PIU will work with MFMR management, to ensure that adequate resources have been committed to allow for the effective implementation of the ESMF, and subsequent management plans. Similarly, the PIU, consultants, and contractors will be required to assign personnel resources sufficient to carry out the requirements of their environmental and social action plans (ESMPs, and any other action plan that is required to comply with the World Bank OPs). The PIU shall also be required to allocate budgetary provisions made by the Bank for the designated purpose. These shall include, but not limited to, the following:

- Environmental and social studies and impact assessments, including permitting fees
- Costs for preparing the Environmental and social management plan
- Cost of environmental and resettlement issues and monitoring

- Capacity Building for MFMR, the Project Secretariat and other stakeholders
- Engagement of Environmental and Social Specialists (if any)
- Environmental and Social Due Diligence investigations (if any)
- Monitoring and evaluation

12.4. Capacity Building and Training

As mentioned above, environmental management and social protection systems are weak and not instituted in most of the national institutions and beneficiary entities of the Fisheries Project. The PIU, under the supervision of the Bank will organize workshops and training program on sound environmental management, health and safety, and good working conditions of their staff.

PIU

To achieve and maintain the level of expertise required for the implementation of this ESMF, the PIU team will coordinate a training program for all relevant MFMR employees, consultants, contractors, sub-contractors and sub-consultants, using the ESMF and associated management plans. Training will be primarily on-the-job, complemented by workshops and, when appropriate, classroom instruction. To maintain the appropriate level of awareness and competence, refresher training will be held periodically, and all new employees will be given an ESMF induction when they join MFMR.

Other national or international conferences and workshops on environmental and social safeguards, particularly those of the World Bank will be good opportunities for the MFMR to improve their skills in relation to effective ESMF implementation and environmental and social performance of the Fisheries Project. The Secretariat will work with MFMR and the World Bank to identify appropriate conferences and provide the necessary budget. An immediate training requirement identified for all Secretariat staff are first aid, health, safety and fire management, and defensive driving.

Training of PIU Staff

Training programs to equip the PIU staff members (responsible for facilitating implementation of the ESMF) and the consultants in using the environmental assessment tools will be organized by the Environment Protection Agency.

The PIU staff and consultants will form the core group of trainers that will train the district and chiefdom/ward personnel in environmental assessment.

Training needs will be assessed, but key aspects to be considered include:

- Linkages between environment and fisheries sector development;
- Basic concepts in environment and ecology;
- Environmental issues at the district level, and implications for the Fisheries sub-components;
- Importance of Environmental Impact Assessment in the programs, operations and activities of the ministry. It will include, occupational and community health and safety, waste management, screening for impacts, gender-based violence (GBV) and sexual exploitation and abuse (SEA), and GRM etc.
- System for Environmental Assessment;
- Tools for Environmental Assessment;
- Field techniques for Environmental Assessment;
- Legislative and regulatory framework;
- Terms of reference for environmental assessment, and;
- Mitigation measures

Training of Trainers

A core group of trainers from every district comprising the staff of the PIU staff and Deputy Director will be trained by the E&S Consultant.

The training will involve an initial orientation workshop, a main training program and refresher-training programs. The orientation workshop will be organized in two batches. It will be for a duration of one day. The main and refresher training program will be organized in five batches each. Each batch will have about 10 participants.

This training will be organized at the regional level, for a duration of 4-5 days. The refresher training programs will be organized twice every year. In all ten such refresher training programs will be organized.

Training of Chieftdom/ward Committee and Appraisal Team

The core group of trainers will then train the local committee and the Appraisal Team members in environmental assessment. Although the local committee will be at the chieftdom and ward level, an Appraisal Team (AT) will be set up at the district level, headed by the Deputy Director of the MFMR in that district. The training will involve an initial orientation session, a main training program and refresher-training programs.

Induction training will form part of the orientation session for the chieftdom/ ward committee and AT. Depending on the scale and distribution of the subprojects, the main and refresher training programs will be organized in batches. Each training program will be for duration of 2-3 days.

The training program will consist of sessions similar to those listed for training of PIU staff.

The methodology of the training will include hands-on environmental assessment of subprojects in addition to exposure visits, interactions with resource persons and group exercises.

The Contractor

Within the classroom construction component, specific trainings and skills will be required in relation to environmental and social protect and health and safety, and all training should be conducted in partnership with the Secretariat to promote a learning by doing approach and be consistent with the procedures and standards provided by this document. The specific trainings required will be determined by the E&S Consultant hired for the institutional strengthening aspect of the project with approval from the World Bank.

For all construction contracts, training will take place during the mobilization of the construction contractor to ensure their key staff have adequate knowledge of environmental, social, health and safety management principles and awareness of their environmental and social contractual requirements prior to commencement of works. This training will include a brief introduction to policy and legal requirements, environmental and social documents developed for the project (the ESMF, the ESMP, OHS Guidelines and Waste Management Plan, GBV, SEA and GRM), the responsibilities of various entities and communication among them, environmental and social mitigation, required permits and approvals, monitoring and reporting requirements, information disclosure and communication. In addition to general classroom training, special sessions will be organized for groups of workers dealing with machinery and equipment, workers involved in handling of hazardous materials and waste, drivers, people working in confined spaces, etc. Furthermore, depending on the nature of planned works, on-the-job instructions and guidance for workers will be provided by the site supervisors of the construction contractors daily. This training will be led by the E&S Consultant with support as needed from the Secretariat, and it is the responsibility of the construction contractor to ensure information received at the training is disseminated to all required staff and workers.

The Community

Public information meetings and workshop sessions will be held with project affected communities both prior to and during the construction to help prepare the communities for transformations that will occur in their communities, such as construction works, potential for elevated levels of noise and dust, traffic and influx of workers. The community will be educated on the risk of contracting STDs and STIs upon sexual interaction with construction workers, the risk of social conflicts and how these could be mitigated. They would also be informed of tools at their disposal, such as the GRM channels, stakeholder engagement and communication mechanisms. Women will be enlightened on the mitigation of GBV and SEA and SH (sexual harassment and sexual exploration and abuse are the most common types of GBV that occur in such projects), and the degree of commitment of the Fisheries Project to protect gender rights and entitlements.

13 MONITORING AND REPORTING

Monitoring and reporting on the implementation of the ESMF is part of MFMR's overall monitoring of the Fisheries Project. The M&E Plan to be developed will include ESMF monitoring indicators and tools. For implementation of institutional strengthening activities, the capacity of MFMR on environmental and social and health and safety will be built through the PIU. The development of this capacity and its effectiveness will be monitored and reported by the FDP. The FDP could hire the services of an E&S consultant to supervise field work. In this case, both the consultant and the contractor will be directly responsible for supervision of the implementation of field work, monitoring and reporting to the FPD, who in turn reports to WB.

13.1. Review of Environmental and Social Requirements Compliance

MFMR is committed to reporting on the environmental and social performance of all the Project components, with ongoing evaluation of the implementation of all World Bank and EPASL environmental and social requirements as reflected in ESMPs, Contractor's EHS Plans and their checklists.

Environmental and social monitoring and reporting is a very important component of E&S management. It verifies effectiveness of proposed mitigation measures in environmental and social plans during the implementation and operational phases of the project. The monitoring and reporting system will identify the indicators to be monitored, the monitoring activities to be implemented, their location, time and frequency. Monitoring will include supervision and surveillance to determine and improve the way contractors and subcontractors are addressing the environmental and social provisions and requirements of their contracts. Supervisors will ensure that the required Contractor EHS Plan is developed, reflected in clear checklists that facilitate internal monitoring, are implemented and updated as necessary.

To facilitate enforcement, development of and adherence to ESMS, ESMPs and CESMPs and their checklists will be incorporated into all contracts for all relevant consultants, contractors, sub-contractors and sub-consultants, with pre-determined consequences for failure to comply.

13.2. Levels of Monitoring

Monitoring shall take place at 3 levels; namely, the Contractor Level, the Project Level and externally by regulators, such as EPASL.

Contractor Level Monitoring

After the contractor is selected, the contractor shall prepare site specific ESMPs and contractor EHS with due account of the contractor's equipment, technology, status of the facility, etc. This document shall be included in the first monitoring report on the sub-component, and then the PIU is entitled to decide whether this document is in compliance with WB and ESMF requirements and, if differences from the ESMP (from the bidding package) are substantial enough, to trigger additional public hearings.

The contractor shall appoint an EHS officer to coordinate and manage all environmental and social issues arising from the project implementation.

The most detailed and complete report shall be made at the initial stage and filed with the PIU, after all respective measures are taken (e.g., containers for separate waste collection are installed, water supply is arranged, waste disposal system is in place, workers have been instructed on safety rules/emergency rules and the use of PPE, etc.).

Further reports may be less detailed and limited to reflecting changes (if any) in the above-mentioned measures (e.g., changes in the water supply system or waste collection and disposal, accident reports, complaints from local residents etc.).

The final report shall include general outcomes of the sub-component implementation as compared to the baseline conditions (sub-component works completed, no unauthorized waste on the site, no harm to plant life or compensation planting/payments made, etc.).

Contractor shall monitor performance through the implementation of the ESMP and Contractor Health and Safety Plan. Contractor will undertake a comprehensive condition survey, including necessary photography, prior to any works to avoid damage to property.

Notify community and adjacent structures before any work commences.

Site rehabilitation/reinstatement upon completion – resurface exposed surfaces and return disturbed ground to original status.

ESMP and monitoring reports shall include photos and graphical material on the works completed, photos of baseline conditions and general view of the site before repair, layout of the facility under reconstruction/retrofitting, photos of work, photos of final work results, etc. The final report is to be filed with the PIU after all works at the facility are completed.

The contractor should develop key indicators (having a scope and evaluation scale) to determine the completeness of implementation of negative impact mitigation measures and control the implementation of the ESMP and compliance of the documentation developed.

Contractor shall provide a competent person to inspect all excavations, adjacent areas, and protective systems daily for possible cave-ins, indications of failures in protective systems and equipment, hazardous atmospheres, and other hazardous conditions. Inspections must be done prior to the start of work and as needed throughout the shift.

Project Level Monitoring

MFMR, in its capacity as the implementing partner is responsible, amongst others, for monitoring the status of the physical infrastructure under construction or renovation. Construction design plans should be submitted to the Ministry of Lands Housing and the Environment (MLHE) for review and approval. Hence, building design assessment should be coordinated with MLHE.

The Fisheries Project PIU shall perform on-site inspection (monitoring) of the facilities to verify compliance of the performed work with the ESMP practices and standards.

The PIU shall supervise the organization and undertaking of public hearings on designs under consideration and ensure access to information for public stakeholders as required by law.

The Bank, PIU and consultant shall monitor the work of the Contractor, to be able to detect, on a timely basis, any deviations during construction and rehabilitation works. As needed, monitoring reports should be supplemented with graphic materials (photos of baseline conditions, general view of the facility prior to reconstruction works including the adjacent territory, and photos illustrating implemented measures and final work results etc.). The monitoring roles are presented in Table 11.

Table 9: E&S Monitoring plan for Project Level Monitoring of construction activities

PHASE	WHAT Indicator is to be monitored?	HOW is the Indicator to be monitored?/ type of monitoring equipment	HOW OFTEN (frequency of measurement or continuous)	RESPONSIBLE PARTY
Design	Availability of environmental and social documents	Review of documents and reports	Continuous	MFMR & Supervising consultant, Local Councils
	EIA License	Displayed at the MFMR's and contractors' offices; clear understanding of the terms of the permit	Continuous	MFMR & Supervising consultant
	Incorporation of environmental and social requirements into bidding documents and contracts	Review of bidding documents and contracts	Once	MFMR & Supervising consultant
	Communication with communities and stakeholders in place, attendance if sufficient, designs are discussed with stakeholders, their views are considered while developing designs, and they are informed on proposed design solutions.	Organize meetings, document minutes, attendance and photographs from the meetings; incorporate outcome of meeting into project design and plan	Continuous	MFMR & Supervising consultant, Local councils
	Stakeholders informed of Grievance Redress Mechanism in place for ESMF/ESMP. Contact details of persons/entities to be approached in case of complaints are publicly available.	Review materials from the meetings	Once, and reviewed quarterly	MFMR & Supervising consultant, Local Councils

PHASE	WHAT <i>Indicator is to be monitored?</i>	HOW <i>is the Indicator to be monitored?/ type of monitoring equipment</i>	HOW OFTEN <i>(frequency of measurement or continuous)</i>	RESPONSIBLE PARTY
	In case of government-owned land, a no-objection to use of public land for construction.	An MOU is signed between parties on access. In absence of an MOU, some agreement granting access to land.	Once, prior to commencement of work	MFMR & Supervising consultant
	For community or privately-owned land, successful implementation of a resettlement action plan (RAP), most likely, an ARAP on land acquisition, restoration of livelihood, or implementation of alternative livelihood	A GRM that has addressed all concerns and complaints of PAPs; A documentation of all transactions/dealings between the project team and the PAPs; Where compensation is paid, a closure report, including signatures of payment recipients, photographs and minutes; For livelihood restoration, half-yearly socioeconomic profile/status of PAPs.	GRM: monthly update Compensation and payment: once, prior to commencement of work. For livelihood restoration: every 6 months.	

