



Additional Financing Appraisal Environmental and
Social Review Summary
Appraisal Stage
(AF ESRS Appraisal Stage)

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BASIC INFORMATION

A. Basic Project Data

Country	Region	Borrower(s)	Implementing Agency(ies)
Sierra Leone	WESTERN AND CENTRAL AFRICA		
Project ID	Project Name		
P180035	Sierra Leone PSSNYE Project First Additional Financing		
Parent Project ID (if any)	Parent Project Name		
P176789	Productive Social Safety Nets and Youth Employment		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Social Protection & Jobs	Investment Project Financing	4/24/2023	5/16/2023

Proposed Development Objective

The objective is to improve access to social safety nets and income generating opportunities for targeted beneficiaries and to provide immediate and effective response to an eligible crisis.

Financing (in USD Million)	Amount
Current Financing	40.00
Proposed Additional Financing	2.00
Total Proposed Financing	42.00

B. Is the project being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?

No

C. Summary Description of Proposed Project [including overview of Country, Sectoral & Institutional Contexts and Relationship to CPF]

Sierra Leone’s sustained economic growth has been constrained by (i) exposure to multi-dimensional exogenous shocks (economic, epidemic, climatic); (ii) fragile institutions; and (iii) limited fiscal space. Agriculture and mining



account for two-thirds of all economic output. Since the 2010s, the economy has been affected by back-to-back crises, interspersed with periods of short-lived recovery: the Ebola epidemic (2014-16), the collapse in global commodity prices (2015-16), the mudslide in Freetown (2017), the COVID-19 pandemic (2020), and the implications of the war in Ukraine (March 2022 onwards). During 2021, the economy grew by 4.1 percent, supported by a recovery in agriculture, mining and private consumption demand. During 2022, headline inflation accelerated to a decade-high of 30 percent (year-on-year) by July, compared to an average of 12 percent during 2021. High food and fuel inflation has had significant social impacts. According to the World Food Programme (2022), about 73 percent of Sierra Leoneans are food-insecure. Using the 2017 PPPs (at \$2.15/day), the poverty rate is estimated to have increased during the pandemic in early 2020. Fiscal pressures have intensified. In response to COVID-19, the deficit rose from 3.1% of GDP in 2019 to average 6.2% of GDP during 2020-21. During 2022, inflationary pressures have prompted authorities to increase energy subsidies and cash transfers to vulnerable households, slowing the planned fiscal consolidation.

Social protection (SP) is a critical policy instrument in Sierra Leone to address the multiple risks and vulnerabilities faced by citizens. Despite the efforts by the government in recent years, gaps in coverage of SP programs remain a concern, with COVID-19 further leading to stagnation in poverty reduction - including leaving more than 40 percent of the extreme poor households without any support. Moreover, the country has high proportion of youths who are Not in Education, Employment or Training (NEET), with female youth suffering high NEET rates compared to male youth. The share of youth who are NEET is considerably higher for youth (18 percent) compared to non-youth (13 percent) and NEET rates are particularly high among female youth (19 percent) and urban youth (22 percent). High NEET rates among female youth particularly arise from two main sources: (i) lack of access to financial resources; and (ii) domestic responsibilities. Women and Persons With Disabilities (PWDs) face a number of other constraints in the Sierra Leone labor market. A review of current programs that aim to advance the agenda of youth employment in the country identified gaps that the proposed project will address, especially with regards to inclusion of participants from outside of Freetown and of women and PWDs.

The Government of Sierra Leone (GoSL) has also taken important steps to improve the coordination of the SP sector. It has also taken important strides toward improving youth employment outcomes in recent years and has established the Ministry of Youth Affairs (MoYA) and the National Youth Commission (NaYCOM) to implement policies on youth empowerment. Several government and donor agencies are also working on advancing the issue of youth employment. Several Bank supported complementary projects are also supporting the SP, youth, inclusion, and climate change related agenda in the country.

Building on the successes of the existing Social Safety Nets (SSN) project, the proposed project will support parent PSSNYE project supports the government of Sierra Leon GoSL e to: (i) scale up the existing cash transfers support to extreme poor households who are more likely to reside in areas disproportionately affected by climate-induced disasters due to overexposure, vulnerability, and lower ability to cope and recover; (ii) introduce an integrated package of livelihood services to support build a foundation towards transition the extreme poor households out of poverty; (iii) provide productive public works opportunities to the growing number of youth in the country that not only to support them with short-term employment opportunities but also cater to the needs of the environment and help in climate change mitigation and adaptation; (iv) introduce support to the urban youth to support strengthen or create new entrepreneurship through business grants and training; (v) establish a platform that connect youth with employment, empowerment, and training opportunities; and (vi) continue to build the capacity of implementing



agencies for future implementation of social protection and jobs related programs in the country through institutional strengthening, coordination and capacity building.

The proposed projectparent project and the proposed AF is fully aligned with the objectives of the Government of Sierra Leone as well as the World Bank Sierra Leone Country Partnership Framework (CPF) for the years FY21-FY26 . The CPF aims to support the GoSL’s human capital-driven model of development and growth strategy by focusing on economic diversification to reduce the volatility and vulnerability of the economy. In line with the jobs focus of the CPF, the PSSNYE project targets individuals and households, particularly vulnerable youth, to provide them with a coordinated set of interventions including cash transfers, skills training, mentoring, access to finance, and links to market to help boost their income and employability. The AF activities target individuals, particularly vulnerable youth in urban areas, to provide them with short-term employment opportunities and digital skills training to help boost their income and employability. The AF activities are highly relevant to the GoSL’s Medium-Term National Development Plan 2019–2023 (NDP) , which establishes climate change as a core element of its program, with a goal to increase climate and disaster resilience.

The revised objective of the Productive Social Safety Net and Youth Employment (PSSNYE) project is (i) to improve access to social safety nets and income generating opportunities for targeted beneficiaries and (ii) to provide immediate and effective response to an eligible crisis. The PSSNYE project aims to tackle key constraints faced by different segments of the Sierra Leonean population. Component 1 of the PSSNYE targets extreme poor households, who constitute about 12.8 percent of Sierra Leone’s population, and mostly reside in rural areas. Component 2 targets eligible youth aged 18-35 from extreme poor and poor households in rural areas and poor households in urban areas to provide income and employment support through public works activities that are aimed at supporting initiatives related to climate adaptation and mitigation. Component 3 targets eligible youth aged 18-35 in urban areas from poor and non-poor households with some level of education to provide them business training and grants, and to connect them with relevant opportunities for employment and empowerment through a youth portal. Component 4 provides support on project management and on strengthening of institutions and systems. Finally , Component 5 targets the segment of the population that are increasingly vulnerable to climate-change induced natural disasters and other types of shocks and supports them through emergency cash transfers through the CERC Component.

The proposed additional financing (AF) will enable the Government of Sierra Leone (GoSL) to continue to strengthen the social protection system’s responsiveness to shocks, building on activities carried out under the Social Safety Net (SSN) project (P143588). Activities to be supported under the AF include:

- a. piloting of a digital public works (DPW) program, which aims to offer youth in urban areas short term employment to collect actionable climate risk data through mobile devices;
- b. operationalization of data-driven triggers to inform preparedness and faster response to disaster;
- c. expansion of the social registry of potential beneficiaries - building on data collected through the disaster-prone area registration of 2022;
- d. continued improvement in overall coordination between NaCSA and key agencies involved in shock response.

D. Environmental and Social Overview

D.1. Detailed project location(s) and salient physical characteristics relevant to the E&S assessment [geographic, environmental, social]



Additional Financing (AF) main interventions for the Productive Social Safety Nets and Youth Employment is to pilot Digital Public works. This will be implemented in Freetown whereas the system strengthening scale up will have a nationwide scope in rural and urban locations across all the 5 regions and 16 districts of Sierra Leone, including Freetown with diverse environmental, social, and institutional settings. The population of Sierra Leone is estimated at 7,534,981 million in 2018 with 75 percent of the population below the age of 35 across both urban and rural areas, and across males and females.

The overall youth unemployment rate is 4 percent, rising up to 10 percent for urban male youth and 6 percent for urban female youth. Unemployment rates for youth in rural areas are below 1 percent, perhaps alluding to the fact that youths in rural areas are poorer and cannot afford to stay unemployed. However, the pace of job creation in the country has not kept up with the number of youths entering the labor market every year. These issues are further complicated by the unfolding COVID-19 pandemic as youth already grappling with limited opportunities will be further hard-pressed to find employment opportunities under the current environment.