PHASE	WHAT Indicator is to be monitored?	HOW is the Indicator to be monitored?/ type of monitoring equipment	HOW OFTEN (frequency of measurement or continuous)	RESPONSIBLE PARTY
Construction	Environmental compliance <ul style="list-style-type: none"> • Measurement of environmental parameters, such as air quality and noise levels resulting from project works • Surface water monitoring • Schedule of wastes and effluents (see appendices) 	Field measurement of parameters, complemented by community observations	Preconstruction (for baseline data); 3 months Construction (for monitoring data); quarterly	Contractor and MFMR & Supervising consultant
	Erosion and Sedimentation	<ul style="list-style-type: none"> • Presence of gullies on site 	Every three months As when complaints are received	Contractor and MFMR & Supervising consultant
	Noise and Air Pollution	<ul style="list-style-type: none"> • Dust (PM₁₀ and TSP) • Emissions (NO_x, SO_x, TSP) • Noise (dB) • Number of complaints by residents/ students/staff 	Monthly	Contractor and MFMR & Supervising consultant

PHASE	WHAT Indicator is to be monitored?	HOW is the Indicator to be monitored?/ type of monitoring equipment	HOW OFTEN (frequency of measurement or continuous)	RESPONSIBLE PARTY
	Accidents Community/ Occupational, Health and Safety Risks	<ul style="list-style-type: none"> • Trenches are lined with caution tape • Number of OHS and hygiene training provided for contractors' staff • Presence of Health and Safety Officer on Site • Site workers level of compliance with OHS standards, e.g., wearing of PPEs • Presence of First Aid Kits on site • Presence of Fire Extinguisher on Site • Site is hoarded with appropriate material • Number and types of accidents 	Daily	Contractor and MFMR & Supervising consultant
	Ponding and Flooding	<ul style="list-style-type: none"> • Number of Flood events • Compliants from nearby residents 	Monthly	MFMR & Supervising consultant
	Liquid/Solid Waste Generation	<ul style="list-style-type: none"> • Presence of disinfectants and refuse bins • Incidence of open defecation on the site and its environs • Presence of littering on the site and its immediate environs 	Weekly	MFMR & Supervising consultant

PHASE	WHAT Indicator is to be monitored?	HOW is the indicator to be monitored?/ type of monitoring equipment	HOW OFTEN (frequency of measurement or continuous)	RESPONSIBLE PARTY
Construction	Environmental compliance <ul style="list-style-type: none"> • Measurement of environmental parameters, such as air quality and noise levels resulting from project works • Surface water monitoring • Schedule of wastes and effluents (see appendices) 	Field measurement of parameters, complemented by community observations	Preconstruction (for baseline data); 3 months Construction (for monitoring data); quarterly	Contractor and MFMR & Supervising consultant
	Erosion and Sedimentation	<ul style="list-style-type: none"> • Presence of gullies on site 	Every three months As when complaints are received	Contractor and MFMR & Supervising consultant
	Noise and Air Pollution	<ul style="list-style-type: none"> • Dust (PM₁₀ and TSP) • Emissions (NO_x, SO_x, TSP) • Noise (dB) • Number of complaints by residents/ students/staff 	Monthly	Contractor and MFMR & Supervising consultant

PHASE	WHAT <i>Indicator is to be monitored?</i>	HOW <i>is the indicator to be monitored?/ type of monitoring equipment</i>	HOW OFTEN <i>(frequency of measurement or continuous)</i>	RESPONSIBLE PARTY
	Accidents Community/ Occupational, Health and Safety Risks	<ul style="list-style-type: none"> • Trenches are lined with caution tape • Number of OHS and hygiene training provided for contractors' staff • Presence of Health and Safety Officer on Site • Site workers level of compliance with OHS standards e.g. wearing of PPEs • Presence of First Aid Kits on site • Presence of Fire Extinguisher on Site • Site is hoarded with appropriate material • Number and types of accidents 	Daily	Contractor and MFMR & Supervising consultant
	Ponding and Flooding	<ul style="list-style-type: none"> • Number of Flood events • Compliants from nearby residents 	Monthly	MFMR & Supervising consultant
	Liquid/Solid Waste Generation	<ul style="list-style-type: none"> • Presence of disinfectants and refuse bins • Incidence of open defecation on the site and its environs • Presence of littering on the site and its immediate environs 	Weekly	MFMR & Supervising consultant

PHASE	WHAT Indicator is to be monitored?	HOW is the indicator to be monitored?/ type of monitoring equipment	HOW OFTEN (frequency of measurement or continuous)	RESPONSIBLE PARTY
	Workers/ Community (including Staff and Students) Grievance	<ul style="list-style-type: none"> • Number and type of grievances reported • Number of grievances resolved • Number of grievances outstanding • Time taken to resolve the grievance • Number cases taken to court • Time taken to provide feedback 	Monthly	MFMR & Supervising consultant
	Hazardous Spills	<ul style="list-style-type: none"> • Storage cordoned off and secured • Number of spills • Number/proportion of workers in the appropriate PPE worker in the storage area and/or when handling hazardous materials • Number of specialized personnel available for spill containment • Number of oil/grease traps or interceptors installed on drains from work zones or material storage areas where there is a potential for oil spillage • Evidence of contaminated soils (coloured soil) • Water quality tests (in case storage areas are close to waterbodies) • Emergency response time 	Construction Zone, Storage areas and Haulage Routes	MFMR & Supervising consultant

PHASE	WHAT <i>Indicator is to be monitored?</i>	HOW <i>is the indicator to be monitored?/ type of monitoring equipment</i>	HOW OFTEN <i>(frequency of measurement or continuous)</i>	RESPONSIBLE PARTY
	Employment/ Income Generation	<ul style="list-style-type: none"> • Number and type of employees recruited from the beneficiary communities by gender • Average monthly income of employees and vendors 	Entire Construction period	MFMR & Supervising consultant
	Gender Based Violence	<ul style="list-style-type: none"> • GBV Action Plan developed. • GBV referral protocols established and well known • Number of workers signed GBV code of conduct • GBV sensitive GRM established • Number of GBV trainings organized for workers • Number of GBV-related community awareness programs organized • The presence of GBV focal persons and Grievance Committee Members in the community • Number of Gender Based Violence Cases under investigation or prosecutions or that have been dealt with successfully by the Authorities 	Entire Project Duration	MFMR & Supervising consultant

PHASE	WHAT <i>Indicator is to be monitored?</i>	HOW <i>is the indicator to be monitored?/ type of monitoring equipment</i>	HOW OFTEN <i>(frequency of measurement or continuous)</i>	RESPONSIBLE PARTY
	<p>Health & Safety Committee (HSC) comprising Contractor's EHS team and 's EHS Adviser</p> <p>Occupational health & safety data sheets may include the following forms (final list of forms to be approved by 's EHS Adviser and MFMR)</p> <ul style="list-style-type: none"> • Job/Activity Hazard assessment • Hazardous activity schedule • Hazardous chemical substances/dangerous goods schedule • PPE inventory • Construction risk assessment • Health & safety assessment and schedule • Fall Protection assessment • Emergency response assessment • Construction site fire prevention and control assessment • Confined Space assessment (where applicable) <p>(see Appendices for sample forms)</p>	Contractor's workers and supervisors to fill out the respective forms prior to commencement of the specific activity	Continuous	MFMR & Supervising consultant

PHASE	WHAT <i>Indicator is to be monitored?</i>	HOW <i>is the indicator to be monitored?/ type of monitoring equipment</i>	HOW OFTEN <i>(frequency of measurement or continuous)</i>	RESPONSIBLE PARTY
	Community health & safety	Grievance records; absence of conflicts with the community; open and clear channel of communication between contractor and community;	Continuous	MFMR & Supervising consultant
	Grievances reported by community as a result of the project	Number of cases reported and resolved within the stipulated timeframe	Reviewed monthly	MFMR & Supervising consultant
	Site visits by stakeholders and regulators, either as spot checks or regular monitoring, especially by EPASL	Number of visits; Comments, observations and actions of visitors	Quarterly	MFMR & Supervising consultant

PHASE	WHAT <i>Indicator is to be monitored?</i>	HOW <i>is the indicator to be monitored?/ type of monitoring equipment</i>	HOW OFTEN <i>(frequency of measurement or continuous)</i>	RESPONSIBLE PARTY
Closure	Closure asset inventory: list of all assets onsite to be decommissioned	Stocktaking of all contractor's assets onsite; Sorting through equipment and parts in a bid to determine which ones could be transferred, re-used, re-purposed, sold or disposed of	Once	MFMR & Supervising consultant

	<p>Closure activity Plan</p> <ul style="list-style-type: none"> • Dismantling and packaging • Transportation • Disposal 	<p>Dismantling of the facility will be done systematically to protect re-usable parts from damage</p> <p>All parts (re-usable and disposable) shall be transported away from the site to predetermined end users or a Landfill site</p>	Once	MFMR & Supervising consultant
	Closure report based on activities carried out	<p>Documentation of all closure activities from inception to end of closure and handing over to MFMR</p>	Once	MFMR & Supervising consultant
	Grievance redress	<p>Compilation of complaints and grievance from the community and how they were handled</p>	Once	MFMR & Supervising consultant

External Monitoring

Although MFMR, their Regional Representatives and the contractor are responsible for the implementation of the ESMF, other supporting institutions in the area of monitoring are as follows:

- EPASL;
- Factories Inspectorate of the Ministry of Labor;
- Ministry of Gender and Children's Affairs,
- Ministry of Lands, Housing and the Environment.
- Local Councils;
- Paramount Chiefs, and;
- District Environmental Officers, and;

Relevant legislative instruments such as Acts discussed in Chapter 2 back the oversight and monitoring roles assigned to these agencies. The monitoring roles of other non-state actors such as the public will also be complementary in ensuring smooth project implementation and sound environmental and social performance of the project.

EPASL, as a license condition, would require the project proponent to conduct monitoring and submitted environmental compliance reports to the agency on a quarterly basis. EIA licenses are valid for 1 year; the renewal of which is dependent on a satisfactory environmental performance. The agency would also be conducting spot monitoring, or audits, where necessary

13.3. Responsible Parties for Environmental and Social Monitoring

MFMR PIU and Local Councils

As stated above, monitoring and reporting on environmental and social capacity development and its effectiveness within the four institutions will form part of the overall Fisheries Project M&E plan. The indicators and their means of verifications will be determined and incorporated into the M&E plan once the capacity building plans of the institutions are finalized. The identification of indicators is the responsibility of the Project Director, while the monitoring and reporting against indicators is the responsibility of the M&E Officer.

Contractor

Both the ESMP and the Contractor EHS Plan will have an internal and external monitoring system and the responsibilities in relation to the development and implementation of monitoring systems are as follows:

- The Secretariat will monitor overall compliance of all activities carried out under the Fisheries Project;
- The E&S consultant, in partnership with the Secretariat, is responsible for developing the ESMP and its associated monitoring and reporting system and approve and monitor all Contractor EHS Plans.
- Construction contractors and any relevant sub-consultants and/or sub-consultants are responsible to adopt the Contractor EHS Plan or modify for implementation. The same is true for the associated monitoring and reporting system.

The monitoring procedures and systems for the ESMP and Contractor EHS Plan will be designed to allow for:

- (i) Identification of non-compliance with any one of the environmental, social and health and safety measures identified in the ESMP/EHS Plan, and the steps taken to correct the non-compliance;
- (ii) Ensure timely and proper implementation of mitigation measures as identified in the environmental and social documents;

- (iii) Verify the effectiveness of prevention and control strategies; and
- (iv) Review the effectiveness of the internal monitoring systems.