Poverty in Sierra Leone largely remains a rural phenomenon, with close to 74 percent of the population in rural areas living below the poverty line compared to 26 percent in urban areas. The Human Development Index rank for Sierra Leone is 181 out of 191 countries (UNDP, 2022). In the last decade, Sierra Leone has suffered from the triple food, fuel, and financial crisis of 2007/08; the Ebola (EVD) outbreak; the economic crisis caused by the fall in global iron ore prices; and the flood and landslides of 2015 and 2017. The EVD outbreak was more than just a health shock. It disrupted productive activities, restricted trade and prevented children from attending schools; and the strain it put on health services reduced access to treatment for other, more common conditions (visits to health facilities in Sierra Leone have dropped by 12.6 percent in April and by 9.3 percent in May 2020 compared to the data in same months in 2018 and 2019). With the economic contraction caused by COVID-19 in 2020, poverty using the international poverty line is expected to increase from 40.5 percent in 2019 to 43 percent in 2021, reversing the limited progress made in recent years.

Across the country, major agricultural activities are mostly centered on rice, cocoa, oil palm and poultry production. These agricultural activities are dominated by small-scale farmers and are mostly rain-fed. The rainy season starts from April/May and ends in October/November, while the dry season starts in November/December and ends in April. The mean annual rainfall varies across the three major ecological zones; the coastal areas range from 3000 to 5000mm, the north-central, southern, and eastern regions have a range of 2500-3000mm and the northern region has a range of <2000 to 2500mm.

Sierra Leone's coastal areas are increasingly vulnerable to climate change due to the threat of sea level rise. The 2018 World Risk Report ranked Sierra Leone 24th out of 172 countries in terms of risk to natural disasters with significant consequences for production levels and economic activity, especially for the poorest households who rely on subsistence agriculture.

Land in Sierra Leone is characterized by a dual ownership structure, customary tenure, and private ownership. In the Western Area including Freetown, private ownership is largely recognized, whereas landownership in the rest of the provinces is mainly customary land, controlled and administered by traditional chiefs on behalf of communities. Generally, only natives of the village are allowed to 'own' (freehold) land that they can pass onto their children. 'Strangers' or non-indigenes usually obtain farmlands through lease, either from individuals or the chief's council.



Persons with disability (PWDs) face various social, economic, and cultural barriers, and 70% live in rural areas. Sierra Leone experiences high levels of Gender Based Violence (GBV) attributed to a wide variety of reasons, such as patriarchal society, discriminatory customs, and lack of awareness of GBV related laws and policies.

Overall, the ICT market in Sierra Leone made progress in terms of expanding mobile signal coverage, increasing mobile phone and mobile broadband subscribers. However, Sierra Leone faces challenges in achieving its vision, including high prices of connectivity and devices, significant gaps in access to broadband internet especially in rural areas and for women and marginalized groups, and inadequate capacity and skills to capitalize on digital opportunities and innovation for various purposes including for emergency preparedness.

D. 2. Borrower’s Institutional Capacity

The AF project will be implemented by the National Commission for Social Action (NaCSA) with support from the MoYA, NaYCOM, the National Social Protection Secretariat and in partnership with the Anti-Corruption Commission (ACC), and the National Social Protection Secretariat and Statistics Sierra Leone (Stats SL).

NaCSA will be responsible for overall project coordination and implementation for both the parent project and AF. NaCSA will lead the coordination and implementation of Component 1 and 2, NaYCOM and MoYA will be primarily responsible for the implementation of component 3 with support from Stats SL on targeting of beneficiaries and ACC on building strong anti-corruption and grievance redress measures. Community Oversight Committees (COCs) consisting of six elected community members will support subcomponent 2a Sustainable Cash for Works activities at the community level, subcomponent 2b Green Public Works will be implemented through partnership with local councils.

Both NaYCOM and NaCSA have previous experience in implementing World Bank funded projects with satisfactory performance in operationalizing the Bank’s Safeguard Policies and ESF. The NaYCOM was involved in the implementation of Youth Employment Support Project (YESP; P121052) between 2010 and 2015. NaCSA has also been actively involved in the implementation of the World Bank funded Social Safety Nets Project (SSNP)- (P143588) that commenced in 2014 and is scheduled to close in June 2023, and already implementing the parent project- PSSNYE Project with satisfactory performance rating. NaCSA is responsible for the overall project management and coordination, procurement, financial management, E&S safeguards and Monitoring and Evaluation (M&E). The SSNP was an ES category C. No World Bank (WB) E&S safeguards policy was triggered, however, within the course of project implementation, WB provided continuous training and support to manage E&S issues such as Gender Based Violence (Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), Grievance Mechanism, Disability Inclusion and stakeholder consultations. Environmental and Social (E&S) performance has consistently been satisfactory.

This AF will be covered under the new Environmental and Social Framework (ESF). All the institutions either government, Project Implementation Unit (PIU) staff and consultants, have been involved in implementing the parent project under the ESF. A Social Development Specialist (SDS) has been hired by NaCSA to lead the implementation of site-specific action plans to ensure adequate risks identification, management, and reporting on social issues. In addition, under the parent project, NaCSA will be required to appoint a dedicated environmental specialist to support Environmental risk management for the labor-intensive public works and he/she will support environmental risk management of AF activities which includes digital public works (DPW) program, which aims to offer youth in urban areas short term employment to collect actionable climate risk data through mobile devices; operationalization of data-driven triggers to inform preparedness and faster response to disaster; expansion of the social registry of



potential beneficiaries. The Environmental Specialist and SDS shall provide E&S support for risk identification, management and reporting for the parent and AF Project. The SDS shall also maintain oversight on SEA/SH mitigation. These Specialists shall be supported by an Environmental and Social Officer (ESO) from the Local Councils. Environmental Specialist shall work with the Country’s National Disaster Management Agency (NDMA) to facilitate earlier and more reliable response and recovery to climate and disaster shocks, and over time. NACSA may also hire external expertise and consultancy services, where necessary, with terms of references acceptable to the Association.

Although NaCSA has considerable experience and capacity in overseeing relevant environmental and social safeguards implementation and social risk management under ESF, other implementing partners including NaYCOM, MoYA, ACC, COCs and local councils' capacity will require continuous improvement to have the experience or capacity to oversee relevant ESS. Training will be conducted for all implementing partners at different levels to ensure that ESS commitments are followed. District NaCSA coordinators, after being trained will support the monitoring and supervision of the implementation of ESS in the various subprojects particularly under component 2 labor intensive public works.

II. SUMMARY OF ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS

A. Environmental and Social Risk Classification (ESRC)

Moderate

Environmental Risk Rating

Moderate

The parent project environmental risk is rated as Moderate. The parent Project environmental risks of the project are mainly associated with small civil works, public greening activities, and agricultural activities proposed under component 2. The physical improvements on public infrastructure will involve small scale rehabilitation of existing facilities, namely; irrigation, feeder roads, gabions, roads and draining canals. The component will also finance refuse and garbage collection and waste disposal; support green public works in urban areas through cleaning and tree planting in public spaces; and cultivation of short duration crops such as rice, cassava, potatoes, vegetables. The main environmental impacts anticipated include: (i) disposal and management of waste from physical improvements and expansions of infrastructure; (ii) health and safety of farmers, pedestrians, and other members of the community during the rehabilitation works; (iii) traffic management; (iv) occupational health and safety of workers and (v) environmental impacts associated with agricultural activities. Agricultural activities will use sustainable methods and organic fertilizers. Potential environmental risk might include loss of biodiversity or habitat, land degradation, erosion, and siltation from unsustainable tillage and pollution (air, water, and land). The AF project is expected to pose moderate environmental impacts/risks by providing equipment that could generate small quantities of hazardous wastes at the end of their life cycle. Likely impacts are expected to be reversible, moderate in magnitude and localized, provided ESMPs are appropriately developed and implemented under the project. Since the AF will predominantly scale up component 2, (Labor-Intensive Public Works and Life Skills Support to Youth) and exclusively focused on of short-term employment opportunities to poor youth in urban areas through DPW, will generate some hazardous waste material through the purchase of smart phones for the DPW, the amount produced is likely to be minimal. These risks can be mitigated through measures described in the updated ESMF (due 3 months after project approval) and site specific ESMPs.