The internal and external monitoring systems should include the following procedures:

- Monitoring and site inspection visit to ensure timely and proper implementation of mitigation measures identified in environmental and social documents. The frequency of monitoring visits will depend on the nature of the project activity.
- Use of checklists to identify incidence of non-compliance with any one of the environmental, social and health and safety measures identified in the EHS Plan, and record steps taken to correct the non-compliance.
- Develop and implement an Environmental and H&S monitoring plan to verify the effectiveness of prevention and control strategies.
- Announced and unannounced visits to check compliance with the corresponding EHS Plan checklist, review the contractor's internal monitoring process, review the supervision consultant's monitoring reports, and highlight any undetected incidents of noncompliance that were not highlighted by the supervision consultant.

13.4. Reporting requirements

MFMR Secretariat and Local Councils

The environmental, social and health and safety capacity and effectiveness of the four institutions will be monitored by the Fisheries Project's overall M&E plan. The M&E Officer will report against progress made to the Project Director on a quarterly basis, and review and revise the indicators where necessary.

The E&S Consultant

The following are the responsibilities of the E&S consultant in partnership with MFMR (Secretariat) and the relevant contractors, sub-contractors and sub-consultants:

- Prepare and submit for approval to MFMR an ESMP for the Fisheries Project along with any other relevant documentation. The ESMP will be accompanied by checklists that facilitate communication of respective responsibilities for environmental, social and health and safety to all staff and workers, and that will be used to monitor compliance with all ESMP requirements.
- Report to MFMR on training activities, health and safety incidents observed or chance finds discovered.
- Develop and submit to MFMR Secretariat the monthly progress reports, including a summary of environmental and social activities carried out during the reporting period, providing details of observations made during site inspections, an analysis of the quality of the contractor's internal monitoring, and a review of all documents and reports. The reports will also identify the number, nature, and frequency of incidents of non-compliance with items on the approved checklists, as well as the corrective measures taken.
- Review all the reports developed by the Contractor and endorse them prior to authorizing implementation of respective activities.

14 ESMF REVIEW AND ENHANCEMENT

The ESMF document will be adopted by MFMR (the Fisheries Project Director) following satisfactory review and approval by the World Bank. MFMR will be informed on the approval process. This document and all its approved annexes will be published on MFMR's webpage. It is anticipated that the ESMF will need to be updated and enhanced periodically, as needed, to address changing conditions, regulatory requirements or practical implementation issues. Management will use the information in the Annual reports to decide on needed improvements and direct the PIU to implement these.

15 STAKEHOLDER CONSULTATIONS AND INFORMATION DISCLOSURE

This chapter provides an outline and justification of the engagement and consultation approaches and methods used in the development and preparation of this ESMF.

15.1. Purpose

Stakeholder Engagement is a useful tool for managing communications between the developer of Fisheries and the Project Affected People (PAPs), the major stakeholders and interested parties. The Stakeholder Engagement Plan (SEP) aims to improve and facilitate decision-making and create an atmosphere of understanding that actively involves individuals, groups, and organizations that can affect, or be affected by, development of the Project. Emphasis of the Plan is to allow implementation of a formal program of communication in an objective, simple manner, to focus efforts on improving communications between project developers, the project affected people, major stakeholders and interested parties. Monitoring and evaluation of program results and behavior of the respected parties will enable constant development and improvements to the program over time.

Public consultation and participation are essential because they provide an opportunity for informing the stakeholders about the proposed Project and sub-components. By providing an opportunity for people to contribute to both the design and implementation of the Project activities by presenting their views and values and allowing consideration and discussion of sensitive social mitigation measures and trade-offs, public consultation and participation fosters a sense of ownership by stakeholders that is necessary for the success of the Project.

The World Bank defines a Stakeholder as individuals or groups that:

- a) Are affected or likely to be affected by the project (project-affected parties); and
- b) May have an interest in the project (other interested parties).

To ensure that the entire process is carried out in a transparent, accountable and fair manner, it is essential that the affected institutions, establishments, individuals, households and communities are properly informed and consulted about the following issues:

- i. Main concepts and aspects of the proposed subprojects;
- ii. Mechanisms for conflict resolution and grievance redress.

Public consultation and participation are essential because they afford stakeholders the opportunity to contribute to both the design and implementation of the Project activities, including:

- i. Project inception and planning;
- ii. Alternatives and screening process;
- iii. Feasibility study;
- iv. Preparation of sub-component designs;

Public consultation and participation is being held through meetings, radio and television programs, request for written proposals/comments, completion of questionnaires/application forms, public readings and explanations of the Project ideas and requirements during meetings.

Public documents shall be made available in appropriate languages at the national, local and homestead levels and at suitable locations including the offices of national and local administration as engagement progresses. Public consultation measures take into account the low literacy levels prevalent in the rural communities, by allowing enough time for discussions, consultations, questions, and feedback.

15.2. Principles

The following principles for engagement have been identified for the purposes of effective project planning. These are to be upheld throughout all engagement processes and the means of engagement modified if required to ensure that these are met.

Cultural sensitivity – It is important that the historical background of the project area, cultural and social dynamics within the stakeholder groups are understood. It is anticipated that this understanding naturally develops as the process progresses, but every effort should be made to ensure the cultural appropriateness of methodologies in order to achieve meaningful input from all affected stakeholder groups.

Transparency – Commitment to transparency and openness with stakeholders during the consultation processes will be maintained to foster good relationships and facilitate open communication.

Interactive approach – An interactive approach should be adopted that facilitates dissemination of information to stakeholders and meaningful input of information and comment by stakeholders. Through this two-way process of communication, the engagement process will enable this information to inform and influence the resettlement planning aspects of the Project.

As a part of project preparation, the Government has carried out a Stakeholder Engagement Analysis which was aimed at identifying (i) who to be directly or indirectly affected by the project, (ii) how the project to reach out to stakeholders, and (iii) how to share the project information and get them involved in the decision-making and implementation of the project. A description of the nature and outcome of the engagement can be found in the accompanying Stakeholder Engagement Plan.

15.3. Stakeholder Engagement to date

The consultants and the MFMR conducted two stakeholder engagement meetings at Konakreedee on the 22nd and 26th March, 2020, respectively. The main goal of the meetings was to inform key stakeholders of the project and have their inputs by way of concerns, questions and recommendations. The engagement took the form of a general meeting with stakeholders, statements by key personalities, presentations, question and answer session and group session representing district level perspectives. Documentation of the meetings is shown in Appendix 5.

Specific objectives of the engagements were to:

- Inform the stakeholders about the Project;
- Take into consideration the stakeholders' or interested parties' initial inputs, views and concerns for inclusion in the documents;
- To recognize local traditional rites and procedures in the form of courtesy calls on government, regional and local authorities at the initial stages of document preparation;
- To solicit the approval of relevant project interested, influencing and affected parties for the project;

- To understand underlying traditional, cultural or historical background to the project and project environment;
- To draft and update a comprehensive map of relevant stakeholders;
- To verify and understand the scope of the ESMF,
- To assess potential legacy issues on the project;
- To solicit the concerns, grievances and lessons learnt by the local communities from previous identical projects;
- To understand the political and socio-economic dynamics of project affected settlements;
- To reduce potential for conflict through the early identification of contentious issues; and
- To improve communications between interested parties.

Meeting No. 1: The number of participants was 23 comprising the Town chief, section chief, chief imam, landowners and the chair lady and members of the community management associations of Konakridee. In addition to the objectives listed above, the specific purpose of this meeting was to discuss land requirements for the project site. Following a presentation by MFMR on the project benefits and negative environmental and social impacts, the community expressed delight over the construction of the landing site and the provision of water and sanitation facilities. The site was identified during a subsequent site visit. The visit ended with plans by the community representatives to inform and engage the landowners on the possibility of and conditions for land acquisition.

Meeting No. 2: The number of participants was 27 that includes attendees of the 1st meeting and the community chairlady and the owners of the land selected as the project site. The landowners expressed willingness to donate the land to the project as it will be for the general good of the community. The meeting was followed by a site visit and a decision to move the proposed project site to a location a few meters from the initial site, in order to minimize the need for involuntary displacement and loss of other physical assets (Figures 4 and 5). It should be noted that the road rehabilitation aspect of the project has been put on hold.



Figure 4: Initial location of the landing site facilities (white bar) and the proposed ring road on Google earth image



Figure 5: The new location of the landing site requiring minimum physical displacement issues

15.4. Grievance Redress Mechanisms

Introduction

Strengthening system accountability is a key objective of the project. To this end, the project will to establish a grievance redress mechanism (GRM). The project is expected to strengthen accountability to beneficiaries and provide channels for project stakeholders to provide feedback on project activities.

It is also expected to provide a mechanism that allows for the identification and resolution of issues affecting the project, including safeguards related complaints, misconduct of staff, misuse of funds, abuse of power, and other improper behavior. By increasing transparency and accountability, the GRM aims to reduce the risk of the project inadvertently affecting citizens/beneficiaries and serves as an important feedback and learning mechanism that can help improve project impact.

The GRM established under the project should be accessible to all, including ethnic, religious, gender, and other special groups. The mechanism focuses not only receiving and recording complaints but also on how complaints are resolved, and feedback provided. The GRM should be supported by an information campaign and training. While feedback should be handled at the level closest to the complaint, but all complaints should be registered and follow the set procedures.

GRM scope and use

SCOPE: The project should include a GRM that will be available for project stakeholders to submit questions, comments, suggestions and/or complaints, or provide any form of feedback on all project-funded activities.

WHO CAN USE THE GRM? Project beneficiaries, project affected people (i.e., those who will be and/or are likely to be directly or indirectly affected, positively or negatively, by the project), as well as the broader citizenry can use the GRM for the purposes of making complaints or providing complaints. Project affected people include those who will be affected in resettlement issues. There should be no charge for making a complaint or conveying comments or suggestions.

Procedures

Channels to make complaints

It is suggested that project will establish the following channels through which citizens/beneficiaries can make complaints regarding project activities.

- a. A dedicated email address [EMAIL]
- b. A dedicated phone line [PHONE NUMBER]
- c. On the project website [WEB ADDRESS]
- d. Feedback boxes located at [LOCATIONS]
- e. Letters sent to [ADDRESS]
- f. Verbal or written complaints to project staff (directly or through project meetings). (If project stakeholders provide verbal feedback/complaint, project staff will lodge the complaint on their behalf, and it will be processed through the same channels.
- g. Project Grievance Committees (which include women)
- h. Project meetings set up at the [specify] level, each of which include women.

The project shall ensure flexibility in the channels available, make sure that different contact points are available for a person to make a verbal complaint, and that complaints addressed to the wrong person or entity are redirected to the Project secretariat.

Confidentiality and conflict of interest

Complaints may be made anonymously, and confidentiality will be ensured in all instances, including when the person making the complaint is known. For this reason, multiple channels to make a complaint have been established and conflicts of interest will be avoided.

Collection/receipt of complaints

The person receiving the complaint will complete a grievance form (see Annex 6a), or make the form

available to the complainant to fill out directly, and submit it without delay to the M&E officer of the PIU (GRM Manager) who is responsible for GRM. The complaints for the project will be collected and compiled by the Free Project Secretariat on a regular basis.

Sorting/categorization

Once compiled, the Free Project Secretariat will be responsible for sorting the feedback into the following categories.

Table 10 Categorization of Complaints and Grievances

Category No.	Classification
Category 1	Safeguards, including compensation disputes, land allocation and delays in compensation
Category 2	Grievances regarding violations of policies, guidelines and procedures
Category 3	Grievances regarding contract violations
Category 4	Grievances regarding the misuse of funds/lack of transparency, or other financial management concerns
Category 5	Grievances regarding abuse of power/intervention by project or government officials
Category 6	Grievances regarding Project Secretariat staff performance
Category 7	Reports of force majeure
Category 8	Suggestions
Category 9	Appreciation
Category 10	Other Grievances

Recording/logging

Once the complaint has been categorized, the GRM Manager logs the details regarding the complaint into the tracking system. This system may be manual (hard copy) or connected to the project MIS system. GRM files should be stored in a secure setting (password protected IT database or locked storage cabinet for hard copies).