Social Risk Rating

Moderate

Public Disclosure



The AF project social risk rating is moderate, same as the parent project. The AF scales up activities under sub-components 2.1 and 2.2 focusing on Labor-Intensive Public Works and Life Skills Support to Youth respectively. A new subcomponent 2.3 DPW benefits unemployed and semi-skilled (NEET) youth including women and persons with disability from Freetown with short term employment to collect climate risk data using mobile devices. Same as the parent project, the AF activities are expected to have positive social impacts including employment of the youth and support to extreme poor and vulnerable households with regular income support through cash transfers including during emergencies, a set of economic inclusion related services to extreme poor households, and support for behavioral change under component 1; provide youth with short-term employment opportunities in rural and urban areas of Sierra Leone through life skills training and Digital Public Works under component 2; other measures to mitigate the risks of exclusion include a) focusing on key social vulnerability of targeted beneficiaries such as HIV/AIDS, disability, age and sex; b) clearly communicating its objectives and the eligibility criteria to target beneficiaries and c) allowing strong community participation during implementation phases. Further, activities proposed under the component 2 of the AF could however lead to exclusion of women and PWD as they seek to participate in Labor Intensive Public Works (LIPW) and DPW activities. Sexual Exploitation and Abuse and Sexual Harassment, occupational health and safety risks, use of child labour and forced labour especially from poor households to register for employment opportunities, flooding and exposure to water borne diseases and other communicable diseases including COVID-19 are anticipated and could impact on data collection. Data collection activities under DPW of the AF will take place in disaster prone areas of Freetown. Issues of and safety risks could discourage participation of women and PWD. These vulnerable youth may be in hard-to-reach areas and may not be able to benefit due to poor or no internet connectivity. Other potential risks include those associated with exclusion if opportunities are not made accessible to, for example, youth with disabilities and if selection criteria are not transparent and efforts made to remove specific barriers of discrimination. The proposed AF activities under component 2 could also heighten the risk of SEA/SH. These risks will be minimized by: (i) ensuring a strong communication strategy and outreach to solicit applications from youth including vulnerable youth; (ii) selection criteria to select beneficiaries defined in the Project Implementation Manual to ensure participation of vulnerable groups; and (iii) clear targets in terms of enrolling female beneficiaries and youth with disabilities in the AF activities. OHS, child and forced labor, floods exposure, management of e-waste, and potential spread of COVID19 are additional potential social risks that is considered and will be mitigated by developing appropriate mitigation measures and action plans as required by the parent project ESMF and updated for the AF.

Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Risk Rating Moderate

There are specific SEA/SH risks associated with Social Safety Nets Project in the short to medium term. These include 1. Sexual Exploitation and Abuse/Sexual harassment (SEA/SH) due to the power differential among project workers project staff/traditional leaders distributing benefits, and the vulnerable community members (mostly women), demands for sexual favors could be made. 2. SEA/SH associated with the construction works 3. Intimate Partner Violence (IPV) resulting from (i) Male backlash due to shifts in power and perceived threat to male authority if women have access to cash thus increasing their bargaining power in the use of resources and overall decision making (ii) intrahousehold conflict over control and use of resources as well as stress related conflict if payments are reduced or suspended 4. Unsafe Routes to and from work, timing of scheduled labor works and cash payment, may pose risks of sexual assault for women and girls participating in the project. The project will prepare a standalone GBV action plan proportionate to the moderate risk SEA/SH rating based on the Bank SEA/SH screening tool before commencement of procurement activities to address SEA/SH risks. The GBV Action Plan will further form part of the ESMP and implemented during the execution of works. Planned activities include (i) clear and transparent communication about project benefits including criteria for selection and processes for distribution (ii) Equip the project’s Grievance Redress



Mechanism (GRM) to handle GBV complaints and provide referral to services for survivors (iii) Ensure project workers all sign a GBV code of conduct (iv) Explore using secure method of cash transfers (v) Behavioral workshops prior to payment will include modules focused in SEA/SH and IPV etc. In addition to the SEA/SH risk mitigation the project will support ongoing work with the Ministry of Gender and Children’s Affairs (MoGCA) to systematically strengthen government capacity, streamline and standardize key risk mitigation measures in the World Bank portfolio. To this end the project will allocate funding to cover the cost of support to MoGCA to conduct and update service provider mapping in the build up to establishing a nationwide service provider map, hire a communications firm/consultant to develop GBV communication materials which includes messaging on SEAH risks for Sierra Leone context, customizable posters that can be used/customized by all projects, support the Ministry to link country GBV hotline with project GRMs and develop GRM reporting mechanism for all bank financed projects managed by the Ministry of Gender, develop and deliver trainings of survivor centered GBV response for GRM operators, District GBV steering committees, social workers and conduct community awareness campaigns and capacity building. An MOU shall be signed with MoGCA outlining the procedure for implementation.

B. Environment and Social Standards (ESSs) that Apply to the Activities Being Considered

B.1. General Assessment

ESS1 Assessment and Management of Environmental and Social Risks and Impacts

Overview of the relevance of the Standard for the Project:

The AF just as the parent project will be implemented in both urban and rural settlements of the entire country with the objective of providing youth employment, social cohesion, women and disability inclusion in beneficiary communities. Key environmental and social risks and impacts associated with the AF project activities under Component 2: Employment opportunities to youth in urban areas through digital public works (DPW), will generate some hazardous waste material through the purchase of smartphones and computers for the DPW, the amount produced is anticipated to be minimal. These environmental risks can be mitigated through measures described in the ESMF and site-specific ESMPs. Labour Intensive Public Works may lead to the exclusion and discrimination of some categories of vulnerable people including youth, in particular women, persons with disabilities, people in hard-to-reach communities with poor digital connectivity. Tensions resulting from misunderstanding on eligibility and selection criteria, and SEA/SH are expected. Occupational health and safety risks including COVID-19 spread during execution of task are anticipated. The description of these risks at this stage is generic but will be detailed when information on the targeted beneficiaries become available during implementation. The interest and concerns of stakeholders will be factored into the AF project design and consultations will continue during project implementation.

On the social side, the proposed AF activities will not involve land take or restrictions on land use given the interventions to be supported. However, there could be exclusion of female youth, persons with disabilities and people in geographical isolated communities as they seek to participate in the DPW programs. Digital accessibility could limit participation of youth in hard-to-reach areas in difficult terrains affected by flood and land slide in Freetown. SEA/SH, are also anticipated.

As detailed below, the relevant ESSs that apply to the AF project are: ESS1, ESS2, ESS3, ESS4, ESS6, ESS8 and ESS10.



To comply with these standards, the parent project Stakeholder Engagement Plan (SEP) and Environmental and Social Commitment Plan (ESCP) which were disclosed on December 17, 2021 will be updated to include the AF requirements. The parent ESMF will be updated 3 months after board approval of the AF to mitigate hazardous waste management of the digital devices that will be procured and deployed under the AF. The parent ESMF already includes other E&S risks mitigation measures such as occupational health and safety, solid waste management, pollution prevention, community health and safety, child labour and force labour, management of solid waste, soil erosion, loss of vegetation, and management of potential grievances and complaints from project beneficiaries and will remain applicable to the AF. The screening tool in the parent ESMF will determine where and when site specific ESMPs will be necessary. If the screening tool determines that no site-specific ESMPs are required, it will recommend that the activities be guided by a Generic ESMP (an ESMP template in annexed to the parent project ESMF), and the local and applicable international conventions governing E&S risk management. The contractors will be required to prepare and implement a contractor ESMP (C-ESMP), or adapted from the Generic ESMP that will be prepared, but modified to capture local peculiarities. The Project Management Team will be required to monitor, supervise, and report safeguards implementation by the contractor on a regular basis.

ESS10 Stakeholder Engagement and Information Disclosure

This standard is relevant. A SEP for the parent project was prepared and disclosed in September 2022. The additional finance for PSSNYE is expected to involve additional stakeholders. The SEP for the parent project will be updated to reflect new stakeholders such as local universities/high schools from which the project will source applicants and conduct required trainings. Other key AF project stakeholders includes (i) national and subnational government agencies including Anti-Corruption Commission, National Youth Commission, Ministry of Labor and Social Security, Ministry of Youth Affairs, National Commission for Social Action, Statistics Sierra Leone, National Commission for Persons with Disabilities, Sierra Leone Union on Disability Issues, National Social Protection Secretariat; The Freetown City Council (ii) World Food Program, GIZ and UNICEF; (iii) project beneficiaries; (iv) local communities; (v) civil society; and (vi) private companies among others.

The SEP for the parent project will be updated and disclosed in country and on World Bank Website prior to appraisal. The parent SEP includes stakeholder mapping and communication strategy for interested parties, various beneficiaries and project affected persons including disadvantaged and vulnerable groups to ensure adequate inclusion of vulnerable people and allow for meaningful stakeholder consultations and inputs in the project design and implementation. The parent SEP i) describes the Project stakeholders and how they will be engaged throughout the project life, with a focus on identifying vulnerable individuals or groups and applying measures to remove barriers to their participation to avoid elite capture and all inclusiveness; ii) provides a framework for citizen engagement, meaningful consultation, feedback mechanisms, iii) describes the project grievance redress mechanism (GRM) including the provision of GBV sensitive referral pathways; iv) provides the budget for SEP implementation, allocates responsibilities, and describes implementation arrangements for the implementation of stakeholder activities and, v) provides measures to ensure that all stakeholder engagement activities will be conducted in compliance with the National COVID-19 protocols on social distancing and the World Bank guidance note on “Public Consultations and Stakeholder Engagement in WB-supported operations. The SEP includes measures to ensure efficiency and beneficiary satisfaction with service delivery, promote transparency and accountability to assist in reducing leakages, promote community ownership, and provide voice to the LIPW and DPW beneficiaries who in most cases are



voiceless. The project will leverage on the existing grievance redress mechanisms under the Sierra Leone Social Safety Nets (SSN) Project (P143588) established with national coverage to address project related complaints.