Once a complaint has been logged and sorted, the Environmental and Social officers shall refer the case to the FPD, who shall determine the following:

- The person responsible for investigating the complaint.
- The timeframe within which the complaint should be resolved.
- The agreed course of action (e.g., investigation, reply not requiring investigation, etc.).
- The investigation process is determined based on the nature and gravity of the complaint.
- For sexual exploitation and abuse or sexual harassment or other type of GBV related complaints, a local NGO will be identified and partnered to assist in GBV response including supporting the design of a GBV sensitive GRM, training and awareness raising on GBV for the local communities and MFMR, ensure that care seeking behaviors and knowledge of how and where to report GBV cases are known and support survivors to receive appropriate support services (medical/physical-social counseling and legal aid as agreed with the survivor).
- Local level complaints will be handled at the community level, with the involvement of the chiefs and community elders, using an existing traditional system. The complainant shall receive a response within 10 days.
- For complex complaints, the investigation will be conducted at the Project Level, and supervised by the FPD or the GRM Manager.¹⁰

¹⁰ For complex and severe complaints, senior management should be informed and assign responsibilities for conducting the investigation. Senior management should also take part in the investigation and invite observers and external experts.

- All complaints involving corruption will be referred to the Anti-Corruption Commission (ACC), as this category of offences falls within their remit.
- All persons involved in the investigation process should not have any material, personal, or professional interest in the outcome and no personal or professional connection with complainants or witnesses.
- Once the investigation process has been established, the person responsible for managing the GRM records and enters this data into the log-book.
- The number and type of suggestions and questions should also be recorded and reported so that they can be analyzed to improve project communications.

Notification to the complainant

- If the complainant is known, the Project Secretariat will communicate the timeframe and course of action to her/him by phone, email or mail, within two weeks of receipt of the grievance.¹¹
- Where the complainant's address is available, this should be provided in writing with a tracking number and the deadlines by which they will hear back from the Project Secretariat (see Annex 6b Notification Form).

Investigation

- The person responsible for investigating the complaint will gather facts in order to generate a clear picture of the circumstances surrounding the grievance. Verification normally includes site visits, review of documents, a meeting with the complainant (if known and willing to engage), and a meeting with those who could resolve the issue (including formal and informal village leaders, or other leaders).
- With regards to resettlement and grievances related to valuation of assets at the expenses of the project, a second or a third valuation may be undertaken, until it is accepted by both parties. These can be undertaken by independent valuers, until it is accepted by both parties. These can be undertaken by independent valuers at the expense of the part who does not agree.
- The results of the verification and the proposed response to the complainant will be presented for consideration to the GRM committee of the MFMR.
- Once the decision has been made on the course of action and on the response to provide to the complainant, the Project Secretariat describes the actions to be taken in the grievance form (see Annex 1), along with the details of the investigation and the findings and enters it into the MIS.

Response to complainant

- If the complainant is known, the Project Secretariat communicates the proposed action to her/him via letter, email, verbally, as received. The complainants will also be informed by who on how s/he can appeal the action decided in the initial case.
- The Project Secretariat will request feedback from the complainant as to whether s/he deems the action(s) satisfactory, and this will be recorded along with the details of the complaint and the response taken.

Possibility to appeal

- In the event the complainant is satisfied with the response, discussions will be held in groups or individually to further clarify the positions at stake.
- The Project Secretariat will form a Grievance Committee that will hear appeals. The Grievance Committee shall be comprised of staff from the Project Secretariat and persons who are

¹¹This two-week timeframe assumes the number of grievances is relatively small. The time service standard will be adjusted if the volume of grievances increases beyond a manageable level.

independent from the project implementing authorities and the government. The terms of the Grievance Committee will be agreed prior to its format.

- The complainant is not precluded from appealing outside the project/Project Secretariat GRM¹² if they are not satisfied with the proposed response.

Awareness-building

Information provided in an accessible format

- Information about the grievance handling system is expected to be communicated to community during general meetings. For individuals whose land will be acquired, information on the GRM process will be circulated through regular information channels used by the project, including initiating meetings at the start of the project, public consultations held on resettlement, public meetings during project implementation, brochures/pamphlets in local languages, posting on notice boards and online (including...name relevant events and channels here).
- The PIU will include information provided on the scope of the GRM, the eligibility criteria to make a complaint, the procedure to make a complaint (where, when and how), the investigation process, the timeframe(s) for responding to the complainant, as well as the principle of confidentiality and the right to make anonymous complaints.

Proactive advertisement/regular public information campaigns

- Annual campaigns will be designed by the Project Secretariat to encourage the use of the GRM and publish information on complaints received and resolved. The campaigns will use local media (e.g. TV, newspaper, radio). When organizing and conducting these campaigns, special efforts shall be made to reach vulnerable groups.
- The campaigns should include information on the scope of the GRM, the eligibility criteria to make a complaint, the procedure to make a complaint (where, when and how), the investigation process, the timeframe(s) for responding to the complainant, principle of confidentiality and right to make anonymous complaints.

Roles and responsibilities

The PIU will allocate responsibilities to PIU staff. These will be documented in the first Quarterly Progress Report and kept updated.

- Overall management of the GRM system
- Developing and maintaining awareness-building
- Collection of complaints
- Recording/logging of complaints
- Notification to the complainant
- Sorting/categorization of complaints
- Investigation
- Decision-making based on the investigation results
- Processing appeals
- Publishing responses to complaints
- Organization and implementation of information materials and awareness campaigns
- Budgeting of the GRM
- Reporting and feedback on GRM results

¹² An alternate dispute mechanisms such as a court of elders or to the formal legal system.

Capacity-building

- Training for all relevant staff and relevant stakeholders will be held annually, or as otherwise agreed. New staff will receive training as a regular part of the onboarding process. The training will include all aspects of the GRM set out in this chapter. All trainings should include information on the GRM principles and procedures. The training will have an emphasis on accountability to the complainant. A key focus at the outset will be shifting from informal complaint resolution, to the logging of all complaints/feedback into this system.
- Dedicated trainings should be provided to staff directly engaged with beneficiaries, those handling the system, and those involved in the management and oversight of the system.

Transparency, monitoring and reporting

Transparency

Policies, procedures and regular updates on the GRM system, the complaints made and resolved, will be available online, as well as on local/ministerial notice boards and other permanent displays. They will be updated quarterly.

Regular internal monitoring and reporting

The Project Secretariat will assess the functioning of the GRM and undertake spot checks during regular supervision visits. The Project Secretariat will work with M&E Specialist to:

- Ensure accurate entry of GRM data into the management information system or other system. Produce compiled reports to the format agreed with the Project Director.
- Provide a monthly/quarterly snapshot of GRM results (as set out below) including any suggestions and questions, to the project team and the management.
- Review the status of complaints to track which are not yet resolved and suggest any needed remedial action.

During annual/bi-annual general meetings, the project team shall discuss and review the effectiveness and use of the GRM and gather suggestions on how to improve it.

Reporting in quarterly and annual progress reports submitted to the Bank

Quarterly and annual progress reports shall include a GRM section which provide updated information on the following:

- Status of establishment of the GRM (procedures, staffing, training, awareness building, budgeting etc).
- Quantitative data on the number of complaints received, the number that were relevant, and the number resolved
- Qualitative data on the type of complaints and answers provided, issues that are unresolved
- Time taken to resolve complaints
- Number of grievances resolved at the lowest level, number raised to higher levels.
- Satisfaction with the action taken
- Any particular issues faced with the procedures/staffing or use
- Factors that may be affecting the use of the GRM/beneficiary feedback system
- Any corrective measures adopted

Oversight and review

The status of the development of the GRM, the levels of use by beneficiaries/ citizens, the challenges of implementation, etc. will be discussed in semi-annual/annual portfolio meetings. The Project Secretariat will discuss with the Bank during implementation support missions any corrective measures that may be needed.

An independent review/audit of the GRM, will be conducted prior to the mid-term review to assess the effectiveness and use of the mechanism, and recommend introduce improvements as necessary.

Anticipated grievances

Some of the anticipated grievances likely to arise during Fisheries Project implementation will, to a large extent, take the shape of the existing circumstances in the project areas. In all, some of the anticipated grievances under Fisheries Project will include:

- a. Land uptake issues where there could be issues of encroachment on neighboring lands;
- b. Access to water for construction works;
- c. Access and payments for project construction materials;
- d. Employment opportunities offered by the projects with reference to availing jobs to community members as well;
- e. Abuse or improper use of sanitation facilities;
- f. Sexual abuse of the girl child by the project workers;
- g. Complaints by parents over punishments by the teachers; and
- h. Abuse of project infrastructure by the communities.

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17 APPENDICES

Step I: Identification of natural resources impacted by the sub-component

This step covers natural resource input, the nature of impacts, and timescale of impact beginning from implementation of the proposed sub-component.

Name of the sub component:

Natural Resource to be impacted:

Classification into positive or negative impact, backed by description:

Is it short or long term, backed by justification of choice?

(Community discussions, field observations and discussions with consultants could help in soliciting information on resources and nature of impact)

What resources will be used in sub-component implementation?

What are the water and energy requirements?

What other inputs are required?

What are the products of the sub-components?

What is the nature and quantity of wastes generated?

What are the health impacts?

Are there any cultural impacts?

What are the mitigation measures?

An example of environmental and social screening form that could be adopted by the Project Team is shown below:

Government of the Republic of Sierra Leone
Ministry of Fisheries and Marine Resources (MFMR)
ENVIRONMENTAL AND SOCIAL SCREENING FORM

GUIDELINES FOR THE EVALUATION

1. The evaluator to undertake the assignment after adequate knowledge of baseline information of the area.
2. The evaluator to undertake the assignment after adequate knowledge of proposed project activities in the area.
3. The evaluator to undertake the assignment after prior briefing/training of the exercise.
4. The form to be completed by consensus of at least three people.

Project Name	Estimated Cost (Le)
District and Traditional Authority	Funding Agency: WB
Project Objectives	Proposed Main Project Activities
Name, Signature & Designation of Evaluator(s): 1..... 2..... 3.....	Date of Field Appraisal

	SCOPE AND FOCUS OF SCREENING	METHODOLOGY OF SCREENING					PROPOSED MITIGATION MEASURES
		Appraisal of Impacts		Significance of the Impacts			
		Yes	No	Low	Medium	High	
1.0	SCREENING CRITERIA FOR PROPOSED SITE FOR THE PROJECT						
	Is the project site within and/or will it affect the following environmentally sensitive areas?						
1.1	National parks and game reserves						
1.2	Wetlands						
1.3	Productive traditional agricultural/grazing lands						
1.4	Areas with rare or endangered flora or fauna						
1.5	Areas with outstanding scenery/tourist site						
1.6	Within steep slopes/mountains						
1.7	Dry tropical forests e.g Brachystegia species						
1.8	Along lakes, along beaches/riverines						
1.9	Within prime groundwater recharge area (characterised by high infiltration)						
1.10	Within prime surface runoff water						
1.11	Near potable drinking water sources						

	SCOPE AND FOCUS OF SCREENING	METHODOLOGY OF SCREENING					PROPOSED MITIGATION MEASURES
		Appraisal of Impacts		Significance of the Impacts			
		Yes	No	Low	Medium	High	
2.0	SCREENING CRITERIA FOR ENVIRONMENTAL IMPACTS DURING IMPLEMENTATION AND OPERATION						
	Will the implementation and operation of the project activities within the selected site generate the following impacts?						
2.1	Loss of trees/vegetation						
2.2	Soil erosion						
2.3	Damage of wildlife species and habitat						
2.4	Increased exposure to agro-chemical pollutants						
2.5	Chemical pollution						
2.6	Nuisance – smell, dust or noise						
2.7	Reduced water quality						
2.8	Increase in costs of water treatment						
2.9	Soil contamination						
2.10	Risk of injuries to workers and communities						
2.11	Siltation of watercourses , dams						
2.12	Loss of soil fertility						
2.13	Increasing incidences of diseases						
2.14	Reduced flow and availability of water for users						
2.15	Long term depletion of water resources						
2.16	Increased incidence of flooding						
2.17	Salinisation or alkalinisation of soils						
2.18	Changes in migration patterns of animals						
2.19	Introduce alien plants and animals in the area						
2.20	Increased incidences of plant and animal diseases						
2.21	Poor waste disposal						
2.22	Increased cases of open defecation						
2.23	Disturbalization of river banks and or drainage systems due to sand mining						
2.24	Creation of borrow pits arising from extracting of construction materials						
3.0	SCREENING CRITERIA FOR SOCIAL AND ECONOMIC IMPACTS	Yes	No	Low	Medium	High	PROPOSED MITIGATION MEASURES
	Will the implementation and operation of the project activities within the selected site generate the following socio-economic costs/impacts?						
3.1	Loss of land for human settlement, farming, grazing						
3.2	Loss of property – houses, agricultural produce, etc.						
3.3	Loss of cultural sites – graveyards, monuments, etc.						

3.4	Interference in marriages for local people						
3.5	Loss of income generating capacity						
3.6	Spread of HIV and AIDS, STDs						
3.7	Changes in human settlement patterns of villages						
3.8	Conflicts over use of natural resources such as water and forest resources						
3.9	Population influx						
3.10	Conflicts over land use and ownership						
3.11	Disruption of important pathways, roads						
3.12	Loss of access to public facilities e.g. classrooms, staff house. etc.						
3.13	Increase in cases of theft and crime						
3.14	Risk of child labour						
3.15	Increase in school drop out						
3.16	Lack of access to public facility by persons with disability						
3.17	Increase in cases of gender based violence						
3.18	Increased competition for public social services						
3.19	Increased prices of local commodities						
4.0	SCREENING CRITERIA FOR POSITIVE SOCIAL AND ECONOMIC IMPACTS	Yes	No	Low	Medium	High	PROPOSED ENHANCEMENT MEASURES
	Will the implementation and operation of the project activities within the selected site generate the following positive socio-economic impacts?						
4.1	Creation of job opportunities						
4.2	Promotion of local skills and knowledge						
4.3	Asset creation						
4.4	Improved transportation						
4.5	Improved standards of living/social status						
4.6	Improved food security						
4.7	Creation of business opportunities						
4.8	Increased income at individual/household level						

OVERALL EVALUATION OF THE SCREENING PROCESS ON THE SITE AND PROJECT ACTIVITY

The result of the screening process would be either the proposed project would be permitted to proceed on the site or the proposed project needs further compliance with EIA requirements. The basis of these options is listed in the table below:

The Proposed Project Activity Can Be Exempted from Further Compliance with EIA Requirements on the Following Observations:	The Proposed Project Activity Needs Further Compliance with EIA Requirements on the Following Observations:
<ul style="list-style-type: none"> Field appraisals indicate that the site of the project will not be within environmentally sensitive areas, protected areas 	<ul style="list-style-type: none"> Field appraisals indicate that the project site is within environmentally sensitive areas, protected areas
<ul style="list-style-type: none"> No families will be displaced from the site 	<ul style="list-style-type: none"> Cause adverse socio-economic impacts
<ul style="list-style-type: none"> Identified impacts are minor, marginal and of little significance 	<ul style="list-style-type: none"> Significant number of people, families will be displaced from the site
<ul style="list-style-type: none"> Mitigation measures for the identified impacts are understood and practiced in the area 	<ul style="list-style-type: none"> Some of the predicted impacts will be long term, complicated, extensive

<ul style="list-style-type: none"> The stakeholders have adequate practical experiences in natural resource conservation and management 	<ul style="list-style-type: none"> Appropriate mitigation measures for some of the predicted impacts are not well known in the area
--	--

Completion by Environmental and Social Officers	
Is This Project Likely To Need An EIA?	YES / NO
Is this Project Likely to require a RAP/ARAP	YES / NO
List A/B Paragraph Numbers	
Date Exempted	
Date Forwarded to FPD	
Names & Signatures of E&S Officers	

Completion by Fisheries Project Director	
Date Received from District Council	
Date Reviewed	
Date of Submission of Project Brief	
Date of Submission of EIA Reports	
Date of Approval /Rejection	

NOTES:

- Once the Environmental and Social Screening Form is completed, it is analysed by experts from the District Environmental Sub-Committee who will classify it into the appropriate category based on predetermined criteria and the information provided in the Form.
- All projects proponents exempted from further impact assessment must be informed to proceed with other necessary procedures.
- All projects recommended for further impact assessment will have to follow procedures outlined in 2008 Environment Protection Agency Act, 2008 on the EPASL's Guidelines for Environmental Impact Assessment.

APPENDIX 2: CHECKLIST FOR THE ISSUANCE OF ENVIRONMENTAL IMPACT ASSESSMENT (EIA) LICENSE



FOR PROJECTS UNDER THE FIRST SCHEDULE OF THE ENVIRONMENT PROTECTION AGENCY ACT, 2010

The developer/proponent is required to undertake the following stages.

Stage One – Registration

1. Proponent/Developer is required to register the project proposal through an application process. The letter is addressed to the Executive Chairperson and copied to the Director for the attention of the EIA Focal Point. This is to expedite the processing of the EIA application.
2. Application and screening forms are issued to the proponent/developer after a payment of two hundred thousand Leones at an account designated for EIA's application fees.
3. The proponent is required to return duly completed forms to the Environment Protection Agency Sierra Leone (EPA-SL).

Stage Two – Screening

1. Project proposal and screening forms are screened to determine whether or not the development proposal should be subject to an EIA and, if so, the level of detail required.
2. This stage of the EIA process is done within two weeks.

Stage Three – Scoping

1. After the project has been classified and a determination is made that the activity requires an environmental impact assessment license the proponent will be required to submit a scoping report on the project.
2. The Agency and proponent will agree on the (Terms of Reference) ToRs before the commencement of the impact studies.
3. Upon receipt of the scoping report, the process for the determination of the ToRs shall be within two weeks.
4. Staff of the Agency will visit the location of the project before approval of the ToRs.

Stage Four – Environmental, Social and Health Impact Studies and Preparation of the Report

1. Upon approval of the ToRs the proponent undertakes the impact studies.
2. The ESHIA report must document clearly and impartially impacts of the proposal, the proposed measures for mitigation, the significance of effects on the environment, and the concerns of the interested public and the communities affected by the proposal. In this regard, management plans including the environmental management plan (EMP), community development and action plan (CDAP), resettlement action plans etc. must be clearly articulated in the document.
3. Upon completion of the impact studies, the proponent should submit eighteen hard and soft copies of the ESHIA report to the Agency for circulation to Board members and professional bodies.

Stage Five – Review of the ESHIA Report

1. The Agency will determine whether the ESHIA report meets the terms of reference provides a satisfactory assessment of the proposal(s) and contains the information required for decision making.
2. The report will be gazetted and circulated to professional organizations for comments by the Agency. The proponent will have to disclose the ESHIA report through publication of dates for disclosure on newspapers, and hold two or more public hearing meetings for public participation in the decision-making process. The placement of the ESHIA report in specific places will enable the affected or interested persons to make comments on the impact studies and submit to the Agency for decision making. Staff of the Agency will also visit the site or operational areas of the project to ascertain the components and content of the ESHIA Report in the review stage.
3. Depending on the location of the project the proponent will be required to make announcements over the media in the local languages

Stage Six – Decision Making

1. This is the stage where the ESHIA report is approved or rejected.
2. The Board of the EPA is vested with the power to approve or reject an application for an EIA. If an application for an EIA license is approved, it will be subject to the terms and conditions, provided by the Board and is issued for twelve months and is subject to renewal.
3. When an application has been rejected by the EPA board, the proponent has a right to seek legal redress.

Stage Seven – Compliance and Enforcement.

This is the implementation stage, environmental monitoring and auditing of the project activities is undertaken to ensure that the terms and conditions of approval of the Environment Impact Assessment license are met in accordance with the Environment Protection Agency Act, 2008.as amended in 2010

Note: EPA-SL should be involved through all these stages for guidance and compliance with the provisions of the EPA Act, 2008.

**APPENDIX 3: ENVIRONMENT PROTECTION AGENCY SIERRA LEONE
REVIEW FORM**

REVIEW OF THE ENVIRONMENTAL IMPACT

ASSESSMENT FOR ...

Name of the project	
Name of company which compiled the EA report	
Date that the EA report was completed	
Name of reviewer	
Address of reviewer	
Date of review	

PREAMBLE AND GUIDE TO REVIEW DOCUMENT

1 STRUCTURE OF REVIEW FORM

This standard review form allows the reviewer to assess an EIA report in a systematic and structured way both in terms of process and content. An explanation of the grading system used in the review is provided in section 2 below and a summary of the findings of the review is presented in section 3. This is followed by the detailed review form, which is divided into the following sections:

1. Methodology followed in the EIA
2. Legal, Policy and Administrative Requirements
3. Description of the project
4. Assessment of alternatives to the project
5. Description of the receiving environment
6. Description of impacts
7. Consideration of measures to mitigate impacts
8. Non-technical summary
9. General approach

2 EXPLANATION OF REVIEW NOTATION

- 2.1 For each question posed in the Review Form, the reviewer considers whether the information is relevant to the project and it is marked Y (yes) or N (no).
- 2.2 If the information is relevant, the reviewer reads the relevant sections of the EIA report and specialist studies and establishes whether the information provided is:
- **Complete or comprehensive (C):** all information required for decision-making is available. No additional information is required even though more information might exist.
 - **Acceptable or adequate (A):** the information presented is incomplete, but the omissions do not prevent the decision-making process from proceeding.
 - **Inadequate (I):** the information presented contains major omissions. Additional information is necessary before the decision-making process can proceed.

3 NARRATIVE REPORT

3.1 Introduction

3.2 Methodology for the review

The Southern African Institute for Environmental Assessment (SAIEA) has a standard Review Form which is used for all EIA and EMP reviews, irrespective of the sector or the location of the EIA/EMP. This form acts as a checklist so that the reviewer can make sure that all pertinent aspects have been covered in the EIA or EMP.

The review was conducted by S/He has ... years experience as an environmental practitioner with specific experience in ... (area or other specialties).

A site visit was ... undertaken as part of the review.

3.3 Summary opinion- Summary appraisal of the EIA report

	Judgement (C/A/I)	Comments
1. EIA Process		•
2. Legal framework		•
3. Description of the project		•
4. Alternatives to the project		•
5. Description of the environment		•
6. Impacts		•
7. Mitigation measures		•
8. Non-technical summary		•
9. General approach and presentation		•

3.4 Conclusion

The overall grading of the EIA report is as follows:

☐

Excellent: The EIA report contains everything required for decision-making on the project. There are no gaps.

☐

Good: The EIA report contains most of the information required as far as it is relevant in the particular circumstances of the project; any gaps are relatively minor.

☐

Satisfactory: The information presented is not complete; there are significant omissions but in the context of the proposed project, these are not so great as to prevent a decision being made on whether the project should be allowed to proceed to the next stage.

☐

Inadequate: Some of the information has been provided, but there are major omissions; in the context of the proposed project these must be addressed before a decision on whether the project should be allowed to proceed can be taken.



Poor: The information required has not been provided or is far from complete and, in the context of the proposed project, the omissions must be addressed before a decision on whether the project should be allowed to proceed can be taken.

Key questions	Yes	No	Partially	Don't know
Does the EIA report comply with the Terms of Reference?				
Does the EIA report comply with the legal requirements for EIA in the country?				
Did the EIA process include genuine public participation?				
Were the consultants unduly influenced by the proponent or the Authorities?				
Did the EIA report focus on the most important issues?				
Is the EIA report of acceptable quality?				
Will the EIA report help to make a more informed decision about the project?				

DETAILED REVIEW

	Relevant? Yes/No	Judgement (C/A/I)	Comments
1. METHODOLOGY			
1.1	Does the report clearly explain the methods used in the EIA, public participation process and in each specialist study?		
1.2	Does the report set out the assumptions and limitations of the study?		
1.3	Did the EIA process include genuine stakeholder consultation?		
1.4	Have the views of stakeholders been meaningfully incorporated into the findings of the EIA?		
1.5	Does the report include lists of interested and affected parties consulted, as well as their original submissions and comments?		
2. LEGAL, POLICY AND PLANNING REQUIREMENTS			
2.1	Have the relevant international treaties, conventions and agreements been listed with reference to where and how these obligations have been met on this project?		
2.2	Have the relevant policies, laws and regulations of the country been listed, with reference to project compliance?		
2.3	Have the relevant standards and guidelines for compliance been listed?		
2.4	Have local, regional and national plans e.g. SEAs, structure plans, integrated development plans, environmental action plans, zoning plans been reviewed in order to place the project into context?		
3. DESCRIPTION OF THE PROJECT			
3.1	Has the land required for the project and any affected surroundings, been described and shown on a map?		
3.2	Have the activities in each project phase been described: construction, operation, decommissioning and closure.		