The additional finance for PSNPPYE is expected to involve additional stakeholders. The Stakeholders' Engagement Plan (SEP) for the parent project will be updated to reflect new stakeholders such as local universities/high schools from which the project will source applicants and conduct required trainings. Other key AF project stakeholders includes (i) national and subnational government agencies including ACC, NaYCOM, Ministry of Labor and Social Security, MoYA, NaCS A, Stats SL, National Commission for Persons with Disabilities, Sierra Leone Union on Disability Issues, National Social Protection Secretariat; The Freetown City Council (ii) World Food Program (WFP), GIZ and UNICEF; (iii) project beneficiaries; (iv) local communities; (v) civil society; and (vi) private companies among others. The updated SEP will be disclosed in country and on the World Bank Website prior to appraisal.

B.2. Specific Risks and Impacts

A brief description of the potential environmental and social risks and impacts relevant to the Project.

ESS2 Labor and Working Conditions

This ESS is relevant. No large-scale construction activities will be financed by the AF project. However, there will be labour intensive public works through the use of digital technology that will include climate smart activities including tree planting among others. These works will involve community workers, particularly the youth and women, as well as some contracted workers and primary suppliers. The project through Public Works Department will also hire unemployed youth for short term employment. The Project Management Team will be supported by consultants, civil and public servants at the various implementing agencies at the national and sub-national levels and Universities. Like the parent Project, the AF will include the use of community workers mainly youth for the LIPW. Engagement of direct workers and contracted workers are envisaged to be on a very small scale. The requirements of paragraphs 34 to 38 of ESS2 will apply to community workers, as specified in Section F. Government civil servants, who may provide support to the AF Project will remain subject to the terms and conditions of their existing public sector employment agreement or arrangements. However, the project will institute measures to protect such workers against COVID-19 to create safe working environment while supporting the project. Based on experience on implementing emergency cash transfers under the project, security forces may be engaged, however, the use of security personnel will be done in accordance with the provisions in ESS 4 – including assessing security personnel risks, preparing Security Management Plan/Protocol. Forced labor and children under 18 will not be permitted to work project as per the labor laws of Sierra Leone as well as the ESS2 provisions under paragraphs 17, 18 and 19.

While the number of direct workers and primary supplier workers for additional activities under component 2 proposed under the AF, cannot be estimated at this preparation stage, no or very minimal scale labor influx is expected as local labor from mainly the youth will mostly be used for such AF project activities. These workers could face risks relating to: (i) poor condition of service, (ii) occupational health and safety, (iii) exposure to COVID-19, and (iv) discrimination and harassment including sexual exploitation and abuse (SEA), and sexual harassment (SH) among others. While using direct workers the contractor will comply with the requirements of paragraphs 9 to 30 of ESS2. Similarly, the contractor, while using primary supply workers, will be required to adhere to paragraphs 39 to 42 of ESS2.



The parent project Labor Management Procedures (LMP) under the parent ESMF reflects national labor standards as well as the objectives and requirements of ESS2. It shall be updated as relevant alongside update of the ESMF 3 months after board approval. The LMP requirements shall be incorporated into the procurement documents before launching the procurement process for the relevant subproject activities to require contractors and service providers to prepare and implement labor management plans as part of the contractor ESMPs, which will, among others, cover Occupational Health and Safety (OHS) related issues and COVID-19 prevention strategies. The project will require contractors to establish workers grievance mechanism proportionate to the nature and scale of the project to enable all direct workers, contracted workers and community workers to raise workplace concerns and to receive timely resolution and feedback to complaints. The LMP provides standard provisions on child labor, forced labor, prohibition of sexual exploitation/abuse and sexual harassment including codes of conduct for all workers, non-discrimination and equal opportunity and occupational health and safety procedures. Based on screening, the project may require contractors to prepare site-specific Occupational Health and Safety Plan in line with World Bank Group Environment, Health, and Safety (EHS) Guidelines (for construction activities). Such a plan would include site-specific measures to address OHS risks, emergency preparedness and response procedures and continuous training and awareness to workers. Project ESS Specialists shall train Contractor workers on various aspects of OHS relevant to the Project on a regular basis.

ESS3 Resource Efficiency and Pollution Prevention and Management

This standard is relevant, but, by virtue of the nature and scale of project activities, the environmental footprint is anticipated to be small. The AF Main environmental risks /impacts are associated with the utilization of mobile devices that will generate small quantities of hazardous wastes at the end of their life cycle.