	Relevant? Yes/No	Judgement (C/A/I)	Comments
3.3 Have all the project components been described, including transport, other activities or infrastructures?			
3.4 Have the proposed technologies been described, with a motivation as to how they comply with BATNEEC and BEO principles?			
3.5 Have the social issues related to the project been described e.g. number of employees, % from local community, skills breakdown, transportation, accommodation, support services, recreation facilities etc?			
<i>Project inputs</i>			
3.10 Are the nature and quantities of materials needed during construction and operation, clearly indicated - e.g. water, power, lubricants, raw materials, ore, structural components, fill, etc?			
3.11 Have the sites from where these materials will be sourced, been described?			
3.12 Have the means of transporting materials, products, workers and visitors to and from the site during construction and operation, been explained?			
<i>Waste and emissions</i>			
3.13 Have the types and quantities of waste that will be generated been estimated e.g. air emissions, liquid effluent, solid waste, runoff, noise, odour?			
3.14 Has a risk assessment been performed, including estimates of probability, exposure pathways, and consequences?			
3.15 Does the report discuss ways in which wastes can be reduced, recycled or re-used?			
3.16 Have the ways in which wastes will be stored, handled or treated prior to disposal been explained?			
3.17 Has the receiving environment for any wastes been identified and			

	Relevant? Yes/No	Judgement (C/A/I)	Comments
described?			
4. ALTERNATIVES			
4.1	Were strategic alternatives to the project considered in the EA?		
4.2	Does the EIA assess various “within-project” alternatives (e.g. design, location)		
4.3	Are the reasons for selecting the proposed alternatives adequately described?		
4.4	Has a prediction of the likely future environmental conditions in the absence of the project been developed (no go option)?		
5 (a). DESCRIPTION OF THE RECEIVING ENVIRONMENT - BIOPHYSICAL			
5.1	Have the areas likely to be affected by the project, been indicated on suitable maps?		
5.2	Have the land uses on the project site(s) and in the surrounding areas been described and assessed?		
5.3	Have the <i>biophysical</i> components of the environment likely to be affected, been described sufficiently for the prediction of impacts?		
5.3.1	<i>Climate</i>		
5.3.2	<i>Geology, topography</i>		
5.3.3	<i>Soils (incl. agricultural and rehabilitation potential)</i>		
5.3.4	<i>Topography (slopes)</i>		
5.3.5	<i>Surface hydrology</i>		
5.3.6	<i>Groundwater</i>		
5.3.7	<i>Hydrochemistry</i>		
5.3.8	<i>Air quality</i>		
5.3.9	<i>Flora</i>		
5.3.10	<i>Terrestrial fauna</i>		

	Relevant? Yes/No	Judgement (C/A/I)	Comments
5.3.11 <i>Aquatic ecology</i>			
5.4 Has the EIA Report consulted the latest literature / reports / data relevant to the study?			
5 (b) DESCRIPTION OF THE RECEIVING ENVIRONMENT – SOCIO-ECONOMIC AND CULTURAL			
5.5 Have the <i>social</i> components likely to be affected by the project been described sufficiently for the prediction of impacts?			
5.4.1 <i>Social structure and demographics</i>			
5.4.2 <i>Skills</i>			
5.4.3 <i>Employment</i>			
5.4.4 <i>Community facilities and services</i>			
5.4.5 <i>Settlement patterns</i>			
5.4.6 <i>Health</i>			
5.6 Have the <i>cultural</i> components of the environment been described sufficiently for the prediction of impacts?			
5.5.1 <i>Sites of spiritual and/or religious significance</i>			
5.5.2 <i>Sites of cultural and/or archaeological significance</i>			
5.5.3 <i>Aesthetics</i>			
5.7 Have the <i>economic</i> components of the environment likely to be affected by the project been described sufficiently for the prediction of impacts?			
5.6.1 <i>Local, regional livelihoods</i>			
5.6.2 <i>Poverty level</i>			
5.8 Has the EIA Report consulted the latest literature / reports / data relevant to the study?			

	Relevant? Yes/No	Judgement (C/A/I)	Comments
6. DESCRIPTION OF IMPACTS			
Impact Identification			
6.1	Have direct and indirect effects of the project been clearly explained?		
6.2	Have the above types of impacts been investigated in so far as they affect the following:		
6.2.1	<i>Air quality</i>		
6.2.2	<i>Surface Water</i>		
6.2.3	<i>Ground water</i>		
6.2.4	<i>Soils</i>		
6.2.5	<i>Noise</i>		
6.2.6	<i>Landscape</i>		
6.2.7	<i>Biodiversity</i>		
6.2.8	<i>Historic and cultural heritage (tangible and intangible heritage)_</i>		
6.2.9	<i>Land use</i>		
6.2.10	<i>People and communities</i>		
6.2.11	<i>Health</i>		
6.2.12	<i>Sense of place (aesthetics and visual impact)</i>		
6.2.13	<i>Transportation and traffic</i>		
6.2.14	<i>A neighbouring country</i>		
6.3	Are cumulative impacts considered?		
6.4	Has consideration been given to impacts arising from accidents, emergencies, unusual conditions?		
Magnitude and significance of Impacts			
6.5	Are impacts described in terms of their extent?		
6.6	Has the timescale of impacts been considered (short, medium or long term, reversible or irreversible)?		

6.7	Where possible, have impacts been expressed in quantitative terms?			
6.8	Does the information include a clear indication of which impacts may be significant and which may not?			
6.9	Have the magnitude, location and duration of the impacts been discussed in the context of the value, sensitivity and rarity of the resource or environment?			
7. MITIGATION				
<i>Description of mitigation measures (in EIA)</i>				
7.1	Has the mitigation of negative impacts been considered and, where feasible, have specific measures been proposed to address each impact?			
7.2	Where mitigating measures are proposed, has the significance of any impact remaining after mitigation been described?			
7.3	Is it clear to what extent the mitigation methods are likely to be effective?			
7.4	Has the EIA report clearly explained what the costs of mitigation are likely to be, and compared these to the benefits (including the costs of non-mitigation)?			
Commitment to Mitigation				
7.5	Have details of how the mitigation been presented in an Environmental Management Plan?			
Monitoring Proposals				
7.6	Has the EIA proposed practical monitoring arrangements to check the environmental impacts?			
7.7	Have indicators been proposed to track impacts and trigger management intervention?			
Environmental Effects of Mitigation				
7.8	Have any negative effects of mitigation measures been investigated and described?			
8. NON-TECHNICAL SUMMARY				
8.1	Is there a non-technical summary that will easily be understood by a lay-person?			

8.2	Does the summary contain a description of the project and the environment, an account of the main issues and mitigation measures, and a description of any remaining impacts?			
8.3	Does the summary include a brief explanation of the overall approach and the public participation?			
8.4	Does the summary indicate whether the project is or is not environmentally acceptable			
9. GENERAL APPROACH				
<i>Organisation of the information</i>				
9.1	Is the information logically arranged in sections?			
9.2	Is there a table of contents?			
9.3	Have all references to other studies been listed?			
9.4	Does the report contain the Terms of Reference for the EIA?			
9.5	Are the credentials and qualifications of the report authors and specialists presented?			
<i>Presentation of the information</i>				
9.6	Has information been offered to support all conclusions drawn?			
9.7	Has information been presented using maps, tables and graphical material?			
9.8	Are the maps at an appropriate scale, show co-ordinates, north sign, scale and relevant features?			
9.9	Has superfluous information been avoided?			
9.10	Has emphasis been given to significant impacts and controversial issues?			
9.11	Is the information objective?			
9.12	Are all the specialist studies and appendices present?			

APPENDIX 4: CHANCE FINDS PROCEDURE

For the purposes of this project, Chance Find is defined as potential cultural heritage objects sites and locations of cultural importance that are encountered unexpectedly during project implementation, and these may be made by any member of the Project.

The Chance Finds Management outlines the mitigation measures and commitments, as well as the responsibilities, monitoring, auditing and implementation schedule in relation to Chance Finds for cultural heritage during all phases of the Project. It is designed in preparation for any ‘chance’ or accidental finds during the project in recognition of World Bank ESS8.

In the event of a Chance Find the contractor will ensure that the procedure listed below is followed.

Chance Finds Handling Procedure

Measure/commitment	Responsible person	Action
Immediate temporary suspension of work at the site	EHS Officer/Site Manager	Reports Chance Finds to Site Manager
Alerting the personnel and Cessation of work in the vicinity of any Chance Finds	Site Manager	Invites local archaeologist
Verification of the Chance Finds	Site Manager	Chance Finds verification done by archaeologist
Notification to Environmental Consultant and MFMR	Contractor’s EHS Officer	Notify Environmental Consultant and MFMR
Consult with the Monuments and Relics Commission (MRC) that are entrusted with the protection of cultural heritage in Sierra Leone	Environmental Consultant and Environmental Consultant and MFMR	Environmental Consultant and MFMR to ensure that MRC is involved at every stage in the handling of the relic
Consult with affected communities, who use, or have used within living memory, the cultural heritage for longstanding cultural purposes to identify cultural heritage of importance	Environmental Consultant and Environmental Consultant and MFMR	Incorporate into MFMR’s decision-making process the views of the affected communities on such cultural heritage
Specification of temporary storage and protection means of finds	Environmental Consultant and Environmental Consultant and MFMR	All activities involved in the handling and transport of the Chance Finds will be supervised by the archaeologist, but coordinated by the Contractor’s EHS Officer
Move the finding to the temporary storage	Environmental Consultant and Environmental Consultant and MFMR	Same as above

Removal of Cultural Heritage

- Most cultural heritage is best protected by preservation in its place, since removal is likely to result in irreparable damage or destruction of the cultural heritage. The contractor will not remove any cultural heritage!
- Any removal of cultural heritage will be under the supervision of MRC, with technical advice from a certified archaeologist.

Cultural Heritage Assessment and Management

- Should there be need for an assessment of the significance of a possible cultural heritage, the services of an archeologist will be sought.
- A phase of assessment is considered important in assessing the significance of a possible cultural heritage site.
- It will comprise a desk-based study of literature, consultation records, and interviews with informants in the community, a wide-area survey, or trial trenching. A survey normally includes either walking ploughed fields in transects or digging shovel test pits at the same intervals. The soil from the test pits is sifted through 6 mm mesh to look for artefacts. If artefacts are found, the next stage of investigation is usually digging and sifting a spaced grid of test pits to determine how large or significant the site is. As these project areas are small, the survey and trenching are relatively easy to complete.

a) Contractors Responsibility

The EHS Officer of the contractor have the overall responsibility for ensuring the implementation of the Chance Finds Procedure for Cultural Heritage. Provision will be made for handing over cultural resources uncovered during works to the Monuments and Relics Commission through the MFMR and Environmental Consultant. The Monuments and Relics Commission is the main statutory body responsible for the protection of cultural heritage in Sierra Leone. Furthermore, the EHS Officer has the responsibility for instructing the contractor in marking and fencing important cultural sites encountered during work periods.

MFMR and the Environmental Consultant will also ensure regular monitoring of the contractor's compliance (during construction or repair works) with all national legislation pertaining to cultural heritage in Sierra Leone.

APPENDIX 5: STAKEHOLDER CONSULTATIONS

Report and Minutes of Consultation Meetings held at Konakridee on the 22nd and 26th March 2020 in Respect of Fisheries Infrastructural Development in the Community by the Ministry of Fisheries and Marine Resources

The Ministry of Fisheries and Marine Resources has plans to support the construction of an integrated fish landing site cluster at konakridee that would attract private sector investment in cold rooms, ice plants, improved fish smoke oven and raised platforms and water and sanitation facilities for hygienic landing and processing of fish caught and landed by artisanal fishers in the northern fishing communities of Konakridee, Yeliboya, Kortimaw, Bailor, etc. This infrastructural development was first planned for in the first phase of the WARFP, but was not achieved and now proposed to be supported under the restructured GEF AF project.

These consultation meetings were held with stakeholder communities to identified the community people's perceptions, concerns, and more importantly identified how the project may affect the community people and incorporate their views in the planning of the project implementation.

The first meeting was held on the 22nd of march 2020 at the Fisheries outstation office of the Ministry of Fisheries and Marine Resources at Konakridee. Twenty three people comprising the Town chief, section chief, chief imam, land owners and the chair lady and members of the community management associations of Konakridee attended this meeting (see attendance list in Annex 1)

The meeting was called to order at about 10:15 am and the chief imam was requested by the chief to lead the meeting participants in prayers. After the prayers, the Fisheries out station officer inform the gathering about the purpose of the meeting highlighting the Ministry of Fisheries' plan to undertake part of the infrastructural development that was originally planned in the phase 1 of the WARFP, pointing out that because the GEF AP project do not have much money, the road component of the infrastructural development will not be undertaken this time, but that water and sanitation, improved fish smoke ovens, raised platforms water and sanitation and a fish landing site facility attractive to private sector investment would be constructed. The fisheries officer informed the meeting that the purpose of the meeting was to discuss with stakeholders, whether they like the project, and if so identify how the project may benefit or affect them and what can be done to mitigate against negative impacts of the project on the communities.