Assessment and management of adverse environmental risks and impacts associated with Parent Project activities includes small civil works, public greening and agricultural activities and AF PDW activities during construction, operation, and decommissioning stages will be done according to ESS3 and the appropriate WBG Environmental Health and Safety Guidelines (EHSG). Green house gas (GHG) emissions generated from the project are not likely to be significant; hence, their estimation is not relevant for the project.

ESS4 Community Health and Safety

This standard is relevant. The AF project activities will generate enormous benefits to extremely poor households and the beneficiary communities including, increased earnings from LIPW for the youth through short term employment opportunities and training. However, there are also potential risks and impacts such as poor e-waste management that may have adverse impact on community health and safety. The ESMF will be updated to include measures to manage potential hazardous waste management risks and minimize community exposure to such risks in the medium to long term.

The potential for beneficiaries to be exposed to SH/SEA from contractors and contract workers and workers involved in the recruitment of youth into the project is also possible. There is also the risk of exclusion of communities in



remote areas, women, youth and persons with disabilities. The project GRM includes measures to address risks related to SEA/SH including referral pathways for SEA/SH issues. The Project will require contractors and workers to sign a workers' Codes of Conduct (CoC). The project was rated low on SEA/SH risk using the Bank SEA/SH risk. However, further assessment conducted under the parent project have raised the risk to moderate during implementation of the parent project. A stand-alone Gender-Based Violence (GBV) Action Plan proportionate to SEA/SH risks has been prepared and it shall be part of Project ESMPs and implemented throughout Project implementation.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

No land acquisition or physical or economic displacement is expected under the AF.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

This ESS is relevant to the project. The requirements of ESS6 apply to all projects that potentially affect biodiversity or habitats, either positively or negatively, directly or indirectly, or that depend upon biodiversity for their success. The Parent Project activities includes: Small scale agricultural activities, construction and all rehabilitation works may have unintended negative consequences on habitats and the biodiversity. Works will be done on a small scale and on existing facilities, but the impact of pollution from wastes generated in the process could be far reaching, if not prevented or contained. The risk is higher in the wet season as sediments, spilled oil and debris are washed out into drains and eventually surface- and groundwater and wetlands, where they could affect species population and diversity, and in extreme cases, alter ecosystems. While such scale of impacts is not anticipated in this project, the contractor, under the supervision of the PIU shall diligently implement the contractor ESMP adapted to each specific locality. Water for irrigation must not be abstracted from surface water at a rate that could impact downstream ecosystem services.

The AF focuses on new subcomponent 2c which activities includes; piloting of a digital public works (DPW) program, which aims to offer youth with short term employment to collect actionable climate risk data through mobile devices; operationalization of data-driven triggers to inform preparedness and faster response to disaster; expansion of the social registry of potential beneficiaries - building on data collected through the disaster-prone area registration of 2022; continued improved overall coordination in responding to shocks. Hazardous waste material from digital devices may pose minimal threat to habitat and biodiversity. The ESMF will be updated to include measures to manage potential hazardous waste management risks.

ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

There are no Indigenous people as defined by this standard in the project areas.

ESS8 Cultural Heritage

Public Disclosure



This standard is relevant. As indicated earlier, the mix of project Component 2 activities will include rehabilitation of existing tertiary irrigation canals, tube wells, and construction of drainage canals etc. These activities can happen in areas where tangible and intangible cultural heritage could be found. The parent ESMF prepared for this project includes specific consideration for engaging relevant local communities and traditional authorities on the management of issues associated with known cultural sites and artifacts. The parent ESMF also includes chance finds procedures to protect cultural values and assets and a “chance finds” clause will be added to the contracts of contractors during project implementation. In the event of a find or the observation of a cultural practice, the Project shall follow the guidelines detailed in the ESMF/ESMPs and contact the Monuments and Relics Commission (MRC) that is entrusted with the protection of cultural heritage in Sierra Leone within 72 hours of the find.

ESS9 Financial Intermediaries

No FI as involved in the project interventions

C. Legal Operational Policies that Apply

OP 7.50 Projects on International Waterways No

OP 7.60 Projects in Disputed Areas No

B.3. Reliance on Borrower’s policy, legal and institutional framework, relevant to the Project risks and impacts

Is this project being prepared for use of Borrower Framework? No

Areas where “Use of Borrower Framework” is being considered:

none

IV. CONTACT POINTS

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Implementing Agency(ies)

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VI. APPROVAL

Task Team Leader(s):	Abu Kargbo, Samik Adhikari
Practice Manager (ENR/Social)	Sanjay Srivastava Cleared on 11-Apr-2023 at 18:03:4 EDT