After the opening statement of the Fisheries officer, the chief thanked him on behalf of his people and prayed that this time round the ministry of fisheries succeed in the implementation of the project. The chief expressed delight that his people are very happy for this project and said that although they would have loved the road and the landing site cluster to be constructed at the same time, they are happy that at least the landing site with water and sanitation facilities would be highly appreciated in the first instance, and by God's power, the government will acquire additional support/project to do the road construction, which would make Konakridee more attractive to private sector investment.

With respect to the land allocation, the chief said even if his house was in the area that government want to develop the fisheries infrastructure, he would move and give the house to government, so that government will bring development to his township, and that he expects everybody in Konakridee to do the same thing, but that if anybody has an opposing view, he or she can say so now at this meeting, so work can be sent to the government.

At this point, the meeting attendees asked to go and hang heads and come up with a unified response that can be communicated to government. The Chief allowed them to go out and hang heads. When they return to the meeting after 15 minutes, their representative reported that the government (Ministry of Fisheries and Marine Resources) send someone to come and identify the land that is required for the fisheries infrastructural development, so that they would call the land owners that would be affected and determine the condition on which these owners would be willing to relinquish their property to government for national development and the general good of the township and adjacent communities.

The Chief thanked his community people and asked the fisheries officer to communicate his people's message to the ministry. The fisheries officer assured the meeting that he would communicate this to the ministry and the first meeting was closed with prayers. The Fisheries officer communicated this to the project coordinator, and another meeting was quickly reschedule for Thursday 26th, so that the ministry would send an engineer/surveyor to identify the plot of land that would be required for this development.

On the 26th of March, Mr. Lamin Daboh representing the Ministry of Fisheries and Marine Resources and Dr. Salieu Sankoh, national Coordinator of the WARFP GEF AF project travelled to Konakridee to continue with the consultations and to identify the land that would be required by the ministry for the fisheries infrastructure development. The Team went with a surveyor from Lungi and joined the outstation fisheries officer based in Konakridee.

The second Konakridee consultative meeting with local authorities and land owners was held at the town chief's house on the 26th March and attended by 27 stakeholders comprising of the Town chief, section chief, chief imam, land owners and the chair lady and members of the community management associations of Konakridee attended this meeting (see attendance list in Annex 2)

The meeting was called to order at 10:30 am and started with Muslim prayers. After the prayers, Mr. Alhajie Lamin Daboh introduced the team from MFMR Freetown and Mr. Lamin M. Kamara introduced the community members that attended the meeting.

After the introductions, Dr. Sankoh explained the purpose of the meeting, which was to have further consultations with community stakeholders and identified the land of interest for the fisheries infrastructural development in konakridee.

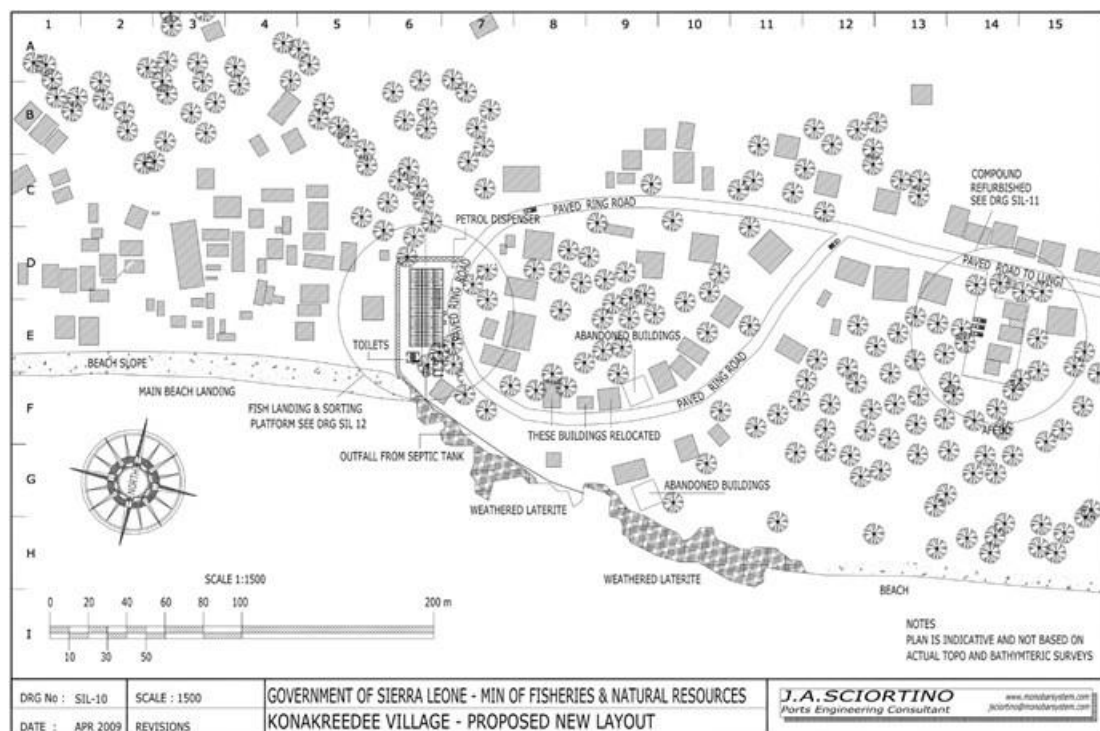
Dr. Sankoh in his explanation, outlined the planed infrastructure and explained that these are fixed assets that would be located in Konakridee for use by the people of Konakridee and adjacent communities. He said the Global Environmental Facility provided the grant through the World Bank to the Ministry of Fisheries and Marine Resources. He highlighted the fact that the funding is small amount, so the road construction that was planned in the first phase of the project could not be funded under this support, and that the time is very short to accomplish this construction activity, so the ministry would really appreciate a speedy conclusion of the

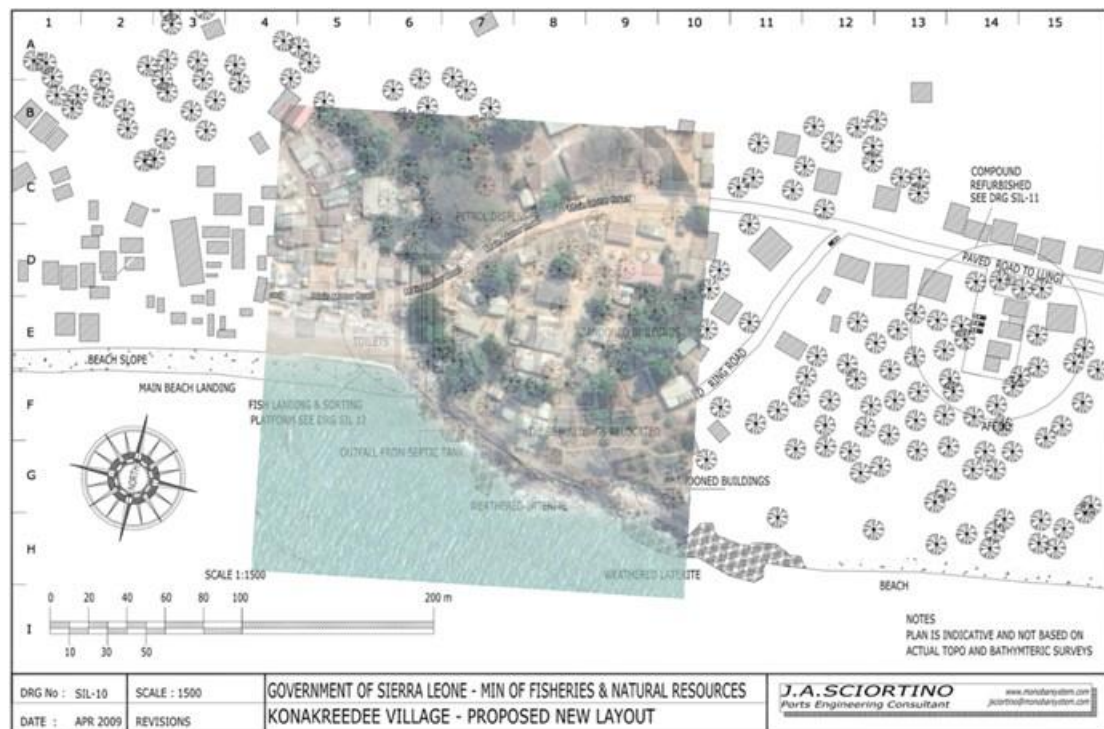
land acquisition process and identification of the project affected persons, as this may affect release of funds by the Bank to the government of Sierra Leone.

Dr. Sankoh further disclosed that the World Bank expects the government of Sierra Leone to provide the land for the fisheries infrastructure development, so if the people of Konakridee were going to donate the land for the project, it would be to the government of Sierra Leone and the general Konakridee community, as the facility to be constructed would remain in konakridee for use by the people of Konakridee and adjacent communities of Bailor, Yeliboya and Kortimaw.

The town chief, Pa Adikalie Suma, thanked Dr. Sankoh immensely and said that he had discussions with his people who own the land and that the people are very willing to give the land to government for the development of their community. The community elders and land owners advised that we go and identified the exact land that we want, so we all went to see the land together with the surveyor, who was going to measure the land area and draw a plan for the land to be signed by the land owners and the chiefs, so that an agreement would be signed to legalise the land donation process.

At the land site, Dr. Sankoh showed the following preliminary drawings for the proposed landing site construction:



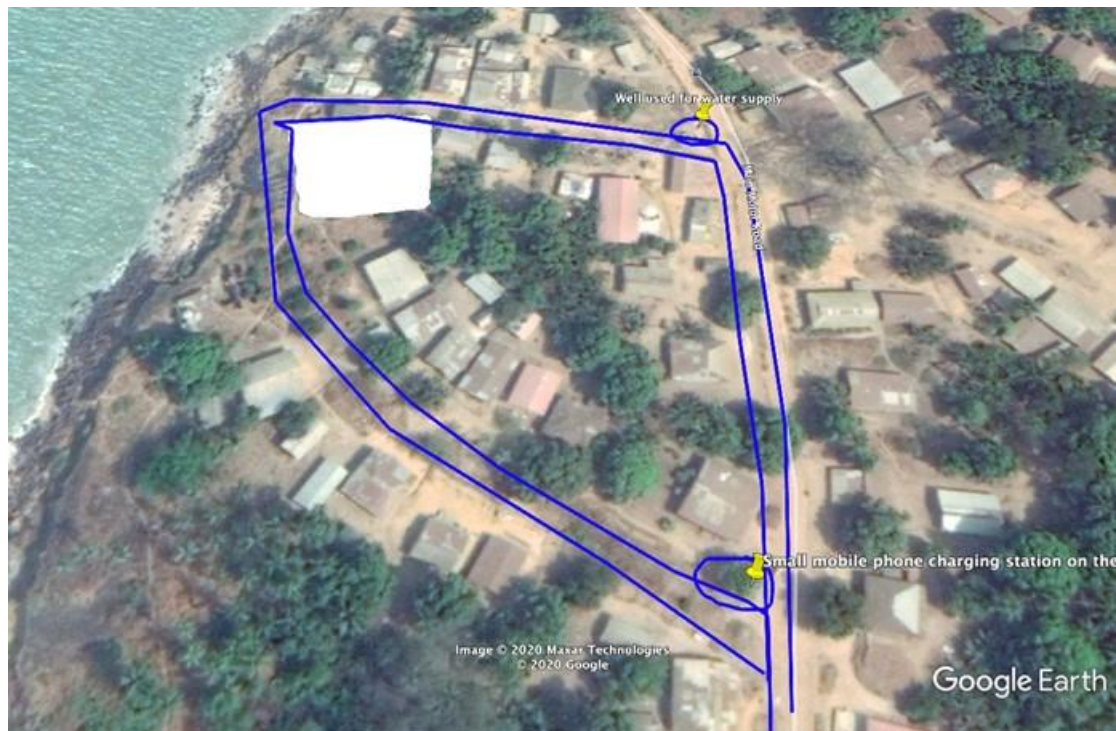


Upon visiting the site, we recorded that there are now about 14 houses at the area where the fisheries infrastructure was originally planned. The land owners therefore advised that the plan be slightly modified, so that the empty land close to the sea cliff can be utilized, so there would be no need to displacement of people or resettlement



The following was then suggested by the community people and the land plan is in the process been drawn by the surveyors

The following is the land that the people are willing to allocate to the Ministry for the fisheries infrastructure development



With this the only structures that would be displaced are the mobile phone charging station and the water well. Both will interfere with the loop road.

Considering that the fish smoke oven constructed at Tombo under the Iceland project has a mobile phone charging facility and in the Konakriddie project, there is provision for water and sanitation facilities to be provided, loss of a water well and removal of the mobile charging station on the ring road can easily be replaced under the planned project.

Even if the government decides to compensate the community for the well and the mobile phone charging station, these are modest compensation packages that can easily be handled by the government of Sierra Leone.

Annex 1: Attendants list for the consultation meeting of 22nd March, 2020

SN	Name	Position
1	Pa. Adikalie Sumah	Town Chief
2	Pa. Sayo Sumah	Town Chief
3	Mr. Foday Lamin Kargbo	Town Chief
4	Mr. Alhaji Soso Sumah	Town Chief
5	Mr. Yusifu Sumah	Town Chief
6	Mr. N'Sorie Sumah	Town Chief
7	Mr. Adikalie S. Sumah	Town Chief
8	Mr. Alhaji Ibrahim Sumah	Town Citizen/ D/ Observer
9	Mr. Lamin M. Kamara	Enumerator
10	Mr. Alpha Mansaray	F/ Assist.

Annex 2: Attendance list for the consultation meeting of 26th March, 2020.

No.	Name	Title
1	Dr. Salieu K. Sankoh	WARFP Coordinator
2	Alhaji L. Daboh	Ag Senior Fisheries officer
3	Amara Johnson	Fisheries officer
4	Adikalie S. Sumah	Community member
5	Mohamed Y. Sumah	Youth
6	Mohamed Dumbuya	Tailor
7	Alie O. Kargbo	Teacher
8	Foday Kamara	Community member
9	Pa Yusifu Sumah	Stakeholder
10	Pa Foday Lamin Kargbo	Stakeholder
11	Alhaji I. Sumah	Fisheries worker
12	Kabba S. Sumah	UNDP Focal person
13	Osman K. Kamara	Community Electrician
14	Pa Seray Modu Sumah	Chief Inman
15	Pa Sayo Sumah	Town Elder
16	Pa Kargbo Janneh Kamara	Dist. Master fishermen
17	Abu Bakarr Bangura	P.L.D.C Assistant Valiator
18	Amara Neto Turay	Surveyor
19	Alpha Mansaray	F/Asst. K/Dee O/Station
20	Lamin M. Kamara	Fisheries Enumerator/Dock Obser.
21	Pa Adikalie S. Sumah	Town Chief
22	Maylie Sumah	Community Member
23	Foday Sumah	Community Member
24	Mohamed C. Kargbo	Community Member
25	Mohamed A. Mansaray	Community Member

Annex 3: List of Land Owners for the land that would be needed for the fisheries infrastructure development

No.	Names
1	Pa Adikalie Fofanah
2	Mrs. Salamat Fofonah
3	Mr. Samuel F. Sesay (Late)
4	Pa Komrabai Kamara (Late)

5	Yamyatu Co-operative store
6	Pa Alpha Sesay (Late)
7	Mr. Kolefa Bangura
8	Mr. Dambalai Conteh
9	Mrs. Fatu Kanu

Annex 4: Original minutes of the meeting of 22nd March 2020,
attendance list and land owner's list

MINUTES OF ENGAGEMENT MEETING OF OWNERS OR LAND LORD - SUNDAY 22nd MARCH, 2020

The meeting was held at the MFMR, District Office at Konakri-Dee. The theme of the meeting was to sound the views/opinion of the said people in respect of the portion of land situated at Wharf Road - Konakri-Dee.

Present at the meeting were:

- | | |
|--------------------------|-------------------------|
| - Pa. Adikalie Sumah | - Town Chief |
| - Pa. Sayo Sumah | - Town Elder |
| - Mr. Foday Lamin/Kargbo | - " " |
| - " Alhaji Soso Sumah | - " " |
| - " Yusuf Sumah | - " " |
| - " N'Sorie Sumah | - " " |
| - " Adikalie S. Sumah | - " " |
| - " Alhaji Ibrahim Sumah | - Town Citizen |
| - " Lamin M. Kamara | - Enumerator/D/Observer |
| - " Alpha Mansaray | - F/Asst./Enu. |

In the meeting vital issues were discussed in order to give the said portion of land to the MFMR/World Bank for the intended purpose.

This in view, Mr. Adikalie S. Sumah suggested that let the Chief, Pa. Adikalie Sumah invite all those who owned broken structures on the said land to sound their views/opinion. Therefore, all those present supported the idea. ~~for~~ a meeting to be held tomorrow 23rd March 2020 in the morning hours.

Besides, Chief Pa. Adikalie Sumah reminded his brothers about a promise made to them couple of years back to compensate owners of the structures on the land. Chief said this was done when the two (2) experts (engineers) from Ghana visited Konakri-Dee Community.

The Chief then instructed the team to visit the site/portion of land for certainty and to take note of the names of all those concerned. Unanimously, we went there and work on his instruction.

As per the Meeting this Morning ^{23/03/2022} all those concerned agreed to give/let out the portion of land on Compensation basis for development purposes. The Chief thanked them too much for their commitment towards the propose project. In the light of this, Chief Pa. Adikalie Sumah is calling on MFMR/World Bank to speedily work on the project for the benefit of Konakrida and the Country.

Above all, the Under Mentioned questions arise during the Meeting :-

- Mr. Adikalie S. Sumah said if the propose project is going to be a Community own project?
- Mr. Aihagi Soso Sumah said if/what would be the Town/Stockholders benefit?
- Mr. Adikalie S. Sumah said what would be the percentage rate for the Community in terms of employment?

Thus, the Meeting ended with prayer in Mushin.

Note: Again, Chief Pa. Adikalie is requesting the MFMR/World Bank to send the engineers to come and identify the portion they need most.

LAND OWNERS

1. Mr. Adikalie Fafanali
2. Mrs. Salamatu Fafanali
3. Mr. Koumbai Kamara (Late)
4. Mr. Samuel F. Sesay (")
5. Yamyatu Co-operative Store
6. Mr. Alpha Sesay (Late)
7. Mr. Kolega Brungara
8. Mr. Dambalai Conteh
9. Mrs. Fatu Kani

ENGAGEMENT MEETING

26/03/2020

The Meeting was held at Chief Mr. Adikalie Samah's Varanda - Kouakridae Thursday 26/03/2020.
The purpose of the Meeting was to sound the views of the landowners in respect of a portion of land situated at Wharf Road.

Before the commencement of the Meeting, Mr. Daboh gave a traditional gift (BORAH) as it's the tradition in our setting.

Chief, Mr. Adikalie welcomed the gathering warmly. Thereafter, a silent prayer in Muslim was done individually. Then Mr. Daboh asked Dr. Sankoh to deliver his Message after he did introduce the team from MFMR and the Outstation Staff.

In response, Dr. Sankoh told the Meeting that W/Bank instructed him to come and engage with the landowners in respect of the long awaiting project. He said he found it harder to do as for the project to become a reality in Kouakridae. He said but candidly World Bank is not responsible to compensate any body for a single piece of land for developmental purposes. He said people should not eager for any immediate benefit but should be thinking for future gains/benefit. He said govt. has to do it.

Dr. Sankoh asked everybody to be praying for the reality of propose project in Kouakridae because he said it was not easy for him to gain the attention/interest of the benefactor. He said actually they have agreed to support the project and it's a Community project. Dr. Sankoh really told the gathering/landowners that the said project cannot commence without legal documents from the stakeholders/landowners.

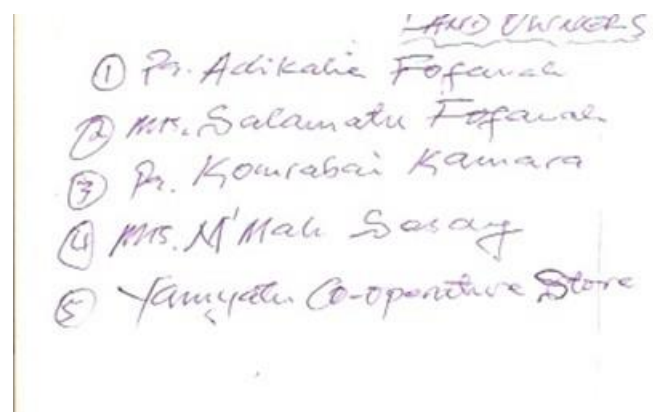
Mr. Daboh in his response said they have already come with surveyors for the said land.

This in view, the Chief responded that they are fully committed and ready to give the land for the intended purpose.

Above all, the team moved to the said portion of land for thorough identification/Verification present at the Meeting were:

See attendance list

Annex 6: Original List of land owners and meeting attendance
recorded during the meeting of 26th March 2020



KONAKRI-DEE COMMUNITY
ATTENDANCE LIST

NO	NAME	TITLE	SIG.
1	Dr. Salieu K. Sambo	WARFP Coordinator	
2	Achaji, I. Dabba	Senior Ag. Fisheries Officer	
3	Amara Johnson	Fisheries officer	
4	Abdulkali S. Sumah	Community member	
5	Mohamed Y. Sumah	Youth	
6	Mohamed Jamsuqa	Tailor	
7	Alie O. Diangbo	Teacher	
8	Foday Kiamara	Community member	
9	Pa Yusifu Sumah	Stakeholder	
10	Pa Foday Laminu Diangbo	Stakeholder	
11	Alhajie I. Sumah	Fisheries worker	
12	Karaba S. Sumah	U.N.D.P focal person	
13	Osman K. Kamara	Community Elector	
14	Pa Seray Modu Sumah	Chief Imam	
15	Pa Sayo Sumah	Town elder	
16	Pa Kangbo Jammeh Kamara	Dist. Master fisherman	
17	Abu Bakare Bangura	P.L.D.-C Assistant Valuator	
18	Amara Nete Turay	Surveyor	
19	Alphus Mansaray	Dist. K/Dia of station	
20	Lamin M. Kamara	Fisheries Enumerator/bock GS.	
21	Pa Achikalie S. Sumah	Town chief	
22	Maylie Sumah	Community member	
23	Foday Sumah	Community member	
24	Mohamed O. Khorgbo	Community member	
25	Mohamed A. Mansaray	Community Member	

Annex 7: Letter to Director of fisheries for the nomination of an officer to represent the MFMR in the consultations



MINISTRY OF FISHERIES AND MARINE RESOURCES

West Africa Regional Fisheries Programme-Sierra Leone (WARFP-SL)

Ministry of Fisheries and Marine Resources

7th Floor Youyi Building

Brookfields, Freetown

Sierra Leone

Wednesday, 25 March 2020

The Director of Fisheries,

Ministry of fisheries and Marine resources

7th Floor Youyi Building

Brookfields

Freetown

Dear Madam,

Consultations with the Community Stakeholders at Konakridee in respect of the Integrated Fish Landing Site Cluster

Recalling that during the online meeting between the Ministry of Fisheries and Marine Resources and the WB task team on the 2nd of March, 2020, we had agreed that the infrastructural development proposed under the GEF AF project restructuring is now to be undertaken at Konakridee, the WB team is now in the process of finalising the restructuring paper, which requires the development of an Environmental and Social Management Framework (ESMF) document. The ESMF document preparation in turn partly involves consultations with stakeholders (project implementers, beneficiaries and project affected persons)

On the above note, the WB Task team has requested that the Ministry of Fisheries and Marine Resources conduct those consultations quickly and furnish the Bank with reports and minutes of those consultations. The Konakridee outstation officer has held one of those meetings on the

22nd March and has been requested to convey to the ministry that the land that would be required for the fisheries infrastructural development by the ministry be identified

I am therefore requesting that the Director nominates ministry personnel that would visit Konakridee tomorrow Thursday, 26th, 2020 to conduct the said consultations and identify the land that would be utilised for the fisheries infrastructure development.

The visiting team will return back to Freetown tomorrow in time to send the report to the WB on Friday 27th March. Thanking you very much in advance for your support of the project implementation

Yours faithfully

Salieu Kabba Sankoh

National project coordinator (WARFP-SL)

Cc: The Hon. Minister of Fisheries and Marine Resources.

The Deputy Minister of Fisheries and Marine Resources

The Permanent Secretary, MFMR

The Deputy Director, MFMR